

Annual Progress (2015-16) of NRLM Resource Cell- NIRD&PR

During 2015-16 NRLM (RC), NIRD&PR performed following major 7 activities:

- 1) Trainings, Workshops and meet the CB needs of SRLMs.
- 2) Development of core trainers for SRLMs
- 3) 4th Annual National Writeshop
- 4) Community Master Trainers Training Programme on Social inclusion and Social Development
- 5) Development of Training Modules
- 6) Creation of NRLM CELL at NERC Guwahati
- 7) Support to other Units of NIRD&PR

1) Trainings and Workshops

During the year 2015-16 NRLM RC conducted 101 Campus, off campus training programmes and also coordinated MoRD programmes to SRLM officials, SIRD faculty members, Capacity Building Agencies, NGOs, PIAs, Government officials and CBOs etc. The following are the details of the CB Programs.

Sl. No	Details	No. of Programmes	Participants	Clientile
1	NIRD&PR Campus Trainings	40	1809	NRLM Fellows, SPMs, DPMs, BBMs, BPFTs, CCs, CRPs and other departmental staff
2	Off campus Training Programmes conducted by NRLM (RC)	45	1260	DPMs, BPMs, NGOs, BCCs and other departmental staff
3	Off campus Workshops supported by NIRD&PR	12	596	CCs, CTs, CMs, BPMs, DPMs, SPMs, SAPS, Thematic Experts, VO & CLF EC members, MD, CEOs
4	NIRD&PR Campus Workshops Coordinated with NMMU, MoRD	4	344	CEOs, SPMs, NGO senior Officials, Community
TOTAL		101	4009	

- NRLM RC Coordinated MoRD programmes in NIRD& PR such as 4TH Annual National Write shop, Interaction with CMSA farmers under MKSP, MKSP quarterly review meetings, Micro Planning & CIF, Review meetings on IB and HR, POP –CMSA rollout strategy, Desk appraisal of MKSP, Brain storming workshops on POP Model, Start up Village Entrepreneurship Programme, Evolving guidelines on rural artisans, Restructuring of grounded projects under MKSP, Ultra poor strategy and briefing and de briefing workshops National Consultation workshop with CBOs and NROs on Capacity Building. NRID&PR NRLM (RC) actively coordinated participated in all the above programmes.

2) Development of core trainers for SRLMs

An intense and rigorous SRLM Core Trainers training Programme for 22 days was conducted to 12 SRLM Core trainers on NRLM philosophy and processes with a mix of classroom and field work segment. This Core Trainers Training program was held at NIRD&PR from 11thMay-31st July-2015 in 3 phases in 3 different batches simultaneously. A total of 95 participants (identified as core trainers by different SRLMs) attended which includes BPMs, DPMs, SPMs, working on different thematic areas of NRLM and other Resource persons/CB Consultants who are supporting SRLMs . Apart from the NMMU &NRLM RC Team, 10-15 resource persons from National Resource pool facilitated the training sessions. The thematic expertise Resource organizations like Sahabhazi Sikshana Kendra (SSK) Lucknow (who have expertise in Participatory Training Methodologies) were also invited as Resource persons.

This SRLM Core trainers training introduces core trainers to the basic concepts (poverty, vulnerability, livelihoods, gender, institution building, interventions, etc.), familiarizes them with current reality and practices on the ground and acquaints them with the required skills (management, planning, training and leadership) so that they contribute more meaningfully to build the capacities of the different staff of their concern SRLMs.

3) 4th Annual National Writeshop

4th Annual National Writeshop on NRLM organised from 30th November 2015 to 5th Dec-2015 at NIRD&PR Hyderabad. 17 State Rural Livelihood Missions (SRLM Staff and CEO/MDs) in the Country participated in National Writeshop. The Main purpose of this write shop is to create a forum for State Missions to resolve and finalize the process, protocols and Systems for implementing NRLM. The agenda for the fourth national write shop is includes

- Discussion, revision and finalization of NRLM Framework,
- Revision of Draft Community Operational Manual (COM) Including block protocols, gender, social inclusion and social development process, federation process, funds to the community and Convergence
- Plan for Scaling up in Intensive Blocks, Non-intensive Blocks, Communitization and Convergence
- Revision of Draft COM (3-6 Groups) and HRM (1-2 Groups) and several Subgroups
- Revision and Discussion on Human Resource Management (HRM)
- Staffing, Normative Structure in view of Rationalisation, ASH, GRM
- HR Management including Selection, Induction cum Immersion, CB, Hygiene Factors, and Performance Management (PMS)
- Sharing and Discussion on CB Modules i.e Capacity building of institutions, members, leaders, cadres, Trainers/Master Trainers from the community and Staff Capacity Building
- Discussion on Progress of 2015-16 and Outlines of State Annual Action Plans AAPs (2016-17)



Shri Atal Dulloo, Joint Secretary, (RL) attended the writeshop on valedictory day i.e., on 5th Dec 2015 and interacted with SMDs and Senior Project Staff of SRLMs, reviewed the progress of 2015-16 and gave very valuable advice and guidance for the activities to be taken up during 2016-17.

4) Community Master Trainers Training Programme on Social inclusion and Social Development

Community Master Trainers Training Programme on SI SD covering the themes on Gender, FNH WASH and Inclusion was organized by NRLM (RC) to 112 community master trainers (in 3 different batches) of 5 NRLM States i.e. West Bengal, Jharkhand, Chhattisgarh, Madhya Pradesh and Rajasthan from 9th -18th March-2016 at NIRD&PR, Hyderabad. As a part of the training, 4 days field visit was organized to different villages of Mahabubnagar, Sanga Reddy, Medak and Karimnagar districts to observe the PwD, PVTGs, FNH WASH and Gender activities taken up by community institutions.



The Director General, NIRD&PR interacted with the participants during the valedictory on 18th Mar 2016. The Director General appreciated the Community Master Trainers for their articulation ability, subject knowledge and commitment to work for other poor women. DG also appreciated the trainer's team for effective facilitation of the sessions.

5) Development of Training Modules

The objective of developing Resource material including modules on important thematic areas of NRLM, to support the SRLMs to prepare their own training modules depends on the region specific, different organizations will further develop their state, region specific modules without missing the concepts of NRLM. NRLM RC Developed Resource Material on seven thematic Areas NIRD&PR Resource cell developed the following seven training modules:

1. Community Capacity building (Vol.II)
2. Staff Capacity Building
3. Gender Sensitisation & Social Action

4. Food, Nutrition, Health and WASH
5. Social Inclusion (Elderly, Tribal & PwD)
6. Convergence
7. PIP-PPA.



The modules were released by DG, NIRD&PR in the National Workshop held on 28.04.2016. The NRLM RC-NIRD&PR modules will bring the common understanding on various aspects of NRLM and it will develop the common understanding among the community and implementation agencies.

6. Creation of NRLM (RC) at NERC, Guwahati

As approved in the EC meeting of MoRD held on 30.03.2015, a new NRLM resource cell has been created at NERC, Guwahati to cater to the CB needs of all North Eastern states. The cell has started functioning from August, 2015.

7. Support to other Units of NIRD&PR

Apart from Providing regular Capacity building support to Various programs NRLM RC staff have been supporting other units of NIRD&PR like, CPGS on their PGDRDM course especially Teaching the NRLM thematic concepts to the students of PGDRDM and Supporting the CPGS Faculty in Organising field visits to learn the Social mobilisation, Social inclusion and institutional building Processes in the Different districts of AP and Telangana States. NRLM Team also provided support to assess the Performance of the PGDRDM in their Assignments written and presentations and also selection process of PGDRDM students.

8. Proposed Action Plan of NRLM (RC) for the year 2016-17

NIRD&PR-NRLM Resource Cell Proposed following activities during 2015-16.

Key Activities

- ❖ SRLM's ToT Core Team Development
- ❖ Training to SIRD/RIRD/ETC Faculty Members
- ❖ Training to PRI's & other stake holders
- ❖ Orientation to ZP, CEOs, BDOs and PD, DRDAs
- ❖ SRLM need based Training Programmes
- ❖ Bankers orientation program
- ❖ Training program on Financial literacy
- ❖ NRLM fellows Induction and Immersion
- ❖ Research studies on Bank linkage, Business model, Convergence etc.,

Workshops and Resource material development

- ❖ Review meetings and workshops
- ❖ Resource Pool Development
- ❖ 5th Annual National Writeshop and Regional Write shops
- ❖ Briefing & De briefing workshops
- ❖ Need based workshops
- ❖ Research Materials development
- ❖ Development of Training Modules on Forest Based Livelihoods
- ❖ Exposure visit to best practicing states other than IB&CB

Proposed Activities, Farm Livelihoods / CMSA

- ❖ External CRPs Season Training/Orientation (CMSA)
- ❖ Internal CRPs trainings from other SRLMs (CMSA)
- ❖ Debriefing for CRPs
- ❖ Training on CMSA methods for 8 SRLM Staff
- ❖ Induction training for CMSA Para Professionals for sending to SRLMs as External CRPs (New)
- ❖ Research Studies and Resource Materials