

**Organisational Evaluation of District Rural Development Agency, Fatehabad****Dr. Atma Ram****Asstt. Professor of Public Administration,  
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Fatehabad-125050 (Haryana)****Abstract:**

After independence India becomes public welfare state, due to the Govt. started many rural development programmes. First, in 1952 Community Development Programme (CDP) was started through district administration. But complete rural development started on 2nd Oct., 1980 after beginning of Integrated Rural Development Programme (IRDP). This programme was started with the help of District Rural Development Agency (DRDA) at district level which came into existence with this programme. Establishment of DRDA has been made under the Society Registration Act 1860. Head of the DRDA is DC who is the senior officer of IAS (In Haryana, Chairman of Zila Parishad is The Head of DRDA). Additional Deputy Commissioner is the Chief Executive Officer (CEO) of DRDA who is also an IAS officer. District Industries Centre at district level is established to provide technical help to agency. Primary objective of DRDA is to implement the poverty removal programmes of Ministry of Rural Development effectively and to make coordination with other agencies like Line Department, Panchayati Raj Institutions, Banks, other financial institutions, Non-govt. organisations and Technical institutions. After analysis it is cleared that structure of DRDA is not capable to implement these schemes and programmes effectively. Because several posts of employees are vacant in DRDA by which other employees are overburdened. The transfer policy is not proper which affects the working of an employee. The employees are not provided any training. There are some posts on which temporary staff is recruited. There is political pressure on departmental promotion. The implementation of rural development schemes is not going properly lack of education among the PRI members, wrong selection of beneficiaries, Political effect and lack of awareness towards these rural schemes are the reasons without removing these reasons objectives of these schemes could not be achieved.

**Keywords: DRDA, IAY, MGNREGS, PRI, SGSY**

**Introduction:**

District is an essential part of Indian administration. At this level public come into contact with govt. directly and at this level the competence of administration can be felt. To run the administration of every state it is divided into various districts. And the responsibility of management of public works in district's area is on district administration. At present 640 districts in India and 21 in Haryana.

The attitude of district administration in the period of British was limited. British Gave importance to law and management and the main aim of district administration was to establish peace and to collect the revenue. There was no attention towards rural development and public welfare. In the ending of 19<sup>th</sup> century and beginning of 20<sup>th</sup> century British govt. had to change their policies due to national movement and liberalism. Due to this there was increment in the works of district administration.<sup>1</sup>

After independence India becomes public welfare state, due to the Govt. started many rural development programmes. First, in 1952 Community Development Programme (CDP) was started through district administration. In 1960-61 with the help of district administration Complicated Agriculture District Programme was started and the main aim of this programme was to provide fertilizers, seeds, loans and other sources to farmers. In 1974-75 to provide financial and technical help to farmers for rural development, Small Farmer Development Agency (SFDA) programme was started with the help of district administration. But complete rural development started on 2nd Oct., 1980 after beginning of Integrated Rural Development Programme (IRDP). This programme was started with the help of District Rural Development Agency (DRDA) at district level which came into existence with this programme. After this numerous programmes of rural development were started with the help of DRDA. Training of Rural Youth for Self Employment (1979), Development of Women And Children in Rural Areas (1982), 'Rural Landless Employment Guarantee Programme (1983), JawaharRojgarYojana (1989) Indira AwasYojana (1989), Million Wells Scheme (1989), National Social Assistance Programme (1995), Jawahar Gram SamridhiYojana(1999), Swarnajayanti Gram SwarozgarYojana(1999), SampoornaGraminRojgarYojana(2001), National Rural Employment Guarantee Scheme(2006) all these schemes were started with the help of DRDA.

**District Rural Development Agency(DRDA):**

Establishment of DRDA has been made under the Society Registration Act 1860. Head of the DRDA is DC who is the senior officer of IAS(In Haryana, Chairman of ZilaParishad is The Head of DRDA). Additional Deputy Commissioner is the Chief Executive Officer (CEO) of DRDA who is also an IAS officer. For their help one Project Economist, Project Officers and Assistant Project Officers are

appointed and they belong to various fields like animal husbandry, industries, women and agriculture. Other employees are, one Accounts Officer, three Accountants, one Office Manager and one Office Assistant. District Industries Centre at district level is established to provide technical help to agency. There are Self-employment, Women Employment, Engineering, Audit and General Administration Departments available in DRDA. There is a provision of Rs. 46 lacs for 5 blocks, Rs. 57 Lacs for 10 blocks and Rs. 65 Lacs for 15 blocks and Rs. 67 Lacs for more than 15 blocks as administrative expenditure in DRDA.

A Committee is also established for the help of DRDA. The head of this committee is Deputy Commissioner. All the district level officers are involved in this committee and committee makes its meeting once in a month.

DRDA have a regulatory body. The head of this body is Deputy Commissioner. All the MPs and MLAs of the district, head of central Cooperative Bank, Head of KshetriyaGramin Bank, Chairman of ZilaPrishad, G.M. of DIC, Bank Officer, Project Officer of Family Welfare Programme, Regional Officer of District Scheduled Caste Financial Corporation, representative of District Milk Union, Two representatives of Backward Classes and representative of rural women are the members of this body. This body meets once in three months.

**Objectives:**

Primary objective of DRDA is to implement the poverty removal programmes of Ministry of Rural Development effectively and to make coordination with other agencies like Line Department, Panchayati Raj Institutions, Banks, other financial institutions, Non-govt. organisations and Technical institutions. So that for removal of poverty in district, necessary help and sources would get.

**District Rural Development Agency (DRDA), Fatehabad:**

DRDA Fatehabad established on July 15, 1997 under Punjab amendment act 1957, society registration act 1860. At that time Deputy Commissioner(DC) of Fatehabad District was the Chairman of DRDA. But from July 2011 state govt. transfer this power to Chairman ZilaParishad. Now, ZilaParishad Chairman is the head of DRDA and Additional Deputy Commissioner(ADC) is the Chief Executive Officer(CEO) of DRDA. For their administrative help, there are one Project Economist(PE), one Superintendent and one Senior Accounts Officer. For the administrative help of Senior Accounts Officer there are some Accounts Officers and Accountants. There are also a Statistical Investigator, Some Project Officers(PO) and Assistant Project Officers(APO) for the administrative help of Project Economist. There is an Executive Engineer(X.En) for technical support and an Assistant Engineer for assist to X.En. There are also Technical and General Assistant in the staff. For providing helping services some Peons, Chowkidars and Sweepers are also in the office.

**Administrative Structure:**

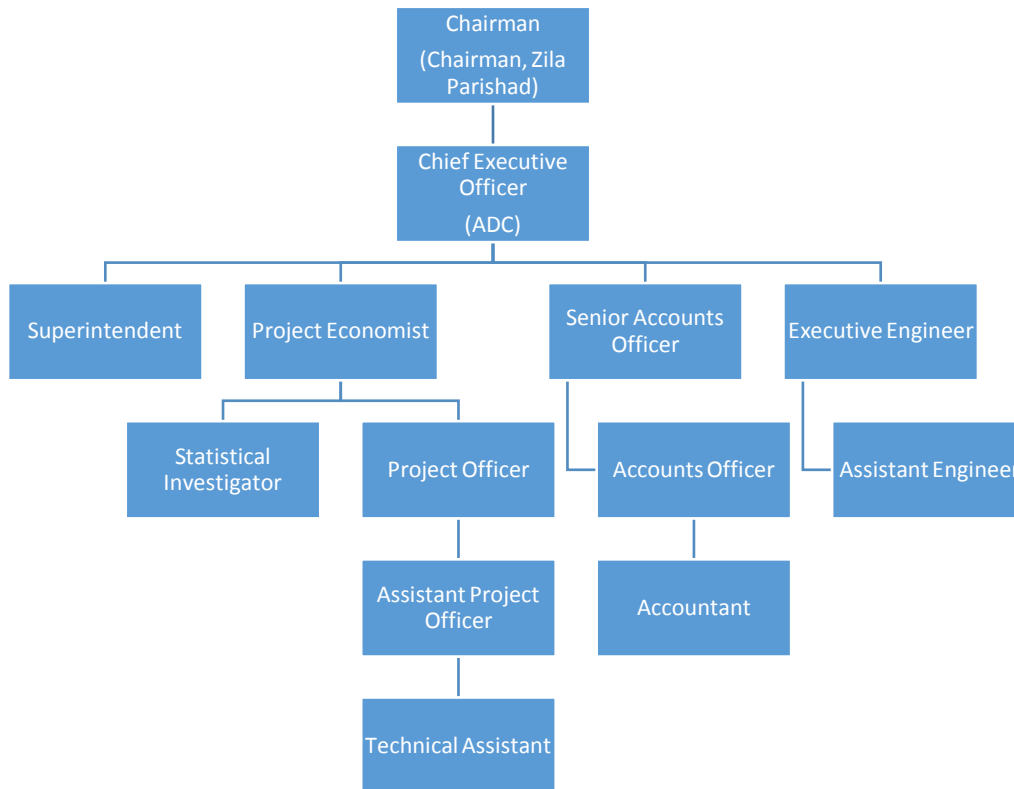
**Administrative Chart**  
**District Rural Development Agency(DRDA), Fatehabad**

Sr. No.	Name of Post	No. of Posts (As provided under the guidelines)	No. of Posts sanctioned by State Govt.	No. of Posts actually filled up	No. of Posts lying vacant	Pay Scale
1	Chief Executive Officer	1	1	1	-	15600-6600-39100
2	Project Officer	3	1	-	1	9300-5400-34800
3	Sr. Account Officer	1	-	-	-	15600-6000-39100
4	P.E.	1	-	-	-	9300-5400-34800
5	Assistant Project Officer	3	4	2	2	9300-4200-34800
6	Superintendent	1	1	-	1	9300-4200-34800
7	Accounts Officer	2	1	1	-	9300-5400-34800
8	Section Officer	-	1	1	-	9300-4600-34800
9	Technical Assistant	7	1	1	-	9300-3600-34800
10	Statistical Assistant	2	1	-	1	9300-3200-34800
11	Investigator	-	2	-	2	9300-3600-34800
12	Accountant	3	2	2	-	9300-3200-34800
13	Assistant	3	2	1	1	9300-3200-34800
14	Junior Programmer	-	1	-	1	9300-3200-34800
15	Jr. Scale Stenographer	-	1	-	1	9300-3200-34800
16	Steno	2	1	1	-	9300-3200-34800

17	Clerk	9	4	4	1	5200-2400-20200
18	Driver	2	3	4	-	5200-3600-20200
19	Computer Operator	-	1	-	-	5200-1900-20200
20	Peon	4	4	4	-	4440-1300-7440
21	Chowkidar	-	1	1	-	4440-1300-7440
22	Instructor	-	1	1	-	9300-3200-34800
23	Helper	-	2	2	-	5200-2400-20200
	<b>Total</b>	<b>44</b>	<b>36</b>	<b>27</b>	<b>11</b>	

**Source: DRDA, Fatehabad, 2015**

According to administrative chart of DRDA Fatehabad, total posts are 44, in which 36 posts are state govt. approved in which 27 posts are filled and 11 posts are vacant and among the vacant posts some are very important like there are 3 posts of project officer and only one post is approved by state govt. and that is vacant also. In accounts branch the post of senior accounts officer is vacant. More over the post of Executive Engineer of construction branch is also vacant 7 post of technical assistant should be there but state govt. has approved only one post. At present 1/4 posts of total posts are vacant which is affecting the proceeding of department. If these posts are filled, than the working process of DRDA can be improved. During the survey when it was asked to officers and employees of DRDA that are you satisfied with the staffing position of your office then 85% officers and employees were not satisfied. It shows that officers and employees are also facing problems due to shortage of staff.

**Organisational Structure:**

Source: DRDA, Fatehabad

**Main Rural Development Schemes:**

The main schemes running by DRDA are as under:

**1. Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS):**

This scheme was introduced in the First Phase in 200 Districts of the country From 2<sup>nd</sup> February, 2006. In the Second Phase, from 1<sup>st</sup> April, 2007, 130 more districts were adjoined in this scheme. Also in the Third Phase, from 1<sup>st</sup> April, 2008, this scheme was implemented in Fatehabad District with whole the country, with the motive of providing minimum 100 days employment in a year to the rural unskilled people. On 2<sup>nd</sup> October, 2009 this scheme was started with its new name Mahatma Gandhi National Rural Employment Guarantee Scheme(MGNREGS).

**2. Indira AwasYojana (IAY):**

This scheme was initiated in 1985-86 under the scheme of Rural Landless Employment Guarantee Programme (RLEGP). In 1988-89 this scheme was imparted. Indira AwasYojana aims at

helping rural people below the poverty line belonging to SCs/STs, free bonded labourers in constructing of dwelling units and up-gradation of existing gradation unserviceable Katchcha houses by providing grant-in-aid. Under this scheme, assistance for the construction of new house is provided at the rate of Rs. 20,000/- (per beneficiary) and 22,500/- in the plain and hilly areas respectively. The financial aids have been increased to 25000/- in 2004. These aids have been further increased to Rs. 70000/- for plain areas and 75000/- for hilly areas from April, 2013. For this scheme, the financial aid will be provided by Central and State Govt. at the ratio of 75:25.

### **3. Swarnajayanti Gram SwarajYojana (SGSY):**

This scheme was started On April 1, 1999 by fusing the former six schemes (IRDP, TRYSEM, SITRA, GKY, MWS, DWACRA) whose purpose was to uplift the rural poor people above BPL within the period of three years and establish in large number small scale industries. Under the scheme the benefited people would be called Sawrojgary.

### **Conclusion and Suggestions:**

So after analysis it is cleared that structure of DRDA is not capable to implement these schemes and programmes effectively. Because several posts of employees are vacant in DRDA by which other employees are overburdened. The transfer policy is not proper which affects the working of an employee. The employees are not provided any training. There are some posts on which temporary staff is recruited. There is political pressure on departmental promotion. The above said discrepancies show that the work of DRDA is not satisfactory. The implementation of rural development schemes is not going properly lack of education among the PRI members, wrong selection of beneficiaries, Political effect and lack of awareness towards these rural schemes are the reasons without removing these reasons objectives of these schemes could not be achieved.

The state government should take necessary action to fill the vacant posts, the early transfer should be banned and the employees should be provided proper training to develop their wok skills and morality. The departmental promotion should be on seniority basis. The honest and hardworking should be honoured by the department as well as state govt. The NGOs should be invited to contribute in rural development schemes. The department should use total available funds on rural development schemes.

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