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Training needs for the Decade programme

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WEDC 12th Conference: Water and sanitation at mid-Decade: Calcutta 1986

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Training needs for the Decade programme



1. INTRODUCTION :

Water supply and Sanitation Decade (1981-1990) is half way through. For West Bengal it is from April, 1981 to March, 1991 in conformity with the fiscal year. The Decade objective is to provide :

- a. Safe drinking water to all;
- b. 80% sanitation to urban population and
- c. 25% sanitation to rural population.

The programme is a massive one and there is serious shortage of technical manpower to implement this gigantic programme costing about Rs. 13,320 millions. There is also a large communication gap at all levels and at the receiving end people in general are not aware of the programme and they are also not mentally prepared to accept the programme particularly the low cost sanitation one.

In view of the serious shortage of professionals mainly Engineers and the Technicians, it is imperative that the Training Programme be intensified so that we can produce skilled personnel to tide over this manpower constraint.

2. BASIC DATA :

Information furnished in Appendix - A.

3. CONSTRAINTS OF THE DECADE PROGRAMME AND PROPOSED MEASURES :

April, 1981 - March, 1985 has been designated as the Phase - I of the Decade Programme and the follow-

ing constraints were experienced during the Phase - I Programme :

- a. Inadequate resources;
- b. Insufficient manpower at different levels in the Sector Organisations;
- c. Procedural delay in land acquisition and
- d. Poor socio-economic condition of people to support self-financing scheme.

During Phase - II of the Decade Programme it may not be possible to remove all the above constraints. It might be required to formulate national policies to remove some of the above constraints.

Manpower at different levels of the Sector Organisations should be sanctioned in conformity with the work-load at different stages of the work programme ranging from Survey, Investigation, Planning, Execution, Monitoring, Evaluation, Operation and Maintenance. A National policy also requires to be formulated and detected to set up certain norms for the sanction of different categories of personnel according to the work programme. Land Acquisition procedure is to be streamlined for execution of the schemes within the time frame. Long term economic measures to be adopted at the State and National level to improve the socio-economic condition of the people to support self-financing scheme. Health Education and Community Participation Programme is to be assigned a higher priority, so that people in the urban as well as in the rural areas become conscious and aware not only of the necessity of safe drinking water but also of the sanitary disposal of human excreta.

4. MANPOWER STATUS AS ON MARCH 19814.1. Professionals :

	As on March, 1981		No. added during
	CMA	Non-CMA	1981 - 85
1. Engineers (Degree)	171	200	88
2. Engineers (Diploma)	327	932	96
3. Economists/Financial Analysts	1	-	-
4. Accountants	-	6	21
5. Social Scientist/ Health Educators	39	23	-
6. Sanitary Chemists/ Biologists	5	-	-
7. Hydrogeologist/ Geologist	-	1	-

4.2. Technicians :

1. Draughtsman	44	79	44
2. Plant Operators	38	55	-
3. Mechanics/Electricians/ Fitter/Plumbers	1507	126	-
4. Drillers	-	53	188
5. Laboratory Technicians	14	1	-
6. Surveyor/Others	201	10	68

5. MANPOWER REQUIRED

5.1. Professionals

(Top figures are for CMA and Non-CMA figures are in the bracket)

Category of Staff	Yearly requirements					
	1985-86	86-87	87-88	88-89	89-90	90-91
1. Engineers(Degree)	646 (724)	646 (724)	646 (724)	646 (724)	646 (724)	646 (724)
2. Engineers(Diploma)	1700 (1886)	1700 (1886)	1700 (1886)	1700 (1886)	1700 (1886)	1700 (1886)
3. Economists/Financial Analyst	3 (2)	3 (2)	3 (2)	3 (2)	3 (2)	3 (2)
4. Accountants	79 (163)	79 (163)	79 (163)	79 (163)	79 (163)	79 (163)
5. Social Scientist/ Health Educator	15 (25)	15 (25)	20 (30)	20 (30)	20 (30)	20 (30)
6. Sanitary Chemist/ Biologist	8 (38)	8 (38)	8 (38)	8 (38)	8 (38)	8 (38)
7. Hydrogeologist/ Geologist	2 (3)	2 (3)	2 (3)	2 (3)	2 (3)	2 (3)
8. Others						

5.2. Technicians

1. Draughtsman	77 (163)	77 (163)	77 (163)	77 (163)	77 (163)	77 (163)
2. Plant Operators	100 (224)	102 (228)	102 (228)	102 (228)	102 (228)	102 (228)
3. Mechanics/ Electricians	100 (740)	100 (750)	100 (760)	100 (770)	110 (770)	123 (777)
4. Fitters/Plumbers	12 (1200)	12 (1200)	14 (1200)	14 (1200)	14 (1200)	14 (1200)
5. Drillers	14 (66)	14 (66)	14 (66)	14 (66)	14 (66)	14 (66)
6. Laboratory Technicians	14 (16)	14 (16)	15 (30)	15 (30)	15 (30)	15 (30)
7. Others Surveyors	(114)	(114)	(114)	(114)	(114)	(114)

6. NEED FOR TRAINING :

The proceeding Tables indicate that there would be a large scale requirement of professionals and technicians to complete the Decade Programme within the time frame. The existing engineering colleges and polytechnics producing degrees and diplomas can hardly cope up with this requirement. Under the exigency of circumstances, the only option left with the authorities concerned with the implementation of the Decade Programme is to go in for large scale training programmes, so that the skilled personnel can be utilised after rigorous training in the existing training Institutes.

Within the State of West Bengal, there is only one State-level training institute viz., Institute of Local Govt. & Urban Studies (ILGUS). This Institute is also in its infancy and has just crossed over the teaching trouble. The Institute runs mainly on guest faculty. The Institute is going to receive an autonomous character with a big administrative set up with its head-quarter at Bidhan Nagar (Salt Lake City - New Calcutta).

Besides this, there is another Institute viz., Administrative Training Institute (ATI) under the administrative control Home (PAR) Department, Govt. of West Bengal. That Institute is primarily responsible for imparting administrative training to the service personnel. In addition to this, there is a Training Centre within the Calcutta Metropolitan Development Authority (CMDA) which is meant for in-service training of CMDA personnel. Likewise Corporation of Calcutta, the biggest local body within the State has also another Training Centre which is meant for in-service training of Calcutta Corporation personnel.

7. CONCLUSION :

Logically the conclusion is, therefore, to strengthen ILGUS which is the only State-level Training Institute within the State of West

Bengal. Since the programme is spread over the entire State, it would be available to open up Regional Training Centres of ILGUS under the administrative control of the Local Government and Urban Development Department, so that the training programme could be undertaken on a regional basis. This is required in the interest of successful timebound completion of the Decade Programme.

APPENDIX - A

BASIC DATA

- | | |
|---|---|
| 1. Area of West Bengal | : 87,853 Sq. Km. |
| 2. Location | : Between the latitude of 86°-35' to 89°-33'E
Between the longitude of 21°-33' to 27°-14'N |
| 3. Population of West Bengal (1971) | : 44 million |
| (1981) | : 55 million |
| (a) Rural Population | : 75% |
| (b) Urban Population | : 25% |
| (c) CMA | : 19% |
| 4. Population Density (1971) with-
in CMA | : 10,987 / <input type="checkbox"/> km. |
| Rural | : 388 / <input type="checkbox"/> km. |
| 5. Local Govt. Structure : (1971)
in CMA. | : 3 Municipal Corporations
31 Municipalities
63 Non-municipal Urban areas
544 Urban Units (16 urban communi-
ties) |
| Outside CMA (1971) | : 118 Urban Communities.
37, 530 Villages. |
| 6. Portion of piped water supply
(1.4.81) | : 792 Villages
3 Urban Communities in CMA
66 Urban Communities Outside CMA. |
| 7. Portion of Sewerage Facilities
(1.4.81) | : 6 Urban Communities outside CMA.
2 Municipal Corporations.
3 Municipalities
1 N. A. A. |
| within CMA | |
| 8. Position of Rural Sanitation | : Almost non-existent. |
| 9. International Water Supply &
Sanitation Decade in West Ben-
gal. | : April 1981 - March 1991. |
| 10. Decade objective | : a) Safe Drinking Water to All.
b) 80% Sanitation to Urban Populat-
ion.
c) 25% Sanitation of Rural Popula-
tion. |
| 11. Objective in Physical Terms | : a) To provide new Water Supply to
25,243 villages to 69 Urban
Communities.
b) To provide new Water Supply
c) To augment service level in 65
Urban Communities.
d) To install Sewerage System in 10
Class I Urban Communities.
e) To provide household latrine with
septic tank to 23 Urban Communi-
ties. |

12. Target Population
in million.

- a) Urban Water Supply
- b) Rural Water Supply
- c) Urban Sanitation
- d) Rural Sanitation

:

<u>Augmentation</u>	<u>New Scheme</u>
8.665	7.576
-	43.302
-	10.750
-	12.563.

13. Fund Requirement :
in millions of
Rupees

- a) Urban Water Supply
- b) Rural Water Supply
- c) Urban Sanitation
- d) Rural Sanitation

<u>Upto 6th Plan</u>	<u>March '86</u>	<u>Total</u> <u>(Decade Re-</u> <u>quirement)</u>
	<u>MARCH '91</u>	
Rs. 860	Rs. 1760	Rs. 2620
Rs. 680	Rs. 4330	Rs. 5010
Rs. 480	Rs. 4580	Rs. 5060
-	Rs. 630	Rs. 630
Rs. 2,020	Rs. 11,300	Rs. 13,320

14. Organisation

- a) Public Health Engineering Dtc. Govt. of West Bengal
- b) Municipal Engineering Dtc. Govt. of West Bengal.
- c) Calcutta Metropolitan Development Authority.

15. Income Level

(Source : Bureau of Applied
Economics & Statistics)

- : Rs. 1302.80 (1977-78 yardstick)
Based on the poverty line at Rs.65/-
percapita/month in 1977-'78 prices
with a minimum daily caloric requirement of 2400/person in rural areas and the poverty line at Rs.75/-
per capita/month in 1977-'78 prices
with a minimum daily caloric requirement 2100 in urban area.

16. Percentage of Population
below the poverty line

- : a) Rural - 58.94
- b) Urban - 34.71
- c) Combined - 52.54.