

The main objective of the thesis is to understand the lapses in the managerial functions of ZP and to find out the ways for the revitalization of villages. The people are unaware of the functions of various departments and the working of PRIs. An attempt is made here to understand precisely these lapses and the functional aspects of governance. The data, which is analyzed based on questionnaire, observation, group discussions with villagers, formal and informal interviews with the officials and representatives. Based on the results from the analysis of the data gathered, the findings are made.

### **Findings**

The following are the findings arrived at after a careful study of Kadapa Zilla Parishad.

1. The ZP, Kadapa has failed to gain control over the administration.
2. The governance suffers from the factorial records.
3. The records remain untrue that are maintained by the authorities.
4. The administrative authorities have simply passed such bills with a note to legalize the expenditure and the work done in various schemes and projects.

5. The amount of grants released to ZP is not utilized fully. It means that they have no plan or determination and even political will to fulfil the basic amenities of people.
6. The people have not shown interest in the political affairs as they suffer from economic means for their livelihood. They are away from political affairs because a few selfish politicians govern Zilla Parishad. Moreover, the villagers are unsafe under the evil shadow of political parties and rivalries.
7. The officials of all tiers work mechanically as they forcibly work infavour of local MLAs, MPs and Ministers.
8. The governmental policies alone cannot bring radical changes in administration but the unity and mass revolution would help citizens for the revitalization of villages.
9. ZP has failed to create job opportunities by upgrading the skills of our rural artisans.
10. The citizens' have not enjoyed the fruits of decentralization of power. The representatives and officers have no sense of moral responsibility in administration.
11. The basic purpose of the adult education is defeated in educating the rural masses through programmes over functional literacy aspects.
12. The distribution of agricultural implements and other equipments at subsidized prices is not reaching the beneficiaries.
13. The farmers fee that agriculture is unproductive and hence they either sell their lands to governmental endeavours or fall prey to the land mafias.
14. The officers appointed for Backward Classes and Minorities have not conducted educational programmes. The ZP has no control over Engineering divisions and sub-divisions, which are involved in the civil works. There is high-handedness in its budget. The low quality of work is un-questioned by the lethargic people.

15. Gram-Sabha concept is far away from the truth as it appears only on paper. There is lack of civic sense among representatives and officials. There is no thought on plans for village sanitation. The GPs have spent money on the same work every year without any advancement of the work.
16. In the absence of full-scale participation of the people in the affairs of the state, the officials and representatives have corrupt practices. The officials and non-officials of ZP are having a mind set of adjustable nature without raising objections for unlawful matters and decisions.

## **PROBLEMS – KADAPA ZILLA PARISHAD – YSR DISTRICT**

### **(1) No Funds from the State Government**

It is the opinion of the Zilla Parishad Chairperson and he expressed his views lamentedly that the Government of Andhra Pradesh unfortunately, did not sanction any budget after formation of the new State of Zilla Parishad, even 14<sup>th</sup> Finance Commission could not able to give single Rupee to the Zilla Parishad for development since, it is under the opposition party area, and also he said that the ruling party did not sanction any at least meagre budget. Both Centre as well as State Government is unscrupulous impatiently to degrade the Zilla Parishad.<sup>1</sup>

It is suggested by the Chief Executive Officer, it is the duty of chairman and ZPTC members shall meet the concerned authorities. The ruling party also to concentrate welfare of the people of Kadapa Zilla Parishad not individuals. They submitted memorandum or proposal to the concerned authorities to bring required financial assistance.

### **(2) Provident Fund Not Credit**

Almost all rank and file management employees expressed their opinion about their some amount of monthly salary did not credit in the Provident Fund. It is the right of the employee irrespective of his cadre shall withdraw their amount to meet to the needs of the employees. Unfortunately, the employees such as Attenders, Sweepers some percentage of their salary may not be credit, after through enquire the facts find out most of the amount withdrawn by the same cadre of

employees unscrupulously taken it as their amount, employees concerned has not get interest on their amount, which is loosing. Those who are committed the above said mistake; they are all influential both politically as well as financially.<sup>2</sup>

It is the duty of the Chief Executive Officer to take stern steps and present such misuse their money.

### **(3) Zilla Parishad Land under the Control of Private People**

Most of the land belongs to Zilla Parishad is taken by the society strongmen illegally occupied without any documents, concerned authorities did not take any action. There is no question of verify the records, lack of supervision on these lands, the influential people interfere as a result, file cannot move. In front of the post office, Kadapa town there is seven cents of land, which illegally occupied and set up shops of chapels and cloths only. Some of the shop owner has been paid rents. The remaining shops did not pay any rent to the Zilla Parishad, such sites are located nook and cranny of the society.<sup>3</sup>

It is suggested by the Researcher related to employees the Chief Executive Officer has to supervise and settled the matter.

### **(4) Pandemonium Meetings**

The Researcher has attended to the ZP meetings whenever they conducted and organized by the concerned authorities, created quarrelsome attitude, as a result, there is no scope for discussions on developmental activities. Both parties are exchanging their views on personal issues, grudges, by high handedness, cantankerous behaviour, which led the meeting ends without any valuable issues of discussion which leads waste of public money, time, increase of problems, issues, challenges as well as personal negative views.

It is suggested by some of the intellectuals, the member of the ZP and other members maintain systematic discussions on various problems without any personal issues.

### **(5) Problems Pertaining to Education**

Almost all high schools are directly under the administrative control of Zilla Parishad, there is a lack of financial support from the government.

More or less 1700 posts were vacant, No compound walls, no drinking water, in and around of schools having full of dirty water, which gives foul smell to the students and staff during working hours.

It is suggested by Researcher through discussion of the Head Master and citizens of the town opined that the government must and should immediately sanction budget to meet basic needs and also appoint as many as teacher posts as per vacancy position to justify the right to education on one of the fundamental rights.

**(6) Zilla Parishad Land**

As per Researcher's participant observation based on news that News paper information<sup>4</sup> most of the valuable land worth of cores of rupees are transferred to influential big-wings, none can concentrate on their illegal activities. Most of the officials are working as in charge officers it is main cause for creation of dearth of financial position. The particulars of land is seven cents near to Kadapa Kalakshetram, Build-up area 22 cents, very adjacent seven cents, most of the ZP areas in and around the district was transferred illegally and occupied for shops, which are not paying rents to the ZP.

Kadapa, Zilla Parishad Chairman will receive people's representations on problems relating to INDIRAMMA scheme 10.00 am to 1.00 PM. People could represent grievances pertaining to pensions, housing, drinking water, individual sanitary latrines, additional class rooms and repair to class room and aganwadi centre and rural roads.

**(7) There is no suitable Lunch Room (Dining Room)**

Almost all women employees complained that there is insufficient lunch rooms with attachment of wash room including inadequate system of water. There is an existing room in the ZP office, which is not able to take lunch.

It is suggested by women's association the concerned authority should take stern steps to provide and arrange sufficient facilities to the lunch room. The chief Executive Officer should appoint an internal committee to supervise inconvenient infrastructure needs, whatever he knows.

### **(8) Toilets to be Modernized**

Most of the existing toilets are dirty gives to the employees foul smell, no water, no doors, no lights, no exit fans, during Swachha Bharath era, it is unfortunate that the toilets are inconvenient to the employees.

The researcher is also observed that sad situation. It is suggested by the researcher, that the office authorities should appoint some more scavengers for cleanliness in the toilets.

### **(9) No Drinking water**

It is observed by the researcher that there is scarcity of clean drinking water, it is essential to the office employees water is available for drinking, but it is not clean, even this water is not available at least working hours. After lunch, it is inconvenient to hand washing, clean the hands, as a result the foul smell is coming and disturb the working employees.

Some of the employees complained that the engineering department should to take stringent action to provide sufficient water and solve the problem of secure water.

### **(10) No Canteen**

Most of the Zilla Parishads having canteens with availability of no price of items but the ZP, Kadapa is not having such canteen, canteen is there, it is not cleaning ,tea and snakes are not testable available as much as required, the rates of food items are abnormal. There is no proper time to serve.

It is suggested by the officials, should establish canteen with normal rates of food items or prescribe food items.

The Researcher has observed that in front of the office premises, the people who come to the office for their work, they smoke, using varandahs as chit chat places and also using un-parliamentary language.

### **(11) No Movement Register**

It is need of the hour in the 'Real time governance' which is introduced recently by the Hon'ble Chief Minister, unfortunately, this

office lacking such register it is very difficult to identify the employee who are attending or not even in the era of bio-metric.

It is suggested by the some of the senior sincere officials to maintain such registers, the employees are also to protect or give respect such type of method to streamline the employer for effective implementation of programmes.

### **(12) Role of Vested Interests**

One of the criticisms against the Zilla Parishad administration is that although, the structure of ZP had been designed for commit involvement but in practice it has provided protection to vested interests the rests thereby accentuating the socio-economic disparities and discontent in the rural areas. Employees of weaker sections could act on a check against monopolizing of ZP is by a privileged few.

### **(13) Transmission Corruption**

The Researcher has been visited very frequently into the office of the Zilla Parishad and observed as participant way to ascertain information about working of the employees. The higher authorities negligence towards the responsibilities is to led and create un-cultural practices. Unfortunately within the staff, they are exchanging currency notes on their works, i.e., passing TA and DA bills, GPF releasing. None can there to question them. They are telling their higher authorities are involved in corruption indirectly. Once upon a time, this office has sufficient income and deposited lakhs of rupees not less than 50 crores, moreover, 20 to 30 crores of rupees as special grants for development works, presently such atmosphere is in vacuum. The researcher lamently expressing her opinion, it is difficult to deposit at least two or three crores under these circumstances, if, deposited it is convenient to pay salaries and limited works. The Chief Executive Officer recently has taken charge immediately went away on leave. The Atloor Mandal Development Officer has taken charge as Deputy Chief Executive Officer of ZP, Kadapa district, it is the main reason, the failure of supervision lead failure administration of both mandal office as well as Zilla Parishad. Under Predicament situation, there is a scope for dereliction of the employees towards development of

Zilla Parishad. In every division and section have been involved to inculcate corruption practices to do very small work.

As per researcher's observation the day to day administration is nothing but mal-administration, what is going on in the ZP is vacuum whether they are working or not only God knows.

As on date the ZP Office of Kadapa is having numerous departments which are depending on not rules and regulation, but, on caste, informal relations, currency notes, who pays higher amount, their work will be completed within a day or stipulated time. The provident fund department is one of the crucial departments where if you pay something then only you will get work done, the unofficial entrance fee of provident fund department is Rs.300/- to Rs.500/- only, this wing consistent of less than ten members, all are involved into bribe practice, and not payment, file is pending months together. Teachers are submitting their application for loan purpose, the sanction is based on first is first basis, but issue of sanction orders is based on illegal payment.

The establishment department section is also following the same practice, since one decade there is no recruitment process, the main reason, for contract basis employment to be done by the authority concerned, if they pay Rs.2,000 or 3000/- for allot chair to set and work, otherwise their file will be pending. If you pay huge amount, they will work in the same department, otherwise, if they are paying or less paying will be transferred to the nook or corner of the mandal offices. Almost all bills are coming from the mandals and other executive works are pending or passing which requires illegal money. Actual work done bills are also not sanctioned from time to time, the district collector will give statements against corruption, will give severe punishments.<sup>5</sup>

It is observed by the Researcher and some of the employees opined that vigilance team must be check the files whether pass or pending. It is duty of the Chief Executive Officer to appoint a team of employees to supervise the each and every section to dispose the files within a stipulated time. Display the slogans against corruption, and also taking

counselling classes to the employees to inculcate a sort of ethical values for the sake of materialized the good administration by all means to establish classless, casteless, cashless nationalist, rationalist, socialist society through democratic process within the frame work of the constitution of India.

**(14) Lack of Autonomy**

In 1989, Shri Rajiv Gandhi as Prime Minister of India announced that the Panchayati Raj Institutions have been encountering myriad challenges such as lack of autonomy, leadership and financial freedom. If I sent a rupee, it will reach 15 paise. There is no exception to the administration of Zilla Parishad of Kadapa. Even in the 21<sup>st</sup> century as many as members of the ZP expressed their views against the ruling party government which is opposition, it the reason, there is no funds to be released by the state government, lack of autonomy is prevailing in the administration of Zilla Parishad. The Chairman and member of the management is not in a position to under taking development programmes, because, insufficient funds, the chairman had no voice to arise the issues, if he said, there is no response.

**(15) Lack of Leadership**

Since 1989, Shri Rajiv Gandhi's statement of lack of leadership has been continuing in the Kadapa Zilla Parishad, even in the 21<sup>st</sup> century also. At present, the chairperson belongs to schedule caste and also opposition party. Some of the ZPTC members and other officials are complained that the ruling party is not giving financial support, as a result, most of developmental activities are in pending. Due to insufficient financial support the Chief Executive Officer is not in a position to meet the day-to-day expenditure. Even if finance is available in the Zilla Parishad, the concerned authorities not in a position to spend for development work, they are depending on their party head. In this connection, the Researcher has conducted personal interviews with public, they opined that political parties should not interfere in the day-to-day administration and also give free hand to the Chief Executive Officer and Chairman.

**(16) Lack of Awareness of Operation of Computers to the Staff**

The Researcher participated and observed almost all rooms in the office of the Zilla Parishad, Kadapa is computerized with printers. The staff of the Zilla Parishad do not have computer knowledge, how to open system, how to send the file to another staff member, the office has six sections with 20 computers, it is insufficient and inadequate to run the day-to-day administration on smooth lines, to convenient to the public. The administration needs more than 20 computers with full-fledged knowledge of computers. The lack of awareness about the computers was overcome by giving appropriate training to the staff. They were offered classes about the basic operation of computers from reputed institution like NIIT and APTECH.

**(17) No Proper Understanding about Policies**

Most of lower grade employees combined that there are numerous central or state government programmes like Backward Regions Grant Fund Programmes, Tenth Finance Commission and RRM and SLP, SSB special RRM respectively. Undue these programmes more or less 30 crores of rupees are pending and also not sanctioned as a result, Zilla Parishad is not in a position to develop the rural areas, Zilla Parishad is weak and vulnerable and also preventing destruction of the roads and mini-repairs are completely under pending cases.

**(18) No Scope of Development Works**

Some of employees relating to accounts and finance sections commented expressed their views about 14<sup>th</sup> Finance Commission sanctioned Rs.30 crores, since two years were not sanctioned, whatever meagre finance released which are meet the maintenance of central public works, staff salaries, electricity bills. There is no scope for doing allotted works to be completed.

**(19) Irregularity of Establishment Section**

Researcher visited and verified some information about employees working conditions, what researcher came to know that establishment section employees are not regularly attending their duties.

Recently, the Chairman, all of a sudden visited and supervise administration of Kadapa Zilla Parishad, on the spot he entered into the establishment section, and asked certain questions to the section Superintendent, the Chairman did not reveal the information of Superintendent. The section did not maintain certain files and there is no attendance registers and section superintendent expressed her views that most of the employees are not following my instructions, the computers or biometric system did not working properly.

### **(20) Political Involvement**

Almost all staff of Zilla Parishad opined that there is a lot of criticism against political executives belongs to the Kadapa district are involved in the day-to-day administration, bring having pressure on their works such as payment, engineering and some of the development activities, sometimes they threaten the concerned employees, using abuse language through mobiles. Today, the employees irrespective of cadres are politicalized divided into ruling party as well as opposition party. The Researcher has witnessed about misuse of governmental vehicles. Some political executives are taking ZP cars for private purpose, which indicates a lot of misuse of financial aspects. It is suggested by some of the officials and public, the Chairman of the ZP should take stern steps to prevent such inference.

### **EVALUATION AND CONCLUSION**

Panchayat Raj Institutions are the ancient institutions with a new concept. They are the gross root units of self government which have been proclaimed on the vehicles of socio-economic transformation. Rural India Panchayati Raj Institutions are genuine and effective democratic institutions which provide sample opportunities for a large number of rural people to enjoy genuine and effective participation in the development and democratic decision making process. They influence the minds of rural people with help and a spirit of self help and non-dependence to obtain experience in the art of local government.

Panchayati Raj Institutions have been in existence in India from time immemorial. They have covered a long distance from their traditional

past existence to present day structure. In ancient period and before the independence, there was village rural constitution based on traditional customs, which took important decisions in matters pertaining to ZP and to redress disputes among their members. But these institutions could hardly be described as democratic, as they were based on the social legitimacy conferred on them by existing power structure and social order.

The role of the Kadapa ZP in development point of view administration officers mixed reaction. It is quantitatively good but qualitatively it requires lot of improvement. It has been successful especially in quantitative aspects. For example, the numbers of development activities have been increased in the Kadapa district.

While the quantitative aspects of Parishad administration under Kadapa ZP have thus shown an upward and encouraging trend, the qualitative aspect has received scant attention of ZP administration. One important reason is the paucity of financial resources with the ZP. The ZP is solely dependent on the State Government for implementation of the various developmental programmes, plans, policies, projects and it has not been able to find out resources commensurate with the functions entrusted to them. Major portion of the grants required from the State Government has been spent only on the salaries of the staff and teachers, while only residuary amount can be utilized for the improvement of the physical facilities.

The departments Kadapa Zilla Parishad have been functioning on the old pattern of hierarchy. The buildings of several departments lack facilities like toilet, water supply and even white-wash the unhygienic atmosphere is not at all conducive as it hampers progress. Moreover, the MLAs, MPs and Ministers have contracts with even inferior officials, which is contrary to the rule of hierarchy. It disturbs the proper relation with their higher authorities. Hence, the person who is in the pivotal position may fail to extract work from his subordinates. Hence, the reorganization of the departments will have a positive impact on the governmental machinery. Therefore the formation of civil society forum, reorganization of the departments and appointment of concerned subject experts to give

political education and check on corrupt practices would give better results.

It is believed that legal and conditional support and legislative meetings are necessary for bringing about social change. Together with the political will, administrative skill as well as awareness people are crucial for bringing about democratization and decentralization, a goal by all means.

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