

## PARTICIPATIVE VIGILANCE

Every year we are observing the vigilance awareness week from October 31 to 6th November. The true meaning of 'Vigilance' can be best described by the 3Es viz 'Everyone's Everyday business in Every sphere of their Life'. Yes, this description is true to its mean. The Vigilance awareness week is the time when we rededicate ourselves to renew our commitment to the cause of creating conditions to ensure that public services are rendered with utmost honesty, sincerity and efficiency. A P J Abdul Kalam had rightly said that 'If a country is to be corruption free and become a nation of beautiful minds, I strongly feel there are three key societal members who can make a difference. They are the father, the mother and the teacher.' Prevention is better than cure'. I don't think there is anybody who doesn't know this age old proverb passed on from generations. We are now giving much more stress on preventive vigilance rather than punitive vigilance. Vigilance is considered to be a managerial function and needs to be given utmost importance in managing an organisation. It is required to detect the irregularities before it is carried out, analyze and find out the reasons of such irregularities to curb mal-practices and corrective action are taken as per laid down guidelines to plug the detected loopholes in the system. To remain Vigilant is the right of every individual. But then, any Vigilant Act should always be result oriented. It is best to have a well-defined goal oriented act that should be beneficial to a majority of the stakeholders. Vigilance is not something external. It should be accepted as an essential part of management. Vigilance connotes watchfulness. It is not the purpose of vigilance to wait for lapses to be committed and then try to conduct post mortem. What is more important than punitive vigilance is preventive vigilance. In short, management should be interested in preventive vigilance measures. If adequate attention is paid to preventive vigilance side, many vigilance cases will not arise. Vigilance has to be looked upon as one of the essential components of management. Like Finance, HR, Technical; it also plays an important role in building the organisation. It is believed that if the vigilance set up is effective in an organization, it will certainly ensure the functioning of the other segment in an efficient way. Although, like a bitter pill, the work of Vigilance Department is not liked by dishonest officer; for the health of the organization, the bitter pill has to be administered, which will taste sweet in the long run and will ensure the good health of the organization. A handful of officers posted in the vigilance department alone cannot achieve the same. However I have strong belief that, by opening the proactive vigilance eyes of every individual of the organisation; the same can be made possible. I hope that the initiatives of the Vigilance Department will be useful in sensitizing all concerned and reinforcing the principles of Transparency, Impartiality and adherence to rules. Considering the vigilance function is an integral function for good governance, being in Vigilance department; we ensure all kinds of support to the management in all types of constructive approach for the good governance, where FAT content will go like: F (Fairness-100 per cent) A (Accountability-100 per cent) & T (Transparency-100 per cent). It is rightly said that 'Transparency is the Ornament of the beauty of Good Governance' Apart from the obvious damages that we cause to society through bribery and corruption, it has a divine angle too from religion point of view. Every religious book, be it Geeta or Koran or any other, all tell us to shun corruption in any form. It states that every action we do on earth during our life has its ramification after death. Therefore, for achieving a peaceful life during one's lifespan or even after death, it is needed that we prevent corruption and save our society. The fight against corruption can only be successful when public awareness is coupled with anti-corruption efforts. The primary objective of creating public awareness is to sensitize the public about the consequences of corruption and to educate the people about the improvements needed to create a corruption free society. Dalai Lama - a spiritual leader that rightly quoted that 'Happiness is not something ready-made. It comes from our own actions.' One must remember that vigilance begins with you, let us all together create a United India. Anti corruption also starts from you, so let us create Vigilant India, Prosperous India.

## HANDLE WITH CARE

**OFF 'D' CUFF**

Everyone talks about fatigue or about feeling stressed out due to the heightened pace of our daily life. We blame our lifestyle, education, circumstances, everything and everyone, except ourselves. What causes stress and how can we take responsibility for our emotional state?

Stress is an emotion that we experience with the change in the status quo of life. When we experience change, the fear of the unknown gives rise to feelings and thoughts of helplessness, uncertainty and of not feeling in control. This sense of inadequacy causes our emotions to stretch and to project externally onto any object or person so that we feel safe.

I spent my life accumulating identifications as a mother, spouse, coach, friend and more to feel secure. Since the last few years after my transformation, I have experienced that 'less is more'. Slowing down and anchoring my emotions internally with my inner voice has enabled me to shed my multiple sense of identifications and prompted me to accept my true Self as a manifestation of Nature. This has reduced my responsibility and involvement

from managing multiple relationships to only managing one. Today, my inner voice is my guide to managing all my relationships.

We need to think about how we can develop a relationship with our inner Self. Our cluttered thoughts reduce our ability to listen to our inner voice. Life is transient and therefore, the less we identify with it and to our external attachments, the more space we create internally to be aware of our inner voice and to be ready to act in accordance with that voice.

When my children were young and would have an emotional meltdown, I would give them some time out to calm themselves. Over the years, I have realised that adults, too, have to take out time to give our agitated emotions time to tide over. Life happens moment-to-moment and a regular habit of awareness and reflection builds a moment of mental pause that prevents us from hurtling around and getting injured repeatedly.

We can use our breath or a mantra or any other technique that resonates with our emotions to cultivate a pause between our flow of chattered thoughts.

-Ashu Khanna

## Communication- a strategic tool for rural development

■ DR BANARSI LAL

The present age has been rightly termed as an 'information age'. Information plays an immense value in our society. Information has become an integral part of our daily life. Now people want adequate and authentic information as early as possible. The mass media namely newspaper, radio and television are catering to this important need of people. For the rapid and overall development of a country it is must that the citizens of that country are well versed with the happenings around them. Development information and technologies generated for the farmers are of no use unless these reach to the ultimate users. It has been estimated that only about 30 per cent of the technologies are being received and used by the farmers. It is further added that the technologies generated today reach to the entire ultimate users in about 20 years. Communication is the core activity of human association in general and progress as well as development in particular. No human life can exist in isolation. A man can survive only in society and the survival in society is possible with communication. Therefore, communication is identified as the oldest continued activity of human being since birth and goes on and on till death. More precisely, communication is the basic need of human being and web of society which makes the survival, growth, progress and development of man possible and holds the society intact and progressive. Communication is a vital part of personal life in the society. It is equally important in business, education, civilization, administration and other situations where people encounter with each other to satisfy their needs and wishes. Communication maintains and animates the life. It leads people from instinct to

inspiration, through process and system of enquiry, command and control. It creates a common pool of ideas, strengthens the feeling of togetherness through the exchange of messages and translates through into action.

As the world has advanced, the task of communication has become more complex. However, unless some basic structural changes are introduced, the potential benefits of technological and communication development will hardly be put at disposal of the majority of mankind. The rural poverty and its related incidences may decline if one puts efforts for sustained growth in agricultural production. The extension communication system and network is the key input in increasing the performance in agricultural production. Therefore, the communication is the most powerful input which brings substantial development in socio-economic status of an individual. Agriculture is the main stream of the Indian economy. It directly regulates the growth of economy. The main occupation of rural people is agriculture. As the scope for bringing more area under cultivation is limited, the only possible way to increase the yield through the adoption of new and improved agricultural practices and techniques, so as to meet out the long term food grain requirement of the country. Agriculture is the mainstay of Jammu and Kashmir's economy. About 80 per cent of the population depends on agriculture. Present Indian extension system is under numerous pressures where the extension workers, have to cater not only vast population but also to perform administrative, election, input supply and other works. Under these circumstances, it is not practically possible to serve all the farmers, all the time for all the problems when ratio of extension worker and farmer, the

sender and receiver is more than 1:1000. Therefore, the potential of mass media can be exploited to serve the rural population in this direction. Electronicisation and mechanization in communication systems have provided opportunity to access the information rapidly, accurately and repeatedly. To reach the unreach modern electronic gadgets and systems have been introduced to cope-up the requirements. The government of India has realized the need and utility of these electronic equipments for rural population. Therefore, massive programmes of cyber extension, digital interactive distance learning, online networks, computer-aided multimedia; internet and free online telephones etc. have been launched for the farmers. Some of the major extension technology systems and approaches are being used presently like Kisan Call Centre, Cyber Extension, computer-internet connectivity etc. The use of present extension and communication technology system is based on the initiative of the farmers-the receiver itself. This is possible only when the farmer is conversant with the knowledge of handling system, approach etc. about present communication technology system as well as the positive attitude towards the system. In view of the progressive farmers, its use is judicious as they have high level of positive communication behaviour has resulted the desired results in their agricultural profession. As far as the farmers of hilly areas of Jammu and Kashmir, U.P., Bihar and like backward areas are concerned they are traditionalist-hardliners and shy in nature with poor communication behaviour. They hesitate to adopt recent technologies. The reason of poor communication behaviour is not only because of their personal weaknesses but there are number of con-

straints which come in the way and restrict them to make use of extension personnel's and communication channels. Communication in agriculture is not only to inform and create awareness among the farmers but also to implement new ideas that change the mode of farming. Village extension workers (VEWs) inform the farmers about the new technologies but they are not keeping pace with the advancement of technical know-how. Secondly, the message has to travel through many stages from its source to the ultimate users. Due to this hierarchical transfer sometimes it loses its meaning and originality. Communication is the vital aspect to change the behaviour of the receiver. As a matter of fact, no executive can be successful without communicating effectively with his superiors or subordinates. Messages could be in the form of words, symbols, signs, letters or actions. The importance of communication has been greatly emphasized by all the management experts. Communication is like a part of an individual's life as well as organizational existence. Its importance is self-explanatory and is having common experience of all as well. The transfer of science to rural people in India and gradual inoculation of scientific attitude in their everyday life, need to demonstrate in the language which will be understood and appreciated by the rural people. In order to make the farming community enlightened and better skilled in the use of improved management practices, fast communication devices are required to break through the message effectively.

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## Maulana Abul Kalam Azad: Politician who changed Indian Education System

■ VINOD CHANDRASHEKHAR DIXIT

November 11 is celebrated as National Education Day to commemorate the birth anniversary of Maulana Abul Kalam Azad, the first education minister of independent India, who served from August 15, 1947 until February 2, 1958. The entire nation honors the contributions made by Maulana Abul Kalam Azad on this day, which is also known as Rashtriya Shiksha Diwas. National education day celebrates the improvements of the national education system in the country.

Maulana Abul Kalam was a scholar, activist and leader of the Congress party. He served as the Education Minister for eleven years. As a freedom fighter, Azad was the leader of the Khilafat Movement and helped organise non-co-operation movement in 1919. Azad was a follower of the Gandhian philosophy. He also served as President of Congress in 1923 and then from 1940 to 1945. Maulana has authored several books including India Wins Freedom and Ghubar-e-Khatir. There are many great men who made their invaluable contributions to make the country independent. Maulana Abul Kalam Azad's name comes in such a great man whose sacrifice always reminds us of the unique and commendable work that he did for our society. He was unable to tolerate the word Ghulam with his name in any way, so he changed his name from Mohi-

ud-din Haider to Abul Kalam Azad. This self-given name later went on so that the real name was completely lost. He started the editing work of a literary magazine 'Lisanussidak' in 1902 at the age of 14. At that time, this magazine had created a great surprise. Apart from this, Azad did efficient editing of magazines like 'UnNadav', 'Vakil', 'Darul Sultanate', etc. The magazine became so popular that not a single copy of it survived. It contained articles of national ideology. Ultimately 'Al Hilal' and Maulana Azad himself became the victims of the British.

When India became independent, Pandit Jawaharlal Nehru was elected the Prime Minister of the country. Impressed by the intense scholarship of Maulana Azad, Nehru appointed him the education minister of the country because the progress of any country depends on the education there. Azad had a pure philosophy for India's education. He played a significant role in the establishment of various educational institutions. Some of these are Indian Institute of Science and Jamia Millia Islamia. His most significant contribution was the establishment of the first Indian Institute of Technology in 1951. He was also responsible for creating and setting up the University Grants Commission in 1953 and emphasized setting up the Indian Institute of Science in Bangalore. Over the past few decades, a number of IITs have come up. The objec-

tive of celebrating National Education Day is described as strengthening India's educational institutions. We need to raise the quality of education and also to evaluate the country's current performance in the field. It is also seen as an opportunity to improve the current situation of education in India. Education is one of the fundamental human rights given to all citizens by the constitution of India. Without knowledge and education, society cannot progress, which hampers the nation's overall progress. Maulana's heart was deeply pained by the horrific massacre of 1947. Maulana came after winning both the general elections of the Lok Sabha and remained the education minister of the country. During his tenure, Maulana laid the foundation of education policy for the progress of the country, he will always be remembered. People know him as a warrior of a pen. He established higher education institutions and also worked for free education in India. Several leaders have remembered the contribution of Azad in building the foundation of a strong education system in the country. His invaluable contribution towards laying the foundation of a strong education system in independent India will be remembered forever. Let this day be a realization to motivate the young generation to strive for excellence in the field of education for the overall development of the country.

## Revisiting Agriculture Education in context of NEP-2020

■ DR PARVEEN KUMAR

Since the establishment of first agricultural university at Pant Nagar in 1960, agricultural education in the country has made huge expansion both quantitatively as well as qualitatively. The educational system in the country has been based on the National Education Policy of 1986. The NEP 1986 was reviewed to have a more comprehensive, holistic, sustainable and an inclusive roadmap for a paradigm shift in the country's educational system. Thus, came the New Education Policy NEP 2020 with sweeping reforms in the basic structure of education, curriculum, pedagogy and teaching learning process. Blending education with technology incorporating traditional knowledge and culture and leveraging it with skills and employability through vocational education and an evaluation (both formative and summative), NEP 2020 is all expected to bring about a quality transformation in the education sector by making it internationally competitive, well defined regulatory and governance structure and an accreditation mechanism. Coming 34 years after the last education policy of 1986, NEP 2020 is the first education policy of the 21st Century in India emphasizing on the creative potential of each and every student. The NEP rests on the basic principles of flexibility, no hard separations between subjects, curricular and extra-curricular activities, Multi-disciplinary education, conceptual understanding, critical thinking, Ethical Values, teachers as the heart of the learning process, the strong public education system in India. It will require structural changes in the present system of teaching and learning. Keeping in mind the broad mandate of NEP 2020 to focus more on multidisciplinary and holistic education, the structure of institutions imparting higher education in agriculture have to be revisited. This is necessary to meet the requirements of large multidisciplinary universities imparting holistic education. These Higher Education Institutes (HEIs) have to reorient their curriculum, introduce multiple entry and exit levels, go for digital interventions to accommodate Academic Bank of Credits, forge strong partnerships with other HEIs to enable them to transfer credits earned by students from one institute to other. At the same time the teaching and learning have to be made more technology enabled, skill oriented and culturally integrated to make it more inclusive and equity oriented. At the entry level in HEIs, vocational education has to be included. All the reorientation is to give the students flexibility in shifting from one subject to other; to get higher education in the form of certifi-

cates/diplomas/degrees and at the same time giving them an opportunity at a later stage of their life to convert their certificates and diploma into degrees. Students will be at liberty to complete their education both in terms of the length of the time as well as choice of courses. As per the provisions of NEP 2020, the fragmentation prevailing in higher agricultural education in the country has to be ended by transforming agricultural universities or colleges into large multidisciplinary universities, colleges, and HEI clusters or Knowledge Hubs. Each of these HEIs would have a minimum of 3,000 students. Another important provision of NEP 2020 is that of making HEIs in agriculture multi-disciplinary. Knowledge streams from various disciplines can give better insight to understand social, economic and natural phenomenon. Therefore multi-disciplinary in higher education in agriculture has to incorporate academic programmes of basic sciences, social sciences and allied disciplines of agricultural sciences. Therefore, the single stream universities under the ICAR-AU system need to move towards multidisciplinary institutions by 2030 while continuing the focus on agriculture. Interaction of various disciplines can happen in various ways. NEP 2020 comes with Multiple Entry and Exit options. Agriculture education in India is already ahead of time and in a way aligned with NEP 2020. The NEP 2020 prescribes a shift to four-year undergraduate degrees and agricultural degrees are already four-year programmes. Four years agriculture degree under NEP comes with the provision of Entry and Exit options with exit after one year leading to Diploma. Presently higher education in the country is at a stage of massification with GER of 26.3 per cent. NEP 2020 aims to increase the GER from 26.3 to 50 by 2035. Another interesting fact is that although agricultural universities comprise approximately 9 per cent of all universities in the country, enrolment in agriculture and allied sciences is less than 1 per cent of all enrolment in higher education. This also means increasing GER in agriculture from the present percentage. Directives have been enlisted to enhance Gross Enrolment Ratio (GER) in agricultural universities with at least increase of 10 per cent seats from 2021-22 academic session on annual basis and for this the scores of the common entrance test conducted by ICAR through National Testing Agency (NTA) for admission of the students in all the AUs for UG/PG/PhD may be used by AUs for the admissions. Entrance Examination for UG may be conducted in regional languages and compliance with Academic Bank of Credits (ABC) as per the directives of the Ministry of Education.

In the new paradigm, the ICAR is to act as a Professional Standard Setting Body (PSSB) for Agricultural Education in the NEP 2020 entrusted to develop the curricula and lay down academic standards for the agricultural education in the country at par with global standards. As a member of the would be General Education Council (GEC) under HECI, it becomes the responsibility of the ICAR to take all the necessary steps through PSSB for making a uniform academic structure across the country both in public and private institutions offering academic programmes in agricultural sciences. As member of the GEC, the ICAR will be able to contribute in the regulation of agricultural education through single regulatory body to be enacted as a National Higher Education Regulatory Council (NHERC), the first vertical of the proposed Higher Education Commission of India. As per NEP-2020, the National Accreditation Council (NAC) shall act as a meta-accrediting body and shall assign the task of functioning as recognized accreditor to appropriate number of institutions. The task to function as a recognized accreditor shall be awarded to an appropriate number of institutions by NAC. In this perspective, the National Agricultural Education Accreditation Board (NAEAB) of ICAR may be recognized as an Accreditor for the accreditation of Universities/Colleges offering agricultural education. The teaching learning process in the HEIs in the agriculture and allied sectors have to be enabled with a blend of appropriate technologies to remove the distance and time lag. The necessary steps should be taken to avail the existing e-learning platforms such as Study Web of Active-Learning for Young Aspiring Minds (SWAYAM), Digital Infrastructure for Knowledge Sharing (DIKSHA), SWAYAM-Prabha (an initiative of Ministry of Education to provide 34 high quality educational channels through Direct to Home (DTH) across length and breadth of the country. Agriculture and allied sector universities can develop their own short term e-courses for youth, farmers and farm women who are outside the physical reach of the universities. MANAGE, Hyderabad is already running various MOOC programmes. Necessary technology and tools for two-way video and audio interface for holding online classes have also to be strengthened. This technology enabled learning proved its potential at the times of COVID-19 Pandemic. Academic Bank of Credit is another innovation of the NEP 2020. It gives the students to store the credit earned by them for certain years for their subsequent use in later years when they join back in case they have taken a break from studies. It also gives them the flexibility to shift their institutes also.

Agriculture is facing a peculiar 20:80 problem meaning only twenty percent of the candidates graduating from universities get placements whereas eighty percent remain underemployed/misplaced/employed/unemployed. One of the reasons for this situation is because of separation of education from training. This results in a huge pool of qualified graduates who unfortunately do not have the necessary skills so that they can at least set up their income generating units. Skill development through trainings has to be made an inalienable part of the teaching and learning process. Agriculture education has to be leveraged with the necessary skills and competencies to enable youths to set up their own ventures. Agriculture is an enterprise which provides a lot of opportunities for setting up off employment generation ventures. It should be made mandatory for the students to undergo skill trainings for a fixed no. of day during their degree programme. NEP 2020 talks of experiential education and the fact is that, it is already being incorporated in agriculture education since 2016. Experiential education is a teaching method in which educators purposefully engage with learners in direct experience and focused reflection in order to increase knowledge, develop skills, clarify values, and develop people's capacity to contribute to their communities. In this regard, the student READY (Rural Entrepreneurship Awareness Development Yojana) programmes requires all students to undertake a six-month internship, usually in their fourth year to gain hands-on training, rural awareness, industry experience, research expertise and entrepreneurship skills. The country has a robust Agricultural Education System comprising of 75 agricultural universities. Still the curriculum has not been updated in tune with the various issues with which agriculture sector is confronted with. The SAUs are also facing a number of challenges. Agriculture sector also gets a meager share in the budget which has adversely affected the research, extension and education of the universities. There is also a disconnect between research, extension and education. The rural youth have lost interest in farming. The NEP 2020 with some unique provisions like Academic Bank of Credit, Choice Based Credit System, Multiple Entry and Exit shall help in meeting the challenges relating to farm sector.

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