(ii) HYPOTHETICAL GUIDE LINES FOR STUDY

ISSUES:-

1. What are the Rural Development Programmes implemented in Nagaland.

2. What are the kinds of personnel available for undertaking the programmes in rural areas.

3. Whether the personnel who implement the programmes have undergone any training or orientation.

4. What are the departments associating with the Department of Rural Development in implementing the programmes in rural areas.

5. Whether the personnel of the associating departments have undergone any common orientation in implementing the programmes.

6. What kind of training and orientation are arranged for the key-personnel in planning, co-ordination, monitoring, and evaluation techniques.

7. Whether training and orientation arranged for the personnel go with their job requirements and the nature of schemes?
8. What more knowledge and skills are needed to the personnel to make themselves fit for their work?

9. What measures are taken by the Government of India and the State Government to equip the personnel for future work?

10. What is the leadership pattern formed to carry out the programmes at the village, area and district levels?

11. What are the councils, committees and sub-committees formed to promote people's participation in welfare programmes.

12. What measures are necessary to promote leadership and group action?

**ISSUE NO.1**

**WHAT ARE THE RURAL DEVELOPMENT PROGRAMMES IMPLEMENTED IN THE STUDY AREA.**

**INDICATORS**

1.1 Whether the following programmes are implemented in the study Areas:
Check List:-

a) Integrated Rural Development Programme (IRDP)

b) Intensive Cattle Development and Special Live-Stock Production Programme

c) Industrial Service and Business Component of IRD (ISB)

d) Training of Rural Youths for Self-Employment (TRYSEM)

e) Establishment/Strengthening of States' Centre for Training and Research in Rural Development

f) Advancement of Rural Technology

g) Industrial Credit

h) National Rural Employment Programme (NREP)

i) Rural Landless Employment Guarantee Programme

j) Land reform in Rural Communities

k) Drought Prone Area Programme

l) Agriculture Development, Irrigation and Agricultural Marketing

m) Rural Roads
n) Special component Plans for scheduled castes and tribal sub-plans.

o) Panchayat Development through Panchayat-raj institutions

p) Panchayat Development through Panchayat-raj institutions

q) Schemes related to public Co-operation in development of rural areas.

r) Krishi Vignan Kendra (Farm Science Centre)

s) Education-Non-formal, Adult and continuing Education

t) DWCRA - Development of Women and Children in Rural Areas, and Integrated Child Development Scheme.

u) Public Health and Family Welfare Programmes

v) Forestry-farm forestry, social forestry and development, of reserved forests

w) Development of non-conventional energy sources

x) Development of Arts and Culture.
ISSUE NO.2

WHAT KIND OF PERSONNEL ARE AVAILABLE FOR RURAL DEVELOPMENT WORK IN THE STUDY AREA

INDICATORS:

2.1 Whether Gram Savakas/VLWs/Agricultural field men, and Extension officers (Agri) have been appointed to carry-out Agricultural extension work and for distribution of agricultural inputs.

2.2 Whether Gram Sevaks at the village level attend to the coordination work between the various development departments who carry out welfare programmes.

2.3 Whether the Panchayat/Village Council's affairs are guided by the Extension officer (Panchayat) who is working under the Block

2.4 At the village whether a part time or a full time secretary of the village panchayat/council is working to look after the official business.

2.5 Whether there are Live-Stock-Assistants to carry out Veterinary work in villages.
6 To guide and supervise the veterinary work whether veterinary assistant surgeons and E.O (A.H) work at the Block level under the area council.

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

8 Whether there are Health-Assistants, Maternity Assistants, ANM's in villages and whether 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 school? Whether the Extension Officer (Education) carries out the programmes of
social education? Whether the Extension officer also supervises and guides the functions of the primary schools.

2.10 Whether there are adult-education centres in villages? whether each centres is run with the help of one trained animator or teacher. Whether In some villages primary school teachers are engaged to run the adult education centre? Whether the Extension officer (Education) at the area level guides and supervisors the adult education centres.

2.11 Whether there are Non-formal and Continuing Education Centres in villages? whether these centres are run by the Education Department of the State Government. Whether the Deputy Inspector of the schools take care of these centres with the help of the village school teachers. Whether in some villages unemployed youths with some training are engaged in running these centres.

2.12 Whether there are Gram Sevikas to organise women's club in villages and promote Welfare activities for women and children and the Gram Sevikas are guided by the
Mukhya sevikas at the area level.

2.13 Whether there are child welfare centres in villages; these centres are run with the help of the trained Balasevikas: the Balasevikas are guided by the Gramsevikas and Mukhya sevikas. These centres are run by the State Social Welfare Department.

2.14 Whether there are Women's clubs in villages; they are organised by the women leaders of the villages; Normally the Wife of the village head becomes the President of the Women's club; The other leading women in the village associate themselves as office bearers and members of these Women's clubs.

2.15 For promoting rural energy programme whether any staff is appointed at the village or area level; Occasionally technical staff from Khadi and Village Industries Commission assist the Gramsevaks to organise Gobar gas plants; the Gobar gas scheme is operated with the help of the voluntary institutions in Kohima District.

2.16 For developing rural roads and connecting the villages with the state highways whether the block Development...
Office maintains separate staff in the cadre of gangmen, Supervisors and Junior Civil Engineers.

2.17 Whether there is any staff to attend to transport facilities at the block level. Whether transport officials work only at the District level.

2.18 Whether a District Rural Development Agency is working at the district level, and this agency operates the schemes through the block agency? And this agency appoints a separate staff at the village and area levels. Whether the VLWs, Gramsevaks and Agri-Extension officers help the District Rural Development Agency.

2.19 Whether there are a few voluntary agencies working in Kohima district and they take up welfare programmes.

2.20 Whether there are a few special schemes operated in Kohima District, such as Hill Area Development programme, Drought-Prone Area Programme, National Rural Employment Programme and District Industries Centre. Whether special staff have been appointed at the village or at the area level for these special
projects? Whether co-ordinating staff are working at the district level.

21 At the Block level whether the BDO is the co-ordinating officer under whom the block level staff of various development departments work.

22 At the Divisional level whether the Divisional Development Officer Co-ordinates the work of the Rural Development Department.

23 At the district level whether there are district officers for agriculture, animal husbandry, industries, health, education, social welfare and other special projects such as District Rural Development Agency.

24 Whether the Deputy Commissioner at the District level is the head of the District Planning Board and co-ordinates the development work.
ISSUES NO:3

WHETHER THE PERSONNEL WHO IMPLEMENT THE RURAL DEVELOPMENT PROGRAMMES HAVE UNDERGONE ANY TRAINING OR ORIENTATION

3.1 The Gram Sevaks and VLWs are trained for a period of two years in the Regional Extension Training Centres/Gram Sevaks Training Centres; Agricultural Field Men trained for a period of one year in Agricultural Schools; Agricultural Extension Officers had undergone a degree course for a period of 3 years in an Agricultural College; Agricultural Depot Assistants have/or do not have any special training for the job.

3.2 The panchayat presidents or the chairmen of the village councils have not undergone any training.

3.3 The Extension Officer-Panchayat has or has not taken any special training in panchayat administration/panchayat finance/schemes.

3.4 Training or no training is offered anywhere to the part time or full time panchayat clerk/secretary.
3.5 The Livestock Assistants have undergone a training for two years before they join their services.

3.6 The Extension officer, Animal Husbandry does or does not undergo any special training for his extension work.

3.7 The Veterinary Assistant Surgeons have been appointed only after a degree course in veterinary science.

3.8 The Extension Officers for industries at the Block level undergo a training for a period of one year.

3.9 One year training is given to the Health Inspectors and Health visitors. Similar one year training is given to the ANMs/Maternity assistants.

3.10 The Deputy Inspectors of schools do or don't undergo any training programme in school administration or Educational administration.

3.11 The Extension Officer(education) has/has not undergone any training in school education/or Social Education/or
3.12 The Adult Education project officer is given an orientation in adult education, the animators are trained or not trained in education techniques. Trained supervisors have or have not been appointed in adult education projects, and as such trained persons are/are not available.

3.13 The Grama Sevikas who take care of the programme for welfare of women and children have undergone two year training in training centres maintained by the state or Central Social Welfare Board. The Mukhya Sevekas have or have not undergone any special training to meet their job requirements as Mukhya sevikas.

3.14 The Bala Sevikas undergo a one year training programme before they join their service.

3.15 The women's club presidents have or have not undergone any training in organisation of clubs, community action and women's welfare. They are given only one or two days orientation.
16 The supervisors who are engaged in Bio-gas programme are given a training for a period of one year in the Khadi Commission's training centre.

17 The supervisors engaged in Rural Roads Development and maintenance have undergone a training for a period of two/or three years in ITI or Polytechnic.

18 The staff of the Rural Development Agency are not specially trained for the purpose.

19 The workers of voluntary agencies have undergone any special training for the schemes they undertake.

20 When special schemes are introduced by the State Government or Central Government the existing staff are not utilised for the implementation of the schemes. But, they have not/have undergone any special training in the newly conceived projects.

21 At the Block level the BDO has not undergone any special training for his job.
3.22 For the Divisional Development Officers special/ no special training to meet the job requirements is arranged.

3.23 The District level officers of different development schemes occupy the higher posts by venture of their seniority and promotion only. No special training is arranged for them.

3.24 The Deputy Commissioner who is expected to head the District Planning Board and to guide/monitor the rural development programmes has not undergone any special training in planning, co-ordination, administration and evaluation of project.

ISSUE NO. 4

WHAT ARE THE DEPARTMENTS AT THE DISTRICT LEVEL ASSOCIATING WITH THE RURAL DEVELOPMENT PROGRAMMES

4.1 The rural development programmes at the district level led by the Deputy Commissioner is assisted by the Divisional Development Officers and project officers of special projects.
4.2 The Agriculture Department at the district level under the administrative control of the Deputy Commissioner assisted by the District Agricultural Officer takes up agricultural extension work and supply of agricultural inputs like improved seeds, certain chemical fertilizers and pesticides.

4.3 The Horticulture Department is taking up activities such as growing of nurseries, distribution of saplings, conducting demonstration in model farms, and encourages the farmers to grow orchards.

4.4 The Forest Department is taking up activities such as growing nurseries, distribution of seedlings and growing forests in the reserved forest areas and in the common panchayat lands of the village community.

4.5 The Animal Husbandry Department is taking up veterinary services through the sub-centres and veterinary hospitals.

4.6 The Industries Department attends to industrial extension work, and promotes entrepreneurship.
4.7 The Health Department headed by the District Health officer is working through the Primary Health Centres and Sub-Centres.

4.8 The Department of Education organises the school education programmes in villages and towns; and adult education centres also are run for the benefit of the illiterate adults in the age group of 15 to 35. Non-Formal Education Centres are functioning for providing opportunity to the school drop-outs.

4.9 The Social Welfare Department and the State Social Welfare Advisory Board are implementing programmes for the welfare of women and children. Under the patterns of assistance of the social welfare department, the women's clubs and child welfare centres are functioning.

4.10 The State Khadi and Village Industries Board under the assistance of the State Government and the All India Khadi and Village Industries Commission organises training-centres for the young artisans in selected village industries.
4.11 The All India Khadi and Village Industries Commission; through its regional offices with the help of the State Khadi and Village Industries Board and the voluntary institutions who are interested in rural development work, undertakes programmes of Bio-gas and assist individual farmers to install gober-gas plants in their houses to meet the domestic fuel need.

4.12 The rural road works are carried out by the Area Council (Block Development Office) through the engineering staff under the guidance of the State High ways Department.

4.13 The Regional Transport officers of the State Government under the State Transport Department facilitate to provide transport facilities to the rural areas.

4.14 The Rural Development Agency undertakes all the special rural development schemes sponsored by the Government of India and the State Government. They specially concentrate on the families below the poverty line.
4.15 There are a few voluntary agencies in Kohima district associating with the State Government in rural development work.

ISSUE No.5

DO THE PERSONNEL OF ASSOCIATING DEPARTMENTS HAVE UNDERGONE ANY TRAINING/ORIENTATION? IF SO, WHAT IS THE NATURE OF TRAINING

INDICATORS:

5.1 The Gram Sevakas are trained in the extension methods of agriculture, animal husbandry, cottage, small and village industries, public health, social education, rural economics, panchayat administration, rural sociology and civics.

5.2 The VLWs and Agricultural Field Men are trained in agriculture, horticulture, animal husbandry, community development, village industries and rural economics.

5.3 The extension officer for agriculture has undergone a degree course in agriculture.
5.4 The Panchayat presidents have no orientation in panchayat administration, community organisation and rural development.

5.5 The panchayat secretaries are not given any orientation in panchayat finance. They have no idea of how to raise the income of the village panchayats/village councils.

5.6 The Live-StocK-Assistant undergo a training in animal husbandry with much details about the animal feed, animal diseases, animal breeding and animal housing.

5.7 The Extension Officers for animal husbandry don't undergo any special training in extension methods. The Live Stock Assistants are promoted as Extension Officers based on their seniority.

5.8 The Veterinary Assistant Surgeons have undergone a degree course in veterinary services.

5.9 The Extension Officers for Industries have undergone a brief training course in Khadi and Village Industries, cottage and small scale industries and extension methods.
5.10 The Inspector of Factories who work under the Department of Industries undergo a training in small industries, management, industrial finance, industrial economics, and industrial law.

5.11 The Project Officers and the General Manager, District Industries Centres have no training or orientation in Industrial Development.

5.12 The Maternity Assistans have undergone a training in pre-natal, post-natal service, and child care practices. They have practical training in conducting maternity services.

5.13 The Health visitors have undergone a training programme in public health and sanitation, human diseases and control methods.

5.14 The Health Inspectors have undergone a training course in public health, sanitation, human diseases and control methods.
15 The Deputy Inspector of schools has taken a degree in Education and undergone a training in education.

16 The animators of adult education have undergone a course in methods of literacy, psychology of adult learners, preparation of teaching aids and vocational education.

17 The Project Officers of Adult Education have been given a training in adult education methods, monitoring and evaluation.

18 The teachers of Non-formal Education Centres did not have any training. But they need training in learners' attitude, preparation of teaching aids, knowledge of the local vocations.

19 The Gram Sevikas are trained in craft work, child care, community organisation, home management, nutrition and human diet.

20 The Mukhya Sevikas are trained in Community Development, Community Organisation, Rural Sociology, Home
Economics, Child care practices, Food and Nutrition, Kitchen garden and crafts.

The Bala Sevikas are trained in craft work, child care practice, health and sanitation, decoration and house keeping.

The women's club Presidents and office bearers do not have any training but they are expected to be given orientation in community organisation, village arts and crafts, food and nutrition, home management and local vocations.

The Supervisors of Gobar gas scheme have undergone a practical training in Gobar-gas technology and construction of plants, but they have no skill in masonry work.

The Supervisors of rural roads have experience in the work, but all supervisors do not have any special qualification for the work.

The Junior Engineer - Rural Roads is one who has either taken a diploma in Civil engineering from a polytechnic school or he has taken a degree in engineering.
5.26 The transport officers have undergone some training in maintenance of transport but they have no idea of the needs of the rural areas regarding population and volume of transport services.

5.27 The staff of the Rural Development Agency are expected to undergo training in agriculture, soil conservation, water management, horticulture, animal husbandry, rural industries, rural education, rural health, woman and child welfare.

5.28 Among the staff of the voluntary agencies some have undergone some training and orientation and many have not undergone any training.

5.29 The special schemes are operated by staff who have no training but the staff are to be given sufficient training and periodical orientation in the special schemes.

5.30 The Block Development Officer must be trained in project administration, survey techniques, planning, co-ordination, community organisation, resource mobili-
sation, personnel management, local administration, agricultural development, animal husbandry, rural and small industries, organisation and management, rural health, adult and continuing education, social education methods, Welfare projects for women and children welfare, rural energy, development of rural roads and transportation, and communication facilities for rural areas.

31 The Divisional Officers who are working in rural development must be trained in regional planning, project administration, resource mobilization and evaluation techniques.

32 The District officers who are leading the development departments must be trained in district planning, resource mobilization, co-ordination, personnel administration and project evaluation.

33 The Deputy Commissioner who is expected to co-ordinate and control the work at the district level must be well trained in project planning, administration, co-ordination, personnel management, financial administration,
economic growth and development, industrial economics, self-employment project for youth, and orientation in agriculture, animal husbandry, industries, health, education, women and child welfare, rural energy and communication.

ISSUE NO.6

WHAT KIND OF TRAINING AND ORIENTATION ARE ARRANGED FOR THE KEY PERSONNEL IN PLANNING, CO-ORDINATION, MONITORING, AND EVALUATION.

INDICATORS:

6.1 The district administration arranges periodical meeting, conferences, Seminar and orientation programmes.

6.2 The State Government arranges key personnel training for district officers in rural development.

6.3 Voluntary institutions arrange seminars and symposia

6.4 Government of India arranges key-personnel orientation to the key personnel whenever new schemes are introduced.
ISSUE NO.7

WHETHER THE TRAINING AND ORIENTATION PROGRAMMES ARRANGED FOR THE PERSONNEL GO WITH THEIR JOB REQUIREMENTS AND THE NATURE OF THE SCHEMES.

INDICATORS:

7.1 Most of the personnel appointed for rural development work are not trained in conceptual framework of the schemes - methods of extension, and implementation, financial cost - benefit analysis of the scheme and evaluation techniques.

7.2 Some of the persons trained and appointed have not updated their knowledge to suit the requirements of their jobs in a changing technological situations.
ISSUE NO.8

WHAT MORE KNOWLEDGE AND SKILLS ARE NEEDED BY THE PERSONNEL TO MAKE THEMSELVES FIT FOR THEIR WORK.

INDICATORS:

8.1 All staff need more training in statistical methods, project planning, community organisation, resource mobilisation, project administration and project evaluation.

ISSUE NO.9

WHAT MEASURES ARE TAKEN UP BY THE GOVERNMENT OF INDIA AND THE STATE GOVERNMENT TO EQUIP THE PERSONNEL FOR FUTURE WORK.

INDICATORS:

9.1 The State Government may propose to establish / or have already established a Rural Extension Training Centre in Nagaland for training their personnel.
9.2 The Government of India may arrange for orientation programmes for the project key personnel on new schemes.

9.3 The district administration may organise periodical review meetings at the district headquarters.

9.4 Steps may be taken to strengthen the State Administrative Training college, the Agriculture college and State Co-operative Training Institute to arrange for the training programme in rural development.

9.5 Voluntary Institutions can be assigned with the job of arranging training on special schemes for each Category of personnel.

ISSUE NO.10

WHAT IS THE LEADERSHIP PATTERN FORMED TO CARRY OUT THE RURAL DEVELOPMENT PROGRAMME AT THE VILLAGE, AREA AND DISTRICT LEVELS.

INDICATORS:

10.1 At the village level, the village councils are formed and sub-committees are working to carry out the rural development programme.
10.2 There are village co-operatives which are headed by village leaders who are people's representatives.

10.3 There are women's clubs to take up training and welfare programmes for women. The village women elect or nominate one of the women of their village to work as president of the club.

10.4 There are functional leaders at the village level who are the innovators of new schemes and modern practices.

10.5 The Area Council is constituted with the leaders of the local public and the affairs are carried out.

10.6 The District Planning Board also is constituted by people's representatives who are local leaders of different areas.
WHAT ARE THE COUNCILS, COMMITTEES AND SUB-COMMITTEES FORMED TO PROMOTE PEOPLE'S PARTICIPATION IN WELFARE PROGRAMMES.

INDICATORS:

11.1 The Village Council promotes group action through council members and sub-committees.

11.2 There is an education committee to implement compulsory education scheme for the school age children.

11.3 In every village women's clubs are organised for promoting group action among women.

11.4 There are farmers' clubs, to promote innovativeness in agricultural practices.

11.5 The church groups take active part in promoting group action in the villages.
ISSUE NO.12

WHAT MEASURES ARE NECESSARY TO PROMOTE LEADERSHIP AND GROUP ACTION

INDICATORS:

12.1 For every welfare scheme at three levels, i.e. village, area and district, steering committees are to be formed with village leaders.

12.1 Village youths are to be actively engaged in developmental work under the steering committees. Committees may formed in soil conservation, village practices, water management, high yielding crops, plant protection, agricultural labour, agricultural credit, agricultural marketing, horticulture development, forestry, dairy farming, poultry, piggery, sheep rearing, bee-keeping, handloom weaving, processing of cereals and pulses, housing, Bio-gas, sanitation, human disease. Control, adult education, continuing education, women's welfare, welfare of children, rural roads and transport. The heads of these committees will meet at least once a month and discuss the village, area and district level problems.
A STUDY OF MANPOWER RESOURCE INVENTORY FOR RURAL DEVELOPMENT IN NAGALAND

(iii) Questionnaire

Please write your name in capital letters (if you don't mind)

What is your official designation

May I know your age (with date of birth)

May I know whether you (the respondent) a man or a woman (please tick) Man/Woman

Would you mind to state here how long (for how many years) you have been serving the Nagaland Government.

May I know your Educational qualification?

What are the training programmes that have you undergone?
Subject studied | Period of Training | Place of Orientation/or Training

8. What are the papers presented by you in Seminars/or symposia (if any)

9. Would you please give below your previous experience in the columns stated:

| Name of Posts occupied | No.of years worked in | Name of the Departments to which the posts were before the post attached |

10. Did you attend training for each post separately. If so, please give details:

| Name of the Post | Name of the Training | Subjects studied |

11. Special training undergone in rural development apart from the departmental training. If so, please tick the subjects in which you have undergone training'.
a. Extension techniques
b. Community organisation
c. Survey techniques
d. Planning techniques
e. Co-ordination methods
f. Local administration
g. Personnel management
h. Project implementation
i. Resource mobilisation
j. Local finance
k. Programme evaluation

12. Do you have a job-chart for you—if you have, please say what are the items of work. If you don't have a job-chart please say what is the nature of your work.

13. Do you think that the subjects you learned in your training meet the requirements of your job. Yes/No.

14. If no to Q.No.13 what the additional knowledge and skill you need to meet the job-requirements.

15. In what way you want the State Government and the Government of India to facilitate you in improving your knowledge and skill?
16. How do you promote local leadership in planning, coordination, implementation and evaluation of your programme?

17. Are there formal and informal groups at the village, area and district levels who participate in policy making, planning, co-ordination, implementation and evaluation of your programmes. If there are, please mention the names of such groups:

<table>
<thead>
<tr>
<th>Name of the group</th>
<th>Names of members</th>
<th>Activities</th>
</tr>
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<tbody>
<tr>
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a) Village level

b) Area level

c) District level
(iv) INTERVIEW SCHEDULE

A) Name of the respondent  
B) Designation  
C) Village/Town  
D) Date of Enquiry

Indicator No.1

1/1 Whether Gram Sevaks (GS) have been appointed to carry out the welfare programmes in villages?

G.S. How many?

a) State Policy not to appoint
b) Failure in other States
c) No need to appoint G.S.
d) Substituted by VLWs/Others

Whether VLWs are appointed in villages?

How many in a block?

What are their functions?

Preparation of Land Utilisation plan
Plan for irrigation facilities
Guiding the unemployed youths
Distribution of agricultural inputs
Implementing Adults Education Programme
Implementing Child Welfare Programme
Implementing Women's Welfare programme
Gobar Gas Plants
Sending proposal for Rural roads construction

Organisation of Sanitation & Health work

Others

1/2

ho attends to the Co-ordination work at the village level between the development departments?

   Co-ordination between agricultural inputs
   supplying agencies, VDB and Co-operatives for credit
b   Co-ordination between credit and marketing functions
c   Storage and marketing
d   Land reclamation and credit
e   Crop plan and credit
f   Irrigation and credit
g   Animal diseases and Veterinary services
h   Human diseases and health care service
i   Supply of rationed goods
j   Supply of Gobar-gas plants
k   Supply of raw materials like wool
l   Organising the Adult Education centres
m   Agricultural extension programmes
n   Drinking water supply
o   Street formation
p   Street light
1/3 Who guides the affairs of the village council?

a) Extension officer (Panchayat)
b) VLW
c) Others specify
d) If there is no Ex. Officer (Panchayat) Why?
   i) Policy of the Government
   ii) VDB Secretaries can guide
   iii) BDO himself can guide
   iv) Others like_____________ can guide

1/4 Who is looking after the day-to-day office business of the village council?

a) Part time Secretary
b) VDB Secretary
c) Village school teacher
d) Chairman V.C., himself
e) There may not be much work
f) There is so much work
g) There is no need to have a part time or a full-time employee.
h) There is need to employ a part-time person or full-time person

i) In future, it may be essential Are there live-stock Assistants/inspectors to carry out the Veterinary work in villages?

a) How many in each block?

b) Will this number be sufficient?

c) How many more you would like to have in your block

d) Will the Government agree to increase the number

e) If no why?

f) If Yes, when?

g) Less number because of non-availability

h) Because of financial constraint

i) The existing staff do not have sufficient work?

Who supervises the Veterinary work at the block level?

a) Veterinary Assistant Surgeon
b) LSA
c) E.O. (A.H.)
d) How many VAS are there in your block?
e) How many E.O. (A.H)
f) If you don't have a VAS in your block, Why?
g) If no E.O. (A.H) Why?

1/7 Is there a E.O. (I) in your block?
a) Who organises the extension work?
b) Who guides unemployed youths?
c) Who guides the crafts man?
d) Who guides supply of raw materials?
e) Who organises craft-training?
f) Who runs common facility work shops?
g) Who co-ordinates between the DIC. and the public?
h) Who co-ordinates the work of SISI?

1/8 Who organises the Health Programmes in villages?
a) Maternity Assistants
b) Health Visitors
c) Health Inspectors
d) Any other person

e) If no ANM, Why?

f) If no H.V, Why?

g) If no H.I, why?

h) Does the Assist Surgeon of
    the PHC (visit) the villages?

i) How many PHCs are there in
    your block?

j) How many Doctors are available
    in your block?

k) How many private hospitals are
    available in your block

l) How many private Doctors are
    available in your block?

m) Of the private Hospitals, how
    many are run by Christian Missionaries?
    How many are non-Christian?

n) Do any medical men go to the
    block area from outside?

1/9 Who supervises the Primary Schools?

a) Deputy Inspectors?

b) E.O. (E) ?
c) Do you have mid-day meal programmed in the school?

e) If so, who is organising?

e) If so, who is supervising?

1/10 Whether National Adult Education Programme is implemented in villages?

a) How many centres are there?

b) Who are the teachers?

c) Who organise the work?

d) Who supervises the programme?

e) Do the village councils or the Area Councils have any control over the implementation of the programme?

f) Who prepares the curriculum?

1/11 Are there Non-Formal Education Centres?

a) How many?

b) Who teaches the classes?

c) Who supervises the programme?

d) Who prepares the curriculum?

e) Who finances the scheme?
f) Do you have any control over the programme? Yes/No

g) If so, in what way?

h) Is the Deputy-Inspector involved in any way in the implementation of the programme?

i) Do you involve the educated unemployed youths in the scheme?

2 Women's club in the Block Area:

a) How many?

b) Who organises the work?

c) Who guides?

d) Who supervises?

e) Who finances the activity?

f) Are there Gram Sevikas?

g) Are they connected to this work?

h) Are there Mukhya Sevikas at the Block level?

j) If yes, how many?

j) What is her role?

3 Child Welfare centres in the Block Area:

a) How many?
b) Who is the Balasevika?
c) How many Balasevikas work in the Block?
d) Are they guided by Gram Sevikas and Mukhya Sevikas? Yes/No.
e) Which department runs these centres?
f) What is the role of the State Social welfare department in this?
g) What is the role of the State social welfare Board in this?

4 Leadership in the Women's Club
a) Who is the President?
b) Who is the Secretary?
c) Who is the Treasurer?
d) What is the role of village council in promotion of the women's club?
e) What is the scope for the educated unemployed girls?

5 Rural Energy Programme in the area
a) Who organises?
b) Who supervises?
c) Who finances?
d) What is your role in the
promotion of this scheme?

e) What is the role of the Khadi & V.I. Commission in this?

f) What is the role of the S.K.V.I. Board in this?

6 Rural roads?

a) Is there a Civil Engineer at the Block level?

b) Who are his assistants?

c) Are there road supervisors?

d) Do you leave the work to the contractors?

e) Do you involve the BRSF in the road work?

f) Who finances the scheme?

g) What is the role of the State Highways Department?

7 Transport

a) Who runs the transport

b) Do you have a role to play?

c) If yes, what role?
d) Who is having a technical control over transport operations?

e) Whether all the villages are connected by transport?

f) If no, Why
   Financial reason
   Delay in execution of road Works
   Other reasons

Rural Development Agency:

a) Who are the staff of this agency for schemes operated through BDOs working at the Block level/District level?

b) Whether their help is purely technical/monetary/implementation/supervision/others

c) Do they have any direct line with the VLWs? Engineers? Others?

d) What is the inter-connection between the development departments and the SRDA
1/19 Voluntary Agencies

a) How many?

b) Their nature of operation?

c) Their link with development departments?

   Financial

   Technical guidance

   Co-operation in implementation

   Others

1/20 Hill Area Development Scheme

a) What are they?

b) Who implements?

c) What kind of staff employed?

d) Who finances?

e) Who supervises?

f) Who evaluates?

National Rural Employment Programme

a)                        a)

b)                        e)

c)                        f)
District Industries centres

a) d)
b) e)
c) f)

1/21 B.D.O. the co-operating officer at the Block level:

a) Land reclamation work
b) Irrigation project
c) Agricultural development including input supply and credit
d) Animal husbandry & Veterinary services
e) Industrial extension including maintenance or common facility centres
f) Health Services including sanitation
g) Promotion of education including adult & Non-formal education
h) Child care services including child welfare centres and supplementary nutrition programme.
i) Women's welfare programmes
   including organising Mahila Mandals.

j) Rural Roads
   including transport & Communication

k) Rural Energy Programme
   including gobar gas plants

Sub-Divisional Office co-ordinates the rural development work at the sub-divisional level.

a) Only co-ordination of Block

b) including agriculture

c) including animal husbandry

d) including industrial extension

e) including health services

f) including education

g) including children &
   women's welfare services

h) including rural roads

i) Communication Postal/telegraph
   Radio/T.V. Services

j) Rural energy programme
1/23 *District level officers of different development departments implement the programmes:*

a) District Agricultural Officer

b) District Veterinary Officer

c) District Industries Officer

d) Civil Surgeon (II)

e) Inspector of schools (Education)

f) District Social Welfare Officer

g) S.E. (PWD)

h) S.D.O (Rural Roads)

1/24 *D.C as the Chief Co-ordinating Officer of the rural development programmes at the District level.*

a) As Chairman of the District Planning Board

b) Over all supervision on implementation of the Programmes
c) As a co-ordinating Officer

d) As an Evaluating Officer

e) As a Reporting Officer

f) As funds allocating officer

2/1 Training & Orientation to the personnel

a) Places of training to the VLWs

b) Period of training /Orientation

c) Subjects on which trained

1.  
2.  
3.  
4.  
5.  
6.  

d) Subjects on which orientation organised

1.  
2.  
3.  
4.  

2/1/1 Training to Agricultural Field men

a) Places of training

b) Duration of training

c) Subjects taught

Training Orientation
2/1/2 Training to Agri. Extension Officers

a) Places of training

b) Duration of Training (Orientation)

c) Subjects taught

Training Orientation

2/2 Training organised to village Council Chairman

a) Places of training

b) Duration of training orientation,

c) Subjects covered

Training Orientation

2/3 Training to the E.O.P.

a) Places of Training

b) Duration

c) Subjects covered
Training to VDB Secretaries

a) Their basic qualifications
b) Places of training
c) Duration of training
d) Subjects covered

Training to the livestock Assistants

a) Basic qualifications
b) Places of training
c) Duration of training
d) Subjects covered

Training to E.O. (A.H.)

a) Basic qualifications
b) Places of training
c) Duration of training
d) Subjects covered

Training to VAS

a) Basic qualifications
b) Places of training
c) Duration of training
d) Subjects covered
2/8 Training to E.O.I
   a) Basic qualifications ________________________
   b) Places of training _________________________
   c) Duration of training _______________________
   d) Subjects covered _________________________

2/9 Training to Health Inspector
   a) Basic qualifications ________________________
   b) Places of training _________________________
   c) Duration of training _______________________
   d) Subjects covered _________________________

ii) Training to Health visitors
   a) Basic qualifications
   b) Places of training
   c) Duration of training
   d) Subjects covered

iii) Training to ANMS/Maternity Assistants
   a) Basic qualifications
   b) Places of training
   c) Duration of training
   d) Subjects covered
2/10  i) Training to Deputy Inspector of Schools
   a  Basic qualifications
   b  Places of training
   c  Duration of training
   d  Subjects covered

ii  Training to sub-Inspectors
   a  Basic qualifications
   b  Places of training
   c  Duration of training
   d  Subjects covered

2/11  Training to E.O. (E)
   a  Basic qualifications
   b  Places of training
   c  Duration of training
   d  Subjects covered

2/12  i) Training to project officer Adult Education
   a  Basic qualifications
   b  Places of training
   c  Duration of training
   d  Subjects covered
ii) Training to supervisors (A-E)
   a) Basic qualifications
   b) Places of training
   c) Duration of training
   d) Subjects covered

2/13 i) Training to Gram Sevikas
   a) Basic qualifications
   b) Places of training
   c) Duration of training
   d) Subjects covered

   ii) Training to Mukhya Sevikas
   a) Basic qualifications
   b) Places of training
   c) Duration of training
   d) Subjects covered

2/14 Training to Bala Sevikas
   a) Basic qualifications
   b) Places of training
   c) Duration of training
   d) Subjects covered
2/15 Training to Presidents of Women's club

a) Basic qualifications
b) Places of training
c) Duration of training
d) Subjects covered

2/16 Training to supervisors of Bio-gas plants

a) Basic qualifications
b) Places of training
c) Duration of training
d) Subjects covered

2/17 Training to supervisors in Rural roads

a) Basic qualifications
b) Places of training
c) Duration
d) Subjects covered

2/18 Staff of the Rural Development Agency

i) Training to __________

a) Basic qualifications
b) Places of training
c) Duration

d) Subjects covered

ii) Training to __________
   a) Basic qualifications
   b) Places of training
   c) Duration
   d) Subjects covered

iii) Training to __________
   a) Basic qualifications
   b) Places of training
   c) Duration
   d) Subjects covered

iv) APO (Vet)
   a) Basic qualifications
   b) Places of training
   c) Duration
   d) Subjects covered

v) APO (Monitoring),
   a) Basic qualifications
b) Places of training

c) Duration

d) Subjects covered

2/19  Workers of voluntary Agencies

i) Training to__________
   a) Basic qualifications
   b) Places of training
   c) Duration
   d) Subjects covered

ii) Training to __________
   a) Basic qualifications
   b) Places of training
   c) Duration
   d) Subjects covered

iii) Training to __________
   a) Basic qualifications
   b) Places of training
   c) Duration
   d) Subjects covered
iv) Training to
   a) Basic qualifications
   b) Places of training
   c) Duration
   d) Subjects covered

iii) Staff appointed under special schemes of the state/central Government

i) Training to __________
   a) Basic qualifications
   b) Places of training
   c) Duration
   d) Subjects covered

ii) Training to
   a) Basic qualifications
   b) Places of training
   c) Duration
d) Subjects covered

iii) Training to __________
   a) Basic qualifications
   b) Places of training
   c) Duration
   d) Subjects covered

iv) Training to __________
   a) Basic qualifications
   b) Places of training
   c) Duration
   d) Subjects covered

v) Training to __________
   a) Basic qualifications
   b) Places of training
   c) Duration
   d) Subjects covered

2/21 Training to the BDO _____________

   a) Basic qualifications
   b) Places of training
c) Duration

d) Subjects covered

2/22 Training to D.D.O

a) Basic qualifications
b) Places of training
c) Duration
d) Subjects covered

2/23 S.D.O. (A)

a) Basic qualifications
b) Places of training
c) Duration
d) Subjects covered

ii) S.D.O. (A.H)

a) Basic qualifications
b) Places of training
c) Duration
d) Subjects covered
iii) S.D.O. (Industries)
   Basic qualifications
   Places of training
   Duration
   Subjects covered

iv) S.D.O. (Health)
   a) Basic qualifications
   b) Places of training
   cj Duration
   d) Subjects covered

S.D.O. (S.W)
   Basic qualifications
   Places of training
   Duration
   Subjects covered

vi) Inspector of schools
   a) Basic qualifications
   b) Places of training
      Duration
      Subjects covered
vii) S.D.O. Civil
   a) Basic qualifications
   b) Places of training
   c) Duration
   d) Subjects covered

viii) S.D.O. (PWD)
   a) Basic qualifications
   b) Places of training
   c) Duration
   d) Subjects covered

ix) S.D.O. (Electricity)
   a) Basic qualifications
   b) Places of training
   c) Duration
   d) Subjects covered

x) S.D.O. (Rural Roads)
   a) Basic qualifications
   b) Places of training
   c) Duration
   d) Subjects covered
2/24  i) Deputy Commissioner
   a) Basic qualifications
   b) Places of training
   c) Duration
   d) Subjects covered

    ii) Additional Deputy Commissioner
       a) Basic qualifications
       b) Places of training
       c) Duration
       d) Subjects covered

   iii) Extra- Assistant Commissioner
        a) Basic qualifications
        b) Places of training
        c) Duration
        d) Subjects covered

        iv) Circle Officer
            a) Basic qualifications
            b) Places of training
            c) Duration
            d) Subjects covered
v) Others
   a) Basic qualifications
   b) Places of training
   c) Duration
   d) Subjects covered

3/1 Rural Development Administration at the District level;
Name of the Scheme Officer in charge at the District
   1) IRDP
   2)

3/2 Agricultural Development
Name of the Scheme Officer in charge at the District
   1)
   2)

3/3 Horticulture Development
Name of the Scheme Officer in charge at the District
   1)
   2)

3/4 Forestry at the District level
Name of the Scheme Officer in charge at the District
   1)
   2).
3/5 Animal Husbandry at the District Level
Name of the Scheme Officer incharge at the District

1) 
2) 

3/6 Industrial Development at the District level
Name of the Scheme Officer incharge at the District

1) 
2) 

3/7 Health care

Schemes Officers

1) 
2) 

3/8 Education at the District level

Schemes Officers

1) 
2) 

3/9 Social Welfare
3/10 Khadi & V.I.

Schemes

1) 

2) 

3/11 Bio-gas

Schemes

1) 

2) 

3/12 Rural Roads

Schemes

1) 

2)
3/13 Rural Transport

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<th>Schemes</th>
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3/14 Rural Development Agency

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3/15 Voluntary Agencies

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4/1-2 Subjects learned by the Gram Sevekas/VLWs

a) Extension techniques
b) Communication
c) Community Organisation
Socio-economic Survey
Programme Planning
Budgeting
Programme co-ordination
Village administration
Programme evaluation
Scientific agricultural methods
Animal husbandry
Village Industries
Rural Health
Social education
Welfare of women and children
Bio-gas
Any other

4/3 Subjects learned by the E,0(A)/Agricultural Officer

a) Soil science
b) Plant nutrition
c) Minor Irrigation
d) Horticulture
e) Agricultural extension
f) Other subjects
4/4 Village council Chairmen are oriented in

- a) Council administration
- b) Village administration
- c) Sanitation and Public health
- d) Village housing
- e) Local finance
- f) Governments Welfare programmes

4/5 Village Council Secretaries are oriented in

- a) Village Planning
- b) Local finance
- c) Local administration
- d) Civil amenities

4/6 The live-stock assistants are trained in

- a) Genetics
- b) Animal diseases
- c) Animal Nutrition
- d) Animal housing
- e) Extension techniques
- f) Economics of animal farming
4/7 E.O. (A.H) is trained

a) Scientific farming methods of animal husbandry
b) Extension techniques
c) Organisation and administration of demonstration centres
d) Organising training programmes
e) Economics of animal farming
f) Survey and planning
g) Evaluation techniques

4/8 V.A.S. is trained in

a) d) g)
b) e) h)
c) f) i)

4/9 E.O. (Industries) is trained in

a) d) g)
b) e) h)
c) f) i)
4/10 Inspector of Factories is trained in

a) 

b) 

c) 

da) 

e) 

f) 

g) 

h) 

i) 

4/11 i) Project officer (Industries) is trained in

a) 

b) 

c) 

da) 

e) 

f) 

g) 

h) 

i) 

ii) General Manager (Industries) trained in

a) 

b) 

c) 

da) 

e) 

f) 

g) 

h) 

i) 

4/12 Maternity Assistant is trained in

a) 

b) 

c) 

da) 

e) 

f) 

g) 

h) 

i)
4/13 Health visitors

a) c) e)
b) d) f)

4/14 Health Inspector

a) c) e)
b) d) f)

4/15 Deputy Inspector of schools

a) c) e)
b) d) f)

4/16 i) Supervisor in Adult Education

a) c) e)
b) d) f)

ii) Animator in Adult Education

a) c) e)
b) d) f)

4/17 Project Officer in Adult Education

a) c) e)
b) d) f)
4/18 Teachers of non-formal education

a) Learners attitude
b) Teaching aid
c) knowledge of local vocation
d) 

e) 
f) 
g) 

4/19 Gram Sevika.s

a) 
c) 

b) 
d) 
f) 

e) 

4/20 Mukhya Sevikas

a) 
c) 

e) 

b) 
d) 
f) 

e) 

4.21 Balasevikas

a) Child care
b) health and sanitation
c) house keeping
d) children's play
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<tr>
<th>Date</th>
<th>Role and Responsibilities</th>
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<tr>
<td>4/22</td>
<td>President of women's clubs</td>
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<td>4/23</td>
<td>Supervisors of Bobar-gas scheme</td>
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<td>4/24-25</td>
<td>Inspectors of rural roads/ junior Engineers</td>
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<td>Transport officers</td>
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<td>4/27</td>
<td>Staff of Rural Development Agency</td>
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<td>Project officer</td>
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<td></td>
<td>others</td>
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4/28 Staff of Voluntary agencies

Head other 1-2-3

a)
b)c)

4/29 Special schemes operated by the Government

1 2 3 4 5

a)
b)c)

4/30 B.D.O.

a) Project administration
b) Survey techniques
c) Planning
d) Co-ordination\(^1\)
e) Community organisation
f) Resource mobilization
g) Personnel administration
h) Local administration
i) Agricultural development
j) animal husbandry
k) Cottage and small scale industries
l) rural health
rn) adult and continuing education
n) social education methods
o) v/elfare of women and children
p) rural energy
q) Communication/rural roads/ transportation
r) evaluation techniques
s) Public finance and budgeting

4/31 Divisional Officers of Development Department
   a) Planning
      ta) Project administration
      c) resource mobilisation
d) evaluation techniques

4/32 District Officers of development departments
   a) 
   b) 
   c) 
   d) 
   e) 
   f) 
   g) 
   h) 
   *->
4/3 3 Deputy Commissioner

a) Project planning
b) project administration
c) Co-ordination
d) Personnel management
<• Financial administration
f) Economic growth and development
g) Industrial economics
h) Self-employment projects for youth
i) Orientation in agriculture
j) Orientation in animal husbandry
k) Orientation in industries
l) Orientation in health
m) Orientation in education
n) Welfare of women and children
o) Rural energy
p) Communication
q) Others

5/1 District level orientation

a) Periodical meetings
b) Conferences
c) Seminars

d) Special orientation

5/2 State level training and orientation

a) District officers and orientation
b) Review meetings
c) Special orientation
d) Seminars
e) symposia

5/3 Voluntary institutions

a) Study circles
b) Panel discussions
c) Seminars
d) Symposia
e) Conference
f) Special meeting
g) Training courses

5/4 Government of India

a)
b)
c)
6/1 Training in Conceptual Framework of Rural Development

to the District Officers

1 2 3

a) Objectives
b) Self-Government
c) Self-reliance
d) Village Community
e) Extension Education
f) Extension Methods
g) Development Plans
h) Agriculture production
i) Family planning
j) Village Plan
k) Development administration
l) Role of co-operation
m) Role of Schools
n) Adult literacy
o) Village Youth programmes
p) Leadership training
q) Self-evaluation
r) Village women
s) Area development
t) Village Industries
u) Communication
v) Community organisation
w) Voluntary institutions
x)

z)

6/2 Orientation on latest knowledge and techniques
  a)
  b)
  c)

7/1 Additional knowledge and skill needed by the personnel

    1  2  3  4  5  6  7  8  9  10  11  12

  a) Statistical method
  b) Project Planning
  c) Community Organisation
  d) Resource mobilisation
  e) Project administration
  f) Project evaluation

    13  14  15  16  17  18  19  20  21  22  23  24
j1 Arrangement for training in Nagaland

a) Agriculture  
b) Animal Husbandry  
c) Industries  
d) Health  
e) Education  
f) Social welfare  
g) Energy  
h) Civil Engineering  
i) Forestry  
j) Horticulture

8/2 Arrangement for training by the Government of India sponsored programmes

b)  
c)

i/3 Periodical review and orientation by District Officers

a) D.C./ADC  
b) S.D.O. (Agri)  
c) S.D.O. (A.H)  
d) S.D.O. (Indu)  
e) S.D.O. (Health)  
f) Inspector  
g) S.D.O. (S.W.)  
h) District Officer K&V.I
8/4 Steps taken to strengthen the existing training institutions:

a) Administrative Training Institute
   i) iii)
   ii) iv)

b) Agricultural College:
   i) iii)
   ii) iv)

c) State Co-operative Training Institute:
   i) iii)
   i. .1) iv)

8/5 Names of voluntary Institutions arranging training

<table>
<thead>
<tr>
<th>Names of Institutions</th>
<th>Category of personnel</th>
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<tbody>
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<td>a)</td>
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<td>b)</td>
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9/1 a) Norms of forming village councils
   i) Population
   ii) Area
   iii) Income
iv) Other criteria

v)

b) Membership in village council

i) qualification
ii) term of office
iii) Selection/election procedures
iv) Others

c) Meetings of village council

i) Period
ii) Participation
iii) Meeting procedure

d) Hole; of lea dory in proiuoL i IKJ flnnncu

i) Their own contribution
ii) Local contribution
iii) Matching grant
iv) Others

e) Role of leaders in administration of village council

i) Policy making
ii) Planning

iii) Implementation

iv) Evaluation

v) Co-ordination

vi) Reporting

9/2 a) Formation of Village co-operatives

i) Area for each co-operative society

ii) Population for a co-operative society

iii) Minimum share capital

b) Membership

i) Qualification

ii) Share capital

iii) Role

c) Finance

i) Owned capital

ii) States contribution

iii) Borrowings

iv) Leaders role in mobilising funds
d) Leaders role in execution
  
i) Policy making

ii) Planning

i.ii) Implementation

iv) Co-ordination

v) Evaluation

vi) Reporting

9/3  
a) Women's club formation

  
i) Area

  ii) Population/women population/Total

  iii) Other criteria

b) Membership

  
i) Qualification

  ii) Membership fee

  iii) Powers & functions

c) Finance

  
i) Owned funds

  ii) States Contribution

  iii) Other assistance
iv) Role of leaders in mobilising

) Leaders' role in Execution

i) Policy making

ii) Planning

iii) Implementation

iv) Co-ordination

v) Evaluation

vi) Reporting

". a) Functional leaders and innovators

i) Village disputes

ii) Immoral acts

iii) Festivals

iv) Collection of Common funds

v) Medical man

vi) Agricultural innovators

vii) Master crafts men

viii) Local arts

i: "Maternity

A) Child health
a) Formation of area Council

i) Arebi

ii) Population

iii) Other criteria

b) Membership

i) Qualification

ii) Powers and functions

c) Finance

i) Own funds

ii) States contribution

iii) Borrowings

iv) Members' role in mobilising funds

d) Members role in execution

i) Policy making

ii) Planning

iii) Implementation

iv) Co-ordination

v) Evaluation

vi) Reporting
9/6 District Planning Board

a) Formation criteria

i) 

ii) 

iii) 

b) Membership

i) Qualification

ii) Powers & functions

c) Finance

i) 

ii) 

iii) 

d) Functions & Powers of the District Planning Board

i) 
v)

ii) 
v)

iii) 
v)

10/1 a) Committees of the V.C or V.D.B
b) Sub-committees of the V.C/V.D.Bs

i) iv)
ii) v)
iii)

10/2 Educational committee at the village level/Area/Dis-trict

a) Membership
   i) Qualification
   ii) Powers & functions

10/3 Women's club at the village level

a) Membership
   i) Qualification
   ii) Powers functions

10/4 Farmers club

a) Membership
   i) Qualification
ii) Powers & functions

10/5 Church groups

a) Names Functions

   i)      i)
   ii)     ii)
   iii)    iii)

11. Expectation of experts regarding manpower requirement for rural development

   What is your opinion on the following Suggestion

11/1 Full time Secretary for VDB/VC to plan

   Co-ordinate
   implement
   evaluate
   report

11/2 Preparation of rural manpower planning for each village council or VDB area:
11/3 Appointing a VLW as the full time Secretary of the VDB

11/4 Each village council or VDB raising its own income for utilising the manpower

11/5 Each category of workers must be fully trained for the job

11/6 Training for village leaders/VC members/VDB members and committee members
11/7 E.O (Education & Training) may be appointed for every Area Council.

12. Measures necessary to promote leadership and group action:

12/1 Steering committees at the level of (with leaders)

Village
Area
District

12/2 a) District level steering committees must work out plans to engage the youths ____________

i) District committee may be formed for soil conservation

ii) District committee(DC) for village practice

iii) District committee(DC) for water management

iv) District committee(DC) for high yielding crops

v) D.C. for plant protection

vi) -D.C. for agricultural labour
vii | D.C. for agricultural credit
viii | D.C. for agricultural marketing
ix | D.C. for horticulture development
x  | D.C. for forestry
xi | D.C. for dairy farming
xii| D.C. for poultry
xiii| D.C. for Piggery
xiv | D.C. for sheep rearing
xv | D.C. for bee-keeping
xvi| D.C. for hand loom weaving
xvii| D.C. for processing of cereals and pulses industry
xviii| D.C. for housing
xix | D.C. for Bio-gas
xx  | D.C. for sanitation
xxi | D.C. for human diseases
xxii| D.C. for adult education
xxiii| D.C. for Continuing & non-formal education
xxiv| D.C. for women's welfare
xxv | D.C. for child care services
xxvi| D.C. for rural roads
xxvii| D.C. for transport

b) Meeting of steering committee,