



Hand Book on Convergence



NRLM Resource Cell

National Institute of Rural Development & Panchayati Raj

(Ministry of Rural Development, Govt. of India)

Rajendranagar, Hyderabad – 500 030



एस. एम. विजयानंद, आई ए एस

सचिव, भारत सरकार
पंचायती राज मंत्रालय एवं
महानिदेशक

S.M. Vijayanand, IAS

Secretary, Government of India
Ministry of Panchayati Raj &
Director General
Tel (O) : 011-23074309, 011-23389008, Fax : 011-23389028
E-mail : secy-mopr@nic.in, sm.vijayanand@nic.in

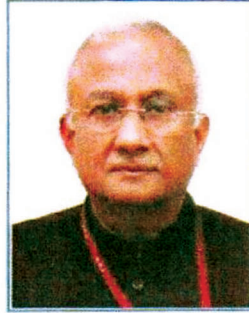


राष्ट्रीय ग्रामीण विकास एवं पंचायती राज संस्थान

ग्रामीण विकास मंत्रालय, भारत सरकार का संगठन
राजेन्द्रनगर, हैदराबाद - 500 030 (भारत)

NATIONAL INSTITUTE OF RURAL DEVELOPMENT & PANCHAYATI RAJ

(Ministry of Rural Development, Government of India)
Rajendranagar, Hyderabad - 500 030 (India)
Tel (O) : 040 - 24008441, Fax : 040 - 24015277
E-mail : dgnird@gmail.com



Foreword

NRLM is not a scheme or a programme. It is a mission to organize the poor families in the country through women. This creation of social capital is expected to empower poor families to access public services, utilize resources earmarked for them and get their entitlements.

The core objective of NRLM is to launch a multi-pronged attack on the multiple dimensions of poverty in a concerted manner. This can be done only through a process of demand-led convergence. For the demand to be properly articulated, it is necessary for each poor family to identify its individual family needs and also for the community to prioritize its collective requirements. This will enable proper matching of available resources and schemes with people's needs.

The NRLM Resource Cell at NIRD&PR has developed a module on Convergence for the benefit of community members, community cadres and staff of NRLM. I am sure that this module will facilitate in better understanding of the concept of convergence and motivate its practice.

(S. M. Vijayanand)



K. P. Rao
Director, NRLM (RC)

राष्ट्रीय ग्रामीण विकास एवं पंचायती राज संस्थान

(ग्रामीण विकास मंत्रालय, भारत सरकार)
राजेन्द्रनगर, हैदराबाद - 500 030 (भारत)

NATIONAL INSTITUTE OF RURAL DEVELOPMENT & PANCHAYATI RAJ

(Ministry of Rural Development, Government of India)

Rajendranagar, Hyderabad - 500 030 (India)



Acknowledgements

NRLM Resource Cell at NIRD&PR, Hyderabad has its mandate to train and develop a few thousands of rural development professionals across the country on various thematic areas *viz.*, Social Inclusion, Social Development, Livelihoods and Convergence etc.,

To improve the skill, knowledge and attitude of the field functionaries for better implementation of NRLM objectives and to enhance managerial capacities. NRLM (RC), Hyderabad developed a Training Module on Convergence which ensures a great help to all the SRLMs, TOTs for conducting training programs at various levels.

I am very much thankful to Respected Shri. S. M. Vijayanand, IAS, Secretary, Ministry of Panchayati Raj and Director General, NIRD&PR; Shri. Atal Dulloo, IAS, Joint Secretary & Mission Director, Ministry of Rural Development; Smt. Nita Kejrewal, Director (Admn & Finance), RL, MoRD, Smt. Chanda Pandit, IA&AS, Registrar & Director (Admin), NIRD&PR for their continuous support, guidance and advice.

We convey our sincere thanks to Shri. G. Muralidhar, LEAD CB, NRLM, MoRD for his continuous support, guidance, advice and direction from time-to-time in preparation of the training module.

I also acknowledge with thanks to Shri. G. Bhargava, National Resource Person for content development and reference material on completing the manual.

I am also thankful and appreciate the excellent work done by all NRLM (RC) team members of NIRD&PR *viz.*, Shri. P. Umapathi, Shri. T. Ravinder Rao and Shri. K. Venkateshwar Rao Mission Managers and Ms. N. Pallavi, Project Assistant for their hard work, sincere efforts made for developing this training module.



(K. P. Rao)

फोन : 24008526, तार : ग्राविक, फैक्स : 91-040-24016500 / 24015277, ई-मेल : cit@nird.gov.in, nirdhy@hub.nic.in

Phone : 24008526, Grams : Gravik, Fax : 91-040-24016500 / 24015277, E-mail : cit@nird.gov.in, nirdhy@hub.nic.in

We care for the environment

ACRONYMS

AABY	Aam Aadmi Bima Yojana
APS	Atal Pension Scheme
ATMA	Agriculture Technology Management Agency
BRGF	Backward Region Grants Fund
CAMPA	Compensatory Afforestation Fund Management and Planning Authority
CBRM	Community Based Recovery Mechanism
CIF	Community Investment Fund
CLF	Cluster Level Federation
CM	Community Mobilizer
CMSA	Community Managed Sustainable Agriculture
COM	Community Operational Manual
CRP	Community Resource person
CSF	Community Support Fund
DCB	Demand Collection Balance
DDU-GKY	Deen Dayal Upadhyay –Gramin Koushal Yojana
DMMU	District Mission Management Unit
EC	Executive Committee
EC	Executive Committee
EDP	Entrepreneurship Development Program
FGD	Focused Group Discussion
FRA	Forest Rights Act
GB	General Body
GP	Gram Panchayat
GPDP	Gram Panchayat Development Plan
IAY	Indira Aawas Yojana
ICDS	Integrated Child Development Scheme
IGA	Income Generating Activities
ILM	Interactive Lecture Method
IPPE	Integrated Participatory Planning Exercise
IWMP	Integrated Watershed Management Program

KVIC	Khadi and Village Industries Corporations
KVK	Krishi Vignan Kendra
LF	Livelihood Fund
LGD	Large Group Discussion
MCP	Micro Credit Plan
MDP	Management Development Program
MFP	Minor Forest Produce
MGNREGA	Mahatma Gandhi National Rural Employment Guarantee Act
MKSP	Mahila Kisan Sashakthikaran Pariyojana
MPLADs	Member of Parliament Local Area Development Scheme
MSME	Micro Small and Medium Enterprises
MUDRA	Micro Units Development & Refinance Agency
NABARD	National Bank for Agriculture and Rural Development
NCLP	National Child Labour Project
NLM	National Literacy Mission
NOAPS	National Old age Pension Scheme
NRDWP	National Rural Drinking Water Program
NRHM	National Rural Health Mission
NRLM	National Rural Livelihoods Mission
NSTFDC	National Scheduled Tribe Finance and Development Corporation
NTFP	Non Timber Forest Produce
NYKS	Nehru Yuvak Kendra Sanghathan
OB	Office Bearers
PAY	Pradhan Manthri Aawas Yojana
PESA Act	Panchyat Extension to Scheduled Areas Act
PIP	Participatory identification of Poor
PMJDY	Pradhan Manthri Jan Dhan Yojana
PMJJBY	Pradhan Manthri Jevan Jyothi Bima Yojana
PMKY	Pradhan Manthri Koushal Yojana
PMSBY	Pradhan Manthri Swasth Bima Yojana
PPA	Participatory Poverty Assessment

PRA	Participatory Rural Appraisal
PRI	Panchayati Raj Institution
PRI	Panchayat Raj Institutions
PTM	Participatory Training Methodology
PVTG	Particularly Vulnerability Tribal Groups
RBI	Reserve Bank of India
RF	Revolving Fund
RGGVY	Rajiv Gandhi Gramin Vidyutikaran Yojana
RGPSA	Rajiv Gandhi Panchayat Sashakthikaran Abhiyan
RMK	Rashtriya Mahila Kosh
RMSA	Rashtriya Madhyamik Siksha Abhiyan
RSBY	Rashtriya Swasth Bima Yojana
RSETs	Rural Self Employment Training Institutes
SBM	Swach Bharat Mission
SECC	Socio Economic Caste Census
SGD	Small Group Discussion
SHG	Self Help Group
SIRD	State Institute of Rural Development
SMMU	State Mission Management Unit
SRLM	State Rural Livelihoods Mission
SSA	Sarva Shiksha Abhiyan
STDCCs	State Tribal Development Cooperative Corporations
SVEP	Startup Village Entrepreneurship
TPDS	Targeted Public Distribution Scheme
TRIFED	Tribal Cooperative Marketing Development Federation of In
TSP	Tribal Sub-Plan
VKY	Vanbandhu Kalyan Yojana
VLF	Village Level Forum
VO	Village Organization
VRF	Vulnerability Reduction Fund
VRP	Vulnerability Reduction Plan

Utility Note

Introduction:

The Government of India (GoI) established the National Rural Livelihoods Mission (NRLM) in June 2010 to implement the new strategy of poverty alleviation woven around community based institutions, which is renamed as “Aajeevika”. The programme was formally launched on 3rd June, 2011 at Banswada, Rajasthan and is being implemented in a mission mode across the country.

Core belief:

The core belief of National Rural Livelihoods Mission (NRLM) is that the poor have **innate capabilities and a strong desire to come out of poverty**. The challenge is to unleash their capabilities to generate meaningful livelihoods and enable them to come out of poverty. NRLM focuses on universal inclusion of the poor, prioritizing the poorest of the poor, identified through participatory processes and converted into institutions of the poor that are supported to leverage formal credit and access services and benefits meant for the poor, as well as develop innovative community led interventions leading to sustainable livelihoods and improved quality of life.

Mission:

The mission of NRLM is “to reduce poverty by enabling the poor households to access gainful self-employment and skilled wage employment opportunities, resulting in appreciable increase in their incomes, on a sustainable basis through building strong grassroots institutions of the poor. These institutions enable and empower the poor households to build-up their human, social, financial and other resources, solidarity, voice and bargaining power. They, in turn, enable them to access their rights, entitlements and opportunities.”

NRLM Values:

The following core values shall guide all the activities under NRLM:

- strong belief in the capacities and skills of the poor;
- providing a meaningful role for the poor in all project processes – planning, implementation and monitoring;
- promotion of transparency and accountability in CBOs; and
- Reducing their dependence on external support agencies.

Guiding Principles:

The following principles inform all the activities of the Mission:

- poor have a strong desire to come out of poverty, and have innate capabilities to realize the same;
- social mobilization and building strong institutions of the poor are critical for unleashing the innate capabilities of the poor; and
- A dedicated and sensitive support mechanism is required to induce the social mobilization, institution building and the empowerment process and facilitating knowledge dissemination, skill building, access to credit, access to marketing and access to other livelihoods services would facilitate the upward mobility of the poor.

About the Hand book on Training Module outlines:

The hand book on Convergence training module outlines is prepared with the objective to support SRLMs on various capacity building activities. These out lines are prepared to provide training to SHG members, Leaders, Cadres, Staff and trainers. It basically aims at providing session plans along with the resource material for the same in order to help the trainers who will impart training to Staff and other stake holders, who either lack in content or develop the same or do not have enough material to refer. Besides, it aims at developing the comprehensive understanding among the trainers. It is to be noted that these are suggested module outlines which intends to help the trainers across the SRLMs and also to address their needs of training materials.

Let us first focus on what needs to be done prior to imparting training to Staff and other stake holders. Firstly, it is expected that SRLMs should identify and create a pool of trainers at the state level who will undergo training on these different thematic and they will be called as Trainers of Trainers (ToTs). Secondly, SRLMs need to identify and build a cadre of trainers at district and block level. Thirdly, the trainers at SRLM will impart training to the identified district level trainers who will eventually become the part of trainer's fraternity and this process needs to be followed on a regular basis in order to meet the demand of staff and other stake holders for a period of initial three years.

Once we have enough number of trainers identified and trained at state level, the focus shall be on building the capacities of the staff. The detailed Abstract of training outlines is being attached in order to develop understanding about the Convergence training module outlines.

The training methodology in the programme shall be essentially participatory and interactive, combining various methods like – Interactive Lecture Method (ILM), Small, Focused and Large group discussions, brainstorming, experience sharing, group work, role plays, flip charts, exercises, case studies, training films, pre-and post-training questionnaires, diagramming, mapping and most importantly field immersion to resource SHGs, VOs and Resource Blocks (RBs) followed by action plans.

Some Do's and Don'ts for Trainers:

The trainer team is expected to use this hand book as a ready reference base volume for preparing for theme based sessions as per the design-brief and tips for facilitators, included in each session/topic. The trainer team is expected to prepare their own power point presentations, flipcharts or other audio-visual support aids based on the content in each topic. Typically, at least one-third of the time should be devoted to question and answer and experience sharing sessions. This could be towards the end of a session. By and large, the trainer team is free to adopt any other methodology which he finds more suitable or else methodology suggested in the module can be followed. The content delineated in each session, although, minor changes/innovations can be made, as per local needs/time-spills. The trainer team is expected to ensure gender-friendly behavior, seating arrangement and proactive encouragement to mainstream participation of the staff. Also, the trainer team is expected to exercise tactful handling of dominators - not allowing them to monopolize discussions and drawing in the shy and inhibited to participate with more ease and confidence.

Before every session, the trainer team is expected to keep all handouts to be distributed ready, along with all training media and material required for effective conduct of the session. During the session, the trainer team is expected to demonstrate good inter-team communication skills, by way of working in smooth coordination i.e. if one member is the key facilitator for a session, then other team members are facilitating the discussion and recording of emerging views. At no stage, they are to engage in conflict or contradictions of each other's views. After every session, the trainer/trainer team is expected to review the effectiveness of the session through quick on the spot feedback of the participants, both verbal and non-verbal, elicit views of the trainer team members on what worked well, what could be improved and what went wrong, which requires rectification in future. Typically at least one-third of the time should be devoted to question & answer and experience sharing sessions.

The “mantra” for trainers for effective training is to know and prepare well for the subject/training to be delivered, facilitate learning through interactive processes, build confidence of participants through effective inter-personal communication and analyze the strengths and weaknesses of every session/training conducted for continuous striving for excellence.

Index

S. No	Content	Page No
1	Convergence Introduction	01 - 02
2	Convergence Outlines	03 - 08
3	Annexure-I	09 - 11
4	Annexure-II	12 - 13
5	Annexure-III	14
6	Annexure-IV	15 - 16
7	Annexure - V	17 - 20



Convergence

Introduction

NRLM is mobilising the poor into their institutions. These institutions are expected to provide services to their members –savings, credit, livelihoods support and accessing rights and entitlements. To achieve increased access to their rights, entitlements, social service benefits, public services and other schemes.

NRLM facilitates community institutions to converge with PRIs, Block and district level line departments and offices. A list of entitlements and schemes is attached as Annexure-1.

The domains of convergent action include health, education, women and child development, agriculture, animal husbandry, creation of wage employment, creation of community assets, accessing credit for livelihoods and other needs, creation of water resources, etc.

Target Groups:

- Households for mandatory inclusion (Households without shelter, destitute, manual scavengers, PVTGs, legally released bonded labourers).
- Households with deprivation on any of the 7 criteria (only one room with *kuchha* walls and roof, no adult member, female headed household with no male adult member, disabled member and no able bodied member, SC/ST households, no literate above 25 years, landless households surviving through labour) as priority.
- Other vulnerable people/communities like PwDs, Elderly, PVTGs etc
- Households of the SHG members
- Other households as per eligibility criteria for accessing various NSAP and other benefit schemes.
- Their SHGs, Federations and other collectives

Steps for Comprehensive Convergent Actions include-

- Sensitise and train Mission staff on Convergence, Rights, Entitlements, Schemes, Convergence Processes etc.
- Sensitise stakeholders
- Develop and train Resource Pool and trainers at State, District, Block levels and community trainers.
- Facilitate to develop appropriate cadre and organizational mechanisms at Federation Level
- Develop locally relevant IEC materials on Rights, Entitlements, Schemes, Convergence and make them available to SHGs and federations.

- Develop CB plans and calendars for training (including sensitisation, exposure) members, leaders, cadres, village level/field level functionaries.
- Facilitate identification and planning for target groups as per the norms of Rights, Entitlements and Schemes.
- Initiate Convergence Planning in Blocks with one year implementation, 40% mobilization and presence of VOs, CLFs.
- Facilitate Participatory Identification of Poor / Participatory Poverty Assessment (PIP-PPA) tracking.
- Facilitate Vulnerability Reduction Plans (VRPs) in villages
- Facilitate GP and Block Convergence Plans, on a periodic basis.
- Encourage individuals to demand their Rights, Entitlements, and Schemes directly.
- Facilitate participation of SHG women in Gram Sabha
- Facilitate mainstreaming of Panchayat – SHG convergence
- Facilitate GP, Block, District, State, Convergence Committees to guide, support, review and monitor the progress on the convergence plans.
- Facilitate SHGs and federations to work with PRIs and convergence as a separate agenda in their regular meetings to discuss, review and monitor participation, planning, implementation and benefits by/to members. The agenda items may include - Gram Sabha, GPDP, Poverty free GP, MGNREGS-IPPE, Swachh Bharat Mission, functional committees of GPs, Village Health Plan, ICDS, etc.
- Facilitate constituting a subcommittee or strengthen Social Action Committee (SAC) for the convergence, social inclusion and social development
- Facilitate SHGs and federations working with GP
- Assign/designate an anchor at State, District and Block levels to conduct/facilitate Convergence processes
- Take services from technical agencies or resource agencies to support convergence processes at State, district and Block levels
- Institute Review and Monitoring mechanisms at State, District, Block and Community levels on a quarterly basis.
- Take Convergence Plans and its progress into Reporting and MIS.
- Leverage funding within the SHGs, VOs, CLFs funds, or at the GP level, other sources beyond Rights, Entitlements, and Schemes.

Specific protocols to work with PRIs is attached in Annexure-I.

Convergence Module outlines (36 hrs)

Objective: The participants will understand the entire process of convergence

S. No.	Time	Topic/ content	Sub topics	Methodology
1	2.00 Hr	Understanding poverty	<ul style="list-style-type: none"> Poverty Marginalisation vulnerability 	ILM, SGD
2	2.00 Hr	Community driven development	<ul style="list-style-type: none"> identity (inclusion) solidarity (institution) capacity <ol style="list-style-type: none"> 1.to analyse 2. to prioritise 3. to plan 4. to implement 5. to monitor 6. to networking 	ILM, SGD
3	1.00 Hr	Institutions of the poor	<ul style="list-style-type: none"> SHGs Federations (VO, CLF and DLF) Leaders Community cadre 	ILM, SGD
4	1.00 Hr	Community Cadre	<ul style="list-style-type: none"> Members Leaders Active women CRPs Support services (Bank Mithra, Bima Mithra) etc., 	ILM, SGD
5	1.00Hrs	Rights	<ul style="list-style-type: none"> Articles (constitution) Laws Covenants 	ILM, SGD
6	2.00Hrs	Entitlements	<ul style="list-style-type: none"> Policies Schemes Programs 	ILM,SGD

S. No.	Time	Topic/ content	Sub topics	Methodology
7	2.00 Hrs	Services	<ul style="list-style-type: none"> • Agencies • Departments • Institutions 	ILM,SGD
8	1.00 Hr	Social Services	<ul style="list-style-type: none"> • Social Services <ul style="list-style-type: none"> ➤ Drinking Water ➤ Nutrition ➤ ICDS/Anganwadi ➤ Health ➤ School 	ILM, SGD
9	1.00 Hr	Infrastructure Services	<ul style="list-style-type: none"> • Roads • Electricity • Sewerage • Drying platforms • Storage • Community hall • Burial grounds • Common Property Resources 	ILM, SGD
10	1.00 Hr	Economic Services	<ul style="list-style-type: none"> • Credit • Productive Asset • Skill Development • Market • Wage employment 	ILM, SGD
11	2.00 Hr	Convergence	<p>Need and Importance</p> <ul style="list-style-type: none"> • what • why • with whom • how <p>at what level</p>	ILM, SGD
12	1.00 Hr	NRLM frame work	<ul style="list-style-type: none"> • Key processes • components • objectives 	ILM, SGD

S. No.	Time	Topic/ content	Sub topics	Methodology
13	2.00 Hr	Convergence protocols	<ul style="list-style-type: none"> when to initiate convergence planning pre requisites of convergence essential elements of convergence 	ILM, SGD
14	1.00 Hr	MCP/MIP process PAE (HH+SHG+VO+GP)	<ul style="list-style-type: none"> Understanding needs Understanding HH priorities Understanding Rights and entitlement scenario of HH 	ILM, SGD
15	1.00 Hr	Inclusion and mobilisation (HH+SHG+VO+GP)	<ul style="list-style-type: none"> PIP/PPA – SECC-7 Deprivations Other vulnerable communities (PwD, Elderly, PVTGs) Tracking 	ILM, SGD
16	1.00 Hr	Vulnerability assessment VRP process (VO+GP)	<ul style="list-style-type: none"> Understanding vulnerabilities Identifying vulnerable individuals and groups Planning for vulnerability reduction 	ILM, SGD
17	1.00 Hr	Integrated poverty reduction plan with vulnerability component (SHG+VO+GP)	<ul style="list-style-type: none"> Embedding social inclusion and social development needs of the poor in GPDP Active participation at all levels like, <ul style="list-style-type: none"> Identifying resource envelopes Environment generation, Situation Analysis and participatory Planning Gram Sabha Projectisation Implementation of projects Community based monitoring etc... 	ILM, SGD

S. No.	Time	Topic/ content	Sub topics	Methodology
18	1.00 Hr	Integrated Participatory Planning Exercise (IPPE-II)	<ul style="list-style-type: none"> • Member, SHG+VO+GP level plan - MGNREGA • Work plan • Labour budget • Wage employment • Livelihood assets • Discussion and approval at Grama sabha 	ILM, SGD
19	2.00 Hr	Ensuring convergence: Roles and responsibilities of GP	<ul style="list-style-type: none"> • What GP should do <ul style="list-style-type: none"> ➤ Lease out panchayat resources (like fish ponds, common properties, market yards etc.) to SHGs and their Federations; ➤ Entrust SHGs and their Federations with responsibilities for managing select civic amenities, executing civil works, extension and outreach mechanism for delivery of services etc.; ➤ Provide accommodation (office space etc.) and other basic facilities to SHG federation(s) and ➤ support them at various levels for their effective functioning ➤ Make suitable financial allocations to the priority demands of the SHGs and their federations in the annual plans/ activities of the PRIs ➤ Coordinate with different departments and agencies on behalf of the SHG network. 	ILM, SGD

S. No.	Time	Topic/ content	Sub topics	Methodology
20	2.00 Hr	Ensuring convergence: Roles and responsibility of federations	<ul style="list-style-type: none"> • What SHGs and their Federations should do ➤ Participate actively in Gram Sabha with consolidated demands agreed in Aamsabha; ➤ Participate in all functional committees of GPs and planning process of Panchayats; ➤ Take up the service delivery responsibilities of GP by claiming appropriate fees; ➤ Participate in community monitoring mechanisms of GP project implementation; ➤ Work with GP for accessing the common resources of GPs (like fish ponds, vested land, common properties, market yards etc.) as livelihood base for SHGs. 	ILM, SGD
21	2.00 Hr	Ensuring convergence Roles and responsibility of SRLM	<ul style="list-style-type: none"> • Develop a local RPs/Local Resource Groups ➤ Develop a team of trainers at the Block Resource Cell ➤ Develop master trainers at District and State Resource ➤ Training to all Federations and SHGs ➤ Conduct campaign(s) ➤ Facilitate Sensitization ➤ Mobilization for gram Sabha • Develop and provide IEC Material • Train all community leaders • Train all elected representatives 	

S. No.	Time	Topic/ content	Sub topics	Methodology
			<ul style="list-style-type: none"> Facilitate GPs and Federations Facilitate convergence platforms Facilitate functional committees Facilitate setting up co-terminus levels of joint committees Facilitate setting up Convergence Committees at Block, District and State level 	
22	1.00Hrs	Convergence Planning Preparation (HH Level)	<ul style="list-style-type: none"> Needs, Rights, Entitlements and Services etc., Consolidation Household Level Plan 	ILM, SGD
23	2 days	House hold level process		
24	1.00 Hrs	SHG Level	<ul style="list-style-type: none"> HH Level Plan Discussion and Consolidation (MCP+PIP+VRP+ all member HHs Livelihood Plan) 	ILM, SGD
25	3 days	SHG level planning process		
26	2.00 Hrs	VO Level	<ul style="list-style-type: none"> SHG Plans Discussion and Consolidation (MCP+PIP+VRP+ Livelihood Plan) VO Poverty Reduction Plan Submission to GP Incorporation in GPDP Annual plans/Activities 	ILM, SGD
27	3 days	VO level planning process		
28	2.00 Hrs	CLF Level	<ul style="list-style-type: none"> VOs Plan Discussion and Consolidation (PIP+MCP+VRP+ Livelihood Plan) Need and Importance of Sub- 	ILM, SGD

S. No.	Time	Topic/ content	Sub topics	Methodology
			Committee <ul style="list-style-type: none"> • Roles and Responsibilities • Convergence with Line departments • Convergence with Financial Institutions • Convergence with Other organizations 	

Annexure – I

Protocol for Panchayat – SHG Convergence

NRLM envisages that the SHGs and their village level federations shall work closely with the Gram Panchayats – to access rights, entitlements and schemes of the Government for their members and also to lend constructive support to the efforts of the Panchayat Raj Institutions (PRIs) for public good. As a result, NRLM envisages women asserting their rights for inclusion in the economy, for accessing resources, for addressing powerlessness and exclusion, for enabling participation and most significantly for realizing equity.

Gram Panchayat and SHGs and SHG Federations can work together in the following areas -

- 1. PRIs** could facilitate/support in social mobilization, institution building, Participatory Identification of Poor (PIP) and its endorsement in Gram Sabha, allocating resources to the priority demands of the SHGs and their federations in the annual plans/activities of the PRIs and Coordinating with different departments and agencies on behalf of the SHG network.
- 2. SHGs and their Federations** could encourage their members to **attend the Gramsabha** for placing their demands and needs. Aamsabha of the VO conducted before Gram Sabha can discuss the needs and demands of the community and prioritize for placing before Gram Sabha. SHG federations need to participate actively in the functional committees of GP (if they are members/invitees), in planning processes and in community monitoring of implementation of projects by/through GPs.
- 3. Participatory Gram Panchayat Development Plan (GPDP) and Planning for Poverty Free GP** need to have a clear integrated poverty reduction plan with a component addressing vulnerabilities of poor and marginalized people and their livelihood opportunities. For this, Federations need to have ready consolidation of SECC Data, MCP/MIP of their SHGs, Participatory Poverty Assessment (PPA)/Participatory Assessment of Entitlement (PAE)/ Participatory Poverty Tracking data and Vulnerability Reduction Plan(s) that meet the social development needs of the members individually/collectively. To ensure this integration, SHG Federations need to have space to actively participate in different meetings, functional committees and other forums of GPDP process such as 1. Identifying resource envelopes, 2. Environment generation, Situation Analysis and participatory planning, 3. Gram Sabha, 4. Projectisation, 5. Implementation of projects and 6. Community based monitoring etc. It includes contributions from GP and provides stake to poor in infrastructure development, livelihood asset building and public utility services. It also provides direction for converging with all schemes and programmes beneficial to poor. GP and Federation make the demand on these programmes/departments.
- 4. With the same token, Federations** need to participate in preparing work plan and labour budget for MGNREGS through **Integrated Participatory Planning Exercise (IPPE)**. SHG Members need to be encouraged to participate in Gram Sabha to facilitate suitable works

identification (for livelihoods assets and wage employment) and job cards and availing work to the needy.

For this, Specific activities of Panchayat Raj Institutions may include -

1. Help social mobilization process of SHG formation by Identifying and mobilizing poor households with initial priority for poorest and most vulnerable amongst them;
2. Facilitate and support Federations of women to conduct Participatory Identification of Poor and Poverty Assessment/Tracking (PIP-PPA) and get endorsed in Gramsabha;
3. Lease out panchayat resources (like fish ponds, common properties, market yards etc.) to SHGs and their Federations;
4. Entrust SHGs and their Federations with responsibilities for managing select civic amenities, executing civil works, extension and outreach mechanism for delivery of services etc.;
5. Provide accommodation (office space etc.) and other basic facilities to SHG federation(s) and support them at various levels for their effective functioning;
6. Make suitable financial allocations to the priority demands of the SHGs and their federations in the annual plans/ activities of the PRIs;
7. Give priority to the demands of SHG federations in GPDP, MGNREGS etc.;
8. Coordinate with different departments and agencies on behalf of the SHG network.

For this, Specific activities of SHGs and their Federations may include -

1. Participate actively in Gram Sabha with consolidated demands agreed in Amsabha;
2. Participate in all functional committees of GPs and planning process of Panchayats;
3. Take up the service delivery responsibilities of GP by claiming appropriate fees;
4. Participate in community monitoring mechanisms of GP project implementation;
5. Work with GP for accessing the common resources of GPs (like fish ponds, vested land, common properties, market yards etc.) as livelihood base for SHGs.

For this, Specific activities of the SRLM may include -

1. Develop a local RPs/Local Resource Groups, well-versed and trained in all aspects of SHGs, GPs and different local planning exercises;
2. Develop a team of trainers at the Block Resource Cell exclusively to undertake such trainings;
3. Develop master trainers at District Resource Cell;
4. Develop and State Resource Team in association with PRD and SIRD.
5. Facilitate Training to all Federations and SHGs;
6. Conduct campaign(s) before each Gram Sabha;
7. Facilitate Sensitization and Information dissemination about schemes and entitlements and mobilization for gram sabha by using IEC materials – Poster, wall writings, Pham/leaf lets, etc.;
8. Develop and provide handbook (to SHGs and their federations) on gramsabha, rights and entitlements and planning process.
9. Train all community leaders on this planning process;

- 10.** Train all elected representatives (especially elected women representatives) on NRLM and its functioning and importance on working together with SHGs;
- 11.** Facilitate GPs and Federations for accessing the common resources of GPs (like fish ponds, vested land, common properties, market yards etc.) as livelihood base for SHGs;
- 12.** Facilitate for placing appropriate convergence platforms at different levels –gramsabha, wardsabha, pallisabha, etc. with the help of GPs and PRD. PRIs are already mandated to set up functional committees related to various subject areas such as health, sanitation, education, water, welfare, social security, etc. These functional committees/sub-committees need to have federation leaders as their members. This needs to be facilitated;
- 13.** Facilitate setting up co-terminus levels of joint committees chaired by Gram Panchayat President and members from GP and SHG federations for planning, implementing and monitoring the convergence activities at GP level and getting maximum entitlements and demands SHGs placed;
- 14.** Facilitate setting up Convergence Committees at Block, District and State level to guide, support, review and monitor the convergence agenda for the benefit of the poor;
- 15.** Facilitate GPs and PR departments to provide independent space at the premises of GP office for federations to operate their office;

Annexure-II: Major schemes and entitlements that could be achieved through convergence

Sector	Key Areas	Schemes / Programs	Department
Health & Nutrition	HSC/SC/CHC	NRHM	Health & Family Welfare
	VHSNC	ICDS	WCD
	AWC	TPDS	Food & Civil Supplies
	PDS	MDMS	Education
	Mid-day meal		
Water & Sanitation	Safe drinking water	SBM (G)	RWS / RD
	Toilets		
	Drainage		
Employment & Livelihoods	Wage Employment	MGNREGA	Rural Development
	Self-Employment	RSETIs, KVIC	MSME
	Skills	DDU-GKY, PMKY	Agriculture
	SME	ITI, Polytechnics	Technical Education
	Land	Land distribution	Revenue
	Irrigation	Watershed Mission	Irrigation
	Agriculture & allied	ATMA, KVK, MKSP, SVEP	Forest Department
	NTFPs		Industry Department
	Non-Farm		
Shelter	Housing	IAY (Housing for all)	Rural Development
Violence & Protection	Law & Order	Police Mitra	Home
	Domestic violence	Social Justice Committee	Social Defence
	Prevention of sexual harassment	Free legal aid	Social Welfare
	NCLP / Child Marriage		Women & Child welfare
	Violence against SC/ST	Bonded Labour Rehabilitation Scheme	Tribal Development
	Child Labour & Rights		Labour Department/W& CD
	Bonded Labour		Labour Department
Social security	Pensions	NOAPS, RSBY, IGMSY	Revenue
	Insurance	(Indira Gandhi Matritva Sahyog Yojana), NSAP,	Finance
	Maternity entitlement	Atal Pension Scheme	Social Welfare
			Health

Sector	Key Areas	Schemes / Programs	Department
Education	Literacy Schools Vocational & technical education ST/SC Education	SSA, RMSA SC/ ST Pre & Post Scholarship Program	Education Social Welfare / Welfare
Financial services	Savings Access to credit Insurance	MUDRA, RMK, KCC, Interest subvention PMJDY, PMJJBY, PMSBY, RSBY	Finance NABARD RBI Banks
Infrastructure / community assets (road, energy, market, etc.,	Roads Energy Markets Community Buildings	PMGSY, Village Haats RBMRS MGNREGA	Rural Development
Local governance	Grama Sabha Mahila Sabha GPDP	PRI, GPDP, IPPE-II IAP (Integrated Action Plan)	RD & PR
Forest & Environment	Forest Protection and Afforestation NTFPs	FRA (Forest Rights Act) NAP CAMPA	Forest Department

Annexure – III

Major schemes and entitlements through convergence PRI- Panchayati Raj Institutions Convergence

I. Subjects earmarked for devolution to panchayati Raj Institutions in the 11th Schedule of the constitution of India.

1	Agriculture, including agricultural extension
2	Land improvement, implementation of land reforms, land consolidation and soil conservation
3	Minor irrigation, Water Management and Watershed development
4	Animal Husbandry, Dairying and poultry
5	Fisheries
6	Social forestry and Farm forestry
7	Minor forest produces
8	Small scale industries, including food processing industries
9	Khadi and Village and cottage industries
10	Rural Housing
11	Drinking water
12	Fuel and Fodder
13	Roads, Culvert, Bridges, Ferries waterways and other means of communication
14	Rural electrification, including distribution in electricity
15	Non- Conventional energy sources
16	Poverty alleviation programmes
17	Education, including primary and secondary schools
18	Technical training and vocational education
19	Adult and non-formal education
20	Libraries
21	Cultural activities
22	Markets and fairs
23	Health and Sanitation including hospitals, primary health centres and dispensaries
24	Family Welfare
25	Women and child development
26	Social Welfare, including welfare of the handicapped and mentally retarded
27	Welfare of the weaker sections and in particular of the scheduled castes and the scheduled tribes
28	Public distribution system
29	Maintenance of community assets

Annexure – IV

Department Wise Convergence

S. No.	Department	Scheme
1	Agriculture	<ul style="list-style-type: none"> ➤ Optimum and sustainable utilization of land. ➤ Promote regeneration of waste lands and marginal lands to make it cultivable. ➤ Soil and Water conservation ➤ Development of Nurseries. ➤ Encourage Horticulture and Vegetable Cultivation. ➤ Development of pasture land. ➤ Seed protection etc.
2	Drinking Water	<ul style="list-style-type: none"> ➤ Setting and maintenance of water supply schemes in the GP.
3	Education	<ul style="list-style-type: none"> ➤ Management of Government Pre-Primary and primary schools ➤ Implementation of literacy programmes ➤ Management and promotion reading rooms and libraries.
4	Public Health Sanitation	<ul style="list-style-type: none"> ➤ Ensure effective functioning of PHC and sub-centre. ➤ Management of Maternity and Child Welfare centres. ➤ Ensure Immunisation and other preventive measures ➤ Promote implementation of faults welfare programmes. ➤ Implementation of sanitation programmes.
5	Housing	<ul style="list-style-type: none"> ➤ Identification and provision land and house for homeless. ➤ Implementation of Rural Housing Programmes.
6	Social Welfare	<ul style="list-style-type: none"> ➤ Management of Anganwadies ➤ Sanctioning and distribution of pensions to destitute widow, PWD and Old age. ➤ Implementation of group insurance scheme for the poor.
7	Poverty Alleviation	<ul style="list-style-type: none"> ➤ Identification of poor households. ➤ Implementation Wage employment, Self employment and Group employment schemes for the poor especially for women.
8	SC/ST Development	<ul style="list-style-type: none"> ➤ Running of nursery school for SC/STs ➤ Provision of basic facilities in SC/ST colonies. ➤ Provide assistance to SC/ST students.
9	Public Distribution System	<ul style="list-style-type: none"> ➤ Examining the complaints against the public distribution system and find out remedial measures. ➤ General super vision of Ration shops.
10	A&H and Dairy farming	<ul style="list-style-type: none"> ➤ Cattle development programmes ➤ Dairy development

S. No.	Department	Scheme
		<ul style="list-style-type: none"> ➤ Development of poultry, Beekeeping, piggery goat rearing etc. ➤ Running of veterinary sub-caste ➤ Preventive Health programmes for animals.
11	Fisheries	<ul style="list-style-type: none"> ➤ Pisciculture in ponds, in fresh water and brackish water ➤ Mari-culture ➤ Fish seed production and distribution off-springs. ➤ Provide assistance for fish marketing. ➤ Provide minimum basic facilities to fishermen. ➤ Facilities implementation of fishermen welfare schemes.
12	Social Forestry	<ul style="list-style-type: none"> ➤ Growing trees for cattle feed, fire wood ➤ Organise campaigns for planting of trees ➤ A forestation of waste land
13	Minor Irrigation	<ul style="list-style-type: none"> ➤ Maintenance and implementation of all minor irrigation projects within the GP. ➤ Implementation and maintenance of all micro irrigation projects. ➤ Water conservation.
14	Small Scale Industries	<ul style="list-style-type: none"> ➤ Promotion of cottage industries ➤ Promotion of handicrafts ➤ Promotion of traditional and mini industries.
15	Electricity and Energy	<ul style="list-style-type: none"> ➤ Installation and maintenance of street lights. ➤ Promotion of bio-gas and alternate sources of energy.
16	14 th Finance Funds	<ul style="list-style-type: none"> ➤ 14th finance commission grant for village development ➤ Rs.287436 Crs. Total size of grant for the period 2015-20, constituting an assistance of Rs.488/- per capita per annum at an aggregate level ➤ 90% of the grant will be the basic grant, and 10% will be the performance grant. <p>To enable delivery of basic services such as</p> <ul style="list-style-type: none"> ➤ Water supply ➤ Street lights ➤ Local body Roads (Internal Roads) and foot paths ➤ Sanitation including storm water drainage and solid waste management ➤ Parks ➤ Burial and cremation grounds ➤ Sewerage management ➤ Sewerage

Annexure – IV

Scheme Wise Convergence

S. No.	Ministry	Scheme	Key areas for interventions
1	Ministry/ Dept of Rural Development	Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA)	Enhancement of livelihood security of rural households by providing at least 100 days of guaranteed wage employment in every financial year to every household whose adult members volunteer to do unskilled work
2	Ministry of Rural Development	Aajeevika -National Rural livelihood Mission (NRLM)	Mission aims at creating efficient and effective institutional platforms of the rural poor enabling them to increase household income through sustainable livelihood enhancements and improved access to financial services.
3	Ministry/ Dept of Rural Development	Pradhan Mantri Gram Sadak Yojana (PMGSY)	PMGSY is to provide Connectivity, by way of an All-weather Road (with necessary culverts and cross-drainage structures, which is operable throughout the year), to the eligible unconnected Habitations in the rural areas with a population of 500 persons
4	Ministry/ Dept of Rural Development	Indira Aawas Yojana	providing assistance to BPL families who are either houseless or having inadequate housing facilities for constructing a safe and durable shelter
5	Ministry of Rural Development	IGNOAPS, IGNWPS, IGNDPS	Pension Scheme
6	Ministry of Rural Development	Integrated Watershed Management Programme (IWMP)	restore the ecological balance by harnessing, conserving and developing degraded natural resources such as soil, vegetative cover and water
7	Ministry of Panchayati Raj	Backward Region Grants Fund (BRGF)	Fund to bridge critical gaps in local infrastructure & other development requirements
8	Ministry of Panchayati Raj	Rajiv Gandhi Panchayat Sashaktikaran Abhiyan (RGPSA)	The goals of the RGPSA are to enhance capacities and

S. No.	Ministry	Scheme	Key areas for interventions
			effectiveness of Panchayats and the Gram Sabha
9	Ministry of consumer Affairs	National Food Security Act/State PDS	Provide subsidized food grains for poor
10	Ministry/ Dept of Health & Family Welfare	National Rural Health Mission (NHM)	Access to health Service to Rural Poor
11	Ministry/ Dept of women & child development	Integrated Child Development Services (ICDS) Scheme	Improve the nutritional and health status of children in the age-group 0-6 years
12	Ministry/ Dept of drinking water and sanitation	Swachh Bharat Mission	This campaign aims to accomplish the vision of 'Clean India' by 2 October 2019.
13	Dept of Drinking water & Sanitation	National Rural Drinking Water Programme	Ensuring household level drinking water security through preparation of village water security plans and household level water budgeting.
14	Ministry/ Dept of Human Resource	Right to Education/ Sarva Shiksha Abhiyan (SSA)	Universal Access to Elementary Education to all
15	Ministry /Dept of Human Resource Development	Rashtriya Madhyamik Shiksha Abhiyan (RMSA)	Improving quality of education imparted at secondary level through making all secondary schools conform to prescribed norms, removing gender, socio-economic and disability barriers, providing universal access to secondary level education by 2017
16	Ministry /Dept of Human Resource Development	National Literacy Mission (NLM)	Mission seeks to impart functional literacy to all non-literate persons in 15-35 age group
17	Ministry of Agriculture	Schemes of Ministry of Agriculture	Rashtriya Krishi Vikas Yojana, National Horticulture Mission, National Mission for Sustainable Agriculture(NMSA)
18	Dept of Animal husbandry, Dairy & Fisheries	Dairy and Animal Husbandry schemes	Subsidy and Grant for Animal husbandry, Dairy & Fisheries

S. No.	Ministry	Scheme	Key areas for interventions
19	Ministry/Dept of Labour & Employment	National Child Labour Project (NCLP)	focus on rehabilitation of children working in hazardous occupations & processes in the first instance.
20	Ministry/Dept of Textile & MSME	Schemes of MSME & Textile Ministry	Scheme for Assistance to Training Institutions, fund for regeneration of traditional industries (SFURTI), Rajiv Gandhi Udyami Mitra Yojana (RGUMY)
21	Ministry of Finance	Pradhan Mantri Jan Dhan Yojana	Account holders will be provided zero-balance bank account with RuPay debit card, in addition to accidental insurance cover of Rs 1 lakh.
22	Ministry of Finance	Aam Aadmi Bima Yojana	Social Security Scheme for rural landless household , natural death (Rs 30,000), On Death due to accident/on permanent total disability due to accident (loss of 2 eyes or 2 limbs)(Rs 75,000)
23	Ministry of Power	Rajiv Gandhi Grameen Vidyutikaran Yojana	Free of cost service connection to all families Below Poverty Lines
24	Ministry of Power	MNRE	Schemes like Family Biogas Plants, Solar Water Heating – Coll. Areas
25	Finance Commission of India, Ministry of Finance	Finance Commission Grants	Grants for any public purpose
26	Dept of land Resources	Integrated Watershed Management Programme (IWMP)	restore the ecological balance by harnessing, conserving and developing degraded natural resources such as soil, vegetative cover and water
27	Ministry of Environment & Forest	Compensatory Afforestation Fund Management and Planning Authority (CAMPA)	CAMPA would serve as a common repository of funds accruing on account of compensatory afforestation and Net Present Value (NPV)
28	Ministry of Youth & Sports	Rajiv Gandhi Khel Abhiyan	To provide universal access to sports in rural areas and promote sports culture among both boys and girls

S. No.	Ministry	Scheme	Key areas for interventions
29	Dept of Electronic and Information Technology (DEITY)	CSC Scheme of DEITY	Schemes of Dept of Electronic and Information Technology
30	Dept of Telecom	National Optical Fibre Network (NOFN)	At present OFC (Optical Fibre Cable) connectivity is available in all State Capitals, Districts, HQs and upto the Block Level. There is a plan to connect all the 2,50,000 Gram panchayats in the country.
31	Ministry of Statistics and Programme implementation	Member of Parliament Local Area Development Scheme (MPLADS)	Each MP has the choice to suggest to the District Collector for, works to the tune of Rs.5 Crores per annum to be taken up in his/her constituency
32	Ministry of Youth Affairs and Sports	Nehru Yuvak Kendra Sangathan (NYKS)	Providing rural youth avenues to take part in the process of nation building as well providing opportunities for the development of their personality and skills.
33	Ministry of Tribal affairs	Constitutional provisions PESA Act, 1996 MSP to MFP TRIFED NSTFDC/STFDCs Educational Institutions Grants under Article 275 (1) Tribal sub-plan (TSP) Development of PVTGs Rights and entitlements Forest Rights Act, 2006 Vanbandhu Kalyan Yojana (VKY)	V, VI schedule schemes Special provisions to the tribal panchayats

