

**Proceedings of  
Two-day Consultative Workshop on  
Transforming India: Role of National Institute of NIRDPR  
14<sup>th</sup> & 15<sup>th</sup> May, 2016 at Hyderabad**

### **Opening Session**

The workshop started with welcome and introduction of all the invited guests and bouquet presentations. This was followed by Director General's opening remarks wherein reference to Alagh Committee was made and consequent restructuring of NIRD & PR was mentioned. It was stressed that lot has to be done in rural development and it is time to reinvent and think out of the box. The important pointers made by the DG are given below:

- NIRDPR has to do much more on the mandate of assisting the Government in policy formulation and choice options in rural development
- The centers as re-constituted based on Dr. Alagh Committee have to firm up the vision, mission and way forward and the outcome of this workshop expected to guide the centers
- NIRDPR should re-position to proactively prescribe various models of development, intellectual inputs for such policy adoptions
- NIRDPR should dream big and set a challenging mandate of achieving sustainable development, equity in a definite time lines and set the agenda to achieve the same. For example, NIRDPR should have taken the lead on the issue of poverty line by creating adequate research findings, papers etc
- Should look out of box and accelerate the process of transformation as time is running out to grab the advantage of being young Nation and reap the population dividend. Towards this NIRDPR should collaborate with all likeminded institutions, people etc.

Dr. Durgaprasad briefed about the sessions of the workshop and articulated on how eco-system of RD is fast changing. Strategies and approaches to help the country in sustainable development need to be focussed upon, was his core message.

The questions for deliberation by the expert group of the Workshop were:

- i. How can NIRDPR take the lead role proactively and impact the whole approach to Development?
- ii. What could be the strategies, approaches for the centres of the Institution to aid the country to move towards equitable and sustainable development?
- iii. How can NIRDPR be the common/connecting platform for multiple agencies, institutions working in this area?

- iv. How can NIRDPR infuse/incubate the innovations and rural technologies already available and enable them towards sustainable development?

## **THEMES OF THE WORKSHOP**

- I. Sustainable livelihood interventions (Farm & non-farm) - Moderator: Vijay Mahajan, Founder & Chairman, BASIX Group
- II. Skill Development and Entrepreneurship - Moderator: R C M Reddy, Managing Director & CEO, IL&FS, New Delhi
- III. Technology and Innovations for creating wealth and equity - Moderator: W R Reddy, DG, NIRDPR
- IV. Water, Sanitation, Nutrition and Health - Moderator: Dr.P.Durgaprasad /Dr.P.Sivaram
- V. Financial Inclusion - Moderator: Prof. Shailendra, Senior Professor, IRMA, Gujarat
- VI. Social Justice, Equity and Gender Mainstreaming - Moderator: Rama Lakshmi, IFS (retd), Advisor (SERP), Govt. of AP
- VII. Infrastructure (Roads, Housing, Marketing Infrastructure & Value Creation) - Moderator: Dr. K. Prathap Reddy, Visiting Professor, ICFAI Business School, Hyderabad
- VIII. Institutions (Human Resource development capacity building and empowerment of Panchayats, SHGs etc) - Moderator: Meenakshi Sundaram, IAS (retd), National Institute of Advanced Studies, Bangalore

Summary of deliberations-theme wise is as follows:

### **Theme I: Sustainable Livelihood Interventions (Farm and Non-Farm)**

The session started with opening remarks by Shri Vijay Mahajan, Moderator on Farm and Non-Farm livelihoods in India. He appreciated the bold initiative of the Director General and his readiness for accepting the views expected to come of the eminent forum. It was pointed out that the dependency on agriculture is coming down and the people are migrating to service and support sectors. The latest NSSO data indicates that percentage of people dependent on agriculture is of the order of about 50. He further added that it is no more rural India and the landscape is fast changing. He highlighted the issue of youth leaving villages and migrating towards towns and cities causing a stress on economies. They have high aspirations but consider land on the lowest rung of the social ladder. Even after they migrate, most of them end up doing menial jobs and their quality of life much worse than they used to have in the rural setting. In order to address these issues, the NIRDPR should be renamed as National Institute of Rurban Development and Panchayat Raj, acknowledging the

disappearing borders of rural and urban in the country. He said that farmer is no more a farmer as they are entering other vocations.

Other distressing features agriculture are feminisation and casualization. It is the women who are left behind to practice agriculture who are inadequately skilled and experienced production and marketing. They need to be skilled in the agriculture and allied sectors so that their productivity can be enhanced and thus their income and livelihoods.

He also spoke about youth aspirations and requirement of skills in this sector. The economy is opening new opportunities for a set of skills called “ Green Skills”. He also mentioned the model of China, where it was promoted for leaving the agriculture but not the villages.

Dr. Siva Prasad pointed out that there has been a decline in production, soil quality etc. and dry-land agriculture is neglected. There is distress in farmers. Organic farming areas require attention. He highlighted the decline of millet markets and its impact on small and marginal farmers. He also averred that pastoral and nomadic communities are totally neglected and are unaccounted for by the government.

Mr. Bhaskar Reddy spoke about the massive nature of the task and pointed out that the government alone cannot address all the problems. Therefore he suggested for evolving new models of interventions with private partnership. He further opined that there is need to look at new business models in rural sector with private initiative and government support in the form of viability gap funding. He emphasized that the rural youth should be made rural/agri entrepreneurs with training and He highlighted the issue of credit flow and the need to identify the models/mechanisms to enable credit availability to the farmers. He suggested that the Amul model for milk, can be extended to other fruits and vegetables to connect the farmer and the market so that the farmer’s share in the consumer’s rupee will go up.

Shri Meenakshi Sundaram said that the downtrend in people’s involvement in agriculture is not a depressing sign. The only issue is to provide the youth a job in nearby town so that he does not have to leave his village and move out. He wanted that NIRDPR should come forward with models of creating such facilities and this could also be an area of research. He stressed the point that even from the nearby villages to the cities, they like to take a room in the periphery of the city or in a slum and stay there, because they are not certain about the efficiency of the transport.

Dr. Seetha Prabhu pointed out that technological expertise in capacity building is required, watershed management across various agro-climatic conditions should be thought through and market linkages with value addition should be focussed upon by

NIRD & PR. She suggested that NIRD & PR should start fresh courses on Public-Private model in farm processing, education, horticulture, etc.

Shri P K Mohanty said that Panchayati Raj should not be ignored and that there is no Rural vs. Urban but RURBAN phenomenon is the reality. He stressed the point that NIRDPR should focus on all issues of migration, their settlement etc.

Ms. Ramalakshmi stressed on role of youth and their interest in allied sectors and that NIRD should act as a catalyst to channelize them through training in agriculture and non-farm sector.

Dr. K.H. Rao said that farmers have always faced the dilemma of credit and market and that NIRD should attempt at replicating best practices. He questioned the poor methodology of imparting of skills and their quality.

Dr. Amitava Mukherjee suggested that common property resources should be protected as they provide major livelihood opportunities to the most needed people in the village. They should be developed properly with appropriate investment so that their productivity can be managed better. NIRDPR can do some action research in this area.

Dr. Siddique pointed out that accelerating migration of youth from agriculture to other sectors need to be viewed with a pinch of salt as the food security is at stake. The estimated food needs for the future require huge growth rate in production. Therefore any measure to help the youth to move away from agriculture should be done keeping the food security in mind. The attempts should be create appropriate jobs in agriculture and allied sectors. He suggested that NIRD should make region wise survey as to which industry can be developed where and employment can be generated in future.

Dr. Shailendra talked about quality of life of farmers and the social dimensions that affect equity.

Dr. Somesh Kumar stressed that major role of NIRD & PR is to facilitate and assist in poverty alleviation. NIRD needs to cut down regular trainings and concentrate on ToTs only with special focus on MGNREGA and NRLM. He suggested that NIRD & PR should conduct longitudinal studies on flagship programmes and its impact and focus on policy research and carve a niche for itself. He also opined that the Institution should work on bringing out "Rural Development Report" for the use of all the stakeholders.

Shri S. Parsuraman talked about the role of cooperatives and establishment of market linkages and how collectivization is helping in facing risks. This helps in dealing with market forces. So, documentation and research in this field is required by NIRD & PR and reforming SIRDs is a priority concern.

Shri K N Kumar pointed out that fisheries contribute in a large way to GDP and NIRD & PR should organise a course on the same and open a centre for Aquaculture as part of RD.

**Summarising** the session, Shri Mahajan stressed on the point that convergence of schemes is required. Broad strategies are in place but problem lies in their percolation and so NIRD & PR should be more strategic and shed some training burden, should develop research material, conduct ToTs, focus on Policy Advocacy and Action Research and not become Training juggernaut.

## **Theme II- Skill Development and Entrepreneurship**

Mr. RCM Reddy, Moderator for the session in his introductory remarks suggested that NIRD & PR should focus on Skilling India. He appreciated the role of NIRD & PR as monitoring institution but he stressed that we should become ***Strategic Enabler and Thought Leader***. We need to deepen our engagement by monitoring inputs, infrastructure, SOPs, etc. and attempt to develop a labour market with focus on providing jobs. He suggested a Technology led labour market and NIRD's role in measuring the income in informal sector jobs and impact on livelihoods and develop a model. In this regard he suggested that about 15 job roles can be taken and evolve a model of upgrading their skills who are engaged in informal sector. NIRDPR should become labour market information system manager, instead of focusing on the inputs in the skill development. He further emphasised that the Institution should become a "Global skills Factory". He also pointed out the importance of the life skills and the Institution should evolve a model to infuse the life skills on a continuous basis. He warned that future projection of skill requirement globally is fast changing. With the advent of robotic technology, the skills such as tailoring, welding, automobile repairing etc are going to disappear. Therefore our effort in skill development should be progressive and proactively scan the global trends so as to position our skill development initiatives appropriately to meet the future trends. Otherwise, we will be creating skills which may not be in demand in the future to come.

He suggested that:

- NIRD runs long term vocational courses integrating them with academia and industry.
- Become market place for CSR offering partnerships and collaborations.
- Offer Rural entrepreneurship
- Create entrepreneurship models

Prof. Parasuraman suggested that NIRD may think of creating` School of Vocational education and engage in employment oriented skills in rural areas. NIRD should network with universities and facilitate research.

Shri Vijay Mahajan spoke about green collar and grey collar jobs and that NIRD can become an advanced centre in forecasting trends in skills and jobs and develop a Centre for 'green skills'.

Dr. Somesh Kumar mentioned that too much focus on skill is not letting entrepreneurship grow. He was of the view that Micro-franchises should be developed and suggested that NIRD & PR develop a Diploma in Skill Management. He mentioned that the youth are shying away from hard work. So the effort should be to infuse the technology so that the job becomes more acceptable. The trend in Internet of things is likely to change the landscape of skills and the NIRDPR should prepare the country to meet the challenges likely to come. He suggested that NIRDPR may take 15-20 areas and develop the complete cycle of entrepreneurship till successful setting up of the unit. He also mentioned that the existing institutional set up for promoting entrepreneurship may be reviewed. For example the relevance of District Industries Center may be studied in order to re-orient the same to suit the present requirements of promoting innovation and entrepreneurship. He further added that NIRD should offer an award for RD and document the latest news in RD.

Mr. Mohanty also stressed on research and documentation and developing a database on aspirations and best practices.

Ms. Ramalakshmi said that all the above points had gap areas which needed to be identified and focus was drawn towards legal literacy, digital literacy, financial literacy and asset management especially for women. She stressed that NIRD should involve in Action Research.

Dr. RR Prasad talked about community management and mapping of jobs and that NIRD & PR should be a service provider not just a job provider.

Dr. K.H Rao highlighted the role of NIRD & PR in RD and in moving forward Public Private Partnerships and documentation of the best practices for further dissemination.

Dr Siva Prasad said that Skill Development should not be disjointed from the socio-cultural milieu and that geographical distribution should be taken into consideration.

Shri Amitava Mukherjee said that training technology has not been developed adequately and NIRD & PR should focus on the same and adopt.

Shri Vijay Mahajan suggested that incubator centres be set up and also collaborate with other incubation centres in the country.

**Summarising** the session, Shri RCM Reddy said that apart from monitoring, NIRD should spread its wings to other areas and become a strategic enabler.

### **Theme III- Technology and Innovations for Creating Wealth and Equity**

Dr. W R Reddy moderated the session highlighting the emerging technology scenario by citing the Kerala example of Neera. He emphasised that all technologies that are relevant to RD should be collected, documented and disseminated. Demonstration of the same should also take place. The three steps required are Training, Handholding and Projectization. Little infusion of technology has taken place. Therefore, mechanism for the same is to be created. This information needs to be collected, compiled and classified.

Ms. Ramalakshmi quoted the example of ASU machine which has reduced the drudgery of women weavers in Pochampally and suggested that such initiative should be promoted and NIRDPR can take the lead.

Dr. RCM Reddy suggested that NIRD & PR should act as a clearing House per se for all rural technologies and become a platform to look for all the innovators working in this area, and take quantum jump in disseminating technology relevant to RD. He also suggested that NIRDPR should form an alliance with e-commerce platform to market the product to the rural entrepreneurs.

Ms Veda Kumari mentioned about Bihar Innovation Forum and stressed on three points: Identify, Incubate and Inoculate. She stressed on Rural Marketing, use of new media technologies and Identification of technology relevant to RD. Mr Mahajan agreeing on the above suggestion suggested a framework to be adopted, as given below:

# NIRDPR INNOVATIONS FOR LIVELIHOOD ENHANCEMENT (NILE)

ICAR
CSAR
DRDO

**IDENTIFY**  
RELEVANT INNOVATIONS  
WHICH HAVE THE POTENTIAL  
TO IMPACT ATLEAST 1 LAKH  
HOUSEHOLDS

Private Inventors
IITs / NITs
NRDC
ICMR

**INCUBATE**  
TEST FOR TECHNICAL EASIBILITY  
TEST FOR ECONOMICAL VIABILITY  
TEST FOR USER ACCEPTABILITY  
TEST FOR ENVIRONMENTAL ISSUES

**INCUBATION**  
INCLUDES POST-TEST  
IMPROVEMENT

MFG
MKTG
FINANCING

**INOCULATE**  
INTO GOVT. PROBLEMS LIKE NRLM, NREGA  
INTO GOVT. LINE DEPTS/CORPONS.  
INTO SOCIAL ENTERPRISES  
INTO CORPORATES

With subsidy for  
those who  
cannot afford

For those who  
can pay

Shri KN Kumar stressed on the point that technology that reaches people should be developed. He identified five key areas such as Waste management, Rural Energy, Organic Agriculture, Apiculture and Fisheries for priority action. RTP should not be technology generating body, but it should collaborate with organisations such as CIPS, ICRISAT, NIF etc. We can also explore for the use of technology development fund or create a platform for mobilising the resources in this area. He also suggested that NIRDPR should organise competitive grant system to promote innovations.

Ms. Seetha Prabhu mentioned that NIRD & PR should hire a professional agency for advocacy and strategy design.

Dr Siva Prasad cautioned that branding a technology reduces its access and so it should not be done.

Dr Rizwana focussed upon gender neutral technology as the experience so far indicated that any technology is gender adverse.

Dr RCM Reddy suggested that a Chair be set up in NIRD & PR to attract people who would come here for a short stint and share their ideas in RD.

Dr. Parasuraman informed that the Bharat Unnati Abhiyan started by Ministry of Human Resource Development can be leveraged and on this program all IITs, CSIR institutions can be brought on platform. NIRDPR should become a core group member and present all the problems of rural India so that the respective institutions can take up the development of technology. He informed that IIT, Bombay is doing good work on waste management, rural energy and BARC is working on organic technology. He suggested that KVKs can also be used for the dissemination of technologies. The issues such as employment generation vs. replacing, ecological safety, economic viability etc.

The moderator while summed up by saying that NIRDPR is in a vantage position in this area, should create platform for the same as suggested above and institutionalise the best practices. He also mentioned that NIRDPR can create a facility to demonstrate the agriculture intensification technology by using sensors, complete water recycling etc. He also opined that some sponsoring agencies can be invited and set up a unit in RTP on PPP mode. He also highlighted the cue of one of the speakers that NIRDPR can become silicon valley of rural development in India and can also attract some of the enthusiasms available in silicon valley.

#### **Theme IV-Water, sanitation, health and nutrition**

Dr. Sivaram provided an overview about the issues around water and sanitation in India. Dr Durga Prasad supplemented the ideas of Dr Siva Ram and added the issues of water quality and equity issue in rural areas. He gave an example of purification of water (fluoride concentration in water) which has used the locally available materials

(animal bones). This model of purification of water was coordinated by the village Panchayat.

Dr. P K Mohanty stressed upon the need for involvement of panchayats as partners in implementing the water and sanitation projects.

Prof Parasuraman highlighted the importance of water, sanitation and health together. He said that TISS has launched a Diploma course on WASH which is being attended by several gram panchayat members. He recommended that this course can be shared with SIRDs and NIRD and can be offered for PRIs members. He also informed that there is an initiative to create Institute of water and Sanitation under the Department of drinking water and sanitation, which may be overlapping with the functions of NIRDPR.

Shri Meenakshi Sundaram has asked NIRDPR to recommend a policy on no more bore-wells in India. If at all a bore-well is required to be recharged, then it should be through rainwater harvesting. He also recommended that should work on how to do rainwater harvesting and how to improve the quality of water in rural areas by using local materials.

RCM Reddy suggested that NIRDPR can best contribute in the area of sanitation through behaviour change communication. He also mentioned that India Sanitation Coalition in which he is also a member can be connected to work together.

Ms. Veda Kumari gave an idea of a project which is about recharging bore well and asked NIRDPR to document this idea and work on it. NABARD is the moving force behind the project.

Prof Gyanmudara pointed out that health is very much linked with the poverty so we have to focus on issues like nutrition and health as well.

Prof. Shailendra stressed on how NIRDPR can play an important role in issues related to planning and decentralization of utility schemes at village level.

Dr. R. Siva Prasad questioned the feasibility of investment in rural areas and asked NIRDPR to assess the same.

Dr. W R Reddy asked the audience about availability of empirical data on how much water is required for activities such as flushing of water in toilets, washing clothes etc. There should be definite standards of water effectiveness in each of the areas of water usage, as the water is going to be rationed in near future. He also opined that the implementation of Reverse osmosis (RO) on large scale need to be studied for their impact and cost effectiveness and energy efficiency.

Dr. Pratap Reddy raised the issues of equal distribution of water among the villagers.

Prof. Shailendra gave an example of a scheme called Swajaldhara which is an excellent scheme on equal distribution of water.

Shri Meenakshi Sundaram asked NIRDPR to work in the area of behaviour change communication. He also flagged the issue of menstrual hygiene.

Dr. Sarumathy informed the audience about the best practices in area of water and sanitation under the programme called “GramVani” run by Path in Bihar and Jharkhand.

Dr. Sivaram has summarized this session by concluding that a key resource centre and a behaviour resource centre will be established IEC will be propagated. A Diploma course on WASH will be initiated. Recharge of borewell technology of Karnataka model will be studied and adopted.

### **Theme V: Financial Inclusion**

The session was moderated by Prof. Shailendra. He emphasised that financial inclusion is a buzzword since 1904. He elaborated the importance of requirement of financial services to the rural poor. He mentioned some studies revealing that 93 percent of rural credit is being done through money lender and remaining by institutional. However, it should be reversed by doing through various methods he argued. He further mentioned about the consequences of inadequate credit sources and its impact on life of the farmers. To address these issues, he said national banks were set up besides regional rural banks, micro finance institutions. He also spoke about bank correspondence, viability and the supply side concerns.

Prof. Parasuraman raised a question on the availability of micro finance. Answering it Shri Vijay Mahajan said that only 0.5 percent of the total bank credit was covered by the microfinance institutions.

Shri Meenakshi Sundaram asked about the work of NIRDPR in this area till now and the future course of action in this area. Dr. W R Reddy added a point in this context by saying that without credit component all of the NIRDPR interventions would be incomplete.

Prof. Siva Prasad suggested that NIRDPR should study on savings and credit behaviour which will give a clear picture of financial inclusion. He also conduct a NIRDPR to conduct a study on available alternative sources of credit.

Shri Vijay Mahajan stressed that NIRDPR should take a research study related to advocacy strategies on demand side and constraints on supply side. He also suggested NIRDPR can collaborate with institutions like College of Agriculture Banking, Pune, SB Institute of Rural Development and Andhra Bank Institute of RD for insights.

Dr. K Hanumantha Rao suggested that NIRDPR can collaborate with bankers for preparation of technical proposal on financial inclusion.

Prof. Prakash Rao flagged the issue of crop loan and insurance linkages.

Dr. Somesh Kumar opined that just by opening a bank account does not serve the purpose of financial inclusion. He also explained about the local credit issues (call-money cases in Telangana and Andhra Pradesh). He also suggested that there is need for systematicstreamlining of credit disbursement from the bank side.

Dr. Bhaskar Reddy suggested that NIRDPR should take up a study on the functioning and viability of Bank Mitras. He also suggested studies on various innovative credit delivery methods.

Dr. Pratap Reddy suggested that villagers should have accessibility to banking facility at local level.

Shri Meenakshi Sundaram suggested that money lenders should be allowed to remain in the villages with permissible lending limits/controls with interest capping. He also suggested that NIRDPR should develop a SHG model credit flow for financial inclusion. Business correspondence model should be studied.

Prof. Shailendra has summed up that NIRDPR already conducting training and research in financial inclusion areas especially to the bankers and all the suggested studies will be taken up.

## **16.5.2016**

### **Theme VI: Social Justice, Equity and Gender Mainstreaming**

The session was chaired by Mrs C S Ramalakshmi who complemented the functioning of Centre for Gender Studies at NIRD & PR and requested that the centre enhances its glory by scaling to greater heights through networking. She emphasised on the issue of feminization of poverty and informal sector and highlighted the problem of wage discrimination in various sectors. She also referred to the McKinsey Study wherein the role of women and their participation has been discussed in detail with relation to GDP growth. She said that caste and gender discrimination still existed and that gender budgeting and gender accounting were limited to paper only. She elaborated on the issue of harassment of women by Micro Finance Institutions, citing the 'Call-Money' Centres example from Vijayawada in Andhra Pradesh. She mentioned how India's position in Gender Empowerment Index is very low and that it needs greater attention immediately. She touched upon violence against women, including domestic violence, low literacy levels, issue of water wives, issues of widows and destitute, non-registration of marriages, migration, low sex ratios, low enrolment in secondary levels, high dropout levels, etc. She suggested that by making SHGs stronger by imparting suitable training, better results can be achieved.

Women are agents of change and we need to provide them digital literacy and involve them in Skill India program. She suggested that best practices should be recorded by NIRDPR even while offering larger number of tailor-made programmes for PRIs.

Dr Parsuraman stressed on the fact that capacity building of rural women is required and the medium to accomplish this is through Panchayati Raj.

Dr RCM Reddy said that economic improvement is the best part of women empowerment and SHGs in NRLM are vibrant examples for producing services and goods for the markets. They can be involved in honey selling, poultry, bamboo industry and food items cross cutting with Digital India. The challenge is to move them to higher levels of organised enterprises. He quoted the example of an enterprise of backyard poultry that has been scaled to a major enterprise, with the help of an enthusiastic entrepreneur. Therefore, the SHGs should be scaled up for higher level activities, which can become an enterprise that can bring in professional help and give employment to others. Such enterprises can be called “ aggregator enterprises”. NIRDPR should lead to half a dozen such enterprises to set an example. There should be certified programs offered for the same.

Mr Hegde said that only income generation is not adequate, sensitization with social issues is also required. He suggested that women should be educated/trained enough to play significant roles in decision-making at family levels. Both success and failure studies in this regard should be documented.

Dr Parsuraman pointed out that women who get economic empowerment also get political empowerment.

Dr Siva Prasad shared with the audience his views saying that social mobilisation of women is a complex issue and stock-taking is required. Studies on girl child, violence on women, etc need to be done and an approach paper prepared. He linked this issue with depletion of resources.

Dr Suman Chandra suggested that 6-fold subject wise module be created and best practices documented for dissemination of knowledge. State support is also required. NGO involvement should be enhanced.

Dr Rizwana suggested that a parallel institution should be there to provide loans. Best practices needs to be replicated in other places as a part of Social Legislation. She pointed out that rates of domestic violence were going up and counselling was the need of the hour.

Dr RR Prasad asserted that assessment and measurement of empowerment is required and NIRD & PR should produce Annual Reports on Rural India, Women Empowerment, Disability, etc. The need for budget literacy was also mentioned.

Mr. Bhaskar Reddy pointed out the importance of property rights and how it is linked with making women empowered.

Dr Amitava Mukherjee highlighted the phenomenon of ‘feminization of hunger’ and need for its documentation by NIRD. Causes for the same should be made note of. He mentioned about nutritional security and methods of analysing gender issues.

Ms Veda Kumari suggested that NIRD should mainstream gender issues with its regular programs. Training should be limited to ToTs only.

Dr Satish Chandra stressed the need for using ICT in gender oriented initiatives.

Dr Singhal mentioned about the modules on gender developed by Gender Studies Centre and its collaboration with UN WOMEN.

Shri Meenakshi Sundaram pointed out that research is required on PESA for political empowerment and questioned the very concept of development.

Dr Prathap Reddy stressed on the girl child education and optimal utilisation of state level incentives.

By summing up, it was said that political empowerment of women is necessary and capacity building at grass root level is required. Stock taking should be done and an approach paper prepared.

### **Theme VII: Infrastructure (Roads, Housing, Marketing Infrastructure & Value Creation)**

This session was moderated by Dr. Pratap Reddy. Started this session with Dr A P J Abdul Kalam’s vision on Provision of Urban Amenities in Rural Areas (PURA). Rural infrastructure should lead to Physical connectivity such as roads, electronic connectivity and knowledge connectivity. All these connectivities together lead to economic connectivity. Ministry of Rural Development is keen on creating infrastructure in the rural areas. He also talked about the importance of agri-business centres, marketing, food security and food storage. He lamented that the village population is increasing consistently despite migration and that intellectual capital is depleting in the villages. There is no systemise planning for developing the infrastructure in rural areas. Therefore our training programmes should lay gather emphasis on rural infrastructure and sensitise the officers at various levels in the domain of infrastructure.

He also stressed upon that NIRDPR to take up a research study to assess the impact of Bharat Nirman programme on the lives of the rural people. He also talked in length about the logistic management, the value added services linked to local areas, supply chain management and transportation system required in the field of agriculture. He asked NIRDPR to take up a study on the functioning of cold storage and warehouses and how farmers are being benefited by these warehouse. These studies can also be done in collaboration with other institutions.

Dr. Amitav clarified the concept of infrastructure. Infrastructure should not only be understood as we understand under the PWD concept such as construction of road-building etc. Health and education and other basic infrastructures should also be considered under infrastructure.

Shri Meenakshi Sundaram suggested the following studies to be taken up by NIRDPR:

- Why the villagers do not want to stay back in their own villages need to be studied in the perspective of requirement of basic infrastructure in the villages and how to create liveable conditions in the villages?
- Study related to the contribution of MPs and MLAs under different schemes in terms of developing rural infrastructure
- What should be a model village? The concept of model village can be developed based on the experience of NIRDPR
- A study on SMART village concept
- An study on the functioning of Raithu bazars; factors facilitating improved functioning of Raithu Bazars and factors not facilitating in the performance of Raithu Bazars.
- What is the model of NIRDPR rural development to be formulated?

Ms. C Ramalakshmi suggested a study of the impact of Cement Roads and Check-Dams on the wellbeing of the rural communities.

Prof. Siva Prasad suggested that NIRDPR should take up a study on Infrastructure at different layers of rural and urban areas. NIRDPR can document divergent views on model villages, as there can be different types of model villages considered relevant for tribal areas, hill areas etc.

Dr. Bhaskar Reddy suggested that we develop a team which can work with MP/MLAs to develop infrastructure in the rural areas. NIRDPR can start the program on the lines of LAMP.

Dr. Narayan Hegde stated the there is need for documenting both successful and failure Gram Panchayats.

Shri K N Kumar asked NIRDPR to do a systematic study on RIDF implementation for midcourse correction of the same. He also suggested NIRDPR takes the stock of its own work in the area of rural infrastructure done by Centre for Rural Infrastructure and accordingly plan staggered action.

Mr. Khan, CRI consultant, proposed that DG NIRDPR should be in the Board of RBI and NABARD to play a greater role in implementing the rural development activities.

Mr. Ravi Babu flagged the equity issues in transportation.

Dr. K Hanumantha Rao suggested for documentation of the best case studies on rainfed agriculture, processing of agricultural products, and involvement of community in development of rural infrastructure.

Dr. Madhav Rao suggested development of a methodology to maintain and sustain the already developed rural infrastructures.

Dr R R Prasad stressed upon the issues of equal accessibility to already existing infrastructures in the same area. He also suggested NIRDPR to bring a regular report on Rural Infrastructure. He further stated that there is need to redefine the concept of Rural as it has already been done in some western countries. Rural area should be defined/categorised based on certain development/infrastructure indicators available in that area.

Dr Pratap Reddy has summed up this session. He summarized this session under the following heads:

- Integrated approach to build infrastructure
- Documentation of best/failure cases on panchayat
- MPLADS evaluation
- Investment issues
- Convergence

### **Theme VIII: Institutions (Human Resource Development, Capacity Building and Empowerment of Panchayats, SHGs ...)**

Shri Meenakshi Sundaram introduced the Theme for discussion and highlighted the various dimensions and the issues involved vis-à-vis the role of NIRDPR. Referring to the existing institutional scenario he observed that rural development means providing basic minimum facilities and resources in rural areas. In his assessment there are three delivery systems outside the government. 1. Community 2) NGOs 3) Panchayati raj Institutions. He stressed on the point that NIRD should think of how to empower the communities and what capacities need to be built and what kind of metrologies should be used for the same. NIRD needs to visualise up to what level it can go for Capacity Building and also as to who will take care of the next level. Shri Meenakshi Sundaram also observed that NIRDPR should do capacity building of people's institutions like the Panchayat Raj Institutions. NIRD has to decide on what kind of programmes it will do and work out the accountability factors for the

outcome in the discussion that follow, the priority in institution building and role of NIRDPR and other institution were examined.

Smt. Veda Kumari observed that NIRD Clientele is MORD and Panchayat Raj Functionaries and accountability is very important, among others. In every NIRDPR training Programme, inputs to the provided to make people humble and honest. She felt that NIRD should expose the participants to make use of modern technologies to reduce corruption.

Dr Narayan Hegde recalled that NIRDPR has done a study on PESA in 2002 and observed that till now no review study has been taken up. As the Guidelines of Centre and states on PESA have been changing a lot in the recent times. NIRDPR needs to conduct study on the emerging scenario specially to find out relative impact of these changes in PESA and non PESA areas. He felt that Strengthening of Social Audit is Important.

Dr Rama Lakshmi emphasised on the need to transform the people and role of NIRDPR in this regard. She felt that NIRD being a national level institute and as a Think Tank for Rural Development should be used by every Chief Minister in the country. Further she observed that DG NIRDPR should be involved in all the district collector's conferences.

Dr Parsuraman felt that Capacity Building of functionaries at various levels is of paramount importance. In particular if proper Capacity Building is provided grass root level farmers will become self-reliant. He urged NIRDPR to develop suitable methodologies, training technologies and case studies to facilitate capacity building endeavours.

Shri KN Kumar referred to institute at Panchagani, Pune which trains people for bringing in attitude change. He felt that NIRD can collaborate with them so that the faculty can get trained and developed as Trainers of ToTs. NIRD needs to collaborate with SIRDs to deliver quick results in this context. ETCs need to be strengthened. If we invest time and money in ETCs, we can have a large reach of 29 SIRDs+90 ETCs. He envisaged that these will be the primary clientele for NIRD in the coming 5 years. Funding support should be given by the MoRD/NIRD. He felt that RFID funds can be used for strengthening SIRDs, ETCs, ATIs and PRIs.

Dr K. Hanumanth Rao was of the view that the new name of NIRDPR is timely but the question is does it reflect any change in the function of NIRDPR in terms of focus on PRIs. He felt that NIRD should develop a model of Rural Development based on its rich experience of training and research which can lead to an endogenous model of development.

Dr Suman Chandra felt that right clients should be selected to ensure effectiveness of training programme. He also suggested that training need assessment is essential and based on that TNA we should plan for the coverage. Besides, participants need to be selected based on objectives. Relevant Methodology based on experience and

studies should be developed. Appropriate methodology should be used to identify the number of personnel to be trained.

Dr RCM Reddy felt that NIRDPR Training is largely seen as input based. It needs to develop Competency based training and skill sets. A National Skill qualification framework for rural development and Panchayat Raj needs to be developed to identify the potential trainees and identify the competencies needed for them to acquire and employment. Each skill set can be backed by different levels of National Occupational Skills(NOS). A trainee can acquire the skills in stages or at one go. As and when he completes a set of NOS, the relevant certificate can be given. He or she can upgrade that by attending other NSQs. Based on the level of competency, programmes need to be developed.

Dr.Prakash Rao shared his view that development personnel need to be trained on RTI Act and Social audit and always remain focussed on human rights aspects.

Dr.Satish Chandra felt that new ICT Technologies need to be blended into rural development training and research. In present target groups important clients like IAS Officials, CEOs, and Directors are missing. They need to be sensitized so that they will depute more people. Training need assessment needs to be done periodically before taking up training programmes.

Dr.Singhal felt that most of the training programmes in NIRDPR at present are supply driven, which need to be change in to demand driven programmes. NIRDPR has to develop a method for Standardization of tools for training. Observing that presently there is no systematic approach in place in NIRDPR he also suggested how NIRD can design certification process to develop training of trainers.

Shri Ajay Kumar Director SIRD Kerala suggested for grading of SIRDs based on the performance so that based on the skill sets more programmes can be planned.

Dr Amitava Mukherjee felt that NIRD can save a lot of time and energy by creating a bank of modules for training from different institutions. Creation regional Panchayat Members network for training of Panchayat representatives would be a good strategy. NIRD should have a system of assessing the trainee's requirement. He reiterated the need for stepping of the training technology aspect in NIRD.

Dr. Jayalaxmi informed that NIRD is hosting the IPKN portal where all training modules will be there. Accessing the trainee database will be made easy. CPR is designing modules for elected representatives of PRIs. The same will be launched shortly.

Mr. Somesh Kumar suggested that all the seven themes discussed in the two days will have leads to this theme. So a matrix need to be made to cull out the areas and approaches of training, research. This will give an idea as to how to go forward.

Dr Meenakshi Sundaram while summing up the session stated that in all NIRDPR capacity building programmes, there should be a common topic on gender,

corruption, environment protection, RTI and social audit. NIRD should carryout research on how to integrate individual with community.

He felt that Capacity building at farmer's level is important, and posed a question whether NIRD can take up training in this regard. Emphasising demand driven approach, he felt that NIRD needs to link up with NABARD for such programmes. The SIRDs ETCs and NGOs should be taken on board. NGO capacity building should be taken up by NIRD. He raised an important issue that many office bearers in panchayats do not know how to prepare gram panchayat development plans. There is urgent need to build the capacities of the Panchayat Representatives in this domain. NIRD can involve in preparation of Gram Panchayat Development Plan. He suggested that NIRD Change model should be based on GPDP Basis. He posed a question whether NIRD can develop a plan based on GP DP from Panchayat to Block and District Level. He suggested that Leadership Training Programmes should be taken up by NIRD for different layers of leaders in RD and PR related institutions. He felt that our judiciary is not well informed of our RD and PR development programmes. Hence Capacity building for Judges, MLAs and MPs need to be taken up. He also pointed out that NIRDPR should evaluate their own programs as suggested by Dr.Alagh.

Dr.P.Durgaprasad summarised the workshop deliberations and recommendations.

**Additional Points:**

1. Creation of Skill Development Professionals and certification of them
2. Research Study on Common Property Resources
3. NIRDPR to conduct more number of ToT programmes on Development Programmes.
4. Preparation of India Rural Development, India Panchayats Raj Report, Women Empowerment Report, Tribal Development Report, India Sanitation report etc.
5. Case study on Jain Irrigation practices
6. Conduct of programmes and research studies on recommended by the 14<sup>th</sup> State Finance Commission
7. Creation of Centre on Aquaculture at NIRDPR
8. Take up more Research, Action Research, Case Studies and Village Adoption Studies
9. Creation of Vocational Centre at RTP
10. Creation of Centre on Green Skills

11. Networking with relevant organisations for skill development of rural youth
12. Creation of Centre for Rural Marketing
13. Creation of Technology Development & Dissemination Fund at RTP
14. Take up a study on Role of Panchayats in dissemination of appropriate Rural Technologies
15. Starting a Diploma Programme on Water and Sanitation
16. More Programmes and Studies on Gender Mainstreaming
17. Documentation of Best Practices on credit delivery and credit guarantee funds