Panchayat staffing rules

Why in news?

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The Centre is expected to release a report, specifying the rules for recruitment of non-elected panchayat staff.

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What are the issues in this regard?

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- **Recruitment** - The Rajasthan government recently mandated minimum educational qualifications for candidates contesting elections for panchayati raj institutions.
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- But no state has clear rules on how the non-elected staff at panchayats should be appointed.
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- The system of patronage and nepotism or preferential treatment in recruitment are plaguing the outcomes of rural development initiatives.
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- **Training and Performance**- The other problem is the large scale involvement of ill-organised cadres and temporary workers to manage programmes.
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- It becomes hard to either monitor their role or make them obey disciplinary steps and this have an impact on services delivery.
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- In the context of community workers engaged in rural development programmes, there is no connection between the their performance and the salaries they draw.
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- Notably, the variation in their performance is mostly due to lack of trained human resource.
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- **States** - Under the Fourteenth Finance Commission award, grants are being allocated to states to meet out Panchayati Raj Institutions' needs.

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- However, the states are reluctant to furnish audited reports, statements of account and utilisation certificates in respect of this financial assistance.
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What does the report aim for?

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- The report primarily aims at putting in a place a defined Panchayat staffing rules to improve service delivery.
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- Some age-old practices that guide selection to posts in panchayats will now be eliminated.
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- A regulated staffing in the Panchayats in the country can make them more inclusive.
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- It can also ensure that the massive amount of funds that are devolved to them produce uniform and beneficious results.
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- The report will also cover the administrative structure of various programmes that have a bearing on rural development, including-
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1. Mahatma Gandhi National Rural Employment Guarantee Act.
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2. Pradhan Mantri Awas Yojana.
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3. National Rural Livelihood Mission.
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4. District Rural Development Agencies (DRDAs).
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Source: Business Standard

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