

**3.7 Restructuring of Rural Extension Training Centres (RETC) and renaming of RETCs as Regional Institute of Rural Development (RIRD)**

Rural Development (C3) Department

G.O. (Ms) No. 71

Dated : 30.03.2004

Read :

1. From Commissioner and Director of Rural Development (Training) Lr.No. 1005/2003/Trg.1, dated 11.11.2003.
2. From the Director of Rural Development Lr.No.51646/03/ Trg.1, dated: 29.12.2003

**ORDER**

In the reference 1<sup>st</sup> read above, the Commissioner and Director of Rural Development (Training) has stated that there are 5 Rural Extension Training Centres (RETCs) in Tamil Nadu at S.V. Nagaram, Krishnagiri, Bhavanisagar, Pattukottai and T. Kallupatti. These were set up in the late 40s and 50s with the objective of training 'gramsevaks' (Rural Welfare Officers – RWO) in the field of agriculture, animal husbandry, co-operation, community development and allied activities. The original control was with the Agriculture department, and later shifted to the Rural Development Department. The RETCs were set up also for information dissemination through establishment of model farms and dairy units. Workshops were also set up with focus on carpentry and black smithy. These then took on TRYSEM training when that scheme was introduced. To be able to do these, the RETCs were sanctioned the requisite staff with minor variations.

2. Over the years, rural development's focus has shifted. Agriculture and allied activities has moved out and established itself as 2-3 departments such as Agriculture, Horticulture and Agriculture Engineering. Model farms are set up by those departments outside of the RETCs, in their locations/in the farmer's lands itself. Animal Husbandry, similarly, has its own extension wing and dairy farms. Cooperatives have their own department and extension wing.

3. While on the one hand originally set up sectoral areas of work have moved out of the RETC and on the other hand the department of Rural Development's new approaches, schemes and changes to law have emerged. Further the passing of the 73<sup>rd</sup> amendment to the constitution and enactment of the Tamil Nadu Panchayats Act 1994, has shifted the focus significantly to local self governance. The success of women self help groups, right to information movement, shift to people's participation, self help, stakeholder involvement etc have demanded a corresponding change in the attitude and functioning of the Rural Development staff.

4. The National Institute of Rural Development in its National Conference of Heads of Extension Training Centres and State institute of Rural Development on September 24, 2002 has pointed out and made its recommendation in its status paper on Extension Training Centres that – "keeping in view the present focus, the ETCs need to focus their training activity towards integrated Rural Development, Panchayat Raj, Watershed development, Rural Health and Sanitation, Self Help Groups, Non-Governmental Organisations etc."

5. The Commissioner and Director of Rural Development (Training) has also furnished the subjects to be taught and the composition of the faculty and changes required to existing posts and re-training requirements.

6. The Director of Rural Development in the reference second read above has also agreed to the proposal of the Commissioner and Director of Rural Development (Training) for restructuring existing RETCs in Tamil Nadu. After detailed examination, the Government decided to accept the proposal of Commissioner and Director of Rural Development (Training). Accordingly, the Government pass the orders as indicated below:

### 3. TRAINING

(i) The posts in the RETCs are to be redesignated and filled as given below:

Existing	Restructured	Remarks
1. Principal	Principal	Joint Director level – on deputation from RD
2. Vice Principal	-	Abolished
3. Lecturer (Pt.Raj)	Lecturer (RD)	Assistant Director level – on deputation from RD
4. Lecturer (Agriculture)	Lecturer (Social Engineering and behavioural sciences)	Assistant Director level – on deputation from any department/government undertaking with necessary qualifications
5. Lecturer (Accounts)	Lecturer (Accounts & Administration)	Assistant Director – on deputation from Local Fund accounts or treasury and accounts. Administration includes subjects of office procedures and disciplinary proceedings also
6. Lecturer (Animal Husbandry)	Lecturer (RD)	Assistant Director level on deputation from RD
7. Lecturer (Co-operation)		Abolished

(ii) The posts of instructress (Home Science) and Lecturer (Sociology) will be operated as supernumerary posts and will cease to exist after the present incumbents vacate those posts. During this period, the corresponding posts of Lecturer (Social Engineering and Behavioral Sciences) in those RETCs shall not be operated. One post of instructress (Home Science) or Lecturer (Sociology) shall be shifted from RETC, T. Kallupatti to another RETC. Further orders on this will be issued by the Commissioner and Director of Rural Development (Training). One post of Librarian at RETC, Krishngiri shall be treated as supernumerary and will cease to exist after the present incumbent vacates the post.

(iii) All posts will be filled only by Government employees with requisite qualification who are having aptitude in teaching and appointed on deputation after selection. Selection is to be done by a Committee. Orders on this will be issued separately. The qualifications for the above posts are give below:

### 3. TRAINING

Post	Qualification
1. Principal	On deputation from Rural Development Department, after selection, with not less than 4 years balance service and should have served as Project Officer, DRDA and Project Officer, Mahalir Thittam for atleast 1 year each.
2. Lecturer (RD)	Assistant Director on deputation from Rural Development Department, after selection, with not less than 4 years of service, with 5 years of experience in the field, including one year as APO in DRDA and one year as AD (Audit) or as AD (Panchayats)
3. Lecturer (Social Engineering and Behavioural Sciences)	5 years experience in rural work, degree in any sphere related to rural development including social work, with specialization in women empowerment or social mobilization or behavioural aspects.
4. Lecturer (Accounts)	Assistant Director – on deputation from Local Fund Department or Treasuries and Accounts with not less than 5 years of experience of working as an Assistant Director.

(iv) All officers coming on deputation must have a minimum of 3 years of left over service before retirement. They will after selection be in the RETC for a tenure of not less than 3 years, and extendable with due approval of the selection committee referred to at (iii) above.

(v) Faculty upgradation and training

All faculty, including the Principal, must go through a training programme of faculty skill upgradation, at least once a year.

Field visit of one week in every six months to be undertaken on any two assigned/chosen topics of relevance to schemes / programmes being implemented or training being conducted; not less than 2 impact studies / year; submission of 2 project reports / year; and publishing of at least 2 papers / year must be done by each faculty member of the RETC.

(vi) Specialists and practitioners as Guest Lecturers

Guest Lecturers on special topics like micro-finance, marketing, village development, rain water harvesting, solid waste management etc., are to be engaged. Field level functionaries, officials / non-officials including NGOs, PRI etc. heads/members, who have success stories to tell, are to be called as guest lecturer to give a first hand account of their efforts/work. The expenditure in this regard has to be met largely from Government of India / District Rural Development Agency funds. If funds from Government of Tamil Nadu are required, specific proposals with justification may be sent.

(vii) Job chart.

While taking classes is very much the main job of the lecturers, there are other additional jobs which need to be performed in any training institution such as hostel management as warden, farm supervision, etc. These jobs would be assigned to and rotated amongst the lecturers from time to time.

### 3. TRAINING

The Principal is the institutional and administrative head. The Principal should take 12-15 classes per month and all other lecturers 30-40 classes per month. Clubbing of related subjects can be done for the effective utilization of lecturers. Any inputs/training required for the lecturers to be able to teach the subjects can be given/sponsored by the RETC from the recurring grant from Government of India.

(viii) Workshops and seminars off-campus programmes in villages.

From the routine training programmes of varying durations, the RETC would move into organizing more workshops and seminars on the key issues and important focus areas in rural development.

On an average 1 workshop/seminar shall be organized every alternate month, to begin with; which can be increased to 2 a month. Additional cost, if any required, will be met from Government of India/District Rural Development Agency funds.

The RETCs are to move to conducting programmes in villages which would enable them to address the training of Panchayat Raj institutions, their committees, CBOs and community much better. For this, the RETCs would also need to equip itself and others with better IEC methods like the use of performing arts – street theatre, folk music, etc. – with involvement of interested RETC personnel and already trained groups and other interested individuals. Plays and songs on themes such as rain water harvesting, total sanitation, community participation, etc., and emerging themes from time to time are to be performed.

(ix) The RETCs shall make internal and suitable arrangements for hostel, class room and office management. For conduct of computer training requisite arrangement is to be made. No additional posts shall be sanctioned for this. Necessary internal adjustment of posts amongst RETCs shall be done by Commissioner and Director of Rural Development (Training).

(x) The deputationists from Agriculture, Animal Husbandry, Co-operation shall be reverted back to their parent departments by the Commissioner and Director of Rural Development (Training), after ensuring proper arrangement of lecturers / guest lecturers for the various topics to be covered. No further deputation of officers from Agriculture, Animal Husbandry and Cooperation shall be made thereafter. These posts in the RETCs cease to be deputation posts for Agriculture, Animal Husbandry and Cooperation Departments.

(ix) The RETCs will henceforth be called Regional Institute of Rural Development.

7. This order issues with the concurrence of Finance vide U.O. No. 114/JS(Per)/04, dated: 30.03.2004.

(By order of the Governor)

**SHATHA SHEELA NAIR**  
SECRETARY TO GOVERNMENT