CHAPTER V
Rural Development may be described as a process of change from the traditional ways of living of the rural communities to the modern, progressive, scientific ways of living. This process of change envisages a multipronged approach for all-sided development of rural communities. In the Government of India there is a separate Ministry of Rural Development and Agriculture. Similarly at the State level, in each state there is a Rural Development Department headed by a Minister and assisted by a Secretary to the Government. And below the Secretary in all the State Governments there is a separate Directorate of Rural Development. The rural development work in the state is planned and implemented by the Directorate of Rural Development with the assistance of the Deputy Commissioner or Collector at the district level. The districts are divided into divisions and blocks for development purposes. Each division is headed by a Divisional Development Officer or by an Additional Deputy Commissioner. And, each block is headed by a Block Development Officer assisted by a team of field staff. The following hypothetical questions were raised to assess
the position of field staff at the block level in Kohima district.

1. Whether Gram Sovikas/Village Level Workers/Agricultural Field-Men/Agricultural Extension Officers (Deputy Agricultural Officer!) have been appointed to carry out the Agricultural extension work and for distribution of agricultural inputs?

2. Whether Gram Sevaks at the village level attend to the co-ordination work between the various development departments who carry out welfare work?

3. Whether the panchayat/village council affairs are guided by the Extension Officer for panchayats who is expected to assist the Block Development Officer in panchayat development/or village council affairs?

4. At the village level, whether a part-time or a full time secretary of the village panchayat/council is working to look after the office business?

5. Whether there are Live-Stock Assistants to carry out the veterinary work in villages.

6. To guide and supervise the veterinary work whether
Veterinary Assistant Surgeons or Extension Officers for Animal Husbandry work at the block level under the Block Development Officer or under the Department of Animal Husbandry?

7. Whether there is an Extension Officer for Industries in every block to carry out the industrial extension work? If so, whether he guides the unemployed youths and carries on industrial extension and training work for the benefit of the unemployed and small entrepreneurs. If so, whether he also organises model demonstration centres and workshops including common facility centres for the benefit of the area. Whether he associates himself with the programmes of the Districts Industries Centre and programmes carried out by the Small Industries Service Institute?

8. Whether there are Health Assistants, maternity Assistants in villages and they are guided and supervised by the Health visitors and Health Inspectors at the area level.

9. Whether there are Deputy Inspectors of Schools to guide the working of the primary schools and is there an Extension Officer for Education to carry out the programmes of social Education at the block level? Whether the Extension Officer also supervises and guides the functions of the primary
10. Whether there are Adult Education Centres in villages? Whether each centre is run with the help of one trained animator or instructor? Whether the primary school teachers are engaged to run the adult-education centres? Whether the Extension Officers for Education at the area level guides and supervises the adult education centres.

11. Whether there are continuing and non-formal education centres in villages? Whether these centres are run by the Education Department of the State Government or Voluntary Institutions? Whether the school teachers in villages are in anyway connected with the functions of these centres? Whether the Deputy Inspector of schools guides and supervises these centres? Whether the unemployed youths are trained and engaged in running these centres?

12. Whether there are Gram Sevikas to organise women's clubs in villages and promote welfare activities for women and children? Whether the Gram Sevikas are guided and supervised by the Mukhya Sevikas at the block level?

13. Whether there are child welfare centres in villages? Whether these centres are run with the help of the trained Balasevikas? Whether the Balasevikas are guided by Gram
Sevikas and Mukhya Sevikas? Whether these centres are run by the State Social Welfare Advisory Board/Voluntary Agencies/State Social Welfare Department/Private Individuals/Other Corporate Bodies/Schools and Colleges/Industrial Concerns.

14. Whether there are women's clubs in villages? Whether they are registered organisations? Whether they are organised by the women leaders of the villages? Whether the president of a club is elected or nominated? Whether the nomination, if so, is made, based on the economic status, social status or official status of the candidate? Whether the office bearers of the women's clubs are appointed by nominations or by election? Whether educated young women participate in the activities and promotion of these clubs?

15. For promotion of rural energy whether any staff are appointed at the village level/block level or at the district level? Whether any staff appointed by the All India Khadi and Village Industries Commission or by the State Khadi and Village Industries Board work in the area for the purposes of organising gobar gas plants? Whether voluntary organisations have appointed staff in the area for bio-gas or bio-mass?
16. Whether the Block Development Office maintains staff for the development of rural roads network? Whether the state Highways Department maintains staff for rural roads formation, maintenance and development.

17. Whether there is any staff at the Block level/Area level/District level to attend to transport facilities in rural areas.

18. Whether District Rural Development Agency is working at the district level? Whether this agency plans and implements schemes on its own or it operates through the Block agency? Whether this agency has separate staff to implement its programmes at the field level or get the programmes implemented through the block staff. Whether the Village Level Workers, Gram Sevikas, and Extension Officers get involved in implementing the programmes of the District Rural Development Agency.

19. Whether there are voluntary agencies in Kohima District and whether they take up welfare programme for the benefit of the rural areas?

20. Whether any special schemes such as the Hill Area Development Programme, Drought Prone Area Programme, Nation-
al Rural Employment Programme, District Rural Industries Project are operated in Kohima District. Whether any special staff have been appointed at the village or block levels for these special projects? Whether any coordinating staff are working at the district level for these projects?

21. Whether the Block Development Officer coordinates the work of all the development departments at the block level or is confined to the schemes implemented through this office?

22. Whether there is Divisional Development Officer to coordinate the work of the Rural Development Department?

23. Whether there are district officers for agriculture, animal husbandry, rural industries, health, education, social welfare and other special subjects taken up by the District Rural Development Agency?

24. Whether the Deputy Commissioner at the District level coordinates the work of all the development departments?

Based on these hypothetical questions, information were collected and tabulated.
The following table shows the position of staff at the village, block, sub-division and district levels.

<table>
<thead>
<tr>
<th>Types of Personnel</th>
<th>Kohima (1)</th>
<th>Personnel available</th>
<th>Tsominyu (2)</th>
<th>Jalukie (3)</th>
<th>Chaspani (4)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. V.L.W.</td>
<td>3</td>
<td></td>
<td>3</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>2. V.D.B.</td>
<td>45</td>
<td>43</td>
<td>62</td>
<td>85</td>
<td></td>
</tr>
<tr>
<td>3. E.O.</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>4. Engineer (Civil)</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>5. Stock Mtn. (Vet)</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>6. Maternity Assistants</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>7. Health visitors</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>8. B.D.O.</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>

* V.L.W. Village Level Worker
* Village Level Board
* Extension Officer
* B.D.O. Block Development Officer
In some of the states in India at the village level Gram Sevaks are working. They are the multipurpose workers to attend to the different types of needs of the villagers. And they coordinate the programmes of the different departments of the State Government at village level. In some of the states the Gram Sevaks are designated as village level workers. And in still some other states they are called Rural Welfare Officers. Tamil Nadu is one of the pioneering states in India in implementing the rural development programmes. The state initiated its rural development work in early forties of this century. In Tamil Nadu, one can find both Gram Sevaks and Village Level Workers at the grass root level of planning and implementation of rural development programmes. It is quite natural to ask a question What is the difference between these two types of workers.

2. Ibid pp. 10-11
5. Ibid pp. 4 7-4 9
As it was stated earlier the Gram Sevaks are known as multi-purpose workers under the technical and administrative control of the Block Development Officer. The village level workers in Tamil Nadu are under the technical guidance of the Department of Agriculture i.e under the Deputy Agricultural Officer and above him the District Agricultural Officer; and under the administrative control of the Block Development Officer. These village level workers (V.L.Ws) attend to agricultural extension work. And they are not considered to be multipurpose workers, though in 1952 under the community Development Projects the Village Level Workers also were taken as multipurpose workers at the basic level. There were asked to attend to agricultural extension work, animal husbandry, poultry development, industrial extension, community and Public health, basic education, social welfare including welfare of women and children, basic amenities such as provision of drinking water and getting link road to the villages from the State Highways. Subsequently, personnel at the village level were added to assist or to associ-


ate or to guide or to supervise the Village Level Workers. In certain states Gram Sevaks are called Village Level Workers. At present in Tamil Nadu, Gram Sevaks are redesignated as Rural Welfare Officers; Agricultural Field men are redesignated as Assistant Agricultural Officers; and Deputy Agricultural Officers are redesignated as Agricultural Officers. This information is given here for the purpose of comparing the pattern in Nagaland.

In Nagaland, rural development programmes were taken up only from the year 1963 after attaining the Statehood. Before that the state was constantly under disturbed conditions. Even after 1963 till the Shillong Accord in 1975 the state departments could not effectively implement any development programme. Only in the last ten years i.e., after 1975, many of the development schemes, especially in rural areas, have been introduced. In implementation of these schemes Nagaland Government adopts the latest model

8. Government of Nagaland, 'For Greater Understanding' May 1969, pp. 4-7
available in the other progressive states. But there are a number of limitations in adopting new development models available in the other progressive states. While a new system is introduced in development programmes the old system is to be disorganised and new ones get introduced with suitable methods of application. To make this process effective suitable trained personnel must be available. In most of the development departments in the initial states trained manpower have been borrowed from other states as the local manpower for new jobs were not readily available. But this borrowed manpower cannot effectively implement the programmes for two reasons. One is, the personnel who have come from other states cannot freely mix with the local Naga people due to varied dialects used by different groups of people. The Naga tribal groups don't have a developed common language. A common dialect called "Nagamese" is being developed gradually. This is a mixture of local dialects with other neighbouring languages such as Hindi, Napalee, Bengali, and Assamese. Anybody who comes from outside will find it difficult to converse with the local people especially in rural areas.

Secondly, there is a wide spread feeling of local and non-local differentiation among the Nagas, and therefore the
outsiders hesitate to go to interior rural areas and stay there overnight. Further, most of the villages in Nagaland are located on hill-tops. And more than ninety two percent of such villages are not connected by road transport. In addition to this, the most important limitation is that there is a vast cultural difference between the Nagas and Non-Nagas. Owing to these limitations availability of personnel for rural development work also is limited.

The Table No.5.2 informs that there are only three Village Level Workers in each block in the study area i.e., each for an average population of 15141 (Vide the following table)
Table 5.2

POPULATION AND VILLAGE LEVEL WORKERS

<table>
<thead>
<tr>
<th>Names of Blocks</th>
<th>Population</th>
<th>No.of Village Level Workers</th>
<th>Average Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kohima</td>
<td>61100</td>
<td>3</td>
<td>20367</td>
</tr>
<tr>
<td>Tseminya</td>
<td>30800</td>
<td>3</td>
<td>10267</td>
</tr>
<tr>
<td>Jalukie</td>
<td>34400</td>
<td>3</td>
<td>11467</td>
</tr>
<tr>
<td>Ghaspang</td>
<td>55400</td>
<td>3</td>
<td>18467</td>
</tr>
<tr>
<td>Kohima District</td>
<td>181700</td>
<td>12</td>
<td>15141</td>
</tr>
</tbody>
</table>

In other states, in plain areas, a Gram Sevak (in the place of a Village Level Worker) will have to attend to six to ten thousand population. Generally in a hill-state the population coverage for a Gram Sevak would be around two to three thousand.


In the study area, with regard to the coverage of average population by a Gram Sevak, a considerable variation is found. In Kohima block the average population is 20367 which is the maximum, and in Tseminyu block the coverage in average is 10267 which is the minimum. From the enquiry with the Rural Development Department it was found that in Kohima block, the availability of communication and transport facilities are much better than other blocks, that is why a Village Level Worker is able to cover more than 20000 population, whereas in Tseminyu block all the villages are not connected with roads; and the road transport facility also is very poor. It is because of this reason, a village level worker is able to cover only 10267 persons. From this, it is inferred that in hill area where road transport facilities are poor a village level worker will be able to cover a population of around 10000 only. According to the statistical information available a Village Level Worker in plains covers five times more population than what is normally expected of him in a hill-state. A separate study would be necessary to find out whether he is actually able to contact the entire population and the frequency of contact would be sufficient to fulfil the purpose.
These Village Level Workers mainly attend to the agricultural development work in villages and they also coordinate the work of the Village Development Boards (VDBs) and the Village Councils (VCs). As they have to attend to a cluster of villages, (vide Table No. 5.3 below) the day-to-day work of the Village Development Boards and Villages Councils are attended by the Secretaries of Village Development Boards.

**Table 5.3**

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Blocks</th>
<th>No.of Villages</th>
<th>No.of VLWs</th>
<th>Average Villages per VLW</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Kohima</td>
<td>41</td>
<td>3</td>
<td>14</td>
</tr>
<tr>
<td>2</td>
<td>Ghaspangi</td>
<td>86</td>
<td>3</td>
<td>29</td>
</tr>
<tr>
<td>3</td>
<td>Jalu</td>
<td>62</td>
<td>3</td>
<td>23</td>
</tr>
<tr>
<td>4</td>
<td>Tsemiña</td>
<td>41</td>
<td>3</td>
<td>14</td>
</tr>
<tr>
<td>1-4</td>
<td>Total</td>
<td>230</td>
<td>12</td>
<td>19</td>
</tr>
</tbody>
</table>
In Kohima Block, there are 41 villages and they come under 45 Village Development Boards (VDBs). Four bigger villages have been divided each into two Village Development Boards. In Ghaspani Block there are 86 villages, but brought under 85 Village Development Boards. In Jalukie Block there are 62 villages with 62 Villages Development Boards. In Tseminyu Block there are 41 villages having 45 Village Development Boards.\textsuperscript{13}

As per the above table a Village Level Worker needs to cover 13 to 29 villages, and the overall district average is 19 villages per Gram Sevak (VLW). Invariably all the Village Level Workers have expressed that it is difficult for them to visit a village at least once a month, because of lack of transport facilities. They need to walk from village to village. Only 32 percent of villages i.e., 74 out of 230 in the district are connected by road transport.

A Village Level Worker works for 20 to 22 days in a month and on an average he needs to cover 19 villages, which

\textsuperscript{13} Sources: Directorate of Rural Development

\textsuperscript{14} In Kohima District out of 230 villages 147 villages have been connected by roads, and 74 villages have been connected by buses.

Source: Transport Department, Government of Nagaland.
means a village - a day. He can have only a common meeting of villagers or household heads and discuss their problems. It will not be possible for him to meet the household heads individually in their farms and homes as is expected of him. In such a case it is the opinion of the researcher that a community organiser should be made available at the village level for individual contact and guidance in day-to-day affairs of the village.

All the villages come under their respective Village Development Boards (VDBs). Each village Development Board has a part time secretary to maintain the records and to function as a contact person. Normally, the Village Level Workers and other Officers approach the villagers only through the Secretary of the Village Development Board. He is the one appointed either from the teachers or from the employees of local Government/Non-Government organisations or from among the educated persons in the locality. The following table gives the names of Blocks, number of Village Development Boards and the number of Secretaries of Village Development Boards (VDBs) appointed on part time basis.

15. Ensminger, D. 'Guide to Community Development' Government of India, Ministry of Community Development, New Delhi, 1957, pp. 75-81
Table 5.4

AVAILABILITY OF SECRETARIES IN VILLAGE DEVELOPMENT BOARDS

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Names of Blocks</th>
<th>No. of VDBs</th>
<th>No. of VDB Secretaries</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Kohima</td>
<td>45</td>
<td>45</td>
</tr>
<tr>
<td>2.</td>
<td>Tsominyu</td>
<td>43</td>
<td>43</td>
</tr>
<tr>
<td>3.</td>
<td>Jalukie</td>
<td>62</td>
<td>62</td>
</tr>
<tr>
<td>4.</td>
<td>Ghaspani</td>
<td>85</td>
<td>85</td>
</tr>
<tr>
<td>1-4</td>
<td>Total</td>
<td>235</td>
<td>235</td>
</tr>
</tbody>
</table>

The (Village Development Board) VDB Secretary assists the Chairman of the Board in the following manner.

a) Issues meeting notice to the members.
b) Arranges for the meeting.
c) Records the minutes of the meeting.
d) Maintains the records of the Board.
e) Assists in corresponding with other offices.

The Village Development Boards (VDBs) are mainly concerned with programmes, such as, agriculture, engineering works pertaining to creating civil amenities, animal hus-
banklry and rural health services.

There is one Extension officer at the block level from the Department of Agriculture who is concerned with supply of inputs such as seeds, fertilizer, pesticides and agricultural credit to the farmers.

There is one Civil Engineer in the block who is concerned with formation of link roads, constructing steps on hill slopes, formation of streets and construction of houses under the rural housing scheme.

Land reclamation, terrace forming and minor irrigation work are attended by the coordinated effort of the Department of Agriculture and Department of soil conservation.

At foot hills, animal husbandry has a vast scope which is to be supported by veterinary services. The Veterinary Services in rural areas are attended by Veterinary Assistant Surgeons and Live-Stock Assistants, but they don't come under the control of the Block Development Officer.

Generally in underdeveloped areas main concentration is made on economic development for the purpose of increasing production and stimulating the productive forces, so that, the problem of unemployment could be solved and requirement
of day-to-day consumption could be met. But, rural development is not merely an economic development programme. It is an all-sided development of village communities. Therefore, like other development programmes, health services also occupy an equally important position in the process of planning and development. Especially in hill-regions like Nagaland where transport facilities are limited, assistance needs to be extended to the village women at the time of delivery. For this purpose, in each block three maternity centres have been opened and one maternity assistant has been posted in each centre to attend to pregnant mothers i.e., to render pre-natal and post-natal services. These maternity assistants also maintain health statistics of the village. They are guided periodically by health visitors on organising health programmes - including health education, immunization, primary health check-up and referral service.

The overall work in the block including agriculture, animal husbandry/veterinary, civil engineering and health are coordinated by the Block Development Officer (BDO) with the assistance of the staff given in Table No.5.1

The work at the BDOs and the other staff of the development departments in sub-divisions of the district are coordinated by the officers mentioned in the table No. 5.5

Table 5.5

CO-ORDINATING PERSONNEL AT THE SUB-DIVISIONS OF THE DISTRICTS

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Designations of officers</th>
<th>Names of sub-divisions</th>
<th>Kohima</th>
<th>Pare</th>
<th>Dimapur</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Deputy Commissioner</td>
<td></td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Additional Deputy Commissioner</td>
<td></td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>3</td>
<td>Sub-Divisional Officer</td>
<td></td>
<td>2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Extra Assistant Commissioner</td>
<td></td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>5</td>
<td>Circle Officer</td>
<td></td>
<td>3</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>6</td>
<td>Project Officer (special schemes)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

There are several development departments working at the district level under the Co-ordination of the Deputy Commissioner (DC). The Deputy Commissioner in certain
states are uuliud District Collectors. The Deputy Commissioners during the British period were mainly concerned with the state's revenue collection and maintaining the law and order situation at the district level. After the independence of India the Deputy Commissioners play a vital role in planning, co-ordination and administration of developmental programmes in the districts. The District Development Council or the District Planning Board heard by the Deputy Commissioner is a vital organ which co-ordinates the activities of all the development departments.

Each district for the administrative or developmental purpose is divided into several sub-divisions and each such sub-division is headed by an Additional Deputy Commissioner assisted by a Sub-Divisional Officer or an Extra Assistant Commissioner. Under the Extra Assistant Commissioner there are Circle Officers to attend to the co-ordination work in the field.

In the Kohirna district, at the headquarters in Kohima, there is a Deputy Commissioner. This district is divided into three sub-divisions viz., Kohima, Paren and Dimapur. Each sub-division has a Additional Deputy Commissioner. As the Kohima is the headquarters of the state, as well as the district, the officers will have to be more busy than the
other district headquarters. All state-level functions are held in Kohima and the district officers are entrusted to mobilise the men and material resources. All dignitaries who visit the state, move only through the state headquarters. So, all such VIPs (Very Important Persons) are to be attended by the local district officers. And the programmes of the Governor and Ministers in the state headquarters are taken care of only by the local Deputy Commissioner and the Sub-Divisional Officer. That is why, in Kohima the Deputy Commissioner and the Additional Deputy Commissioner are assisted by the two sub-divisional Officers on civil matters. In other sub-divisions the Additional Deputy Commissioner is assisted by an Extra Assistant Commissioner (E.A.C.). And each sub-division is divided into circles and they are attended by circle officers (C.Os). In Kohima sub-division, there are three circle officers; in Paren sub-division there are three circle officers and in Dimapur two circle officers.

The Deputy Commissioner and Additional Deputy Commissioner in their respective jurisdiction conduct coordination meetings through the District planning Board and the Sub-Divisonal Planning Board, and plan, implement, supervise the developmental programmes. The actual work or
implementation of the schemes are attended by the subject departments, such as, Department of Agriculture, Animal Husbandry, Industries, Health, Education, Public Works, Rural Development and Social Welfare. The implementation of the rural development programmes at the state level are co-ordinated by the Nagaland Rural Development Committee headed by the Minister of Rural Development as Chairman. The Commissioner and Secretary to the Government of Nagaland for Rural Development is the Member-Secretary. A representative of the Ministry of Rural Development, Government of India is also a member in the State level Co-ordination Committee. The Committee includes the Member of the Parliament, Members of the Legislative Assembly and Senior Officials of the various related development departments. Meetings of the Co-ordination Committee are held from time to time. Lead Bank representatives are also associated in the Committee.

Next to the Minister of Rural Development the entire administration of the department comes under the Commissioner and Secretary to the Government for Rural Development.

Department. All policy matters of the department are decided by him, in consultation with or on the advice of the Minister. He is assisted by an Additional Secretary (who is in the IAS cadre), a Deputy Secretary, an under Secretary, a Superintendent, and two Assistant Superintendents.

At the Directorate level, the commissioner and secretary to the Government for Rural Development Department acts as an Ex-Officio Director. Therefore, the joint Director of Rural Development is the real head of the office at the Directorate for the day-to-day administration. He is assisted by a Deputy Director, a Research Officer, as Assistant Research Officer, an Accounts Officer, an Executive Engineer, two Assistant Engineers, a Superintendent, a Senior Accountant, and two Research Assistants.

The planning, staffing, organisation, co-ordination, evaluation of the programmes of the Community Development Blocks come under the Directorate of Rural Development.

The hierarchy of the Rural Development Department is explained through a chart.

18. Government of Nagaland, Department of Rural Development Annual Administrative Report 1984-85, p. 31
5.1 THE HIERARCHY OF THE STAFF OF THE DEPARTMENT OF RURAL DEVELOPMENT

- Director
  - Joint Director
    - Engineering
      - E.E.
        - A.E.
          - S.Os
    - Planning
      - Dy. Director
        - E.D.0s
          - Sr. Acctt.
    - Accounts
      - A.O.
    - Research
      - R.O.
        - A.R.O.
          - R.As

- Surveyors
- S.Os Engineering
- E.O Agri
- Bill Asstt.
- Cashier
- ULHs
- Superintendent
- Grade III & 10 Employees
The special programmes sponsored by the Government of India, and public Co-operation in rural development are looked after by the State Rural Development Agency (S.R.D.A) of Nagaland. This is a Quasi Government Institution registered under the Societies Registration Act of 1860 (Act 21 of 1860). The business of the agency is governed by an Executive Committee, otherwise known as 'Governing Body'. The Commissioner and Secretary to the Government, Rural Development Department is the Chairman of the Agency. The Institution has a General Body having officials and non-officials as members. The day-to-day administration is looked after by a Project Director who is a full time officer of the Nagaland State Government. He is assisted by two Deputy Project Officers, six Assistant Project Officers and one Accounts Officer. The Agency's work in Kohima District is attended by one Deputy Project Officer and two Assistant Project Officers. They implement the programmes in co-ordination with the Block Development Officers.

5.2 NAGALAND STATE RURAL DEVELOPMENT AGENCY (NSRDA)
Comparison of Man-power resource inventory at the Block level.

For the purpose of better understanding and comparison, the manpower inventory at the block level (in a panchayat union area) in Tamil Nadu is given below.

At the block level, in every block there are two Block Development Officers, one for the regular establishment work and to look after panchayat administration, and another for planning and execution of programmes such as:

1. Integrated Rural Development Programme (IRDP)
2. Training of Rural youth for self Employment (TRYSEM)
3. National Rural Employment Programme (NREP)
4. Industries, Services and Business as components of IRDP
5. Special Livestock production programme.
6. Drought Prone Areas' Programme
7. Study Tours of Farmers/Farm women belonging to weaker section (scheduled castes and scheduled tribes)
   Farmers' Training and Education
8. Agricultural Extension Programme towards social welfare
9. Social Education Programme towards social welfare
10. Training scheme in hand it ts .
11. Co-operative Education
13. Non-formal and Adult Education
14. Integrated Child Development Services
15. Scheme for the Welfare of Children in Need of Care and Protection
16. Functional Literacy for Adult Women
17. Socio-Economic programme for needy, destitute and physically handicapped.
19. Family Welfare Programme
20. Workers' Education Programme.

This staff pattern shows that there is more concentration of staff at the block level than that of Nagaland pattern. In Nagaland most of these programmes are carried out by the concerned development department.

There is a sound reason behind this. In Tamil Nadu the three tier system of Panchayat-raj is more effective. Democratic bodies operate at three levels i.e. at the village level the village Panchayat, at the block level the panchayat union council and at the district level the District Development Council. Of these tiers, the middle tier i.e.,
5.3 INVENTORY OF PERSONNEL AT THE BLOCK LEVEL IN TAMIL NADU -
REGULAR ESTABLISHMENT
INVENTORY OF PERSONNEL AT THE BLOCK LEVEL - SCHEMES

5.4

Block Development
Office
B.D.O. (Scheme)

- Accountant
  - Assistant
  - Junior Assistant
  - Record Clerk
  - Office Assistant

- Extension
  - Medical Officer

- T.D.
  - Extension

- I.O.
  - Medical Officer

- L.D.
  - Medical Officer

- S.O.
  - Medical Officer

- Local
  - Medical Officer

- Local Village
  - Medical Officer

Agricultural Officer

- Extension

- Depot Superintendent

- Record Clerk

- Hatchery
the panchayat union council is more powerful and more stronger. The block level system in Nagaland is not strong enough.

At the Block level, there is no democratic structure in Nagaland. The Village Development Boards are directly administered and supervised by the Deputy Commissioner who is the administrative head of the district. Therefore, all developmental matters related to the Village Development Boards are directly discussed and decided by the District Development Councils. This is the reason why the block level structure is not strengthened.

5.2 AVAILABILITY OF STAFF FOR SOCIAL SECURITY AND WELFARE PROGRAMMES

The Social Security and Welfare Programmes at the State level are planned, co-ordinated and implemented by the State Social Security and Welfare Department. This department in Nagaland was established only in the year 1968. The department mainly attends to the security and welfare of women, children, handicapped and aged persons.

At the secretariat level the department is headed by an Additional Secretary assisted by an officer on special duty
(O.S.D.) for I.C.D.S, an Under Secretary, a Superintendent with other ministerial staff.

At the Directorate level the department is headed by a full-time Director assisted by two Deputy Director, three Assistant Directors, one Programme Officer, one Research Officer, and two Superintendents. And these officers are assisted by ministerial staff.

In all the seven districts there are District Welfare Officers and they are assisted by one Welfare Inspector each and other ministerial staff.

In addition to the social security and welfare schemes of the Government of Nagaland, the department also implements centrally sponsored Integrated Child Development Services (ICDS) at the Block level. There are eight Integrated Child Development Service Projects covering thirteen Rural Development Blocks in the state. In the study area i.e. in Kohima district three blocks viz. Kohima, Tserninyu, and Jalukie come under the Integrated Child Development Service Projects and separate staff have been appointed for

Hierarchical structure of the Department of Social Security and Welfare at the district level:

- **Secretary/Additional Secretary, Government**
  - **Director**
    - **Deputy Director (Establishment)**
    - **Assistant Director (Establishment)**
    - **Superintendents**
  - **O.S.D (ICDS)**
    - **Deputy Director (Prog)**
    - **Assistant Director (Prog)**
    - **Research Officer**
  - **District Welfare Officer**
    - **Welfare Inspector**
    - **B.D.O (Kohima)**
    - **B.D.O (Jalukie)**
    - **P.O ICDS Project**
    - **Ministerial Staff**
    - **P.O ICDS Project**
5.6 DISTRICT WELFARE OFFICE - ORGANISATIONAL PATTERN

- District Welfare Officer
  - Welfare Inspector
    - B.D.O. Tseminyu
      - P.O. ICDS Project
        - Medical Officer
          - Supervisors-3
            - LHUs - 2
              - ANM - 3
                - Anganwadi Worker
        - Medical Officer
          - Supervisors-5
            - LHUs - 3
              - ANM - 4
                - Anganwadi Worker
    - Medical Officer
      - Supervisors-3
        - LHUs - 2
          - ANM - 3
            - Anganwadi Worker
  - Ministerial Staff
  - B.D.O. Kohima
    - P.O. ICDS Project
      - Medical Officer
    - Medical Officer
      - Supervisors-5
        - LHUs - 3
          - ANM - 4
            - Anganwadi Worker
      - ANM - 4
        - Anganwadi Worker
  - B.D.O. Jalukie
    - P.O. ICDS Project
      - Medical Officer
      - Supervisors-3
        - LHUs - 2
          - ANM - 3
            - Anganwadi Worker
      - ANM - 3
        - Anganwadi Worker
this purpose.

Each Integrated Child Development Service project is manned by Child Development Project Officer and assisted by an Assistant Child Development Project Officer, three to five Supervisors, one Medical Officer, two-three LHV's three to four ANM and other Ministerial staff.

In Kohima district there are 9 Supervisors (i.e. Kohima block - 4, Tseiiinyu - 2, Jalukie - 3). Each project has 50-90 Ancjanwadi centres for the delivery of actual services. There is one Anyanwadi worker and one helper in each Anganwadi centre.

The Department is running twenty five recreation centres in the state and three in Kohima district i.e. Tseminyu, Ghaspani and Jalukie. Each centre is looked after by a full time social worker (paid by the department).

21. LHV's - Lady Health Visitor
22. PHN - Public Health Nurse
23. ANMs - Auxiliqry Nurse and Mid-wife
24. Source: Director, Social Welfare, Kohima
The Department has set up seven children's parks in the state, of which two are in Kohima district—each is looked after by a chowkidar—cum Malis.

In order to rehabilitate and also to improve the socio-economic condition of the destitute women and school drop-out girls, the department has set up 13 women's welfare centres in the state, of which three are located in Kohima district. Each such centre is provided with one Instructor in knitting and one in Tailoring.

Under the Welfare Scheme a School for Blind at Pherima has been set up. One Braille Teacher and two craft Instructors have been appointed in the school. Besides imparting general education through braille system, training in various trades—basket making, cane works and other indigenous crafts—are provided to the blind students.

The efforts of the Department of Social Security and Welfare are supplemented by the Nagaland State Social Welfare Advisory Board (NSSWAB), Kohima through the centrally sponsored schemes and their staff. The Social Welfare Advisory Board runs 6 welfare Extension projects in the state, out of which 3 are known as Border Area projects. Each project has five service centres, and each centre is
provided with Gram Sevikas, Dhais, Craft Instructors and other field staff. Pre-Primary Education, Social Education, recreation and Maternity Services are the main activities in the projects. In the Border Area Projects, crafts are also taught. The Central Social Welfare Board sanctions 50 percent of the total expenditure as matching grant to the State Advisory Board.

The Social Welfare Advisory Board is constituted with 17 members, headed by a full time Chairman and is assisted by a standing committee (with 5 members) and a socio-economic sub-committee (with 9 members). The Board has no district office of its own. The members of the Social Welfare Advisory Board in their respective districts co-ordinate the programmes in co-operation with other development/welfare departments.

In the headquarters office of the Nagaland State Social Welfare Advisory Board in Kohima, the administration is assisted by a Secretary, one U.D.A (Upper Division Assistant), one Accountant, one P.A. (Personal Assistant) to the Chairman, one L.D.A (Lower Division Assistant) cum Typist, one Driver, one Peon, and one Chowkidar.
Out of the three Welfare Extension Projects run by the Nagaland State Social Welfare Advisory Board in the state, one is implemented in Kohima district. In each such project, one Accountant and a Peon have been posted. The programme is implemented by the field staff of the project headed by a Mukhya Sevika and three to four Gran, Sevikas and Dhais based upon the needs of the area. For three such projects in the state there are 3 Mukhya Sevikas, 14 Gram Sevikas and 14 Dhais.

During the study period 1984-85 and 1985-86 the Welfare Extension Projects (WEP) intended for Border Areas (B.A.) were not in operation in Kohima district. They were implemented in other districts such as Mon, Tuensang and Wokha. For these three projects (WEP-B.A) there are 3 Accounts Clerks, 3 Peons, 3 Mukhya Sevikas, 15 Gram Sevikas, 15 Dhais, 15 Craft Instructors and 15 Helpers.
5.7 ACTIVITIES OF THE DEPARTMENT OF SOCIAL SECURITY AND WELFARE IN KOHIMA DISTRICT

- Women's Welfare Centres - 3
- ICDS Projects 3 Blocks
- Welfare Extension Projects - 1
- Recreation Centres - 5
- Blind School - 1
- Children's Park - 2
NAGALAND STATE SOCIAL WELFARE ADVISORY BOARD

Chairman
Full time

Standing Committee
5 members

SocioEconomic
305 Committee
9 members

Secretary
Full time

Accountant
1

Upper
Division
Clerk
1

P.A to
Chairman

Chowkidar

Peon

Lower Division Assistant

Typist

Driver
5.9 STAFFING PATTERN OF WELFARE EXTENSION PROJECTS
IN KOKIMA DISTRICT
Relief and rehabilitation activities are carried out by both the Government offices and by the voluntary institutions. The activities include rehabilitation of former underground persons who have surrendered their arms and joined the mainstream of the society, and assistance to disabled persons who suffered due to natural calamities. The Department also maintains certain institutions and persons who had contributed their might for maintaining peace and normalcy in the state.

The relief work in the case of persons who were affected by some natural calamities or disabled are attended by the district administration i.e. by the office of the Deputy Commissioners assisted by the Additional Deputy Commissioners, sub-Divisional Officers (Civil) and circle officers. In the case of grant-in-aid to the voluntary institutions who are engaged in peace work and rehabilitation of former underground persons the Department at the State level makes provisions in the budget itself. At the state level the department is manned by a full-time secretary to the Government for Relief and Rehabilitation assisted by a Deputy Secretary, a Superintendent and ministerial staff. All
policy matters are decided by the Minister of State (Independent charge) for Relief and Rehabilitation.

The department does not maintain a separate cadre of staff at the district level or at the field level and the Department holds the opinion that there is no need for a separate cadre of staff at the field level as the function of relief and rehabilitation can not be separated from the civil administration of the district.
5.10 MAN-POWER AVAILABLE FOR RELIEF AND REHABILITATION WORK
5.4 PERSONNEL AVAILABLE IN THE AGRICULTURE DEPARTMENT

At the state level there is a separate Minister of Agriculture who is assisted by the Agricultural production commissioner to the Government of Nagaland. There is one Additional Secretary, one Joint Secretary, one Deputy Secretary, one Under Secretary with Superintendents and Ministerial Staff at the Secretariat level.

At the Directorate level, the Director of Agriculture is assisted by four Joint Directors, five Deputy Directors, one Executive Engineer and 11 class 1 and 23 class II officers.

At the district level, the District Agricultural Officer has Sub-Divisional Agricultural Officers in the Sub-Divisions and two to three subject-matter specialists in the District Headquarters.

The department has three broadly divided activities (i) crop husbandry which covers the supply of inputs like improved seeds, fertilizers, pesticides, backed by the extension services and training and visit programme/: (ii) Horticulture and plantation crops, (iii) Agricultural Engineering services which cover minor-irrigation works, constructions,
5.11 MAN-POWER AVAILABLE FOR AGRICULTURE
(STATE LEVEL PERSONNEL)

- Agri. Prod. Commissioner
- Additional Secretary
  - Joint-Secretary
  - Deputy Secretary
  - Under-Secretary
  - Director-Agr.
    - Joint-Director-4
      - Deputy Director-5
        - Dist. Agri. Officer
        - Sub-Divisional Officer
        - Subject Specialist
        - Exe. Eng.-1
        - Class-1 Officers
        - Class-11 Officers-23
5.12 MAN-POWER AVAILABLE FOR AGRICULTURE WORK
(DISTRICT LEVEL)
link roads, feeder roads, investigation of irrigation potential areas and the mechanical needs of the department. There are special staff to carry out these works.

5.5 PERSONNEL FOR FORESTRY WORK IN RURAL AREA

Like any other state, planned development of forestry and protection of existing forests are attended in the state by the Department of Forests. In the Government, there is a separate Cabinet Minister of Forests assisted by the Secretary to the Government for Forests.

The planning, co-ordination, direction, execution and evaluation of programmes are under the charge of the Chief Conservator of Forests with headquarters at Kohima. He is assisted by a Conservator of Forests in managing the affairs of the department at the office of the headquarters. A separate post of Conservator of Forests for Social Forestry has been created with effect from March 1983 in the IFS cadre of the state by the state government as temporary addition to the cadre to cope up with the increased work load under social forestry programme. This post is now extended for another two years but may be extended from time to time based on the need.
There are two circle offices under the department, and each is looked after by a circle conservator of forests. One is called a functional circle having office at Dimapur, and another is called territorial circle having its office at Kohima - (started functioning from November 1984).

The offices of the following forest divisions are located in the study area.

1. Kohima Division - at Dimapur
2. Forest Utilization Division - at Dimapur
3. Silviculture Division - at Kohima
4. Working Plan Division - at Kohima
5. Wild life Preservation Division - at Dimapur
6. Paren Forest Division - at Jalukie

There are totally eleven divisions in the state, of which six are located in the study area, because the state headquarters is located in this district. Each division is headed by a DFO (Divisional Forest Officer).

The Department till 1983 has covered 3639 hectares of land under social forestry, 0.963 hectares under farm forestry and 1.650 hectares under production forestry. Till the year 1983, 36.18 lakh seedlings were raised in the
5.13 PERSONNEL AVAILABLE FOR FORESTRY WORK

Conservation of Forests (District)

DFO-Forestry Gen
Dinapur
- Range Officer
  - Forest Guard
    - Watcher - 6
  - Assistant - 2
    - Watcher - 6

DFO Forestry Utilisation
- Range Officer
  - Assistant - 2
    - Watcher - 6

DFO-Silviculture
- Range Officer
  - Assistant - 2
    - Watcher - 6

DFO-Working Plan
- Range Officer
  - Draftsman
  - Guards - 2
  - Watcher - 6

DFO-Wildlife
- Range Officer
  - Watcher - 6

DFO-Forestry Pteen-Gen
- Range Officer
  - Forest Guard
    - Watcher - 6
nurseries. The state is enclosed with 16000 sq. Kilo metres of forest area, therefore, there is a vast scope for forestry work in the state, and to that extend the manpower also should increase.

5.6 PERSONNEL AVAILABLE FOR SOIL CONSERVATION WORK IN THE DISTRICT

The Directorate of Soil conservation is located in Kohima which is the District Headquarters as well as the State Headquarters. The Department is headed by a Director and supported by three Joint Directors, four Deputy directors.

The programmes of soil conservation at the District level are carried out by the District Soil Conservation Officer assisted by three Sub-Divisional Officers. The field work is attended by the Assistant Engineers, Supervisors and supporting staff appointed according to the requirements. The work programmes are taken up by these staff based on the proposals sent by the Extension Officers (Agricultural Engineering and Soil Conservation). These proposals are forwarded by the Block Office to the Assistant Engineer in the Department of Rural Development and he
further would forward the proposals through his Department to the Soil Conservation Department. In each block there is an Extension Officer (Agricultural Engineering and Soil Conservation) and thus, in the district there are four such officers.

5.7 PERSONNEL AVAILABLE WITH THE DEPARTMENT OF ANIMAL HUSBANDRY FOR RURAL DEVELOPMENT WORK IN KOHIMA DISTRICT

Like any other Department the Directorate of Animal Husbandry is located in Kohima. The department is headed by a Director and is supported by Secretarial Staff. At the District level the programmes are carried out by a District Veterinary Officer and he is assisted by four Sub-Divisional Veterinary Officers, one Senior Farm Manager, one Assistant Disease Investigation Officer, one Research Assistant, one Farm Manager, one Meat Inspector, four Extension Officers of Animal Husbandry.

At the block level the Veterinary services are attended by qualified Veterinary Assistant Surgeons and they are assisted by the Live-Stock Assistants at the sub-centre level. In each block, there is a Veterinary dispensary, one or two Veterinary Sub-Centres. There are two mobile Veteri-
There are also two quarantine check posts manned by two Veterinary Assistant Surgeons and assisted by the two Live-Stock Assistants.

There is also one vaccination station and one Disease Investigation Centre - each looked after by a Veterinary Assistant Surgeon with the help of Live-Stock Assistants. So, in total there are 8 Veterinary Assistant Surgeons and 15 Live-Stock Assistants in the District.

**Table 5.6**

<table>
<thead>
<tr>
<th>Sl.No.</th>
<th>Names of Centres</th>
<th>No.of VAS</th>
<th>No.of LSA</th>
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<tr>
<td>1.</td>
<td>Veterinary Dispensary-4</td>
<td>4</td>
<td>4</td>
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<tr>
<td>2.</td>
<td>Veterinary Out-Posts-7</td>
<td>-</td>
<td>7</td>
</tr>
<tr>
<td>3.</td>
<td>Mobile Veterinary Dispensaries -2</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>4.</td>
<td>Vaccination Station</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>5.</td>
<td>Disease Investigation Centre</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td></td>
<td>8</td>
<td>15</td>
</tr>
</tbody>
</table>

**Note:** VAS - Veterinary Assistant Surgeon  
LSA - Live Stock Assistant
5.15 STAFFING PATTERN FOR KHADI AND VILLAGE INDUSTRIES

Khadi & Village Industries at District Level

- Khadi
- Village Industries
- Co-operatives

- Central Khadi Officer
- Assistant Director
- Co-operative Sub Registrar

- Inspector of Village Industries
- Manager
- Manager
- Senior Inspector
- Junior Inspector

- Spinning Supervisor
- Quality Control Inspector
- Chemist
- Canning & Export Officer
5.8 PERSONNEL AVAILABLE WITH THE DEPARTMENT OF INDUSTRIES TO CARRY OUT RURAL INDUSTRIALISATION PROGRAMME AS ONE OF THE ASPECTS OF RURAL DEVELOPMENT WORK

The Directorate of Industries is located in Kohima and is headed by a Director, assisted by a Joint Director, a Deputy Director and an Assistant Director. At the District Level the programmes are carried out by the District Industries officer and the Manager, District Industries Centre. The District level officers are assisted by Inspectors. The District Industries centre is located at Dimapur within the Kohima District which is on the border of Assam and Nagaland. The Department has not posted an Extension Officer of Industries at the Block level. There is a need for such an officer at the Block headquarters.

5.9 PERSONNEL AVAILABLE WITH THE DEPARTMENT OF HEALTH SERVICES FOR RURAL HEALTH PROGRAMMES AT THE DISTRICT AND FIELD LEVELS

The Directorate of Health services is located in Kohima. The Directorate is headed by a Director and assisted by a Joint Director and a Deputy Director. The Department runs a hospital at the District Headquarters manned by a chief
5.16 ORGANISATIONAL CHART OF THE HEALTH DEPARTMENT

State Level

Director

Joint-Director

Deputy Director

District Level

District Hospital

Chief Medical Officer

Dental Surgeon

Nurse

Assistant Nurse

Nurses

Primary Health Centres

Medical Officer

Compounder

Block Level Staff

Lady Health Visitor

Maternity Assistants

Assistants

Nurse
5.17 ORGANISATIONAL PATTERN OF THE DISTRICT HEALTH OFFICE

District Health Officer

- Administrative Wing
  - Superintendent
  - Assistants
    - Junior Assistants
  - Office Assistant

- Teaching Wing
  - Medical Officer
  - District Malaria Control Officer
  - District Public Health Nurse
  - Health Inspector (3)
Medical Officer, two Dental Surgeons, one Matron, one Assistant matron, one Lady Health visitor, Nursing sisters and Auxiliary Nurses. There are three other hospitals at Tseminyu, Jalukie and Chaspani which are Primary Health Centres. They are manned each by a Medical Officer, one Compounder, one lady Health Visitor, one Nurse and one Assistant.

5.10 PERSONNEL AVAILABLE WITH THE EDUCATION DEPARTMENT FOR RURAL DEVELOPMENT WORK

The State Department of Education has four wings viz., Directorate of Higher Education, Directorate of School Education, Directorate of Adult Education and Directorate of Arts and culture.

Of these four wings, the first two wings confine themselves with formal education i.e. to impart education to school children and students of higher education. The third and fourth wings are directly connected with common people in rural areas.

The Directorate of Adult Education headed by a Deputy Director is assisted by secretarial staff. At the field level for seven projects there are seven project officers,
seven supervisors and one animator for each centre. Each project runs 100 centres and thus, there are 660 centres in the state. While three projects at Kohima, Mokokchung and Phek are financed by the centre, the other four projects at Tuensang, Mon, Zumheboto and Wokha with equal number of centres in each, are functioning under the state plan. Against the total number of 1,16,995 illiterates in the state the annual target of coverage under the programme is fixed to be 18000 illiterates, of which, 8000 will be women illiterates. The Department has only initiated the work with 660 centres all over the state i.e. in all big villages. This Department may expand its work in the coming years with more staff. The Department is planning to involve the school and college students in Adult Education work through the National Service Scheme implemented in schools and colleges. In such a case, a large proportion of manpower will be available from schools and colleges for adult education work. According to their plan in each school or college one teacher with 50 to 100 students will be incharge of adult education programme. These schools and colleges will implement the proposed plan in the neighbouring villages around the school or the college.
5.1f PERSONNEL AVAILABLE WITH EDUCATION DEPARTMENT

Secretary to Government Education Department

Director of Higher Education
- Principals of Colleges, Professors, Lecturers

Director of School Education
- Headmasters of Schools
- Deputy Inspectors of Schools
- Headmasters of Primary Schools

Director of Adult Education
- Deputy Director
- Project Officer
- Supervisors
- Animators

Director of Arts & Culture
- Support Staff
- Senior Artists
- Designers
- Artists
- Darkroom Assistant
- Cameraman
- Photographer
- Cinema Operator
- Projector Operator
It was understood that there was a very good encouragement for this work from the Government of India, and there is a vast scope for expanding the manpower for this programme. The Government is trying to motivate the voluntary agencies to take up adult education work and help the Government in its efforts to eradicate illiteracy in the state.

The Department of Arts and Culture is headed by a full time Director; and he is assisted by two senior artists cum designers, seven artists, one dark room assistant, one camera man, one photographer, one cinema operator, one projector operator cum mechanic and one artist cum cameraman. This department with the team of workers prepare cultural performances for important occasions like national festivals and V.I.P visits. The department also encourages students of schools and colleges to perform cultural activities and instrumental music. Rural youths are trained in cultural performances and they are taken to other places outside the state for displaying the cultural heritage of the Naga Community.
5.11 PERSONNEL AVAILABLE WITH THE DEPARTMENT OF CO-OPERATION FOR RURAL DEVELOPMENT WORK

The Department of co-operation at the state level is headed by a registrar of Co-operative Societies. He is assisted by a Joint Registrar and a Deputy Registrar of Co-operative Societies. The office is supported by the secretarial staff.

At the District level, this Department has no office/officer to register the societies. All the registration work is done by the Registrars's office at the state level. In other states, at the district level a Deputy Registrar of Co-operative societies is appointed to carry out the registration, supervision, inspection and audit work. 25

In the case of Nagaland, the number of societies are limited. The Co-operative development in the state is in an initial stage. In other states the Co-operative Department has a very wide coverage, having societies, such as, Agricultural Credit Co-operative Societies (Primary Agricultural

Banks), Multi-Purpose Co-operative Societies, Land Development Banks, Agricultural Marketing Co-operative Societies, Dairy Co-operative Societies, Poultry-Keepers Co-operative Societies, Bee-Keepers Co-operative Societies, industrial Co-operative societies, Health Co-operatives, Housing Co-operative Societies, Khadi Co-operatives, Handloom Co-operatives, Consumers' Co-operatives and so many other types according to the requirements of the people.

In Nagaland, there are only Co-operative Central Banks which lend loans for agricultural purposes. Co-operation has not entered into the field of industries, housing and consumers' requirement widely to meet the requirements. The Co-operative Central Banks are headed by a Deputy registrar and assisted by Sub-Registrars and Clerks. They don't undertake any field activity such as organising of co-operative societies in villages.

In all District headquarters and Sub-Division headquarters the nationalised commercial banks have opened branches, therefore, co-operatives could not establish themselves in such areas. The reason being, there is no local initiative.

to organise co-operative societies. This is the opinion of the officers. For this purpose, people will have to be educated on the advantages of co-operation and separate field officers/Extension officers will have to be appointed for this purpose and they are to be attached to the Block office as being done in Tamil Nadu.

5.12 PERSONNEL AVAILABLE WITH THE DEPARTMENT OF ECONOMIC STATISTICS FOR RURAL DEVELOPMENT WORK

The Department functions directly under the Development Commissioner at the state level. He is assisted by a Joint Director, two Deputy Directors, two Research Officers, nine Statistical Officers, three District Statistical Officers. At the field level, this department has no personnel. They only compile the data available with the census office, offices of the development departments, schools and Village Development Boards. Even then, their work of compiling the data is a very important work for rural development planning at the district level and at the state level. Therefore, they indirectly help rural development work through making data available to the planning officers.

* Deputy Registrar and Inspectors of Co-operatives at the Office of the Registrar, Dimapur.
The Department of Fisheries is headed by a Director and is assisted by a Deputy Director, three Senior Fishery Officers and nine Junior Fishery Officers. The office is supported by secretarial staff. There are no field staff at the District level and at the block level. The Department carries out the programmes through the Block Development Office and Village Development Boards. There is no much scope for inland fishery on the hills. But at the bottom, on the Assam border every house has a fish pond. The Department through the Village Development Boards supply (fish) fingerlings to the fish farmers.

This department has a very great role to play in rural development. This department is equipped with audio-visual equipments like exhibition charts, models and film projectors. They collect information materials like documentary films, and screen them in rural communities which can bring awareness among the people about the innovative practices in
agriculture, animal husbandry, cottage industries including handicrafts, health, literacy programmes, forestry, bio-gas, family welfare and arts and culture.

This department is headed by a Joint Director assisted by a Deputy Director and District Information and Publicity Officers. The District Offices are located at the District Headquarters. In Kohima District there is a District Officer.

The Kohima District is much more benefited by the Field Publicity Officer of the Government of India which is headed by a Deputy Director and assisted by technical assistants like camera men and projector operators. Though the jurisdiction of this office covers the whole state, owing to its location, much coverage is given in Kohima District.

5.15 PERSONNEL AVAILABLE WITH THE INTEGRATED EXTENSION TRAINING CENTRE FOR RURAL DEVELOPMENT WORK

The Integrated Extension Training Centre is basically a training institution for rural development work. This centre conducts orientation to the officers and training to the newly appointed personnel of agriculture and rural development departments.
The Institution is headed by a principal and is assisted by five District Agricultural Officers, six Project Officers, four District Training Officers, one Agricultural Chemist, one Senior Soil Survey Officer, one Plant Protection Officer, one Agricultural Extension and Publicity Officer.

Each District Training Officer is incharge of one or two districts for arranging the training programmes for the personnel of the concerned district or districts. The District Officers are assisted by two Training Officers, one lady Training Officer, one sub-Divisional Agricultural Officer, one Fruit Technologist, one Radio Contact Officer, one Assistant Plant Protection Officer, one Agronomist, one Senior Technical Assistant, one Horticulture Officer, one Agricultural Engineer, one Plant Pathologist, one Sugar Cane Development Officer, one Soil Survey Officer, one Mechanical Engineer, one Farm Superintendent, one Lecturer in co-operation, one Industrial Extension cum Training Officer, one Lecturer in Agronomy, one Lecturer in Horticulture, one Lecturer in Agricultural Engineering, one Lecturer in Social Education.
The centre is located in Ghaspani, Kohima District. For the whole state this is the only training centre. Therefore, the District under study has the advantage of having this centre located in it.

5.16 PERSONNEL AVAILABLE WITH THE DEPARTMENT OF EVALUATION FOR RURAL DEVELOPMENT WORK

The Department of Evaluation evaluates all programmes carried out in the state. The evaluation reports guide the departments to rectify the defects and make up the deficiencies. The evaluation process puts the programmes on their tracks, so that, they become more effective. This Department also directly comes under the control of the Development Commissioner, but the Directorate is headed by a Joint-Director (Evaluation). He is assisted by an Assistant Director, two Inspectors of Statistics, two Investigators, two Research Assistants, two statistical investigators, one Sub-Inspector of statistics and four Field Assistants. This team of workers evaluate the programmes in each district.
5.17 PERSONNEL AVAILABLE FOR RURAL ELECTRIFICATION AS A PART OF THE RURAL DEVELOPMENT PROGRAMME

For electrification programme there is Superintending Engineer at the State level who is assisted by an Executive Engineer. The whole state is divided into seven divisions and each division is headed by a Sub-Divisional Officer (S.D.O.). There are three Sub-Divisional Officers at the District level and each is assisted by an Assistant Engineer. Each Assistant Engineer is allotted with one Junior Engineer or Section Officer, one Supervisor and required number of line-men according to the nature of the area and requirement.

5.18 PERSONNEL AVAILABLE FOR CONSTRUCTION OF RURAL ROADS AS A PART OF THE RURAL DEVELOPMENT PROGRAMME

For taking up programmes of rural roads an Executive Engineer is attached to the Directorate of Rural Development. Under him there are two Assistant Engineers, and two Section Officers. They attend to the executive part of the programme.

There is a separate Section Officer attached to the Block Development Office and he is assisted by two Survey-
5.19 PERSONNEL AVAILABLE FOR CONSTRUCTION OF RURAL ROADS

DIVISIONAL ENGINEER

ASSISTANT DIVISIONAL ENGINEER

ASSISTANT ENGINEER (5)

ROAD INSPECTORS (15)

TECHNICAL ASSISTANTS
ors. The Block Office prepares the plan and estimates, and they are forwarded to the Executive Engineer for sanction and execution. The Executive Engineer calls for tenders from registered contractors and approves them according to the norms prescribed by the Government. The sanctioned work items are carried out by the Assistant Engineers through the contractors under the supervision of Section Officers. There is no separate staff allotted to each district.

5.19 PERSONNEL AVAILABLE WITH THE GOVERNMENT AND NON-GOVERNMENT INSTITUTIONS FOR RURAL HOUSING PROGRAMME AS A PART OF THE RURAL DEVELOPMENT PROGRAMME

There is no separate personnel for housing either at the district or at the state level. In the case of the underground rebels, when they become over ground and join the main stream of life, rehabilitation work is undertaken by the Relief and Rehabilitation Department. And as a part of the rehabilitation work, the Relief Department helps such people to construct their own houses. In other cases, the State Co-operative Bank issues loans to the private individuals for construction of houses based on the plans approved by Civil Engineers who have registered themselves with the
5.20 PERSONNEL AVAILABLE FOR RURAL HOUSING PROGRAMME

Housing

Urban Areas
- Nationalised Banks (Loan)
- State Co-operative Bank (Loan)
- Registered Civil Engineers
  - Contractors
  - Beneficiaries

Rural Areas
- Relief & Rehabilitation Department
- Block Office (RREP/RELP/TNP)
  - Civil Engineer
  - Block Office
  - Contractors
  - Beneficiaries
Government. The nationalised banks also provide loan for housing programme to the private individuals, but mostly the bank loans are confined only to urban areas and small towns. Housing loan in rural area is not popular. In the recent years the Block Development Officer helps individuals to construct houses under the National Rural Employment Programme (NREP), Rural Landless Employment Guarantee Programme (RLEGP) and Tribal Development Programme. The Civil Engineer attached to the Block Office supervises the work.