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Leadership, Women Leadership and Rural Development (With Special Reference to Panchayati Raj in India)

Dr. Subhasish Chatterjee

Principal & HOD, Department of Management,
Sumandeep Vidyapeeth – (Deemed to be University), Gujarat, India

Abstract:

In the present scenario the rural development through Panchayati Raj Institute is considered to the foremost agenda in India. In this research article author has attempted to discuss about the rural leadership and their work for rural development in the neglected area. In addition to that it has also been tried to explore the passion of various rural developments works of women as Panchayati leader.

1. Introduction

As we all know that the leadership could be a universal subject to review time and again, because nearly everyone seems to be controlled by the leader or is enduring themselves as leader to command everything. This paper has taken an opportunity to study the leadership, rural leadership, women leadership and its development work to the foremost neglected space. It is conjointly linked with leadership model that deals with the problem especially to the rural population. It may be termed as transformational leadership because it reflects the shifting the philosophical approaches of leadership. These changes embody a shift from one in every of dominance and management to a lot of substantiating and comprehensive leadership vogue. This shift is over called the “new leadership” for the 21st century (Northouse, 2007). In the future, if helping professionals and others are to be effective in working with sub urban communities, the frame of reference of transformational leadership has the potential of breathing new vitality into rural communities, and improving the lives of the individuals who reside in them.

In the coming days the model of transformational initiative might change the work of the general population of rural regions since it has got enough possibility to allow them to breath with vitality.

Democratic leaders always believe in group dynamic process and therefore always persuading people to come forward. They are also sociable and always offering different alternative solutions of any problems in a very pleasant and supportive manner.

Presently, it is verging on acknowledged in our way of life that a dictatorial leadership passes pessimistic message to the people. Still authoritative leaders understand that the authoritative pattern of leadership is the best process to solve any kind problems arise on the course of administration. Indeed, even now a day's many people are under the impression that in certain situations, authoritarian/ dictator initiative is vital to deal with several rising issues in our nation.

In view of the sociological aspect of leadership, most of the sociological writers are under impression; leaders exercise their authoritative powers which have an impact on rural activities like group, communities, institution: sociological remedy of leadership particularly based on the traditional system, elite power, and conventional process of divide and rule by way of applying rigid cast and commune device of rural society. Leaders, to keep their position intact, exercise this process. Rural management is a characteristic of rural social structure in phrases of the controlling & influencing the socio-economic, politics and cultural procedure inside the Society. The statement 'development' is a broad concept. Many authors have given multifaceted outlook virtually the word development in different comportment. some have enlighten it as a 'growth'; a number of authors have told it as a 'change' and a small number of authors have accepted it as a 'change' as well as 'growth' both.

There's no doubt that development of the country completely depends upon the progress of the village. The country where there are eighty percentage people residing in the village, so, it's a very simple calculation that the progress of village will give the actual image of the country. Progress is not a mechanical approach there are lots of areas to be met like food and clothe for everyone. In addition to that, maximum percentages of people are uneducated, so schooling of the people will have to accept a primary importance by the leaders of the village. Village people are also required to be well equipped with the current knowledge wherein they may be able to comprehend the facilities they should get from the government as and when required. In lots of villages, leaders dupe lot of money due to the fact of the lack of information of village people.

1.1. Objective

1. To examine the Rural leadership in Panchayati Raj
2. To examine the Participation of women leaders in rural development in Panachayati Raj.
3. To examine the respect of women leaders in rural development in Panachayati Raj.
4. To understand rural leaders and their diligence in development work

2. Review of Literature

1. Avant, 2006; Likert, 1967; Yukl, 1998 told that ethical implication of behavioral science theories and proper training and education produce effective leader that gives value relationship, individual differences and the important feature in the rural communities.
2. A percentage of the writing addresses initiative, the dedication of individuals, and the way they feel about their groups as key to the adequacy of groups in accomplishing their objectives and results (Martinez - Brawley, 2000)
3. It has been demonstrated randomized common research in India by us that female leadership impacts juvenile young females' career aspirations and educational achievement,. By virtue of local self government rule in 1993, female got reserved category leadership position in the village councils and accordingly they are randomly selected as leader. Female Leadership Raises Aspirations and Educational Attainment for Girls: A Policy Experiment in India, Lori Beaman, Esther Duflo Rohini Pande, Petia Topalova *Science* 03 Feb 2012:Vol. 335, Issue 6068.
4. The researcher talks about this study through review and imminent perspectives by exhibiting the customary village association: the presence of cast panchayats and general panchayats, the arrangement of statutory village panchayats amid the British principle which were set up to help with the administration of common and criminal justice and to impact changes in the basic worries of village society, the panchayat raj in which different sorts of panchayats are the most dynamic village government, which are charged with numerous mandatory obligations and capacities for the social and monetary improvement of the town. The author focuses on that village panchayats ought to be given more powers by state and local governments. The author argues that inside and state powers ought to attempt to teach villagers about their obligations, possibilities, and advancement of competent local leadership. (Retzlaff, R. H.)
5. This article investigates current Indian reservation experience, reasoning that local control, vital considering, viable administering organizations, and authority all have assumed key parts in reservation improvement achievement. It considers ramifications of these finding for leadership and institution in Rural America. (Enhancing Rural Leadership and Institutions: What Can We Learn from American Indian Nations?, Stephen Cornell *International Regional Science Review* January 2001 vol. 24 no. 1 84-102 Since the 1970s.)
6. "Diffusion of Innovations in Rural Societies" a part of major study 'Opinion Leadership in India, A Study of Interpersonal Communication in Eight Villages. Sen, Lalit K. ERIC, in Brazil, Nigeria, and India amid 1966-1968, this specific study depends on opinion leaders gave by 680 farmers in 8 Indian villages. Leaders of lower strata get information and suggestion from higher strata It is inferred that correspondence streams vertically from leaders at the highest point of the village power hierarchy system to the lower strata. In these villages, opinion leaders are the essential part of fundamental information and assuming an extremely good role for the villagers as well. It was likewise found that opinion leaders in Indian villages are polymorphic. It was found that opinion leaders cast status is higher than the villagers.
7. B Mukherjee – 1991, Political culture and leadership in India: A study of West Bengal- this book is a study of leadership with the treasure of many illustrations of the political leaders in ancient India. It has additionally talked about the political culture and there provincial thought and the process of maintaining relationship.
8. Rural Leadership and Conflict: Study of an Andhra Village K. Ranga Rao, *Economic and Political Weekly* Vol. 3, No. 17 (Apr. 27, 1968), pp. 674-677, The accompanying is an investigation of the changing composition of the rural leadership. Standing predominance has been progressively supplanted by contemplations, for example, the numerical strength of the candidate caste, his financial position, or basically his popularity; determine the candidate to win the local election. While the conventional elite still has some control over the power, but gradual election the elite community loosening there power day by day. Panchayati Raj has made it feasible for the customarily dormant group in the village to try to get political power.
9. Emerging Leadership Pattern in Rural India: An Empirical Study, By G. D. Bhatt The prevailing study is the modest strive in this course. In concrete phrases, this examine could increase the sector of political science and sociology and additionally replicate the nature of rural energy structure in India. Here author additionally attempted to locate the nature and role of the political leader on the Panchayati Raj institute in India. Dr. G.D. Bhatt in his book 'Panchayati Raj and Women Leadership in India' has discussed about the participation and role of women leader in India. He also recommended that there is a requirement of exploration of more women leader in Panchayati Raj Institution.
10. A Meta-Analytic Review of the Productivity and Satisfaction of Democratic and Autocratic Leadership, John Gastil, University of Wisconsin-Madison, *SAGE JOURNAL* August 1994 vol. 25 no. 3 384-410, The researcher used the meta-analysis process and with the support of that they found there is no correlation between autocratic and democratic leadership and its productivity. This research is confined with the wealth of research with the satisfaction and effects of autocratic and democratic leadership. It has also been deduce that democratic leadership style is having more positive correlation in compare to the autocratic leadership style but in democratic leadership style is required to analyze task complexity.
11. Title, Emerging rural leadership and sustainable management of natural resources: evidence from two South Indian villages. Authors Ramaswami V karnath, G K B aumgartner R editor Baumgartner, RHogger, R Book In search of sustainable

livelihood system managing resources and change 2004. Record They attempted to give an explanation for the changing sample of rural. leadership i.e. the transformation of traditional leadership to emerging leadership. Two villages (CR Palli in Andhra Pradesh and Kodipalli in Karnataka) evidence had taken for that study. They defined the research into two sections I. the prevailing link among traditional leadership and natural resources and ii. Function of emerging leaders in managing natural resources.

12. Title-Emerging pattern of leadership in Panchayati Raj System: case study of a zilla parishad in Karnataka. Authors-Bhargav, B.S; Sivanna. N. Book-working paper- Institute of Social and Economic Change(Bangalore)190pp 58 – Record Number19911890217 The objectives of the take a look at have been: (1) to analyze and recognize type of leadership, especially in terms of social and economic parameters, has come forth to anticipate authority and energy inside the zilla parishad governance; (2) to peer in what manner the zilla parishad leadership differs from that of the erstwhile PRIs in Karnataka; and (3) to speak about the emerging trends inside the structure and pattern of the zilla parishad management. The observe become undertaken to analyze and apprehend the leadership structure which has emerged under the brand new dispensation within the Bangalore rural zilla parishad, by way of deliberating the socioeconomic and political background of the members. The Bangalore rural zilla parishad is composed of many younger and middle-elderly participants. Socioeconomic and political elements like age, caste, career, profits, training, political revel in and so forth. The hegemony of dominant castes within the nearby strength shape persists. 0

3. Research Methodology

In the light of the analysis of the current study, it would be productive to narrate in brief the works done in the field of Panchyati Raj Institution the multiplicity of future and their procedure and problems.

In the area of Panchayati and Rural development, a huge number of Books and periodical are accessible that contains of range of information's. There are innumerable books on the historical evaluation theoretical concept as well as on the problem and structure/function and control and supervision of Panchayati Raj in the state like Haryana, Gujarat, Andhra Pradesh, Tamilnadu, West Bengal, Assam, Tripura, Andhra Pradesh and Orissa.

Preceding analysis is completely depending upon the available literature of Panchayati Raj and rural development and requisite informations from various research papers available in different journal i.e. the secondary source. The author also gathered the informations from different web source also.

4. Analysis

4.1. Haryana

History created by a village of Jind District in Haryana state on 29th June 2006, turned into the first in India by introducing a website through that they can access into the different data's classifying with administrative, Nemkheda village in Mewat area of Haryana, where panchayat had been coming into power by men for most recent 17 years has turned into the first in the state by electing all ladies gram panchayate.

4.2. Chandigarh

Nearing to Chandigarh, the Sukhomajri village has come with hill aid control society that ensures collective duties by using collecting one member from each family. step one they took to protect the greatly spoiled forest land that lies inside the catchment of the inconsequential irrigation tank and in addition they made an endeavor for the rights of the micro watershed improvement via which in addition they loved the several advantages from this mission--- a. reduced soil erosion b. advanced water harvesting c. ground water recharge d. growing 3 instances crop manufacturing by using soil erosion e. improvement of grass/fodder availability, d. raised the milk productione. annual household incomes

4.3. Chhattisgarh

Chhattisgarh work depends on the conviction that for human rights, certified majority rule government and advancement to turned into a reality in individuals' lives, there must be elevated requirements and utilitarian systems for responsibility and support inside of the Commonwealth and its part nations. Notwithstanding its wide human rights support program, CHRI advocates for access to data and access to equity. It does this through exploration, distributions, workshops, data spread and promotion. CHRI's work relies on upon the conviction that for human rights, true larger part manages government and headway to wind up a reality in people's lives; there must be hoisted necessities and utilitarian segments for obligation and backing within the Commonwealth and its part countries. Despite its far reaching human rights backing program, CHRI advocates for access to information and access to value. It does this through examination, dispersions, workshops, information spread and advancement

4.4. Gujarat

Women to rule 254 panchayats in Gujarat- The magic 'samras' scheme made a dramatic change in Gujarat Panchayat. All 254village panchayats in Gujarat are empowerd by women candidates. All panchayat members as well as Sarpanch are elected unopposed.

4.5. Bihar

This is the first time in Indian history that in Bihar, state election commission has given a chance to the voter to modify, delete and add the existing electoral roll on the format uploaded election commission. There is a superb example of women ability i.e. a female pradhan of 27 years from a Dalit network from a village in Fulwari sharif, Bihar, it was a war towards each caste and male domination, yet she controlled to win both votes and hearts amongst her humans and nowadays works for their betterment.

4.6. Rajasthan

Today, Murli is transformed herself into the flag bearers of women's, who is one of the various women empowered at the rural level in Rajasthan, a state still significantly settled in a feudal society, came out from that cage and enabled her to make a real difference to their community. Badam Bairwa, 35 is another grassroot leader belongs to the Scheduled Caste community in Luhara Panchayat of Tonk district. She is not even literate however that hasn't deterred her from finishing wide change work in her panchayat taking after the time when she was picked Sarpanch in 2010. A true road, power, 25 hand pumps, four tube wells, and status advantages for 50 women – she has gotten this going.

4.7. In Orissa, over the most recent a quarter century the Integrated Rural Accessibility Planning

International Labor Organization (ILO) has been making instruments and a farthest point building strategy to fortify the utmost at neighborhood government level to better give the stock, workplaces and organizations that common people need. This pack, routinely insinuated as IRAP, is a farthest point building handle that offers neighborhood governments' to recognize wander necessities to address the passageway some help with requiring of commonplace gatherings. a. Improving access to awesome and organizations. b. Improving access to incredible and organizations. Orissa is the fundamental State in the Country to present e-FMS (electronic Fund Management Framework) for the portion of wages under MGNREGS. Portion is in the blink of an eye being attributed clearly to the record of the beneficiaries through Bank Account and Post Office Account. This will help in tending to the deferment of portion of wages and mis-task in making portion to the beneficiaries.

4.8. West Bengal

To enhance the administration of panchayat, the west Bengal government signed to a loan arrangement in the year 2010 for Rs. 200 hundred million dollars. World Bank report praises the process applied by the administration i.e. preparation of yearly arrangement systematically enhanced the Performance of the Gram Panchayats of West Bengal. The process is to prepare annual plan, accounting and financial reporting, financial management including audit, capacity absorption of untied grants, execution of project and service delivery and make it ensure to participant, information disclosure and transparency,”

4.9. Andhra Pradesh

E-Panchayat is a product item conceptualized, composed and created by National Informatics Center, Hyderabad, Andhra Pradesh, as a piece of its E-administration activities. E-Panchayat has been planned thinking about all the data and learning administration necessities in a Gram Panchayat.

4.10. Tamil Nadu

Micro planning for the development of multi-year preparation facility for the panchayati development by Community and making the working committees are responsible for implementing those plans ii. Working group (FGS) and village development stage (VDFs) promote, strengthen and guide the working committees (WCS) to integrate with the panchayat system.iii. Voters, youth, creating awareness among students on the PRI, and the poor and vulnerable communities to ensure the benefits of development programs .iv. Block and Panchayat Raj representatives at district level networks to promote, and build their capacity in good governance. Studies and publications, seminars and workshops, through policies to enable effective advocacy for decentralization. vi. Fund creation and income generating activities at the village level through panchayats . vii. Gram Sabha for Strengthening and transparent administrative system has become a platform for the performance of social audit.

“The Programme also works jointly with the DRDA to demonstrate National Rural Employment Guarantee Scheme (NREGS) in five selected village panchayats in Tamil Nadu. Along with National Institute of Rural development (NIRD), the program has taken up an impact study of NREGS in four districts of Tamil Nadu.”-

4.11. Assam

The governing body of Panchayat and Rural Development Department in Assam operates with two important wings namely the Panchayat Wing and the Rural Development Wing. A number of welfare programs funded by various other states have been introduced for the execution of these two wings.

The Panchayat and Rural Development now run the National Social Assistance Programme, which was started off by the Social Welfare Development in Assam. Some of the rural development programs that have been designed under the Panchayat and Rural Development Department in Assam are as follows:

Swarnajayanti Gram Swarojgar Yojana (SGSY), Sampoorna Grameen Rozgar Yojana, Indira Awaas Yojana, Pradhan Mantri Gramodaya Yojana (Rural Shelter), Integrated Wasteland Development Programme (IWDP)

4.12. Tripura

Prepared guidelines for utilizing the fund as below:-

Minimum 20% of the total funds available to the Zilla Parishad for development purposes may be used for undertaking works that increase productivity in Agriculture and Allied Sectors such as :-

Minimum 25% of the total funds available to the Zilla Parishad for development purposes may be used for undertaking works for creation of Irrigation sources such as :- (i) Creation of Irrigation sources where total investment is above Rs.25,000/- on Panchayat/ Govt. land;

Minimum 15% of the total funds available to the Zilla Parishad for development purposes may be used for undertaking maintenance works for the following purposes :-

- a. maintenance of High School and Higher Secondary School building;
- b. Maintenance of Primary Health Centers / Rural Hospital Minimum 20% of the total fund available to the Zilla Parishad for development purposes may be utilized for promotion and setting up of Small Scale Industries and Cottage Industries.

(i) The total investment should be more than one lakh and the maximum ceiling of financial assistance for ST & SC beneficiaries would be 40% subject to maximum of Rs.40,000/- & for others 25% subject to maximum of Rs.25,000/-.

No statutory body can use the fund for these purposes without prior approval of Government in Panchayat Department.

engagement of any person on wages; purchase/ hiring of vehicles; installation of telephones, fax machine, photocopiers, typewriters and other office equipments; organization or participation in religious, social or any other function; hiring of accommodation or purchase of land or building; disbursement of financial assistance for whatever purpose, including treatment, education etc. entertainment either in office or outside; purchase of newspaper or periodicals; purchase or hiring of furniture for office; construction of School Ghar, Panchayat Ghar or any new building; construction of new drinking water sources.

5. Summary of Findings

The present study has gone through various literatures to understand the reality of panchayati raj and the importance of rural leadership. We have understood from the study relating to the imminent perspectives by exhibiting the customary village association. It is also observed that female got reserved category leadership position in the village councils and accordingly they are randomly selected as leader. Female Leadership Raises Aspirations and Educational Attainment for Girls: changing composition of the rural leadership as well as role of the political leader on the Panchayati Raj institute in India. Most important illustration is that the Haryana is the 'first state in India' where the entire panchayati seats are empowered by women after 17 years of male domination in panchayati Raj Institution and became the first state in India. In addition to that the Gujarat is also another state where all 254 panchayati leaders are empowered unopposed by women. The best illustration concerning to breaking the caste bonding system is in Bihar where a woman from Dalit female proved her ability by winning the election in the scenario of rigorous male domination system. It has also been examined from different illustration of Panchayati work in different state that caste and gender biasness are also reducing day by day.

As far as Panchayati works are concerned, the Bangalore rural zilla parishad is composed of many younger and middle-elderly participants. Socioeconomic and political elements like age, caste, career, profits, training, political revel in and so forth. So far as communication process is concerned, Andhra Pradesh shows the way of E administration and Ecommunication system. Micro planning in the District, Block and village level and joint work with DRDA for employment generation are significant points of Tamilnadu state. In Assam, governing body work with two wings such as Panchayat Wing and the Rural Development Wing that create much welfare works which are implemented and succeeding too. A guideline of utilizing the fund in Tripura is good illustration of proper administration of Panchayati Raj Institution. Another good example of finance Management is observed in West Bengal where they have shown proper utilizing the loan received from World Bank. Moreover Orissa is the fundamental State in the Country to present e-FMS (electronic Fund Management Framework) for the portion of wages under MGNREGS.

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