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Youth in India: challenges, opportunities, skilling and possibilities



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Youth in India: challenges, opportunities, skilling and possibilities

Asia, particularly India, is home to a majority of the world's young population with much to contribute in terms of huge opportunities and challenges with the globalisation and rising knowledge economy. United Nations Population Fund's (UNFPA) State of the World's Population report 2017 says that India has world's largest youth population with 374.9 million 10-24 year-olds, a whopping 28 per cent of its total population.

By 2020, India's share of youth in its total population is expected to be 34.33 per cent, according to data from the Central Statistics Office. Despite the population dividend, India's economic growth has been lopsided and pocketed resulting in inequity of both access and opportunity in various sectors like employment, education, health, etc. Youth mostly assign their time and energy to schooling, college education, seeking their settlements in terms of employment, marriage and starting of a new family life. They involve in Indian economic growth by contributing about

34 per cent to nation's Gross National Income (GNI) but are only in the age group of 15-29 years.

Around the world, the terms "youth", "adolescent", "teenager", and "young person" are used interchangeably, often meaning the same thing, only occasionally differentiated. Youth generally refers to a period of life that is neither childhood nor adulthood, but rather somewhere in-between.

(Webster's New World College Dictionary, 2004).

The concept of youth generally can be described as a set of people encompassing peculiar psycho-social traits concomitant with a certain age group, in-between 18 to 30 years (Singh, 1960). The Ministry of Youth Affairs and Sports mentioned in its National Youth Policy, 2014, that youth means a set of people falling in the age-group of 15-29 years and they comprised 27.5 per cent of the population. As per Singh, they usually embrace two characters - positive characters and negative

characters. Their positive characters are nothing but having higher degree of ambitiousness, egoism arid, self-respect, high sensitivity, skepticism, radicalism (lack of neophobia) and idealism. In case of negative characters, they have immaturity and narrow experience, high manipulability and suggestibility, emotionalism (lack of rationality as dominant trait of behaviour), lack of persistence and aggressiveness (Singh, 1960).

Government initiatives for the youth

Most of the problems relating to law and order emanate when the youth of a country are directionless, uninvolved in development, cynical and have apathy towards well meaning government initiatives. Alienation from employability and job opportunities could push youth towards crime and create anti-social elements. The various rallies which turn violent and damaging show that repression of demands or alienation from employability leads to a no sense of belonging, ownership or participation in community development programmes.



The common man believes that benefits of development programmes are accrued to the rich and powerful – politician, the bureaucrat and the contractor – harbours such polarised sentiments further. Amidst this, the growing awareness of the youth about human rights and basic entitlements along with increase in the exercise of the adult franchise in the periodic elections at the grassroots at the panchayat raj, State Legislature and Indian Parliament along with the spread of information through media and NGOs contribute to creation of awareness. This volatile group has to be effectively involved in support of governmental development agenda in order to behave like a catalyst to enlist greater community participation. One of the sustained ways of addressing poverty and employability is youth skill development. It goes a long way as skills can be used to earn livelihood, assist others and even invest for future use. Skills can be equated with long-lasting empowerment. A significant step is to reduce the rural and urban gap, especially in educational infrastructure and attitudes to education. Catching and training them young is a priority. It could be extremely precarious to leave out youth without proper skill set and training.

There lies immense untapped potential in the youth to shape the

future of the world as a safer place to live. To encash the youth dividend, the Government of India (GoI) has initiated several programmes under different schemes. GoI allocates more than ₹ 90,000 crore per annum through two methods. The youth targeted method includes schemes on education, skill development and healthcare, etc.

“
The increasing prominence of the youth bulge in most urban and rural areas presents a unique opportunity, as they represent the most dynamic human resource available
 ”

Through these schemes the benefit accrued to youth amounts to around ₹ 2,710 per person. The other one is the non-targeted method. Under non-targeted, benefits of food subsidies, employment, etc., configure (National Youth Policy, Ministry of Youth Affairs & Sports, 2014).

According to Babatunde Osotimehin, Executive Director of the UN Population Fund, “If we want effective humanitarian action, we must embrace the full participation and priorities of young people.” The ‘compact for young people in humanitarian action’ launched at the World Humanitarian Summit (2016) is a

commitment by humanitarian agencies across the world that humanitarian systems will promote participation of youth in humanitarian action and address their priorities.

It is no doubt to say that today’s young are tomorrow’s innovators, creators, builders and leaders, but they need the required support in terms of good health, opportunities and skills to transform the future. The economic trigger happens when a country has more hands to work available than more mouths to feed. To put it succinctly, working age population has to be larger than the dependent population.

There are many constitutional provisions providing various benefits to youth. There are some schemes initiated by the government for welfare of such vulnerable people. These schemes are 1) Nehru Yuva Kendra Sangathan (NYKS) (1972), National Service Scheme (1969), Rajiv Gandhi National Institute of Youth Development (RGNIYD) (1993), National Youth Corps (NYC) (2010-11), National Programme for Youth and Adolescent Development (NPYAD) (2008), International Cooperation (IC) (2005), Youth Hostel (YH) (1985), Assistance to Organisation of Scouts and Guides (1984), and National Youth Leaders Programme (New Scheme) (2014-15). Along with aforementioned schemes, there are other schemes initiated by the Central government to encourage youth to participate in sports through allocation of some welfare provisions. Some such schemes are Rajiv Gandhi Khel Abhiyan (RGKA) (2014-15), Urban Sports Infrastructure Scheme (2010-11), Scheme of Assistance to National Sports Federations (NSFs) (1975), etc. In addition, there are National Sports Awards, viz. Rajiv Gandhi Khel Ratna Award (1991-92), Arjuna Awards (1961), etc., to motivate the youth.



Besides this, the Government of India has set a stiff target to impart the necessary skills to 500 million people by 2022. The biggest challenge for poor skill levels is largely attributed to huge high school dropout rates, negative perception towards skilling and dearth of a formal vocational education framework that addresses industry ready skills. However, the setting up of National Skill Development Agency (NSDA) and National Skill Development Council (NSDC) should boost efforts towards building robust skilled youth population.

Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY), a flagship programme under the Ministry of Rural Development, is uniquely focused on rural youth at the base of the economic pyramid (BoP) to skill them and provide them wage employment. Launched in September, 2014, DDU-GKY has registered its presence in 21 States and UTs, across 568 districts, impacting youth from over 6,215 Blocks. At present, DDU-GKY has over 690 projects being implemented by more than 300 partners in nearly 330 trades from 82 industry sectors. Over

4.3 lakh candidates have been trained and over 2.60 lakh candidates have been placed till July, 2018, under the programme across the country. From 2012, DDU-GKY has so far committed an investment of more than ₹ 5,600 crore, impacting rural youth pan-India.

In its capacity as a Central Technical Support Agency (CTSA) of the MoRD for implementing DDU-GKY, the DDU-GKY Cell at the Centre for Skills and Jobs in NIRD&PR builds capacity of its stakeholders across the country that includes officers of the State Rural Livelihoods Missions and project implementing partners. This financial year, 1,248 stakeholders have been so far trained by the NIRD&PR to equip them to implement the project efficiently. Over 300 trainers of the partners have been trained on skilling methodology so as to enhance the quality of skilling our rural youth. The cell closely monitors the implementation of the DDU-GKY projects and provides critical inputs to enhance efficiency and effectiveness of the programme.

Challenges faced by Youth/Barriers to youth development

Former US President, John F Kennedy once famously remarked that “ask not what the country has done for you, ask what you can do for the country.” But as a welfare State, successive Union and State governments have made sincere efforts to provide all facilities to the youth within their constraints.

Apart from aforesaid welfare schemes and policies, the youth in rural areas still suffer from dearth of proper employment opportunities, resulting in increased over-dependency on limited resources available at the primary sector, namely agricultural sector. Due to urbanisation and wider openings in non-agricultural sector, rural people, especially youth, migrate to urban areas in search of employment. Migration of youth from rural and urban areas in search of employment has been accelerated - from 82.1 per cent in 1960 to 69.9 in 2010. Studies conducted at regional level indicate that MGNREGA has an impact on distress migration. There are two studies

commissioned to look into the impact on migration currently being undertaken by the Institute.

The Centre for PG Studies & Distance Education (CPGS&DE) of NIRD&PR conducts two regular diploma programmes - Post Graduate Diploma in Rural Development Management (PGDRDM) and Post Graduate Diploma in Management (Rural Management) (PGDM(RM)). Further, it offers an M.Tech Programme on Appropriate Technology & Entrepreneurship (ATE). Three distance mode programmes are also conducted through the Centre - Post Graduate Diploma in Sustainable Rural Development (PGDSRD), Post Graduate Diploma in Tribal Development Management (PGDTDM) and Post Graduate Diploma in Geo-Spatial and Technological Applications in Rural Development (PGDGARD).

- Till date, 739 students including the current batch have been admitted to the regular course, with 670 national and 68 in-service candidates (latter are funded by international organisations like CIRDAP & AARDO).
- With 570 male and 169 female field marshals employed across India in different government projects, corporate social responsibility related initiatives and NGOs, this Centre contributes in a small yet sure way to the enhancement of employability of the youth through its programmes.
- Through its distance mode programmes, the centre has successfully tutored 651 students in PGDSRD, 140 in PGDTDM and 221 in PGDGARD.

The youth today, are larger than at any point in human history. Yet, this group suffers the most from unemployment and

often feels that they lack equal access to opportunities. State of the Urban Youth, India 2012: Employment, Livelihoods, Skills,' a report published by IRIS Knowledge Foundation in collaboration with UN-HABITAT, concludes that educational and training systems must be better aligned with the current and future needs of young people. In this regard, alternative educational arrangements for the provision of basic literacy, job skills training and lifelong education are primarily important. The government initiatives are an important step in achieving the above objective. There is hope that these steps will fructify and mobilise the youth to realise greater economic and social development goals.

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References-Various websites, inputs:
DDU-GKY cell

Rural Innovators Startup Conclave - 2018 at NIRD&PR

A platform for Innovative Ideas for Rural Transformation



Hon'ble Vice President of India Shri M. Venkaiah Naidu along with other dignitaries releasing Compendium on 'Gram Panchayat and Anganwadi Building Designs' during the inaugural ceremony of RISC- 2018 at NIRD&PR

In the memory of India's former President, late Dr. APJ Abdul Kalam who championed the cause of innovations, NIRD&PR organised the Rural Innovators Startup Conclave (RISC) during August 30 - 31, 2018 at NIRD&PR, Hyderabad.

The event was organised on seven themes namely, agriculture & allied

activities, green energy, waste to wealth, sustainable housing, health & elderly care, drinking water & sanitation and sustainable livelihood. In addition, a sub-event titled 'Rural Innovation and Design (RiDe)' challenge for students from schools and colleges, and the general public was held to provide an opportunity to come up with

solutions to problems faced in rural areas on the themes specified for RISC 2018.

Inaugural ceremony

The RISC 2018 was inaugurated on August 30, 2018 by the Hon'ble Vice President of India Shri M. Venkaiah Naidu in the presence of Shri E. S. L. Narasimhan,

Hon'ble Governor, Andhra Pradesh and Telangana, Shri Ram Kripal Yadav, Hon'ble Minister of State for Rural Development, Shri Mohd. Mahmood Ali, Hon'ble Deputy Chief Minister, Telangana, Shri Konda Vishweshwar Reddy, Hon'ble Member of Parliament, Lok Sabha, Dr. W R Reddy, IAS Director General, NIRD&PR, Smt. Radhika Rastogi, IAS, Deputy Director General, NIRD&PR and Dr. Franklin Laltinkhuma, IAS, Registrar, NIRD&PR.

Inaugurating the event, the Hon'ble Vice President of India stated that the nation needs to focus on five "I"s viz. Irrigation, Infrastructure, Interest Rates (reduction), Insurance and Innovation for rural development transformation. He further stressed the need for according priority towards rural areas in policy formulation and also to provide reservation in the allocation of funds for the rural development. He appreciated the RISC initiative of NIRD&PR and applauded the concept of Rural Technology Park (RTP) as a right step for promoting sustainable technologies relevant to rural areas. Hon'ble Governor and Hon'ble Minister for Rural Development also appreciated the concept and idea conceived by NIRD&PR in organising the event and providing a platform for the rural innovators, startups and students in such a big way for demonstrating their skills, technologies and ideas.

Dr. W R Reddy, IAS, Director General, while welcoming the dignitaries and the participants, said that there is an urgent need to accelerate the whole process of rural transformation which can only be done through innovations and the use of technologies. He mentioned that NIRD&PR is making a humble attempt in this direction and sought the support from every corner to achieve the objectives. The programme ended with vote of thanks proposed by Smt. Radhika Rastogi, IAS, Deputy Director General, NIRD&PR. The Hon'ble Vice President of India went around the auditorium hall to meet and encourage the participants



Hon'ble Vice President of India Shri M. Venkaiah Naidu visiting a stall at RISC- 2018

before proceeding to the exhibition area where over 150 stalls were displayed. Over 5,000 people visited the exhibition during the two-day event.

Profile of participants

Around 300 innovators, startups and students from 23 States across the country attended the event in which 71 innovations, 30 startups and 63 ideas under RIDe Challenge were displayed.

Release of publications

Hon'ble Vice President of India along with other dignitaries released the following books/publications brought out by NIRD&PR:

1. Compendium on 'Gram Panchayat and Anganwadi Building Designs'
2. SOP on Solid Waste Management – a step by step guide for gram panchayats
3. Handbook on Swachhta Campus

Exchange of MoUs

MoUs were exchanged by Dr. W R Reddy, Director General, NIRD&PR in the presence of the Hon'ble Vice President of India with the following newly inducted technology partners at NIRD&PR:

- Sehgal Foundation for technology transfer related to water and wastewater management.
- M/s Sri Venkata Raghavendra

Industries for the development of aromatic plantation and essential oil promotion unit.

- M/s K N Bio Sciences India Pvt. Ltd. for the promotion and imparting training on tissue culture, vegetable seed production, bio fertilisers, bio control agents, bio pesticides and probiotics.
- The Green Seva Foundation, Hyderabad for the establishment of a unit for electric vehicles assembling and training.

Panel discussions

For the benefit of the participants, panel discussions were organised on four important themes related to innovations and entrepreneurship. The following are the details of the panel discussions held during the event:

1. Present status of rural innovators, startups - strategies for development & scaling up:

The panel discussion was chaired by Shri Sanjeev Chaturvedi, Director, NIMSME, Hyderabad, along with the other panelists Smt. Sridevi Devireddy, Chief Executive Officer, SR Innovation Exchange, Warangal; Shri Rahul Bharatwaj, Head, Social Entrepreneurship, Balavikas International Centre, Hyderabad; Dr. Partha Pratim Sahu,

Associate Professor, Centre for Entrepreneurship Development, NIRD&PR on August 30, 2018.

2. Financial support to rural innovators and startups – scope, opportunities and schemes:

The panel discussion was chaired by Shri K.Suresh Kumar, Chief General Manager, NABARD, APRO, Hyderabad; Shri UNN Maiya, General Manager, State Bank of India, Local Head Office, Hyderabad; Shri Kalyan V Sivalanka, Founder and MD, Springforth; Shri P Mohaniah, General Manager (Retd.), NABARD; Shri Prabhu Raj, General Manager, National Small Industries Corporation, Hyderabad, on 30th August, 2018.

3. Innovative packaging and marketing

The panel discussion was chaired by Shri Dr. N C Saha, Director, Indian Institute of Packaging, Mumbai; Shri Dr. Madhob Chakraborty, Joint Director/Head, IIP, Hyderabad; Smt. Pragathi Ghokale, Dy. Director, Management & Systems, Mahatma Gandhi Institute of Rural

Industrialisation, Institute of Ministry of MSME, Gol, Wardha; Shri Asokan R Raja, Executive Director, Centre for Indian Trade and Export Promotion, Chennai, on 31st August, 2018.

4. Designing and intellectual property rights

The panel discussion was chaired by Dr. H Purushotham, Chairman & Managing Director, National Research Development Corporation, New Delhi; Dr. Shashank Mehata, Activity Chairperson, Education, National Institute of Design, Ahmedabad; Shri Asokan R Raja, Executive Director, Centre for Indian Trade and Export Promotion, Chennai; Ms. H Swapna, Associate Faculty, Registered Patent Agent & Trade Mark Agent IPFC, (NIMSME), Hyderabad, on August 31, 2018.

Valedictory

The valedictory programme on August 31, 2018 commenced with the welcome address by Mr. Mohammad Khan, Senior Consultant, presided over by Dr. W R Reddy, Director General, NIRD&PR

and Smt. Radhika Rastogi, Deputy Director General, NIRD&PR. Smt. Jai Laxmi, Director General, NIPHM; Dr. H Purushotham, Chairman & MD, NRDC; Smt. Leela Laxma Reddy, President, Council for Green Revolution were the other guests who graced the occasion and appreciated the way the programme was organised. The Director General appreciated the entire RTP team for their silent and flawless work carried out in making the event a grand success and memorable one. He assured the innovators startups and students that the NIRD&PR would continue to be in touch with them and provide the necessary facilitation wherever required. The cash prizes and fellowships were announced by Dr. S Ramesh Sakhivel based on the recommendation of the two juries appointed for the purpose and the awards were presented by the Director General and other guests.

The programme ended with vote of thanks by Dr. Ramesh Sakhivel. The entire programme was coordinated by Dr. Ramesh Sakhivel, Md. Khan and team, CIAT, NIRD&PR.

Awards

The lists of awardees announced based on the recommendations of the jury are as follows:

a) Best innovators

Mr. Suresh P V - Automated Arecanut climber and harvesting system (Kerala), Mr. Gurucharan Pradhan - Ten in one Agriculture (Odisha), Mr. Deben Singh - Cooking cum drying stove (Manipur), Mr. Santosh Menon - Portable mixed culture fed batch bio gas plant (Kerala), Mr. Shaji Varghese - Dust removing system (Kerala), Mr. Dhaval Eknath Jadhav- Multi utility lifting equipment (Maharashtra), Mr. Ajayan P - Wireless Water level Automatic control system (Kerala), Mr. Arvind and Satish Kumar - Most Suitable Toilets for Rural Areas (Telangana), Ms. Oli Aman Jodha- Honeybee Transferring Instruments (Kerala).

b) Best startups

Mr. Vijay Kumar - Sustainable Livelihoods through Acquaponics (Kerala); Mr. K Pawan Kumar - Empower Enterprises/Wind Mill, Solar Remote Control, bag and bike control devices (Andhra Pradesh); Mr. A Sivakumar-KP Enterprises Banana Value Added (Tamil Nadu); Mr. Vellanki Kalyan - Chef Farmers (Telangana), Mr. Ravi Teja - Aromatic Cultivation and extraction of essential oil (Andhra Pradesh), Ms. Pratibha Krishnaiah - Himalaya Blooms (Uttarakhand), Mr. Pradeep Rout, Machphy Solutions Private Ltd. (Odisha).

c) RIDe challenge winners

Ms. Deepika Lal Singh Khannade - Automatic Solar Grass cutter (Maharashtra), Ms. Ambreen Amadhani - Development of a solar product for temperate areas (Jammu & Kashmir), Mr. Abhishek Thomas Mathew – agriculture management system (Tamil Nadu), Mr. Kiran Deendayal Dharmik: Shivanimorga - Multipurpose fodder cutting machine (Maharashtra), Mr. Rushikesh Rajendra Pawar - Cycle Sprayer (Maharashtra), Dive Parmeshwar Rahu Saheb - Agriculture multipurpose machine (Maharashtra), Mr. Cheerak Gupta: Selamba - Farm Connect (Gujarat), Dr Kuldeep Singh- Design of low cost water heating (Himachal Pradesh), Dr Suneel P Nangrani - Solar LED based UV water purifier (Maharashtra), Mr. Chetanya - Mini Authorization of Biogas (Maharashtra), Mr. S Vijayan Pandian: Jabalpur - Degradation of Polythelyne Terphelite using Ideonella (Madhya Pradesh), Mr. Ali Mgm Mudhum - Pre-Cast rural roads (Telangana), Mr. Azar Mahmmd N. R. - Transportation for Physically challenged (Kerala), Acot Aashish - Sanitary wending machine (Telangana), Mr. Siby Isac - Health care (Kerala), Mr. Dharmendra Yadav - Cotton carbon mask (Uttar Pradesh), Ms. Ramadevi - Eco-friendly herbal sanitary napkins (Andhra Pradesh), Mr. Aditya Voruganti – Smart Toilet (Karnataka), Mr. Divya Teja - Wavior : Analysing the image of the person (Telangana).

Special recognition was given to innovations and products developed by Ms Ch Pratyusha -Teewave Surface Coating Technology (Telangana) and Mr. D Raju - Leaf Cup (Telangana).

Certificate programme on Internal Audit of Rural Development Programmes



Shri Amarjeet Sinha, Secretary, MoRD, Gol (1st row, fifth from left), Dr. W R Reddy, IAS, DG, NIRD&PR (1st row, sixth from left), Smt. Radhika Rastogi, IAS, DDG, NIRD&PR (1st row, second from left), Dr. Franklin Laltinkhuma, IAS, Registrar, NIRD&PR (1st row, first from left) along with the participants of training programme

The Ministry of the Rural Development, with the outlay of more than ₹ 1,15,000 crore, carries out various programmes of rural development like MGNREGS, NRLM, DDU-GKY, PMGSY, NSAP, PMAY(R), etc. Most of the programmes are implemented by the Panchayati Raj Institutions and are overseen by the district and State agencies. These programmes are encountered with complexities and associated risks, which need to be addressed on continuous basis. Thus, there is a need to develop a very strong and robust accountability framework for all its programmes. MoRD has come out with few mechanisms to institutionalise the transparency and accountability framework with zero tolerance for corruption and are eligibility through Socio-Economic Census 2011, social audits, financial audits, geo-tagging and use of IT-DBT, MIS, etc. Internal audit is also one such mechanisms of accountability to improve the effectiveness of the schemes.

The Department of Rural Development, Gol has also set up an Internal Audit Wing in the office of Chief Controller of Accounts which undertakes timely field verification of financial system from time to time and provides insights into the quality of financial management so that corrective action can be taken on time. One portal namely 'GRIP' for online processing and analysis of internal audit has also been developed and is being used in internal audit of MGNREGA and PMAY (Gramin), but the challenge faced

by the unit is sustainability and lack of sufficient human resource to carry out the internal audits.

The Department has set up an Advisory Group on Internal Audit to suggest system for continuous improvement in implementation of schemes and better compliance. The group has suggested that the scope of internal audit should expand from merely ascertaining compliance with rules and regulations to evaluation of achieving the objectives of the schemes. It also suggested to create a pool of internal auditors with retired and serving accounts officers and train them with three-week certificate programme on internal audit. The National Institute of Rural Development and Panchayati Raj in partnership with the Institute of Internal Auditors of India (IIA) is taking up these trainings. The participants, after completion of the certificate course, will be empanelled with the Chief Controller of Accounts and once empanelled, will be involved in conducting internal audit of the RD programmes in all the States.

In this background, the Centre for Social Audit, NIRD&PR coordinated the first batch of the Certificate Programme on Internal Audit of Rural Development Programmes. It was conducted during August 1-21, 2018 at NIRD&PR. The programme was coordinated by Dr. C. Dheeraja, Associate Professor and Dr. S. Srinivas, Assistant Professor, CSA, NIRD&PR. Twenty participants, who are serving as accounts officers and internal audit consultants from MoRD were certified through this programme.

The certificate programme was inaugurated by Shri Amarjeet Sinha, IAS, Secretary, MoRD, Gol. The other delegates who attended the inaugural were Shri Sanjeev Kumar, IAS, Additional Secretary, MoRD, Gol, Shri Ajay Shankar Singh, Chief Controller of Accounts, MoRD, Gol, Shri Dr. L V Sudhir Kumar, Pr. Auditor General, AP, Dr. W R Reddy, IAS, Director General, NIRD&PR and Smt. Radhika Rastogi, IAS, Deputy Director General, NIRD&PR. All the delegates highlighted the need of internal audit for RD programmes.

The main contents discussed in the programme are concepts, code of ethics, standards/guidelines, tools & techniques of internal audit, overview of rural development programmes (MGNREGS, NRLM, PMAY(G), PMGSY, NSAP, SAGY, DDU-GKY), risk management, risk awareness, risk matrix, risk register with reference to internal audit of RD programmes, Internal Audit Manual of MoRD, GRIP, audit documentation & report writing, post-audit review mechanisms, monitoring compliance of audit observations, etc.

Hands-on experience on conducting internal audit for RD programmes was provided by involving the participants in the actual internal audit for one RD programme as per the audit calendar of MoRD. Thus, participants visited West Bengal, Chhattisgarh, Odisha and Telangana States to conduct the internal audit of MGNREGS, PMAY (Rural), PMGSY in groups.

The participants were assessed and certified based on their participation in classroom exercises/field visits, written test and presentations made on the field visit.

Thus, the participants could gain the knowledge on the concept and tools of internal audit and different rural

development programmes and could also practise conducting internal audit of specific rural development programmes during their field visit. They were not just limited to compliance audit and financial aspects, but could look into the risks involved in achieving the objectives of the scheme.

Shri Ajay Shankar Singh, Chief Controller of Accounts, MoRD, GoI, attended the valediction and distributed the certificates to the participants. He congratulated the CSA team for the successful completion of Batch-I training.

It is an all-round assistance to the rural households: Secretary MoRD on Pradhan Mantri Awas Yojana (Gramin)



Excerpts from an interview on Prime Minister Awas Yojana (PMAY-G) that Shri Amarjeet Sinha, Secretary, Ministry of Rural Development, Government of India gave for the News Services Division of the All India Radio on August 24, 2018. The participants are Shri Amarjeet Sinha, Secretary, MoRD, and Ms. Urmi Goswami, Journalist.

Q: Prime Minister Narendra Modi took part in a community Graha Pravesh where 1,25,000 families were given certificates for houses that had been completed under Pradhan Mantri Awas Yojana (Gramin) (PMAY-G). This is obviously not the first and ever, and it is part of a larger thing that the PM has committed to this nation of his government giving every family a roof over its head. Now, this programme is like assistance, isn't it? People are enabled and helped along, is it?

A: In fact, it's full assistance to households. The beauty of the Pradhan Mantri Awas Yojana (Gramin) launched

by the honourable Prime Minister on November 20, 2016 is: (1) the selection of beneficiary is based on the Socio-Economic Caste Census (SECC-2011) – those who are homeless; those who are living in one kutcha room, with kutcha roof; those who are living in two kutcha rooms with kutcha roof is the universe of the poor for whom we are doing houses. There is a permanent wait list. We have to cover all of them by 2022, but those who are the poorest among them, get the first priority. We have to complete construction of one crore houses by March 2019, basically it is about 24 to 26 months' time completing one crore houses. I am happy to report that more than 46 lakh houses have already been completed under the PMAY-G and more importantly, another 20 lakh houses are almost near completion, i.e., on final stages of completion.

Construction for another 20 lakh houses has already begun, A total of 90 lakh houses have already been sanctioned out of the promised 1 crore

houses, the remaining 10 lakh houses will be sanctioned in the next 10 or 12 days. Now, the interesting part of the whole programme is that the unit cost is higher. Fund transfers are made through IT-enabled DBT (Direct Benefit Transfer) mechanism for the validated bank account of the beneficiaries. 100 per cent money transfers are IT-enabled and there is 100 per cent geo-tagging. The geo-tagging is done along with old house so as to confirm that the beneficiary family is genuinely poor.

The list is placed before the Gram Sabha for validation. We have almost zero inclusion errors. Similarly, there is no way a non-entitled and ineligible person stands a chance to be included. We do geo-tagging at every stage of construction and make best use of technologies. Housing typologies are offered based on types of houses people prefer in different regions. We make them seismic-proof; make them safe from wind; make them safe from floods; promote local materials in construction; train rural

masons and at the same time, meet most of the requirements of the households. In a way, it is an end-to-end solution.

A home is not just brick, cement and mortar, we collectively try our level best to connect livelihoods to it. We try to ensure that these households have LPG connection; light under Ujjwala scheme, with drinking water facilities and a toilet. The intent is to provide a complete home, meeting the requirements of a family. Simultaneously, we make efforts to build-on livelihoods on a large scale using the SHG movement and convergence of various programmes.

Q: You mentioned that this is a complete solution. Creating a home where a family can move in with facilities like electricity, cooking gas, toilet, drinking water, etc. One of the issues that is always pointed is about the Ujjwala scheme and about people not being able to go back for a second cylinder. You have created the universe, but have you created the support system?

A: You know we have completed the Gram Swaraj Abhiyan with 64,000 villages in the country. The main aim under Gram Swaraj Abhiyan was to saturate seven basic schemes, viz. power connection, gas connection, LED bulbs in every household, immunisation of children and women in every household, bank account for adults in every household, accident insurance and life insurance. The success rate is in six of the seven basic schemes with a 100 per cent saturation is possibility. In electricity connection, more than 75 per cent villages have been saturated. There were some challenges on account of rains, floods, etc., in some parts of the country, which are being addressed now. Having said that, the current ongoing issue is regarding the distribution of LPG cylinders. Already very innovative efforts are being made either involving SHG women in the distribution or through volunteers in different points, who are allowed to hold up to five cylinders for distribution purposes. Making cooking gas available frees up a lot of women's time from cooking and the use of the LPG will increase even further. We have to resolve the distribution

challenge, we need to pay special focus on this issue in the coming months to enable refilling of the cylinders on a much larger scale.

Q: The other issue one raises is about electricity. This is another area the Prime Minister has been very much focussed on. He also emphasises on solar and renewable energy. How are you looking at these habitations on the use of renewable energy for we have to worry about the future as well?

A: As you would have seen in most of our housing units under PMAY-G, especially in remote areas, where grid connectivity is an issue, we have installed solar panels. In fact, to promote solar lamps on a larger scale, our women SHGs under Deen Dayal Antyodaya Yojana and Livelihoods Mission in partnership with IIT Bombay are into manufacturing lamps. In Dungarpur, we have a formal manufacturing unit, which is operated by women SHGs. It's a solar powered system. In three other States, we have assembly of solar lamps. Clearly, these are areas where we shall pay more and more attention, as the programme expands even further.

Q: In PMAY-G, one of the interesting features is that wherever possible, you are giving ownership to women. That is bound to create some kind of social ripple. What has been your experience, has there been a ripple or pushback and how is that being managed?

A: Tamil Nadu was one of the first States to implement this. Clearly, ownership of the house by women increases their social status, and also makes them co-sharer in a family's asset ownership. So, we pushed this, and most of our houses are registered on joint name or on the name of the women, except in cases where old widower or a differently-abled person with no adult woman at home. By and large, our effort has been to make women as owners or co-owners of housing. We link it with SHGs under Livelihoods Mission for diversification of livelihoods. I feel the more we work towards empowering women systematically through all these measures in rural India, the better results will be observed in gender-relations.

Q: What happens to the masons you mentioned you are training? Once your housing programme is over – as it follows a saturation approach, where do you take them next?

A: In fact, the rural masons training programme is a very good example. You find in the urban areas, there are a lot of multi-storied buildings and skyscrapers coming up all the time. When you go to those sites, you find labourers from very poor regions of the country. The important thing is, when they have undergone a rural masons training, which is certified by the National Skill Council, it will further help them. It's a 45-day onsite rural masons training programme. They are certified after testing. When they go to an urban area in search of employment, they shall not go as a struggling unskilled wage labour; instead, they fetch their livelihoods as a semi-skilled or skilled mason. Our intent is taking them up the skilling ladder because that will improve their income. It's a win-win for everybody. If I am provided with better trained manpower, I will be able to make my housing much better. Even the scale at which infrastructure is required in our country having a pool of trained certified rural masons, enables them earn a better livelihoods, enabling the builders to build better homes.

Q: The other thing that the Prime Minister mentions is about women becoming bank correspondents. This is a sort of a break from customary practice. What kind of results or impact are you expecting through this effort?

A: In the last two years, very systematically the SHG women, who are educated, have been taken as volunteers for banks. We are now taking them to the next level of banking correspondents in many places because the real test of financial inclusion is if a very old man or an unwell rural woman will receive their pension or financial aid on their bed-side. This will only be possible if our banking correspondents come from villages, that is what we have been trying to do. I am happy to mention that about 3,000 women are already working as banking correspondents. We are looking at 30,000 in the next one year or so in all remote

areas, wherever it is possible for women SHGs to sponsor banking correspondents from among them. It is working in 3,000 places and we are certain that it will expand very significantly in the coming months. I say this because many initiatives for women, say for example, rural transport in remote areas. PMGSY roads are there in remote areas and even in extremists-affected areas also, but there is no public transport. Women SHGs have come forward to manage public transport in some such areas. The effort largely is to connect rural households living in remote areas with the mainstream so that they can avail all the benefits of economic development.

Q: PMAY is not about a house, it is about a universe, a different way of living, but what is it in terms of social milieu that is put in, clearly there are changes that are happening, but how easy or how difficult has it been when the government does it?

A: Yes, It's not just a house. It's a beautiful house they are getting. The SECC data are caste-neutral, region-neutral and creed-neutral. If I am living in a kutchra house with a kutchra roof, I am entitled to a house. So, the beneficiaries who got selected belong to all castes, all religions and all creeds. What is common to them is none of them had a proper house to live. Clearly, this is a major transformation at the village level. It is a pleasant sight travelling in rural India, in many parts of the country now where you find the poor people living in houses that are well constructed. I think that is the major social message coming out of PMAY-G, that it is possible that the kind of houses we live, the poor people also have the opportunity to. If you cook in gas stove, they also cook in a gas stove; if you have electricity connection, they also have electricity connection. It's a message of equity and equality. The important message is whether you are rich or poor, you deserve the basic necessities for a healthy life with enjoyments and well-being.

Q: What next for the PMAY-G on the rural side – the Prime Minister said that by 2022, there should not be a person who does not have a pucca house?

A: I mentioned already that we have to complete one crore houses by March 2019, which we shall do quite comfortably. The balance, we need to do 70 lakh houses a year. We have gained the pace that is needed to achieve the target for 2022. We have more beneficiaries to cover, we need more rural masons. So, we have learnt a great deal to move faster in the coming months. Again, it's an excellent example of cooperative federalism – the Central government, the State governments, the Panchayats, the local beneficiaries; they are all part of the same team trying to deliver a programme within the timeline set for it.

(Compiled by Dr. R Ramesh, Associate Professor, Centre for Rural Infrastructure)

NIRD&PR EVENTS



Dr. W R Reddy, IAS, DG, NIRD&PR hoisting the national flag on the occasion of Independence Day at NIRD&PR, Hyderabad



Students of BVB Vidyashram, NIRD&PR taking part in march past (above) and performing dance on the occasion of Independence Day

Training programme for bankers on Rural Credit & Follow-up of Advances



Dr. M Srikanth, Associate Professor and Head of CFIE (1st row, fourth from left) along with the participants of training programme

Rural finance plays an important role in inclusive growth of the economy as two-thirds of Indian population still live in villages. Providing rural finance on a large scale can catapult the pace of economic development in the country. Hence, there is a need to train the bankers who directly deal with the loans and advances to achieve the priority sector lending targets in rural areas. This will help in accelerating the growth momentum in the rural economy. Keeping these in mind, a programme was designed to enhance the appraisal skills of the field officers, credit analysts and rural bankers. In this context, the Centre for Financial Inclusion & Entrepreneurship (CFIE) organised a five-day training programme on Rural Credit & Follow-up of Advances during August 6-10, 2018 at NIRD&PR, Hyderabad. The programme was inaugurated by Dr. M Srikanth, Associate Professor and Head of CFIE. Welcoming the participants, he gave a brief overview of the programme, spelt out its objectives and conducted a self-introductory session.

Contents of the Programme

- Financing Agriculture: Status and overview

- KCC, JLG, Loan against Warehouse receipts
- Project financing in agriculture & allied sectors and MSME sector
- Financing dairy and poultry projects
- Financing of minor irrigation & farm mechanisation
- Emerging areas in agriculture finance – contract farming – supply chain management
- Microfinance and SHG bank linkage
- NPA and recovery management
- Risk management in agriculture & allied activities
- Soft skills & leadership development
- Role of geoinformatics for rural development

Participants

17 out of 19 nominated officials from seven banks participated in the programme. The details of representation from banks are given in the chart.

Resource Persons/Faculty

CFIE's in-house faculty members and select guest faculty as subject matter specialists-cum-practitioners in the areas of dairy, poultry, minor irrigation,

farm mechanisation, horticulture, NPA management, etc., contributed to the programme.

Methodology

- (a) A range of training methodologies, as shown below, were used during the programme, duly keeping in view the broad and specific objectives of the programme, duration and expectations of the participants.
- Lectures and interactive sessions (PPTs)
 - Case studies on various topics
 - Video clips and discussions
 - Individual and group activities/exercises
 - Field visits/exposure to a large poultry farm and new minor irrigation technologies
 - Recap sessions

Feedback and evaluation

Participants' feedback, which is very important to evaluate the programme and to improve the training process, was captured using the online training portal.

What went right

The programme was a success, as per the verbal feedback received from the participants. All participants felt that the serene training ambience, clean and hygienic surroundings and the infrastructure facilities and classroom sessions were organised in a systematic manner.

What could have been done better

- Addition of more case studies
- Providing better facilities in the hostels and mess

| Name of the Bank | No. of Nominated Officers | No. of Attended Officers |
|---------------------|---------------------------|--------------------------|
| 1. Axis Bank | 6 | 6 |
| 2. Bank of India | 2 | 2 |
| 3. Canara Bank | 1 | 1 |
| 4. Corporation Bank | 3 | 3 |
| 5. HDFC Bank | 3 | 1 |
| 6. Indian Bank | 2 | 2 |
| 7. Syndicate Bank | 2 | 2 |
| TOTAL | 19 | 17 |

National level consultative workshop on Strategies for Promotion of Preventive Healthcare in Rural Areas



Dr. W R Reddy, Director General, NIRD&PR addressing the participants of workshop

Keeping in view the importance of promotion of preventive healthcare as one of the critical elements for sustainable rural development, the Centre for Human Resource Development at National Institute of Rural Development and Panchayati Raj (NIRD&PR) has felt a need of rolling out training programmes on strategies for promotion of preventive healthcare in rural areas. Promotion of preventive healthcare is the need of hour and it is reflected in many ongoing programmes and schemes of the Government of India such as the Integrated Child Development Services, National Health Mission, Swachh Bharat Mission, National Health Policy, 2017, and as recent as in Poshan Abhiyan, 2018. NIRD&PR aspires to contribute in effective implementation of ongoing preventive healthcare related schemes/programmes through capacity building of officials and research activities. Therefore, prior to launching of training programmes on above-mentioned subject, NIRD&PR proposed to organise a national level consultative workshop with the officials of mainly Health and Family Welfare, Women and Child Development, and Rural Development and Panchayati Raj departments to obtain their comments and suggestions to formulate the structure of the proposed training programme.

The workshop was organised on July 24, 2018. Total 23 delegates from 11 States & Union Territories (Andaman & Nicobar Islands, Andhra Pradesh, Bihar, Gujarat, Jharkhand, Karnataka, Kerala, Pondicherry, Tamil Nadu, Telangana

and Uttar Pradesh) participated in this workshop. Of total delegates, 20 were the mid-senior level government officials from the department of Health & Family Welfare, Women & Child Development, Rural Development, and Panchayati Raj, and two from Tata Institute of Social Sciences, Hyderabad and one from Rajiv Gandhi Mahila Vikas Pariyojana, Raebareli, Uttar Pradesh.

Dr. W R Reddy, Director General, NIRD&PR inaugurated the workshop. In his opening remarks, he emphasised on the importance of preventive healthcare and quality of education in rural government schools for sustainable and holistic development of rural areas. He further elaborated that the curative part of health is indeed very essential and required one but unless we empower our people with the strategies on how to prevent ourselves from different diseases and morbidities they would fall sick and get back on poverty. About primary education in rural areas, he said that on one hand the government is spending huge money on universalisation of primary education through Sarva Shiksha Abhiyan but due to low quality of education in government school, poor parents are forced to send their children to expensive private school. Thus, poor parents are doubly driven to poverty. Therefore, without addressing the issues of health and education, it is not possible to address the issues of rural development.

Dr. Gyanmudra, Prof. & Head, CHRD welcomed all participants. In her

presentation about the background of the workshop, she focused on the need for the workshop by illustrating the current health scenario of maternal and child health in rural India which can be improved significantly if preventive healthcare strategies would have been adopted.

The structure of the workshop was presented by Dr. Lakhan Singh, Workshop Coordinator and Assistant Professor, CHRD. During his presentation, he talked at length about the roles and expectations from anganwadi workers enshrined in Integrated Child Development Services (ICDS). He mentioned that the utilisation of any type of ICDS schemes among mother and child of rural India is only 60 per cent as mentioned in recent National Family Health Survey-4 (NFHS, 2015-16) report. He mentioned that almost 25,00,000 frontline workers (anganwadi workers, helpers and supervisors) of ICDS can be capitalised more productive way in improving the maternal and child health status by facilitating them quality training on preventive healthcare strategies. In addition, he also talked about other frontline workers at community level such as ASHA (942254), health workers (2,81,269-male/female), Gram Rozgar Sahayak, and Swachh Doot Prerak who can also be capacitated on preventive healthcare and thus can contribute in improving maternal and child health in rural areas.

The contents of the workshop which need to be deliberated were structured in four open sessions to make it smooth

and effective. The first session discussed the relevance of the programme which included its concept, significance, objectives and expected outcome. The second session discussed different training methodologies, content coverage and clientele group of the proposed programme. The third session dealt with the budget/funds/resource and criteria and methodology for evaluation. The fourth session was planned to summarise the learning from the workshop and way forward, this was done by course coordinators. To gain maximum from the participants, four groups each consisting of seven participants were formed. All four groups were asked to work on each of sessions and present it for the benefit of the participants and

workshop. Thus total 13 presentations were made by group of participants. It has come out from each of the group that this issue of preventive healthcare is very important as far as sustainable rural development is concerned. The group exercises resulted with lot of ideas for improvement in objectives and need to expand the expected outcome of proposed workshop. Since participants were from diverse background and across the country, the programme provided an opportunity to blend the unique experiences on training methodologies, content coverage, clientele groups, etc. The groups have expressed the view of collaborating with NIRD&PR in conducting training programme on the proposed topic. Group has also discussed

the issues related to funds and resources required to conduct this training programme. As far as methodology for evaluation is concerned, it was discussed that the evaluation should be done at three levels; evaluation of the programme, performance of the trainees after getting training and the impact of training programme on end users. At end of the programme, the learning from the workshop was summarised by Dr. T Vijaya Kumar, Associate Professor, CHRD and he has also presented the way forward.

This workshop was coordinated by Dr. Lakhan Singh, Assistant Professor, Dr. Gyanmudra, Professor & Head and Dr. T. Vijaya Kumar, Associate Professor of the Centre for Human Resource Development.



Livelihoods and 'the employment-thinking': Sliming 'the concept of livelihoods' down

When many expressions such as 'occupation', 'profession', 'employment', 'job' and so on exist, a recent addition to this vocabulary – not very recent though, is 'livelihoods'. The expression 'livelihoods' started getting firmed up in development literature, perhaps in early 1980s when participatory research methods started gaining ground. Today, like we have slim mobile phones, slim laptops, slim-fit jeans, 'the concept

of livelihoods' is undergoing a slim down treatment in development research as well as in development practice.

A livelihood is not about 'jobs' and 'monthly pay pockets'. This is the central point that this tiny piece of writing attempts putting across for it is prickly to witness that our 'employment-thinking' is slimming down the concept of livelihoods. The original idea of rural livelihoods has become undetectably

slender because of our crackpot idea of rural livelihoods and the concept of livelihoods. Sliming the concept down to 'jobs and monthly pay pockets' is top-down and being high-handed.

Livelihoods came to be used in development practice in order to ease an explanatory problem that existed. Rural poor, in general, do not depend on one source of income. People seek to put together a living through

multifarious activities. They do not depend on MGNREGS absolutely. They do not depend on Livelihoods Mission or Aajeevika skills completely. They do not depend on one milch-animal or sheep rearing entirely. They have small-farming; they have a cow; they have one or two or a flock of sheep/goat; they have domestic farm birds and so on. They provide food, cash and other goods to satisfy hunger, and a variety of basic needs in one's family.

The poor seek to enhance, diversify and multiply their livelihoods (and thus their means of earning) to whatever extent possible so as to remain protected from the chances of vulnerabilities. If one pursuit failed due to some reason, the others must serve as a cushion to fall back upon. Thus, 'livelihoods' is about multifarious activities required for a means of securing a living. Expanding the determinants that help enhance and diversify rural livelihoods can be addressed as livelihoods promotion.

The complexity and diversity in small-farming systems is very intense. The rural poor put together a living through multiple sources of tiny incomes. They sell milk; they sell eggs; they sell a few drumsticks; they have a pair of ploughing bull they rent out; they sell chicken and so on. Multifarious activities enable flow of several tiny drops of cash and income into their kitty. Those who are a little better off have a wider choice/range of livelihoods than those who are worse off. Therefore, you don't get a clean figure to your question on: 'income', which you feel uncomfortable about, when it comes to filling in an interview schedule. Their responses do not fit into our 'employment-thinking'. Our ideas of 'job' and 'pay-pocket-thinking' misfit much with rural reality.

During a socio-economic survey, if a field investigator looked for the right checkbox to tick to record a response

on where does a rural family's income flow from, most often, s/he has to tick more than one checkbox or has to settle down ticking 'any other (specify)'. Again, to 'specify' she/he needs a ream of paper. This article is not to initiate a theoretical debate on the concept of rural livelihoods, rather to put forth a genuine concern of how deficient understanding of a concept hampers operationalising the concept on the ground. Concept, as a brain child, that did not get properly conceived in the mind gets delivered with deformities. A case in point from Odisha and West Bengal is presented below, which is typical to explain the concept of rural livelihoods.

A typical case in point

Share-cropping is not an unknown practice in agriculturally intense districts of India. We are aware that share-cropping is a form of agriculture in which a landowner allows a tenant to use the land in return for a share of the crops produced on their portion of land. In poorer districts of Odisha, West Bengal and Bihar, we find poorer families rear the cattle (cows, buffalos, sheep/goat, etc.) that they do not own. The cattle are actually owned by farmers, who are relatively better off. The poor, especially women from poor families, take over the responsibility of rearing, in return for a calf or a kid when the cow or sheep yields a baby. That means, if a goat yields two kids, the sharing goes as 1:1.

The goat rearing family has to take care of the (goat/sheep) until it yields a kid/lamb, and return the sheep and a lamb when the sheep starts running dry of milk. There are several different benefit matrices here – most of them unwritten, but well-known in the locality. For instance, what if a cow yields a male calf/female calf; what if a goat yields three kids and so on and so forth. The family that rears prays that the cow/sheep yield only female babies, for obvious

reasons. In the case of cow rearing, when a cow yields a calf, the first calf goes to the original owner, whereas the milk for the entire period is for the family that reared the cow. In the next season, the (second) calf belongs to the family that reared the cow and the milk goes to the original owner. We must understand that this is part of an array of livelihoods they depend on simultaneously. There are several unwritten societal norms that determine economic returns for the rural poor, who are into multiple livelihoods. They are innovative. This does not fall in our employment-thinking or pay pocket thinking, perhaps, beyond the comprehensibility of our MIS professional too.

When farmers' suicides were widely being reported from many parts of Maharashtra and other States, there was nothing like that reported from Tamil Nadu. This author took up a study (G Palanithurai; R Ramesh, Food Security in Tamil Nadu, 2008) out of curiosity to discover: is there no farmers' suicide taking place in Tamil Nadu, or is it not being reported – what's happening, after all? One of the main findings of this study was that the farming culture in most parts of Tamil Nadu does not generally depend on one crop at large scale. It was the cultural practice of 'multiple livelihoods' that had saved many farmers from committing suicide. When one crop failed, they had others to fall back upon, and so not triggered to the level of committing suicide.

I repeat. The concept of livelihoods emerged as a solution to an 'explanatory problem' that existed among development practitioners, and thus in development literature. Today, again, we have started reducing its meaning for ease of measurement – by counting numbers employed in jobs, and their wages in (weekly or monthly) pay-pockets. This easily fits into our mode of

employment-thinking, in which we have been trained. This is top-down in order to elicit data that fits into present boxes that our MIS consultants gave us for their professional convenience. This does not capture the complex and diverse realities of life in rural India.

I try to bring things into my mental frame, to fit into my way of understanding, in order to explain it to myself placing it within what my knowledge recognises and understands. This is reductionism. We acquired it because of our penchant for deductive approach or quantitative

approach to research, even where it is contextually inappropriate. You tend to brush aside what is not there in your preset box, or do some arms twisting so that it fits into a category that you are familiar with or your questionnaire has been designed to accommodate.

You don't measure what seems not measurable, or you consider measuring something as nonessential because you do not have a scale yet or don't know how to measure. Qualitative research and grounded theory come in handy in such situations, where you inductively

generate a new theory, based on empirical realities. Let us not slim down a concept merely because it does not fit into the present checkboxes we have been trained in ticking. Let us not try to arm-twist rural realities to fit into our way of thinking. This is essentially about ethics in development research and development practice.

Dr. R Ramesh

Associate Professor, CRI

Shri Santanu Bhowmick,

Research Associate, CRI



International training programme on Planning and Management of Rural Housing and Habitat Projects

The international training programme on Planning and Management of Rural Housing and Habitat Projects sponsored by the Ministry of External Affairs, Government of India under ITEC & SCAAP programmes, was conducted during August 27, 2018 to September 23, 2018 at National Institute of Rural Development & Panchayati Raj. Ten participants from seven countries viz., Nigeria, Mauritius, Bangladesh, Botswana, Sri Lanka, Jordan and Sudan participated in this programme.

The main objective of this course was to provide insights on planning and management of housing strategies focussed on rural areas. The course

emphasised policies, programmes, strategies, sustainable and green building technologies in India as well as in other developing countries.

The training method involves the participatory approach, classroom lectures, study visits, field visits, workshops, video presentations, debate discussions, role plays and practical hands-on experience of making of CSE blocks and other technologies like rat-trap bond, arches, etc. Presentations and interactions by eminent experts on housing provided a wide range of knowledge and inputs to the participants during the training programme.

The course started with an inaugural session addressed by Smt. Radhika Rastogi, IAS, Deputy Director General, NIRD&PR. This was followed by introduction to the course and an icebreaking session to help participants to know each other and get motivated as a group to get the maximum inputs from the training programme. This programme had seven modules related to planning and management of Rural Housing and Habitat projects.

In the first module, participants understood the rural livelihoods, infrastructure nexus and inequalities followed by the debate on shelter for all versus the poorest of the poor. The

inputs provided include policies and strategies adopted for rural housing in developing economies and, concepts and techniques for participatory planning for rural housing. The module ended with the sharing of strategies for rural housing in their respective developing economies.

The International participants were also introduced to the innovations, ideas and capacity building during Rural Innovators Startup Conclave (RISC) held at NIRD&PR where they got an opportunity to connect with the national and international network. The visit to Rural Technology Park was worth mentioning where the participants experienced the details of technology units facilitating entrepreneurship and livelihood such as beekeeping & honey processing, soya processing, mushroom cultivation and processing, natural dye, handmade paper, etc. The week ended with a local visit to the Film City, where the participants had fun along with learning and sharing.

The second module focussed on the convergence approach of habitat and infrastructure. The participants explored an in-depth study of appropriate technologies. The PMAY(G) programme – National Flagship Programme of Housing for Poor in India – throws light on the programme by the Government of India, especially for the poor. The rural housing standards and planning coupled with participatory housing promotion leads to an end with the second module.

The third module focussed on sustainable and green building technology options. With an amazing presentation and video lectures on community-based disaster management, the attendees enriched their knowledge regarding management strategies with respect to Indian scenario. The sustainable building technologies and eco-friendly materials are the urgent need of the hour. Through the principles of sustainable architecture inclusive of eco-friendly building technologies, the course imparted knowledge to maintain

the green and environment-friendly atmosphere. The participants shared their thoughts and findings through the debate on eco-friendly versus modern technologies for rural housing.



Guest lecture by Dr. Pradeep Ramancharla, Professor, IIIT, Hyderabad

The fourth module focussed on participatory approaches with dedicated institutional mechanism to rural housing with experience of Telangana. The management of housing programmes with focus on convergence of livelihoods and Natural Resource Management provided an insight for management of housing and habitat development.

The module also included the “Hands on Experience” at the National Rural Building Centre, Rural Technology Park, NIRD&PR where the participants were exposed to making of compressed brick blocks, arches, rat-trap bond walls and other technologies through vernacular and cutting edge technologies.



Hands-on experience on Compressed Stabilised Earth Block making

Study visits to housing projects located in Anantapur and Lepakshi were organised. The participants also visited a flood rehabilitation colony near Kurnool. Under the PMAY(G) programme, over 30,000 houses ranging from 300 sqft to 450 sqft are being constructed. These houses are fabricated using RCC in just 10 months of time. The role of microfinance and SHGs in promotion of housing and its finance schemes were clarified to the participants. Participants also interacted with RUDSETI, Anantapur, which is spearheading the concept by training the trainers/facilitators and mentoring the Rural Self-Employment Training Institutes established across the country. A spirited debate on the government versus self-help housing initiatives also was held. A study visit was organised to Sri Ramachandra Mission – Kanha Ashram, Chegour where large-scale construction was being taken up. They visited Ashram’s fly ash brick making unit.



Construction of rat-trap walling

The fifth module dealt about Knowledge Networking and Hands-on training on MIS and GIS applications on Rural Housing Programmes. There were also social audit, AWAAS Soft Applications in IAY, GPS in planning and monitoring programme. With the visit to Nirmitt Kendra, the module came to an end.

The sixth module was the most interesting one where there was a study trip to Earth Institute, Auroville, Tsunami Rehabilitation Projects, Samathuvapuram housing projects, water and sanitation projects of WTN and visits to local heritage sites in Puducherry. The course ended with the seventh module presentations on the group reports of field visits, take-home lessons and valedictory speeches by the Director General and Deputy Director General.

FEEDBACK OF INTERNATIONAL PARTICIPANTS



"The training programme has been very interesting, with lots of sustainable ideas, in-depth knowledge sharing, enriching field visits, culture exchange, and hands-on practice."

NEVIN SUNASSEE
Ministry of Housing and Lands, Mauritius

"I thank the NIRD&PR team for organising excellent cultural exchanges during the course and the excellent field visits to various housing project sites."

JUHEE BOYJONAUTH
Ministry of Housing and Lands, Mauritius



"The experience gained in this training programme will help me in improving my area of work which can benefit my country."

IKEKWEM CHINYERE LUCKY FLORENCE
Border Communities Development Agency, Nigeria



"The programme is of great magnificence, and I thank all the staff of NIRD&PR for making it a valuable and memorable one."

ZOHOUR MAHMOOD
Ministry of Agriculture, Jordan

"I have to say that this training programme opened my eyes, and I am looking forward to adopting these concepts in urban and rural housing development activities in my country."

U H KALPANA PRIYADARSHANI
Ministry of Mahaweli Development and Environment, Sri Lanka



"This has been the best training course that I have ever attended in my life. I will be able to better implement all the knowledge and experiences in my Government's planning and management of rural housing and habitat projects."

AISHA MAHMOUD MOHAMMED
Ministry of Animal Resources, Khartoum, Sudan



"The training programme will enhance the professional experience and capacity for me. Here I must say that the NIRD&PR campus is very beautiful and all the trainers are very helpful."

MD. SAYEDUR RAHMAN
Ministry of Road Transport & Bridges, Bangladesh

"Much appreciation is accorded to the bilateral relations between the governments of India and Botswana. Learning in NIRD&PR is a memorable exciting experience, and I can sincerely recommend the institution to others."

CECILIA PERCY MBANGA
Ministry of Local Government & Rural Development, Botswana



NIRD&PR faculty member inducted into Osmania Board of Studies in Education (PG)



Dr. T Vijaya Kumar, Associate Professor, Centre for Human Resource Development, National Institute of Rural Development & Panchayati Raj, Hyderabad has been inducted as one of the external members in the Board of Studies in Education (PG) under Faculty of Education, Osmania University. The announcement was made when Registrar, Osmania University, Hyderabad notified the reconstitution of Board of studies in Education (Post Graduation courses). The term of this membership shall be for a period of two years from 2018 to 2020.

Training programme on Strategies for Cluster Governance in Rural Development



Dr. S K Sathyaprabha, Assistant Professor, Centre for Good Governance and Policy Analysis (1st row, fifth from left) with the participants

Good governance is indispensable for the sustainable development of democracy. Indian democratic values are being strengthened by decentralisation at the grassroots legally by 73rd Constitutional Amendment, which is recommending in creating unique model in every State, reflecting the diverse conditions and practices at the local level. It is also well nourished by promoting citizen participation at the village level, not only for utilising the rich community knowledge about its own socio-economic conditions, but also empowering the poor in highlighting their needs, interest and to solve their problems, thereby guaranteeing good governance through shared responsibility and accountability. This abundant information is supporting the rural local government institutions for deriving better decisions in rural developmental planning and implementation. In this perspective, cluster approach through rural development programmes is being implemented for catalysing collective actions by involving all the stakeholders of the society for exploring innovations for regional development.

This training programme on Strategies for Cluster Governance in Rural Development is designed to facilitate rational deliberations about cluster approach and to enable the rural development officials for upgrading their own and cluster stakeholders' capacity for the better execution of their functions

and solving the rural problems in reality during the implementation of rural development programmes. It will add to the knowledge about various techniques, including participatory methods, tools and applications, managing and governance skills, and learning through reflections for utilising in governing the clusters.

In this context, the Centre for Good Governance and Policy Analysis (CGGPA), NIRD&PR, organised a training programme on Strategies for Cluster Governance in Rural Development during July 30-August 3, 2018. This programme was designed and organised to build the knowledge, skills and attitude of the participants with innovative approaches for operationalising good governance in the rural sector.

Totally, 37 participants from eight States, viz. Assam, Manipur, Tripura, Kerala, Karnataka, Telangana, Tamil Nadu and Uttar Pradesh attended this course. The participants were district and block level rural development officials associated with NRLM/SRLM, NRuM and SAGY programmes.

Dr. SK Sathyaprabha, Course Director and Assistant Professor, CGGPA initiated the training with discussions to understand the participants' demand and then elaborated about the background of the training, its structure and significance in the present scenario. She also handled sessions on topics such as 'Conceptual Understanding

about Clusters and its Approach in Rural Development,' 'Promoting Good Governance through Decentralised Governance,' 'Experiential Sharing of Best Practices among Clusters Federation,' 'Challenges among Clusters Federation' and 'Rural Knowledge Clustering and Service Delivery through Rural Clusters.'

Former NIRD&PR faculty members Dr. C S Singhal, Dr. B Chakravarthy and Dr. Shankar Chatterjee also delivered lectures and shared their expertise on leadership and motivation, performance of clusters under inclusive growth and cluster approach in SHG movement, respectively.

The following topics were handled by NIRD&PR faculty members as resource persons:

- Sustainable Development through Rural Clusters
- Skill Development in Rural Clusters
- Challenges among Clusters Federation
- Corporate Social Responsibility
- Participatory Tools & Techniques
- Cashless Transaction Methods and Applications
- Convergence in Village Development Planning
- Application of Geo Information Technology in Rural Development

RTP visit

As a part of the training programme,

the participants had a half-day session at the Rural Technology Park, NIRD&PR, to know about its various functions, followed by practical demonstrations. The participants were able to understand the low cost rural technologies relating to agriculture, housing, Rural Sanitation Park, Bio-Sanitation, Water Harvesting Technologies, Solar Energy, Bio Gas Plant, honey processing, etc. They were also detailed about the rural technology entrepreneurship activities on skill development and promotion of employment activities such as handmade papers, soap making, honey, neem and food processing, etc. The participants

were impressed by various activities of RTP and they also shared that similar kind of activity will be replicated in their own districts with the support of NIRD&PR.

Training method

The training contents were delivered through participatory learning process. The sessions were dynamic which included introductory presentations, interactive sessions, lectures, documentary presentations, group work and discussions, brainstorming, field work and practical exercises.

In the valedictory session, many of the participants expressed that they

have gained more knowledge about the clusters and they were also able to discover various innovative methods for the better functioning of the clusters and its federation. They also shared that they would be disseminating the components of this training programme to their colleagues as well as to the field officials working in the rural development programmes for augmenting good governance in the rural sector.

The programme was organised by Dr. S K Sathyaprabha, Assistant Professor, Centre for Good Governance and Policy Analysis.

Convocation of 14th batch of PGDRDM at NIRD&PR



Dr. W R Reddy, IAS, Director General, NIRD&PR awarding certificate to a student. Smt. Radhika Rastogi, IAS, Deputy Director General, NIRD&PR and Shri P H Kurian, IAS, Additional Chief Secretary, Government of Kerala are also seen

The convocation ceremony of 14th batch of Post Graduate Diploma in Rural Development Management (PGDRDM) programme at National Institute of Rural Development and Panchayati Raj was held at Institute campus on August 4, 2018. A batch of 52 students who graduated received their diploma certificates from Shri P H Kurian, IAS, Additional Chief Secretary, Government of Kerala, the Chief Guest of the occasion. The gold medal for the best academic performance was awarded to Mr. Ajit Kumar Rana, while the silver and bronze medals were awarded to Ms. Narisetti Shruthi and Mr. Vipul Bhawe respectively. Mr. Ahmed Rahim Khostai from Afghanistan bagged DG's medal for best performing international student.

Dr. W R Reddy, IAS, Director General, NIRD&PR presided over the function. Smt. Radhika Rastogi, IAS, Deputy Director General, NIRD&PR welcomed the Chief Guest.

Dr. W R Reddy, who administered the convocation oath to students, congratulated the entire 14th batch of PGDRDM. In his inaugural address, the Director General said that success is not obtaining degree or wealth, but helping enough people suffering from poverty in rural areas. He advised the students to create new things every day and document it. He added that the same would be used as case studies by the Institute during training programmes.

Speaking on the occasion, Chief Guest Shri P H Kurian told the students that marketisation of locally available quality products has become very important nowadays. He also shared his experiences in Kalahandi drought and poverty mitigation in Odisha.

Dr. A Debapriya, Associate Professor, Centre for PG Studies and Distance Education while presenting the course report of the 14th batch of PGDRDM, shared the programme objectives and main highlights of the batch. He informed that 99 per cent of the graduating students have secured good placement in reputed organisations. The vote of thanks was given by Dr. Akanksha Shukla, Associate Professor, Centre for PG Studies and Distance Education.

CDC organises first Library Talk on Role of Women in Panchayati Raj: Reservation in Panchayati Raj System in India and its Impact



With an intention to create a platform for academic discussion and debate, the Centre for Development Documentation and Communication (CDC) came up with a new initiative 'Library Talks'. Dr. Akanksha Shukla, Associate Professor & Head, CDC, said that the initiative is meant to bring together the faculty members and staff of NIRD&PR to discuss and debate important issues related to rural development and explore new ideas that arise in the process.

"This initiative is planned as a series of talks which will be organised every month. Each talk will be delivered by the faculty members of different Centres," she added.

The inaugural Library Talk was conducted on August 10, 2018 at Library Building and was delivered by the faculty from the Centre for Panchayati Raj (CPR). The event was inaugurated by Director General, Dr. W R Reddy, IAS and Deputy Director General Smt. Radhika Rastogi, IAS, and was coordinated by Dr. Akanksha Shukla, Associate Professor & Head, CDC.

The inaugural talk was delivered by CPR team on the topic 'The Impact of Reservations in the Panchayati Raj: Evidence from a Nationwide Randomized Experiment', from the series of research papers published by Dr. Esther Duflo, a scholar from Massachusetts Institute of Technology (MIT).

Dr. Kathiresan, Associate Professor, CPR, who initiated the talk, said that the paper brings out a detailed analysis on how reservations helped women secure power in panchayati raj system. The study also provided evidence that women's leadership provided the governance with negligible corruption and minimum caste-based discrimination in the service

delivery. The study highlights that most of the women elected representatives performed their duties effectively. At the same time, Dr. Kathiresan also pointed out from Dr. Esther Duflo's findings that despite the success stories, the reservations for Scheduled Castes and women in panchayati raj system are often criticised on the following grounds:

- Potential candidates miss the chance of contesting elections due to panchayats being reserved for women and especially those of backward communities
- Some working pradhans do not work wholeheartedly because the reservation is given on a rotation basis and they are likely to indulge in corruption to make money during their term
- In some cases, Panchayats are run by husbands of sarpanches
- Some women elected representatives lack the capabilities and experience to function as sarpanches.
- Female sarpanches are perceived to be ineffective by people.

However, the speakers at the event contradicted the above-mentioned criticism and made following observations:

- One term is not enough to prove efficiency. Hence, it is unfair to judge a woman representative for their performance
- Despite the hard work, their services are not recognised by the society
- Women leaders focus more on water, sanitation facilities and service delivery

- Women leaders are less corrupt when compared to their male counterparts and they tend to exhibit negligible caste-based discrimination

Dr. Anjan Kumar Bhanja, Associate Professor, CPR critically reviewed the article "Unappreciated Service: Performance, Perceptions, and Women Leaders in India" written by Dr. Esther Duflo and Petia Topalova. The article, published on October 2004, focuses on the impact of reservation for women on the performance of policymakers and how voters evaluate the performance of male and female leaders.

Analysing the observations of the authors that the representation of women has led to increase in women's access to political decision-making and winning election is difficult for them as it is perceived that women would be less effective once in office, he said, "This notion of the voters has to be changed. We have to discard the Aristotelian view on sexes like the male is by nature superior and the female inferior, the male ruler and the female subject."

Dr. Vanishree Joseph, Assistant Professor from CPR critically analysed Esther Duflo's article on 'Women as Policy Makers: Evidence from a Randomized Policy Experiment in India' from feminist standpoint and post-modernist perspective. She criticised the methodology adopted for the study and said that it lacks women's perspective on policymaking. Randomised controlled evaluation is often suggested by several institutions to evaluate the intervention of certain social policies. Because, they consider randomised controlled evaluation is effective to assess significance and judge causation. Feminists have criticised this method on three grounds, namely principle of random allocation uses change and there is absence of design; issue of informed consent; and third problem concerns the epistemology, ownership and distribution of certainty.

Similarly, feminist researchers have criticised the research based on the patriarchal perspective of traditional 'science', both past and present, has contributed to the perpetuation of women's position of subordination within

society. Feminist research, along with active dissemination of results can act as a catalyst for the emancipation of women and other marginalised groups alike. Since most of the developmental issues are based on gender discrimination, the methods and methodologies to evaluate politically determined goals through the implementation of social policies should have feminist concern. Principally, evaluation studies had still failed to develop sufficient theoretical and methodological tools for capturing the complexity of women in all their diversity.

Feminist standpoint and post-modernism have solutions to address the complexity in the research as well on the subject matter of evaluation. In order to take into consideration gender and all of its complexities, a key aspect of methodologies that are sensitive to gender is their ability to adapt to different circumstances and situations. Important

to the concept of research from a gender perspective is the recognition that there is not one specific method or combination of methods that necessarily makes research 'feminist,' but rather that the research comes from an approach that is considerate of the multifaceted nature of gender.

Continuing the talk, Dr. S N Rao, Associate Professor, CPR stated that women leaders face many hurdles in their job. It has been proved that women leaders elected across the country have proved their efficiency. However, their abilities are still undermined and their success often goes unnoticed due to deep-rooted gender bias in our society. There is a need for more women leaders in the panchayats, Dr. S N Rao opined.

The Director General, Dr. W R Reddy, IAS, appreciated the CDC for taking up the initiative of Library Talk. He further said that it is important to discuss the role of

women in the successful panchayats and the lessons learnt from their experiences. "There are many gram panchayats with great potential for development. "If we at NIRD&PR can provide necessary support to such gram panchayats, they can achieve extraordinary results. There is a need for a nation-wide study on women in panchayati raj," the Director General concluded.

The Deputy Director General Smt. Radhika Rastogi, IAS, said that the study done by Esther Duflo gives valuable evidence to support the policy of reservation for women in panchayats.

The first Library Talk was attended by staff and faculty members from various centres of NIRD&PR. The programme concluded with final remarks by Dr. Akanksha Shukla, Associate Professor & Head, CDC and vote of thanks by Dr. M Padmaja, Senior Librarian.

Training programme on Information Technology and Project Management

Project management is the art of managing the project and its deliverables with a view to producing finished products or service. There are many ways in which a project can be carried out and the way in which it is executed is project management. Project management includes identifying requirements, establishing clear and achievable objectives, balancing the competing demands from the different stakeholders and ensuring that a commonality of purpose is achieved. Project management and the practice of the same have become indispensable to the modern day project manager and they form the basis of much of what is achieved during the course of a project.

The Centre for Information and Communication Technology (CICT) has organised a training programme on 'Information Technology and Project Management' during August 06-10, 2018 at NIRD&PR, Hyderabad. A total of 47 officials representing Rural Development, Panchayati Raj, Zilla Parishads/Panchayats (ZPs), DRDAs, SIRDs, ETCs, Agriculture, Education, Forests & Environment and Soil and Water Conservation departments from 16 States, namely Assam, Bihar, Haryana, Jammu&Kashmir, Jharkhand,



Karnataka, Kerala, Madhya Pradesh, Maharashtra, Odisha, Punjab, Rajasthan, Tamil Nadu, Telangana, Uttarakhand and West Bengal participated and took advantage of this programme.

The main focus of the programme was to sensitise functionaries of Rural Development, Panchayati Raj, ZPs, DRDAs, SIRDs/RIRDs/ETCs, Rural Housing and line departments such as Agriculture, Forests & Environment, Health Mission, Water Resources, etc., to the potential and also to the need for utilising the tools and techniques of Information Technology, Project Management, its applications especially in rural development, e-Governance, Geo-Informatics for governance, to facilitate effective management of rural development programmes.

To provide better insights into the potential of IT/ICT and Project Management, in addition to topics relating to information systems development, IT/ICT Trends, Geo informatics for Monitoring and Evaluation, Project management, etc., Project Management approaches in e-Governance projects, Big Data and Analytics, Motivational Enhancement for project Management, Financial Appraisal, Need for Open Source Software were also discussed. The participants were provided an opportunity to visit Rural Technology Park at NIRD&PR. The participants also attended the Art of Living programme organised at the Institute. The programme was coordinated by Shri G V Satya Narayana, Senior Assistant Professor, Centre for Information and Communication Technology (CICT).



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