

**STATE INSTITUTE OF RURAL DEVELOPMENT IN MIZORAM:
STRUCTURE AND FUNCTIONS**

**A Dissertation submitted to Mizoram University
for the award of the Degree of Master of Philosophy in
PUBLIC ADMINISTRATION**

Submitted by

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CERTIFICATE

Certified that Ms. T. Zahmingthangi, a student of M.Phil programme in the Department of Public Administration, Mizoram University has prepared the present dissertation titled 'State Institute of Rural Development in Mizoram: Structure and Functions'. This is an original work of research which has not been used previously and which has not been submitted to any other university for any purpose. It covers the topic of research adequately.

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DECLARATION

I, T. Zahmingthangi hereby declare that the subject matter of this dissertation entitled “*State Institute of Rural Development in Mizoram: Structure and Functions*” is the record of work done by me and that the contents of this dissertation did not form the basis for the award of any previous degree to me or, to the best of my knowledge, to anybody else, and that the dissertation has not been submitted by me for any research degree in any other University/Institutions.

This dissertation is being submitted to Mizoram University for the degree of Master of Philosophy in Public Administration.

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I would also like to offer my utmost gratitude to all my family members for their love and support.

Finally, I thank God for giving me strength and His continued blessings.

(T. ZAHMINGTHANGI)

MZU/M.Phil./150 of 16.05.2014

LIST OF ABBREVIATIONS

AA	Account Assistant
AMFU	All Mizoram Farmers Union
AO	Administrative Officer
APOs	Assistant Programme Officers
BDO	Block Development Officer
BIS	Bureau of Indian Standards
BNV	Bharat Nirman Volunteers
BPL	Below Poverty Line
BRG	Block Resource Group
BRGF	Backward Region Grant Fund
BRT	Block Resource Team
CA	Computer Assistant
CAD	Computer Added Design
CADC	Chakma Autonomous District Council
CAPART	Council for Advancement of Peoples Action and Rural Technology
CB & T	Capacity Building and Training
CD	Community Development

CIC	Community Information Centre
DA	Dealing Assistant
DCBC	District Capacity Building Coordinator
DEGSU	District Employment Gaurantee Scheme Unit
DPR	Detailed Project Report
DRDA	District Rural Development Agency
DRP	District Resource Person
DWCDC	District Watershed Cum Data Cell
ETC	Extension Training Centre
GIS	Geographical Information System
GS	Gram Sevika
HEO	Horticulture Extension Officer
HIV/AIDS	Human Immunodeficiency Virus/Acquired Immune Deficiency Syndrome
IAY	Indira Aawas Yojana
ICT	Information and Communication Technology
IWDP	Integrated Watershed Development Programme
IWMP	Integrated Watershed Management Programme
LLI	Lab to Land Initiatives
MDC	Member of District Council

MDoNER	Ministry of Development of North Eastern Region
MGNGEGA	Mahatma Gandhi National Rural Development Guarantee Act
MHIP	Mizo Hmeichhe Insuihkhawm Pawl (Mizo Women Federation)
MIS	Management Information System
MISP	Management Information System Procedure
MJA	Mizoram Journalist Association
MRP	Master Resource Person
MS	Mukhya Sevika
MULCO	Mizoram Multi - commodity Producers Co - operative Union Limited
MzSRLM	Mizoram State Rural Livelihood Mission
NEC	North Eastern Council
NERC	North Eastern Regional Centre
NGO	Non Government Organization
NIRD	National Institute of Rural Development
NLUP	New Land Use Policy
NREGP	National Rural Employment Guarantee Programme
NRLM	National Rural Livelihood Mission
NRM	Natural Resource Management
PIA	Project Implementing Agency

PIGFED	Mizoram Pig Producers Co - operative Federation Limited
PMGSY	Pradhan Mantri Gram Sadak Yojana
PRA	Participatory Rural Appraisal
RD	Rural Development
RGPSA	Rajiv Gandhi Panchayat Shasaktikaran Abhiyan
SALT	Sloping Agricultural Land Technology
SGSY	Swarnajayanti Gram Swarozgar Yojana
SHG	Self Help Group
SIRD	State Institute of Rural Development
SLNA	State Level Nodal Agency
STM	State Resource Team
TA	Technical Assistant
TNA	Training Need Analysis
ToT	Training of Trainer
TSG	Technical Support Group
WC	Watershed Committee
WDT	Watershed Development Team
VLA	Village Level Assistant
VCM	Village Council Member
VCP	Village Council President

VEC Village Employment Committee

VMC Village Monitoring Committee

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PREFACE

The dissertation is divided into five chapters. The first chapter is the Introduction. The second chapter is titled 'Rural Development Administration - A Conceptual Study'. The third chapter is 'Structure and Functions of State Institute of Rural Development, Mizoram'. The fourth chapter is titled 'Problems and Challenges Faced by the State Institute of Rural Development, Mizoram' and the final chapter is the Conclusion.

The first chapter starts with the profile of Mizoram by highlighting its geographical location and administration before and after Independence. It deals with the importance of rural development and the role played by rural development administration for the upliftment of the rural society. The institutions like National and State Institute of Rural Development and its Extension Training Centres have also been highlighted. It traced the origin and objective of the State Institute of Rural development, Mizoram. This chapter also introduces the problems, scope, objectives and methodology of the study.

The second chapter highlights the conceptual study of rural development administration. It has studied the meaning of rural, development and development administration, administration and public administration. The chapter also deals with the conceptual study of rural development and rural development administration. It has discussed rural development programmes in India since Community Development Programme which was started in 1952 till Seventy Third Amendment, 1992 for decentralizing the rural development administration. This

chapter has highlighted the different levels of rural development administration such as the central, state, district, block and village levels.

The third chapter deals with the structure and functions of the State Institute of Rural Development, Mizoram. It has highlighted evolution of rural development during the District Council period (under Assam Government), Union Territory Administration and State Administration. It also traced the history, origin and evolution of State Institute of Rural Development, Mizoram. This chapter gives an in-depth study of the present structure and functions of the Institute. It also discussed in details the activities and training programmes in the previous and current years (till September 2014).

The fourth chapter focuses on the problems and challenges faced by the State Institute of Rural development, Mizoram. It covers the problems of personnel, administrative and in conducting training programmes. The chapter also highlights the infrastructural, financial and communication problems of the Institute and the two Extension Training Centres. It also deals with problems of publicity, research and transport. Problems faced by Extension Training Centre, Pukpui in Lunglei District relating to location and climatic condition are also outlined in this chapter.

The final chapter is divided into two parts - Part I and part II. The first part consists of a brief summary of all the previous four chapters. It describes the importance and meaning of rural development, different approaches of rural development and the role played by rural development administration for the uplift of the rural poor. This part also mentions institutions like National Institute of Rural Development and State Institute of Rural Development that impart training and capacity building programmes for the improvement of skills and attitudes of rural

development functionaries. It also deals with the structure and functions of State Institute of Rural Development, Mizoram and discusses the problems and challenges faced by it.

The second part contains the major findings of the study. It tries to give answers for the research questions. It also makes suggestions for securing improvement of the working of the State Institute of Rural Development for the development of rural society in Mizoram.

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Development, Mizoram

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Development, Mizoram

Chapter V : Conclusion

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2001 - 2002

TRAINING COVERAGE OF MIZORAM STATE BY THE NIRD, SIRD AND THE ETCs OF MIZORAM

Appendix No. 1

Sl. No.	Place	Name of course	Date	Course Director	Category	Participants			Expenditure (Rs.)
						M	F	Total	
1	Aizawl	Financial Management in DRDA's	Feb. 5 – 9, 2001	NIRD Off – Campus Training	DRDA Officials	21	6	27	Sponsored by NIRD
2	Aizawl	Participatory Management of Watershed Development Project	April, 23 – 27, 2001	NIRD Off – Campus Training	District Level Officials	22	8	30	do
3	Aizawl	Social Mobilization and Organization of Self –Help Groups for Economic Development of the Rural Poor	Aug. 6 – 11, 2001	NIRD Off – Campus Training	District/Block Level Officials	19	22	41	do
4	Aizawl	Planning & Implementation of SGSY for Block Level Functionaries	Jan. 16 – 17, 2002	Dr. C. Lianmawia	Block Level Functionaries	34	20	54	12,250
5	Aizawl	Orientation Course on IWDP	Feb. 5 – 6, 2002	Dr. C. Lianmawia	WDT, WA & WC	24	5	29	
6	Aizawl	Crash Course on Self Employment	Feb. 12 – 14, 2002	A.K. Baruah	Educated Unemployed Youth	22	-	22	Sponsored by NIRD
7	Aizawl	Decentralized Planning for Village Council Members and NGOs	Feb. 28 – March 1, 2002	Khawlsiamthanga Khawlhing,	VC Members & NGOs	20	1	21	
8	Aizawl	Social Equity and Social Justice in Rural Areas	March 13 – 14, 2002		NGOs/V C Members	14	1	15	14,900
9	Aizawl	Mushroom Production Technology	March 21 – 22, 2002	MS Fanai	Women Groups	-	30	30	
10	Aizawl	Scientific Management of Pig Farm	March 26 – 27, 2002	Dr. C. Lianmawia	Pig Producers Coopt. Society Members	24	8	32	

Source: SIRD Annual Report and Statistical Data

2002 - 2003

Appendix No. 2

Sl. No.	Place	Name of course	Date	Course Director	Category	Participants			Expenditure (Rs.)
						M	F	Total	
1	Aizawl	Planning and Implementation of Rural Development Programme	April 8 – 13, 2002	NIRD Off – Campus Dr.T. Medhabati Devi	District & Block Officials	18	3	21	
2	Aizawl	Workshop on Training Need Analysis	April 25 – 26, 2002	Sponsored by Ministry of RD. Govt. of India	District & Block Officials	25	5	30	Sponsored by MoRD, GoI
3	Aizawl	Decentralized Planning	May 13 – 14, 2002	Khawlsiamthanga Kawlhing,	Village Council Members	15	-	15	14,650
4	Aizawl	General Conference cum Seminar on Sensitization of VC Members on Centrally Sponsored Scheme	05-Jun-02		Village Council Members	998	2	1000	
5	Aizawl	Food Processing & Preservation	July 30 – 31, 2002	MS Fanai	Women Groups	-	27	27	12,000
6		Women Empowerment : Current Strategy	Aug. 6 -7, 2002	Lalthlamuana Pautu	Women Groups	-	28	28	
7		Scope for Self – Employment	Aug. 8 – 9, 2002	Khawlsiamthanga Kawlhing,	Educated Unemployed Youths	26	9	35	
8	Kolasib	Organization & Establishment of Dairy Cooperative Society	Aug. 20, 2002	Dr. C. Lianmawia	Dairy Farmers	27	3	30	} 17,390
9	Kolasib	Organization & Establishment of Piggery Cooperative Society	Aug. 21, 2002	Dr. C. Lianmawia	Piggery Farmers	22	9	31	
10	Kolasib	Planning and Implementation of SGSY for Self –Help Groups	Aug. 27 – 28, 2002	Dr. Lalnilawma	SHG Members & Block/District Level Officials	15	15	30	11,750
11		Rural Development Projects for NGOs	Sept. 2 – 7, 2002	NIRD Off – Campus	NGOs	20	10	30	

Source: SIRD Annual Report and Statistical Data

2003 - 2004

Appendix No. 3

SI No.	Place	Name of course	Date	Course Director	Participants				Expense (Rs.)
					Category	M	F	Total	
1	Mamit	Scientific Management of Sericulture Activities	10-Apr-03	MS Fanai	Seri-Farmers	35	7	42	24,720
2	ETC, Pukpui, Lunglei District	Scientific Management of Sericulture Activities	16-Apr-03	MS Fanai	Seri-Farmers	27	23	50	
3	Kolasib	Scientific Management of Sericulture Activities	28-Apr-03	MS Fanai	Seri-Farmers	25	7	32	
4	Kolasib	Training on Cement & Masonry Works	June 10 – 20, 2003	Dr. C. Lianmawia	Rural Youth	30	-	30	70,540
5	Aizawl	Orientation Course on RD Programmes for Village Council Presidents	June 24 – 25, 2003	Khawlsiamthanga Khawlhing,	Village Council Presidents	105	1	106	
6	Champhai	Orientation Course on RD Programmes for VC Presidents	July 2 – 3, 2003	Dr. Lalnilawma	Village Council Presidents	74	-	74	
7	Aizawl	Training on Cement & Masonry Works	July 8 – 18, 2003	Khawlsiamthanga Khawlhing,	Rural Youth	33	-	33	70,540
8	Champhai	Training on Cement & Masonry Works	July 8 – 18, 2003	Dr. Lalnilawma	Rural Youth	31	-	31	70,540
9	Lunglei	Orientation Course on RD Programmes for VC Presidents	July 10 – 11, 2003	Dr. Lalnilawma	Village Council Presidents	88	2	90	
10	Aizawl	Course on RD Projects for NGOs	July 14 – 19, 2003	NIRD Off-Campus NERC	NGOs	20	4	24	
12	Serchhip	Training on Cement & Masonry Works	July 22 – Aug. 1, 2003	Dr. Lalnilawma	Rural Youth	32	-	32	70,540

Source: SIRD Annual Report and Statistical Data

2004 - 2005

Appendix No. 4

SI No.	Place	Name of course	Date	Course Director	Participants				Expense (Rs.)
					Category	M	F	Total	
1	In - Campus	Rural Health Care for NGOs	May 5 – 6, 2004	Dr. Lalnilawma	NGO (Women Groups)	-	28	28	
2	Thingsulthliah	Training on “Cement & Masonry Works”	May 10 – 21, 2004	Dr. Lalnilawma	Rural Youth	30	-	30	58770
3	In-campus	Scientific Management of Piggery farm	Sept. 29-30, 2004	Dr. C. Lalmuanthanga	NGO (women)	-	30	30	8750
4	In-campus	Women’s Empowerment	Oct. 12 – 13, 2004	Khuangthansanga Pakhuangte	NGO (Women)	-	27	27	10450
5	In-campus	Income generating activities for rural women	Oct. 14 – 15, 2004	MS Fanai	Rural Women	-	30	30	11306
6	Thingsulthliah	Sustainable Agriculture in sloping cultivation areas	Oct. 26 – 27, 2004	MS Fanai	Farmer	23	7	30	16865
7	Thingsulthliah	Mushroom production technology	Oct 28 – 29, 2004	MS Fanai	Women Farmer	3	27	30	13225
8	Thingsulthliah	Management of Dairy Cattle	Nov, 4 – 5, 2004	Dr. C. Lalmuanthanga	Farmer	25	4	29	15490
9	Champhai	Decentralized Planning and Administration for V/Cs	Nov, 24-25, 2004	Khuangthansanga Pakhuangte	Village Council Members	42	-	42	28140
10	In-campus	“Entrepreneurship Development for Rural Youths”	Dec. 9-10, 2004	Khawlsiamthanga Khawlhing,	Rural Youths	5	24	29	9700

Source: SIRD Annual Report and Statistical Data

2005 - 2006

Appendix No. 5

SI No.	Place	Name of course	Date	Course Director	Participants			Expense (Rs.)	
					Category	M	F		Total
1	In - Campus	Capacity Building for Village Council Members Under SGSY	11 th –13 th May, 2005	Dr. C. Lalmuanthanga	Village Council Members	21	-	21	27300
2	Aizawl	NIRD-Off Campus Course on “Financial Management for Accounts Officers of DRDAs”	6 th -11 th June, 2005	NIRD Off-Campus	Accounts officers under DRDAs, BDOs, R.D. Deptt. & SIRD	25	14	39	NIRD Off-Campus
3	Saiha	“Capacity Building for Village Council Members Under SGSY”	27 th – 29 th July, 2005	Khawlsiamthanga Khawhring,	Village Council Presidents/Members	83	-	83	40120
4	Lawngtlai	“Capacity Building for Village Council Members Under SGSY”	2 nd – 4 th Aug., 2005	Khuangthansanga Pakhuangte	Village Council Presidents/Members	156	7	163	98600
5	Lunglei	“Capacity Building for Village Council Members Under SGSY”	24 th - 26 th Aug., 2005	Dr. C. Lalmuanthanga	Village Council Presidents/Members	93	-	93	87720
6	Serchhip	“Capacity Building for Village Council Members Under SGSY”	31 st Aug. – 1 st Sept., 2005	Khawlsiamthanga Khawhring,	Village Council Presidents/ Members	34	-	34	28700
7	In – Campus	Capacity Building for Self help Groups	3 rd - 4 th Oct., 2005	Khawlsiamthanga Khawhring,	SHGs	-	32	32	10450
8	Bilkhawthlir	Capacity Building for Self help Groups	6 th – 7 th Oct., 2005	Khawlsiamthanga Khawhring,	SHGs	11	23	34	12450
9	Vairengte	Food processing & Preservations	13 th – 14 th Oct., 2005	MS Fanai	Rural Women	-	29	29	18570

Source: SIRD Annual Report and Statistical Data

2006 - 2007

Appendix No. 6

SI No.	Place	Name of course	Date	Course Director	Participants				Expense (Rs.)
					Category	M	F	Total	
1	Lawngtlai	Training on "Resource Mobilization in ADCs: Role and Responsibilities of Officials & Elected Representatives	3 rd – 8 th April 2006	NIRD-NERC Off-Campus	MDCs, Officials & NGOs	25	2	27	Sponsored programme
2	Vairengte	Training on "Formation & Management of SHGs"	6 th – 7 th June, 2006	Khawlsiamthanga Khawhring,	SHG Members	6	50	56	19750
3	Lawngtlai	Sensitization Workshop on National Rural Employment Guarantee Scheme	11 th July, 2006	Khuangthansanga Pakhuangte	Officials	20	3	23	33500
4	Saiha	Training on "National Rural Employment Guarantee Scheme"	13 th – 15 th July, 2006	Khuangthansanga Pakhuangte	Officials	25	6	31	33500
5	SIRD	Orientation course for VC Secretaries	19 th – 21 st , July, 2006	Khuangthansanga Pakhuangte	VC Secretaries	-	37	37	19380
6	Chawngte	Training on "National Rural Employment Guarantee Scheme"	27 th – 29 th July, 2006	Khuangthansanga Pakhuangte	Officials	79	17	96	105500
7	Saiha	Training on "National Rural Employment Guarantee Scheme"	1 st – 2 nd Aug., 2006	MS Fanai	Officials & Elected Representatives (VC members)	40	5	45	39660
8	Tuipang	Training on "National Rural Employment Guarantee Scheme"	3 rd – 4 th Aug., 2006	MS Fanai	Officials & Elected Representatives (VC members)	71	15	86	60940

Source: SIRD Annual Report and Statistical Data

2007 - 2008

Appendix No. 7

SI No.	Place	Name of course	Date	Course Director	Participants			Expense (Rs.)	
					Category	M	F		Total
1	Aizawl	Capacity Building under SGSY for VCPs	3-5 April. 2007	Khuangthansanga Pakhuangte	VCPs	137	-	137	Rs.2,55,000
2	Aizawl	Capacity Building Under SGSY for Block functionaries	9-14 April 2007	Khuangthansanga Pakhuangte	Officials	61	-	61	Rs.1,72,800
3	SIRD Trg Hall	Training on Capacity Building for Trainers	18-19 April, 2007	MS Fanai	Trainers	11	19	30	Rs.1,25,000
4	Lungdai	Training on Organic Farming	14-20 April, 2007	MS Fanai	SHG Members	3	27	30	Rs.44,850
5	Sangau	NREGP for Village Council Presidents and Secretaries.	25-26 April, 2007	Khuangthansanga Pakhuangte	VCP & VCS	43	-	43	Rs.19,000
6	Lunglei	TOT Course on NREGP for District and Block Functionaries	22-26 May, 2007		Officials	4	19	23	Rs.65,000
7	Champhai	TOT Course on NREGP for District and Block Functionaries	29.5-2.6. 2007		Officials	3	14	17	Rs.70,000
8	Aizawl	Workshop on NREGP and Village Monitoring Committee: Role and Responsibilities	5-6 June. 2007	NIRD	Officials	6	32	38	NIRD off Campus
9	Khawbung	Training on NREGS for Village level Functionaries	26 June. 2007	MS Fanai	Normal VC & VLW	61	2	63	NREGS Sponsored Programme

Source: SIRD Annual Report and Statistical Data

2008 - 2009

Appendix No. 8

SI No.	Place	Name of course	Date	Course Director	Participants			
					Category	M	F	Total
1	Aizawl	Training on Accounting procedures for Account Assistants under NREGS (MIS)	22-24 April, 2008	MS Fanai	RD Officials	9	7	16
2	Khawbung	Training on organization & Management of SHG	21-23 April, 2008	Margaret Lalbiakthangi CF (RD)	SHG	22	10	32
3	Baktawng	Training on organization & Management of SHG	24-26 April, 2008	Margaret Lalbiakthangi CF (RD)	SHG	20	12	32
4	Keitum	Training on organization & Management of SHG	28-30 April, 2008	Margaret Lalbiakthangi CF (RD)	SHG	20	14	34
5	Off Campus	Scientific management of Piggery farm	29 April- 2 May, 09	Dr. Lalthawmmawii	Pigled member Farmer NGOs	15	51	66
6	Thenzawl	Scientific Management of Piggery farm	5 – 7 th May, 2009	Dr. Lalthawmmawii	Pigled member Farmer NGOs	5	30	35
7	Off Campus	Training on organization & Management of SHG (I&PR)	5-7 May, 2008	Margaret Lalbiakthangi CF (RD)	SHG	5	30	35
8	Aizawl	Training on SGSY for Bankers and Block Level Functionaries (I & PR)	12-17 May, 2008	MSI Fanai	Officials	25	26	51

Source: SIRD Annual Report and Statistical Data

2009 - 2010

Appendix No. 9

SI No.	Place	Name of course	Date	Course Director	Participants			Expense (Rs.)	
					Category	M	F		Total
1	Aizawl	Animating and facilitating SHGs Participatory Rural Appraisal, Planning and Management of Watershed Development,	21 st -24 th April, 2009	Khuangthansanga Pakhuangte CF (PA)	IWDP	8	19	27	Sponsored
2	SIRD Conf. Hall	Training on Master Resource Person	9 th – 20 th June, 2009	Dr. Lalthawmmawii CF (Vety)	MRP on BRGF	11	10	21	Rs.4,50,000
3	Kolasib Hospital	Training on Bio-Medical & Hospital waste Management	1 st – 3 rd July, 2009	Dr. Lalthawmmawii CF (Vety)	Special Programme	18	46	64	Rs.17,800
4	DC Conf. Hall Kolasib	Training on Adulteration of food products food safety Awareness under BIS	2 nd -3 rd July, 2009	Margaret Lalbiakthangi CF (RD)	Consumer Welfare/NGOs	70	3	73	Rs.32,600
5	Aizawl	State level training on Monitoring & Information System under NREGA	20 th – 25 th July, 2009	Laldinliana CF (Com)	NREGA (Special Programme)	32	14	46	Rs.1,18,800
6	SIRD Conf. Hall	Training on VCMs within Kolasib District	23 rd – 24 th July, 2009	Khuangthansanga Pakhuangte CF (PA)	VCM	45	1	46	Rs.35,000
7	Bilkhawthlir	Skill Development of SHGs under SGSY	28 th – 29 th July, 2009	Laldinliana CF (Com)	SHG	15	16	31	Rs.16,900
8	Aizawl	NREGA Wages payment through Post Office	30 th - 31 st July, 2009	Khuangthansanga Pakhuangte CF (PA)	RD Official	23	3	26	Rs.22,500
9	Aizawl	Entrepreneurship Development Programme	11 th – 21 st Aug, 2009	Laldinliana CF (Com)	Educated Youth	14	39	53	Sponsored prog

Source: SIRD Annual Report and Statistical Data

2010 - 2011

Appendix No. 10

SI No.	Place	Name of course	Date	Course Director	Participants			Expense (Rs.)	
					Category	M	F		Total
1	Kolasib	Training on District Resource person under BRGF	6 th – 16 th April, 2010	Khuangthansanga Pakhuangte CF (PA)	BRGF	12	4	16	Rs.99,404
2	R.D. Conference Hall Aizawl	State level Workshop on IWMP	6 th – 7 th May, 2010	Khuangthansanga Pakhuangte CF (PA)	State officials & Trg. Institutions	25	10	35	Rs.32,400
3	Aizawl	State level Training on MIS for RD schemes	11 th – 13 th May, 2010	Laldinliana CF (Com)	Computer Asst. at Block, District and State NREGA cell	23	11	34	Rs.25,150
4	Aizawl	Refresher Course for Addl. P.O. under MGNREGP	7-11 June, 2010	Khuangthansanga Pakhuangte CF (PA)	APO	24	9	33	Rs.43,051
5	Saitual	Entrepreneurship Development Programme for Facilitators of SHGs under SGSY and IWDP	16 th – 18 th June, 2010	Laldinliana CF (Com)	SHG	21	37	58	Rs.29,460
6	SIRD	Mushroom Cultivation	21 st 23 rd July, 2010	David Rodingliana, CF (Agri)	SHG	8	23	31	Rs.6,950
7	SIRD	3 Day Debriefing Sessions for Trainers under SIRD	27 th – 29 th July	R.Lalramnghaka, Director	BRGF	16	5	21	Rs.40,000
8	Lawngtlai	Training course on Preparation of DPR under IWMP	8 th 10 th July, 2010	Khuangthansanga Pakhuangte CF (PA)	District Level	10	2	12	Sponsored Programme

Source: SIRD Annual Report and Statistical Data

2011 - 2012

Sl No.	Place	Name of course	Date	Course Director	Category	Scheme	Source of Fund	Participants			Expenditure
								M	F	Total	
1	SIRD, Kolasib	Training on Bharat Nirman Volunteers	13-15, April, 2011	K.T. Pakhuangte Deputy Director	Village Level	BNV	Lab to Land	22	15	37	Rs.42,169
2	SIRD, Kolasib	Training on Bharat Nirman Volunteers	19-21, April, 2011	Dr. Lalhrualtuangi Sailo CF/Vety	Village Level	BNV	Lab to Land	18	13	31	Rs.11,580
3	SIRD, Kolasib	Training on Bharat Nirman Volunteers	26-28, April, 2011	Joseph Darrothanga CBC (BRGF)	Village Level	BNV	Lab to Land	24	13	37	Rs.60,210
4	SIRD, Kolasib	Training on Bharat Nirman Volunteers	3-5, May, 2011	Dr. Lalhrualtuangi Sailo CF/Vety	Village Level	BNV	Lab to Land	13	9	22	Rs.28,740
5	SIRD, Kolasib	Training on Bharat Nirman Volunteers	10-12, May, 2011	Joseph Darrothanga CBC (BRGF)	Village Level	BNV	Lab to Land	14	2	16	Rs.42,772
6	SIRD, Kolasib	Elected Representative and NGOs under Lab to Land Initiative	28-30, June	Dr. Lalhrualtuangi Sailo CF/Vety	Block Level	Lab to Land	Lab to Land	21	12	33	Rs.44,640
7	SIRD, Kolasib	Trg. Course for Programme Assistant of DEGSU under MGNREGS Act, 2005	20-24, June, 2011	K.T. Pakhuangte Deputy Director	State Level	NREGS	Normal	10	13	23	Rs.40,070
8	R.D. Conf. Hall, Aizawl	Orientation Training Course of DEGSU Staff of MGNREGS	28-30, June, 2011	K.T. Pakhuangte Deputy Director	State Level	NREGS	Normal	21	8	29	Rs.30,759
9	SIRD, Kolasib	Trg. Of Elected Representatives, NGOs & Political Party Leaders under Lab-to-Land Initiatives.	12-14, July, 2011	Dr. Lalhrualtuangi Sailo CF/Vety	Block Level	BNV	Lab to Land	30	2	32	Rs.29,346

Source: SIRD Annual Report and Statistical Data

2012 - 2013

Appendix No. 12

SI No.	Place	Name of course	Date	Course Director	Category	Scheme	Source of Fund	Participants				Expenditure
								M	F	Total	ER	
1	SIRD	Exposure Visit for Gram Panchayat/VC of CADC within Mizoram	19-24, March, 2012	Joseph Darrothanga, CBC (BRGF)	District Level	BRGF	BRGF	14	1	15	15	Rs 1,09,174
2	Bukpui	Briefing & Debriefing of BNVs & Sensitization Workshop of Lab-to-Land Initiative	3, April, 2012	Dr. Lalhruaitluangi Sailo, CF (Vety)	Village Level	Lab-to-Land	Lab to Land	83	77	160		Rs 44,914
3	ETC, Trg. Hall	Awareness Campaign on Lab-to-Land Initiatives	10, April, 2012	Dr. Lalhruaitluangi Sailo, CF (Vety)	Village Level	Lab-to-Land	Lab-to-Land IEC	92	37	129	13	Rs 65,297
4	SIRD, Conf. Hall	Exposure Visit for Gram Panchayat/VC of LADC within Mizoram	16-21, April, 2012	Joseph Darrothanga, CBC (BRGF)	District Level	BRGF	BRGF	10	0	10	10	Rs 1,02,370
5	SIRD, Conf. Hall	Refresher course for DRP and Helpline Staff under BRGF	24-26, April, 2012	Joseph Darrothanga, CBC (BRGF)	District Level	BRGF	BRGF	9	3	12		Rs 66,189
6	R.D. Conf Hall, Aizawl	Capacity Building of Devt Functionaries under NRLM	1-3, May, 2012	Margaret Lalbiakthangi C/F (RD)	District Level	NRLM	NRLM	2	24	26		Rs 49,745
7	Saitual	Orientation on Consumer Rights and Consumer Welfare	4, May, 2012	Margaret Lalbiakthangi C/F (RD)	Village Level	BIS	BIS	81	30	111		Rs 42,515
8	SIRD, Conf. Hall	Scientific Management of Piggery Farm	12 th -14 th June, 2012	Dr. Lalhruaitluangi Sailo, CF (Vety)	Village Level	Others	Recurring Grant (11-12)	12	27	39		Rs 24,173

Source: SIRD Annual Report and Statistical Data

2013 - 2014

Appendix No. 13

SI No.	Place	Name of course	Date	Course Director	Category	Scheme	Source of Fund	Participants				Expenditure
								M	F	Total	ER	
1	Kamalanagar-III (CADC)	Leadership training for VCP	12-13, March, 2013	H.C. Lalthlangliana	Village	BRGF	BRGF, CB&T	37	0	37	37	Rs 37,645
2	Longpuigha (CADC)	Leadership training for VCP	16-17, March, 2013	Vanlalkima	Village	BRGF	BRGF, CB&T	54	0	54	54	Rs 57,125
3	Borapansury (CADC)	Leadership training for VCP	18-19, March, 2013	H.C. Lalthlangliana		Village	BRGF, CB&T	29	0	29	29	Rs 29,225
4	DC's Conf. Hall, Kolasib	Block lever core committee on LLI	17, April, 2013	Dr. Lalhrualtuangi Sailo, CF (Vety)	Block Level	Lab-to-Land	Lab-to-Land (PMU)	13	3	16	0	Rs 4,900
5	Vengthar Kohhran	Awareness campaign on Centrally Sponsored Schemes	18, April, 2013	Dr. Lalhrualtuangi Sailo, CF (Vety)	Village Level		BRGF	24	14	38	0	Rs 11,930
6	SIRD, MG Hall	Village level Training on IWMP for WDT and WC	29-30, April, 2013	Z.R. Thafala, CF (Agri)	Village Level	IWMP	Recurring Grant	28	15	43	0	Rs 19,158
7	SIRD, Conf. Hall	Research methodology training for Faculties of SIRD & ETCs	1-2, May, 2013	Dr. Lalhrualtuangi Sailo, CF (Vety)			BRGF	6	3	9	0	Rs 28,237
8	SIRD, Conf. Hall	Induction training for Master Resource Persons/Casual Trainers	14-17, May, 2013	Dr. Lalhrualtuangi Sailo, CF (Vety)	District Level	BRGF	BRGF	14	10	24	0	Rs 92,357

Source: SIRD Annual Report and Statistical Data

2014 - 2015

Appendix No. 14

SI No.	Place	Name of course	Date	Course Director	Category	Scheme	Source of Fund	Participants			Expenditure
								M	F	Total	
1	Saiha Vengpui	Cluster wise Training on Labour Budget, MGNREGS, 2013 for VCM & functionaries	4, Sept, 2013	B. Malsawmkima, DRP			BRGF	50	3	53	Rs 27,600
2	Romibok		6, Sept, 2013					43	1	44	Rs 46,410
3	Chhualung		10, Sept, 2013					45	4	49	Rs 45,560
4	N. Colloney, Saiha		11, Sept, 2013					49	5	54	Rs 29,820
5	Maubawk, Saiha		13, Sept, 2013					44	1	45	Rs 38,740
6	Siata		30, Oct., 2013					32	1	33	Rs 41,140
7	Lungpuk	Training on VC Role for VCM & Functionaries	4-5, Aug, 2013	S. Jonathan, DRP				31	2	33	Rs 44,320
8	Serkawr		13-14, Aug, 2013					33	0	33	Rs 41,940
9	Phura		20-21, Aug, 2013					47	1	48	Rs 62,340
10	Tawngkaw-lawng		27-28, Aug, 2013					28	0	28	Rs 50,540

Source: SIRD Annual Report and Statistical Data

Appendix No. 15

YEARWISE TRAINING CONDUCTED BY NIRD, SIRD AND THE ETCs WITHIN MIZORAM IN FIGURE

Year	No. of Programmes			Total	No. of Participants			Total
	SIR D	ETC, Pukpui	ETC, Thingsulthliah		SIRD	ETC, Pukpui	ETC, Thingsulthliah	
2001-02	12	-	-	12	624	-	-	624
2002-03	23	-	-	23	1730	-	-	1730
2003-04	30	15	-	45	1114	411	-	1525
2004-05	26	8	-	34	800	150	-	950
2005-06	25	14	-	39	1104	401	-	1505
2006-07	29	24	-	53	1464	1157	-	2621
2007-08	45	32	4	81	2288	1607	324	4219
2008-09	52	33	17	102	2368	2299	824	5491
2009-10	49	22	24	95	2057	1529	2413	5999
2010-11	93	19	22	134	4138	1179	2385	7702
2011-12	39	15	11	65	2236	623	312	3171
2012-13	47	32	24	103	2769	1894	2166	6829
2013-14	117	25	34	176	4552	1042	1163	6757
2014-15 (upto Sept 2014)	28	5	20	53	1118	382	869	2369
Total Number of Programmes				1105	Total Number of Participants			53392

Source: Field Study

CHAPTER I

INTRODUCTION

Mizoram is a mountainous region lying between Myanmar in the east and south and Bangladesh in the west covering an area of 21,081 Sq. Km. It has a total of 722 Kms international boundary with Myanmar and Bangladesh. It also shares borders with three states - Assam, Tripura and Manipur. Mizoram has the most diversified hilly terrain in the eastern part of India. The hills are steep and are separated by rivers which flow either to the north or south creating deep gorges between the hill ranges. The entire area is under the direct influence of the monsoon. Mizoram has great natural beauty and a variety of landscape and is also rich in flora and fauna.

The origin of the Mizos is very uncertain. The generally accepted idea is that they came to Burma (Myanmar) as part of the great Mongoloid wave of migration from China. The Mizos were pushed westwards in their continuous search for new pastures which often led to clashes among themselves and wars with the neighbouring tribes. This, in turn, resulted in the development of a form of social order and eventually the system of chieftainship in the late fifteenth century. The first Mizo chief was that of the Lusei clan named Zahmuaka, whose descendants went to rule over vast tracts of the hills. They came under the influence of the Christian missionaries in the 19th century. Mizo village was usually set up on top of the hill with the chief's house at the centre. The bachelor's dormitory called Zawlbuk was located

in the central place. Zawlbuk was the training ground wherein the Mizo youth was shaped into a responsible adult member of the society. A unique value system which encapsulates the whole moral code of the Mizos is Tlawmngaihna. The term stands for that compelling moral force which finds expression in self sacrifice for the service of others. The old belief, Pathian is still in use to term God till today.

Mizoram has witnessed vast constitutional, political and administrative changes during the past years. At the time of India's Independence, Mizoram was only a district under Assam and one of the Excluded Areas.¹ It was named as Lushai Hills District till 1947 which was changed into Mizo District under the administration of the District Council. The Mizo District Council was created in 1952 and the Pawi - Lakher Regional Council in 1953 under the Sixth Schedule of the Constitution of India to give a substantial measure of local control. The traditional chieftainship was abolished in 1955. In 1972 it became a Union Territory acquiring the present name Mizoram thereafter. As a consequence to the signing of the Memorandum of Settlement between the Government of India and the Mizo National Front in 1986, Mizoram was granted Statehood on February 20, 1987 as per Statehood Act of 1986 and Mizoram became the twenty third State of the Indian Union.

Mizoram is inhabited by various tribes such as Lusei, Mara, Lai, Hmar, Paite, Ralte and others, who are collectively known as Mizos. The Mizoram State Legislative Assembly has forty seats. Mizoram is now represented in the Parliament by two members, one in the Lok Sabha and the other in the Rajya Sabha. Besides the state government, there are two types of local government in Mizoram. In Aizawl, the capital city, the Aizawl Municipal Council operates. Secondly, the Village Councils

¹ P. Lalnithanga, *Political Development in Mizoram*, Aizawl: Lengchhawn Press, 2006, p. 2

are the grassroots of democracy functioning at the village level. At present, there are eight Districts, three Autonomous District Councils for Lai, Mara and Chakma, twenty three Sub - Divisions, twenty six Rural Development Blocks, one City, twenty three Towns and eight hundred thirty Villages according to the 2011 Census within the state. The latest Census also records 22.78 percent growth in population of the state in comparison to the 2001 Census which is now 10,91,014. The literacy percentage of the state at present is 91.58. Even though Mizo is the dominant language, both Mizo and English are used for official purposes. While Christianity is the religion of a vast majority of the Mizo population, a few other religious minorities belonging to Buddhism, Hinduism and Islam are also present in Mizoram.

Before Independence, the backbone of the Mizo economy has been agriculture through jhuming. Until the second half of the twentieth century, the Mizo society remained a closed society and most villages remained self provisioning economic units.² There are hardly any landless peasant and landlord in the state. The land belongs to the community which is still in practice today.³ After Independence, agriculture is the main occupation of the people of Mizoram with more than sixty percent of the population depending upon agriculture and allied sectors. Hence, rural development means development of agriculture in the state.

Rural development is one of the significant components of overall economic development. Although millions of people have been the beneficiaries of rural development, a vast majority of rural people continue to suffer from persistent poverty. The socio - economic disparities between rural and urban areas are widening.

² K.M. Zakhuma, *Political Development in Mizoram From 1946 to 1989 - A study with special reference to political parties in Mizoram*, Aizawl: Mizoram Publication Board, 2001, p. 2

³ Lianzela, *Economic Development in Mizoram*, Delhi: Spectrum Publications, 1994, p. 14

Such a situation puts tremendous pressure on the social and economic fabric of many developing countries. Rural economy can be thought of as comprising two main sub - sectors, namely, farm and non - farm sectors. The farm sector comprises mainly of agriculture and allied sectors and the non - farm sector consists of economic activities relating to micro industry, business and services. Rural development needs to be seen in totality.

Rural areas in any society normally consist of villages, village communities and such other areas primarily related to agriculture and allied activities. Most of the members of the rural society are engaged in the primary sector of economy ie agriculture - centred activities and occupations. Development refers to positive and constructive growth, evolution, stage of inducement or progress. Rural development implies economic development of the rural people. It also stands for social transformation; increased participation of people in the development programmes; decentralization of planning and implementation; better enforcement of land reforms; and greater access to credit. Many writers define rural development as a process of change by which the efforts of the people themselves are united with those of government authorities to improve their economic, social and cultural conditions and to enable them to contribute fully to national progress. The need for rural communities to approach development from a wider perspective has created more focus on a broad range of development goals rather than merely providing incentives for agriculture and allied activities. As the rural areas are distinctive from one another, there are a large variety of rural development approaches that are prevalent in different societies. India has also a very long history of experimenting with various approaches to rural development. As rural economy is mainly characterized by high

incidence of poverty, rural development programmes mainly confined to the alleviation of rural poverty. The programmes were initiated to make improvement in health, education, energy supply, sanitation and housing facilities coupled with provision of waged employment opportunities, area development programmes, greater access to credit and input and also to facilitate their socio - economic development.

In India, the rural development administration has been playing a key role in the uplift of the rural people and society.⁴ At the central level, the Ministry of Rural Development is the main agency which is responsible for policy making, planning and programme implementation. Besides, it is the funding agency for the implementation of various rural development programmes. The Ministry is entrusted with the task of accelerating the socio - economic development of rural India. At the state level, the Department of Rural Development plays a crucial role in the process of rural development. At the district level, the District Rural Development Agencies were created as planning and coordinating structures for rural development. The Block Development Officer has emerged as the key functionary at the block level. The Village Level Worker is the cutting edge of rural development administration functionary. Besides, National Bank for Agriculture and Rural Development has been set up as an apex development bank with a mandate for facilitating credit flow for promotion of agriculture and rural development. Other institutions like commercial banks, rural banks, cooperative societies etc have also contributed to rural development.

⁴ Surat Singh and Mohinder Singh, *Rural Development Administration in the 21st Century - A Multi Dimensional Study*, New Delhi: Deep and Deep Publications, 2006, p. 176

Some institutions have been created by the government to promote and facilitate rural development activities in the country both at the national and the state levels. These institutions has emphasizes on human resource development, training, capacity building, exchange of ideas and innovative practices, documentation, publication etc in relation to rural development administration. At national level, the National Institute of Rural Development (NIRD) was established at Hyderabad in the year 1965 as an apex and autonomous organization under the aegis of Ministry of Rural Development to undertake training, research and consultancy in rural development sector. It has three Regional Centres such as North Eastern Regional Centre at Guwahati, Eastern Regional Centre at Patna and NIRD - Jaipur to supplement the training and research activities of National Institute of Rural Development and to meet specific training needs across the country. There are State Institutes of Rural Development (SIRD) at the state level. In some states, Extension Training Centres (ETCs) at the district level have been established for imparting training in the field of rural development. These training Institutes assist the Ministry of Rural Development and Ministry of Panchayati Raj in policy formulation through research activities like training, workshops, seminars etc and also facilitate rural development efforts by improving the skills and attitudes of rural development functionaries and programmes beneficiaries.

Mizoram has its own State Institute of Rural Development at Kolasib which was established on 21st August, 2000 vide Government Notification No A 33024/1/91-RD (Training) dated 21.8.2000 by the Government of Mizoram. It is an autonomous body under the state government. Its Governing Body is chaired by the Principal Secretary of the Department of Rural Development. The Governing Body is

advised by the State Level Advisory Committee headed by the Minister, Rural Development, Government of Mizoram. One of the main objectives of the Institute is to organize and impart training for rural development functionaries and other allied agencies at the state level, block level and even to the grassroots level. Some other objectives of the Institute include taking up of action research activities, consultancy services, evaluation and monitoring work related to social problems and economic activities in the rural areas. To supplement the State Institute of Rural Development, Mizoram, two Extension Training Centres have been established at Pukpui in Lunglei District and Thingsulthliah in Aizawl District. The State Institute of Rural Development, Mizoram is headed by a full time Director who is assisted by one Deputy Director or Senior Core Faculty, five Assistant Directors or Core Faculties, one Assistant Engineer (contract), two Principals of Extension Training Centres and other support staff.

STATEMENT OF THE PROBLEM

Mizoram is one of the small states with favourable climatic condition, topography, land use, pattern of socio - cultural organization and rich natural resources. However, it has not achieved significant economic progress. The economy of the state is mainly dependent on central financial assistance. The economic development of the state is determined by the development of the rural economy because more than sixty percent of the population depends on agriculture and allied sector. As Mizoram is in need of speedy economic development, the state government has been implementing various central and state sponsored rural development

programmes for the alleviation of poverty and to increase the standard of living of the people.

The main objectives of the State Institute of Rural Development, Mizoram include helping the rural people to mould their quality, their vision for themselves and their will to create and act upon their needs that will finally determine the development of the rural society. To meet this challenge, the Institute envisions to administer training to improve knowledge, skills and attitudes of the officials and non-officials in planning, implementation, monitoring and evaluation of rural development programmes; conduct field study and research to identify ways and means of rural development; provide extension services towards technology and information dissemination to the rural poor; participate in the process of planning, implementation, monitoring and evaluation of rural development programmes; provide consultancy on issues relating to rural development; organize conferences and consultation meetings for discussion; exchange of ideas and experiences involving officials, experts, scholars and civil society leaders; and establish a strong working relationship with Government Agencies and Non Government Organizations as the partners in rural development endeavours.

As State Institute of Rural development, Mizoram acts as an implementing agency for the capacity building and training of various functionaries for the central and state rural development, the duties and responsibilities of the Institute are increasing. The existing staff strength is inadequate to handle all these responsibilities. Besides the infrastructural facilities as available with State Institute of Rural Development, Mizoram, it also faces the problem of regular funding, technological development, upgradation of the number and the nature of its

functionaries and such other requirements which would make it more beneficial to the needs of rural development administration in Mizoram. No systematic research work has been done on the structure and functions of the Institute till date. Keeping the above mentioned facts in view, this research activity has been undertaken.

REVIEW OF LITERATURE

While making a study and review of literature on the reading materials in the field of rural development administration, we have come across a number of books and articles relating to this field. We present a few of them in the subsequent paragraphs which are relevant to the context.

S.N. Mishra (1980) in his book *New Horizons in Rural development Administration* makes an attempt at assessing what has been done on rural development in the first forty one years since India became independent. The book also takes into account the steps that have been taken and makes suggestions for the future which would involve greater participation by people for whom the whole programme of rural development is intended.

Devidas M. Murley (1987) in his book *Rural Development Administration* describes the framework of rural administration, structure of socio - economic development and an urgent need of micro planning and the role of Panchayati Raj in this regard. The author stresses that the Growth Centre Concept and Integrated Rural Development can serve as the appropriate strategy for the rural development administration. The author has succeeded in identifying the problem

areas in policy formulation and programme execution for rural development. He has suggested a four tier system for Panchayati Raj and has also recommended a new cadre of rural development officers for Panchayati Raj.

R.N. Prasad and A.K. Agarwal (1991) in their book *Political and Economic Development of Mizoram* discuss rural development in Mizoram. The book consists of nineteen papers divided into two parts which give a comprehensive picture of the development process in Mizoram. The study focuses on the trends and issues related to the political, administrative and economic development of the people and the state. An indepth analysis has been made to identify the constraints such as political, economic and environmental. It also deals with the potentials of development and suggests the strategies for the future.

G.S. Mehta (2003) in the book *Non - Farm Economy and Rural Development* deals with various issues related to the structure of growth; factors influencing the expansion; contribution in creating employment and income opportunities; and problems existing in the proper functioning of different non - farm activities. The author also suggests various options and measures which may be initiated for developing different segments of non - farm sector for achieving increasing employment opportunities and attaining sustained livelihood for the rural households in Uttaranchal (at present called Uttarakhand).

S.P. Singh (2003) in the book *Planning and Management for Rural Development* focuses on two critical dimensions of rural development ie people management and project management. The author besides discussing the planning process and practice at the grassroots level and reviewing the various rural

development programmes since the beginning of Five Year Plans, identifies the developmental goals, motivations and orientation of gram panchayat organization. The author not only examines the problem of communication and coordination of the gram panchayat with the higher tiers and with the concerned government officials, but also investigates the management problems as perceived by the elected functionaries of gram panchayat in planning, financing, organizing, leading and controlling the rural development projects and programmes.

Kalpana Das (2004) in her book *Rural Development in Mizoram* deals with the concept of rural development and explores the country's pre and post - Independence rural development strategies. The author surveys the existing rural development programmes in Mizoram that cover both the state initiated as well as centrally sponsored programmes and outlines the administrative and procedural dimensions of Integrated Rural development Programme (IRDP) and presents a detailed account of the actual working of IRDP and its administrative set up in Mizoram. The author investigates the dimensions of beneficiary participation and beneficiary - administration interface and examines the problem of organizing beneficiaries and the role of voluntary organizations in this regard. The author also presents the perceptions of the grassroots bureaucracy regarding the obstacles which arise in the implementation process and states the findings of the study and makes suggestions for improvement in the working of IRDP.

Y.P. Singh (2006)'s *Indian Village : 2020* consists of a set of two volumes, containing forty five papers, presented at a national workshop on "Voluntary Action for Self - Reliant Village : Vision India 2020" organized by the South Asia Partnership - India. It addresses a wide range of issues. Focusing on the vision and

mission of self - reliant rural India, volume one analyses the role of voluntary groups in building self - reliant villages. It also emphasizes on the Gandhian way of Gram Swaraj, poverty reduction, developmental options, convergence of delivery system, value oriented vocational education, planning for self reliant farm economy and women empowerment. Volume two highlights the strategies of community action and the development models which have been successfully implemented by various voluntary organizations.

Rakesh Hooja and K.K. Parnami (2007) in their edited book *Development Administration and Rural Development* deal with various issues of development administration and rural development with special reference to India. The focus of the study throughout is on the people and area development since rural infrastructure, rural livelihoods, rural services, rural productivity and rural administration are all meant for the people. In all, eighteen papers have been arranged under three parts. While first part deals with the conceptual dimensions of development administration and rural development; the second part is devoted to the administrative aspects of rural development; and the third part deals with the Integrated Rural Development Programme and its implementation.

P. Gopinadhan Pillai (2008) in the book *Rural Development in India* gives an overview of major philosophical and critical analysis of the thinker Paulo Freire on rural development and his pedagogy of the oppressed and also shows the major ideas of Mahatma Gandhi on rural reconstruction. The author not only discusses the features of one of the major rural development programmes implemented in India ie the Swarnajayanti Gram Swarozgar Yojana, but also the Sampoorna Grameen Rozgar Yojana. He also highlights the contributions of Non

Government Organizations to rural development and gives a brief picture of the first total literacy campaign in India. The author points out educational programmes and contributions of adult and continuing education, Indian Universities and Nehru Yuva Kendras for rural development. He further discusses training of rural youth for Self Employment Programme, Integrated Child Development Services, Women Empowerment, Self - Help Groups and Community Polytechnics for rural training and development.

K.C. Kabra (2008) in his book *Economic Growth of Mizoram - Role of Business and Industry* attempts to examine the role of business and industry in the economic development of Mizoram. The author traces the factors that led to the development of business and industry in the state. The book also analyses the role of government in the promotion and regulation of business and industry. The author extends an elaborate discussion on the role played by financial institutions and public sector undertakings in the development of industry in Mizoram including the taxation policies and the problems faced by the business and industry in the state.

Chandra Shekhar Prasad (2009) in his book *Agriculture and Rural Development in India Since 1947* traces development in Indian agriculture and transformation of rural India during the post - Independence period and explains the key reform measures undertaken for the modernization of agriculture and raising the standard of living of the rural population. The author has highlighted the various aspects of agricultural development in India since Independence. The book also deals with various programmes and schemes to improve the quality of life of the rural mass and provides year - wise review of agriculture development in India, covering the period from 1947 - 48 to 2008 - 09. The author has also given appendices which

provide relevant materials on different aspects of Indian agriculture and rural development and time series data (1950 - 51 to 2007 - 08) on Indian agriculture.

Rintluanga Pachuau (2009) in his book *Mizoram - A Study in Comprehensive Geography* traces the historical and cultural background of the Mizos. The book also deals with the political significance of the state in terms of location, development and administration. The author presents the physical and social aspects and provides the economic picture of the region with reference to geographical traits. The author also analyses the demography of the state giving stress on its dynamism.

Baharul Islam Lasker (2010) in *Industrialization in Mizoram - Problems and Prospects* presents an in-depth explanation of the role and contribution of cottage and small scale industries in economic development. The author discusses the origin and development of industries in the state. The author also examines the various problems faced by the entrepreneurs and workers in the industrial sector of the state and suggests suitable measures for industrial development.

Harendra Sinha (2012) in his *Bureaucracy and Rural Development in Mizoram* deals with the conceptual framework of bureaucracy and rural development. The author has highlighted the aspects like democratic decentralization in Mizoram, the District Councils and Village Councils. The author explains the problems and prospects of rural development in Mizoram and also deals with the role and functions of the block level functionaries and the relationship between generalist head of the block and his team of extension officers. The author also presents the performance of the block functionaries and the perceptions of the people towards the rural functionaries.

I. Satya Sundaram (2013) in *Rural Development* deals with an overview of rural development and has highlighted the nature, scope and approaches to rural development, the political economy and rural development practices in India. He also deals with agriculture and allied programmes that include food and non - food crops, green revolution, food security, agriculture price policy, forest resources, rural industrialization and technology for rural development. The author also discusses rural power structure including land reforms, plight of agricultural labourers and condition of rural artisans. He also discusses the special schemes for rural development in India and highlights the role of rural banking in India and techniques of lending for agriculture along with the problems of over dues and microfinance in India along with rural delivery system. The author also discusses the issues like agriculture marketing, Panchayati Raj Institutions, people's participation, role of voluntary agencies, public distribution system, basic needs and communication for rural development and rural development experiences of select countries.

Furqan Ahmad and Akhtar Ali (2011) in their article 'Decentralized Governance and People Participation in Local Development' in *Indian Journal of Public Administration* undertake a critical analysis of people's participation for governance at grassroots level. The article focuses on decentralization as a way of enhancing the effectiveness of people's participation in local development. In addition, the changing face of local development in the overall national development agenda and the consistent evolution of local development policy are traced and evaluated. The article concludes that effective local people's participation should specifically relate to effective devolution of power to the localities.

Lalhneihzovi (2011) in her article 'Decentralized Governance for Rural Development in Mizoram: Problems and Prospects' in *Indian Journal of Public Administration* discusses the importance of democratic decentralization with reference to the Panchayati Raj and the 73rd Constitutional Amendment Act, 1992. The article examines how the 73rd Amendment, 1992 has achieved grassroots democratic polity by making Panchayati Raj an instrument of local self government. A comparative study of the local units of Autonomous District Councils and Village Councils in Mizoram with that of Panchayati Raj Institution is also attempted. It also emphasizes on the need for synergy between the positive aspects of Village Councils and Autonomous District Councils on the one hand and the 73rd Constitutional Amendment, 1992 on the other.

Furqan Ahmad (2012) in his article 'People's Participation in Development Administration: Problems and Prospects' in *Indian Journal of Public Administration* aims to develop an understanding of people's participation in development administration. The article focuses on the various concepts and forms of participation by the general people in the process of development. It also explained the concept of development administration and the development strategy particularly adopted in India. In this article the author has made an attempt to answer the question whether people's participation in development administration implies a new division of roles and powers between people and administrators involved in the process of development.

K. Usha (2012) in an article 'Role of Panchayat Bodies in Rural Development: How to improve the functioning of Panchayat Institutions' in *Indian Journal of Public Administration* focuses on the socio - political changes expected

from the introduction of Panchayati Raj system that remained unfulfilled for long. The paper also highlights the need to change the system of planning at the all India level and a gradual shift from sectoral planning to area planning. It has suggested that the panchayats must also be given specific powers to pool resources and undertake integrated local development.

P.C. Sikligar (2012) in his article 'Impact Assessment of Wage Employment (MGNREGS): A Study in Tripura' in *Indian Journal of Public Administration* concentrates on dimensions like role of Gram Panchayat in selection process of works, preparation of the plan, implementation, monitoring, social audit, employment and incomes generated by the workers under the scheme, assets created both for individual benefit and common utilization under the scheme, etc. The study was carried in Dhalai district of Tripura where this scheme was initiated in the first phase (2006). The study finds that MGNREGS could be improved by promoting convergence, increasing employment; ensuring output and durability of the assets on one hand and minimizing the role of senior citizens, women; creating capacity building among the Rozgar Sevaks; timely releasing of funds by enhancing supportive staff; and offering effective social audit, etc on the other.

Puja Dutta, Rinku Murgai, Martin Ravallion and Dominique Van De Walle (2012) in their article 'Does India's Employment Guarantee Scheme Guarantee Employment' in *Economic and Political Weekly* examine the performance of the Mahatma Gandhi National Rural Employment Guarantee Scheme in meeting the demand for work in rural areas across states. The article highlights the evidence for India as a whole using the household level data from the National Sample Survey for 2009 - 2010 and makes use of these data to understand who gets the benefit of the

scheme and how this affects the scheme's ability to reach India's rural poor and other identity based groups, notably backward classes, tribes and women. It also discusses the role played by wage setting on the scheme and how rationing might be influencing labour market responses and takes a closer look at women's participation and how this is influenced by the rationing of work under MGNREGS.

Prabhat Kumar Datta (2013) in his article 'Making Local Self - Government in Rural India Work: Old Tradition and New Challenges' in *Indian Journal of Public Administration* makes a conceptual study of local government which is the manifestation of political decentralization. The paper highlights the constitutionalization of the local governance that has changed the legal status of the Panchayati Raj system. It has also suggested that the rise and growth of the civil society organizations in India facilitate democratization of governance.

Sandya Suri (2014) in an article titled 'Assessment of Schemes for Rural Entrepreneurial Development' in *Southern Economist* discusses the objectives of Rural Entrepreneurial Development and Rural Entrepreneurial Development Programme initiated by Entrepreneurial Development Institute and emphasizes the role of District Industries Centre. The article has highlighted the various central and state government sponsored programmes and rural employment generation programmes initiated by the Government of India and the role of National Bank for Agriculture and Rural Development for the implementation of the Rural Entrepreneurial Development Programmes. It states that of all the entrepreneurship development schemes, the initiative of Rural Development and Self Employment Training Institute is the most effective programme.

P.V. Ramana Kumar and E. Nagabhushana Rao (2014) in their article 'Rural Non - Farm Sector in India - An overview' in *Southern Economist* discuss the rural non - farm economy which is considered as an effective strategy for decentralization of economic activities and the important role played by the various non - agricultural activities in providing the opportunities of employment and income to the labour force in rural India. The article has also highlighted the importance, structure and growth of rural non - farm sector and also labour force growth and employment requirements. It states that the future impetus for development of rural economy has to come from an expanding base of rural non - farm activities.

Jayanta Ghosal (2014) in an article 'Rural Reconstruction and Education - Tagore's Views' in *Mainstream* has highlighted Rabindranath Tagore's philosophy of patriotism and swaraj that allowed him to reject the ideas which he called 'the politics of begging'. The article also pointed out that Tagore valued society more than the state and considered social services more valuable than the exercise of political authority. It also discusses his thought on education for the village people and the need for adopting the modern scientific approach in all round rural developmental activities. He is of the view that educated boys and girls play a pivotal role and has stated that self reliance is the true essence of his educational thoughts.

The above books and articles under review give facts and figures regarding the importance of various programmes at the central and state levels for rural development. We have not come across any literature pertaining to the working of the State Institute of Rural Development, Mizoram. Hence, the present research is being taken up to study the structure and functions of the State Institute of Rural Development in Mizoram.

OBJECTIVES OF THE STUDY

The present study has the following objectives:

- to study the Rural Development Administration
- to study the structure, functions and working of the State Institute of Rural Development, Mizoram and
- to study the problems faced by the State Institute of Rural Development, Mizoram and to suggest suitable measures to improve its working.

SCOPE OF THE STUDY

The present study covers the conceptual study of rural development administration. This includes the meaning of rural society, development, administration, development administration, public administration and rural development administration. Its main emphasis has been on the structure and working of rural development administration in India at different levels. At the central level, the Ministry of Rural Development plays a vital role in the implementation of rural development policies and programmes in the entire country. The state government in general plays a crucial role in the process of rural development within the state which is assisted not only by the Rural Development Department, but also by other departments like Education, Public Health, Animal Husbandry, Cooperation, Agriculture etc. At the district level, Deputy Commissioner is in charge of the overall administration and developmental activities including rural development. The District Rural development Agencies are responsible for the execution and monitoring of the

rural development programmes. The Block Development Officers and Village Level Workers are the key functionaries in the block and village level rural development administration respectively.

The study also highlights the history and origin of State Institute of Rural Development, Mizoram. The main focus of the study is on the structure, functions and working of the Institute and the Extension Training Centres which were established at Pukpui in Lunglei District and at Thingsulthliah in Aizawl District. Various centrally sponsored and state sponsored schemes and programmes taken up by the Institute are analyzed for the present study. In this regard, the study also includes capacity building to improve knowledge and skills of government officials and non - officials in planning, implementation, monitoring and evaluation of rural development programmes. It traces the relationship between the Department of Rural Development, Mizoram and the Mizoram State institute of Rural Development. The study also covers the different problems and challenges faced by the Institute and the two Extension Training Centres. On the basis of the findings of the study, it highlights possible solutions and remedial measures. In addition, suggestions have been made for improvement of the working of the Institute.

RESEARCH QUESTIONS

The following research questions have been formulated for the present study -

- What are the infrastructural facilities and main activities of the State Institute of Rural Development in Mizoram?
- What are the major problems and challenges faced by the State Institute of Rural Development, Mizoram in achieving its objectives?
- What are the possible solutions and measures to be undertaken to improve the working of State Institute of Rural Development in Mizoram?

METHODOLOGY

The methodology for the study is based on both primary data and secondary data. The primary data have been collected from the officials and functionaries associated with the State Institute of Rural Development, Mizoram with the help of personal interviews and field observations. The Institute which is located at Kolasib has been visited twice. Personal interviews have been conducted including an interview with the Director. The issues like the structure and working of the Institute etc have been discussed. Inside the Institute campus, a Skill Development training conducted for the local Reinforced Cement Concrete workers has also been observed. A workshop on ‘Mahatma Gandhi National Rural Employment Guarantee Scheme’ which was conducted on 8th May, 2014 in State Guest House, Chaltlang, Aizawl for Project Director, District Rural Development Agencies from eight districts and Block Development Officers drawn from different rural development blocks within the State have also been observed. In these training programmes and workshops, Course Directors are asked about their achievements and problems faced by them in organizing various training programmes. The researcher visited the

Extension Training Centre, Pukpui in the month of September, 2014. The Principal, Faculties and other staff members were asked about their activities and also the problems faced by the Centre. The building and other structures that are being constructed at the new SIRD campus at Durtlang which is fifteen kilometers away from the capital city of Aizawl. We visited the site in the month of October, 2014. Personal interviews, field observations and participation in such activities were of help to understand the orientations and issues faced by the personnel.

The secondary data have been collected from the relevant books, journals, newspapers, government documents and citizen's charter of the Rural Development Department. Further, some of the most important sources for the collection of information and data are handbooks, pamphlets, official records and annual reports of the State Institute of Rural Development, Mizoram and the two Extension Training Centres located at Pukpui in Lunglei District and Thingsulthliah in Aizawl District. Related websites have also been the important sources of collecting secondary data.

CHAPTERIZATION

The present research work is divided into five chapters. The first chapter is the Introduction. The second chapter is entitled 'Rural Development Administration - A Conceptual Study'. The third chapter is 'Structure and Functions of State Institute of Rural Development, Mizoram'. The fourth chapter is entitled 'Problems and Challenges Faced by the State Institute of Rural Development, Mizoram' and the final chapter is the Conclusion.

The first chapter starts with the profile of Mizoram by highlighting its geographical location, topography, climatic condition, origin of the Mizos, administration before and after Independence. It also deals with the meaning of rural, development and rural development. Some institutions for the promotion of rural development activities like National Institute of Rural Development and State Institute of Rural Development have also been highlighted. It also traces the evolution and objective of the State Institute of Rural development, Mizoram. This chapter also gives the objectives, scope, research questions and methodology for the study.

The second chapter highlights rural development administration and presents a conceptual study. It studies the meaning of rural, development, development administration and public administration. The chapter has also discussed in detail the concept of rural development and rural development administration. It covers the different structural levels of rural development administration in India. It has pointed out that the adoption of New Economic Policy has led to the emergence of new challenges before the rural development administration.

The third chapter deals with the structures and functions of the State Institute of Rural Development, Mizoram. This includes evolution of rural development during the District Council period (under Assam Government), Union Territory Administration and State Administration. It also traces the history, origin and evolution of State Institute of Rural Development, Mizoram. This chapter focuses on the present structure of the Institute and the main functions performed by the Institute ie conducting training programmes. It also deals with the activities and programmes in the previous and current years.

The fourth chapter focuses on the problems and challenges faced by the State Institute of Rural development, Mizoram and the two Extension Training Centres. It covers the problems such as administrative, personnel, infrastructure, financial and in conducting training programmes. It highlights the problems faced by the Institute and the Centres relating to communications, Information Technology, research and transport. The problems faced by Extension Training Centre, Pukpui in Lunglei District in connection to location and climate are also outlined.

The final chapter is divided into two parts - Part I and part II. The first part consists of a brief summary of all the previous four chapters. It describes the importance and meaning of rural development, different approaches of rural development and the role played by rural development administration for the uplift of the rural poor. This part also mentions institutions like National Institute of Rural Development and State Institute of Rural Development that impart training and capacity building programmes for the improvement of skills and attitudes of rural development functionaries. It also deals with the structure and functions of State Institute of Rural Development, Mizoram and discusses the problems and challenges faced by it.

The second part contains the major findings of the study. It tries to give answers for the research questions. It also makes suggestions for securing improvement of the working of the State Institute of Rural Development for the development of rural society in Mizoram.

To sum up, the present chapter has dealt with the brief profile of Mizoram, meaning of rural development and its administration and research problem

focusing on the need for the study of the State Institute of Rural Development, Mizoram. It also highlights review of literature, aims and objectives of the study, the scope of the study, the methodology used for the study and chapterization.

CHAPTER II

RURAL DEVELOPMENT ADMINISTRATION - A CONCEPTUAL STUDY

The previous chapter has introduced the profile of Mizoram by highlighting its geographical location, administrative set up before and after statehood and origin of the Mizos. It also describes the meaning of rural development followed by a discussion on rural development administration in India. It has also introduced statement of the problem, objectives of the study, scope of the study and the methodology to be followed for the study. In this chapter, we will discuss a conceptual study of rural development administration.

International Encyclopedia of the Social Sciences defines the term ‘rural’ as ‘the area where people are usually engaged in field activities, involving production of food, fiber, ores and raw materials’.¹ Webster Online Dictionary defines ‘rural’ as ‘that which is pertaining to the country or resembling it; as rural scenes; a rural prospect; a rural situation, an economy that is basically rural’.² Rural is an area, where the people are engaged in primary industry in the sense that they produce things directly for the first time in cooperation with nature as stated by Srivastava (1961).³ Rural areas are sparsely settled places away from the influence of large cities

¹ Harendra Sinha, *Bureaucracy and Rural Development in Mizoram*, New Delhi: Concept Publishing Company Pvt Ltd, 2012, p. 25 (See for details)

² Harendra Sinha, *Ibid.*, 2012, p. 25

³ <http://aau.in/sites/default/files/Unit%25204%2520RURAL%2520DEVELOPMENT> (Accessed on 15.7.2014)

and towns. Lifestyles in rural areas are different than those in urban areas, mainly because limited services are available. A society or community can be classified as rural based on the criteria of lower population, density, less social differentiation, less social and spatial mobility, slow rate of social change, etc. Agriculture is the major occupation of rural area.

Many scholars define the concept of development in terms of increase in national economy, social improvement and in the capacity of the political system. To Colm and Geiger, development means 'changes plus growth'.⁴ To Weidner, it means 'process of growth in the direction of nation building and socio - economic progress'.⁵ F.W. Riggs has also defined development as 'a process of increasing autonomy of social systems, made possible by rising level of diffraction'.⁶ Activity related to development is generally towards nation building and socio - economic progress.⁷

Development refers to growth, evolution, stage of inducement or progress. To develop means to advance, to further, to grow or to expand by a process of growth. A developing society is one which is growing, expanding or advancing. Development to be meaningful must benefit all sections of the population.⁸ It therefore, can only be understood as collective process in which the concerns and interests of the entire population is taken into consideration. The goal of development

⁴ Sahib Singh and Swinder Singh, *Public Administration - Development and Local Administration*, Jalandhar: New Academic Publishing Co, Reprinted 2013, p. 4

⁵ B.L. Fadia and Kuldeep Fadia, *Public Administration - Administrative Theories and Concepts*, Agra: Sahitya Bhawan, Nineth Revised Edition, 2011, p. 140

⁶ B.L. Fadia and Kuldeep Fadia, *Ibid.*, Nineth Revised Edition, 2011, p. 139

⁷ Sahib Singh and Swinder Singh, *Op. Cit.*, Reprinted 2013, p. 4

⁸ Rakesh Hooja and K.K. Parmani, *Development Administration and Rural Development*, Jaipur: Aalekh Publishers, 2007, p. 5

consists in the enrichment of the quality of life and its availability to all sections of the community.⁹

Development is usually conceived as a dynamic concept. It brings in its process continuous change in the pattern of living of people in different spiritual, materials, religion, social, economic, political and administrative aspects for an all round upward change. The change has been influenced by government action. Development broadly means change in social, economic and political aspects of life resulting in happy human life.¹⁰ The essence of development is not in providing but in promoting the rural sector. Development, thus became the centre of administration, politics and the hope of the starving millions in the third world countries.

The term 'Development Administration' came into use to represent those aspects of public administration which are needed to carry out policies, projects and programmes to improve social and economic conditions by the designated bureaucrats. The Indian scholar U.L. Goswami coined the term 'Development Administration' in 1955. Scholars like F.W. Riggs, Joseph La Palambara, Edward W. Weidner etc popularized the concept. However, the Comparative Administration Groups of the American Society for Public Administration and the Committee on Comparative Politics of the Social Science Research Council of the USA gave formal recognition to the field in the early 1960s. The concept development administration has been used with reference to the developing nations of Asia, Africa and Latin America. It is a goal oriented and action oriented administration and lays emphasis on increasing the administrative capacity for development. Development administration

⁹ Surat Singh and Mohinder Singh, *Rural Development Administration in the 21st Century - A Multi Dimensional Study*, New Delhi: Deep and Deep Publications Pvt Ltd, 2006, p. 44

¹⁰ Surat Singh and Mohinder Singh, *Ibid.*, 2006, p. 43

also refers to development of administration so that the administration develops the capacity to work in a better manner towards achievement of goals.¹¹ The focus of development administration or rural development is on the people and area development since rural infrastructure, rural livelihoods, rural services, rural productivity and rural administration are meant for the people.¹²

Usually, there are two types of development administration i.e. urban development administration and rural development administration. In India, the term 'Development Administration' has got linked with rural development, so that administration for rural development tends to be referred to as development administration.¹³ It consists of the general administration of state government represented by its line unit like the district functionaries headed by the district collector; local self government bodies i.e. Panchayati Raj Institutions comprising the elected non - officials and appointed officials with the latter being responsible both to the elected panchayat representatives and their state government departments as also to the collector; special project agencies or sub agencies set up on an area or activity basis by state or central government departments or agencies; the institutional credit system of banks and cooperatives; community based organizations, beneficiary or user groups and other local associations and groups; non - government agencies; universities and research or consultancy organizations; normal trading channels and private sector institutions involved in rural development; the mass media network; political parties cadres etc.

¹¹ Rakesh Hooja and K.K. Parmani, *Op. Cit.*, 2007, p. xi

¹² Rakesh Hooja and K.K. Parmani, *Ibid.*, 2007, p. xv

¹³ *Ibid.*, 2007, p. xii

Administration is a co - operative human effort towards achieving some common goals. The word 'Administration' has been derived from the Latin words *ad* and *ministrare* which means to serve. It means the management of affairs or looking after the people. Administration is a process permeating all collective efforts, be it public or private, civil or military, large scale or otherwise. Administration thus permeates all organized human activities.¹⁴ Pfiffner and Presthus defined administration as 'the organization and direction of human and material resources to achieved desired ends'.¹⁵ According to L.D. White, the art of administration is 'the direction, coordination and control of many persons to achieve some purpose or objective.'¹⁶ E.N. Gladden has also given the definition of administration as 'a long and slightly pompous word, but it has a humble meaning, for it means, to care for or look after people, to manage affairs'.¹⁷

Administration is a group activity which involves cooperation and coordination to achieve desired goals or objectives. It is a universal process and occurs in diverse institutional settings. Based on its institutional setting, administration is divided into public administration and private administration. The main difference between the two is that public administration is run by the government for the welfare of the public even at loss while private administration is run by private parties for making profit.

There is a difference of opinion about the question as to what activities are included in administration. According to integral view, administration is the sum

¹⁴ Avasthi and Maheshwari, *Public Administration*, Agra: Lakshmi Narain Agarwal, Reprint 2011 - 2012, p. 4

¹⁵ Avasthi and Maheshwari, *Ibid.*, Reprint 2011 - 2012, p. 4

¹⁶ *Ibid.*, Reprint 2011 - 2012, p. 5

¹⁷ B.L. Fadia and Kuldeep Fadia, *Op. Cit.*, Nineth Revised Edition, 2011, p. 3

total or the whole complex of activities; manual, clerical, technical and managerial which are undertaken to realize the objective in view, i.e. the implementation of the policies in a given field. According to the managerial view, administration is not the sum total of the activities undertaken in pursuance of a purpose but pertains to only some of the activities concerned with management which unite and control the rest of them as part of coordinated endeavour.

Public Administration is an aspect of the larger field of administration.¹⁸ It exists in a political system for the accomplishment of the goals and objectives formulated by the political decision makers. The focus of public administration is on bureaucratic organization of the government. It is engaged in looking after myriad needs of human life, health, education, recreation, sanitation, social security etc. The term 'Public Administration' has been used in two senses. In the wider sense, it includes all the activities of the government whether in the sphere of the legislative, executive or judicial branch of the government. In the narrow sense, public administration is concerned with the activities of the executive branch only. Public administration in fact, is an important concept. The World Bank has also accepted the importance of good governance through efficient administration to achieve the goals of development.

Concept of Rural Development

Rural development is one of the main thrusts of national development effort. It is a process which aims at improving the well being and self realization of

¹⁸ B.L. Fadia and Kuldeep Fadia, *Ibid.*, Nineth Revised Edition, 2011, p. 3

people living outside the urbanized areas through collective process. According to Agarwal (1989), 'rural development is a strategy designed to improve the economic and social life of rural poor'.¹⁹ Rural development is also regarded as a process of change, by which the efforts of the people themselves are united, those of government authorities to improve their economic, social and cultural conditions of communities into the life of the nation and to enable them to contribute fully to national programme. It is a process of bringing change among rural community from the traditional way of living to progressive way of living and all round development of rural areas with a view to betterment of the lifestyle of rural people.

Rural development is a very broad concept in terms of scope and involves changes in attitudes, customs, beliefs, values and output. It involves utilization of natural and human resources. It deals with the employment patterns and magnitudes, technology and access to it. It depends on institutional and organizational frameworks. It has an impact on incomes and income patterns, spatial as well as social relationships, migratory trends and power structures. It is also concerned with production structures and production relations; productivity and production. It has a direct relationship with rural lifestyles, rural patterns and living standards. Rural development also involves government policy initiatives related to land, water, prices and market. It is related to the welfare of the deprived sections of society, food security, self - sufficiency, gender issues, social and environmental sustainability. Rural development requires governmental interventions, coordination, people's participation, role of community based organizations, rural - urban balances and

¹⁹ <http://aau.in/sites/default/files/Unit%25204%2520RURAL%2520DEVELOPMENT> (Accessed on 15.7.2014)

decentralized planning. At times, when people refer to rural development, they mean management of rural development.²⁰

Rural development and agriculture are nearly synonymous, for most people in villages are agriculturists or dependent on agriculture for their livelihoods.²¹ Thus, rural development as a concept and rural development programmes as instruments of change are concerned with increased production and productivity in the field of agriculture, rural industry and services.

Some of the international organizations take interest in rural development from the kind of work they are engaged in. The World Bank or the International Bank of Reconstruction and Development, the International Labour Organization, the Food and Agricultural Organization, the World Health Organization, the International Fund for Agricultural Development etc, are the leading international organizations which have been giving thought to rural development.²²

The Government of India is pledged for the achievement and promotion of ideals of a welfare state as envisaged in the Preamble to the Constitution and Directive Principles of State Policy. A welfare state is a concept of government in which the state plays a key role in the protection and promotion of the economic and social well - being of the citizens. All efforts for economic development have twin objectives of 'growth with justice'.²³ Growth in such a situation implies multi - dimensional development taking the country towards a fair measure of self reliance in a world getting more and more competitive in economic terms. Justice, in economic

²⁰ Rakesh Hooja and K.K. Parnami, *Op. Cit.*, 2007, p. xiii

²¹ Rakesh Hooja and K.K. Parnami, *Ibid.*, 2007, p. xv

²² *Ibid.*, 2007, p. 72

²³ *Ibid.*, p. xii

sense implies removal of inequalities in the standard of living of the people and of opportunities for a better life. Rural development, therefore, focuses its primary attention from this angle of growth with justice on eradication of poverty and restructuring the rural society. It is a keynote of planning for the welfare of the people in the rural society.

Rural development in the Indian context aims at improving the living standard of weaker sections of the rural population. Keeping these conditions in mind, the Sixth Plan observed that the aim of agricultural and rural development would be growth for social justice, achievement of full employment in the rural areas in a period of ten years and removal of poverty. Rural development forms an important element and an integral part of the planning strategy and programmes of development envisaged in different Five Year Plans of India since the inception of planning in 1951 - 52. The prime goal of rural development is to improve the quality of life of the rural people by alleviating poverty through the instrument of self employment and wage employment programmes. It provides community infrastructure facilities such as drinking water, electricity, road connectivity, health facilities, rural housing and education. It also promotes decentralization of powers to strengthen the Panchayati Raj Institutions.

Rural development is a continuous and complex process. It not only envisages the development of rural areas but also ensures the development of rural masses.²⁴ It aims at optimum utilization of growth potential of the villages. This ensures equitable distribution of benefits of development to the disadvantaged sections of the society by creating employment opportunities. These basic aims cannot

²⁴ Surat Singh and Mohinder Singh, *Op. Cit.*, 2006, p. xix

be achieved unless the rural development administration extends support in the creation of various infrastructural facilities and provision of extension services.

Concept of Rural Development Administration

Rural development administration is a strategy of development in the twenty first century. It is a strategy designed to improve the economic and social life of the rural poor. This includes small farmers, tenants and the landless. Rural development administration is seen as a relative, continuous and complex process of positive change to be set in motion guided towards the objective of eradicating hunger, disease, injustice, exploitation and related ills that affect vast sections of rural population.²⁵ The rapid increase in population and need for the growth of agricultural sector have enhanced the importance of rural development administration.

Rural development administration may be defined as the staffing and organizational support at central, state, block and village levels for administering various economic and social developmental schemes and programmes for alleviating poverty and elevating the level of development.²⁶ The objective of rural development administration is eradication of poverty. It focuses on growth with equity. Thus, rural development administration as a concept and as a practice is confined to economic growth and modernization. It also includes the issue of equity in the process of distribution and accessibility to goods and services at affordable levels.

²⁵ Surat Singh and Mohinder Singh, *Ibid.*, 2006, p. 56

²⁶ *Ibid.*, 2006, p. 121

One of the important approaches to rural development administration is a participatory approach. It refers to the involvement of the people in their development.²⁷ Rural development administration is effective and responsive if there is pressure from the people to get benefits from various developmental activities. The development programmes are implemented by the central government, state government and Panchayati Raj Institutions.

The administration of rural development means dealing with a complex web of organizational, managerial, institutions and constitutional problems.²⁸ It deals with the problems of coordination, management and cooperation. The problems also include determination of the best collection of competent activities by devising of an incentive strategy for the administrative and technical personnel organizations. It is also concerned with planning and adequate investment in infrastructure. The administration requires availability of sufficient supply of competent personnel, decentralization and local level participation.

Implementation is one of the problems in the administration of rural development. The nature of rural development calls for efficient planning and implementation of different social and economic efforts at different levels of administration. Rural poverty and unemployment are also other problems of rural development administration. One of the important issues in rural development administration is accountability.²⁹ Rural development administration is accountable to the superior authorities at the district and state levels. In the absence of accountability,

²⁷ Surat Singh and Mohinder Singh, *Op. Cit.*, 2006, p. 91

²⁸ Rakesh Hooja and K.K. Parnami, *Op. Cit.*, 2007, p. 95

²⁹ I. Sundaram, *Rural Development*, Mumbai: Himalaya Publishing House, Reprint 2013, p. 453

the administration cannot be responsive to the needs and aspirations of the rural people.

The policy makers of India have adopted the path of planned economic development after Independence. They decided to change the administrative system from the general administration and added development administration and assigned priority to the rural development for the overall development of the country. They have emphasized on the need for rural development administration since the advent of planning process in the country. The Community Development Programme was launched in 1952 for the progress of rural society. Panchayati Raj was introduced in 1959 as per the recommendations of the Balwantrai Mehta Study Team for the democratic decentralization of the rural development administration at the village, block and district levels. They are expected to undertake a wide variety of functions ranging from rural development to rural administration.³⁰ Meanwhile, the Intensive Agricultural Development Programme was launched in 1960 for giving a thrust to the process of development in agriculture. The creation of the Small Farmers Development Agency, the Marginal Farmers Agency and the Agricultural Labourers Agency in 1971 - 72 brought about changes in the rural development administration. On 2nd October 1980, District Rural Development Agencies were established for implementing various poverty alleviation programmes and the special area programmes at the district and lower levels. The 73rd Amendment to the Indian Constitution, 1992 has also been enacted for democratizing and decentralizing the rural development administration at the district, block and village levels.

³⁰ Devidas M. Muley, *Rural Development Administration*, Chugh Publications, Allahabad: 1987, p. 33

The rural development administration has been playing a key role in the overall development of India's rural society. Its importance has been increasing on accounts of the launching of various rural development programmes by the Government of India and State Governments. Rural development is the pivot of administration at the central, state, district and village level in India.³¹

Rural development administration at the central level

Rural development administration at the central level has a key role in the process of rural development. The Ministry of Rural Development, Government of India is the policy making machinery and the funding agency for the implementation of various rural development programmes. It is entrusted with the task of accelerating the socio - economic development of rural India. Other Ministries and Departments are also taking initiatives for the development of rural society. Some of them are - Ministry of Agriculture and Cooperation, Central Social Welfare Board, Ministry of Social Welfare, Ministry of Industry, Khadi Village Industries Commission for Rehabilitation of Women in Distress, Ministry of Commerce, Department of Non - Conventional Energy Sources, Ministry of Works and Housing, Ministry of Irrigation and Ministry of Labour. Ministry of Rural Development, Government of India is the nodal Ministry for two international organizations like the Centre on Integrated Rural Development for Asia and the Pacific and the Afro - Asian Rural Development Organization.

³¹ Devidas M. Muley, *Ibid.*, 1987, p. 1

The Ministry of Rural Development has been set up as a full - fledged Ministry in the year 1979. It was one of the Departments under the Ministry of Agriculture and Irrigation. The Ministry of Rural Development is headed by a cabinet minister. It is responsible for the improvement of the living conditions of the rural poor. Its jurisdiction covers land reforms, village and cottage industries, rural roads and country planning in rural areas. Activities such as rural electrification, rural water supply, housing for the landless rural people and rural connectivity also come under the purview of the Ministry.

The Ministry of Rural Development originally consisted of the following three Departments:

- Department of Rural Development
- Department of Land Resources
- Department of Drinking Water and Sanitation

However, Department of Drinking Water and Sanitation has been separated from the Ministry of Rural Development from 13th July, 2011 and renamed as Ministry of Drinking Water and Sanitation.

The Department of Rural Development implements schemes for generation of self employment and wage employment. It provides housing and minor irrigation assets to rural poor, social assistance to the destitute and rural roads. The Department also provides assistance for strengthening of District Rural Development Agency administration and Panchayati Raj Institutions. It also imparts training and is involved in research activities, human resource development, development of

voluntary action etc. for proper implementation of the programmes. The major programmes of the Department of Rural Development are Pradhan Mantri Gram Sadak Yojana, Indira Awas Yojana, Sampoorna Gramin Rozgar Yojana and Swarnajayanti Gram Swarozgar Yojana.

The Department of Land Resources supervises national level programmes like Integrated Watershed Development Programme and National Land Record Modernization Programme. The Department is also entrusted with Technology Development Extension and Training Programme, Drought Prone Areas Programmes and Desert Development Programme. It also deals with Training, Hariyali, Land Reforms Schemes Programmes, Computerization of Land Records and other Land Reforms Programmes.

The Ministry of Rural Development plays an important role in the overall development strategy of the country. Initially, the main thrust for development is on agriculture, industry, communication, education, health and allied sectors. The Ministry, after economic reforms and adoption of the new economic policy has introduced five areas as very crucial for ensuring quality of life to all sections of rural population. These areas are health, education, drinking water, housing and roads.³² It also coordinates various components of rural development programmes for the rural poor.

A separate Ministry of Panchayati Raj has been created on 27th May 2004 to facilitate effective functioning of Panchayati Raj bodies. The Ministry attaches great importance to the capacity building of elected representatives and

³² Surat Singh and Mohinder Singh, *Op. Cit.*, 2006, p. 228

officials of Panchayati Raj Institutions as well as functionaries involved in the rural development programmes.³³ The Ministry of Welfare looks after the welfare of children, women and physically and socially challenged persons or differently able persons. It also deals with the welfare of scheduled castes and scheduled tribes. The Ministries of Health and Family Welfare and Works and Housing also operate their respective schemes in the rural areas.

The National Bank for Agriculture and Rural Development has been set up as an apex development bank with a mandate for facilitating credit flow for promotion of agriculture and rural development. Other commercial institutions have also contributed to rural development. The central government gives financial support to the state governments for the implementation of various rural development schemes. It has also been providing the necessary feedback, through its evaluation studies, to help carry out mid - course corrections in the schemes.³⁴

The Ministry of Rural Development has three autonomous organizations under it which are as follows:

- Council of Advancement of People's Action and Rural Technology
- National Institute of Rural Development and
- National Rural Road Development Agency

The Minister of Rural Development is the chairman of these three organizations and Secretary of the Ministry is the Vice Chairman.

³³ http://en.wikipedia.org/wiki/Ministry_of_Panchayati_Raj (Accessed on 25.8.2014)

³⁴ Surat Singh and Mohinder Singh, *Op. Cit.*, 2006, p. 178

The Ministry of Rural Development has established Grievance Redressal Machinery and Organization and Management division. The Ministry has also created National Fund for Rural Development in February 1984 and it is managed by a Committee under the chairmanship of the Prime Minister.³⁵

There are six other wings in the Ministry headed by the rank of Joint Secretary. These are:

1. Finance
2. Administration
3. Rural Connectivity
4. Poverty Alleviation and Rural Housing
5. Swarnajayanti Grameen Rozgar Yojna
6. Monitoring

Rural development administration at the state level

Since the state governments have direct responsibility for implementing rural development programmes, the rural development administration at the state level plays a crucial role in the process of rural development. It consists not only of the Department of Rural Development and Panchayats but also include the Departments of Agriculture, Cooperation, Animal Resources, Public Health, Education etc. which perform different functions of rural development pertaining to their area of activity. Rural development work engages the attention of several

³⁵ Surat Singh and Mohinder Singh, *Ibid.*, 2006, p. 228

development departments of the state government. Thus, the entire state administration is involved, directly or indirectly, in rural development.

The Department of Rural Development is headed by a Secretary or Principal Secretary, who is a member of the Indian Administrative Service in all the states. He is assisted by the Joint Secretary, Rural Development, an officer of the Indian Administrative Service cadre. Generally, it is the officer at the Joint Director level who is the main person to maintain liaison with the central government and the state government and also monitors the District Rural Development Agencies working for speeding up implementation of various rural development schemes, preparing and submitting utilization certificates etc.

The Directorate of Rural Development acts as the apex line department at the state level. It is headed by the Director who is assisted by a Joint Director. The main objective of Rural Development Department is to improve the socio - economic conditions of the rural community. It also aims at uplifting the people living below poverty line. The mission of the Directorate includes providing wage employment and self - employment through income generating activities and tries to create permanent assets for strengthening rural infrastructure.

There are State Institutes of Rural Development in different states for imparting training of all categories of government officials and agencies related to rural development. In some states, Extension Training Centres at the district level have been established. The Ministry of Rural Development provides financial support to State Institutes of Rural Development and Extension Training Centres. These Training Institutes assist the Ministry of Rural Development and Ministry of

Panchayati Raj in policy formulation through research activities, training, workshops, seminars etc. They also facilitate rural development efforts by improving the skills and attitudes of rural development functionaries and programme beneficiaries.

The Ministry of Rural Development, Government of India has a three tier institutional set up. The National Institute of Rural Development is the apex Institute at the national level located at Hyderabad in Andhra Pradesh. At the second tier, there are three Regional Centres such as North - East Regional Centre at Guwahati which was established in 1983. The Regional Centre at Patna was established in 2008 covering the states like Bihar, Jharkhand and West Bengal. The NIRD - Jaipur Centre at Jaipur started functioning in October, 2010. Finally, the State Institute of Rural Development at the state level and Extension Training Centres at the district level are at the third tier of the Institutions.

The State Institute of Rural Development aims at improving the knowledge, skill and attitude of rural development functionaries and elected representatives of Panchayati Raj Institutions at state and district levels. At present, there are twenty eight SIRDs in India.³⁶ Hundred percent central assistance is being provided to the SIRDs for non - recurring expenditure while recurring expenditure is shared equally by the central and state governments. In the case of North - Eastern states, the recurring cost is shared in the ratio of 90:10 between centre and states from 2010 - 2011 onwards. Hundred percent support is also provided for five core faculty members of SIRD. The Extension Training Centres function under the state governments at district level to impart training to the rural development functionaries

³⁶ <http://rural.nic.in/sites/downloads/programmescemes/Training%2520and%2520Capacity%2520B>
(Accessed on 27.8.2014)

and elected representatives of Panchayati Raj Institutions. So far, eighty nine ETCs have been established all over the country with central assistance.³⁷ Central assistance is provided to the tune of hundred percent for non - recurring expenditure and recurring expenditure upto rupees twenty lakh per ETC to enable them to cope with the increased training load of rural development functionaries and Panchayati Raj Institution members.

Rural development administration at the district level

District administration determines the success or failure of rural development programmes. The Deputy Commissioner or District Collector is in charge of the overall administration in the district. The district level functionaries of the state government departments are engaged in rural development. The lead banks as well as the regional rural banks also treat the district as their unit of adoption. The Deputy Commissioner or District Collector coordinates and ensures the successful execution of various rural development programmes because the effectiveness of rural development administration is dependent upon coordination among the line departments. He should try to integrate the activities of these departments in close coordination with the Chief Executive Officer of the District Rural Development Agency.³⁸

District Rural Development Agency has been the principal organ at the district level to oversee the implementation of anti - poverty programmes of the

³⁷<http://rural.nic.in/sites/downloads/programmescemes/Training%2520and%2520Capacity%2520Bu> (Accessed on 27.8.2014)

³⁸ Surat Singh and Mohinder Singh, *Op. Cit.*, p. 182

Ministry of Rural Development. It was established on 2nd October, 1980. This agency was created originally to implement the Integrated Rural Development Programme which was launched in 1978. Subsequently, the District Rural Development Agencies were entrusted with a number of programmes of the central and state governments. From 1st April 1989, a separate District Rural Development Agency administration has been introduced to take care of the administrative costs.³⁹ This has strengthened the District Rural Development Agencies and serves as an effective link between the Ministry of Rural Development and the district level functionaries.

District Rural Development Agencies are district level development execution and monitoring agencies created under the Indian Societies Registration Act.⁴⁰ A large amount of rural development funds of central government are transferred through the agencies under various centrally sponsored schemes. There is a Governing Board of District Rural Development Agency. The Deputy Commissioner or District Collector is the Chairman of the Governing Board and the Project Director is the Member Secretary. Members of the Governing Board includes Members of Parliament, Members of Legislative Assembly, district level officials of Development Departments, Bankers, Non Government Organizations and representatives of weaker sections of society of the district. The Governing Board at the district level provides guidance and directions to District Rural Development Agency.

Many schemes of the central and state governments are introduced from time to time for providing support to rural development. Schemes are also

³⁹ [http://en.wikipedia.org/wiki/District_Rural_Development_Agencies_\(India\)](http://en.wikipedia.org/wiki/District_Rural_Development_Agencies_(India)) (Accessed on 21.8.2014)

⁴⁰ *Ibid.*, (Accessed on 29.8.2014)

periodically modified to reflect the experience over the years. The task of District Rural Development Agency has been to identify the needs of the rural population and reach the appropriate schemes where they are needed. In implementing the schemes, District Rural Development Agency is not only a body to disburse the funds for the schemes but also to provide appropriate managerial and technical support.

Rural development administration at the block level

In India, the block has been the unit for the implementation of the Community Development Programme at the time of its inception in 1952. The Block Development Officer has emerged as the key functionary in it. He is also the team leader of the Extension Officers of the Departments. After the introduction of Panchayati Raj, the primary responsibility for implementation of development programmes rests with Panchayat Samities and team of officials at the block level. The Samiti or the block office is the basic unit for preparation of perspective and annual action plans. This is also a unit for the implementation and evaluation of different rural development programmes as per norms.

Block Development Officer is regarded as the executive officer of the Panchayat Samiti after introduction of the Panchayati Raj. He is also the supervisory officer over Gram Panchayats. He acts as a link among Panchayat Samiti, District Administration, District Rural Development Agency and functionaries of line departments at the block level. Besides, he is responsible for implementation, supervision, monitoring and reporting of various development programmes and

schemes of the central government and state governments as implemented by Panchayat Samiti and Gram Panchayats.

A block level Coordination Committee is constituted and it functions under the guidance of the Chairman of Panchayat Samiti. The Block Development Officer is the Member Secretary of this Committee. The Committee consists of representatives from the bank, insurance companies, agriculture, animal resources, industry, cooperation etc.

Rural development administration at the village level

At the village level, Village Level Worker is the last link in the rural development administration. The Village Level Worker comes in touch with the farmers and others in the village. The Village Level Worker or Gram Sewak, also known as Village Development Officer in some states, has four to five villages under his jurisdiction. He is to visit every village once a week. In Community Development period, he used to coordinate with many departments. Though his administrative head is the Block Development Officer, the Village Level Worker is under the direct supervision of block level extension personnel.

Rural development administration is an organizational arrangement of vast resources and personnel posted at different hierarchical echelons implementing various developmental and poverty alleviation programmes. The basic aim of rural development administration is to eradicate hunger, unemployment, poverty and illiteracy from rural areas. Administrative efforts and organizational structures need to

supplement the financial disbursements and the programmes if they have to have any success.⁴¹ Adoption of the path of liberalization by India since 1991 has led to the emergence of new challenges before the rural development administration.⁴² The Structural Adjustment Programme undertaken for this purpose has adversely affected the rural poor who use indigenous technologies. The role of development administration becomes all the more important in such circumstances.

To sum up, this chapter deals with the conceptual study of rural development administration. It discusses the meaning of rural, administration, development and public administration. The chapter focuses on the conceptual study of rural development and rural development administration. It also highlights different structural levels of rural development administration in India. This chapter has pointed out that the adoption of the path of liberalization by India has led to the emergence of new challenges before the rural development administration.

⁴¹ Mehta and Batra, *Administration for Rural Development*, Jaipur: The Centre for Administrative Change, Reprinted 1984, p. 220

⁴² Surat Singh and Mohinder Singh, *Op. Cit.*, 2006, p. xxi

CHAPTER III

STRUCTURE AND FUNCTIONS OF

STATE INSTITUTE OF RURAL DEVELOPMENT, MIZORAM

The previous chapter has deals with the conceptual study of rural development administration. It highlights the meaning of rural development, development administration and public administration. The chapter has also discussed in detail the concept of rural development and rural development administration. It also highlights different structural levels of rural development administration in India. In the present chapter, we will discuss the structure and functions of State Institute of Rural Development, Mizoram.

The British annexed Mizoram, then Lushai Hills as a result of the second military expedition of the government of British India by 1889 - 1890. In 1891, the territory was divided into two parts such as North Lushai Hills District as a part of Assam which was kept in charge of a Political Officer and South Lushai Hills District as a part of Bengal under the charge of the Superintendent. Prior to 1891, there was no regular administrative set up.¹ The district administrators carried out administration. The Lushai chiefs also administered their respective villages under the instructions given by the district administrators. On 1st April 1898, the South Lushai Hills and the North Lushai Hills were merged into one district as the Lushai Hills District to

¹ R.N. Prasad, *Government and Politics in Mizoram*, New Delhi: Northern Book Centre, 1987, p. 37

become one of the districts of Assam under the administrative control of a Superintendent.

When the British missionaries came to the Hills in 1894, they tried to encourage agricultural development. The British administration came to know about the problems in agriculture and general economic conditions in the Lushai Hills. But there was no concerted effort and systematic move from the government to tackle the problems.² In 1940s, A.G. McCall, Superintendent of Lushai Hills, introduced certain economic and welfare measures.³ He drew up a plan for economic development of the Hills and organized a Village Welfare Committee at Aizawl. This Committee had done little work due to financial insufficiency. While it was one of the districts of Assam, the Lushai Hills contributed only one point five percent of the state's income, being the lowest among all the districts of Assam.⁴

In the Lushai Hills, the Superintendent was replaced by the Deputy Commissioner after Independence. From that period, there was stable administration in the district. The Lushai Hills was changed into Mizo District in 1954 by the Act of Parliament.⁵ Thereafter, Mizo District was put under the administration of the District Council according to the Sixth Schedule to the Constitution of India. In 1955, traditional chieftainship was abolished and was replaced by Village Council. The District Council government made an effort for agricultural development in Mizoram because rural development traditionally means development of agriculture.

² Animesh Ray, *Mizoram Dynamics of change*, Calcutta: Pearl Publishers, 1982, p. 189

³ A.G. McCall, *Lushai Chrysalis*, Luzae & Co. London 1, 1949, p. 283

⁴ Government of Mizoram, *Mizoram District Gazetteers*, Guwahati: Eastern Press Publications, 1989, p. 209

⁵ Rintluanga Pachuau, *Mizoram - A study in Comprehensive Geography*, New Delhi: Northern Book Centre, 2009, p. 17

Rural development activities were started by the Government of India with the introduction of Community Development Programme in 1952. In Mizoram, rural development began with the creation of Community Development Blocks in the district on 1st April, 1953. The Community Development Programme was started in the Hills having an office under Deputy Commissioner till the year 1974. There were nine Community Development Blocks during the District Council period. The Community Development Blocks perform the functions like removal of poverty, creation of self reliance and uplift the living standard of the rural society and improved breeds of livestock by selling better breeds to villagers at subsidized rate.⁶ Blocks have also constructed community halls, play grounds, steps and culverts, inter - village paths, water points and urinal sheds.

After India got Independence on 15th August 1947, she adopted planning process for the overall development of the country. One of the most important goals of planning and economic development in India has been the eradication of poverty and rural development.⁷ In Mizoram, at the beginning of the first two Five Year Plans viz. 1951 - 1961, agricultural development was the thrust area. This includes minor irrigation, soil conservation, land reclamation and community projects. Land reclamation work was executed by the Agriculture Department where as other development work was taken up through the Community Development Blocks in the Districts.⁸ In the Third and Fourth Five Year Plans ie 1961 - 1974, emphasis was also given to agriculture and community development.

⁶ Kalpana Das, *Rural Development in Mizoram*, New Delhi: Mittal Publications, 2004, p. 37

⁷ R. N. Prasad and A.K. Agarwal, *Political and Economic Development of Mizoram*, New Delhi: Mittal Publications, 1991, p. 227

⁸ Lianzela, *Economic Development of Mizoram*, Guwahati: Spectrum Publications, 1994, p. 116

With the implementation of the North Eastern Reorganization Act, 1971, the Mizo District was upgraded into a Union Territory on 21st January 1972. In 1974, the number of Community Development Blocks was raised from nine to twenty blocks. During the Fifth Five Year Plan viz 1974 - 1979, priority was given to agriculture, community development and rural development. Community Development Blocks were required to implement Integrated Rural Development Programme from the Sixth Five Year Plan in 1980 - 1985. In 1974, the Directorate of Community Development was established by separating it from the control of the Deputy Commissioner. In 1983 - 1984, the name was changed to Rural Development. The Directorate of Rural Development started functioning with special focus on alleviation of rural poverty.⁹

The planning process in Mizoram started only from the Seventh Five Year Plan ie 1985 - 1990 because developmental programmes were launched for the first time under conditions of peace.¹⁰ Since insurgency broke out in Mizoram from 1966 which lasted two decades, all developmental plans became slow till the signing of Peace Accord on 30th June, 1986 between Government of India and Mizo National Front. On 20th February 1987, Mizoram was granted Statehood as per Statehood Act of 1986 and Mizoram became the twenty third state of the Indian Union.

After Mizoram become full fledged state, an effort was made by the state government for the development of rural society. In 1990, Government of Mizoram introduced New Land Use Policy as one of its flagship programmes and new Rural Housing Scheme i.e. distribution of Galvanized Corrugated Iron sheet. The

⁹ Harendra Sinha, *Bureaucracy and Rural Development in Mizoram*, New Delhi: Concept Publishing Company Pvt Ltd, 2012, p. 87

¹⁰ Lianzela, *Op. Cit.*, p. 52

government also implemented the recommendation of G.V.K. Rao Committee on rural development. Thereafter, Rural Development Department was expanded and changed into Commissionerate on 3rd May 1990. The Commissionerate of Rural Development was again changed to Directorate of Rural Development on 3rd May 2000.¹¹

A number of institutions and organizations are involved in the formulation and implementation of rural development programmes.¹² These include the Department of Rural Development which is headed by a Secretary to the Government of Mizoram. At present (as on August, 2014), there are officers like one Joint Secretary, one Deputy Secretary, two Superintendents and other support staff. Then there is the Directorate of Rural Development which is headed by a Director. He is assisted by one Joint Director, three Deputy Directors, one Executive Rural Engineer, one Assistant Director, one Junior Project Officer (Horticulture), one Superintendent, four Assistant Rural Engineers and other support staff. There is a State Level Monitoring Cell and Internal Audit Cell headed by a Project Director. He is engaged in monitoring, inspection and auditing of the accounts of implementing agencies of rural development schemes. In 2012, the Government of Mizoram set up a Social Audit Unit headed by Director with support staff. It is an effective means for ensuring transparency, participation, consultation and accountability under Mahatma Gandhi National Rural Employment Guarantee Act.

¹¹ Department of Rural Development, Government of Mizoram, *Citizens Charter - 2013*, p. 3

¹² Data collected by interview with *Lalthlamuana, Inspector of Statistics and Sangpuii Darkim, Assistant, Directorate of Rural Development, Government of Mizoram*

Structure of the State Institute of Rural Development, Mizoram

The State Institute of Rural Development, Mizoram had its origin in the year 1991 - 1992 when Government of India sanctioned an amount of Rs 60.00 lakh for construction of building infrastructure. The three main buildings viz. administrative building, hostel and guest house were constructed at the present location in Kolasib. It was completed in the year 1996. Later, the State Institute of Rural Development, Mizoram started functioning on 21st August, 2000 vide Government of Mizoram's Notification No. A. 33024/1/91 - RD (Training) dated 21.8.2000. Various posts were created for the Institute by the Government of Mizoram. The State Institute of Rural Development, Mizoram first functioned in the Directorate of Rural Development, Government of Mizoram building, Aizawl. Since 3rd September 2002, it started functioning at its present campus in Kolasib.

The Ministry of Rural Development, Government of India instructed the State Institute of Rural Development, Mizoram to register under the Registration of Societies (Extension to Mizoram) Act, 1976, (Mizoram Act No. 3 of 1997). Accordingly, it was registered on 5th September, 2000. On 16th October, 2000, the Government of Mizoram declared the Institute as an autonomous body. The Government of India provides hundred percent of recurring and non - recurring expenditure by providing salary of the five Core Faculty members. The central government also supports ninety percent of the expenditure on salary of other employees and office expenditure. The state government provides the remaining ten percent.

For the proper functioning of the State Institute of Rural Development, Mizoram, a State Level Advisory Committee and a Governing Body were set up. The

State Level Advisory Committee is constituted under the Chairmanship of Minister, Rural Development, Government of Mizoram. The Commissioner or Secretary of Rural Development Department is the Vice - Chairman. The Director, State Institute of Rural Development acts as its Secretary. Other members of the Committee are:

- Commissioner or Secretary, Finance Department, Government of Mizoram.
- Commissioner or Secretary, Planning Department, Government of Mizoram
- Joint Secretary (Training), Government of India, Ministry of Rural Development
- Director, National Institute of Rural Development - North Eastern Regional Centre, Guwahati.
- Director, Rural Development Directorate, Government of Mizoram.
- Director, Local Administration Directorate, Government of Mizoram.
- Representatives of reputed Non Government Organizations and
- One prominent academician.

The Governing Body of the State Institute of Rural Development, Mizoram is responsible for the administration and management of the Institute. The Secretary, Rural Development Department is the Chairman of the Body. The Director, State Institute of Rural Development, Mizoram acts as the Secretary. The other members of the Body include:

- Director, National Institute of Rural Development - North Eastern Regional Centre, Guwahati
- Director, Administrative Training Institute, Government of Mizoram
- Director, Rural Development Directorate, Government of Mizoram
- Project Director, State Level Monitoring Cell and Internal Audit Cell of the Department of Rural Development, Government of Mizoram

The State Institute of Rural Development, Mizoram has had eight Directors since its inception. At present (as on 10.9 2014), the Institute is headed by a Director, one Deputy Director or senior Core Faculty. There are four Assistant Directors or Core Faculty members drawn from different streams like Veterinary, Agriculture, Economics and Rural Development. Other staffs who are working in the Institute include Head Assistant, Upper Division Clerk cum Accountant, Care Taker, Stenographer grade III and Data Entry Operator. There are six Lower Division Clerks some of whom act as Computer Operators, four Drivers, one Duftry and five IV Grade employees. There is one Assistant Engineer on contract basis who is in charge of new building which is under construction at Durtlang in Aizawl Municipal Area and the two Extension Training Centres. Two muster roll Attendants one each for guest house and hostel are also there at the Institute.

Originally, the Extension Training Centre, Pukpui, Lunglei District started functioning on 3rd February, 2003 at Lunglei bazar area and later shifted to the present location at Pukpui, about nine kilometer away from the heart of the Lunglei town on 15th October 2004. The existing staff strength of the Pukpui Extension Training Centre includes Faculties and Clerical staff headed by the Principals for a

term of three years. There are four Faculty members drawn from different streams like Natural Resource Management, Livelihood, Agriculture and Community Development. Clerical staffs like one Upper Division Clerk, one Data Entry Operator and one Lower Division Clerk are also working at the Centre. It has two Group D staff.

The Extension Training Centre, Thingsulthliah started functioning in the month of November, 2007. The Principal is at the top of the hierarchy of the Extension Training Centre. Presently (as on September 2014), the Principal is deputed as Deputy Director in the Directorate of Social Audit Unit under Mahatma Gandhi National Rural Employment Guarantee Scheme. So, the Principal has to perform dual functions. The Institute has four Faculty members who impart training in relation to rural development. These Faculties have been drawn from different disciplines like Livelihood, Natural Resource Management, Agriculture and Community Development. The Centre also has other staff like one Upper Division Clerk, one Data Entry Operator, one Lower Division Clerk and two Group D staff. The Deputy Director of the State Institute of Rural Development, Mizoram is posted rotationally as Principal of the two Extension Training Centres at Pukpui and Thingsulthliah for a term of three years. The Deputy Director and the Principals of Extension Training Centres are equal in rank and status.

There are a few Backward Region Grant Fund (BRGF) staff who are working in SIRD from Saiha and Lawngtlai Districts on contract basis. These staff members are there because the Ministry of Panchayati Raj introduced the Backward Region Grant Fund in Mizoram since 2008 - 2009 for the two districts of Saiha and Lawngtlai. The SIRD is appointed as the implementing agency for the capacity

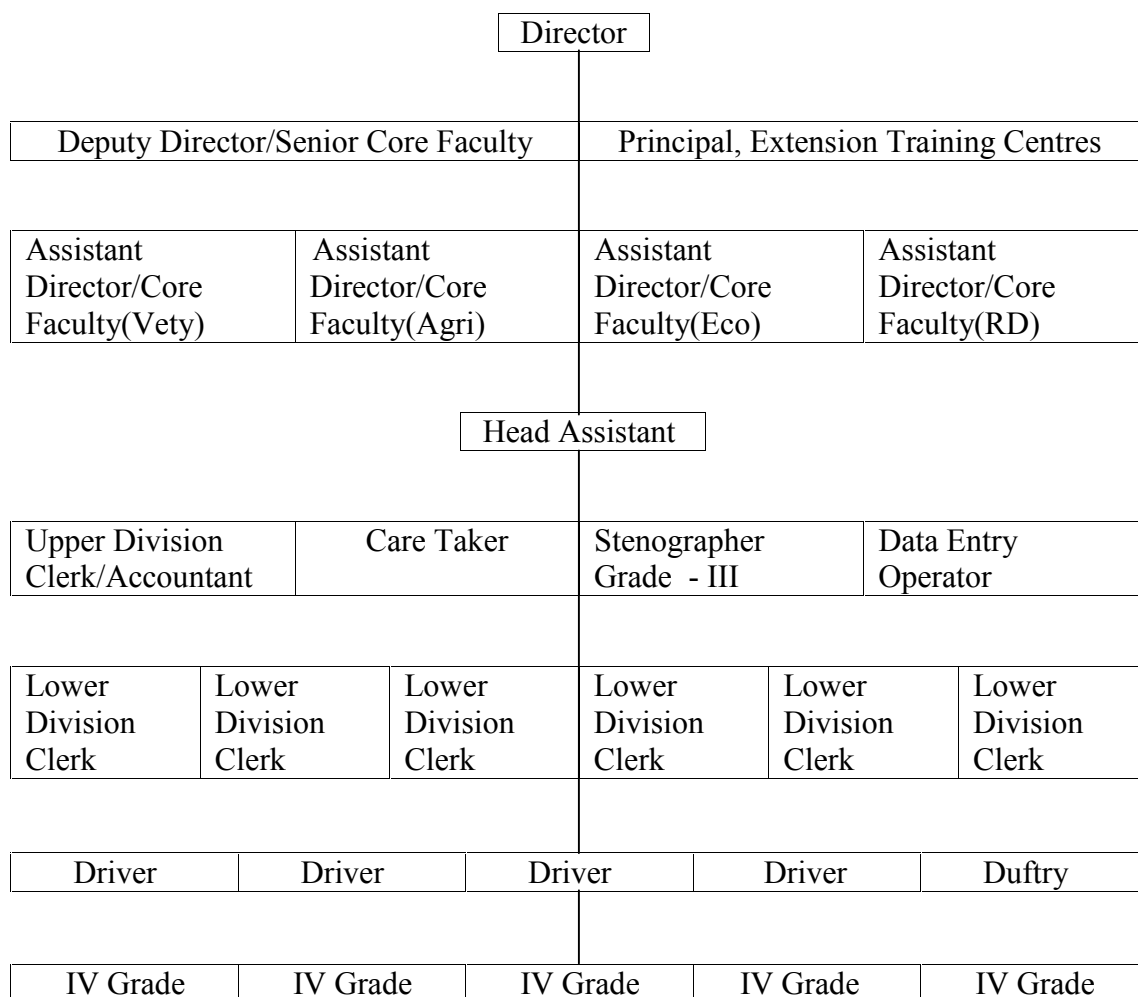
building and training component of the BRGF. In the year 2013 - 2014, there are seventeen such staff members. The BRGF staff is headed by one Coordinator supported by one Account Assistant, one Training Assistant and two Helpline Attendants. There is one District Capacity Building Coordinator, three District Resource Persons and two Helpline Attendants who are posted at Lawngtlai. In Saiha, the BRGF staff include one District Capacity Building Coordinator, one District Resource Person and three Helpline Attendants.

Organizational structure of the State Institute of Rural Development, Mizoram is shown in the table below:

Table No III - I

Organizational Structure of State Institute of Rural Development,

Mizoram



Sources of Existing Staff Strength: SIRD, *Annual Report, 2013 - 2014* and an interview with *Lalremngheta Chawngthu, Head Assistant* and *Dr Lalhruaitluangi Sailo, Core Faculty*, SIRD, Mizoram on 10.9.2014.

The State Institute of Rural Development, Mizoram is equipped with infrastructure and other facilities. The Institute is having an administrative building, guest house, hostel, conference hall, Mahatma Gandhi training hall, computer laboratory and library. The hostel has fifteen two - bedded rooms, one visitor's room, one recreation room and one dining hall. The Institute has quarters for Director and Deputy Director. It has also seventeen residential quarters for other staff.

The Institute has different training infrastructures like bus and car. Liquid Crystal Display projectors and computers with printers, laptops, slide projector and colour television sets. There are equipment like digital video camera, public address system and furniture for the training hall and conference hall. The new building and other structures at the new SIRD campus, Durtlang, within the Aizawl Municipal Area in Aizawl District are under construction.

The Extension Training Centre, Pukpui is equipped with facilities from the recurring fund received from central and state governments. Central assistance under non - recurring grant has also been received for conducting training. The Centre has basic training equipment. These include four slide projectors, two video cameras, four steel cameras, five laptop and digital camera. It has one xerox machine, one sound system, two public address systems and two generators. The Extension Training Centre, Pukpui is having an administrative building, training hall, principal quarters, seven residential staff quarters, hostel for men and women with fifteen capacity each, library and conference hall or training hall with a capacity of thirty seats.

The Extension Training Centre at Thingsulthliah is also equipped with basic office and training equipment. These include five computers and laptop, three

digital cameras, two LCD projectors, three video cameras, one sound system and two generators. Thingsulthliah Centre has an administrative building, one training hall, principal quarters, five residential staff quarters and one chowkider quarter.

Functions of the State Institute of Rural Development, Mizoram

The State Institute of Rural Development, Mizoram envisions to make a place where most of the people have an access to decent food, clothing, shelter, dignity and a chance to live his or her life to the fullest.¹³ To meet this challenge, the Institute and the two Extension Training Centres envisions administering training and conducting field study and research. It also tries to participate and provide extension services and consultancy in relation to rural development activities. The Institute aims to create a healthy relationship with the Government and Non Government Organizations for the development of rural society.

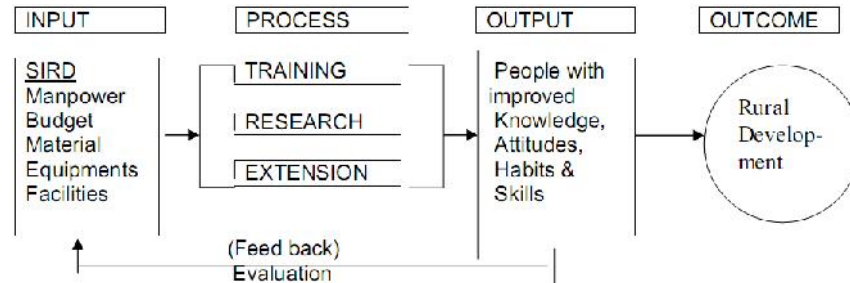
The State Institute of Rural Development, Mizoram tries to develop quality human resources and technologies for people's empowerment, global competitiveness and sustainable development for the rural populace.¹⁴ The three frameworks adopted by the Institute are Training, Research and Extension. The framework shows the process of input conversion into rural development.

¹³ State Institute of Rural Development, Mizoram *Annual Report, 2013 - 2014*, p. 6

¹⁴ State Institute of Rural Development, *Ibid.*, p. 6

Figure 3:1

Process of Input Conversion



Source: State Institute of Rural Development *Annual Report*, 2013 - 2014, p. 7

The State Institute of Rural Development, Mizoram is the apex Institute in the state that imparts training for the rural development functionaries. The Institute imparts training on all flagship programmes of rural development schemes of the Government of India and the State Government. While covering the state level training programmes in relation to rural development, the State Institute of Rural Development, Mizoram also covers Kolasib and Mamit districts as its operational areas. The Extension Training Centre, Pukpui, Lunglei District covers the three districts in the southern part of the state such as Lunglei, Saiha and Lawngtlai. The Extension Training Centre at Thingsulthliah, Aizawl District is responsible for imparting training to the rest of the districts like Aizawl, Champhai and Serchhip. The Extension Training Centres are designed to impart training at the grassroots level.

The State Institute of Rural Development, Mizoram started conducting training programmes from the year 2001 - 2002. The Extension Training Centre, Pukpui started from 2003 - 2004 and the Extension Training Centre, Thingsulthliah

started from 2007 - 2008. Training programmes were conducted in different places within Mizoram on different courses relating to rural development. The duration of a training programme depends on the nature of the course. Training activities were imparted under the supervision of the Course Directors. The Core Faculties and the Faculties of the Institute and the ETCs were entrusted to handle this responsibility. In some courses, Project Director, DRDA, Assistant Engineer of SIRD and Capacity Building Coordinator, BRGF also act as the Course Directors. Generally, lectures were given by the Course Directors and assisted by the Faculty members of the Institute and Extension Training Centres. Sometimes, resource persons were invited from outside the Institute on the basis of the nature of the courses. The Core Faculty and Faculty members are also responsible for dealing different files, making proposals, designing of the training modules, guideline translation, preparing common reading materials etc. relating to rural development.

The category of the training courses since 2001 - 2002 include different level of functionaries, elected representatives, cooperative societies, NGOs, women, youth groups etc. From the year 2011 - 2012, training programmes were placed in different categories such as state level, district level, block level and village level. The participants include state, district, block and village level officials. They come from Watershed Development Teams, Educated Unemployed, Women Group, Cooperative Societies, Self Help Group Members, Non Government Organizations and Village Council Members. The trainees also include Poultry Farmers, Dairy Farmers, Piggery Farmers, different levels of Rural Development Officials and Functionaries, Bankers, Below Poverty Line women and College students. Personnel like Accounts Officers, Farmers, Members of District Councils, PIGFED members, Cashiers, Peer Educator

Cadets, Master Resource Persons, Assistant Engineers, Sub Divisional Officers, Junior Engineers, National Rural Employment Guarantee Act Staff, Consumer Union also participated in different training courses.

Training programmes were organized under different schemes like Bharat Nirman Volunteers, Lab to Land Initiatives, Mahatma Gandhi National Rural Employment Guarantee Scheme and Integrated Watershed Management Programme. The schemes also include National Rural Livelihood Mission, Backward Region Grant Fund, Information and Communication Technology, Bureau of Indian Standard, Self Help Group and Swarnajayanti Gram Swarozgar Yojana.

The training fund has come from different sources such as Lab to Land Initiatives, Mahatma Gandhi National Rural Employment Guarantee Scheme and Recurring Grant of State Institute of Rural Development. Training programmes were also sponsored by National Institute of Rural Development, National Institute of Rural Development - North Eastern Regional Centre and North Eastern Council - Ministry of Development of North East Region. The sources of training fund also include Backward Region Grant Fund - Capacity Building and Training, Swarnajayanti Gram Swarozgar Yajona, Non - Recurring, National Rural Livelihood Mission, Bureau of Indian Standard and Integrated Watershed Management Programme. The Ministry of Rural Development, Government of India also supports the training activities by providing financial assistance to the State Institute of Rural Development, Mizoram and the Extension Training Centres. Till September 2014, the SIRD spent rupees one crore seventy eight lakh twenty eight thousand four hundred and fifty four (Rs 17828454) for conducting training programmes.

In the year 2001 - 2002, training programmes conducted by the Institute were twelve in number. Ten courses were conducted in Aizawl while the other two were conducted in Lunglei and Saiha. There were six hundred and twenty four participants. The training courses include five days Financial Management in DRDA for DRDA officials; five days Participatory Management of Watershed Development Project for district level officials; six days Social Mobilization and Organization of Self Help Groups for district and block level officials; two days Planning and Implementation of SGSY (three times) at different places for block level functionaries; and three days Crash Course on Self Employment for educated unemployed youth. Other courses include two days Decentralized Planning for VCM and NGOs; two days Social Equity and Social Justice in rural areas for NGOs and VCMs; two days Mushroom Production Technology for women groups; and two days Scientific Management of Pig Farm for pig producers cooperative society members.

In 2002 - 2003, twenty three training programmes were conducted in which one thousand seven hundred and thirty persons participated. These were conducted at different places within the state. The courses include seven days Planning and Implementation of Rural Development Programmes for district and block level officials and NGOs (two times); two days workshop on Training Need Analysis for district and block level officials; two days Decentralized Planning for VCM; and one day general conference cum seminar on Sensitization of VCMs on Centrally Sponsored Scheme. The training courses also covered two days Food Processing and Preservation for women groups; two days Women Empowerment Programme on Current Strategy for women groups (twice); two days Organization and Management of SHG for MHIP; two days Scope for Self Employment for

educated unemployed youths; two days Organization and Establishment of Dairy Cooperative Society for dairy farmers (twice); and two days Organization and Establishment of Piggery Cooperative Society for piggery farmers (twice). Workshop on Centrally Sponsored Schemes and Community Information Centre for DRDA officials; two days Management and Health Care of Poultry for poultry farmer; and three days Planning and Implementation of SGSY for RD field functionaries, SHG and bankers (three times) were also organized.

In 2003 - 2004, the number of training programmes was forty five. In all, one thousand five hundred and twenty five persons participated. The training courses include one day Scientific Management of Sericulture Activities (three times) for sericulture farmers; ten days training on Cement and Masonry Works (eight times) for rural youth; and ten days Job Seeking Through Information Technology for educated rural youth. The programmes also included three days Management of Dairy Cattle and Production of Bio - gas for cooperative society members (twice); two days training on Bee Keeping with Floriculture for NGOs (twice); and two days Entrepreneurship Development for rural youth. Two days Role of Village Councils and NGOs in Community Based Disaster Management for VCM, NGO and Disaster Committee (twice); three days Decentralized Planning for VCM; two days Orientation Course on RD Programmes for VCPs and NGOs (six times) were also organized. Two days Care and Management of Japanese Quails (Vahmim) for NGOs and SHGs; three days Sustainable Farming System for AMFU and farmers (twice); and two days Personal Health Care for rural women were also imparted.

In the year 2004 - 2005, thirty four training programmes were conducted. The number of participants was nine hundred fifty. The programmes

conducted for women groups include two days training on Rural Health Care for NGOs and women groups; two days Scientific Management of Piggery Farm for SHG women members; two days Mushroom Production Technology for women farmers; two days Food Processing for BPL women; three days training on Capacity Building for rural BPL women; and two days Women's Empowerment and Income Generating Activities for rural women. Other training programmes conducted included two days Entrepreneurship Development for rural youth, NGOs and farmer; two days Sustainable Development for NGOs; two days training on Keeping of Broilers for Commercial Purposes for educated rural youth; twelve days training on Cement and Masonry Works for rural youth; two days Sustainable Agriculture in sloping cultivation areas for farmer and SHG; and two days Management of Dairy Cattle for dairy farmer. The training programmes also covered two days Decentralized Planning and Administration for VCM; three days Integrated Pest Management of Horticulture Crops for farmer; three days Role of NGOs and VC in Community Base Disaster Management; four days Scope for Self Employment of educated youths; and two days Formation and Management of SHGs for BPL members.

In the year 2005 - 2006, the number of trainings programmes organized was thirty nine. One thousand five hundred and five persons participated. The training courses imparted included three days Capacity Building for VCM, SHG, NGOs; and fifteen days for educated unemployed youth; six days NIRD - Off Campus course on Financial Management for Accounts Officers under DRDA, BDO, RD Dept and SIRD; and three days training on Sustainable Agriculture in Shifting Cultivation Areas for farmers. Training programmes also included seven days Rural Marketing Management for district and block level officials; twenty five days training on

Information Technology for educated rural youth; two days Income Generating Activities for Self Employment for women group; and two days Food Processing and Preservations for rural women. Three days Scientific Management of Piggery Farm for farmers; two days Mushroom Cultivation for rural women; two days Community Based Disaster Management for village level Disaster Risk Management Committee; three days Women Empowerment for rural women; three days Cement and Masonry Works for rural youth; and three days Management of Dairy Cattle for dairy farmers were also organized.

In 2006 - 2007, the number of the training programmes conducted was fifty three in which two thousand six hundred twenty one persons participated. The courses include six days training on Resource Mobilization in Autonomous District Councils: Role and Responsibilities of Officials and Elected Representatives for MDCs, Officials and NGOs; two days training on Formation and Management of SHG and Capacity Building and Mushroom Cultivation for SHG; and one day training on SGSY for SHG members. For official, programmes like four days Sensitization Workshop on NREGS; eight days Planning and Management of Drinking Water; two days state level Workshop on NREGP; three days Capacity Building under IWMP; six days Participatory Planning and Implementation of Watershed Project (Hariyali); and six days training on Project Planning Implementation, Monitoring and Evaluation with NGOs have been organized. Other training programmes include three days Orientation Course for VC Secretaries; three days training on SGSY for VCP; three days Decentralized Planning and Administration for VC members; one month training on newly recruited APOs and

AO of DRDA; three days training on Women Empowerment for MHIP; and two days training on Food Processing and Preservation for farmers.

In 2007 - 2008, eighty one training programmes were conducted in which four thousand two hundred nineteen members participated. The training programmes for VCM included three days Capacity Building, two days NREGP, three days Decentralized planning and Administration, three days training on Social Audit under NREGP, three days Orientation Course and three days training on NREGS. For district, block and village functionaries, the courses include six days Capacity Building, five days ToT course, one day training on NREGS, one day Sensitization Programme on NREGS, three days Training on Financial Management under NREGP and four days State Level Training on NREGP - I and II. For Self Help Groups, training programmes include seven days training on Organic Farming, one day Awareness Campaign of SGSY, three days Entrepreneurship Development, three days Skill Development, two days training on Women Empowerment and three days training on Keeping of Broilers for Commercial Purposes. Other training programmes include two days Workshop on NREGP and Village Monitoring Committee: Role and Responsibilities for officials; ten days Cement and Mansory works for youths; three days E - Financial Management with special emphasis on Computerized Accounting and Data Maintenance for DRDAs (twice); two days Training cum Workshop on SGSY; three days Capacity Building under IWDP for WDT/GS/HEO/PIA; and seven days training on MIS.

In the year 2008 - 2009, the number of training courses was one hundred and two in which five thousand four hundred and ninety one persons participated. The courses include three days training on Accounting Procedures for

RD officials (twice); three days training on Organization and Management of SHG (twice); three days training on Scientific Management of Piggery Farm; and three days Skill Development for SHGs. Four days Scientific Management of Piggery Farm for PIGFED member; six days training on SGSY for bankers, block level functionaries and NGO (twice); one day block level training on NREGS; six days training on Regional Programme on GIS for officials; and two days state level Workshop on NREGP and Plan Plus (BRGF) for official were also imparted. The training programmes also covered three days Administration of RD Programme for GS/MS/VCM; three days training on Social Audit under NREGP for TA/VLA/Comp Asst/DA; five days training on Advocacy and Facilitation Skill and Strategies for weaker sections; and five days training on Planning and Management of IWDP for official. Four days district level Social Audit under NREGP for NIRD(G); five days Planning and Implementation of NREGS and Social Audit and SGSY for NIRD(H&G); two days Facilitation and Management of SHGs for WDT member; twelve days Induction Course for MRP; and one day training programme on Building of ICT Skills for VC and NGOs programmes were organized. The training courses also include three days Management of Dairy Cattle and Bio - gas Production Programme for MULCO Society members; three days training on Capacity Building for NGO; four days Entrepreneurship Development Programme for educated youth; four days training course on Self Employment Programme for student; one day village level Awareness Campaign on NREGP; and four days training on Skill Development under NREGS.

The number of training courses conducted in the year 2009 - 2010 was ninety five in which five thousand nine hundred ninety nine persons participated. The

training courses for SHGs included four days Animating and Facilitating SHGs Participatory Rural Appraisal, Planning and Management of Watershed Development; two days Skill Development; three days state level training on Animators; two days Orientation Course; and two days training on Commercial Pig Farming. For VCM, training programmes like two days training on VCMs, two days Consumer Rights and Consumer Welfare (twice), three days Rural Industrial Service and three days Orientation Course for VCP and Secretaries have been organized. Training courses conducted concerning MGNREGS include five days state level training on Monitoring and Information System; three days Planning, Budgeting, Accounting and Financial Management for A.A, Cashier and Account Officer; three days district level MIS and Accounting Procedure for Cashier and A.A (twice); one day Awareness Programmes; one day Orientation Course for mates (thrice); four days district level Infrastructure Planning Auto CAD; three days MISP Accounting Procedures for newly recruited staff; five days newly recruited Additional Programme Officers; and four days Orientation Course for Programme Officer. Training programmes conducted for other personnel include twelve days training for MRP; three days special training programme on Bio - Medical and Hospital Waste Management; two days training on Adulteration of Food Products, Food Safety Awareness under BIS for consumer welfare; two days Wages payment through Post Office for RD official; two days state level training on Reports and Returns of RD programmes for RD official; ten days Entrepreneurship Development Programme and Masonry Training for educated rural youth; five days ToT - II on Planning and Implementation of SGSY for official; five days Advocacy and Facilitation Skills and Strategies for empowerment of weaker section; and five days training on PMGSY for newly entrants Engineers.

In the year 2010 - 2011, one hundred and thirty four training in different courses were conducted in which seven thousand seven hundred and two person participated. Generally, training programmes imparted at the end of the year cover in the District Council areas. The training courses conducted under BRGF include ten days training on Resource Person and three days Debriefing Sessions for trainers. Training programmes on IWMP covered two days Workshop for state officials; two days district level training course on Preparation of DPR; five days Planning and Implementation of Watershed Project for PIA; three days district level training course on Preparation of Detailed Project Report; and three days Planning and Implementation of IWMP (Common Guideline 2008) for district and block levels. Trainings related to MGNREGS include state level training on MIS for RD schemes for Computer Assistant; five days Refresher Course under MGNREGP for APOs; two days training on MGNREGA and other RD Programme for development functionaries and Stakeholder (four times); and two days training on Payment of Wages for Post Office staff. SHGs related training programmes organized were three days Entrepreneurship Development Programme, three days Mushroom Cultivation and one day Awareness on HIV/AIDS (seventeen times). Other courses include three days Debriefing Sessions for Trainers under SIRD for BRGF staff; five days district level training on NRLM and SGSY; three days block level Refresher Course for VCM; three days training on Rural Research Methodology for BRGF staff; three days Induction for Master Trainers on HIV/AIDS; two days village level Scientific Management of Piggery Farm; three days Direct Trainer Skills; one day Awareness on LLI for NGOs; two days training on TNA for NGOs; four days state level Capacity Building for NLUP; and three days Basic Functional Course (forty seven times) at different places.

In 2011 - 2012, sixty five training programmes were conducted. These courses were attended by three thousand one hundred and seventy one participants. The programmes include three days training on BNVs for village level (five times); one day Briefing and Debriefing of BNVs and Sensitization Workshop of LLI (thrice); and three days block level elected representative, political party leaders and NGOs under LLI (six times). Training courses related to MGNERGS conducted were five days state level for Programme Assistant of DEGSU; three days state level Orientation Training Course of DEGSU staff; four days state level Social Audit for Programme Officers; and two days state level Workshop on Payment Cycle of Wages. The IWMP related training programmes include five days district level regional training course on Planning and Implementation of Watershed Project (Common Guideline, 2008); six days state level training on Planning and Implementation; and two days state level Workshop. Besides, ten days state level Capacity Building of development functionaries on Sustainable Livelihood under NRLM/SGSY (twice); two days Debriefing of Employees under SIRD/ETCs; three days Basic Functional Course for elected representatives and functionaries (six times); and four days ICT training for village level elected representatives and functionaries (four times) have been organized.

One hundred and three training courses were conducted in the year 2012 - 2013. The number of participants was six thousand eight hundred and twenty nine persons. The courses include six days district level Exposure visit for VC of CADC within Mizoram (twice); two days Leadership Training for VCP at four villages; one day village level Briefing and Debriefing of BNVs and Sensitization Workshop of LLI (twice); two days training of newly enrolled BNVs (eight times);

and three days district level Refresher Course for DRP and Helpline staff under BRGF. Training programmes under IWMP have been organized which include three days state level training on Planning and Implementation for SLNA and DWCDC; three days state level training for Empanelled Evaluators; two days district level Workshop; and four days state level Training. Training programmes related to LLI and SHGs covered one day Awareness Campaign (thrice); one day district level District and Block Core Group Committee cum Sensitization Workshop; one day village level Organization and Management of Federation under MzSRLM (thrice); and one day village level Orientation on Organization and Management of SHG (twice). Other training courses include three days district level Capacity Building of Development Functionaries and Organization and Management of Federation under NRLM; four days block level Planning and Implementation of MGNREGA for DEGSU and Block staff (twice); and four days Leadership and PRA training. For village level functionaries, trainings include one day Orientation on Consumer Rights and Consumer Welfare; three days Scientific Management of Piggery Farm (twice); four days ICT training for elected representatives and functionaries (seven times); one day Focul Group Symposium; and five days Skilled Training for Cement Concrete Workers (twice). One day Sensitization of MJA on various RD programme (twice) and one day Mini Colloquim for SIRD/ETCs staff were also organized.

In 2013 - 2014, the training programmes include one hundred seventy six. In these courses, six thousand seven hundred fifty seven persons participated. Notable activities during this year were related to training imparted to church organizations ie one day village level Awareness Campaign on Centrally Sponsored Schemes at Vengthar Kohhran and two days Research Methodology programme for

the Faculty members of the SIRD and ETCs. Other training courses include two days Leadership Training for VCP; twenty six days block level cluster wise training on Labour Budget, MGNREGS, 2013 for VCM at villages in Lawngtlai District; one month block level training on Role and Leadership for VCPs in different villages at Lawngtlai and Saiha Districts; one day block level Core Committee on LLI; and one day Awareness Campaign on LLI at four villages. IWMP training programmes conducted were two days village level training for WDT and WC, four days state level training on Planning and Implementation for PIA of 2012 - 13 project and one day district level Workshop for WC and WDT. Trainings imparted under MGNREGS include three days block level training on Planning and Implementation and one day district level Workshop on Preparation of Labour Budget. Four days district level Induction Training for MRP; three days village level training on SHG in Non Intensive 13 Blocks under NRLM (eleven times); and three days district level Review Meeting cum Refresher Course for BRGF staff have also been organized.

Flagship training programmes conducted in the year 2013 - 2014 include fifteen courses on MGNREGS in which seven hundred and eighty two persons participated. Under IWMP, sixteen training programmes were conducted and the number of participants was seven hundred and four. Under NRLM, thirty eight training programmes were conducted in which one thousand two hundred and seventy six persons participated. Five training were conducted under IAY in which two hundred thirty six persons participated. Under Lab to Land Initiatives, eight training programmes were conducted in which two hundred and ninety six persons participated. Under BRGF, eighty nine training programmes were organized in which three thousand six hundred and twenty two persons participated.

In the current year ie 2014 - 2015 till September, 2014, fifty three training courses were conducted participated by two thousand three hundred and sixty nine persons have participated. The training courses conducted for VCM include six days cluster wise training on Labour Budget MGNREGS 2013; and eight days VC Role and five days training on Account Maintenance for VC Secretary and Treasurer (five times). Training programmes imparted under MGNREGS include three days state level Planning and Implementation for APOs; two days at village level (twice); two days district level training for BRP; three days block level for officials; eight days village level for VEC and VMCs at different towns; and one day state level workshop. For SHGs, the training courses covered three days block level Concept and Formation; three days village level Orientation Training on Bee Keeping and SHG formation; six days village level Awareness and Orientation Training under IWMP; two days under NRLM; and five days state level Financial Management of SHGs. Other courses include four days block level training on Cement Mistiri; three days block level Exposure Visit cum SALT training; two days Orientation of BRG and training of TSG; five days state level Participatory Approach for Irrigation Management; one day village level Awareness campaign for IAY; two days state level Colloquim and ToT of SIRD, Faculties of ETCs, DCBCs and DRPs of BRGF; and one day state level Social Audit Training for DRP and APO. IWMP programmes include two days Workshop, one day Capacity Building, fourteen days state level training programme for WDT, five days district level Orientation Training course for WDT, two days block level Planning and Implementation of IWMP, one day block level and one day village level Awareness Training for WDTs and WCs.

The State Institute of Rural Development, Mizoram and its two Extension Training Centres have conducted a number of programmes relating to training of government officials, members of NGOs and SHGs etc during 2001 - 2002 to 2014 - 2015 (till September, 2014). Some of these programmes covered centrally sponsored schemes. Some others were off - campus programmes sponsored by the NIRD and NERC, Guwahati. The consolidated data are presented in the table below:

Table No III - 2**Training Conducted by SIRD**

Year	No. of Programme	No. of Participants		
		M	F	Total
2001-02	12	418	206	624
2002-03	23	1374	356	1730
2003-04	30	972	142	1114
2004-05	26	396	404	800
2005-06	25	781	323	1104
2006-07	29	1022	442	1464
2007-08	45	1626	661	2288
2008-09	52	1529	839	2368
2009-10	49	1368	688	2057
2010-11	93	2935	1203	4138
2011-12	39	1717	519	2236
2012-13	47	1645	1124	2769
2013-14	117	3753	799	4552
2014-15 (upto Sept, 14)	17	513	141	654
Total	604	20049	7847	27898

Source: State Institute of Rural Development, Mizoram, *Annual Report*, 2013 - 2014,

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Table No III - 3

Flagship Programme - Wise Training Conducted in the Year 2013 - 2014

No. of Training Conducted		No. of Participants
MGNREGA	15	782
IWMP	16	704
NRLM	38	1276
IAY	5	236
Lab-to-Land	5	296
BRGF	89	3622
Others	8	188
Total	176	7104

Source: State Institute of Rural Development, Mizoram, *Annual Report*, 2013 - 2014,

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Table No III - 4

Training Conducted by ETC, Pukpui in Lunglei District

Year	No. of Programme	No. of Participants		
		M	F	Total
2003-04	15	250	161	411
2004-05	8	46	104	150
2005-06	14	131	270	401
2006-07	24	689	468	1157
2007-08	32	1149	358	1607
2008-09	33	1804	499	2299
2009-10	22	1063	466	1529
2010-11	19	961	218	1179
2011-12	15	429	194	623
2012-13	32	1265	629	1894
2013-14	25	688	354	1042
2014-15 (upto July 14)	5	265	117	387
Total	244	8740	3838	12679

Source: State Institute of Rural Development, Mizoram, *Annual Report*, 2013 - 2014,

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Table No. III - 5

Training Conducted by the ETC, Thingsulthliah in Aizawl District, Mizoram

Year	No. of Programme	No. of Participants		
		M	F	Total
2007-08	4	258	66	324
2008-09	17	610	214	824
2009-10	24	1915	498	2413
2010-11	22	1680	705	2385
2011-12	11	135	177	312
2012-13	24	1332	834	2166
2013-14	34	620	890	1163
2014-15 (upto Sept, 14)	20	449	302	871
Total	156	6999	3686	10458

Source: State Institute of Rural Development, Mizoram, *Annual Report*, 2013 - 2014,
p. 21.

During 2014 - 2015, the National Institute of Rural Development has allotted ten training programmes for State Institute of Rural Development, Mizoram. Eight programmes are to be conducted by SIRD and two programmes by the two ETCs. State Resource Teams and Block Resource Teams have been set up. State Resource Team has organized one training programme under MGNREGS. In the year 2013, the Local Administration Department of Government of Mizoram has empanelled SIRD, Mizoram as a partner institution for capacity building programmes involving different officials and functionaries. However, due to non - sanction of resources, the actual capacity building programmes are yet to be started by the SIRD, Mizoram.

State Level Nodal Agency had a meeting in DRDA Conference Hall, Aizawl on 23rd Sept, 2014. The meeting discussed the initiative taken on Integrated Watershed Management Programme in Mizoram. It highlighted that at present, there are eighty nine on going projects under IWMP covering 3,73,915 hectares of land. IWMP covers three hundred villages. The SLNA meeting identified that there is a need for proper implementation of IWMP in the state as according to National Remote Sensing Agency. In Wasteland Atlas of India (2005), the area of Mizoram is 21,081 Sq Kms out of which 4,469 Sq Kms (21.20%) are wasteland areas.¹⁵

Besides conducting training programmes, the State Institute of Rural Development, Mizoram has been appointed by the state government as one of the panel of evaluators of IWMP and evaluator of IWDP and Hariyali, the flagship programme of the Ministry of Rural Development, Government of India in Mizoram. The Faculty members of SIRD and the two ETCs have evaluated a number of the

¹⁵ See *The Aizawl Post*, (Mizo Daily Paper) dated 10.6.2014 and *Vanglaini*, (Mizo Daily Paper) dated 24.9.2014 for details

projects within the state. With the approval of the state government, the SIRD also acts as an Institutional Monitor of the Council for Advancement of People's Action and Rural Technology, Ministry of Rural Development, Government of India. The SIRD and the ETCs also participate in the District Vigilance and Monitoring Committees in all the eight Districts as Observer. Besides, the functionaries of SIRD participate in several State Level Committees on Rural Development.

Research is one of the important activities of State Institute of Rural Development, Mizoram. The Institute has completed in October, 2014 one research project on Self Help Groups. The Extension Training Centre, Pukpui has undertaken action research on Bee - Keeping at Sentetfiang Village. It is in Sangau Rural Development Block, Lawngtlai District. The total cost of the project is rupees five lakh. The duration of the research project is eighteen months ie 2013 - 2015. The said action research activity is funded under Capacity Building and Training of BRGF. The village was selected because each house has a bee hive. The Pukpui Centre is doing research in this village because they thought that bee keeping would be suitable for income generation through Self Help Groups.¹⁶ Research work is also going on in selected villages at Sekhum and Ramlaitui in Lunglei District on Improvement of Farm Management by Strengthening the Roles of Agricultural Cooperatives in Mizoram. The NIRD has also funded SIRD, Mizoram an amount of rupees three lakh for undertaking research work on a study of Self Help Groups in Mizoram. For this purpose, field work has been completed. The analysis and compilation of the research data is going on.

¹⁶ Data collected by interview with *F. Vanlalzama* Faculty (Agri) on 2.9.2014 at the Extension Training Centre, Pukpui, Lunglei District

So far as publication is concerned, the Institute brings out a monthly State Institute of Rural Development Newsletter in Mizo language. It is distributed to the members of the Village Councils. In this newsletter, the Institute highlights the initiatives taken in relation to rural development activities in Mizoram. Besides, it publishes Annual Reports regarding the activities and achievements of the State Institute of Rural Development, Mizoram. This is an important source of information dissemination to the public relating to the activities of the Institute.

Provision of consultancy on issues relating to rural development is one of the objectives of the State Institute of Rural Development, Mizoram. In relation to this service, the head of the Institute not only participates in the meeting or training of different rural development schemes, but also advises regarding their implementation. Besides, the Faculties of the State Institute of Rural Development, Mizoram and the Extension Training Centres have been appointed by the state government as the members of State Resource Team under Mahatma Gandhi National Rural Employment Guarantee Scheme.

To sum up, this chapter deals with the organizational structure, functions and other activities performed by the State Institute of Rural Development, Mizoram. It discusses the administrative set up in Mizoram before and after Independence. It highlights the initiatives taken by the British missionaries for the development of the rural society. It also discusses the rural development programmes undertaken during district administration under Assam Government, Union Territory and State Administration. This chapter discusses India's planning process with regard to rural development and its implementation in the state. It focuses on the institutions and organizations involved in the formulation and implementation of rural

development programmes. This chapter also deals with the organization, functions and infrastructural facilities of State Institute of Rural Development, Mizoram. It also discusses the year wise training programmes conducted by the Institute and the two Extension Training Centres since inception and highlights the research and other activities taken up by the Institute.

CHAPTER IV

PROBLEMS AND CHALLENGES FACED BY

STATE INSTITUTE OF RURAL DEVELOPMENT, MIZORAM

The previous chapter has discussed the organization, structure, functions and infrastructural facilities of the State Institute of Rural Development, Mizoram. It deals with the initiatives taken during District Council period, Union Territory Government and State Government relating to rural development. It has discussed the institutions and organizations that are involved in the formulation and implementation of rural development programmes in the state. It has highlighted the training programmes conducted by the Institute and the two Extension Training Centres and ongoing research and research project. In this chapter, we will discuss the problems and challenges faced by the State Institute of Rural Development, Mizoram.

Administrative Problems:

At the very beginning, the administrative set up of the Institute is not well defined. Since it is an autonomous body having registration under the Registration of Societies Act, 1976, all the employees of the Mizoram State Institute of Rural Development are not serving under the state government. At the top of the hierarchy is the Director who is from Mizoram Civil Service Grade II on deputation from the state government for a term of three years. The duration of the term of the Director is very short in order to be familiar with the working of the Institute. After

three years, a new Director occupies the post who may be having with new ideas. This creates problems in the management and administration of the Institute.

Personnel Problems:

In the State Institute of Rural Development, Mizoram, the Director is assisted by one Deputy Director or Senior Core Faculty. Although the post of Joint Directors (Administration & Training) and Deputy Director (Training) were created, these have not been filled up till date.¹

Regarding service condition of the staff members, it may be pointed out that the Director is posted on deputation basis. The tenure of the Core Faculty members are co - terminus with that of the Director. Other staff members are appointed either on contract basis or on muster roll. This creates a feeling of insecurity and lack of sense of belongingness among them. For Assistant Director or Core Faculty members, there is no opportunity for career advancement. Besides, the employees of the Institute do not have pension facility like permanent government servants.

The State Institute of Rural Development in Mizoram consists of only five Core Faculty members including senior Core Faculty or Deputy Director having so many responsibilities. In conducting training, they act as Course Director and also deliver lectures. Besides, they also deal with different files; prepare common reading materials in various rural development schemes; and prepare training modules etc. Though the Core Faculties are drawn from multi disciplinary background, most of the

¹ Data collected by interview with *Khawlsiamthanga Khawlhring*, Deputy Director or Senior Core Faculty, State Institute of Rural Development, Mizoram on 18.10.2014

training programmes are about the centrally sponsored schemes. Due to lack of time and inadequacy of Faculty members, they are unable to concentrate and give training on their subject specialization.

The Extension Training Centre, Pukpui in Lunglei District also faces personnel problems. At the higher level, the staff strength is sufficient but the problem lies at the level of the support staff. There is shortage of training assistants especially when more than one training programme is conducted at the same time. This affects the smooth functioning of the Centre. The Centre has a fifteen bedded hostel. But it does not have separate IV Grade employees for helping the hostel management.

Since the areas covered by the Extension Training Centre, Thingsulthliah are three districts of Aizawl, Champhai and Serchhip, the Centre requires more staff. Training assistants are insufficient in the Centre to conduct training for all the three districts throughout the year. When different programmes are organized simultaneously, then the problems are more.

Problems of Infrastructure:

The State Institute of Rural Development, Mizoram which is located at Kolasib imparts training in relation to rural development functionaries of different levels like state, district, block and village. The State Institute of Rural Development, Mizoram covers the state and the districts of the state. It also takes up Kolasib District and Mamit District as its operational areas. In the operational districts, the Institute conducts training for state, district, block and village level personnel. The Institute is

having only one conference hall and one training hall or lecture hall. This is inadequate for organizing training programmes throughout the year. Besides, the State Institute of Rural Development, Mizoram has one hostel with a capacity of thirty beds and one Guest House with a capacity of ten beds. This is insufficient for the Institute especially while conducting two streams of trainings at a time as the duration differs from one day to one month. The hostel is not in a position to accommodate a large number of participants. The guest house does not have sufficient rooms when training for higher civil servants is conducted. So, the hostel and the guest house cannot accommodate all the trainees when more than one training programme is conducted at a time. The infrastructure facilities for training are also inadequate in order to achieve its desired objectives.

The State Institute of Rural Development, Mizoram has a computer laboratory. But it is not maintained properly. There is no separate technician to manage the laboratory. The Institute faces problems in giving effective training to the officers and staff of various departments in computer applications and online and offline data entry system on various rural development schemes. The Institute is not well equipped with internet facilities. The internet connection is found to be slow and irregular. There is irregular and late submission of online monthly report and data entry of the Institute as well as irregular maintenance of the Institute website due to the problems in connectivity.

The library has been designed to attract the visitors and participants for easy access to books for updating knowledge. The State Institute of Rural Development, Mizoram has a library. But there is no regular librarian. The library is

not maintained properly. Besides, sufficient number of books is not available in the library on account of lack of money. So, it is not resourceful both for the trainers and the trainees. The participants do not have adequate facilities to sit and consult literature. Faculties also find it difficult to upgrade knowledge. They may not receive adequate information from the library. Faculties cannot update their information from internet and are not provided with latest journals and publications.

The Extension Training Centre, Pukpui also faces electric power fluctuation problem which results in damaged machines like photo copier, computer, Uninterruptible Power Supply etc. There is no service centre within Lunglei town area and the damaged machines have to be carried to Aizawl, the capital city of Mizoram for repair which takes a lot of time.

At the Pukpui Centre, some buildings have leakages in the roof and the water pours inside the room during rainy season. This creates problems for the staff and the participants.

At the Extension Training Centre, Pukpui, library is not properly functioning. The library has only few numbers of books. The Centre does not have a librarian. Hence, the library is not resourceful for the trainers and the participants for acquiring knowledge in relation to rural development.

At the Extension Training Centre, Pukpui, there is no proper guest house. Basement of staff quarters which is vacant now is used as guest house which

can accommodate only one or two guests.² This creates problems while organizing training programmes for more number of participants.

So far as the Extension Training Centre, Thingsulthliah is concerned, training equipment and other facilities for training purposes are inadequate. So, the trainers cannot conduct more programmes at the same time.

The Extension Training Centre at Thingsulthliah does not have a good library for updating knowledge of the trainers and the trainees. Lack of proper maintenance of the library is one of the problems of the Thingsulthliah Centre.

Financial Problems:

Under the central scheme from the Ministry of Rural Development, Government of India, the National Institute of Rural Development provides guidance and financial support to all the State Institutes of Rural Development and Extension Training Centres for strengthening the physical facilities and training infrastructure on a cost sharing basis. In case of North Eastern State, the cost sharing between centre and state is in the ratio of 90:10 from the year 2010 - 2011. The central share is divided into two heads - recurring grant and non - recurring grant. Under the head of recurring expenditure, hundred percent funding supports are also provided for five Core Faculty members of State Institute of Rural Developments. The State Institute of Rural Development, Mizoram also receives hundred percent of non - recurring grant from the Government of India. The problem of State Institute of Rural Development,

² Data collected by interview with *F. Vanlalzama*, Faculty (Agriculture) on 2.9.2014 at the Extension Training Centre, Pukpui, Lunglei District

Mizoram in this regard is that fund received from the central government is always delayed including the non - recurring fund. In addition, matching share from the state government is not available on time. In the current year, the State Institute of Rural Development, Mizoram did not receive ten percent matching share of fund from the state government (as on 14.10.2014).

The main problem of the Institute in financial matters is delay in receipt of fund and frequent deductions by the Ministry of Rural Development, Government of India from the demands and requirements of SIRD. The prevailing conditions and problems of SIRD are not known to the central government as Mizoram is situated in a remote area of the country. The cost of facilities and other equipment available in the state which is necessary for the Institute are more serious than those of other states. Delay in release of fund is a big problem for the Institute as there is price escalation in between and when the fund is received, it is not sufficient for the prevalent market situation. Deduction of demands and sanctions of proposals create problems for conducting training programmes and also for other office expenditure.

The buildings and structures at the new campus of SIRD, Durtlang within Aizawl Municipal Area which is fifteen Km away from the heart of the Aizawl city are being constructed with the first instalment of Rs 79383 lakh received in February, 2011 from the Ministry of Rural Development, Government of India. The problem in this regard is that the Institute cannot receive the second instalment to complete the construction work till date (as on October 2014) as there are issues regarding utilization of funds.

The Extension Training Centre, Pukpui conducts training on the basis of the availability of training fund.³ Since adequate fund is not sanctioned by the government to the Centre, training programmes cannot be conducted as per requirement of the trainees.

At the Extension Training Centre, Thingsulthliah, the present allocation is insufficient for effective functioning of the Institute. Due to inadequacy of sanctioned amount, training cannot be conducted as needed. All the training programmes cannot be organized out of the normal fund of the Extension Training Centre.⁴

Regarding salary of the employees of the Extension Training Centres, the Principals draw salary in line with that of the state government officials. But other staff members including Faculties get salary on fixed basis with increment after every three years because of the insufficiency of the state matching share of ten percent over and above the ninety percent grant received from the Central Government.⁵ Fixed salary drawn by the staff may create insecurity in their job which in turn may cause feeling of negativity and lack of sense of belongingness. At the present situation (as on October, 2014), the employees of the Extension Training Centre, Thingsulthliah

³ Data collected by interview with *F. Vanlalzama*, Faculty (Agriculture), *Ibid.*, on 2.9.2014

⁴ Data collected by interview with *Khuangthansanga Pakhuangte*, Principal, Extension Training Centre, Thingsulthliah in Aizawl District on 17.10.2014

⁵ Data collected by interview with *John Lalmuankima*, UDC, at the Extension Training Centre, Pukpui in Lunglei District on 2.9.2014

are not in a position to get salary for the whole financial year because the state government could not sanction the amount of ten percent matching share.⁶

Problems in Conducting Training:

The Faculty members of the State Institute of Rural Development, Mizoram give training in different rural development schemes. Due to financial constraints, faculties are unable to conduct training as per the schedule in their training calendar. Faculties mainly deliver lecturer on the guidelines of different centrally sponsored schemes. A major activity of the State Institute of Rural Development, Mizoram is to impart training and is not given authority to take action on the defaulters. There are difficulties when the project implementing agencies do not implement the programme as per the guidelines taught during training. Thus, the training programmes could not be as effective as expected. Other training - aid and equipment are inadequate for the trainers and also for the participants.

The Ministry of Rural Development in the cost norm does not allow the State Institute of Rural Development to provide Travelling Allowance and Dearness Allowance to the participants. For this reason, the State Institute of Rural Development, Mizoram has to conduct many off - campus training programmes and the trainers have to travel to different villages. Many villages do not have adequate training - aids as well as electricity and alternative power sources. This hinders successful training programmes.

⁶ Data collected by interview with Khuangthansanga Pakhuangte, Op Cit., on 17.10. 2014

Mizoram is a place where many languages cannot be used for communication. Mizo is the main language used even by the Faculties of the State Institute of Rural Development, Mizoram for delivering lectures in different topics relating to rural development. Occasionally, the Institute has been coordinating off - campus training programmes. The National Institute of Rural Development, Hyderabad and the National Institute of Rural Development, North Eastern Regional Centre, Guwahati have conducted a number of off - campus training programmes at the State Institute of Rural Development, Mizoram. Most of the participants could not follow the language used by the Resource Persons and there is lack of interest among the participants when lecture is given in a different language. Thus, communication gap makes the off - campus training programmes less effective.

Problems of Research:

Research is one of the three fold programmes of the State Institute of Rural Development, Mizoram. Since its inception in 2000, only one research project has been completed recently in October, 2014 on sustainable development and identification of the needs of the rural society. During the current year, ie 2014 - 2015, the Ministry of Rural Development, Government of India has sponsored one action research project to the Institute. The Extension Training Centres, Pukpui in Lunglei District is working on a research project on Bee Keeping. The State Institute of Rural Development, Mizoram is yet to take initiatives in research activities to identify the ways and means whereby scientific and technical expertise can be made available to the rural people.

Problems concerning Information Technology:

The State Institute of Rural Development, Mizoram has a website www.sirdmizoram.in for sharing and updating necessary information of the Institute. But the website is not being updated regularly. It requires regular maintenance. The problem faced by the Institute in updating is that domain is invalid due to unpaid domain fee since April, 2014. Slow and irregular internet connection causes problems for the Institute. Many important news and information cannot be uploaded regularly. Information is uploaded only when there is faster internet connection. This creates difficulties in information dissemination relating to rural development and training activities.

Communication problems:

Communication is one of the major problems faced by the Extension Training Centre, Pukpui because the location of the Centre is nine kilometer away from the centre of the town area. Sometimes fax machine cannot be operated and telephonic talks are difficult. Internet connection is irregular and the Centre mainly depends on postal services for communication. This causes delay in receiving necessary information as well as creates problems in disseminating information to others. Irregular internet connection also causes interruption in regular submission of information and necessary data to the Ministry.

The Pukpui Centre faces problem in road communication while organizing training programmes. The Extension Training Centre, Pukpui covers three districts such as Lunglei District, Saiha District and Lawngtlai District as its

operational areas. The two districts ie Saiha and Lawngtlai are identified as backward regions of Mizoram. Hence, the Ministry of Panchayati Raj introduced the Backward Regions Grant Fund since 2008 - 2009 for the two districts. Frequently, the Centre has conducted both in - campus and off - campus training programmes covering different towns and villages of the three operational districts. The Centre is also entrusted by the government for conducting evaluation of some of the rural development programmes within their operational areas. Some villages of these districts can be approached only during the summer season and some villages can be accessed only by foot. During evaluation process, due to bad connectivity, the evaluators have to cover long distance by foot to reach the villages. In - campus training conducted during rainy season is ineffective as the participants have to come by foot due to many natural obstacles. Thus, the Centre faces many problems due to bad road communication. For some villages they have to organise training only during the convenient season. This leads to irregular flow of training programmes.

Problems of Location and Climate:

Climatic condition is another problem faced by the Extension Training Centre, Pukpui. The Centre is situated at a higher plain than the town area. Due to high humidity, machines and papers are easily worn out and damaged by fungus. The location of the Extension Training Centre, Pukpui is also one of the problems for the staff members. The Centre is surrounded by forest and is in close proximity to jungle

and suffer invasion of poisonous snakes, mosquitoes etc. The environment is unhealthy and the employees are more prone to airborne and waterborne diseases.⁷

Problems of Transport:

The Ministry of Rural Development, Government of India does not allow the Extension Training Centres to possess their own vehicle. The Extension Training Centre at Pukpui in Lunglei District which covers three districts including two identified backward districts and Thingsulthliah in Aizawl District does not have its own motor vehicle for training purposes. The problem faced is that the Centre has to organise off - campus training programmes in many remote areas. It is difficult to find a vehicle to hire at the government approved rate. Thus, many off - campus programmes need to be cancelled due to unavailability of the vehicle for hire. In - campus training programmes also cannot be conducted successfully. Trainees have to do practical work for which they need to go for field visit which is hampered on account of vehicle problem.

In this chapter, we have discussed the problems and challenges faced by the State Institute of Rural Development, Mizoram. It covers the main problems in conduct of training programmes due to inadequacy of finances, training aids and training equipment. The present chapter has examined the problems faced by the Institute such as improper administrative set up which includes unfilled post of Joint Directors and Deputy Director (Training), inadequacy of finances even for salary of

⁷ Data collected by interview with *M.S. Dawngliani*, Principal, on 2.9.2014 at the Extension Training Centre, Pukpui, Lunglei District

employees, delay in proposals made by the Institute and frequent deduction of funds. There are infrastructural problems like buildings, hostels, guest house, training hall, computer laboratory and library. This chapter also covers the personnel problems which include insufficiency of the existing staff strength, service conditions of the employees, multifarious functions performed by the Core Faculties. This chapter has also highlighted the problems faced by the State Institute of Rural Development, Mizoram and the Extension Training Centres relating to location and climatic condition, communication problems like road, vehicles, transportation and language. It has discussed problems in publicity through information technology and problems of research.

CHAPTER V

CONCLUSION

The present chapter is divided into two parts. The first part contains a brief summary of all the previous chapters. The second part of the chapter discusses research questions and general conclusion. It highlights the major findings of the study. The second part also contains possible solutions and measures to be undertaken for securing improvement of the working of the State Institute of Rural Development, Mizoram.

PART - I

The dissertation has been divided into five chapters. The first chapter starts with the profile of Mizoram by highlighting its geographical location, area, topography, climatic condition and origin of the Mizos. It covers the administration before and after Independence; economic, social, political and religious life; population data; and literacy percentage. It also deals with the meaning of the concepts like rural, development and rural development. This chapter has also focused on rural development administration at the central, state, district, block and village levels. Some institutions for the promotion of rural development activities like National Institute of Rural Development and State Institute of Rural Development have also been highlighted. It also traces the evolution and objectives of the State

Institute of Rural Development, Mizoram. This chapter also gives the objectives, scope, research questions and methodology of the present study.

The second chapter emphasizes on the conceptual study of rural development administration. It studies the meaning of rural societies which is different from urban areas. This chapter focuses on development and development administration by highlighting its linkages with rural development administration in India. It also discusses the nature and scope of administration and public administration from its diverse angles. This chapter deals with the concept of rural development which is related to agricultural development and focuses on the Indian context of rural development as it forms an important part of the Five Year Plans. It also deals with the international organizations that take interest in rural development. This chapter covers the concept of rural development administration as a strategy of twenty first century and also discusses the importance of participation of the people for the development of the rural society. It highlights the initiatives taken by the central government after Independence for the decentralization of the rural development administration. The chapter discusses different levels of rural development administration in India. At the central level, the Ministry of Rural Development makes policy and also provides finance for the implementation of rural development programmes and covers the institutional set up of the Ministry. At the state level, it highlights the activities of the Department of Rural Development and focuses on the objectives of the State Institute of Rural Development, Mizoram and the Extension Training Centre. It also discusses the rural development administration at the district level and District Rural Development Agency as its main organ. It deals with rural development administration at the block level which is a unit for the implementation and evaluation of rural development programmes. It also highlights

village level activities as the village represents the lowest level in rural development administration. This chapter has pointed out that the adoption of New Economic Policy has led to the emergence of new challenges before the rural development administration.

The third chapter deals with the structure and functions of the State Institute of Rural Development, Mizoram. It starts with the British annexation of Mizoram (then Lushai Hills) and the contribution of British Christian missionaries for agricultural development. The chapter also discusses the administrative set up before and after Independence. It also highlights the growth and development of rural development during the District Council period (under Assam Government), Union Territory Administration and State Administration. This chapter also deals with the institutions and organizations that are involved in the formulation and implementation of rural development programmes which include Rural Development Department, the Directorate of Rural Development, a State Level Monitoring Cell and Internal Audit Cell and a Social Audit Unit. It also traces the history, origin and evolution of State Institute of Rural Development, Mizoram. The chapter also highlights the activities of the State Level Advisory Committee and Governing Body and the members for the proper functioning of the Institute. This chapter focuses on the structures like the present existing staff strength and infrastructural facilities of the Institute and the two Extension Training Centres. It also highlights the major functions and activities that are conducted by SIRD and the Centres during a year. This chapter also deals with the research activities taken up by the Institute. It also discusses other activities of the Institute in the evaluation of Integrated Watershed Development Programme, Hariyali and Integrated Watershed Management Programme in the state. This chapter points out that the State Institute of Rural Development, Mizoram acts as an institutional

monitor of CAPART, Ministry of Rural Development, Government of India. It also highlights the participation of the State Institute of Rural Development, Mizoram in District Level Vigilance and Monitoring Committees and State Level Committees in relation to rural development. This chapter covers the research and consultancy activities of the Institute.

The fourth chapter focuses on the problems and challenges faced by the State Institute of Rural development, Mizoram. It covers problems of administration on account of lack of well defined set up; short term of the Director; and vacant posts of two Joint Directors and one Deputy Director. It also deals with personnel problems like inadequacy of staff members and service conditions. This chapter highlights the diverse problems in conducting training such as financial constraints for organizing more number of training programmes; teaching aid and other training equipment; communication problems especially in sponsored programmes; and ineffectiveness of the training as the Institute is not the implementing agency of all the rural development programmes. This chapter has pointed out the problems and challenges faced by the Institute due to insufficiency of building infrastructures such as conference hall, training hall, hostels and guest house; and problems of improper maintenance of library and computer laboratory. This chapter deals with financial problems like limited fund for training purpose; delay in release of fund; and frequent deduction in their proposals from the Ministry of Rural Development, Government of India. It also focuses on the problems of research activities and publicity through information technology.

This chapter also highlights the problems and challenges faced by the two Extension Training Centres, Pukpui in Lunglei District and Thingsulthliah in Aizawl District. It has covered the main problems of the Extension Training Centres

including communication problems. This includes bad road communication and information technology issues including irregular internet services. It deals with the financial problems for conducting training programmes due to inadequacy of fund allocation. This chapter also covers personnel problems of the two Centres including service conditions; problems of salary of many of the employees which is on fixed basis; and insufficiency in the number of existing staff. It highlights infrastructural problems like building leakage, electric supply, hostel, guest house and library. It also deals with the problems of location, climatic conditions and motor vehicle.

PART – II

Since no reliable study has been done so far on the functioning of State Institute of Rural Development, Mizoram, the present work tries to study the structure and functions of the State Institute of Rural Development in Mizoram. The study reveals that the Institute has conducted training programmes effectively for the functionaries of rural development within the state as it is one of the major activities of the Institute. It also establishes strong working linkages with Government and Non Governmental Organizations in rural development endeavours. There are many areas where the researcher has identified certain problems faced by the State Institute of Rural Development, Mizoram and the two Extension Training Centres.

The State Institute of Rural Development, Mizoram was established on 21st August, 2000 vide Government of Mizoram's Notification No. A. 33024/1/91 - RD (Training) dated 21.8.2000 to be the source of rural enlightenment as indicated in

the motto of the Institute. The State Institute of Rural Development, Mizoram was registered under the Registration of Societies (Extension to Mizoram) Act, 1976, (Mizoram Act No. 3 of 1997) on 5th September, 2000. The Government of Mizoram declared the Institute as an autonomous body on 16th October, 2000.

The administrative set up of the State Institute of Rural Development, Mizoram is not well defined since its inception. The Institute does not have any specific acts and rules to administer it. It normally follows the instructions, rules and regulations issued by the Government of Mizoram. The State Level Advisory Committee and the Governing Body of the State Institute of Rural Development, Mizoram have been set up. The Governing Body is responsible for the management and administration of the Institute. All matters besides routine functions are put up to the Governing Body for approval.

The State Institute of Rural Development, Mizoram has had eight Directors since its inception. All the Directors have been from the Mizoram Civil Service on deputation basis from the state government for a normal term of three years. The term of the Director is too short for him or her to be familiar with the actual working of the Institute. This creates maladministration and problems in the management of the Institute.

At the present situation, the Director is assisted by one Deputy Director or Senior Core Faculty. The posts of two Joint Directors and one Deputy Director have been created but have not been filled up till date ie October, 2014. There are two Principals for the two Extension Training Centres, five Core Faculties, one Assistant Engineer and eight Faculties. The number of other staff members is thirty four. The Backward Region Grant Fund staff members are seventeen in number. Altogether, the

number of employees working under State Institute of Rural Development, Mizoram; the two Extension Training Centres; and the Backward Region Grant Fund staff is sixty nine. These staff members are posted in different places within the state. They are posted at the Institute in Kolasib, at the training Centres in Pukpui and Thingsulthliah and at the two BRGF districts in Saiha and Lawngtlai. The Deputy Director and Principals of Extension Training Centres are equal in rank and status. Among all the staff members, only the Director serves under the state government on a permanent basis.

We have tried to get the answer to the first research question ie “What are the infrastructural facilities and main activities of the State Institute of Rural Development in Mizoram”? We found that the State Institute of Rural Development, Mizoram is equipped with infrastructure and other facilities. The Institute is having an administrative building, guest house, hostel, conference hall, Mahatma Gandhi training hall, computer laboratory, library and staff quarters. The Institute has different training equipment. The Extension Training Centre, Pukpui in Lunglei District is equipped with training facilities. The Centre is having an administrative building, training hall, Principal quarters and seven residential staff quarters, hostel for boys and girls with fifteen beds each, library and conference hall or training hall with a capacity of thirty seats. The Extension Training Centre at Thingsulthliah in Aizawl District is also equipped with basic office and training equipment including administrative building, one training hall, Principal quarter, five residential staff quarters and one chowkider quarter.

The major activities of the State Institute of Rural Development, Mizoram is to conduct training to rural development functionaries such as development workers, farmers, community leaders, researchers, Non Governmental

Organizations, government officials, youths, Self Help Groups, entrepreneurs and women. The State Institute of Rural Development, Mizoram has conducted a number of training programmes since the year 2001 - 2002. The Extension Training Centres, at Pukpui in Lunglei District has started organizing training from the year 2003 - 2004. The Extension Training Centre, Thingsulthliah in Aizawl District has conducted training from the year 2007 - 2008. A number of training programmes were conducted relating to rural development schemes of the central government and the state government. Most of the training programmes imparted by the Institute were centrally sponsored schemes of rural development under the guidance of the Course Director. The State Institute of Rural Development, Mizoram has organized training programmes at the Institute itself, at the Extension Training Centres and also at different places within Mizoram. In some occasions, the Ministry of Rural Development, Government of India; the Ministry of Development of North East Region, Government of India; the North Eastern Council; the National Institute of Rural Development; and the National Institute of Rural Development - North Eastern Regional Centre, Guwahati have sponsored the training courses. The number of training programmes conducted by the State Institute of Rural Development, Mizoram and the two Extension Training Centres till September, 2014 were one thousand one hundred and five. The number of persons who participated in different training programmes were fifty three thousand three hundred and ninety two. The Institute has spent during the said period is rupees one crore seventy eight lakh twenty eight thousand four hundred and fifty four (Rs 17828454) for conducting training programmes.

The second research question is “What are the major problems and challenges faced by State Institute of Rural Development, Mizoram in achieving its

objectives? We found that the Institute has various problems such as administrative problems on account of lack of proper administrative set up at the beginning and the Institute does not have its own acts and rules and have to depend on the rules and orders issued by the state government from time to time. The State Institute of Rural Development, Mizoram has personnel problems such as insufficiency of staff strength; service condition; and difficulty in career advancement. Infrastructural problems have been found in connection to building, training hall, guest house, vehicles, library and training equipment. The State Institute of Rural Development, Mizoram also has communication problems such as road communication, problems relating to information technology and language communication for training and evaluation. It also has financial problems such as insufficiency of funds in organizing more number of training programmes; delay in release of central fund for training and other office expenditure; unavailability of state matching share on time; and deduction of proposals made by the Institute from the Ministry of Rural Development, Government of India. The Institute has problems in research activities due to lack of fund. It also has problems in publicity through information technology on account of irregular updating of the website and irregular internet services. In addition, it is found that the employees of Extension Training Centres have problems in their salary as they receive their salary on a fixed basis. Increments are given only after every three years while the employees serving under the government receive increment every year. One of the problems faced by the Extension Training Centre, Pukpui in Lunglei District is the location and climatic condition which damages some of the infrastructure and training facilities and is in close proximity to jungle which also causes health problems for the employees.

The last research question is “What are the possible solutions and measures to be undertaken to improve the working of State Institute of Rural Development in Mizoram”? We have found that there are a number of possible solutions and remedial measures to be taken up. In the light of the above problems found out in the study, some possible solutions may be put forward for the effective functioning and working of the State Institute of Rural Development, Mizoram.

The State Institute of Rural Development, Mizoram is an autonomous body registered under Societies Registration Act. The Institute does not have specific acts and rules to administer it. It normally follows the rules and regulations issued by the Government of Mizoram. It is necessary that State Institute of Rural Development, Mizoram being an autonomous organization should frame its own service rules and regulations both for the Institute and the Extension Training Centres. The Institute should propose such a framework to the Governing Body for approval.

For the efficient functioning of the State Institute of Rural Development, Mizoram, it is suggested that only those civil servants who are experienced in the field of training and research should be deputed as Director. The term of the deputed officials should be extended. The post of Joint Directors (Training & Administration) and Deputy Director (Training) should be filled up as soon as possible for smooth working of the Institute.

In order to have a sense of belongingness and healthy working environment, it is recommended that the state government should make possible ways and means for payment of increment to the staff members of the Extension Training Centres annually since they work just as other employees of the state government do.

A promotion policy for Career Advancement may be evolved for considering timely promotion and incentives to the faculties and staff. It is observed that many staff members stagnate without promotion for long years which may lead to frustration, lack of interest, lack of motivation and dissatisfaction among the staff members.

The Core Faculty members not only deliver lectures to the participants of the training programmes, but also are involved in dealing files and preparation of training manuals and proposals in connection with different flagship schemes of the Ministry of Rural Development, Government of India such as Mahatma Gandhi National Rural Employment Guarantee Scheme, Swarnajayanti Gram Swarozgar Yojana, Rural Housing, Integrated Watershed Management Programme etc. So, the number of Core Faculty members should be increased for the efficient functioning of the Institute. More number of establishment staff including Grade IV and training assistants are also required for both the Institute and the Extension Training Centres.

Training is a crucial input for the success of any planned development programme. The State Institute of Rural Development, Mizoram and the Extension Training Centres being the state apex Institutions for training in rural development programmes are engaged in the task of imparting training to various categories of functionaries in the state. There should be more allocation of funds from the Ministry of Rural Development, Government of India and the State Government in order to conduct more effective training activities. In case the Ministry of Rural Development, Government of India could not increase funding to State Institute of Rural Development, Mizoram, it is suggested that efforts should be made by the Institute to converge with capacity building of project implementing agencies. For this, faculties should develop rapport and should have good skills and updated knowledge. In regard

to Extension Training Centres, it is suggested that training vehicles should be provided by the government for the trainees to do practical work for which they have to go for field visits.

Training Need Assessment is a critical activity for training and development of the faculties. It is mandatory for Mizoram State Institute of Rural Development and Extension Training Centres to do training need assessment to identify how and why, for whom and what training is required. It is found that the State Institute of Rural Development, Mizoram does not conduct any Training Need Assessment. It is suggested that the Institute may conduct Training Need Assessment by framing a questionnaire. Thus, the training needs of the participants can be identified. Then the Institute can formulate a meaningful strategy and effective training module for the participants.

In Mizoram, the State Institute of Rural Development and the Extension Training Centres being the apex Institutes of the state for conducting training in relation to rural development do not have sufficient training halls. In the current situation, the Institute can only handle two streams of training programmes at a time. It is suggested that additional training halls, guest houses and hostels should be constructed so that more number of training programmes can be conducted at a time. Recreational facilities may also be provided to the participants during training course.

Evaluating training effectiveness is important to know what knowledge and skill have been imparted to the participants. There is a need to identify the desirable effects training has brought on participant's performance and how well the trainers have been successful in imparting skill and knowledge. Though the State Institute of Rural Development, Mizoram has conducted training evaluation at the end

of their programmes, the grading format is not systematic. It is suggested that the State Institute of Rural Development, Mizoram should design a systematic evaluating format or a system of e - evaluation which will also act as strong repository of training activities.

The library plays an important role to collect, process, organize, maintain, preserve and disseminate information to cater to the information and reference needs of the faculty, trainers, participants, students, research scholars etc. The existing libraries of the State Institute of Rural Development, Mizoram and Extension Training Centres are not in good condition and require quality books, journals and other publications. Efforts should be made by the Institute and the two Centres regarding collection of books and journals which in turn would be useful for the faculties, trainees, resource persons who are from outside the Institute and even the staff members. The Institute should have a good librarian with a minimum qualification of Bachelor of Library Science for good management. There should be healthy environment for the visitors. Comfortable reading facilities should be provided to the readers.

Computer laboratory with good computer facilities should be kept close to library building. Irregular internet service is one of the problems faced by the Mizoram State Institute of Rural Development and the two Extension Training Centres. Regular complaints should be submitted to the internet service provider. If remedial measures are not taken by the service provider, it is suggested that the Institute may identify another service provider who has fast and good internet connectivity. Good internet connectivity will create strong linkages with Ministry of Rural Development, Government of India, National Institute of Rural Development,

North Eastern Regional Centre, Guwahati, rural development functionaries and even the public.

The State Institute of Rural Development, Mizoram and the Extension Training Centres are not well equipped in terms of modern teaching - aids which are crucial for facilitating effective training delivery. This is important to attract rural development functionaries and to organize training programmes optimally. Therefore, modern teaching aids and equipment should be provided to all faculties of State Institute of Rural Development, Mizoram and the Extension Training Centres as well as to Conference Hall for effective conduct of training programmes.

Most of the staff members of the Institute and the Extension Training Centres come from outside Kolasib, Lunglei and Thingsulthliah locality. They have no facility to stay within the town and local areas. There are limited staff quarters in all the three places. Besides, the existing quarters are in need of repair and renovation. It is suggested that the government should provide more number of staff quarters in order to create healthy working atmosphere.

Mizoram is a remote area in relation to the mainland of the country. It is recommended that central allocation of funds should not be delayed. Besides, there should not be deduction of proposals made by the State Institute of Rural Development, Mizoram as transportation cost and incidental charges are high in the state which require more expenditure for conduct of any programme.

Although the State Institute of Rural Development, Mizoram publishes a monthly Newsletter and Annual Report, these two publications are inadequate to disseminate information. It is suggested that there should be more number of

publications since provision of extension services towards technology and information dissemination to the rural poor is one of the objectives of the Institute.

The State Institute of Rural Development, Mizoram is consulted by the state government and other agencies on issues relating to rural development. Besides, the faculties are appointed as a members of State Resource Team under Mahatma Gandhi National Rural Employment Guarantee Scheme. It is suggested that the Institute should take more initiatives to provide consultancy support to various organizations on different developmental themes.

To support research endeavours among faculty members working in State Institute of Rural Developments, the National Institute of Rural Development has been providing financial support to State Institute of Rural Developments for taking up minor research projects. Under this scheme, the faculty members from State Institute of Rural Development take up research projects on various aspects of rural development. It is recommended that the State Institute of Rural Development, Mizoram and the two Extension Training Centres may submit research proposals to the National Institute of Rural Development for funding support to conduct research studies every year. It is also suggested that the State Institute of Rural Development, Mizoram may take up collaborative projects with other training and research institutes to improve the research capabilities of its faculty members.

Dissemination of information not only plays a pivotal role in creating awareness but also helps in capacity building through diffusion of knowledge, advocacy for behavioural change, mobilizing people and ensuring participatory development. An informative website of the Mizoram State Institute of Rural Development and the Extension Training Centres may be created for uploading best

practices, list of resource persons, training resources relevant for rural development. The website will also be useful for uploading training calendar, training modules and materials. It will be helpful for uploading newsletter on various aspects of training of rural development functionaries, publications, list of faculties, staff members and information on Right to Information. For this purpose, it is suggested that the state government should take initiatives to supply electric power and provide technological support. The State Institute of Rural Development, Mizoram may improve communication through video conferencing in order to have effective networking with other functionaries.

Production of a documentary film on the State Institute of Rural Development and the Extension Training Centres, Mizoram is another way of networking. It is a way to propagate its work to outside world. This will help it to get more partnership. The State Institute of Rural Development and the Extension Training Centres, Mizoram may take necessary steps to prepare documentaries highlighting the genesis, research and training activities, Governing Body and networking. It may also cover physical and training infrastructure, publications, best practices, faculties and staff positions.

It is found that the new entrants for faculties of the Institute and the Extension Training Centres do not have any prior experience in conducting training programmes. It is important for new faculties to gain expertise before imparting training. The State Institute of Rural Development, Mizoram may organize orientation courses for them during the initial days of appointment.

The State Institute of Rural Development, Mizoram has conducted limited number on Training of Trainers programmes. Faculties of the State Institute of

Rural Development, Mizoram should attend more number of Training of Trainers programme so that they will be more resourceful in skill and knowledge. More efforts should be given to train different stakeholders in relation to rural development and to make them competent to organize training programmes independently.

The State Institute of Rural Development, Mizoram may encourage Faculty Development Programme for the faculty members. This programme is designed to train and develop professionals in the field of rural development so that they can act as resource persons in guiding and motivating young professionals. This is necessary in order to acquaint them to the changing needs of the time and to make the faculty members more efficient. The members of the faculty may attend friendly exchange programmes with other reputed Institutes.

The State Institute of Rural Development, Mizoram may prepare a vision document and perspective plan for next five year period which would help in analyzing and arriving at a comprehensive picture covering all the government officials, functionaries and elected representatives of local bodies in the state in relation to rural development. This is necessary in order to know the total number of rural development functionaries and elected representatives to be trained; total number of training programmes to be organized for different clientele groups at state, district, block and village level; total estimated cost of funding requirement for strengthening of training infrastructure; and total estimated training cost to organize training programmes for rural development functionaries and elected representatives in a span of five years. Based on the vision document and perspective plan for five years, the State Institute of Rural Development, Mizoram may prepare annual training plans for consideration of training grant during every financial year so that the Ministry of Rural Development, Government of India can arrange for release of grants well on time.

At present, the State Institute of Rural Development, Mizoram does not have Rural Technology Park. The objective of Rural Technology Park is to spread awareness and popularize rural technologies through dynamic interactive processes by undertaking different activities. It is recommended that the State Institute of Rural Development, Mizoram should prepare a proposal for the establishment of Rural Technology Park and submit it to the Ministry of Rural Development, Government of India with a copy to National Institute of Rural Development for funding support.

Establishment of Health Centres at the State Institute of Rural Development, Mizoram and the two Extension Training Centres is a primary requirement for providing medical facilities for the faculties, staff and their family members with adequate medical staff and facilities. It will also be beneficial to the participants of various training programmes, workshops, seminars and conferences as organized by the Institute and the Extension Training Centres.

Both the government employees and common people have very little information regarding the State Institute of Rural Development, Mizoram and the two Extension Training Centres, one at Pukpui in Lunglei District and the other at Thingsulthliah in Aizawl District. The government employees are not aware about the activities taken up by the Institute. The majority of the people who are residing in the rural areas are not aware of the role played by the Institute. There is a need for wide publicity of the importance and the functions performed by the State Institute of Rural Development, Mizoram within the state for the development of the rural areas. This would facilitate rural development of the state and the country as a whole because development of the country depends on the improvement of the conditions of the rural society.

As we have found out from our study, a new office premise is being constructed in Durtlang area of Aizawl, the capital city of Mizoram which is fifteen kilometers away from the city centre. It is located within the Aizawl Municipal Area. The new premise may, in the near future, will become the headquarters of State Institute of Rural Development, Mizoram. This decision has been taken by the Government of Mizoram for administrative, financial and practical convenience.

The State Institute of Rural Development in Mizoram has achieved most of the objectives having a motto to be the source of rural enlightenment. Despite some of the problems and challenges, the State Institute of Rural Development, Mizoram and the two Extension Training Centres have conducted a number of training programmes within their campus and at different places within the state since 2001 as these are the major activities of the Institute. There are certain areas where in the Institute needs to improve its working for its effective functioning. Collective efforts of all the staff members are required for the achievement of its objectives. The present study reveals that the efficient functioning of the Institute depends upon hard work, dedication and perseverance of the staff members. The central and state governments, rural development functionaries and the public have to give support to the State Institute of Rural Development, Mizoram and the two Extension Training Centres for the development of the rural society in Mizoram.

STATE INSTITUTE OF RURAL DEVELOPMENT IN MIZORAM:

STRUCTURE AND FUNCTIONS

INTRODUCTION

Rural development is one of the important mechanisms of the country's economic development. Though many people have been economically developed, a large number of rural people still suffer from poverty. Rural development implies economic development of the rural people. It also stands for social transformation. Rural development requires maximum participation of people in the development process. In India, the rural development administration has been playing a key role in the uplift of the rural society. The Ministry of Rural Development, Government of India is the main coordinating and funding agency of rural development policies and programmes.

To promote and facilitate rural development activities in the country both at the national and the state levels, there are institutions created by the government. The National Institute of Rural Development (NIRD) was established at Hyderabad in the year 1965 as an apex and autonomous organization to undertake training, research and consultancy in rural development sector. It has three Regional Centres one of which is situated in Guwahati. There are State Institutes of Rural Development (SIRD) at the state level. In some states, Extension Training Centres (ETCs) at the district level have been established.

Mizoram has its own State Institute of Rural Development at Kolasib which was established on 21st August, 2000 vide Government Notification No A

33024/1/91-RD (Training) dated 21.8.2000 by the Government of Mizoram. The State Institute of Rural Development, Mizoram was registered on 5th September, 2000 under the Registration of Societies (Extension to Mizoram) Act, 1976, (Mizoram Act No.3 of 1997). On 16th October, 2000, the Government of Mizoram declared the Institute as an autonomous body. The SIRD, Mizoram is headed by a full time Director who is assisted by one Deputy Director or Senior Core Faculty, five Core Faculties and other support staff. There is a Governing Body and a State Level Advisory Committee for the effective functioning of the Institute. Two Extension Training Centres have been established at Pukpui in Lunglei District and Thingsulthliah in Aizawl District headed by the Principals. The ETC at Pukpui started functioning in February, 2003 and the ETC, Thingsulthliah started functioning in November, 2007.

SCOPE OF THE STUDY

The present study has covered the concept of rural development and its administration. It traces the history and origin of the SIRD, Mizoram. The main focused of the study is the structure, functions, activities and programmes of the Institute and the ETCs. It has covered the training programmes conducted by the Institute and the ETCs in relation to central and state governments schemes of rural development. Other activities taken up by the SIRD and ETCs has also been analyzed. It highlights the problems and challenges faced by the SIRD, Mizoram and the two ETCs. Possible solutions and suggestions have also been made for the improvement and effective functioning of the SIRD, Mizoram.

OBJECTIVES OF THE STUDY

The objectives of the study are:

- to study the Rural Development Administration
- to study the structure, functions and working of the State Institute of Rural Development, Mizoram and
- to study the problems faced by the State Institute of Rural Development, Mizoram and to suggest suitable measures to improve its working.

RESEARCH QUESTIONS

The present study has attempted to answer the following research questions:

- What are the infrastructural facilities and main activities of the State Institute of Rural Development in Mizoram?
- What are the major problems and challenges faced by State Institute of Rural Development, Mizoram in achieving its objectives?
- What are the possible solutions and measures to be undertaken to improve the working of the State Institute of Rural Development in Mizoram?

METHODOLOGY

The methodology used for the study includes collection and use of both the primary data and secondary data. The primary data are collected from the officials and functionaries associated with the SIRD, Mizoram through personal interviews and field observations. The secondary data have been collected from the relevant books,

journals, newspapers, handbooks, government documents, citizen's charter of the Rural Development Directorate, annual reports of the SIRD, Mizoram and related websites.

CHAPTERIZATION

The study is divided into five chapters:

- Chapter I : Introduction
- Chapter II : Rural Development Administration - A conceptual study
- Chapter III : Structure and Functions of State Institute of Rural Development, Mizoram
- Chapter IV : Problems and Challenges faced by State Institute of Rural Development, Mizoram
- Chapter V : Conclusion

MAIN CONTENTS AND FINDING OF THE STUDY:

The first chapter starts with the profile of Mizoram. Some institutions for the promotion of rural development activities like NIRD and SIRD have been highlighted. It also traces the evolution and objectives of the SIRD, Mizoram. This chapter also gives the objectives, scope, research questions and methodology of the present study.

The second chapter highlights rural development administration and presents a conceptual study. It highlights different structural levels of rural development administration in India including central, state, district, block and village levels. This chapter has pointed out that the adoption of New Economic Policy has led to the emergence of new challenges before the rural development administration.

The third chapter discusses the organization, present structure and functions of the SIRD, Mizoram. It traces the history, origin and evolution of rural development and SIRD in Mizoram. It highlights the institutions and organizations that are involved in the formulation and implementation of rural development programmes in the state. It provides a brief study of the present structure and training programmes conducted by the Institute and the two ETCs from its inception till September, 2014. This chapter also focuses other activities taken up by the Institute.

The fourth chapter discusses on the problems and challenges faced by the Mizoram SIRD and the two ETCs. It covers the problem in conducting training programmes such as insufficiency of allocation of fund, training aid and equipment. The chapter also highlights administrative and personnel problems. The problems faced by the Institute and the ETCs in connection to infrastructure, financial and communications are highlighted. The chapter also deals with problems of publicity through information technology, research and transport. Problems of location and climate faced by the ETC, Pukpui in Lunglei District are outlined in this chapter.

The final chapter is conclusion and it is divided into two parts - Part I and part II. The first part contains a brief summary of all the previous four chapters. It describes the meaning and importance of rural development and the role played by rural development administration for the uplift of the rural poor. This part also deals

with institutions like NIRD and SIRD that impart training and capacity building programmes. The structure and functions performed by the SIRD, Mizoram have been discussed in detail. Some of the problems and challenges faced by the SIRD in Mizoram are also highlighted.

The second part contains the major findings of the structure and functions of the SIRD, Mizoram in order to achieve its objectives and mission efficiently. The following are the major findings while conducting the study of the Institute:

The study reveals that in spite of having limited staff, inadequacy of allocation of training fund, training aid and equipment, the SIRD, Mizoram and the two ETCs has successfully conducted a number of training programmes in every financial year throughout the state. Besides, the Core Faculties of the SIRD, Mizoram work load is much more than those of faculty members of other Institutions. Nevertheless, they have performed all these functions efficiently. In spite of hardship and difficulties in relation to bad road communication, the SIRD, Mizoram and the two ETCs have evaluated successfully some of the centrally sponsored schemes of rural development particularly in the identified backward region. The study also reveals that the SIRD, Mizoram has established strong linkages with Government Functionaries and Non Governmental Organizations in rural development endeavours.

It is found that as an academia, the SIRD, Mizoram have not conducted field study and have done research work minutely to identify ways and means of rural development. Besides, the SIRD, Mizoram is stagnant in organizing conferences or consultation meetings for discussions, interchange of ideas and experiences involving officials, experts, scholars and civic leaders as indicated in the objective of the

Institute. In addition, the Institute have not taken lots of initiatives to provide extension services towards technology and information dissemination to the rural poor in order to develop the rural society in Mizoram. It is also found that the SIRD, Mizoram does not provide various consultancy services on issues relating to rural development to state, regional, national and international agencies comparing to other SIRD. The SIRD, Mizoram is entrusted by the state government in evaluation of some of the rural development programmes, but it is not involved in the process of planning, monitoring and implementation of these programmes.

In the problems and challenges faced by the Institute, we find a number of issues such as problems in conducting training, administrative, personnel, infrastructure, financial, research, information technology, communication, transport, location and climate. These can be solved and improved upon with the help of the following constructive suggestions:

The SIRD, Mizoram may have its own rules and regulations for the effective functioning of the Institute. Besides, Director of the SIRD, Mizoram may be deputed by the Government of Mizoram from Mizoram Civil Service who has acquired knowledge in training and research. There may be more allocation of training funds from the Ministry of Rural Development, Government of India. It is suggested that the state government may release the state matching share for salary and other office expenditure on time. Besides, funds may not be delayed and proposals may not be deducted for organizing training programmes more successful.

It is recommended that modern teaching aid and equipment may be provided to the faculties of the SIRD, Mizoram and the two ETCs and in the training hall for conducting training programmes effectively. A policy for Career

Advancement may be evolved for considering timely promotion to the faculties and the staff members. It is suggested that Training Need Assessment (TNA) needs to be conducted by the Institute as the Institute does not conduct any Training Need Assessment, the training needs of the participants cannot be identified. The Institute may have more number of infrastructure so that more than one training programmes can be conducted at a time. Recreational facilities may be provided to the participants in order to refresh themselves during the training courses.

It is suggested that the library, the computer laboratory and the Institute website may be renovated with well equipped and updated. This is necessary for information dissemination about the activities of the Institute and for updating the knowledge of the participants, staff members, rural development functionaries, the scholars and even the public. The Institute also needs effective communication through video conferencing. It is recommended that the Institute may have more number of publications for publicising the activities of the Institute throughout the country. The SIRD, Mizoram may act as consultant for various agencies in relation to rural development. It is also suggested that the Institute may make a systematic format for evaluation or e - evaluation system which will act as a strong repository of training activities.

It is recommended that the SIRD, Mizoram and ETCs may take steps to prepare documentary films that covers various activities undertaken by the Institute. Faculties including the new entrants of the SIRD, Mizoram and ETCs may attend more number of Training of Trainers programmes in order to be more resourceful for the participants. Besides, SIRD may encourage Faculty Development Programmes to train and develop professionals in the field of rural development. The

SIRD, Mizoram may also prepare a vision document and perspective plan which would help in analyzing and arriving at a comprehensive picture of rural development functionaries. Based on the vision document, the SIRD, Mizoram may prepare annual training plans so that the Ministry of Rural Development, Government of India can arrange for release of grants on time.

It is recommended that the SIRD, Mizoram may have Rural Technology Park to spread awareness and popularize rural technologies among the trainees and the public. There is also a need for the establishment of Health Centres at the SIRD, Mizoram and the two ETCs at Pukpui and Thingsulthliah for the faculties, staff members and the participants with necessary medical staff and facilities. It is suggested that wide publicity of the objectives and activities performed by the SIRD, Mizoram is required among the public within the state for the development of the rural society and the country as a whole.

The present study is the first attempt in the state to look into the structure and functions of the State Institute of Rural Development in Mizoram. The findings and suggestions made would be helpful for future study and research.

ABSTRACT
ON
STATE INSTITUTE OF RURAL DEVELOPMENT IN MIZORAM:
STRUCTURE AND FUNCTIONS

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