



GNDER ANALYSIS OF AQUACULTURE-BASED LIVELIHOODS IN MIZORAM



B. Lalmuansangi Arpita Sharma Amitav Ghosh Swadesh Prakash Rajpal Yadav Shubham Soni and Nidhi Katre

ICAR-CIFE, Mumbai

Indian Inland fisheries

- World's second-largest producer of inland fishes
- Second-largest aquaculture nation, accounting for 7.58 percent of world production.
- Contributes substantially to country's overall fish production. NFDB (2021)
- > Blue Revolution has demonstrated the significance of India's fisheries and aquaculture sector.
- > Indian fisheries have seen a paradigm shift from marine-dominated to inland fisheries.
- ➤ A shift from capture to culture-based fishing in inland fisheries has paved the way for long-term blue economy viability. NFDB (2021)
- It is estimated that there are 28 million people engaged in fisheries activities in India, out of which 15 million or 56% are fishermen, and 12 million or 44% are fisherwomen.
- In the case of inland fisheries, men account for 13 million, or 56% of the inland fishing population, while women account for 10 million, or 44%. Handbook on Fisheries Statistics (2020)
- > From this data, it is clear that the participation of men and women in inland fisheries is high.

Fisheries in Northeastern region

- > North Eastern (NE) region plays a vital role in fisheries, particularly inland fisheries.
- It comprises primary fisheries resources
- Ranked sixth among the world's top 25 biodiversity hotspots. Kottelat and Whitten, 1996; Gurumayum and Choudhury, 2009
- Northeastern states have enormous water resources that are appropriate for aquaculture, excluding the riverine resources, potential of fish production in these regions is estimated to be 4.88 lakh tonnes and a total of 5.63 lakh ha of water spread area is available for fish production (Debroy et al. 2016).
- Fisheries sector in India's northeast area plays a significant role in the socio-economic and cultural environment of the people
- Region's total fish production is estimated to be 4.36 lakh tonnes
- Nutritional requirement at 11kg per capita is projected to be 5.49 lakh tonnes, leaving a deficit of 1.05 lakh tonnes, according to the DAHDF Report (2017-18)
- Aquaculture is developing quickly because of high demand for fish, more than 50% of fish production comes from aquaculture. Barman et al. (2012)

Fisheries in Mizoram

- Mizoram is one state located in the southern part of NE India
- It has enormous fishery resources and is known as a storehouse of indigenous fish. Hussan et al. (2018).
- Mizoram's fisheries resources include ponds, rivers, and reservoirs. It is estimated that Mizoram has **24,000 hectares** of potential land that may be developed for pond aquaculture; however, only around **5,492.08 hectares (23 %)** of the potential resource has been developed for fish farming.
- Contains 6,000 hectares of water in form of rivers and streams scattered throughout 1,100 kilometers of riverine lengths, two big reservoirs, and three small reservoirs totaling around 8400 ha. Mizoram Economic Survey (2019-20)
- In 2019-2020, overall output of fish flesh from state-owned resources was **7243.04 metric tonnes**. The estimated availability per capita is 5.6 kg, compared to the targeted consumption of 11 kg per capita (DoF, Mizoram 2020-2021).

Fisheries in Mizoram

- 16406 numbers of fish farmers in Mizoram
- Total fish production in 2020-2021 is 4304.69 metric tonnes (mt).
- According to the Mizoram 2030 Vision, the sectoral contribution of Gross State Value Added (GSVA) output in fisheries and aquaculture in 2017 was 0.51 percent.

Planning & Programme implementation dept, Mizoram(2018)

- According to fisheries statistics 2020, Mizoram has 5,328 fishermen and 961 fisherwomen.
 Handbook on Fisheries Statistics (2020)
- Total fisher population is 6,289 which is 0.5% of Mizoram population.

Studies related to fisheries in Mizoram

- Fish fauna of the Tiau and Tuipui rivers of Mizoram by Ramanujam and Harit (2002).
- Mahapatra (2007) reported about the potential ornamental fish biodiversity of Mizoram.
- Kar and Sen(2007) wrote a systematic list and distribution of fishes in Mizoram, Tripura, and Barak drainage.
- Lalthanzara and Lalthanpuii (2010) discussed traditional fishing methods in Mizoram rivers and streams.
- Zohmingthanga (2011) examined the socio-cultural profile of people and indigenous knowledge in the fisheries of Mizoram.
- Sahoo and Singh (2015) presented the economic analysis on integrated fish pig farming and fish poultry farming in East Kalcho, Saiha District.
- Constraints in fisheries have been reported by Icar, Umiam (Barapani) for Kolasib, Mamit, Serchhip districts of Mizoram in 2015
- Hussan et al. (2018) presented the status and future of aquaculture development in Mizoram.
- Bethsy et al. (2020) discussed the production and supply chain of the unitary and integrated aquaculture systems in Mizoram

Studies related to role of women and gender analysis in Mizoram

- Chakroborty et al. (2008) have reported the emergence of women from 'private' to 'public': a narrative of power politics from Mizoram.
- The role of women in the socio-economic development in Mizoram was studied by Lalremmawii (2013).
- > Janet and Namchoom (2014) reported the status and role of women in Mizo society.
- > Women outnumber men at the workplace in Mizoram has been written by Saha (2017).
- > Jangu (2019) has reported about women's empowerment in Mizoram.
- > Hmingthanzuali and Chhangte (2020) discussed the representation of women in Mizo history.
- Studies related to gender analysis in the agriculture and livestock sector
 - Ashem et al. (2018) studied roles of gender in agriculture and livestock production among tribal farm families in the Lunglei district of Mizoram
 - Ramengmawii and LalmalsawmaRalte (2021) conducted an analysis of gender dimensions in agriculture in Mizoram.

Gender analysis of aquaculture based livelihoods in Mizoram have not been done in Mizoram.

So a study entitled **"Gender Analysis of Aquaculture Based Livelihoods in** *Mizoram"* was conducted

Research Objectives

1. To assess profile, capacities, constraints and vulnerability contexts

2. To evaluate gender roles, time use pattern, workload, and needs

3. To evaluate access, control, and decision making over resources

Locale of the study



Source: Maps of India

Results and Discussion

Objectives 1: To assess profile, capacities, constraints and vulnerability contexts

Results

- In the pre harvest, harvest and post harvest activities there was a statistical significant difference between the capacities of men and women.
- For feed preparation and fish breeding both women and men had low scores.

• Women had less capacity/ involvement in pond preparation, water quality management, fish breeding and gear maintenance .

• The study has revealed that Unitary farming system, an important activity in Mizoram state, has equal involvement of men and women. A similar study in agriculture has been reported by Ramengmawii and Ralte (2021).

Results in brief

- With reference to paddy cum fish farming, there was no statistical significant difference between capacities of men and women for pre harvest, harvest and post harvest activities.
- The capacity/involvement of women in this farming system was found to be high (0.72).



 Paddy cum fish farming system, extension constraints were the top ranked constraints faced by both men and women with RBQ score of for 51.18 men and 53.91 for women.

Results

- **Paddy cum fish farming** system political vulnerability had higher score (0.59) for men environmental vulnerability was high for women (0.58)
- Mann Whitney U test revealed that there was no statistical significant difference in types of vulnerability between men and women
- Total vulnerability score for women was higher than men

Objective 2

To evaluate gender roles, time use pattern, workload and needs

Results

Reproductive roles

- Participation of women was higher than men
- Time spent for reproductive roles women 6.73 hr/day and men 2.16 hr/day
- Workload perceived light for women and very light for men

Productive roles

- Equally in pre-harvest activities such as liming, manuring/fertilizing, seed stocking and feeding of fish
- *Weekly activity* Fish feeding0.28 hours per day on average
- *Monthly activity* In liming, manuring/fertilizing, men spent 1.32 hr/month and women spent 1.04 hrs/month, and it was observed as a with moderately heavy perceived workload.
- *Yearly:* Men spent 8.2 days per year on pond preparation, while women spent 4.5 days per year, and the perceived workload was very heavy.

Results

- Average time spent by women and men for harvest activities was found to be 5.44 hr/day and 4.14 hr/day respectively.
- Both women and men perceived harvesting as *very heavy activity*.
- Under post-harvest activities, women participation is higher in selling of fish as compared to their male counterparts
- 52% of household, only women performed selling fish and in 48% of household both men and women were involved in fish selling and fish unloading (28%) of women performed.
- The average time spent by men and women was found to be **2.51 hrs/day and 3.14 hrs/day** respectively. Both women and men perceived post harvest activities as heavy activity.
- The time spent for community roles by women was reported to be 16.4hr/month and for men 19.42 hrs/month.
- The workload perceived by both men and men was found to be **light** in community roles.

Roles of men and women in Paddy cum fish farming

Profile	Who performs the activity					Time Use		Workload	
						hrs/day		Normalized score	
Reproductive roles	Μ	W	Both	W + any other woman in HH	M + any other man in HH	Μ	W	Μ	W
Cooking	4	76	0			1.00	1.90	0.25	0.41
House cleaning	0	76	0	24	0	0.00	0.51	0.00	0.25
Utensils cleaning	0	76	0	24	0	0	0.34	0.00	0.25
Shopping for groceries	20	74	0	6	0	0.46	0.60	0.25	0.31
Washing clothes	0	72	0	28	0	0.33	1.60	0.25	0.40
Child care	0	80	0	20	0	0	0.41	0.20	0.36
Care for elderly	0	28	0	4	0	0	0.30	0.25	0.25
Total						1.79	5.66	0.15	0.27

- Participation of women was higher than men in reproductive activities and only 4% of men performed cooking and 20% of men participate in groceries shopping.
- Women spent 5.66 hr/day for household work, caring and personal time while men spent 1.79 hr/day in the same work.
- The perceived workload for reproductive roles was found to be light for women and very light for men.

Results

- Ploughing of land, transplantation of paddy seeds, liming and seed stocking are reported as yearly activities and the participation of both men and women was high
- The average time spent for ploughing of land and transplantation of paddy seeds for men was
 8.21 days/yr and 7.8 days/yr for women.
- The workload perceived by both men and women was classified as heavy activity.
- The average time spent for liming and seed stocking for men was **2.07 hrs/yr** and **2.03 hrs/yr** for women, workload was perceived as **moderately heavy**.
- Both men and women spent 0.50 hrs/month on manuring/fertilizing, which was observed as a monthly activity with a moderately heavy perceived workload.
- Fish feeding and hand weeding were observed as a weekly activity, with both men and women spending 0.35 hours per week on feeding and perceived workload as light. While in hand weeding average time spent by men was 4.52 hr/week and 3.47 hr/week for women with perceived workload as heavy activity.

PGNs women (Top 3 needs):

Paddy cum fish farming : Food, electricity and fuel for cooking

PGNS men(Top 3 needs):

Paddy cum fish farming :Water, education and electricity

SGNS women(Top 3 needs):

Paddy cum fish farming : Sharing of domestic work and childcare by men, house ownership and ownership of assets

SGNS men(Top 3 needs):

Paddy cum fish farming : Access to credit, control over resources and finance

PFNs women (Top 3 needs):

Paddy cum fish farming : Availability of fish seed, availability of fish feed and feed mill

PFNS men(Top 3 needs):

Paddy cum fish farming : Availability of fish seed, availability of fish feed and feed mill

SFNS women(Top 3 needs):

Paddy cum fish farming : Access to schemes, training on fisheries and access to and control over farm resources.

SFNS men(Top 3 needs):

Paddy cum fish farming : Training on entrepreneurship, leadership in cooperative society and credit facilities

Access/Control on resources and participation in Decision making

•Men had more access/control on resources and participation in decision making than women for household and community, financial resources and fisheries resources.

•Men and women had equal participation in decision making of financial resources.

Access/Control on resources and participation in decision making



In Paddy cum fish farming system men had more access/control on resources and participation in decision making than women for household and community, financial resources and fisheries resources. Similar findings have been reported by Yadav and Sharma (2017) that men have higher access and control over in resources fish ornamental enterprises Maharashtra.

References

- Agbebi Funmilola, Kibogo, Andrew, Ngirinshuti, Leonce, Mindje, Mapendo 2016. Contribution of women to aquaculture development in Rwanda. IIFET 2016 Scotland conference proceedings
- Barman, B. K. 2001. Women in small-scale aquaculture in North-West Bangladesh. *Gender technology and development* 5: 267-287
- Debtanu Barman, Vikash Kumar and Sagar C. Mandal Aquaculture status and potential in the northeastern region of India. availableat:<u>https://www.researchgate.net/publication/237046525 Aquaculture status and potential in the northeasternet/publication/237046525 Aq</u>
- Carolyne Iwenya, Bwambale Mbilingi, Joseph luomba and Ernest yongo 2009. Gender Integration in the Management of the Lake Victoria Fisheries. African Journal of Tropical Hydrobiology and Fisheries 12: 59-66
- Cecilia Muthoni Githukia1,5*, Silke-Silvia Drexler2, Kevin Odhiambo Obiero3, Bryan Otieno Nyawanda4, Judith Achieng' Odhiambo5, Joshua Wafula Chesoli6 and Julius Otieno Manyala7 2020. Gender roles and constraints in the aquaculture value chain in Western Kenya Vol. 16(5), pp. 732-745, May 2020 DOI: 10.5897/AJAR2020.14783 Article Number: 67D09DE63772 ISSN: 1991-637X

- Chakraborty, Anup Shekhar (2008). Emergence of women from 'private' to 'public': a narrative of power politics from Mizoram. Journal of International Women's Studies, 9(3), 27-45. Available at: http://vc.bridgew.edu/jiws/vol9/iss3/3
- Choo, P.S., S.J. Hall and M.J. Williams (eds.). 2006. Global symposium on gender and fisheries. Seventh Asian Fisheries Forum, 1–2 December 2004. WorldFish Center and Asian Fisheries Society, Penang. 174 pp
- Debnath, B., Krishnan, M., Ananthan, P. S., Sharma, A. and Sharma R., 2015. Gender perspectives in adoption of technological practices by fishers and fish farmers in Tripura, Agricultural Economics Research Review, 28 (1), pp: 117-125
- DoF(2020-2021): Department of Fisheries Mizoram. [URLhttps://fisheries.mizoram.gov.in/].
- Economic Survey, India (2020-2021) P- 243 available at <u>https://www.indiabudget.gov.in/economicsurvey/ebook_es2021/index.html</u> (accessed on 6.10.21)
- FAO (2020)The state of World Fisheries and Aquaculture (SOFIA) World review of fisheries and aquaculture, available at https://www.fao.org/documents/card/en/c/ca9229en/accessed on 13.10.21
- Gender in fisheries management in the Lower Songkhram River Basin, in the northeast of Thailand Napaporn
- Gopal, N., M.J. Williams, S. Gerrard, S. Siar, K. Kusakabe, L. Lebel, H. Hapke, M. Porter, A. Coles, N. Stacey, and R. Bhujel. 2017. Gender in Aquaculture and Fisheries: Engendering Security in Fisheries and Aquaculture. Asian Fisheries Science (Special Issue) 30S. 423 pp

- Gurumayum, S. D. and Choudhury, M. 2009. Fishing methods in the rivers of North-east India. Indian J. Trad. Knowledge, 8: 237-241.
- Handbook on fisheries statistics (2020), Department of Fisheries Ministry of Fisheries, Animal Husbandry & Dairying Govt. of India accessed on 6.10.21
- Himanshu K. De, Dileep. K. Pandey 2014. Constraints to women's involvement in small scale aquaculture: an exploratory study. International Journal Science ISSN: 2311-6110 (Online), 2311-8547 (Print) available at: http://www.escijournals.net/IJAE
- Hmingthanzuali 1* & Catherine Lalhruaitluangi Chhangte 2020 Representation Of Women In Mizo History Senhri Journal of Multidisciplinary Studies, p. 36-44
- Hussan, A., Chakrabarti, P.P., Sundaray, J.K., Das, A., Mohapatra, B.C. and Ananth, P.N., 2018. Status and future of aquaculture development in Mizoram, India International Journal of Fisheries and Aquatic Studies
- Janet C. Lalhmingpuii, Vijanti Namchoom. 2014. The Status and Role of Women in Mizo Society Journal of North East India Studies Vol. 4(1), Jan.-Jul. 2014, pp. 30-42.
- Jasmine Lalremmawii .2013 Role Of Women In The Socio-Economic Development In Mizoram Ph.D.Thesis By Department of Public Administration Mizoram University 2013
- Khangban, S. and Kohli, M. P., Singh, 2002. The Women Pisciculture Organization of Manipur, 'Nupi Ngayok Marup' A Case Study. Women in Fisheries, International Conference on Women in Fisheries, Mumbai, Pp: 92 – 98.

- Kruijssen F, Rajaratnam S, Choudhury A, McDougall C and Dalsgaard JPT. 2016. Gender in the farmed fish value chain of Bangladesh: A review of the evidence and development approaches. Penang, Malaysia: WorldFish. Program Brief: 2016-38.
- Maria Theresa M. Mutia*, Myleen L. Magistrado, Michelle Joy L. Fermaran, Myla C. Muyot 2020. Gender Participation in the Fisheries Sector of Lake Taal, Philippines. The Philippine Journal of Fisheries 27(2): 157-182 DOI: 10.31398/tpjf/27.2.2018A0001
- Maria Theresa M. Mutia., Myleen L. Magistrado, Michelle Joy L. Fermaran, Myla C. Muyot; 2020 Gender Participation in the Fisheries Sector of Lake Taal, Philippines Philippine Journal of Fisheries 27(2): 157-182 DOI: 10.31398/tpjf/27.2.2018A0001).
- Meetei, W.T., Saha, B. and Pal, P., 2016. Participation of Women in Fisheries: A Study on Gender Issues in Manipur, India. *International Journal of Bio-resource and Stress Management*
- Meryl J Williams, Nikita Gopal, Rejula K, Carmen Pedroza-Gutiérrez, Arlene Nietes Satapornvanit, Paul Ramirez, Ananthan P.S., Mary Barby Badayos-Jover, Alita Roxas, Sijitha Mary C.X., Janine Pierce and Afrina Choudhury, 2019, Long Report GAF7: Expanding the Horizons The 7th Global Conference on Gender in Aquaculture & Fisheries, pp. 57.
- Mizoram Economic Survey, 2019-20 available at <u>https://planning.mizoram.gov.in/uploads/attachments/4d6a424cb421f1fafef5c29cb0068b83/economic-survey-2019-20.pdf</u> <u>accessed on on 6.10.21</u>
- Mizoram Vision 2030; <u>Planning and Programme Implementation Department</u>, Government of Mizoram available at https://planning.mizoram.gov.in/uploads/attachments/e69d83919b9a45a04e7252f58f106bf6/mizoram-vision-2030.pdf accessed on 6.10.21



- Naila M.J.Bhat., 2020. Gender Analysis of Fisheries Sector in Kashmir. M.F.Sc dissertation, FEES Division, CIFE, Mumbai.
- Nandeesha, M.C. 2004. Women in aquaculture and their innovative contributions. Aquaculture Asia 9: 18-24.
- NFDB (2021).National Fisheries Development Board available at http://nfdb.gov.in/about-indian-fisheries.html accessed on 13.10.21
- Nwabueze, A. A., 2010. The role of women in sustainable aquacultural development in Delta State. Journal of Sustainable Development in Africa 12: 284-293.
- Pampi Paul and B.S. Meena 2016. A study on access to and control over resources; gender perspective International Journal of Science, Environment and Technology
- Prajjal Saha 2017. Women outnumber men at workplace in Mizoram. Human resource simplified journal available at https://www.hrkatha.com/research/women-outnumber-men-at-workplace-in-mizoram/ accessed on 4.11.21
- Ramengmawii and Lalmalsawma Ralte. "A keen analysis of Gender dimensions in Agriculture: A case study of Mizoram", 2021. International Journal of Current Research, 13, (04), 16972-16977.
- Salim, S., George, G., Vijay, V. and Ojha, S. N., 2001. Women in Fisheries Past, Present and Future. International Conference on Women in Fisheries, ISFP, Mumbai, Pp: 71.
- Sangma, B. R., 2015. Gender Roles in Matrilineal Society of Meghalaya: A Study in Fishery Sector. M.F.Sc. dissertation, FEES Division, CIFE, Mumbai.

- Sara Fro[°]cklin, Maricela de la Torre-Castro, Lars Lindstro[°]m, Narriman S. Jiddawi 2013. Fish Traders as Key Actors in Fisheries: Gender and Adaptive Management. Royal Swedish academy of science AMBIO 2013, 42:951–962 DOI 10.1007/s13280-013-0451-1
- Sardar, P., Sharma, A., Kumar, L. N., Chakraborty, R. and Das, A., 2002. Impact of Training on Rural Fishers and Gender Equity in Training. AQUACULT, 3(1): 47-49.
- Senjit Singh Ashem, Tarun Kumar Das, Prabhat Kumar Pal and Lalmuanzovi. 2018 Roles of gender in agriculture and livestock production among tribal farm families in Lunglei District of Mizoram in North East Region, India International Journal of Current Microbiology and Applied Sciences
- Sharma, A. and Das, R. C. 2001. Small-scale business potentials of value-added products for women fishers for economic development In Proceedings of the International Symposium on Fish for Nutritional Security in the 21st Century, CIFE, Mumbai. 4th 8th December 2001. CA-8. p. 224
- Sharma, A., 2007. Globalization in the fisheries sector and impact on Fishing Communities. Seminar on Gender Equality and the Indian republic, Women Development Cell, University of Mumbai, 39-45:150
- Sinha, A. 2005. Potential and prospects of ornamental fish culture for women entrepreneurs. In book Women in fisheries/aquaculture. Dr. A. S. Ninawe and Dr. A. D. Diwan (Editors), Published by Narendra Publishing House, New Delhi.
- Sriputinibondh*1., Malasri khumsri2 and Wolf hartmann3.,2015 Proceedings of 7th Technical Symposium on Mekong Fisheries Ubon Ratchathani, Thailand, 15th 17the November 2005
- SV Patil and Arpita Sharma (2019) Shrimp industry gender gap in India: Case of Maharashtra state Journal of Entomology and Zoology Studies 2019; 7(6): 380-383
- Thongam, B., 2012. Communication Behaviour of the Fishers, Fish Farmers, and the Officers of the Department of Fisheries in Manipur. M.F.Sc. dissertation, FEES Division, CIFE, Mumbai
- Williams, M.J, N.H. Chao, P.S. Choo, K. Matics, M.C. Nandeesha, M. Shariff, E. Tech and J.M.C. Wong (eds.). 2002. Global symposium on women in fisheries: Sixth Asian Fisheries Forum. 29 November 2001, Kaohsiung, Taiwan. WorldFish Centre and Asian Fisheries Society, Penang. 201
- Williams, M.J., M. Porter, P.S. Choo, K. Kusakabe, V. Vuki, N. Gopal and M. Bondad-Reantaso. 2012. Gender in Aquaculture and Fisheries: Moving the Agenda Forward. Asian Fisheries Science (Special Issue) 25S. 276 pp.

Online references

•ICSF.International Collective in Support of Fishworkers; 2020.Women in Fisheries. Available on: <u>https://wif.icsf.net/</u> (accessed on 11.11.2021)

•State Portal of Mizoram 2016 available at https://mizoram.gov.in/page/know-mizoram accessed on 6.10.21

•Candida March, Ines Smyth, and Maitrayee Mukhopadhyay 1999. Guide to genderanalysis frameworks https://www.ndi.org/files/Guide%20to%20Gender%20Analysis%20Frameworks.pdf accessed on 7.11.2021

•UNDP, 2016. How to conduct gender analysis. A guidance note for UNDP staff.

https://info.undp.org/sites/bpps/SES_Toolkit/SES%20Document%20Library/Uploaded%20October%202016/UNDP%20Guidanc e%20Note%20how%20to%20conduct%20a%20gender%20analysis.pdf accessed on 7.11.2021

•UNICEF, 2017. Gender equality: Glossary of terms and concepts.

https://www.unicef.org/rosa/media/1761/file/Gender%20glossary%20of%20terms%20and%20concepts%20.pdf accessed on 7.11.2021

•Regu and Ananthan, (2021). The unsung women fishers of Wular lake. <u>https://www.indiawaterportal.org/article/unsung-women-fishers-wular-lake-0 accessed on 7.11.2021</u>

•UNICEF (2020) Focus group discussion available at https://www.unicef.org/media/65966/file/COVID-19%20focus%20group%20discussion%20guide%20for%20communities.pdf accessed on 17.11.2021

•INFDC, 1997, 141 p available at http://www.nzdl.org/cgi-bin/library?e=d-00000-00---off-0fnl2.2--00-0----0-10-0---0---Odirect-10---4-----0-1l--11-en-50---20-about---00-0-1-00-0--4----0-0-11-10-0utfZz-8-

00&cl=CL2.8&d=HASH01c9d12291e26d2035a57483.5.2.1>=1 accessed on 17.11.2021

•Integrated farming system IFS ICAR ATARI, Umiam Meghalayahttp://www.icarzcu3.gov.in/book_publications/IFS_NEH_2020.pdf













THANK YOU