

Ex. H 208

MAIN RECOMMENDATIONS
OF
THE NATIONAL CONFERENCE
ON
EXTENSION TRAINING

Held on
5th July 1966 to 9th July 1966
at
HYDERABAD

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Government of India
Ministry of Food, Agriculture,
Community Development and Cooperation
(Department of Agriculture)
Directorate of Extension.

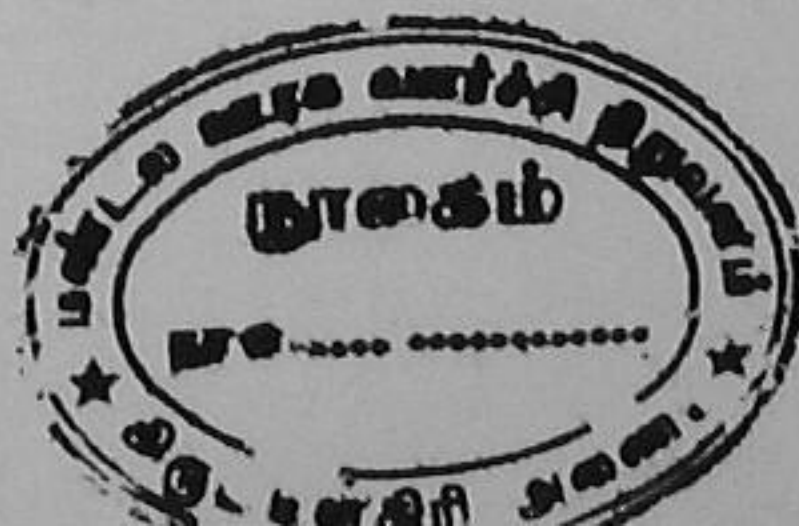
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IMPORTANT RECOMMENDATIONS FOR
IMMEDIATE ACTION

I. GRAMSEVAK AND GRAMSEVIKA TRAINING PROGRAMMES :

Item I(1) : Administrative aspects of the training programme :

1. A full time Senior Officer with suitable supporting staff, one each for men's and women's programmes, preferably having experience in extension training, should exclusively be put incharge of the programme at the State Headquarters for effective planning, execution, supervision and providing guidance.
2. Effective coordination should be brought about by:
 - a) Having Managing Boards or Managing Committees with representatives from District Administration, Panchayat Samitis, Non-official organisations concerned with agriculture and progressive farmers for each training centre.
 - b) The earlier recommendation of constituting the State Level Coordination Committee or State level Extension Training Committee which would be associated with all aspects of the training programme from the beginning to the end was reiterated.
3. a) The ban on the construction of new buildings (including electricity, water supply, sanitary fittings etc.), should immediately be lifted and the minimum of the buildings required for the Training Centres should be provided within the shortest period as the programme has suffered a great deal on that account.
 - b) A 50 acre well-developed farm with necessary farm equipment and irrigation facilities is a must for imparting effective training at the Gramsevak Training Centre.
 - c) Vehicles which were provided long time back should be replaced early since they have outlived their utility. The cost should be shared between Government of India and State Governments on approved basis.



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- d) The Centres, still lacking necessary equipments for practical and theoretical training, should be adequately equipped according to the standard lists already available.
4. In order to attract well qualified experienced and trained instructional staff, it is reiterated that at least rent free quarters may be provided. Since the State Governments have not been able to implement this recommendation made earlier, it is recommended that the Centre should take additional financial liability by treating it as Centrally sponsored scheme.
 5. The teaching staff who have had the training in Extension teaching methods and techniques be utilised at the training institutions at least for a period of three to five years.
 6. As recommended in the Chandigarh Conference, a uniform stipend of Rs.65/- per month should be paid to all categories of trainees undergoing various trainings at the Gramsevak, Gramsevika and Workshop Wings (e.g. Preservice, Inservice, Upgraded course, Gramsevikas, Gramsevaks and artisans etc.).

The creation of a training reserve in cadre of V.L.Ws. as recommended at Chandigarh Conference has not yet been implemented by the State Governments due to paucity of funds. It is necessary that the Central Government should provide financial assistance on a liberal basis.

Some of the States have already made the Training Centres permanent. The other States may take immediate steps to make their centres permanent after assessing the future requirements since these centres will be continuously required for running different extension training programmes.

B. Gramsevika Training Centres:

1. In the light of present day needs, it was recommended that all the Gramsevika Training Centres should be continued and strengthened for organising different categories of training programmes for women workers.

2. The job chart of the Gramsevika was examined in detail and a revised job chart as given at Annexure (I) was suggested for adoption.
3. Instead of two Gramsevikas prescribed in the original pattern there should be at least three Gramsevikas in the Block to cope up with the work load. In the Applied Nutrition Blocks the pattern of having five Gramsevikas should be continued.
4. At the time of recruitment at the District or the State level the Principal and the Chief Instructress should be associated wherever possible.
5. Since the Gramsevika is a counter-part of the Gramsevak, it is recommended that they should be brought under one common department as far as possible.
6. It is reiterated that the training centres be made permanent and the Chief Instructress be a gazetted officer with powers of drawal and disbursement of funds.
7. For effective coordination, the Chief Instructress should be an ex-officio member of the Panchayat Samiti and Chairman of the Samiti should participate in the staff meeting. The State level coordination committee should also include all Principals and Chief Instructresses as members.
8. In view of the rising cost of building material and due to the expansion of the programme a lump sum grant of Rs.20,000/- should be provided for expansion of the original building and that adequate provision should be made by the State Government for maintenance of these buildings.
9. It is reiterated that all the Instructresses in the Training Centres should be provided with rent free accommodation.
10. The Chandigarh Conference recommended for location of a farm, a dairy, poultry units etc. at the Training Centres and such of the States which have not provided these facilities may do so as early as possible.

11. In view of the increased weightage on agricultural subjects appointment of a whole time Instructor in Agriculture is recommended. Until such time adequate steps may be taken to cover the syllabus by utilising the Instructors of the G.T.C.
12. Such of the State Governments which have not provided kitchen gardens and balwadi centres may do so as early as possible.
13. It is recommended that to meet the shortage of Home Science graduates as Instructresses the existing Instructresses may be sent for higher training in Home Science.
14. It is recommended that separate category of posts known as lady circle officer should be created for giving guidance and to supervise the work of Gramsevika. These posts may be made interchangeable with the post of Instructresses of Gramsevika Training Centres and form part of an appropriate Department in the State.

Item I(2): Reorientation and gearing up of initial and refresher training of the Gramsevak and Gramsevikas in view of the new strategy in Agricultural Production:

A. Gramsevak Training Centres:

1. The training programme for the Gramsevaks both initial and refresher, should be geared to meet the present strategy. The training should revolve round the concept of 'Farm Planning' Package of Practices' and 'Package of Services' during the Training period.
2. The syllabus of the refresher course should also include a list of problems faced by the V.L.Ws. Since the refresher training has to be planned and conducted on a somewhat different basis, it would be desirable to entrust the work of designing the methodology to the E.E.Is.
3. The job training programme needs special attention and necessary changes have to be made in the procedure to make it a real apprenticeship training. This training should come at the end of the course and the start of the training period should be so adjusted that the job training period may fall in

a busy agricultural season. Pre-planning and effective coordination with the block machinery is a prerequisite to make the job-training a success.

4. Guest lecturers in the form of specialists in the subjects of plant breeding, seeds, fertilizers, plant protection, agricultural implements etc. should be invited from the Research Stations and the Agricultural Universities/Colleges to give special talks to the trainees.
5. The new strategy of Agricultural production should amply be demonstrated on the instructional farms so that the trainees get day to day training in the new techniques, skills and methods. Since these institutions have to serve as a focal point, they have to move faster in the adoption of new technology which could be attained only if they are in constant touch with the Research Stations/Agricultural Universities/Colleges and are continuously fed with new knowledge.

B. Gramsevika Training Centres:

1. In the initial and refresher training of the Gramsevikas sufficient emphasis should be laid on the application of fertilizers, water management, plant protection methods and storage facilities.
2. The Instructresses and the trainees of the Gramsevika Training Centres should also have training in High Yielding Varieties Programme so that they can communicate this message to the village women directly and through their trainees.
3. The Gramsevika Training Centres should take up the preparation and demonstration of suitable recipes of the High Yielding Varieties to the village women which will help in getting the new varieties of crops accepted in the area for consumption.

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Item I(3): Training of the instructional staff of the Gramsevak and Gramsevika Training Centres:

A. Gramsevak Training Centres:

1. The training of all the Principals and Instructors at the quicker pace is recommended in order that full impact of the training is felt at the training centres.
2. Advisory Boards may be constituted for each of the three Extension Education Institutes with the participating States so that there is fuller involvement of the States in the entire programme from the deputation stage to follow-up. It will also ensure full utilisation of training facilities.
3. Principals of the Training Centres who have not so far received training in Extension and teaching methods etc. should be trained early.
4. Organisation of short duration Work Seminars with a view to acquaint the staff with teaching techniques should be taken up in States who want to do so with the assistance of persons already trained in this field, with the active assistance and support of the Extension Education Institutes.

B. Gramsevika Training Centres:

1. In order to increase the proficiency of the Instructional staff of the Gramsevika Training Centres, it is recommended that the Chief Instructresses and other members of the staff should be trained in Extension Education Institutes. The State Government should fully utilise the seats allotted to them.
2. For those who cannot be covered by this training programme, as in interim orientation for them, there should be a State level Seminar of the Principals, Chief Instructresses and other Instructresses in the Gramsevak and Gramsevika Training Centres. The Regional Home Economists may be associated with these State level Seminars.
3. It is recommended that the follow-up should be done by the teaching staff of the E.E.Is. with the help of the State Directors of Training.

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Item - GENERAL

1. The Group felt that there is need for a study of the entire range of Extension Training Programmes by an independent Committee or an organisation like the Programme Evaluation organisation of the Planning Commission or any other appropriate body which could go into the details of the programme and suggest measures so that the programme could serve better.

Item II - HIGHER TRAINING OF GRAMSEVAKS

Item II(1) : Specialised Training of a year's duration at the upgraded training centres:

1. As it is the accepted policy to upgrade all the G.T.Cs. during the Fourth Five Year Plan, it is recommended that:
 - a) The total number of Centres selected for upgrading should be more in the earlier part of the plan and
 - b) the ban on construction of buildings should be immediately lifted.
2. Wherever necessary the V.L.W. should be given training in basic sciences with the help of Universities and Colleges so that it could be possible for them to benefit from the course.
3. Since all the Village Level Workers are proposed to be given this training, there may not be any need to provide for special incentives. It was, however, felt that adequate incentive for the V.L.Ws. with higher percentage in the selection grade should be provided so as to keep up their interest in improving their knowledge and skills.
4. While selecting trainees for this course senior persons should be preferred so that on completion of their training they will have a reasonable chance of being promoted to higher posts.
5. A report about the performance of the V.L.W. while under training should be prepared by the Principal and forwarded at the end of the course to the Block Development Officer.

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Item II(2): Deputation of meritorious V.L.Ws. for B.Sc. (Ag) at the Agricultural Universities and colleges:

1. It is recommended that States which have not made provision in their plan to meet this requirement should do so in the next year's plan.
2. The Government of India should take up the question of concession for the V.L.Ws. with the Universities concerned so that they may also offer similar concessions as has been done in case of Pant Nagar University, Ludhiana University etc.

Item III - FARMERS TRAINING PROGRAMME

Item III(1): Specialised training of progressive farmers in agriculture and allied fields:

1. It is recommended that the Agricultural Universities should play an effective role in organising such training programmes. They should provide necessary guidance and assistance to other agencies in the State undertaking such training programmes.
2. The Agricultural Universities should play an important role in providing required training for the trainers to equip them with adequate skills for handling such training programmes.
3. Farmers training programmes should be taken up only at such agricultural colleges, training centres, research stations etc. where adequate physical facilities and qualified staff are available.
4. The number and the duration of the training courses as indicated by the Directorate of Extension, Government of India could serve as guide line. Necessary modifications may be made according to the local conditions.
5. To assess the impact of this training programme on the participants as well as on the agricultural production and to ensure that right type of training is imparted, periodical evaluation is very essential. Such an evaluation should be entrusted to an independent organisation. However research studies undertaken by students on these problems could be useful to the programme development.

Item III (2): Long (one year) and short (3-6 months) duration courses for farmers' sons.

1. The duration of the training courses for farmers sons should be flexible say from a few months to a year to meet the specialised needs, and should lay emphasis on practical work such as modern agronomic practices, use of fertilizers, insecticides, conservation of soil and water, handling of power sprayers, dusters, and power tillers etc.
2. The existing institutions for training of sons of farmers should be adequately equipped and staffed so as to enable them to impart quality training in specialised fields like fruit and vegetable growing, poultry keeping etc.

Item III(3): Training-cum-Demonstration Camps for training of vast majority of farmers:

1. It is recommended that training-cum-demonstration camps should be organised both before Kharif and Rabi seasons. The location of the training camps should be, as far as possible, within the walking distance of the farmers so as to enable large number of farmers to avail of such opportunities.
2. Adequate preparations for holding such training camps should be planned well in advance. Subject-matter specialists, research workers, progressive farmers and other farmers who have successfully adopted improved agricultural practices as a result of undergoing specialised training camps should be invited to participate in these camps.
3. In order to make the training programme a success it is necessary that this scheme should be made centrally sponsored under which funds should be made available to States over and above the State Plan ceilings. It is recommended that all the State Governments should take up the training programme of farmers sons to boost agricultural production.

Item III(4): Exchange of farmers within the country:

1. The programme of exchange of farm leaders within the State and country is very useful particularly in the high yielding varieties areas and I.A.D.P. Districts. It was, therefore, recommended that necessary pre-arrangements including coordination between the concerned departments may be made as early as possible so as to speed up the programme.

2. The farmers who had the benefit from this programme should be encouraged to impart the benefit of their knowledge and experience to their neighbours through organised participation in group discussions, demonstrations etc.

Item III(5): Training programme of Associate Women Workers:

1. It is emphasised that the recommendations made at the Chandigarh Conference may be fully implemented by such of the States who have not done so far.
2. The number of courses should be increased from 4 to 8 at least per State per year.
3. The Daily Allowance of the trainees should be raised from Rs.2/- to Rs.3/-.
4. Instead of giving the trainee a fixed T.A. of Rs.10/- T.A. should be given as prescribed under the existing rules of the State Government.
5. In order to ensure adequate coverage, it is suggested that sufficient publicity should be given through Block Agencies and the Training Centres and sufficient advance intimation should be given to the Blocks and Training Institutes.
6. The Mukhyasevikas and the Gramsevikas of the Blocks should be actively associated with the selection of the right type of candidates.
7. The follow up of the women Associate Workers should be done mainly by the block agency. In addition the Training Centres should also follow up in the nearby blocks.
8. The proforma suggested by the Directorate of Extension may be filled in with suitable modifications if any and the report of the progress made should be sent to the proper authorities as prescribed (Appendix II).
9. The age of the trainees should be between the age group of 18 to 25.

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10. The pay of the Instructress who is now receiving the consolidated pay of Rs.150/- should be revised and brought in par with the pay of other instructresses.
11. An honorarium of Rs.10/- should be given to the guest lecturers out of the contingencies as is being done in respect of other training programmes.
12. The literature suitable for the Associate Women Workers should be prepared in the regional languages by the Training Centres and distributed among the trainees. It is observed that some of the States have already prepared this literature and manual which can be circulated to other State Governments for adoption.
13. The present syllabus of the Associate Women Workers may suitably be modified with greater slant on Agricultural production, family planning and nutrition.

Item III(6): Training of Rural Women in Agricultural Production.

1. There should be two types of training:

- a) institutional
- b) at the field level.

It is agreed that the duration of the training at the institutional level may be for a period of seven days. In addition to the High Yielding Varieties Programme and other agricultural practices this training may cover other subjects like livestock management, nutrition, food preservation and family planning. The training at the field level may be for a period of two to three days on specific agricultural practices. This training may be frequently repeated to cover all aspects of agriculture according to seasonal operation.

2. The Gramsevikas, Mukhyasevikas and the Progressive Farm Women should be given training in High Yielding Varieties Programme so that they in turn can organise training for the Farm Women on High Yielding Varieties in the villages.
3. As some of the States have completed the training of required number of gramsevikas or will be completing soon, they may run training courses for farm women, farmers daughters (as is being done in Gujarat) to utilise the centres fully.

4. Full support may be given to voluntary organisations like Bharat Krishak Samaj, Bhartiya Mahila Sangh to organise and conduct these training programmes.

Item III(7): Organisation of farmers discussion groups:

1. It is recommended that in order to have an effective follow up of the various training programmes of farmers, it is very essential to organise farmers discussion groups. Formation of such discussion groups will go a long way in mobilising the trained farmers to make the best use of the training received in the farm areas particularly where high yielding varieties programmes are in progress. Formation of such farmers discussion groups will also provide motivation to other farmers to take up improved agricultural practices as being practised by the trained farmers.
2. The V.L.W. Training Centres should play a very important supplementary role in the farmer education programme. This would however need the strengthening of these institutions by staff, equipment, transport and farm etc. for which additional funds will need to be provided so that these institutions could come up to that level that may effectively play the role of transmitting information to the Extension Agency and the farmer.

Item IV - HIGH YIELDING VARIETIES PROGRAMME AND MISC.

Training at the National Level

A. General Orientation:

It is recommended that training programme should be held in New Delhi lasting for one or two days. The participants will be the Joint Directors in charge of the High Yielding Varieties Programme, Administrators of Agricultural production programmes, Registrars of Cooperative Societies, a representative from the Agricultural University or College in each State, preferably the Director of Extension. It should be held only once a year.

B. Special Courses of Training:

It is emphasised that there should be three separate training programmes for (a) Paddy, (b) Jowar, Bajra, and Maize, and (c) Wheat. The duration of training programme for paddy and wheat should be three days

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each, while it should be five days for Maize, Jowar and Bajra. The venue for these training courses will be the Central Rice Research Institute, Cuttack for Paddy, the Indian Agricultural Research Institute New Delhi for Wheat, and the A.C. & R.I. Coimbatore for Millets.

The participants in these courses of training will be State level Specialists (Agronomists) Plant Protection Specialists and Specialists in Fertilizers and Agricultural Implements and the Specialists from the Directorate of Extension.

Training at the State Level

A. Orientation Training Programme:

As at the National level the orientation training should be held once a year at the Headquarters of the State and will last for one day. The participants will be Collectors of the Districts, Chairman of the Zila Parishads, District Development Officers, District Planning Officers, Chairmen of the Central Cooperative Institutions, Joint Registrars of Cooperative Societies, Regional Deputy Directors of Agriculture, Project officers and the District Agricultural Officers and a few progressive farmers.

The following should be the content of the orientation training programme :-

- i) Coverage and phasing of the coverage;
- ii) The schedule to be adopted for the application of fertilizers and plant protection measures for each of the crop varieties and the arrangements made for supplies of these inputs;
- iii) Credit;
- iv) Role of each functionary.

B. Specialised training programme:

This training programme should be conducted at an Agricultural University or an Agricultural Research Institute or Farm. Its duration may be three days. This should be held twice a year.

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The participants will be the Deputy Directors of Agriculture, District Agricultural Officers, Deputy Registrar of Cooperative Societies, subject-matter Specialists, District Planning Officers and Extension Specialists from the Agricultural Universities and Instructors in Agriculture attached to Gramsevak Training Centres.

The content of the training programme will be:-

- i) The agronomy and botany of each of the High Yielding Varieties;
- ii) Nutritional requirements and schedules for the application of fertilizers;
- iii) Pests and diseases which occur and measures to be adopted for their control;
- iv) The evolution of the package of practices.

Training at the District level

Orientation Training:

This may be held in a Government farm or Research Station. It will be held only once a year and its duration will be one day. The participants will be Sub-Divisional Officers, Block Divisional Officers, Extension Officers (Agriculture and Cooperation) and the non-officials connected with the banking and marketing co-operatives societies, Chairmen of Panchayat Samitis, representatives of commercial organisations dealing in agricultural machine, fertilizers and plant protection chemicals and a few progressive farmers. The trainers will be the officers who participated in the Conference at the State level.

Specialised training:

This will be conducted in an Agricultural Research Station, Government Farm, or in a suitable private farm. It will be held twice a year, i.e., the first training programme in April for the Kharif season and the second one in August/September for the Rabi season. Its duration will be three days each. The trainers will be the officers who have been trained at the State level, supported by State level specialists. The participants will be Agricultural Extension Officers and other Specialists in Agriculture

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at the Block level (Plant Protection Assistants, Crop Development Assistants, Compost Development Officers and Soil Conservation Assistants).

Training at the Block level

The training programme at this level is to be conducted for Village Level Workers and the emphasis will be laid on (i) imparting skills and techniques involved in the cultivation of high yielding varieties; and (ii) organising training programmes of farmers on the cultivation of high yielding varieties.

The programme will be conducted at Gramsevak Training Centres, Government Farms, such as Block Seed Farm, or a suitable private farm. It will be held twice a year, i.e., once in the last week of April and again in the first fortnight of September. The duration will be three days each. The Extension Officers in Agriculture will be in charge of the training programme and will be supported by the District Level Specialists, District Agricultural Officers, Deputy Registrars and the staff of the Gramsevak Training Centres.

Training for Farmers

- i) The training programme should be conducted on a farm, in a V.L.W.'s circle because farmers would not be able to remain away from their farms for more than a day.
- ii) The training programme should be so designed that it should be simple with a view to being repeatable.
- iii) The stress should be laid on the quality of training rather than on training a large number of farmers.
- iv) The training programme will be organised at about 10 centres, in each Block and the number of farmers to be trained at each centre will be 30.
- v) The training programme will be conducted twice a year, just in advance of the cropping seasons.
- vi) The Village Level Workers should be placed in charge of organising and conducting the training programme for farmers. However, with a view to making the training more effective, he should be supported by an Agricultural Extension Officer

or a Specialist in the Block and the Progressive Farmers who have been trained at a higher level for this purpose.

- vii) Since a very large amount will be required for operating the training programmes at various levels and in view of the importance of the programme and the poor availability of funds in the States, the training programme for the High Yielding Varieties should be treated as a Centrally sponsored scheme and all the funds required should be provided by the Centre.

Programme for Peace Corps Volunteers

It is recommended that an orientation and subject-matter training for these volunteers may be organised at Delhi which may be followed by a more detailed programme at the State level on High Yielding Varieties.

Training Aids

In order to develop suitable literature and training aids, it was recommended that an agricultural Information Officer should be appointed in each I.A.D.P. and I.A.A. Districts.

Item V - YOUTH PROGRAMMES

Item V(1): Review of the progress of the Pilot Rural youth Clubs and measures to strengthen the programme.

A. Gramsevak Training Centres:

1. The rural youth movement should have an organisational set up from the village to the national level. It should have a broad frame work to create a national image.
2. There should be a separate functionary at the Block, district and State level for the youth programmes. To begin with this set up may be introduced for the IADP, IAA and High Yielding Varieties areas.

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3. It is recommended that the Government of India may extend the revolving fund to the remaining training centres.

B. Gramsevika Training Centres:

1. Each training centre should develop at least two Yuvati Mandals on model lines.
2. The Yuvati Mandals should be organised as a separate organisation from the Mahila Mandals and the age group of 12 to 15 should be strictly adhered to.
3. The members of the Yuvati Mandals should be given necessarily take up specific individual and group projects.
4. The members of the Yuvati Mandals should be given periodical training on the projects and maintenance of proper records.
5. The staff of the Gramsevika Training Centres should be made responsible for effective running of these Yuvati Mandals and make systematic evaluation for the benefit of the field workers.
6. The staff of the Gramsevika Training Centres should fully utilise the facility available through the revolving fund for the agricultural projects, for the members of the Yuvati Mandals and wherever they have seen the profits raised by the members their experiences should be shared with the others.
7. The staff of the Training Centre should see that the equipment supplied to the Yuvati Mandals are put to proper use.

Item V(2): Training of officials and non-officials associated with the club programme and selected members.

1. It is recommended that one training course may be organised at each centre every year as the number of courses now provided are inadequate to meet the needs.
2. In order to exchange experience and develop Rural Youth Programme periodically interstate Regional Workshop may be organised by the Government of India.

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Item V(3): An effective programme for clubs for five year period:

1. Agricultural Universities and Agricultural Colleges with Extension Wings should take up the Rural Youth Programme by organising youth clubs and provide guide line to other clubs.
2. Organisation of youth clubs should be taken up in IADP and High Yielding Varieties blocks as it is an integral part of Agricultural Extension.

Item V(4): Scheme for organisation of the Regional and National Rallies:

It is recommended that organisation of Rallies may be taken up at National, State, District and Block levels to provide needed incentives.

Item V(5): Utilisation of IFYEs in the training and education of farmers and young farmers.

1. The farms of returned IFYEs should serve as demonstration cum training centres.
2. The IFYEs should provide needed local leadership to the youth clubs at least in their home blocks.
3. They should have due opportunity to narrate their experiences through organised Radio Programmes.
4. They should participate in the Training Camps for Youth club Members and farmers.

Item VI - FOREIGN TRAINING PROGRAMMES

Item VI (1) & (2): (1) Returned participants including IFYEs Farm Leaders their involvement in different training programmes; difficulties in their fuller utilisation suggestions for the removal of these handicaps.

(2) Steps to make the Foreign Training Programme effective.

1. It is recommended that the key personnel at State and District levels including the Directors of Training/Deputy Development Commissioners who are responsible for guiding, supervising and counselling the entire training/extension programme in the field, should be included for foreign training in various countries where such facilities are available,

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They should however be retained in their position for about three years.

2. It is recommended that the present maximum age limit of 45 years should be raised to 50 years in the case of key personnel.
3. The participants who have received training abroad should be kept in such positions where they may fully utilise this training.
4. The instructional staff including the Principals who have received training abroad should preferably be utilised in the Upgraded Training Centres.
5. There should be an annual meeting of the returned participants with a view to have interchange of ideas.
6. Returned farmers should prove their worth by adopting improved farming methods and serve as model farmers for others. They should in turn receive all material and financial support available from governmental agencies to enable them to serve as effective demonstrators.
7. Selection of farmers for going abroad should be on rigid and impartial basis. Only those farmers who could provide effective leadership in Agricultural Production should be selected.
8. Agricultural Universities should make full use of these returned farmers for various extension training programmes.
9. A list of IFYEs and returned farmers should be made available to the extension agencies and Agricultural Universities by the Government of India.

Item VII(1) : Orientation training of higher categories of officers, namely Joint Directors, Deputy Directors and District Agricultural Officers:

1. Short-term orientation course comprising of subject-matter and extension techniques should be organised for the Joint Directors of Agriculture and Animal Husbandry, Deputy Directors of Agriculture and Animal Husbandry, Project Officers IADP and IAAs Subject-matter Specialists at State and District levels and District Agricultural Officers.

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2. The venue for such training should preferably be Agricultural Universities, Agricultural Colleges or Agricultural Research Institutes and the duration of the course should not be more than a week.
3. Specialised training courses lasting two to three weeks in subjects like Farm management, hybrid seed production etc. may be organised for special set of officers as and when necessary.
4. The methodology to be adopted for these training programmes should comprise of Seminars, Group discussion, study tours and field visits.
5. These discussions may preferably be organised in the month of February which is relatively slack season.

Item VII 2(a): Inservice training in subject-matter and Extension methods and techniques for the Extension Officers Agriculture/Animal Husbandry employed in the Development Blocks.

1. The venues for such courses should be Agricultural Universities, Extension Education Institutes and Agricultural and Veterinary colleges.
2. Training reserve should be created in order to ensure full utilisation of the training facilities.
3. The stipend of the participants may be increased from Rs.75/- p.m. to Rs.125/- per month.
4. A small committee may be constituted to examine the existing syllabus and make suitable modifications.

Item VII(2) Inservice, training in subject-matter of the instructional staff of the Gramsevika Training Centres and the supervisory staff - Mukhyasevikas.

1. The State Governments should take full advantage of the facilities by the Directorate of Extension.
2. The Instructresses who have received this training should be retained in the Gramsevika Training Centres for a period of at least five years and there should be equitable distribution of the staff who have received this training in all the training centres.

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3. Since the Instructresses of the Gramsevika Training Centres are being frequently deputed to undergo different training courses the Working Group suggested that a training reserve should be created so that the normal work will not suffer.

Item VII(3): Applied Nutrition Programme:

1. Such of the Training Centres which have not yet completed the various training programmes allotted to them should do so as early as possible.
2. Block should organise training for members of Mahila Mandals so as to extend the benefit of this training to a large number of members.
3. Production of suitable literature and visual aids may be taken up at all levels so as to make the training programme more effective.

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