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Human resource development through National Service Scheme (NSS) with reference to Manipur - An Analysis

Dr. O. Sanajaobi Devi
Education Department
Liberal College, Manipur
&

Dr. R.k.Brajananda Singh
Political Science Department
Liberal College, Manipur

Introduction

In Manipur the National Service Scheme (NSS) tries to bridge the gap between the content and the method of education on the one hand and to meet the needs and aspirations of the community, especially the weaker sections on the other. It provides the undergraduate students with opportunities to devote their leisure time to a variety of social service and developmental activities. It is sought to arouse the social consciousness of students and provide them with opportunities to work creatively and constructively with different segments of population and to put the conceptual education they received for the concrete social use to fulfill its wider goal, initiate social action, object, and thereby enhance their own knowledge they have, and on the other hand, acquiring by themselves the knowledge and education of lives, habits, aspirations of the weaker sections of the village and slum dwellers who form the major bulk of the population who occupy more than 80% of our country.

NSS was first opened in Manipur in mid-seventies in some selected colleges namely Maharaja Budhachandra College, Manipur College, etc. under the Department of Education which was under the jurisdiction of the then Gauhati University. With the opening of the State NSS Cell under the Department of Youth Affairs and Sports, Government of Manipur headed by State Liaison Officer, enrolment started increasing gradually in more colleges of Manipur. Now the strength of the volunteers had increased to 15,972 by 2013-14 with 160 units in Manipur University, colleges and +2 level secondary schools. At present there are 68 units at +2 level secondary schools and 92 units under NSS Cell, Manipur University including 90 units in colleges and 2 units in Manipur University. Now a greater number of volunteers are likely to increase from the academic

session 2015-16 as NSS Cell, Manipur University has taken up initiatives to open many units as self-Financing Units (SFUs) in the University itself and in some colleges. These units are mostly concentrated in the valley districts while the hill districts have a smaller number of units because of existence of a smaller number of institutions. Though all the 160 units of NSS in the State of Manipur are under the control of the Government of Manipur, the supervisory aspects of carrying out the programmed are under the State Liaison Officer (SLO) Manipur and Programmed Coordinator of the NSS Cell, Manipur University. The actual allocations of NSS units in the State as per their supervisory concerns is being depicted in Table.1

Table no 1: NSS Units in Manipur

Sl. No.	Under State NSS Cell		Under Manipur University NSS Cell		Total
	Institutes	No. of Units (%)	Institutes	No. of Units (%)	
1.	+2 institutions	67 (98.53%)	Colleges	90 (97.83%)	157 (98.14%)
2.	Other (College of Agriculture, CAU)	01 (1.47%)	Other (Manipur University)	02 (2.17%)	03 (1.86%)
	Total	68 (100%)	Total	92 (100%)	160 (100%)

Source: Data Collected from State NSS Cell and Manipur University NSS Cell

As the Table no.1 shows, there are 68 NSS Units under the supervision of SLO, Manipur and 92 such units under the supervision of Programmed Coordinator, NSS Cell, and Manipur University. Of the 68 units under the State Cell, 67 are NSS units at +2 level institutions while 1 is at College of Agriculture, Central Agriculture University, Imphal. On the other hand, of the 92 units under the Manipur University NSS Cell, 90 are under the colleges and only 2 are at the university itself. Details of these units are given under Appendix-II.

NSS and HRD in Manipur

NSS as a youth organization under the Department of Youth Affairs of the Ministry of Youth Affairs and Sports, Government of India, plays an important role in the Human Resource Development endeavor of the country. The functionaries of the NSS at various level – regional, states, universities and colleges also contribute towards this end beyond their normal duties. NSS aims to develop the functionaries first on various dimensions of the scheme in relation to campus and community life through conducting a number of programs. Human Resource Development aspects associated with the volunteers of the schemes are too vast. In this regard, the volunteers get ample opportunities to engage themselves in various programs and activities at various levels. Their level of personality can be enhanced in the process in different ways. As such, NSS acts as a vibrant platform for the Human Resource Development particularly of the youths.

The NSS functionaries in the State of Manipur are found to carry out almost all the programs and activities as conducted by their peers in the rest of the country thereby providing lot of opportunities to the NSS volunteers of the state in their all-round development. Such programmed and activities in the state include:

- Conduct of special camping programmed for 7 days in which 50 NSS volunteers normally participated. It provides opportunity to the volunteers to interact among themselves, share their ideas and knowledge, understanding family background, food habits, costumes, etc. and with the community they are associating in conducting the programmed.
- Organization of different programmed under regular programmed activities on various issues relating to social, cultural, economical, scientific, health care, hygiene, public sanitation, literacy movement, so on and so forth. These programmed and activities are organized at the university level and state level where the volunteers and NSS functionaries take part.
- National and International Level programmed are also conducted by the functionaries where volunteers actively participate. These include a number of programmed conducted at national level such as national integration camps, adventure programmed, youth festivals, inter-state home stay programmed, pre-republic day camps, republic day parade camps, North East NSS festivals etc. and Youth exchange programmed conducted at the international level.

All these programmed held at various levels are considered to be utmost significant towards human resource development particularly of the youths through the platform of NSS and other related organizations. Volunteers from the state of Manipur who participated in such programmed and activities, got ample opportunities to develop their personality in many ways. As such, NSS plays an important role for the human resource development in the state.

Role of State NSS Cell

A brief analysis is being made here about the role played by the NSS Cell, Government of Manipur concerning programmed and activities related to human resource development. Amongst the administrative matters taken up by the cell the following may be included:

- Selection and deputation of volunteers for different NSS related programs outside the state
- Deputation of volunteers for various programs conducted by different agencies in the state.
- Nomination of NSS Programmed Officers for training, orientation and other aspects, etc.

The cell also conducted programs where volunteers participated such as

- NSS Mega Camps
- District Level NSS Camps
- National Integration Camps
- North East NSS Festivals (which was conducted twice in the state)

Role of University NSS Cell

The NSS Cell, Manipur University has been playing a pivotal role in carrying out a number of programs at the university and college levels in the state. The principal programs and activities carried out by the cell, in addition to its general administrative functioning, are discussed in the following sections.

Collaborations

The University NSS Cell is found to collaborate with about 30 (thirty) organizations which are in existence at international, national, regional and local levels. Collaborating with these organizations, the cell carried out different programs at national, regional, state and university levels where NSS functionaries, volunteers and other well-wishers are participated enthusiastically. These youth related programs are also found to cover various dimensions of issues related to youth, blood donation, health and hygiene, HIV/AIDS, sanitation, population explosion, employability skill, life skill education, humanitarian service, communal harmony, social welfare and upliftment, peace and development, national integration, environmental pollution and conservation, disaster management, rural reconstruction, cultural integration, cleanliness drive, etc.

Programs for NSS Functionaries

The cell has been carrying out different programs for the NSS functionaries. Collaborating with different agencies the cell also conducts its own programs for them. Such important programs include the following:

- Consultative meeting for the Principals and Programmed Officers
- Nomination of NSS Programmed Officers for orientation training, and other programs sponsored by other youth related agencies of the country, conducted in the university and outside the state.
- Motivation Training for Blood Donor's organization
- Workshop on NSS related aspects meant for the Programmed Officers only like – Repositioning NSS, etc.
- ToT's for the Programmed Officers supported by RGNIYD and other organizations on various issues.

Programmed for Volunteers

Different programmed conducted to inspire the youths i.e., the NSS volunteers at the premises of the university or outside the campus include:

- Rallies
- Cleanliness drive
- Mega NSS Camp
- Tots for the volunteers on different aspects – life skill education, youth employability, disaster management, etc.
- Universities talk AIDS, peer educators training programmed, etc.
- Awareness Programmed in various issues, etc.
- Observance of important days, etc.

Common Programmed

The common programmed for the NSS functionaries, volunteers and others, as carried out by the cell, are too many to mention. Few such programmed are enumerated below: Seminars on various themes, Awareness Campaigns on various issues, Mission go green, Cleanliness drive, National Integration Camps, Health camps, Blood donation camps and Competitions on various dimensions, issues etc.

New Initiatives

Some of the new initiatives taken up by the NSS Cell, Manipur University in the recent past which may be mentioned are as follows: Institution of Manipur University NSS Awards, Launching of Mission Go Green, Manipur University NSS Week, NSS Youth Month, NSS Swachh Month, Vivekananda Festival with memorial lectures, etc.

Programmed at Unit Level

Different NSS units in different levels of organizations normally carried out towards human resource development aspects are:

- Special camping programmed of 7 days wherein normally 50 volunteers participate.
- Regular programmed on various aspects, where in maximum volunteers participate.

Sample Characteristics of NSS Units

The number of NSS Units that are in existence in Manipur and number of such units covered for the study to assess their programmed and activities towards human resource development process is shown under Table 2 below:

Table 2: NSS Units covered for study

Institution	No. of Unit	Units covered (%)	Percentage coverage
University	02 (1.25%)	02 (4%)	100
College	90 (56.25%)	30 (60%)	33.33
+2 Level	68 (42.5%)	18 (36%)	26.47
Total	160 (100%)	50 (100%)	31.25

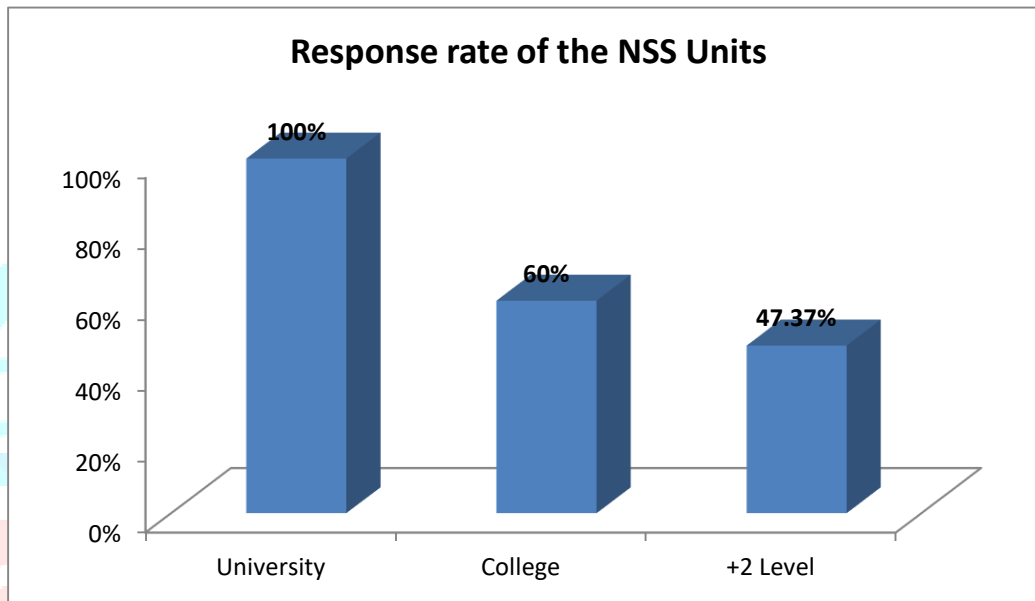
It is seen from the above table that there are 160 NSS Units in Manipur, the institution-wise distribution of the same being, 1.25% in University, 56.25% in colleges, 42.5% being in +2 level organizations. Regarding the size of the NSS units for the present study, comprises of cent percent university level units followed by 33.33% units of colleges and 26.47% at +2 level organizations. However, as the sample characteristics show, of the 160 NSS Units of the state, the present study covers only 50 such units which constitutes only 31.25% of the total NSS units.

NSS Units: Response Rate

The rate of response of the units out of selected units with the distribution of questionnaire was different as shown in the following Table 3. On the other hand, of the 50 units which have responded, 4% is from university, 60% are from colleges and remaining 36% are from +2 level organizations.

Table 3: Response rate of the NSS Units

Institution	Questionnaire distributed	Questionnaire Returned	Response Rate
University	02	02	100%
College	50	30	60%
+2 Level	38	18	47.37%
Grand Total	90	50	55.56%

**Fig. 5.1:** Response rate of the NSS Units

It is seen that of the 90 units selected for the study, the response rate of the units is only 55.56%. The response in respect of university units is 100%, while it is 60% for college units and 47.37% with regard to +2 level organization. This can be seen in Table 2, the effective sample of 50 units contain 100% of the university units, 33.33% of the college units and 26.47% of the +2 level units.

District-wise Distribution of NSS Units

The following Table 4 provides an account of the NSS units covered in the present study along with their volunteer strengths.

Table 4: NSS Units: District-wise Distribution

N = 50

Sl. No.	District	College (%)	+2 Level (%)	University (%)	Total (%)	No. of Volunteers
1.	Imphal East	7 (23.33%)	3 (16.67%)	-	10 (20%)	100 × 10 = 1000
2.	Imphal West	16 (53.33%)	6 (33.33%)	2 (100%)	24 (48%)	100 × 24 = 2400
3.	Thoubal	5 (16.67%)	7 (38.89%)	-	12 (24%)	100 × 2 = 200
4.	Ukhrul	-	1 (5.56%)	-	1 (2%)	100 × 1 = 100
5.	Senapati	-	1 (5.56%)	-	1 (2%)	100 × 1 = 100
6.	Bishnupur	2 (6.67%)	-	-	2 (4%)	100 × 2 = 200
	Total	30 (100%)	18 (100%)	2 (100%)	50 (100%)	5000

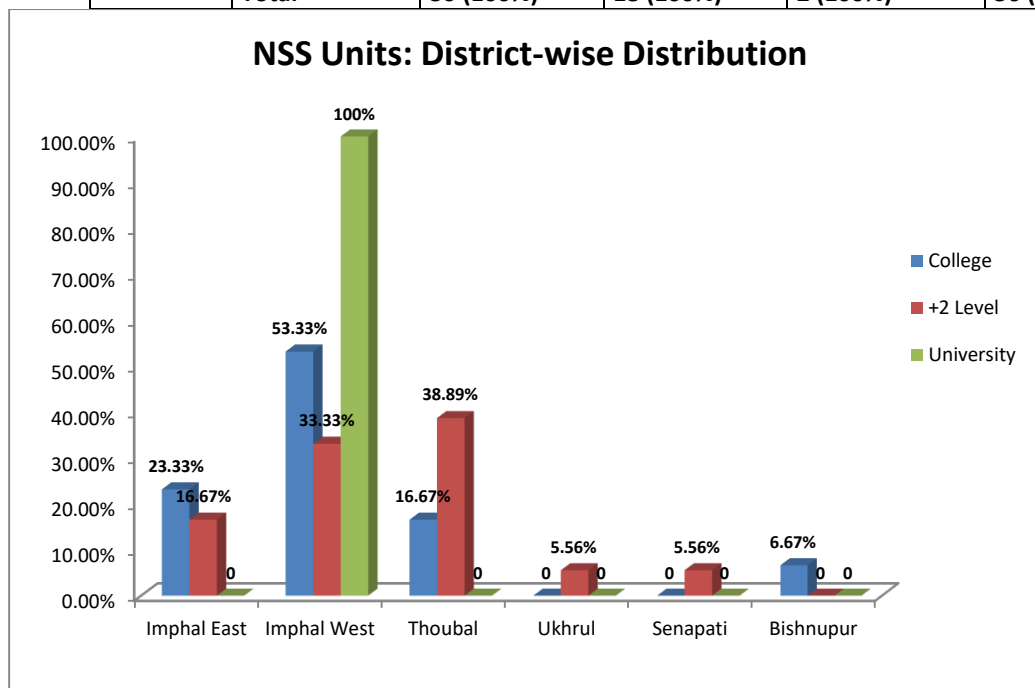


Fig. 2: NSS Units: District-wise Distribution

The present study covers only 6 districts out of 9 districts of the state as the NSS units of three districts namely Tamenglong, Churachandpur and Chandel failed to return questionnaire. Of the six districts under study, Imphal West has maximum representation of NSS Units (48%) followed by Thoubal (24%), Imphal East (20%), Bishnupur (4%) and Ukhrul and Senapati (2%) each respectively. Majority of the units in the colleges are from Imphal West (53.33%) followed by Imphal East (23.33%), Thoubal (16.67%) and Bishnupur (6.67%). In case of +2 level organizations, majority of the units are from Thoubal district (38.89%) followed by Imphal West (33.33%), Imphal East (16.67%) and Ukhrul and Senapati (5.56%) each respectively. There is no representation of college in respect of Ukhrul and Senapati districts whereas Bishnupur district had zero representation in the +2 units of the sample.

It is quite remarkable to know that all the NSS Units irrespective of their level of organization has 100 approved volunteers each.

NSS Volunteers

With regard to category in which they belong to and their sex, the following table gives different characteristics of the volunteers of different units under study.

Table 5: Characteristics of Volunteers

N = 5000

Category	Male	Female	Total
General	1032 (52.84%)	921 (47.16%)	1953 (100%)
OBC	694 (41.31%)	986 (58.69%)	1680 (100%)
SC	207 (46.31%)	240 (53.69%)	447 (100%)
ST	325 (49.47%)	332 (50.53%)	657 (100%)
MOBC	127 (48.29%)	136 (51.71%)	263 (100%)
Total	2385 (47.7%)	2615 (52.3%)	5000 (100%)

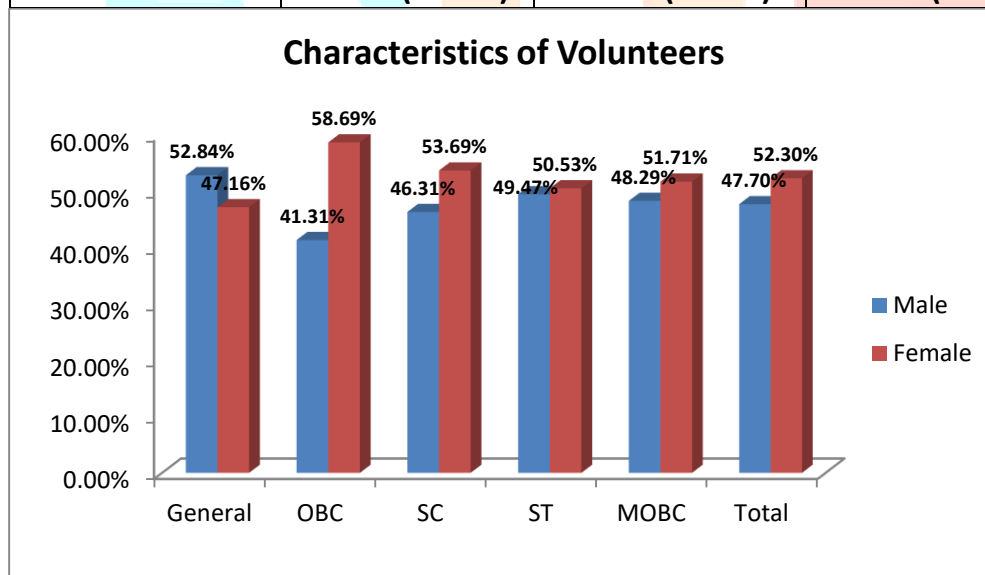


Fig. 5.3: Characteristics of Volunteers

As the above table indicates, 52.3% of the total volunteers are female while the rest 47.7% are male counterparts. This may be due to coverage of Girls colleges and schools in the study. Amongst the various categories of the volunteer's highest ratio of female participants was in OBC category (58.69%) while lowest was recorded in general category (47.16%).

Participation in NSS Programmed

Programmed is an important key component of the NSS where volunteers actively participate. In this section, the participation of the volunteers in both special and regular programmed are being analyzed.

Participation in Special Camping Programmed

The NSS special camping programmed are mandatory programmed of the NSS volunteers. In this regard, the following Table 6 gives a clue in respect of the state during the period 2008-2009 to 2012-2013.

Table 6: Participation in Special Camps

Year	No. of Camps	Category of Volunteers		Total	Average attendance per camp
		Male	Female		
2008-2009	21 (10.88%)	471 (10.89%)	629 (12.77%)	1100 (11.89%)	52.38
2009-2010	24 (12.44%)	547 (12.64%)	706 (14.34%)	1253 (13.55%)	52.21
2010-2011	39 (20.21%)	1063 (24.57%)	846 (17.18%)	1909 (20.64%)	48.95
2011-2012	63 (32.64%)	1104 (25.52%)	1517 (30.81%)	2621 (28.34%)	41.60
2012-2013	46 (23.83%)	1141 (26.38%)	1226 (24.90%)	2367 (25.59%)	51.46
Total	193 (100%)	4326 (100%)	4924 (100%)	9250 (100%)	47.93
		46.77%	53.23%	100%	

As the above table shows, during the period under study, the 50 NSS Units of the State in the sample conducted 193 special camping programmed. While taken together for the whole period the ratio of male and female volunteers' participation is 46.77% and 53.23% respectively. The year-wise distribution of such camps being 21 (10.88%) in 2008-2009, 24 (12.44%) in 2009-2010, 39 (20.21%) in 2010-2011, 63 (32.64%) in 2011-2012, 46 (23.83%) in 2012-2013. As reported by the NSS programmed officers who are playing an important role in carrying out such programmed, due to irregularity in releasing fund by the State NSS Cell, they could not conduct special camps in time. The truth of same is reflected in the above table. Irregularity of the conduct of the camp is seen here. All the 50 units are supposed to conduct special camps every year but it is not so in the State. It can be seen from the Table 5.6 that only during 2011-12, the target of one camp per year of each unit was exceeded. In particular, the number of camps organized by the sample units were very low in 2008-09 and 2009-10, being well below 50% of the target.

The total number of volunteers who have attended the special camps of 7 days during the period was 9250 which include 4326 male and 4924 female volunteers. The female participation is found to be higher than its male counterpart in all the years except in 2010-11. In aggregate the female participation is 14% higher than

that of male. Also, what is seen is that overall average number of volunteers per camp is about 48. Also, the average size of volunteers per camp is found to be more or less quiet close to sanctioned 50 volunteers per camp for all the years except for the year 2011-12. The average figure for it was as low as 41.6.

Participation in regular camping programmed

Participation of the volunteers in the regular camping programmed conducted by the NSS units under study is shown under Table 7 below:

Table 7: Participation in regular camps

Year	No. of camps	Category of Volunteers		Total	Average attendance per camp
		Male	Female		
2008-2009	129 (15.41%)	793 (36.8%)	1362 (63.2%)	2155 (100%)	16.7
2009-2010	135 (16.13%)	953 (43.96%)	1215 (56.04%)	2168 (100%)	16.1
2010-2011	161 (19.24%)	1325 (42.74%)	1775 (57.26%)	3100 (100%)	19.3
2011-2012	181 (21.62%)	1580 (43.89%)	2020 (56.11%)	3600 (100%)	19.9
2012-2013	231 (27.60%)	2386 (48.2%)	2564 (51.8%)	4950 (100%)	21.4
Total	837 (100%)	7037 (44.06%)	8936 (55.94%)	15973 (100%)	19.1

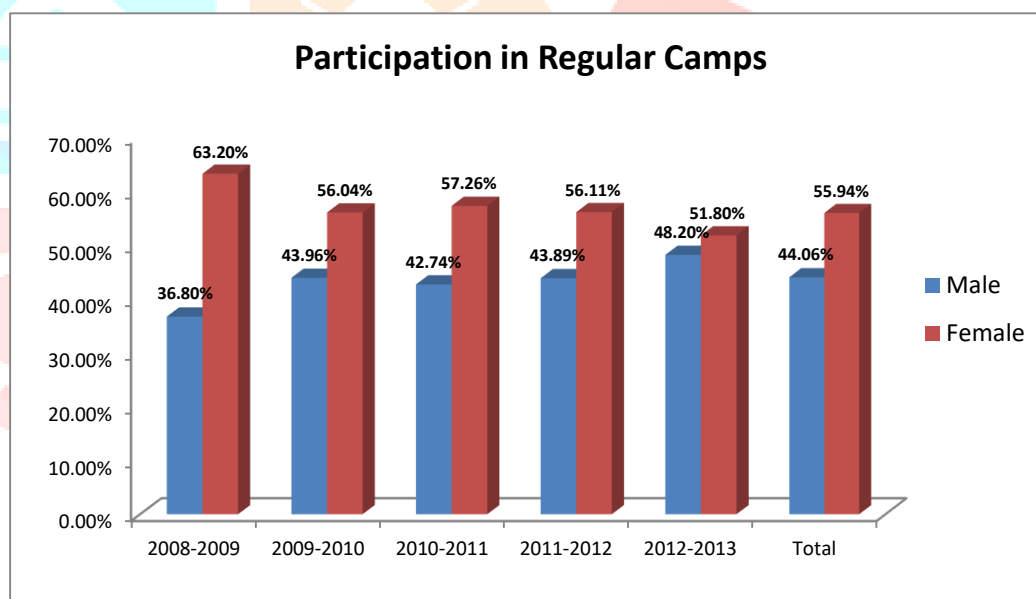


Fig. 7.1: Participation in Regular Camps

The above table shows that during the period under study the 50 NSS units of the State conducted 837 regulars programmed. The number of regular programmed had a steady growth over the years from 129 in 2008-09 to 231 in 2012-13. The female participation in these camps was 27% more than their male counterparts. Another finding which is worth noting is that of average number of participants being just about 19 in contrast to the aim and target of these regular programmed to involve maximum volunteers.

Thrust Areas of the programmed

The thrust areas of the programmed as conducted by the NSS fraternity can be grouped under the following aspects:

Nation Building

The areas of the programmed related to nation building include the following:

- National integration and its importance.
- Harmfulness of communalism.
- Youth and NSS.
- Relation between public and police.
- Awareness of NSS/Disaster Management

Community and Voluntary Service

Under this group, the following areas can be mentioned:

1. Social Service Camp/Programmed in the campus and adopted area
2. Tree plantation programmed in connection with vanamohalsove week.
3. Mobilization for communal harmony.
4. Social works in neighboring communities.
5. Awareness of blood donation.

Health, Hygiene and Environment

On heater, hygiene and environment related issues the varied programmed include the following:

1. Health and hygiene awareness programmed.
2. Awareness programmed on environmental protection and conservation.
3. Awareness programmed on HIV/AIDS.
4. Afforestation to check climate change.

Personality Development and Livelihood

Regarding the personality development and livelihood aspect, the following aspects are found to be covered:

1. Developing qualities of leadership among the volunteers.
2. Life skill education.
3. Self-activities and cultural programmed.
4. Self-employment programmed.
5. NSS and learning disabilities.
6. Awareness programmed on literacy.

Social Issues

Some important areas related to social issues include:

1. Gender justice.
2. Patriotism.
3. Minority education specially for women.
4. Knowledge of value of life.

Deputation of NSS Volunteers

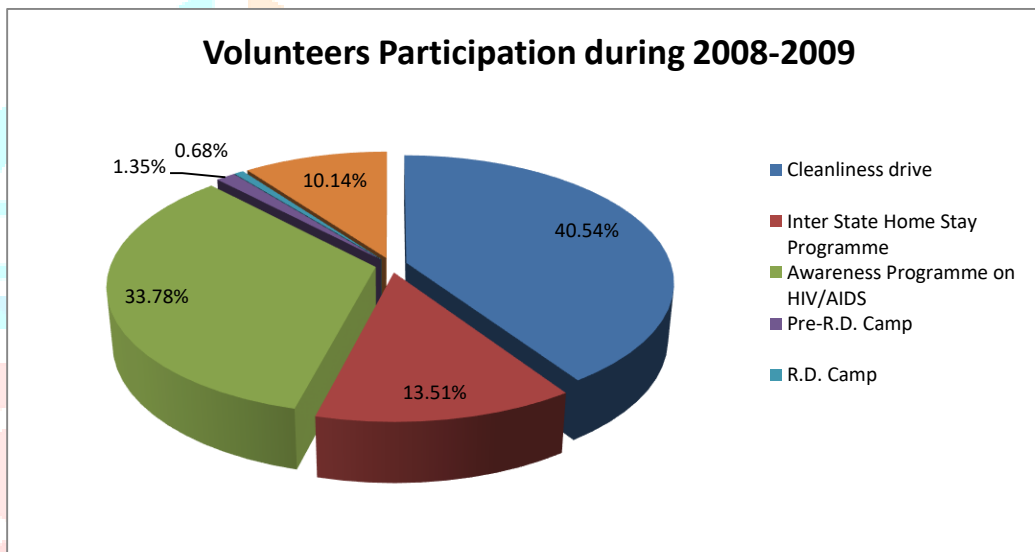
The NSS Programmed Officers of the different units of various institutions selected volunteers and deputed them for participation in various programmed and activities. The following sections give the scenario of the deputation of the volunteers during 2008-2009 to 2012-2013 in the state by the 50 NSS units under study.

Deputation of Volunteers during 2008-2009

The following table shows the different programmed for which NSS volunteers have been deputed by different NSS Units of Manipur.

Table 8: Volunteers participation during 2008-2009

Programmed	Venue	No. of Volunteers Deputed	Percentage
Cleanliness drive	Imphal Bazar	60	40.54
Inter State Home Stay Programmed	Gujarat + Punjab	10 + 10 = 20	13.51
Awareness Programmed on HIV/AIDS	Manipur University	50	33.78
Pre-R.D. Camp	West Bengal	02	1.35
R.D. Camp	Delhi	01	0.68
NSS Day	Manipur University	15	10.14
Total		148	100.00

**Fig. 8.1: Volunteers Participation during 2008-2009**

During the period 2008-2009 the 50 NSS Units deputed 148 volunteers for participation in different programmed. As the table shows, maximum volunteers are found to be deputed for cleanliness drive (40.54%) followed by awareness programmed on HIV/AIDS (33.78%), Inter State Home Stay Youth Exchange Programmed (13.51%), Observance of NSS day (10.14%), Pre R.D.-Camp (1.35%) and R.D. Camp (0.68%).

Deputation of Volunteers during 2009-2010

Table 9 below shows the deputation of volunteers during 2009-2010 in the state.

Table 9: Volunteers Participation during 2009-2010

Programs	Venue	No. of Volunteers Deputed	Percentage
Mega Camp	NA	08	2.23
Talk on AIDS	Manipur University	50	13.85
Sanitation Programs	College Campus	260	72.02
NSS Day	Manipur University	40	11.08
National Integration Camp	Orissa	02	0.55
Youth Festival	Nagaland	01	0.28
Total		361	100.00

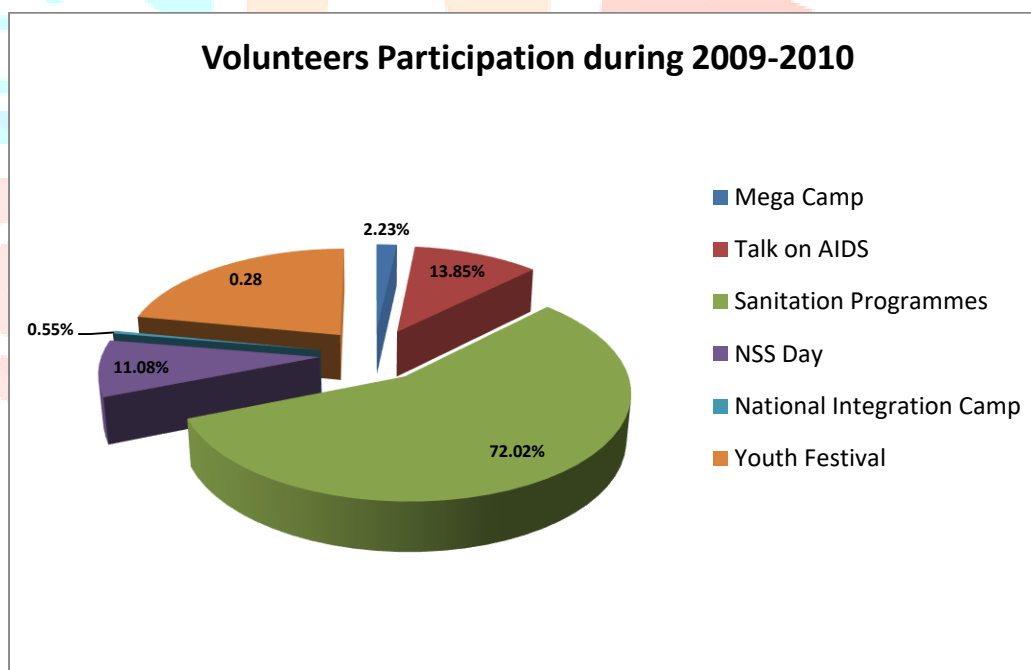


Fig. 9.1: Volunteers Participation during 2009-2010

As the above table shows, during 2009-2010, the 50 units are found to depute 361 volunteers for different programs of which maximum (72.02%) volunteers deputed are associated with sanitation programs. Table on AIDS (13.85%) and NSS day observation (11.08%) held in Manipur University followed the sanitation programmed as far as the number of volunteers participation is concerned. The representation of the volunteers in the programs such as Mega camp (2.23%), National Integration Camp (0.55%) and Youth Festival (0.28%) are relatively low.

Deputation of Volunteers during 2010-2011

Table 10 indicates the volunteers deputed during 2010-2011 for participation in the NSS programs.

Table 10: Volunteers participation during 2010-2011

Programs	Venue	No. of Volunteers Deputed	Percentage
National Integration Camp	Chennai	01	0.46
NSS Day	State Level	100	45.66
Environmental Day Observation	DMC of Science	100	45.66
Winter Adventure	Rajasthan	04	1.83
Youth Festival	Udaipur & Kohima	04	1.83
World AIDS Day	Kohima	05	2.28
Total		219	100.00

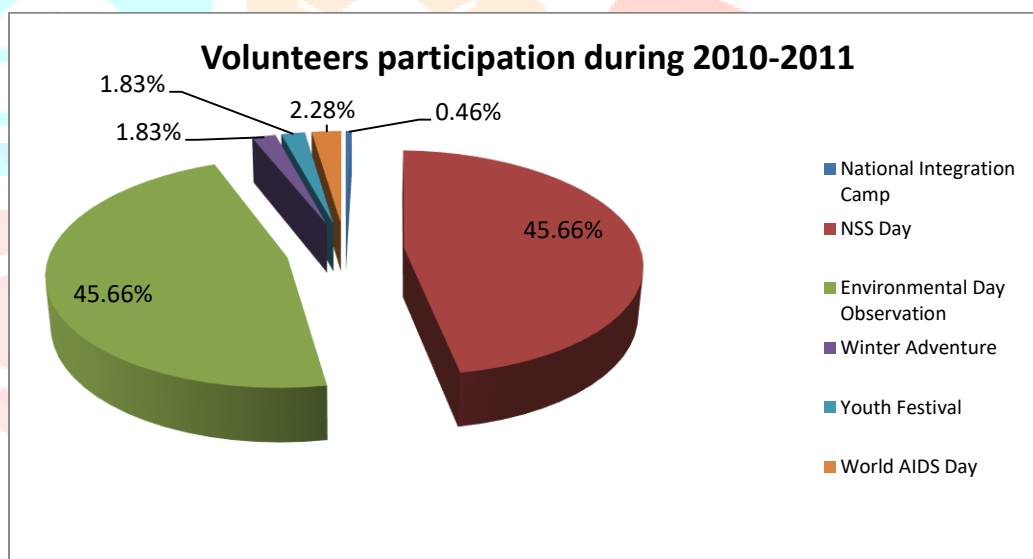


Fig. 10.1: Volunteers participation during 2010-2011

During the year 2010-2011, observance of NSS Day and Environmental Day were the two important events for which maximum volunteers (45.66% each) were deputed. Deputation of the volunteers for participation in winter adventure and youth festival are relatively low (1.83% each) whereas for World AIDS day and NIC, the rate of deputation of volunteers being 2.28% and 0.46% respectively.

Deputation of volunteer during 2011-2012

The number of volunteers deputed during 2011-2012 by the NSS units under study is shown under Table 11 below.

Table 11: Volunteers Participation during 2011-2012

Programs	Venue	No. of Volunteers	Percentage
Pre R.D.-Camp	Orissa	01	1.19
Mega Camp	Delhi	02	2.38
North East NSS Festival	Itanagar	04	4.76
District Level NSS Camp	Thoubal	09	10.71
Summer Camp	Manali	01	1.19
National Integration Camp	Manipur University	05	5.95
Blood Donation Camp	DMC of Science + Manipur University	60	71.43
Youth Extravaganza	Imphal	05	5.95
North East Mountaineering and Tracking	Itanagar	04	4.76
Total		84	100.00

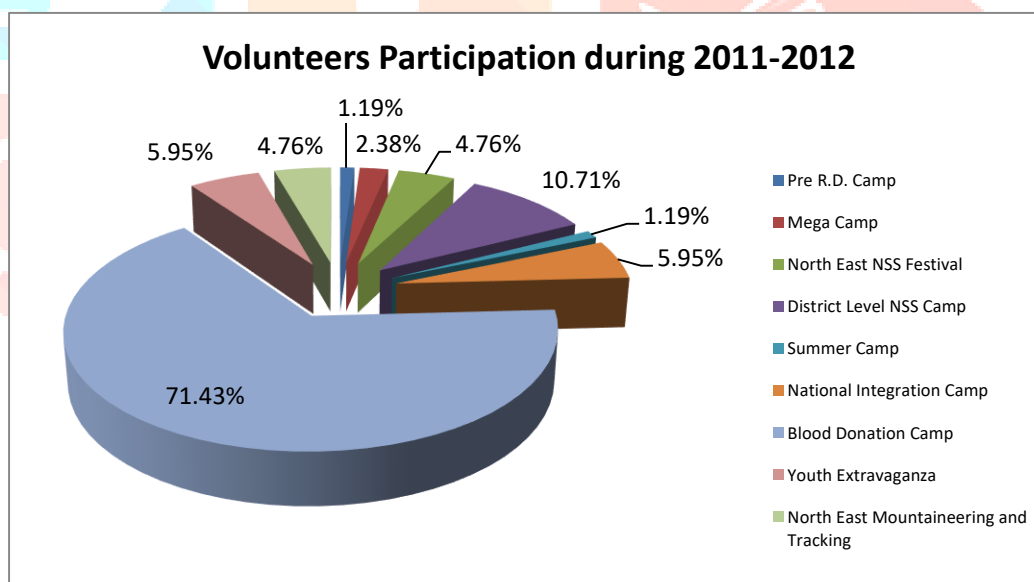


Fig. 11.1: Volunteers participation during 2011-2012

As the above table shows, of the 84 volunteers deputed during 2011-2012, 71.43% are related with Blood Donation followed by District Level Camp (10.71%), NIC and Youth Extravaganza (5.95% each), North East NSS Festival and North East Mountaineering and Tracking (4.76% each) and so on.

Deputation of Volunteers during 2012-2013

The following table shows the volunteer's participation in different programs during 2012-2013.

Table 12: Volunteers participation during 2012-2013

Programs	Venue	No. of Volunteers	Percentage
Blood Donation	Manipur University	10	20.00
Capacity building training	Guwahati	06	12.00
Inter State Home Stay programmed	Andhra Pradesh	02	4.00
North East NSS Festival	Manipur	20	40.00
Assam Youth Festival for North East	Guwahati	02	4.00
Mega Camp	Tezpur	04	8.00
North East Youth	Arunachal Pradesh	06	12.00
Total		50	100.00

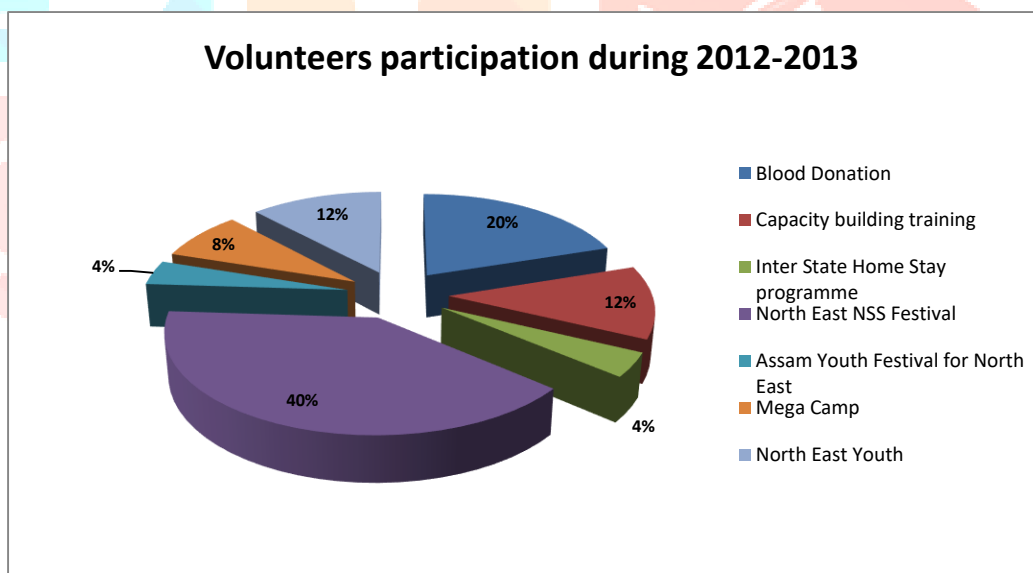


Fig. 12.1: Volunteers participation during 2012-2013

From the above table, it is seen that during the period 2012-2013, maximum volunteers of the State participated in North East NSS Festival conducted in Manipur (40%) followed by blood donation camp held at Manipur University (20%), Capacity building training and North East NSS Festival held in Arunachal Pradesh (12% each) respectively.

Cumulative account for 5 years

The following Table 13 gives us the total volunteers deputed for participation in various programs by the NSS programmed Officers during 2008-2009 to 2012-2013 in Manipur.

Table 13: Volunteers Participation during 2008-2009 to 2012-2013

Year	No. of Volunteers	Percentage
2008-2009	148	17.17
2009-2010	361	41.88
2010-2011	219	25.41
2011-2012	84	9.74
2012-2013	50	5.80
Total	862	100.00

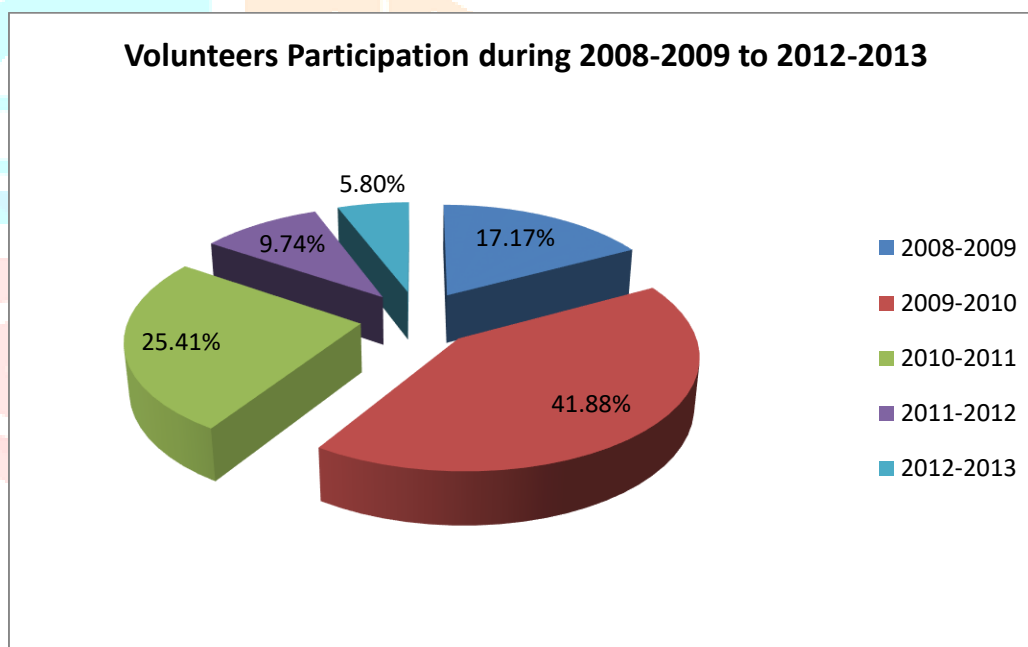


Fig. 13.1: Volunteers Participation during 2008-2009 to 2012-2013

From the above table it is clear that during the period of 5 years, i.e., 2008-2009 to 2012-2013 the 50 NSS Units have deputed 862 volunteers for different programs. Of the total 862 volunteers deputed it is found to be highest in 2009-2010 (41.88%) followed by 2010-2011 (25.41%), 2008-2009 (17.17%), 2011-2012 (9.74%) and 2012-2013 (5.80%) respectively. There is wide variation in the number of volunteers deputed for various programs over the years. Number of volunteers deputed in the 2-year span of 2011-2013 was just about 15% of the total volunteers deputed over the 5-year study span whereas the 2-year span of 2009-11 contributed 67% of the total. This wide variation over the years is not a healthy sign in the performance/functioning of the NSS units.

Problems encountered

The major problems encountered by the NSS Units in carrying out their programs and activities can be understood from the following table.

Table 14: Major problems encountered

N = 50

Sl. No.	Problems	Response	Percentage
1.	Lack of infrastructure	36	72%
2.	Want of timely release of fund	48	96%
3.	Contact of experts/resource persons	25	50%
4.	Others	17	34%

As the above table shows, 96% of the respondents cited lack of timely release of funds as one of the major problems encountered in their effective functioning. Other major problems encountered by the NSS Units in conducting their programs and other activities include lack of infrastructure (72%), contact of experts/resource persons (50%). There were 34% of the respondents who cited their problems in terms of arrangement of programs, support of their staff and making volunteers involved, etc.

Participation in major programmed

The following Table 5.16 indicates the participation of volunteers in major programs.

Table 15: Participation in Major Programs

Sl. No.	Major Programmed	No. of Volunteers	Percentage
1.	Pre- R.D. camp	38	3.78
2.	R.D. camp	14	1.39
3.	National Integration camp	50	4.98
4.	Mega camp	218	21.69
5.	State Level Programmed	66	6.57
6.	University Level Programmed	589	58.61
7.	International Level Programmed	30	2.99
	Total	1005	100.00

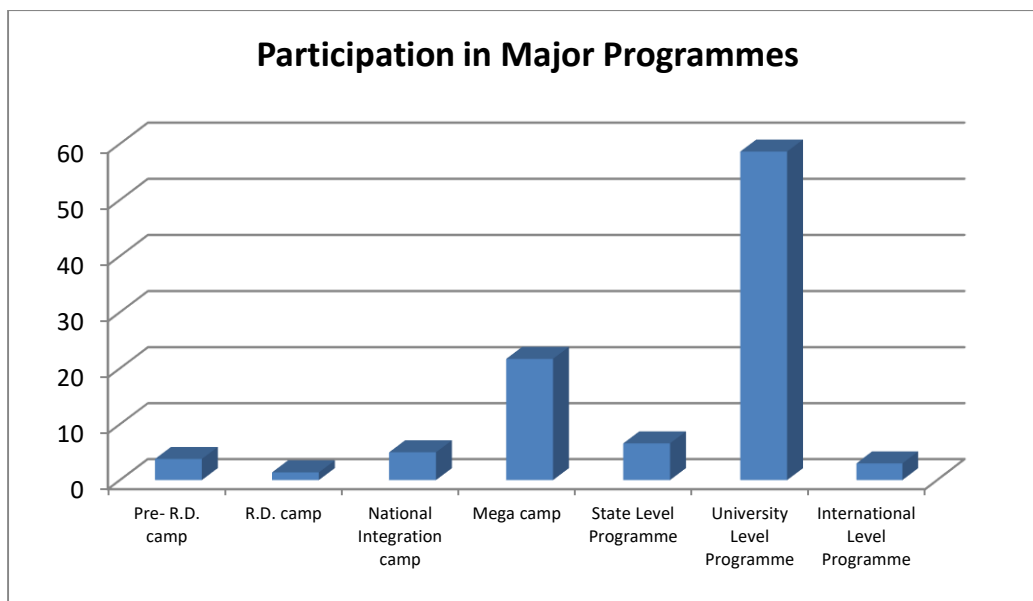


Fig. 15.1: Participation in Major Programs

Amongst the major programs in which volunteers have been deputed the number of volunteers who have participated in University Level Programmed is highest (58.61%) followed by Mega Camp (21.69%), State Level Programmed (6.57%) and NIC (4.98%). The number of volunteers participating in Pre R.D. camp and R.D. camp are relatively quite small at 38 and 14 respectively.

Recent Development

The NSS Unit 1 and 11 of the Biramangol College, Sawombung, Imphal East from 19th to 25th March has successfully conducted a combined NSS special camp-2020 under the sponsorship of ministry of youth affairs and sports, Government of India, on the theme stay fit stay healthy. Again, a one-day free eye screening and cataract surgery camp was health at NIELET / Imphal, Akampat in association with shija eye care foundation, NPCP(NHM), LIFE SAVERS MANIPUR and NSS Unit NIELIT Imphal in which 120 numbers of students and staff were screen during the camp. Similarly, in standard college, a seven days special camp was organized between 5th to 11th February 2021 by the NSS Unit I &II of the college on the theme Nationality solidarity and share responsibility, again on 7th February 2021 a one-day regular camp was organized by the NSS UNIT II of Liberal College.

NSS Awards

Universities, colleges, technical institutions and +2 secondary schools, as programmed coordinators, programmed officers and NSS volunteers are encouraged with the conferment of awards in the recognition of their exemplary service towards the community and to work with more dedication for the community development in future. It is a good step as well as a good sign of the Ministry of Youth Affairs and sports, Government of India in the process of the human resources development perspectives in the country through the National Service Scheme. Such awards are found to be given by the Ministry at National Level and State/UT

Governments at the State level. Universities are also found to confer awards at university level for the programmed officers and volunteers. At the institutional levels also the concerned NSS units confer awards for the volunteers.

Suggestions

As suggested by the programmed officers the above problems can be solved and Human Resource Development Programs can successfully be implemented. Some such important points include the following:

- (i) State Government should come forward to release NSS fund in time so as not to have per in conducting the programmed.
- (ii) Intimation from Ministry, State and University to conduct programmed and deputation of volunteers should be done in advance and timely so that programmed can be conducted systematically within well preparations.
- (iii) Deputation of NSS volunteers for any programmed requires to be done rationally by selecting competent ones through screening.
- (iv) Consultative meetings be conducted regularly to keep the units well informed of the charges and developments taking place in the NSS affairs.
- (v) State NSS Cell can come forward to institute state level award for the NSS Units, Programmed Officers and volunteers as done by the NSS Cell, Manipur University.
- (vi) More programs should be conducted on core issues related to HRD of the NSS volunteers, etc.

Conclusion

In this paper, an analysis is being made based on the data collected from various sources, reports, official documents, State Liaison Officer, Programmed Co-Ordinator, NSS Cell, Manipur University, different Programmed Officers of the NSS units of Manipur. The analysis has been done based on the derived data collected from these sources but mostly from the questionnaire, as returned by the Programmed Officers. The findings of the study, as such, is based on the facts collected from various sources and responses made by the 50 such Programmed Officers in the returned questionnaires. As in other states/UTs of the country, Manipur is also having its NSS system under the State NSS Cell. So far, the cell observed that NSS is being dealt with the NSS Cell of the Government. Altogether there are 160 approved NSS Units with an approved volunteer strength of 15,972. For the university and college NSS Units the NSS Cell, Manipur University looks after all the affairs. For the schools the State NSS Cell deals with this matter. The cells and units are conducting a number of programs and deputed volunteers for participation in various programmed and activities conducted in the State

and outside the state as well. This provides an ample opportunity for the volunteers to develop their personality and build capacity. There are scopes and other avenues for the volunteers to participate and get benefits out of the same. Incentives and other awards also are found to be given by Ministry and NSS Cell, Manipur University. As the analysis shows, findings of the study have given us clues on various aspects of the scheme and its role in human resource development in the State.

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