

HUMAN RESOURCE DEVELOPMENT FOR AGRICULTURAL MANPOWER IN NORTH EASTERN HILL REGION

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Manpower training is one of the important key factors for any human resource development programme. Although the literacy rate in North Eastern Hill (NEH) Region is higher than that of national average, the agricultural production and productivity of the region is very low. The region, though very rich in natural resources lack of trained manpower is the major constraint in utilizing the resources into productive purposes.

Agriculture and livestock sector of NEH region is, therefore, affected with lack of trained and skilled personnel. Farmer's knowledge and skill about improved agricultural technologies are crucial in exploitation of available resources for growth and development of hill agriculture and also protection of hill ecosystem. The Trainers' Training Centre (TTC) has played an important role in human resource development in agriculture. This communication is an attempt to assess the role of TTC, Umiam in development of human resources in agricultural sector in NEH region. The trainings organized during 1995-1998 in different sectors of agriculture and animal husbandry by the TTC of ICAR, Umiam are collated in Table 1.

TTC has so far trained personnel of State Governments, KVKs, NGOs and school dropouts of NEH region engaged in agricultural activities on different aspects of crop production, livestock, fishery etc. **The number of personnel trained from 1995-1998 in TTC, Umiam, is collected in Table 1 and Table 2** depicted the state and discipline wise distribution of trainees. Out of 449 only 135 (30%) female trainees participated in the training programme. More attention is, therefore, needed for gender equity, since role of tribal women in hill agriculture is a crucial factor.

Maximum (66.50%) trainees participated in the trainings from Meghalaya followed by Nagaland (8.25%) and Assam (4.36%). Less participation of trainees from other states may be attributed to insurgency in the region and frequent "Bandh" call given by different organizations and communication gaps. Maximum (71) participants received training on plant propagation techniques followed by mushroom production technology (49) and (31 each) for oilseed and pulses cultivation and rice production technology. In animal husbandry practices 163 officers attended the different training programmes (78.52%) from Meghalaya followed by Tripura (37%) and Assam (5.5%) Maximum participants (61) received training on rabbit production and management followed by pig production and management (45) and poultry management (35). Sixty-eight trainees received training on knitting techniques and jam/pickle preparation.

Table 1 Year and discipline wise distribution of participants

Aspects of training	1995	1996	1997	1998	Grand Total		
					Male	Female	Total
(A) Crop Science							
Rice production technology	11	8	8	4	28	3	31
Oilseed and pulse production	9	0	13	9	30	1	31
Plant propagation technique	25	0	24	22	71	0	71
Mushroom production	0	0	2	0	2	0	2
Mushroom production technology	0	22	0	27	29	20	49
Fruit preservation and processing	1	2	6	4	0	13	13
Production technology of coarse cereals	9	0	0	0	9	0	9
Sub-Total (A)	55 (26.69)	32 (15.53)	53 (25.72)	66 (32.03)	168 (81.55)	37 (17.96)	206 (100.00)
(B) Animal Science							
Pig production and management	0	0	21	24	27	18	45
Poultry management	8	0	12	15	31	4	35
Rabbit production and management	0	6	18	37	53	8	61
Integrated fish farming in hills	0	6	10	6	16	6	22
Sub-total (B)	8 (4.90)	12 (7.36)	61 (37.42)	82 (50.30)	127 (77.91)	36 (22.08)	163 (100.00)
(C) Others							
Human resource development	0	0	0	12	8	4	12
Knitting techniques for tribal women	0	0	7	18	0	25	25
Jam/Pickle preparation	0	0	30	13	10	33	43
Sub-Total (C)	0 (0.00)	0 (0.00)	37 (46.25)	43 (53.75)	18 (22.50)	62 (77.50)	80 (100.00)
Grand Total	63 (14.03)	44 (9.79)	151 (33.70)	190 (42.41)	313 (69.71)	135 (30.06)	448 (100.00)

Table 2. State and disciplinewise distribution of participants

Aspects of training	Aruna chal Pradesh	Mani pur	Megha laya	Tri pura	Naga land	Sik- kim	Mizo ram	Ass am	Total
(A) Crop Science									
Rice production technology	0	2	14	4	3	0	5	3	31
Oilseed and pulse production	0	4	6	3	3	7	1	7	31
Plant propagation technique	0	0	71	0	0	0	0	0	71
Mushroom span production	0	0	0	0	0	0	2	0	2
Mushroom production technology	1	0	40	0	3	0	0	5	49
Fruit preservation and processing	1	0	6	0	2	2	0	2	13
Production technology of coarse cereals	0	3	0	0	6	0	0	0	9
Sub-Total (A)	2 (0.97)	9 (4.36)	137 (66.50)	7 (3.39)	17 (8.25)	9 (4.36)	8 (3.88)	17 (8.25)	206 (100.00)
(B) Animal Science									
Pig production and management	0	1	44	0	0	0	0	0	45
Poultry management	0	0	30	4	1	0	0	0	35
Rabbit production and management	3	3	42	3	4	0	2	4	61
Integrated fish farming in hills	0	0	12	5	0	0	0	5	22
Sub-Total (B)	3 (1.83)	4 (2.45)	128 (78.52)	12 (7.36)	5 (3.06)	0	2 (1.22)	9 (5.52)	163 (100.00)
(C) Others									
Human resource development	0	0	8	1	3	0	0	0	12
Knitting techniques for tribal women	0	0	25	0	0	0	0	0	25
Jam/Pickle preparation	1	0	33	0	6	3	0	0	43
Sub-Total (C)	1 (1.25)	0	66 (82.5)	1 (1.25)	9 (11.25)	3 (3.75)	0	0	80 (100.00)
Grand Total	6 (1.33)	13 (2.89)	331 (73.71)	20 (4.45)	31 (6.90)	12 (2.67)	10 (2.22)	26 (5.79)	449 (100.00)

Table 3. Constraints perceived by the trainees in attending the training Programmes

Constraints	Frequency	Percentage	Rank
Remoteness	320	71.26	IV
Timely information not available	200	44.54	V
Lack of TA & DA fund	390	87.30	II
Disturbance (Bandh etc) in the region	449	100.00	I
Repetition of training Programmes	125	27.83	VI
Communication problem	366	81.51	III

Hundred percent participants expressed disturbance/insurgency in the region was the first and foremost constraint that restricted their participation in different training programmes followed by unavailability of TA and DA in time. Other constraints in descending order were communication problems, remoteness, and non-receipt of information of training programmes (Table 3).

In spite of the difficulties mentioned above, the TTC has been carrying the training programmes of various aspects of agriculture and other sectors, so that there will be no dearth of local competence to accelerate sustainable growth of agricultural development in the NEH region.