

**Report of the Expert Committee to Give a New Focus to the Mission and Objectives  
Including Restructuring of the Institutes (Aug. 1997)**

1. The statement of Mission should emphasise the well being of people in rural areas on a sustainable basis and with focus on the rural poor and the other disadvantaged groups. (para 4.1)
2. The objects clauses in Article 3 of the Memorandum of Association inter-alia to emphasise the Study of Rural Development in all aspects, Distance education methodologies. Assistance to Non-government Organisations and other Academic Institutions, application of science and technology in the development of rural areas etc. (para 4.3 read with Annexure-XIII).
3. Amendment of Article 4(i) of the Memorandum of Association regarding the provision of creation of posts carrying a maximum pay of Rs.2000/- Qr more per month (para 4.5).
4. Nomination of three academic staff members and one non-academic staff member to the General Council instead of three Directors.(para 5.1)
5. Nomination of one academic staff members and one non-academic staff member to the Executive Council. (para 5.2)
6. Constitution of two committees one for Training and other for Research. (para 5.4)
7. Constitution of Planning and Advisory Committees. (para 5.5)
8. Constitution of a Search Committee for selection and recommendations for appointment of Director General who can be from IAS or an Academician of National / International eminence.
9. DDG's duties and responsibilities should be primarily of academic natures. Sr. Directors in NIRD with ten years of service should be considered for the post. (para 5.7)
10. Creation of two posts of Deans; one for Research Co-ordination and other for Training Co-ordination.(para 5.8)
11. Elevation of the post of Registrar by placing in higher pay scale of Rs. 4500-5700 as against the existing pay scale of Rs. 3700-5000 for effective co-ordination.(para 5.9)
12. Constitution of a Committee to examine the present delegation of powers and to propose revised delegations at appropriate levels.(para 5.10)
13. Preparation of Manuals on various aspects of Administration matters for dissemination among the members of the staff.(para 5.11)
14. Built-in mechanism for periodical assessment and to review the performance and the functions of the Institute.
  - Amendment of Rules (para 5.12)

15. Re-organisation of the Centres to represent distinct and homogeneous academic themes and for the purpose of administrative co-ordination. (paras 6.3 to 6.6)
16. Establishment of Research Division and Training & Programme Division (paras 6.11 & 6.12)
17. Identification of State Institutions which could be assisted and supported for training of target groups across the country instead of establishing centres of the Institute located geographically at distant places.(para 6.14)
18. Faculty development and augmentation of faculty in specialised areas like science and technology, engineering etc.(para 6.21)
19. Improvement of utilisation of Library facilities.(para 6.22)
20. Revision of Senior Fellowship scheme, Proposals include enhancement of the fellowship grant to Rs. 20,000/- per month and maximum age limit for Senior Fellow upto 65 years. Constitution of a Search Committee for making the selections through personal invitation to renowned scholars/experts etc. (para 6.24)
21. Revision of Jr. Fellowship scheme on the lines of the schemes in operation in UGC, CSIR,ICSSR etc. (para 6.25)
22. Induction of Experts and Specialists.(para 6.26)
23. Detailed procedure for finalisation of training programmes.(para 7.4 to 7.14)
24. Introduction of Training Fellowships (para 7.17)
25. Introduction of Diploma programmes (para 7.21)
26. Distance mode of Education to impart training (para 7.23)
27. Collection of Case Studies by Faculty (para 7.24)
28. Identification of New Participants (para 7.25)
29. Procedure for identification and approval of research projects. (para 7.26 to 7.29)
30. NIRD should encourage extra mural research for which a 'Research & Training Fund' should be made available (para 7.31 & 7.32)
31. Publication of Rural Development Report.(para 7.35)
32. Publication of Panchayati Raj Report. (para 7.36)
33. Documentation and Information Centre on Rural Development literature. (para 7.37)
34. Review of modes of appointment – contract appointment to continue. (para 8.1)

35. Pension/GPF benefits in case of NIRD employees getting appointed to higher faculty posts on contract basis.(para 8.2)
36. Career Progression of faculty. Re-designation of Senior Dy. Directors as Associate Directors, Asst. Director (Sel. Grade) as Dy. Directors; Senior Research Officers as Asst. Directors etc. Subject to fulfilment of certain conditions. Rotation of Head of Centre. (para 8.3)
37. Freedom at the level of D.G. to decide on the level of faculty to be recruited depending on the specific need; expertise and suitability of the person to be recruited instead of the present vacancy based recruitment.(para 8.4)
38. Adoption of Assured Career Progression scheme as recommended by the Fifth Pay commission for Group A & B officers as also the C & D staff.(paras 8.6 & 8.7)
39. Creation of the post of a Deputy Registrar in the scale of pay of Rs.3700-5000 in the Institute in view of the increased work load in the Administration and support services branches.(para 8.8)
40. Direct Recruitment for Section Officers against 50% of the vacancies with written examination and selection. In case of promotion, the need for departmental test for this category.(para 8.9)
41. Written examination and selection in case of direct recruitment for LDC/Typists. UDC by promotion and appointment to the post of Assistant through test and screening.(para 8.10)
42. Review of method of recruitment of Stenographers. Computer knowledge should be compulsory. Action plan for deployment of ministerial staff and creation of pool of stenographers to meet the requirements of faculty members. (para 8.11 & 8.12)
43. Modernisation of office procedures and systems. (para 8.13)
44. Organisation of in-service training for staff on continuous basis. (para 8.14)
45. Review of recruitment rules and job charts. (para 8.15)
46. Contracting of support services. (para 8.16)
47. Adoption of Fifth Pay Commission recommendation for medical facilities to retired employees. (para 8.17)
48. Review of existing Benevolent fund rules. (para 8.18)
49. Status of Deemed University for NIRD not necessary. (para 9.1)
50. Specific recommendations for revision of the existing guidelines for consultancy Work by the faculty. (para 10.3).