The workshop started at 10 AM at Government Guest House, Thiruvananthapuram with Commissioner for Rural Development in chair.

The Director SIRD welcomed the participants and the CRD in the opening remark has briefed the purpose of the workshop. Then, started the work shop in a following manner.

- Commissioner gave two exercises to the participants for quick response.
  - a. Roles and responsibilities and current duties of the RD staff.
  - b. Scheme related – Future of RD in the transforming scene.
- The CRD has gathered – 84 points of responses from the participants.
- K.Shoukathali, Adl. Dev. Commissioner made a power point presentation on the subject.
- Based on the presentation and 84 responses from the participants, the participants were grouped in to four and carried out a brain storming session on the reference subject as indicate in next.
- Group discussion – The participants were assembled in 4 groups. Groups were given specific subject area and also asked them to react in to the 84 points quick responses.
- Four groups were presented their reports and based on the report; further the open discussion was also held.
  - Group – I. Subject. “Evolution of Block system on Development perspective-National/State scenario. Its initiatives/pros and cons/umbrella approach/departmentalism etc...” The report was presented by Sri. Rajeev BDO, Muthukulam.
  - Group – II.Subject. “Introduction of Panchayatiraj 3 tier system. The challenges and transformations happened in Blocks and Panchayaths. Process change on programs and Human Resources” The report was presented by Dr. Sanalkumar, JDC, CRD
  - Group – III –Subject. “Mission mode introduced for self-employment/wage employment programs. Eg. NRLM, MGNREGA, SBM etc.. Its advantages, impact, staff pattern, result. How this change affected the work force who had implemented these programs through Rural Development Department previously” The report was presented by Dr. T. Shaji, Programme Officer, Sate Mission, MGNREGS.
  - Group – IV.Subject.”Re-structuring the existing system without affecting the harmony of Government Policy and induction of the Rural Development officials to the ongoing and ensuing missions.” The report was presented by Sri. Balagopal, PD, PAU, Malappuram.

On completion of the workshop, the CRD has instructed that.
  - a. All the participants are requested to send their further ideas on the subject in the following mail address on or before 23-11-2016.

  crdkerala@gmail.com
b. The consolidated draft report to be furnished to the CRD on 25-11-2016.
c. The draft report to circulate among the participants for more suggestions and inclusion on 28-11-2016

A team of officials comprising of K. Shoukkathali, AdDC, K. Rajendran, AdDC, P.J. Antony, Director, SIRD and Dr. Oommen John, Faculty Member, SIRD were entrusted to prepare the final report and the proposal as an output of the workshop to be submitted to Government on 30-11-2016.

The proceedings of the workshop ended with vote of Thanks from Secretary, SIRD

Sd/-
Commissioner for Rural Development
PRESENT STATUS OF THE DEPARTMENT
FUTURE VISION
CURRENT STATUS

• LACK OF PROFESSIONAL APPROACH
• PASSIVE PARTICIPANTS INSTEAD OF ACTIVE LEADER IN DEVELOPMENT ACTIVITIES
• LACK OF TRAINING IN PROJECT SOFTWARES
• LACK OF INTRA/ INTER DEPARTMENTAL CONVERGENCE
• LACK OF PROPER DOCUMENTATION
• LACK OF TECHNICAL EXPERTIES
• ANTI BENEFICIERY APPROACH
• LACK OF INITIATIVE IN TAKING UP SUSTAINABLE DEVELOPMENT ACTIVITIES
• NOT EXPLORING EMERGING AREAS
• NO PROPER REDEPLOYMENT PLAN OF OFFICIALS WITHIN DEPARTMENT
• LACK OF GENDER SENSITIVITY IN IMPLEMENTATION OF SCHEMES
- Insufficiency in proper working environment
- Lack of time for planning
- Under utilisation of man power
- Officer is not internalising the facilitator role
- Role definition of some posts like APO (WD), DWWO
- Change in mind set/attitude of the officers
- No holistic approach in scheme designing and implementation
- Lack of supervision in grass root level
- Lack of role clarity among elected representatives and officials
- No continuity of officers in posts
- Over burden of jobs in some places
- No equal distribution of jobs
- Schemes are not owned up by officers
- Crash in the hierarchy
- Lack of team work/team work to be strengthened
- Lack of issue based approach
- No policy decisions or
• FINANCIAL STRINGENCY

• LACK OF CONVEYANCE

• LACK OF COHISIION AMONG VARIOUS CADERS

• NO OFFICE SUPPORT FOR VEOS

• LACK OF CONFIDENCE/ RELIABILITY IN RD SCHEMES AMONG PUBLIC

• SYLLABUS REVISION IN ETCS

• WITHIN THE BLOCK BDO SHOULD BE GIVEN THE AUTHORITY POST OFFICERS ACCORDING TO CAPABILITY

• NO ACTIVE INVOLVEMENT IN PARTICIPATORY PLANNING PROCESS

• LACK OF INDEPTH KNOWLEDGE OF SCHEMES

• PARALLEL SYSTEMS OF IMPLEMENTATION

• NO HOLISTIC APPROACH IN SCHEME IMPLEMENTATION
• BDO, ADC, PD WERE EARLIER RIGHT HANDS OF DC IN DEVELOPMENT ACTIVITIES BUT NOW SIDE LINED BY IMPLEMENTING OFFICERS

• LACK OF TIMELY COMPLETION OF ENGINEERING WORKS

• NO ROLE CLARITY IN THE DECENTRALISED PLANNING AND IMPLEMENTATION PROCESS

• WE ARE NOT PROPOGATING THE ACHIEVEMENTS OF THE DEPARTMENT

• NO CLARITY IN FUND FLOW/ MANAGEMENT

• NO PROPER UTILISATION OF RD INSTITUTIONS

• REDEFINE THE POSITION OF BLOCK PANCHYAT IN THREE TIER SYSTEM

• LACK OF IN SERVICE TRAINING

• DEVOLUTION OF FUNCTIONS OF RD TO MISSIONS
FUTURE OF RD

OPTIMISTIC APPROACH
EQUAL STATUS OF DPO IN DPC
ROLE OF BLOCK PANCHAYAT AS A INTERMEDIARY LEAD OFFICE
DEVELOPMENT ACTIVITIES THROUGH BLOCK PANCHAYAT ONLY
ESTABLISH POVERTY ALLEVEATION UNIT IN GP LEVEL USING AVAILABLE RESOURSE OF RD
UNIFORMITY IN DUTIES AND RESPONSIBILITIES OF VEOS
CLARITY OF A VEO AS A DRAWING AND DISBURSING OFFICER
IDENTIFYING NEW AREEAS OF ACTIVITIES AT BLOCK PANCHAYAT
• REDEFINE THE MONITORING MECHANISM THROUGH RD FUNCTIONARIES AT GP LEVEL
• DECONSTITUTIONS OF HR FUNCTIONS
• TAPPING NEW TECHNOLOGIES FOR MONITORING AND IMPLEMENTATION LIKE VC
• INTEGRATION OF FUNCTIONS
• REGULAR STAFF INSTEAD OF CONTRACT
• STRENGTHEN/ INTEGRATED IEC ACTIVITIES
• EXPLORE NEW AVENUES LIKE DISASTER MANAGEMENT
• HOW TO AVOID IDLE OF STAFF
• CLARITY IN HIERARCHY
• GOVERNANACE BASED ON PUBLIC MOBILISATION AND SOCIAL CAPITAL
• STRUCTRAL REORGANISATION OF SCHEMES
• STRENGTHENING PLANNING WING AT BP LEVEL
• CAPACITY BUILDING
• NRM CELL AT DISTRICT LEVEL
• REVAMP OF TRAINING MODULES AND METHODOLOGY
• PROMOTIONS BASED ON PERFORMANCE
• APPRECIATION FOR GOOD WORKS
• PD WILL BE THE NODAL OFFICER FOR NEW MISSION
• TRAINING SHOULD BE MANDATORY AND INCLUDE IN THE CR
• STRENGTHENING OF BOTTOM UP APPROACH
• REDEFINITIONS OF ALL CATEGORIES OF STAFF
• GRABBING/TAPPING OF NEW OPPORTUNITIES
• BP SHOULD BE ACT AS A STRENGTHENING SYSTEM FOR GPS
• REDEFINITION OF BLOCK PANCHAYAT SECRETARIES

• STRENGTHENING OF LINE DEPARTMENTS

• DUTIES AND RESPONSIBILITIES OF ALL STAFF

• THREE TIER HIERARCHY SHOULD BE STRUCTLY MAINTAINED

• ROLE OF BP IN EDUCATION SECTOR