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Skilling is not teaching: Kaushal Praveen

Skilling is not a new concept in India, as traditionally before the Christian era, artisans who left behind the hallmarks of ancient civilisations of the country were products of impeccable skilling. The golden era of any dynasty or ruler was the time when skilled artisans enjoyed the patronage of the royalty.

Magnificent temples that dot the country, ancient forts and places, remnants of Indus valley civilisation, Nalanda University, handlooms and handicrafts, gems and jewellery of India that can be seen in museums in India and abroad, sculptors, paintings, martial arts, all of these are footprints of a civilised society left behind by generations of skilled workforce from rural India.

In ancient India, skill was transferred from one generation to another through a meticulous process of apprenticeship or an accomplished Master. However, during and after the British colonisation, skilling lost its sheen and along with it, the secrets of skilling methodology. The British education system that aimed at creating white collar workers and clerks to support its administration, sidelined

the importance of skilling, and with a gradual lack of patronage, skilling paled into insignificance.

With industrial revolution, the concept of white collar and blue collar workforce came into being. Most blue collared workforce worked in assembly lines in the factory which started giving importance to technical training. The industrial revolution also resulted in

“
Princes and lords may flourish, or may fade;
A breath can make them, as a breath has made;
But a bold peasantry, their country's pride,
When once destroyed, can never be supplied.
- The Deserted Village, Oliver Goldsmith
”

a further bifurcation of the blue collar workforce into skilled, semi-skilled and unskilled workforce. Skilling in post-colonial India continued to be aligned with industrial revolution until the turn of this century. Globalisation and economic liberalisation changed the landscape of employment opportunities and workforce in India. This includes impact on agriculture, large scale

migration of rural communities to cities in search of odd jobs and a picture of rural India that is largely looking deserted. Oliver Goldsmith's poem of 1770, "The Deserted Village" seems to hold good even three centuries later.

That said, with economic liberalisation at the turn of the century, a greater alignment with global discourse and global priorities started to emerge in India. New sectors and trades emerged and accordingly the demand for skilled workforce in the emerging sectors also arose. One of the outcomes of this alignment is the vision called "Skill India".

What is Skill India?

Skill India is a campaign launched by Prime Minister Narendra Modi on 15th July, 2015 which aims to train over 40 crore people in India in different skills by 2022. Skill India calls for mainstreaming skilling, making skilling in various sectors an attractive career choice, where a globally relevant skilled workforce achieve the same standard of living, social and economic security. Skilling is gaining great importance in



Training session in progress

a context where employers lament that college graduates are educated, but not employable due to lack of requisite skills that industry is looking for.

Why Skill India and Opportunities for Rural India?

As can be inferred from the infographic below, a yawning skill gap globally and nationally is estimated in various sectors by the year 2022 due to many factors that include an aging skilled workforce that does not have skilled successors, lack of thrust on employability skills in higher education, for school-level students to opt for vocational education and return to formal education when they choose to. This skill deficit can be addressed by reaping the demographic

dividend of rural India. Great opportunity presents itself for about 55 million rural youth of India who are below the poverty line to get skilled in any of the 24 identified sectors and empower themselves.

With a vision to “transform rural poor youth into an economically independent and globally relevant workforce”, Deen Dayal Upadhyay Grameen Kaushalya Yojana (DDU-GKY), is a flagship programme under the Ministry of Rural Development with clear guidelines to implement the programme through a public-private partnership, like other skill India initiatives. It aims at transforming the lives of rural youth of India through skilling and giving a new direction for sustainable livelihood. However, DDU-GKY is unique because of the Standard

Operating Procedures that emphasise on quality of implementation of the programme.

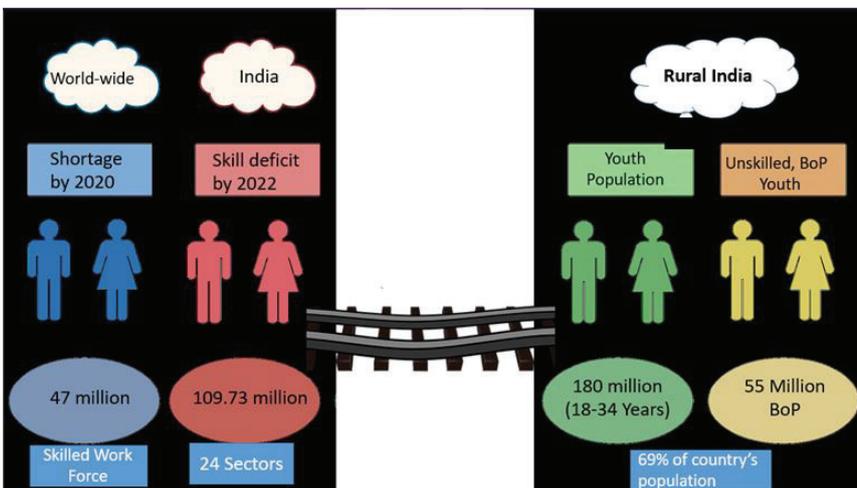
The four key pillars of this programme are mobilisation of rural youth, counselling, training and placement. Once a rural youth’s interest in getting skilled in a certain trade is identified through mobilisation and counselling, the critical exercise of skill training begins.

Skilling Rural Youth

Skilling is different from conventional chalk and talk, teaching and training. Skilling is an art that can be mastered. Skilling rural youth requires empathy, enabling and empowering abilities. Bringing about a behavioural change, building confidence, communication skills and employability skills in a short span of three months, demand not only a high level of commitment but also mastering the art of skilling rural youth. A data-driven common language of quality to talk about methodology to skill rural youth has been missing for some time now and a need for the same was discussed at NIRDPR by the training partners about 12 months ago. As an outcome of this need, “Kaushal Praveen” a ToT to train the trainers on skill training methodology was designed by DDU-GKY Cell at the Centre for Skills and Jobs.

Kaushal Praveen: Skilling the Skill Trainers

In order to strengthen the hands of the DDU-GKY trainers, NIRDPR launched “Kaushal Praveen”. It amalgamates industry-oriented skill training methodology with techniques of rural youth skilling. It actively advocates for doing away with a replication of conventional teaching methods adopted in schools and colleges which are more suitable for knowledge-based pursuits. It takes a critical approach towards Maslow’s hierarchy of needs to understand the psyche of rural youth, addresses learning styles, reasons for dropping out from





Passive learning class



Trainers practising activity-based skilling class



DDU-GKY Students in skill training theory class delivered by trainers who have attended NIRDPR's Kaushal Praveen ToT

school and induces a process to transition from passive learning to kinaesthetic, active learning methods.

Out of a target of 2000 trainers in 16 States, close to 600 trainers from across 14 States have gone through Kaushal Praveen in the past 12 months. A community of trainers has been formed who are active and stay connected with one another and with NIRDPR Master Trainers through the telegram app where they share best practices, seek clarifications and find answers.

Kaushal Praveen: A data driven approach to measuring DDU-GKY training quality

The programme has pre and post -assessments and three teach-backs during which trainers are mentored by NIRDPR using a rubric on a scale of 0-3 to measure training quality on industry-based parameters. This has helped in

measuring the quality of training across the DDU-GKY training centres among the country and also to standardise skill training methodology.

Impact of Kaushal Praveen

Within 30-90 days of undergoing training and beyond, feedback has been received from trainers, quality leads and centre managers of DDU-GKY training partners. Some of the feedbacks verbatim received are below:

1. As a takeaway of this training our Trainers have learnt to train the students in a pragmatic way.
2. Due to this training session our Trainers were able to improve the training quality which showed a drastic change in reducing the drop-outs.
3. Students are more interactive than before.

4. In continuation to this ToT, our trainers have been conducting many activities for students which improved participation of students.
5. Students seem to be more proactive as a result of such activities.
6. Activities and sessions are being pre-planned for betterment of quality.
7. After this training, students are scoring good marks in assessments.
8. Students' involvement and performance in extra-curricular activities has improved.

Efforts are now on to collaborate with Germany, the cradle of skilling in the first world, to further enhance the programme.

Dr. Sandhya Gopakumaran

Director, Training
DDU-GKY

Photo credits: **DDU-GKY Cell, NIRDPR**
Cover page design: **Shri V. G. Bhat**

NIRDPR holds convocation ceremony for the 15th batch PGDRDM students



Students belonging to 15th Batch of Post Graduate Diploma in Rural Development Management along with Chief Guest of the convocation ceremony Shri Prawin Kumar Toppo, IAS, Secretary, Rural Development and Panchayati Raj, Government of Jharkhand, Dr. W. R. Reddy, IAS, Director General, NIRDPR, Smt. Radhika Rastogi, IAS, Deputy Director General, NIRDPR, Dr. Franklin Laltinkhuma, IAS, Registrar & Director (Admn.) NIRDPR and faculty members of Centre for PG Studies and Distance Education

The convocation of the 15th batch of Post Graduate Diploma in Rural Development Management (PGDRDM) programme at the National Institute of Rural Development and Panchayati Raj was held in the Institute's campus on 12th January, 2019. The Chief Guest for the occasion was Shri Prawin Kumar Toppo, IAS, Secretary, Rural Development and Panchayati Raj, Government of Jharkhand. Dr. W. R. Reddy, IAS, Director General, NIRDPR, presided over the function and Dr. Franklin Laltinkhuma, IAS, Registrar & Director (Admn.) NIRDPR welcomed the Chief Guest.

Dr. W. R. Reddy, who administered the convocation oath to students, congratulated the entire 15th batch of PGDRDM. In his address, the Director General mentioned about the contribution of NIRDPR's PGDRDM programme to the society as a whole

and particularly to the rural people of India. More than 750 rural development professionals passed out from NIRDPR and are genuinely contributing professionally to manage the rural development programmes in the country including State rural livelihood missions, MGNREGS, etc. Students of the Institute actually work at the grassroots level including remote villages. Smt. Radhika Rastogi, IAS, Deputy Director General, NIRDPR, made opening remarks mentioning about the students' performance and their role in the upliftment of the rural society. In her advice to the passing students she emphasised to develop passion to become the change managers.

Shri Prawin Kumar Toppo, speaking on this occasion highlighted on creation of a pool of Rural Development Professionals who can genuinely help for the upliftment of the rural poor and

activate the rural development initiative of the country. A batch of 42 students who graduated received diplomas from the Chief Guest. The gold medal for the best academic performance was awarded to Mr. Anurag Kushwaha, while the silver and bronze medals were awarded to Mr. Shivam Khandelwal and Ms. K. Sahithi, respectively.

Dr. A. Debapriya, Associate Professor, Centre for PG Studies and Distance Education, while presenting the course report of the 15th 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 placements in reputed organisations.

The vote of thanks was given by Dr. Akanksha Shukla, Associate Professor, Centre for PG Studies and Distance Education.

National workshop on Effective Implementation of PESA Act



Shri Jual Oram, Honourable Minister of Tribal Affairs, speaking at the national workshop on Effective Implementation of PESA Act, 1996

Centre for Equity and Social Development, National Institute of Rural Development and Panchayati Raj (NIRDPR), Hyderabad organised a national workshop on Effective Implementation of PESA Act, 1996 on 5th and 6th of January 2019, in association with the Akhil Bharatiya Vanvasi Kalyan Ashram (ABVKA). The workshop was inaugurated by Dr. D. Srinivasulu, IAS (Retd.), Additional Chief Secretary, Govt. of Andhra Pradesh in the presence of Dr. W. R. Reddy, IAS, Director General, NIRDPR and Shri Girish Kuber, Shri Yogesh Bapat, executives of ABVKA.

Dr. Srinivasulu has emphasised that the PESA Act should be implemented in totality by all the State governments in the country. Tribal people should be given enough protection in terms of reservations. He also reiterated that the Governor of Maharashtra is doing wonderful work for the upliftment of tribal people in the Scheduled Areas. Shri Girish Kuber, an executive of ABVKA, has pointed out that the tribal's traditional lifestyle, knowledge and culture should be protected by fully implementing the PESA Act.

In this two-day workshop, 100 members representing all the ten PESA implementing States, i.e., Rajasthan, Gujarat, Maharashtra, Madhya Pradesh, Chhattisgarh, Jharkhand, Odisha, Andhra Pradesh, Himachal Pradesh and Telangana have participated. The participants were from various professions like advocates, research scholars, ABVKA full-time volunteers, tribal social activists, tribal leaders, academicians from Universities, Professors of NIRDPR and government officials from Tribal Welfare Department of Telangana and Andhra Pradesh.

The workshop was deliberated on four themes - natural resource management, customary laws, social issues and development and administrative arrangements. The participants were divided into four groups and main issues for further course of action for bringing effectiveness of the PESA Act have been identified.

The issues identified in the workshop were:

- Notification of PESA villages according to the tribal's traditional way of governance

- All the State Acts should be amended in line with the PESA Act in Scheduled Areas
- Empowerment of Gram Sabhas in Scheduled Areas by delegating them the actual power
- The issues related to minor forest produce, mining and excise, planning and management of minor water bodies and preservation of land alienation in Scheduled Areas; have to be resolved through decentralisation and full implementation of the PESA Act
- Issues related to sensitisation of all the functionaries and political leaders on the PESA Act

On the second day of the workshop, the Director General of NIRDPR, Dr. W. R. Reddy welcomed the Union Minister of Tribal Affairs and opined that this National Workshop has given lot of inputs for developing training programmes for the next calendar year on tribal development, particularly for strengthening the governance in tribal areas. Further, the Director General highlighted that a

small committee would be formed for developing the strategies emerged from the workshop and also to submit it to the Union government on this important issue by duly involving ABVKA and other functionaries.

Shri Jual Oram, Honourable Minister of Tribal Affairs, made a maiden visit to the NIRDPR after joining the Union Cabinet and appreciated the efforts of NIRDPR while participating in the workshop. He congratulated both the NIRDPR and ABVKA for organising this National Workshop on an important aspect of tribal governance i.e., PESA

Act and its effective implementation. The Minister also suggested for taking up the capacity building activities of the functionaries of the Tribal Department along with Rural Development. The Honourable Minister of Tribal Affairs in his valedictory speech opined that there are some pitfalls in the implementation of PESA Act and emphasised on the need for the concerted efforts of developing coordination among the departments of Revenue, Forest, Panchayati Raj and Tribal Affairs for effective implementation of the PESA. He further pointed out that everyone should respect the Indian

Constitution and the Legislature of the State and that one has to struggle to restore the Rights and Entitlements of the individuals within the Constitutional framework. The workshop was concluded with vote of thanks proposed by Dr. T. Vijaya Kumar.

The National Workshop was coordinated by Dr. T. Vijaya Kumar, Associate Professor and Head and Dr. Satya Ranjan Mahakul, Assistant Professor, Centre for Equity and Social Development, NIRDPR.

NIRDPR organises SAMARTHYA training programme for SAGY functionaries of Phase-II & III GPs



Dr. W. R. Reddy, IAS, Director General, NIRDPR addressing the participants of the programme

SAMARTHYA training programme – a comprehensive capacity building of SAGY (Saansad Adarsh Gram Yojana) functionaries of Phase-II and Phase-III Gram Panchayats on various aspects of the planning process and effective implementation of the programme was organised at Vikas Auditorium, NIRDPR on 17th-18th December and on 27th-28th December, 2018. NIRDPR has so far organised training programmes across India for 182 State Team of Trainers and 653 Charge officers of Phase-I GPs during

May-July 2015. Also, for 64 State Team of Trainers/SNOs and 300 Charge Officers of Phase-II and Phase-III Gram Panchayats during April-June 2018.

The clientele group consisted of charge officers of SAGY GPs, State Team of Trainers and State Nodal Officers. During 17th and 18th of December, 94 participants have participated from 11 States - Andhra Pradesh, Telangana, Tamil Nadu, Kerala, Maharashtra, Uttarakhand, Jammu & Kashmir, Assam, Manipur,

Sikkim and Odisha. And 138 participants attended from 7 States - Bihar, Gujarat, Jharkhand, Karnataka, Madhya Pradesh, Rajasthan, Uttar Pradesh on 27th and 28th of December.

Dr. Lakhan Singh, Assistant Professor, CHRD & Course Director of the programme delivered the welcome address.

Shri Rohit Kumar, IAS, Joint Secretary, PPM & IT, MoRD in his inaugural speech mentioned that the uniqueness

of this programme is that there is no separate budget for this programme and it strongly advocates and believes in converging with other line departments of rural development, Panchayati Raj and programmes of other ministries which are being implemented at the grassroots level. He stressed that Ministry of Rural Development and Panchayati Raj alone disburses more than a crore of rupees to every Gram Panchayat and that itself is a big amount to develop a Gram Panchayat. He further said that "I am in firm belief that we don't need funds, but we need attitude to make that Gram Panchayat a model Panchayat". He has requested the charge officers to act as the catalyst for making model Panchayats.

Shri Amarjeet Sinha, IAS, Secretary, MoRD interacted with the participants through video conferencing and listened to the experiences and achievements of charge officers from various States. Many success stories were shared by the charge officers. While listening to the success stories, the Secretary, MoRD appreciated the people of Gram Panchayats and charge officers for putting their best in transforming the villages into model villages. Based on his own field experiences, he shared that in many cases the work done at the field level is more than the work reported on the portal. Therefore, he requested all charge officers to update the completed projects on the Saanjhi portal on time, so that it could pass the correct information and could be used as a reference by others. Shri Sanjiv Kumar, Additional Secretary, Rural Development and Smt. Roop Avtar Kaur were also present during the discussion and shared their valuable suggestions and advice.

Dr. W. R. Reddy, IAS, Director General, NIRDPR has formally greeted all the participants, faculty of NIRDPR, resource persons from MoRD, and NIC New Delhi, and Shri Rohit Kumar. He facilitated the interactive session of Shri Amarjeet Sinha, Secretary, MoRD with the participants. He has discussed at length about SAGY

with the participants. He started his session by quoting Prime Minister Shri Narendra Modi, from his speech on the launch day of Saansad Adarsh Gram Yojana. He highlighted some of the important messages implicated in the speech of Prime Minister to motivate the charge officers to work passionately. He suggested all the charge officers to go through the speech of Prime Minister. In his presentation, he shared in detail about the goals, values, objectives, approaches and strategies of Saansad Adarsh Gram Yojana for the effective implementation of the programme.

The ice-breaking session of filling the questionnaire on various development activities of a Gram Panchayat took place. This was followed by a session on Mission Antyodaya: evidence based framework for planning process by Dr. C. Kathiresan, Associate Professor, NIRDPR. He talked about the key parameters used in Mission Antyodaya (MA) for categorising GPs based on scores obtained on selected parameters. He stressed that the readily available parameters in MA can be used in development planning of the Gram Panchayat. He also shared his hands-on experience on how to use indicators of MA available at MA website to all the charge officers.

The second half of the programme started with the session on participatory tools and techniques for planning by Dr. Vijaya Kumar, Associate Professor & Head, CESD, NIRDPR. He discussed various participatory methods for collecting quality data with the participation of villagers and shared some success stories. This session was coordinated by NIC and MoRD resource persons. The session was designed to demonstrate the SAGY portal (www.saanjhi.in).

Dr. Raju, Professor & Head, CPME, started the session on the second day by sharing the findings of the study report on Performance of Mission Antyodaya. This session helped the participants understand the factors which play an

important role in transforming a village into a model village.

Mr. Rijo and Mrs. Uma from SAGY division, MoRD, took sessions on Institutional arrangement, Monitoring and Reporting, and on how to fill the Panchayat Darpan.

Dr. R. Suryanarayan Reddy, Consultant, CPR, NIRDPR who has a long association with SAGY headed a session on the VDP framework of SAGY and the key processes involved in the preparation of the VDP. The session covered all the aspects from moulding of an idea of planning to the revision of GPDP document. He has also discussed about the key features of the manual for integrated district planning, reports of the IDP manual planning commission and grassroots level planning and Ramachandran committee.

Towards the end, all the participants were divided into nine groups for a group activity. Each group was asked to identify a Gram Panchayat and bring out the gap analysis from the Mission Antyodaya website. Groups were asked to prepare a village development plan as per SAGY format based on existing gap analysis. All the participants were very enthusiastic during group activity and everyone contributed for the same. Each group was asked to make a presentation of their VDP in a session chaired by the resource persons.

During the concluding session, the participants were asked to fill-up an evaluation form to give their feedback on various aspects like course content, sequencing of session, course/reading materials, participatory method and techniques, duration of the training programme, knowledge and skills and attitudinal change, boarding, lodging and recreation. The programme ended with the distribution of certificates and vote of thanks. Both the programmes were coordinated by Dr. Lakhan Singh, Assistant Professor and Dr. Gyanmudra, Prof. and Head, Centre for Human Resource Development.

Two-day national workshop-cum-training on Preparation of Village Development Plan under PMAGY and Integration with GPDP



Dr. W. R. Reddy, IAS, Director General, NIRDPR addressing the participants of the workshop cum training on preparation of village development plan under PMAGY and integration with GPDP

NIRDPR organises a two-day national workshop cum training on preparation of village development plan under PMAGY and integration with GPDP.

Centre for Equity and Social Development, National Institute of Rural Development and Panchayati Raj (NIRDPR) has organised a National Workshop on Preparation of Village Development Plan under Pradhan Mantri Adarsh Gram Yojana (PMAGY) on 21st and 22nd of January 2019. The workshop was inaugurated on the 21st by Ms. Nilam Sawhney, IAS, Secretary, Department of Social Justice & Empowerment, Govt. of India in the presence of DR. W. R. Reddy, IAS, Director General, NIRDPR, and Ms. Kalyani Chadda, Joint Secretary, DoSJ & E, Govt. of India. The workshop sought to deliberate on ways to enable the functionaries in preparation of Village Development Plan for effective implementation of Pradhan Mantri Adarsh Gram Yojana (PMAGY).

Dr. T. Vijaya Kumar, Associate Professor and Head, Centre for Equity and Social Development, NIRDPR said, the Govt. of India launched the Pradhan Mantri Adarsh Gram Yojana (PMAGY)

in the year 2009-10. The objective of PMAGY would be to ensure integrated development of the selected 1000 villages with more than 50 per cent of SC population into model villages. And from time to time this scheme is being expanded to cover more villages in the country. Recently the Ministry of Social Justice & Empowerment, Govt. of India, has revised the guidelines of PMAGY and its implementation modalities. In this regard, NIRDPR has organised a two-day workshop cum training on the preparation of Village Development Plan under the PMAGY and the integration with GPDP for State level officers/officials responsible for guiding and steering the execution of PMAGY in collaboration with SIRDs. The main purpose of this workshop is to appraise the States/UTs on revised guidelines of the scheme, MIS, monitorable indicators, identification of gap analysis, and preparation of village development plan and to finalise the regional workshop for organising the capacity building activities for District level functionaries involved in the execution of PMAGY. NIRDPR was identified as a resource support organisation for PMAGY by the Ministry

of Social Justice & Empowerment, Govt. of India, and for playing an important role in capacity building of the functionaries under PMAGY. Training programmes by NIRDPR were also planned during February and March, 2019. A total of 60 participants have participated in this National workshop representing 25 States including Gujarat, Madhya Pradesh, Chhattisgarh, Assam, Mizoram, Manipur, Kerala, Karnataka, Tamil Nadu, Telangana, Andhra Pradesh, Jammu & Kashmir, Himachal Pradesh and Rajasthan.

The workshop was coordinated by Dr. T. Vijaya Kumar, Associate Professor & Head and Dr. Satya Ranjan Mahakul, Assistant Professor, Centre for Equity & Social Development, NIRDPR.

NIRDPR workshop on village development

**SPECIAL CORRESPONDENT
HYDERABAD**

The National Institute of Rural Development and Panchayati Raj (NIRDPR) is conducting a national workshop on 'Preparation of Village Development Plan under Pradhan Mantri Adarsh Gram Yojana (PMAGY)' on January 21 and 22.

Nilam Sawhney, Secretary, Department of Social Justice and Empowerment, Government of India, would be the chief guest, while W.R. Reddy, Director General

al, NIRD, and Kalyani Chadda, Joint Secretary, DoSJ & E, Government of India, would also speak.

T. Vijaya Kumar, head, Centre for Equity and Social Development, NIRDPR, who is also coordinating the workshop, said the focus of the workshop is on preparation of village development plan and integration with GPDP for State-level officers and officials responsible for guiding and steering the execution of PMAGY in collaboration with SIRDs.

Coverage in media

National Colloquium of Secretaries of Rural Development and Panchayati Raj and Heads of SIRDPRs at NIRDPR



Dr. W. R. Reddy, IAS, Director General, NIRDPR, Smt. Radhika Rastogi, IAS, Deputy Director General, NIRDPR, Dr. Franklin Laltinkhuma, Registrar, NIRDPR along with the Secretaries and Heads of State Rural Development and Panchayati Raj at the national colloquium

The National Colloquium of Secretaries of RD&PR and Heads of SIRDPRs for the year 2018-19 was held at NIRDPR, Hyderabad on 17th-18th January, 2019. The annual event was organised to review training and research performance, share best practices and new initiatives of the States, SIRDPRs and NIRDPR and to deliberate upon the issues and concerns of training institutions. The colloquium helped NIRDPR and SIRDPRs to plan training and research activities for effective implementation of various initiatives for rural development and Panchayati Raj for the ensuing year. The occasion also serves for stock-taking of issues relating to institution building in terms of infrastructure development, faculty requirements, networking with extension training centres and other institutions.

Keeping the above objectives in view, the colloquium for the year 2019 had been planned. Inaugural session was followed by the review of training and research performance of SIRDPRs. The best practices of the institutions were also shared. Recent initiatives of the NIRDPR and Govt. of India such as POSHAN Abhiyan (Nutrition Mission) and revamped Pradhan Mantri Adarsh Gram Yojana (PMAGY) were also shared. As part of the need assessment, presentations by the senior officials of the programme divisions of MoRD were made. Secretary (RD) addressed the colloquium through video conference and shared national priorities and strategies. The attempt

was to assess the expectations from NIRDPR, SIRDPRs and ETCs to facilitate effective management of their respective programmes in the context of ongoing scenario changes and priorities.

Apart from plenary presentations and interactions, group discussions were also held wherein the areas and themes for training for 2019-20, ways to improve quality of training, augmenting quality human resources, funding for recurring and non-recurring expenses and expectations from NIRDPR were deliberated upon in groups. The outputs of group work were presented in the plenary and action points for way forward were identified.

The Colloquium started with a welcome address by Smt. Radhika Rastogi, Deputy Director General, NIRDPR. In her welcome address she observed that there is a need to enhance the capacities of SIRDPRs and make them extensions of NIRDPR. Smt. Leena Johri, Joint Secretary (Rural Livelihood), Ministry of Rural Development, in her opening address mentioned that there was a need to prepare a roadmap which guides us to achieve what we have not been able to do so far. She also observed that SIRDPRs should work as per the requirement of the State. In his inaugural address, Dr. W. R. Reddy, Director General, NIRDPR observed that SIRDPRs and NIRDPR have to rediscover at this inflection point where convergence from the top level to the grassroots level is emphasised. He suggested that training institutions

need to prepare themselves to meet the capacity building and training needs of all the departments/ ministries.

Shri Amarjeet Sinha, Secretary (RD) addressed the colloquium through video conference on the second day. Secretary (RD) highlighted the need for convergence between SIRDPRs and SRLMs. While SRLMs can make use of training infrastructure of SIRDPRs and ETCs, training institutions can access resource persons of SRLM. He exhorted SIRDs, ETC and NIRDPR to bring transformational changes in rural India using resources available under RGSA. ERs must be fully aware of their role in the 29 sectors and also know the resources available in these sectors in the GP. RGSA gives flexibility to engage NGOs for training programmes, to use multi-media and to organise exposure visits. Every medium of capacity building can be experimented with. He observed that elected representatives have enthusiasm for reading materials. Training institutions should capture this enthusiasm to enable GPs move faster. If elected representatives and SHGs give more attention to village/GP level institutions such as school, primary health centre, anganwadi, etc., quality of education, healthcare, nutrition, etc., will improve. ERs and SHGs must be oriented and motivated to take charge of these institutions.

The programme was coordinated by the Centre for Research, Training Coordination and Networking (CRTCN).

CFIE organises training programme on Financing Small Enterprises for Rural Development



Smt. Radhika Rastogi, IAS, Deputy Director General, NIRDPR (1st row, fourth from left) and Dr. M. Srikanth, Associate Professor, Head of CFIE (1st row, fifth from left) with the participants of the training programme

Centre for Financial Inclusion and Entrepreneurship (CFIE) organised a five-day training programme on “Financing Small Enterprises for Rural Development” from 7th – 11th January, 2019 at NIRDPR, Hyderabad in collaboration with CICTAB, Pune. The programme was inaugurated by Smt. Radhika Rastogi, IAS, Deputy Director General of NIRDPR. Welcoming the participants, she gave a brief overview of the programme, spelt out its objectives and conducted a self-introductory session. A total number of 16 participants from Bangladesh (1), Nepal (13) and India (2) participated in the programme. CFIE’s in-house faculty members and select guest faculty as subject matter specialists contributed to the programme.

The importance of MSME sector in the Indian economy is indisputable. This is equally applicable to the economies of other SAARC countries. Micro and small enterprises account for more than 90 per cent of total number of MSMEs in India. The relevance of small enterprises therefore plays an important role in various areas of the Indian economy, including growth rate of GDP, exports, creation of employment and rural development. Accordingly, financing these small enterprises needs special

attention from the government, banks and social organisations. As a matter of fact, the developing countries need to focus on financing small enterprises so as to reduce poverty by helping the underprivileged to establish micro/small enterprises. Providing rural finance on a large scale can help economic development thereby achieving financial inclusion also. However, there is a need to provide skilling and entrepreneurship development to the youth, in addition to facilitating availability of finance, to ensure sustainability of the livelihoods.

The broad objectives of the programme were:

- To sensitise participants on financing of small enterprises for rural development and policies, strategies and programmes in India;
- To help participants appreciate the role of financial institutions in rural development in the context of their managerial challenges and business opportunities; and
- To enable participants understand the best practices being followed by financial institutions in India while financing small enterprises for rural development.

Contents of the programme were:

- Contribution of small enterprises to rural development
- Financing micro and small enterprises for rural development
- Renewable energy: recent developments and way forward
- Role of FPOs in promoting sustainable livelihoods and inclusive growth
- Rural entrepreneurship and frugal innovations
- Agriculture value chain financing with special focus on food processing industries in India
- Role of good governance in rural development
- Application of geoinformatics in rural development
- Skilling for rural India
- Local governance for rural development
- Cooperative business model and rural development

Methodology

A range of training methodologies were used during the programme duly keeping in view the broad and specific

objectives of the programme, duration and expectations of the participants. They are:

- Lectures and interactive sessions (PPTs)
- Group discussions/ Case studies on various topics
- Video clips and discussions
- Individual and group activities/ exercises
- Recap sessions
- Field visits

Field Visits

To impart practical knowledge and reinforce the learning made in the classroom, the following field visits were organised:

1. Rural Technology Park at NIRDPR

The participants were taken to Rural Technology Park (RTP) on the NIRD-PR campus. Dr. Ramesh Shakthivel, Associate Professor & Head, Centre for Innovations and Appropriate Technology, interacted with the participants. Dr. Ramesh explained to them about RTP, and its importance in promoting frugal innovations in a big way and helping the rural entrepreneurs to establish the unit, skilling and achieving sustainability. He also discussed the role played by RTP in uplifting the rural people in all aspects of life such as capacity building, rural employment generation and livelihoods, etc. Later on, the participants visited various stalls to learn practical aspects, which included making eco-friendly building blocks, vermicompost unit, waste paper recycling unit, etc.

2. BalaVikasa, Gangadevipalli, Warangal district

The participants were later taken to Gangadevipalli, a village located in Geesugonda mandal in Warangal district. Gangadevipalli was adopted by Bala Vikasa as a model village. SOPAR – Bala Vikasa is a non-profit organisation founded in 1977 by Bala Theresa and André Gingras with

the mission to support and strengthen the development process of India's poor communities, particularly in Andhra Pradesh and Telangana. They are mainly involved in community development, capacity building and entrepreneur development. They conduct both national and international training programmes on Community Driven Development (CDD).

On 9th January, Shri Shoury Reddy, Executive Director addressed the participants and made a presentation about the organisation, its origin, activities done by them and progress achieved.

Participants met André Bourassa, Vice-President of SOPAR who was on a visit to India. Water and sanitation is one of the main activities under Community Development of Bala Vikasa. In the evening, the participants were taken to one of the outlets of their purified water systems in the town. The outlet had a purification unit and provided with machines for providing purified water to anyone who is an Any Time Water (ATW) card holder. The payment is kept very low at `3.00 per 20 litres of water, so that purified water is freely available but will not be wasted.

On 10th January, presentations were made by their faculty on organic farming, model village Gangadevipalli. Participants also met Mrs. Bala Theresa Angèle, founder of Bala Vikasa. Later, the participants were taken to field where demonstration of making organic manure, pesticides, etc., were made to explain in detail to them. They also interacted with villagers involved in organic farming. Participants were also taken to a bakery unit which was supported by them. The bakery unit was successfully running. The participants interacted with the entrepreneurs to know more of the practical aspects of sustaining small business units.

Gangadevipalli has 13 committees like alcohol prohibition committee, health committee, drinking water management committee, etc. Each committee consists of 11 to 25 members. The committees are sincerely doing their work for the benefit of everyone in the village. One person from each household is supposed to become a member of at least one committee. There are few people who are members in more than one committee. Although, villagers belong to various political parties, they stand united when it comes to development activities. The villagers solve all of their disputes within the village level. The successful functioning of the model village has resulted in its smooth functioning and has ensured that no police complaints were registered in the past 14 years.

The participants were keen in understanding the functions in the model village and they expressed wish to implement such model back home in their area.

Feedback and Evaluation

The programme was a success, as per the feedback received from the participants. All participants felt that the training was useful in many ways. They were able to gain many ideas which could be attempted back home to achieve better results in various areas, especially in financing small enterprises and how to make them sustainable. They were delighted about the field visits, which helped them gain practical knowledge in dealing with small enterprises, how well things could be managed by forming a model village by following the methodologies adopted by Gangadevipalli Gram Panchayat.

The programme was coordinated by Dr. M. Srikanth, Associate Professor & Head CFIE, NIRDPR and Shri G. Umesan Pillai, Consultant, CFIE.

19th annual conference of the Indian Association of Social Science Institutions on Development and Change



Prof. R. Radhakrishna, Chairman, Indian Association of Social Science Institutions and Prof. Yoginder K Alagh, Chancellor, Central University of Gujarat lighting the lamp during the inaugural ceremony 19th annual conference of the Indian Association of Social Science Institutions as Dr. W. R. Reddy, IAS, Director General looks on

National Institute of Rural Development & Panchayati Raj (NIRDPR), Hyderabad organised the 19th annual conference of the Indian Association of Social Science Institutions on the theme of Development and Change, jointly with the Centre for Economic and Social Studies (CESS), Hyderabad during 11th-13th January 2019.

Keeping in view the complexity of the concept of development and the change which it brings about, the understanding of the process of development and its impact on society, economy and polity is imperative. Since the issues of development differs from one region to another due to their specific context, the policy prescription regarding development for regions is also contextual. However, the importance of contextual differences across the regions has been undermined and challenged many times because of economic globalisation and other things. Simultaneously, there has been an emerging global consensus on the agenda of development through international institutions in the form of 'millennial and sustainable development' goals. Against this backdrop, the objective of this conference was set to revisit the old and new questions of development and social change. The papers were

invited on following themes: growth, employment and social security, aspects of human development, development and social exclusion/inclusion, State policies, public finance and development, agrarian change and rural development, development, politics and contestations; migration, development and change under the broad concept of social inclusion.

The conference received overwhelming response from the participants of different institutions and States. About 123 papers were selected and invited for oral presentation from academicians, researchers, practitioners, and civil society organisations during the three days of the conference.

Prof. S. Galab, Director, CESS, Hyderabad in his welcome speech, mentioned about the importance of organising this conference periodically and how the outcome of the conference is useful for academicians and policymakers to understand the development requirements.

Dr. W. R. Reddy, IAS, Director General, NIRDPR, Hyderabad, underlined the need for collaboration and convergence between the academic institutions and academicians for accelerating the process of development. He also mentioned

that the issues of youths, children, gender, and vulnerable people should be researched on priority basis. Further, he stressed that the social inclusion/inclusive development of the society is more important than the reduction of poverty. While discussing the inclusive development, he stressed on the need for a unique approach to understand the inequality among homo sapiens community as it has been described in Prof. Yuval Noah Harari's latest book.

Prof. K. L. Krishna, Chairman, Madras Institute of Development Studies, Chennai, talked in length about the socio-economic development scenario of India and its need.

Prof. Yoginder K Alagh, Chancellor, Central University of Gujarat and Former Union Minister, Government of India and Conference President, spoke about the linkages between ideology and economics. He described some of the factors that determine policy ideas and also discussed the controversies which surrounded Indian policies during different planning period. He summarised his talk by discussing India's high rate of growth and the future role of non-renewable energy in it. He concluded by saying that the real issue for India is to get its global glory, growth across

gender, caste or religious lines, otherwise markets cannot function. The session was chaired by Prof. R. Radhakrishna, Chairman, Indian Association of Social Science Institutions (IASSI) and Chairman, Centre for Economic and Social Studies, Hyderabad.

Eminent academic scholars across the country were invited as keynote speakers. Prof. S. R. Hasim, Chairman, Institute of Human Development (IHD), Delhi spoke on 'Seventy Years of Indian Economy: Growth and Challenges' and Prof. Surinder Singh Jodhka, Professor of Sociology, Centre for the Study of Social Systems, Jawaharlal Nehru University, New Delhi, delivered keynote speech on 'Social Change: Moving Beyond the Hegemonic Narratives.' The session was chaired by Prof. Sudipto Mundle, Emeritus Professor, National Institute of Public Finance and Policy (NIPFP). Prof. S Mahendra Dev, Director & Vice Chancellor, Indira Gandhi Institute of Development Research, Mumbai delivered Prof. V S

Vyas Memorial Lecture on Agricultural and Rural Transformation for Inclusive Growth. The session was chaired by Prof. D Narsimha Reddy, Visiting Professor, Institute for Human Development. Shri S. M. Vijayanand, IAS (Retd.), former Chief Secretary, Government of Kerala and former Director General, NIRDPR, Hyderabad, delivered a special lecture on Panchayati Raj Institutions and Dr. T. Vijaya Kumar, IAS (Retd.), Advisor (ZBNF), Co-Chairman, Rythu Sadhikara Samstha (RYSS), Government of Andhra Pradesh delivered a special lecture on Sustainable Agriculture Development. In the afternoon session, the research papers under different technical sessions were presented.

The second day of the conference started with plenary session on theme of management of universities: Central Universities, State Universities, deemed-to-be Universities and private Universities State Acts. The panellists were the Vice Chancellor of select Central, State and

deemed Universities. Thereafter, selected research papers were presented in different technical sessions.

On the third day of conference, Prof. Virendra Kumar Malhotra, Member Secretary, Indian Council of Social Science Research (ICSSR), New Delhi, delivered a memorial lecture on Bharat Ratna Shri Atal Bihari Vajpayee. In his presentation, he mentioned the vision and mission of Shri Atal Bihari Vajpayee for the holistic development of India. The programme was concluded with the valedictory address by Prof. Virendra Kumar Malhotra and vote of thanks by Prof. Alakh N. Sharma, Member Secretary, IASSI.

The conference was organised by Dr. Lakhan Singh, Assistant Professor, Centre for Human Resource Development and by Dr. R Ramesh, Associate Professor, Centre for Rural Infrastructure, NIRDPR. Prof. Venkata Reddy Kata was the co-local organiser from Centre for Economic and Social Studies, Hyderabad.

Training programme on ICT Applications for Management of Rural Development Programmes



The participants led by Shri G. V. Satya Narayana, Senior Assistant Professor, Centre for Information and Communication Technology visiting the National Academy of Construction, Hyderabad

The Centre for Information and Communication Technology (CICT), NIRDPR organised a training programme on ICT Applications for Management of Rural Development Programmes from

7th to 11th January, 2019 at the Institute. Thirty-five officials representing rural development, Panchayati Raj, Zilla Parishad/ Zilla Panchayat (ZPs), DRDAs, SIRDs/ ETCs, rural housing, horticulture,

forests and environment, RMSA (education), State Rural Livelihoods Mission (SRLM) and academicians from 11 States namely, Andhra Pradesh, Assam, Gujarat, Karnataka, Kerala, Maharashtra,

Odisha, Puducherry, Uttarakhand, Uttar Pradesh and West Bengal participated in the programme.

The main focus of the programme was to sensitise functionaries of rural development, Panchayati Raj, ZPs/DRDAs, rural housing, SIRDs/ETCs and line departments to the potential of ICTs and its applications in e-Governance, digital India, geoinformatics, social audit for monitoring & evaluation, IEC, project management for effective management of rural development programmes, e-Learning and providing skills in development of information systems.

To meet the above objectives,

application of ICTs for e-Governance services in various sectors such as citizen centric services, NSAP, MGNREGS, PMAY, in addition to information systems development, geoinformatics, IEC, project management, Panchayat Enterprise Suite (PES), PFMS (Public Finance Management System), e-Office and innovative technologies in rural housing were discussed as part of the programme.

A visit to the National Academy of Construction, Hyderabad was arranged as a part of the programme to provide more insights into issues, challenges, innovative technologies and utility of

information technologies in the domain of rural housing. The participants were also taken to Rural Technology Park (RTP) at NIRDPR, where they were introduced to innovative and appropriate technologies in rural housing with a demo of various skill development initiatives for livelihood generation. The participants expressed gratefulness to Dr. W. R. Reddy, IAS, Director General, NIRDPR for providing this opportunity.

The training programme was conducted and coordinated by Shri G. V. Satya Narayana, Senior Assistant Professor, Centre for Information and Communication Technology (CICT).

Management development programme for IES officers on Financial Inclusion, Entrepreneurship and Rural Development



Dr. W. R. Reddy, IAS, Director General, NIRDPR and Dr. M. Srikanth, Associate Professor, Head of CFIE with IES officers who participated in the management development programme on financial inclusion, entrepreneurship and rural development

A Management Development Programme (MDP) titled Financial Inclusion, Entrepreneurship and Rural Development was conducted during December 24-29, 2018 at NIRDPR Campus, Hyderabad. The five-day MDP was designed to help participants (IES Officers) appreciate the problems faced by rural entrepreneurs and steps to be taken by various stakeholders in ensuring hundred per cent financial inclusion. 14 IES Probationary Officers from the Department of Economic Affairs, Ministry of Finance, New Delhi attended the training programme.

Financial inclusion is considered globally as an effective means to sustainable economic growth and a

critical indicator of development and well-being of a society which has become a basic priority in many countries, including India. However, there is still a long way to go before India reaches acceptable levels of financial inclusion. As per 2011 Census, 68.84 per cent people are living in rural India, which is characterised by unemployment and poor infrastructure facilities. These issues may be addressed by taking up entrepreneurship development programmes for the benefit of rural youth. Rural entrepreneurship can take place in diverse fields like business, industry and agriculture, and can be a potential factor for economic development. However, the rural entrepreneurs have to face issues

like illiteracy, fear of failure/risk, lack of finance, and competition from their urban counterparts.

After the self-introductory session, the inaugural address was made by Dr. W. R. Reddy, IAS, Director General, NIRDPR. Thanking the Ministry for the opportunity given and treating the participants as 'Brand Ambassadors' of NIRDPR, the DG extended a warm welcome to the officers. Sharing his views on the five-day programme-structure, he asked the CFIE to look at the possibility of adding sessions on – (i) Panchayati Raj System - Decentralised Planning for Local Governance; and (ii) Social Audit, which was duly complied with by the Centre.

Speaking on the issues which are coming in the way of building database, the DG said that there is a need to create hard and quality data as the adequacy, relevance and reliability of the available data at the moment have become a big question mark. In view of the prevailing situation, the officers in their respective departments should strive to strengthen the database to make them evidence-based datasets so that better research work can be undertaken leading to policy formulation and advocacy.

The DG gave a brief overview on how NIRDPR has been working to reduce poverty through several government schemes. He felt that an effective translation is needed to transform the rural India by area-based approaches such as

- Enabling right-based employment through schemes viz., MGNREGA scheme, where the government sanctions around ₹50,000 crore per annum, in addition to other schemes like REGP, JRY, Food for Work, etc.
- Creation of rural infrastructure in terms of hygiene and sanitation, construction of rural roads, health centres, providing drinking water, education on child rearing to the mothers.
- Building social capital through women empowerment by making effective use of SHGs, Cooperatives, SHG-Federations, Village Organisations and Microfinance, etc.
- Skilling rural youth through RSETIs, schemes such as PMKVY, MUDRA, DDU-GKY, etc., which empower them for getting employed.
- National social security assistance - Building social security safety nets for extending support through pensions for old-aged, widows and destitute and disabled (physically handicapped) categories.
- Financial inclusion: Introducing insurance as a risk mitigation tool.

Sab Ki Yojana - Sab Ka Vikas

The DG felt that there has to be an institutional support or network mechanism such as Panchayati Raj/ local governance institutions (ideal size of Panchayats: 3000-5000 people) to carry

out the works related to above-cited schemes while working at the grassroots to realise the development envisaged. While doing so, care should be taken that action plan preparation happens with participatory approach which proves to be a 'Game Changer' under the campaign 'Sab Ki Yojana - Sab Ka Vikas.' Besides, the DG wished that the officers should make an effective use of IT and GIS applications as their arsenal which enables them perform with speed and precision.

Later, Dr. M. Srikanth, Associate Professor, Head of CFIE welcomed the participants, gave a brief overview of the programme, and spelt out the objectives of the programme.

Coverage of the MDP

This training programme covered various aspects related to the theme viz., (i) Financial Inclusion for Rural Development; (ii) Rural Development Programmes – An Overview; (iii) GIS Applications for Rural Development; (iv) Digital Banking & Role of PFMS for Rural Development; (v) Role of Decentralised Planning in Local Governance; (vi) NRLM: Creation of Rural Livelihoods for Financial Inclusion; (vii) Social Audit; (viii) Frugal Innovations and Rural Entrepreneurship Visit to Rural Technology Park (RTP); (ix) Innovations in Agriculture Finance with special reference to Value Chain Finance; (x) Export Potential of Indian Agriculture with special reference to Flowers, Fruits and Vegetables; (xi) Role of Collectives (FPOs/Cooperatives) in Rural Development, (xii) Empowerment of Women for Rural Development; and (xiii) Risk Management in Indian Agriculture & Allied Sectors.

Special Sessions

Besides, a special interactive session (classroom) was organised with Dr. K.K. Tripathy, IES on career of IES officers: Opportunities & Challenges in the context of rural development; and a special session (video conference) on Management and Firm Productivity: A Missing Element in Indian Industrial Strategy was arranged with Dr. Paul Kattuman, Associate Professor, Judge School of Business, University of Cambridge, Department of Applied Economics and lecturer in Economics at Durham.

Resource Persons/Faculty

CFIE and NIRDPR's in-house faculty members and select guest faculty as subject matter specialists cum practitioners with rich experience and expertise in the areas of – financial inclusion, rural development, microfinance, self-help groups (SHGs), livelihood promotion, geoinformatics application in RD, panchayati raj, digital banking, NRLM, social audit, rural entrepreneurship, agri. value chain Finance, FPOs, etc., participated in the programme and contributed to its success.

Methodology

A range of following training methodologies were used during the training programme, duly keeping in view its broad and specific objectives, duration and expectations of the participants.

- Lectures and interactive sessions with the help of PPTs;
- Video conferencing through Skype;
- Video clips, short films and discussions;
- Recap sessions and brief-talks on select topics (KCC, FPOs, MSMEs, Training Methodology, etc.) by the participants before the commencement of regular sessions everyday;
- Field visit/exposure to RTP, Mulkanoor Cooperative Rural Bank and Marketing Society Ltd., Warangal (Urban) and Mulkanoor Women's Cooperative Diary, Warangal (Urban).

To impart practical knowledge and reinforce the learning made in the classroom, field visits were organised to the Rural Technology Park, NIRDPR and Mulkanoor village.

Feedback and Evaluation

Participants' feedback, which is very important to evaluate the programme and initiate suitable steps thereby to improve the training process, was captured using customised format. They have given an excellent overall feedback about the programme.

The programme was coordinated by Dr. M. Srikanth.

Orientation and assessment programme on Transforming India through Strengthening PRIs by Continuous Training and e-Enablement



Participants of the programme with Dr. Pratyusna Patnaik (seated third from the left), Assistant Professor, Centre for Panchayati Raj (CPR), NIRDPR

The Centre for Panchayati Raj (CPR), National Institute of Rural Development and Panchayati Raj (NIRDPR) organised a State-level orientation and assessment programme of Master Resource Persons (MRPs) at IMPARD, Srinagar, during 21st-24th January, 2019. This is the second ToT programme on orientation and assessment programme of Master Resource Persons (MRPs) conducted under the transforming India through strengthening PRIs by Continuous Training and e-Enablement (TISPRI) project. The programme was organised to certify master resource persons from Jammu and Kashmir (J&K) to strengthen the Panchayati Raj system of J&K. The programme was covered in two batches for officials from Kupwara and Baramulla districts. The participants from the both district were block development officers, village level workers, Panchayat Inspector, Panchayat Secretary and MPW. The programme was inaugurated by Prof. Mustaq Ahmad, Director Training (K), IMPARD, J&K. There were a total of 36 and 43 participants from Kupwara district and Baramulla districts, respectively.

In the first two days of the programme, each batch held a thematic session on various topics such as understanding of State PR Acts and Rules (J&K PRI Acts), roles and responsibilities of

ERs at all levels, Panchayat management, own-source revenue generation, Acts for vulnerable groups, women, children, PWD, elderly, flagship centrally sponsored schemes and State schemes, financial management, social audit and accountability, leadership development, formulation of GDP, localising sustainable development goals and e-Panchayat (PES). The technical sessions were carried out by the faculties from NIRDPR, Hyderabad, IMPARD, J&K and officials from various departments of J&K in a larger context on the above selected thematic areas through thoughtful mix of lecture-cum-discussion.

The training programme started with an overview of the transforming India project, certification of master resource persons and briefing about the modules/units that form part of knowledge/skill requirements of the resource persons, assessment framework formation of thematic area-wise groups by Dr. Pratyusna Patnaik, Assistant Professor & programme coordinator, NIRDPR and by NIRDPR training managers team comprising Dr. Rimki Patgiri and Dr. Dambarudhar Garada. Further, Mr. Dr. Mohd Ashraf, Faculty, CRD&PR, IMPARD handled a session on Panchayat Governance. He elaborated on the provisions of State PR Acts & rules, duties and responsibilities of

elected representatives and PR officials; and role of Gram Sabha. Second session was taken by Dr. Pratyusna Patnaik on Gram Panchayat Development Plan (GPDP), (Central Guideline). The third session was taken by Dr. Shafia Wani, faculty, IMPARD on development programmes/schemes (major CSS & State schemes).

The second day of the training programme began with a session on Panchayat Office Management Panchayat Enterprise Suite (PES) by Mr. Malik Mohammad Ishfaq, State Master Resource Person, PES. Further, Mr. Abdul Rashid Haroon, Ex. FA/CAO, IMPARD delivered a lecture on financial resources of Gram Panchayat (Gram Panchayat budget, accounts and auditing). The last session was taken by Prof. Mustaq Ahmad, Director Training (K), IMPARD on leadership skills. The second day ended with written test to assess the subject knowledge and achievement of learning objectives by NIRDPR team.

The third and fourth days' training programme was assessed batch-wise by the national assessors. The 1st batch was assessed by Mr. Aziz Ahmed, SDM, Chadoora, J&K and Mrs. Smita Kulkarni, Retd. Principal, Jansiksha Sangsthan, Aurangabad Maharashtra. The 2nd batch accessed by Dr. Satyapriya Rout, Associate Professor, Sociology, UoH, Hyderabad and F. A. Peer, IAS (Ex-Commissioner, Secretary, Rural Development, J&K). The participants presented a paper on various thematic areas such as Panchayat Raj Act, J&K, Halqa Panchayat, Panchayat management, ICT, etc.

The four-day ToT ended with formal valedictory session and distribution of certificates to participants by Dr. Pratyusna Patnaik and Prof. Mustaq Ahmad, Director Training (K), IMPARD. The programme was coordinated by Dr. Pratyusna Patnaik, Assistant Professor, Centre for Panchayati Raj (CPR), NIRDPR.

NIRDPR organises conclave for RSETI directors and nodal officers from sponsor banks



The RSETI Directors and nodal officers with resource persons (front row; left to right) - Shri Linganna, Director, National Centre for Excellence of RSETIs (NACER), Bengaluru, Shri Mayank Baradwaj, Senior Mission Executive, MoRD, Shri Sanjay Kumar, Under Secretary, MoRD, Shri P Santosh National Director, NACER, Smt. P Champakavalli, Project Director, RSETI Project, NIRDPR Hyderabad, Shri R R Singh Director General, National Academy for RSETIs (NAR) Bengaluru, Shri Satyanarayana Director, NACER

The RSETI cell of NIRDPR organised a conclave for RSETI Directors and nodal officers from sponsor banks, who are sponsoring less than 10 RSETIs, on 28th and 29th January, 2019 at NIRDPR. The conclave is held annually to review the RSETI's performance and guide the RSETI directors and nodal officers in their future course of action for enabling them to achieve the objectives and expectations of MoRD, Gol.

24 RSETI directors and 4 nodal officers from 12 different banks namely, Bank of Maharashtra, Corporation Bank, IDBI Bank, Oriental Bank of Commerce, Punjab & Sind Bank, Vijaya Bank, Bidar DCC Bank, ICICI Bank, Assam Gramin Vikas Bank, Tripura Gramin Bank, Kotak Mahindra Bank and Meghalaya Rural Bank participated in the conclave. The participants belonged to various States spread all over India namely, Karnataka, Maharashtra, Haryana, Punjab, Rajasthan, Maharashtra, Madhya Pradesh, Telangana and north-eastern States like Tripura, Assam and Meghalaya.

The resource persons who participated in the conclave are:

1. Shri Sanjay Kumar, Under Secretary & Shri Mayank Bharadwaj, Senior
2. Shri P. Santhosh, National Director of RSETIs from National Centre for Excellence of RSETIs (NACER), Bengaluru along with his team of two nodal officers Shri B. Satyanarayana and Shri M. Linganna. They reviewed the performance of RSETIs in areas of providing skill training to the rural unemployed youth, related settlement and credit linkage of RSETIs past trainees.
3. Shri R. R. Singh, Director General, National Academy of RSETIs (NAR), Bengaluru enlightened the participants about the latest guidelines of MoRD pertaining to CNN (Common Norms Notification) for RSETIs, the SOPs (Standard Operating Procedures), assessment and certification of trainees and other important practices to be adopted pertaining to branding of RSETIs like RSETI's name boards and uniforms for RSETI trainees.
4. Smt. P. Champakavalli, Project Director, RSETI Project, NIRDPR made

Mission Executive from MoRD, Gol, New Delhi. They enlightened the participants about the expectations of MoRD, Gol.

a presentation on MoRD's guidelines pertaining to RSETI building construction project. She also reviewed the status MoRD grant aid released to RSETIs for construction of RSETI buildings.

Events at the Conclave:

The two-day conclave started with lighting of lamp by the resource persons during the inaugural session. Welcome address was delivered by Smt. P. Champakavalli. During the course of the conclave, all the RSETI directors and nodal officers made a presentation of their RSETI performance during the current FY 2018-19. Their performance was reviewed in depth by the resource persons and valuable suggestions were given to RSETI directors for preparing their Annual Action Plan (AAPs) for the forthcoming FY 2019-20.

This conclave provided the participants a good opportunity to interact with each other and get to know the best practices adopted by their counterparts in other RSETIs located in various parts of the country.

Crowning glory

The most notable aspect of the entire



Shri Md. Khan, Senior Consultant, RTP, NIRDPR presenting a memento to Shri P. Santhosh, National Director from National Centre for Excellence of RSETIs, Bengaluru

conclave was the best practices followed by ICICI Bank, which deserves a special mention. The settlement and credit linkage ratios of ICICI Bank were higher in comparison to the performance of the other banks that attended the conclave. Project Director, NIRDPR, particularly appreciated ICICI Bank's efforts and their best practices, and suggested that other RSETIs should also adopt those practices for better performance.

Shri M. D. Khan, Consultant, Rural Technology Park, NIRDPR, participated in the valedictory function. He enlightened the participants about various facilities available at RTP, and suggested to them to make the best use of the available facilities from their training programmes. He also wanted the participants to identify potential and needy rural unemployed youth in their districts and motivate them to undergo training at RTP

for self-employment/wage employment opportunities.

Feedback

During the feedback session, the participants expressed that the programme schedule was well designed and well executed. They were thankful to NIRDPR for the fact that all the concerned top officials related to functioning of RSETIs like National Director from NACER (National Centre for Excellence of RSETIs), Director General from NAR (National Academy for RSETIs) and officials from MoRD were present at the conclave as resource persons to enlighten, review and guide the participants in their functioning and future activities.

The conclave was coordinated and organised by Smt. P. Champakavalli, Project Director, RSETI Project, NIRDPR, Hyderabad along with her team member Smt. Anusha Keerthi Edara, Project Assistant.

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