



ANNUAL REPORT 2011-2012

Yashwantrao Chavan Academy of Development Administration





YASHADA - GATEWAY TO PUNE



Shaniwarwada

situated near the Mula-Mutha River, in Kasba Peth. The perimeter fortification wall has five gateways and nine bastion towers



Parvati Hill

The hill has 103 steps, which is the way to the top of the hill



Chaturshringi Temple

a mountain with four peaks, a symbol of power and faith



Vishrambaug Wada

famous for its fine entrance and the balcony with carved woodwork



Aga Khan Palace

one of the greatest marvels of India



Shinde Chhatri

attraction of the exquisite architecture



Pune is the cultural capital of Maharashtra. Popularly known as the *Queen of the Deccan*, it was once the seat of the Maratha Empire.

Reputed institutes include the University of Pune, the Symbiosis International University, Indian Institute of Science Education & Research, Gokhale Institute of Politics and Economics, the Inter University Centre for Astronomics and Astrophysics, National Insurance Academy and National Institute of Bank Management. Pune is also home to the National Defence Academy, the National Chemical Laboratory, and the Film and Television Institute of India.

One can also visit Sant Tukaram Maharaj temple at Dehu (27 km), Sant Dnyaneshwar Maharaj temple at Alandi (22 km), Shri Khandoba Temple at Jejuri (52 km) and Karla Caves, near Malavali (57 km). Other places to visit include the Ashtavinayak temples, Lonavala-Khandala & Mahabaleshwar-Panchgani.



Dagadusheth Halwai Ganapati

inspiration and ideal for Maharashtra's Public Ganapati Festival



ANNUAL REPORT

2011-12



Yashwantrao Chavan Academy of
Development Administration
Rajbhavan Complex, Baner Road, Pune - 411 007

Mission

**“Our mission is to enable equitable and sustainable development
by promoting people centered good governance.**

**We achieve this by bringing together
practical knowledge, applied research,
appropriate technology and innovative training of
public administrators, community-based organizations
and people’s representatives.”**

Published by

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Board of Governors

President

Shri Ratnakar Gaikwad, IAS
Ex-Officio President, Board of Governors, YASHADA & Chief Secretary,
Government of Maharashtra,
Mantralaya, Mumbai-400 032.

Members

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Mantralaya, Mumbai-400 032.

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Shri Rajesh Aggarwal, IAS
Member, Board of Governors, YASHADA & Secretary (Information Technology),
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Mantralaya, Mumbai- 400 032.

Shri Sudhir Shrivastava, IAS
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Shri T. C. Benjamin, IAS
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Hon. Vice Chancellor,
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Ex-Officio Member, Board of Governors, YASHADA
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Ex-Officio Member, Board of Governors, YASHADA & DDG & Director, ATI,
YASHADA, Pune 411 007

Dr. Bharat Bhushan
Ex-Officio Secretary, Executive Committee, YASHADA & Professor, Environmental Planning & Dean (Academic),
YASHADA, Pune 411 007.

Executive Committee

Dr. Sanjay Chahande, IAS
Chairman, Executive Committee, YASHADA & Director General, YASHADA, Pune 411 007.

Shri Prabhakar Deshmukh, IAS,
Member, Executive Committee, YASHADA & Divisional Commissioner, Pune Division, Council Hall, Pune 411 001.

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Member, Executive Committee, YASHADA & Secretary, Rural Development Department,
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Dr. Vikas Arnte,
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Prof. (Capt.) C. M. Chitale,
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Professor & Head, Department of Management Sciences,
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Dr. Bharat Bhushan
Ex-Officio Secretary, Executive Committee, YASHADA & Professor, Environmental Planning & Dean (Academic),
YASHADA, Pune 411 007.

(as on 31st March 2012)

YASHADA

Maharashtra was one of the first states in the country to realise the importance of human resources development. The early sixties witnessed the establishment of the Administrative Staff College (ASC) in Mumbai, under the inspiration of former Chief Minister of Maharashtra and Deputy Prime Minister of India, Shri Y B Chavan. In 1984, it shifted its location to Pune, and was named the Maharashtra Institute of Development Administration or MIDA. Its main objective was to serve as the apex body in the promotion and development of modern management science, and function as the nodal state level training institute in the field of development administration. After six successful years, on the 26th of November, 1990, MIDA graduated into an Academy with a new name... YASHADA.

Objectives

The objectives of the Academy as listed in its Memorandum of Association (MoA) are as follows:

- ❑ To promote modern management science as a major instrument for development of economic and social activities of the State Government, Zilla Parishads and other institutions and organisations of the State Government.

- ❑ To serve as the apex institute for the collection and dissemination of information regarding development administration.
- ❑ To foster, assist and support individuals, organisations and institutions in the use of management science.
- ❑ To provide consultancy services in development and public administration.
- ❑ To function as the nodal State-level training institute in the field of development administration.

Mandate

In order to achieve the above objectives, the Academy conducts the following activities:

Types of Activities :

- ❑ To develop managerial skills, organisational capability, leadership and decision-making ability for development planning and efficiency in implementation of policies, programmes and projects.
- ❑ To carry on operational and policy-oriented research, to evolve ideas and concepts appropriate to the local, state and national environment, and to formulate policy alternatives.
- ❑ Training programmes of short and long term duration including seminars, workshops, and conferences, as a means of continuing education for practicing managers, administrators and scientific and technical cadres;
- ❑ Policy oriented and operational research;
- ❑ Consultancy and extension services; and
- ❑ Publication and production of training aids.



Subjects and Areas of Activities

- ❑ The programmes may cover all concepts, principles and techniques related to management in government.
- ❑ The programmes may cover all functionaries of the departments of the Government of Maharashtra, as well as teachers and practitioners of management in boards, corporations and other public sector undertakings, in all sectors such as business and industry; commerce and trade; financial and industrial development; banking insurance; cooperatives; agriculture and rural development; forestry; fisheries and animal husbandry; irrigation and power; energy, transportation and communication; education and health services; entrepreneurial development; mass media; tourism and public relations; legal systems; police administration; taxation; urban systems; environment habitat; public works; roads and buildings; appropriate technology; non-organised, decentralised sectors of economic, social and political activity, especially, persons from institutions, bodies and organisations concerned with the use of knowledge in management.

Organisational Structure of the Academy

Subject to the overall supervision and policy directions of the Board of Governors and its Committees, the Executive Committee (EC) is responsible for the management, administration and control of affairs of the institute, and its income and properties, in accordance with the rules of the Society and the regulations, orders and instructions made from time to time. The Executive Committee has and exercises powers, which are necessary, incidental, conducive, or expedient for the above purpose. As per rule 43, the Board of Governors delegate from time to time, such powers and functions to the Executive Committee as are considered necessary and expedient.



The management, supervision and control of the Academy is vested in the Board of Governors (BoG), comprising :

- | | | |
|--|---|------------------------|
| ❑ Chief Secretary, Government of Maharashtra (GoM) | - | President (ex-officio) |
| ❑ Secretary, (Training), General Administration Dept, GoM | - | Member (ex-officio) |
| ❑ Secretary, Planning Department, GoM | - | Member (ex-officio) |
| ❑ Secretary, Rural Development Department, GoM | - | Member (ex-officio) |
| ❑ Secretary, Finance Department, GoM | - | Member (ex-officio) |
| ❑ Two Secretaries to Government of Maharashtra (Nominated by the President) | - | Members |
| ❑ Vice-chancellor, University of Pune | - | Member (ex-officio) |
| ❑ Two eminent persons from different sectors of governance (Nominated by the State Government) | - | Members |
| ❑ Two persons from the field of Management Sciences (Nominated by the State Government) | - | Members |
| ❑ One faculty member of YASHADA (Nominated by the President) | - | Member |
| ❑ Director of a reputed national level Research and Training Institute (Nominated by the State Government) | - | Member |
| ❑ Director General of the Academy | - | Member |
| ❑ Dean (Academic) and Professor, Environmental Planning | - | Secretary (ex-officio) |

The actual composition of the Board of Governors as on 31st March 2012 is as presented on page no.iv

The composition of the executive committee is as follows:

- | | | |
|---|---|------------------------|
| ❑ Director General, YASHADA | - | Chairman (ex-officio) |
| ❑ One person from among the Heads of State Government Commissionerates/Directorates in Pune (Nominated by the President of the BoG) | - | Member |
| ❑ Secretary, Rural Development and Water Conservation Department, GoM | - | Member (ex-officio) |
| ❑ One representative of a sister training institution (Nominated by the President of the BoG) | - | Member |
| ❑ Two representatives from NGOs (Nominated by the President of the BoG) | - | Members |
| ❑ One financial expert (Nominated by the President of the BoG) | - | Member |
| ❑ Dean (Academic) and Professor, Environmental Planning | - | Secretary (ex-officio) |



The total number of training programmes conducted during the year 2011-12 was 4249, which was higher than the annual target of 1200 training programmes. The number of training programmes conducted and their attendance rate for the last fifteen years is given below.

Sr. No.	Year	Number of Training Courses	Number of Participants		Attendance Rate
			Nominated	Attended	
01.	1995-96	94	2980	2147	72.04%
02.	1996-97	85	2668	1946	72.93%
03.	1997-98	99	3342	2547	76.21%
04.	1998-99	108	3820	3011	78.82%
05.	1999-00	132	4908	3792	77.26%
06.	2000-01	124	3735	2856	76.46%
07.	2001-02	136	4098	3335	81.38%
08.	2002-03	206	5565	4507	80.99%
09.	2003-04	239	10870	7956	80.60%
10.	2004-05	516	21,275	19,282	90.63%
11.	2005-06	846	34,905	29,157	83.53%
12.	2006-07	965	39,806	35,039	88.02%
13.	2007-08	1428	56,436	53,329	94.49%
14.	2008-09	1323	41,510	41,680	100.40%
15.	2009-10	2002	82,327	83,083	100.91%
16.	2010-11	4003	1,84,487	1,82,210	98.76%
17.	2011-12	4249	1,75,117	1,68,417	96.17%

The training related performance of the Academy is summarised by Training Planning & Monitoring Cell elsewhere in this report.

Research

The Academy is required to carry out research related to formulation, implementation, monitoring and evaluation of development schemes, projects and programmes. Usually, the research activities carried out by the Academy on its own are aimed at enriching the content and methodology of training programmes. During this year the Academy was entrusted with several research projects on various subjects which were sponsored by reputed state, national and international level agencies.

Since 2004, a well equipped centre namely Research and Documentation Centre has been established for procuring sponsorship for research projects, carrying out research activities and documenting and preparing research reports. The Academy's institutes and centres achieved tremendous growth and development in this respect in last few years.





The Director General of the Academy, who is appointed by the State Government is the Academic Head and Chief Executive of the Academy. He has all the powers as delegated by the Board of Governors and the Executive Committee, and is the Chairman of the Executive Committee. He/she is responsible for the proper administration and conduct of the academic affairs of the Academy. During the year 2011 - 2012, Dr. Sanjay Chahande, IAS was Director General of the Academy. The composition of the Executive Committee as on 31st March 2012 is presented on pg.no. iv

The various other committees and sub-committees appointed by BoG for the purposes as suggested by their names include :

- Recruitment Committee
- Building Committee/Local Committee
- Finance (Investment) Committee
- Special Funds Committee

As according to recruitment norms laid down by BoG from time to time, the Academy has been employing officers and staff members, either directly recruited by the Academy or joining on the basis of deputation from different departments of the state government. The position of the personnel in YASHADA as on 31/03/2012 is given elsewhere in this report and is divided into two wings - one Academic and the other Administrative.

Activities of Academic Wing

The constituent institutes, centres and cells of the academic wing are mostly mandated to carry out activities which could be classified into four categories as below :

- Training Programmes
- Research
- Consultancy and Extension Services
- Publications



Training Programmes

This includes design and conduct of various types of training programmes as per :

- Requisitions made by various departments of Government of Maharashtra, Government of India and Other Sponsoring Agencies.
- Directives from Board of Governors and Executive Committee Members; and
- Feedback received from various sources including the evaluation reports of the training programmes conducted previously.
- The mandate provided in ToR of sponsored research and consultancy projects which culminate in designing of training modules and it's validation and successful running.



The various types of training programmes include refresher / orientation courses, foundation / induction courses and workshops / seminars / conferences / symposia. Usually, most of the non-sponsored training courses are conducted using the Academy's funds procured mainly as grants-in-aid from the Government of Maharashtra. Efforts are always made to conduct more training programmes sponsored by different agencies including international funding agencies and various departments of central and state governments.

Consultancy and Extension Services

The faculty members of the Academy are involved in various decision-making committees and advisory bodies of reputed government/non-government organisations. For the past many years, the Academy has been entrusted with the work of developing and monitoring Gram Sevak Training Centres (GTCs), Panchayati Raj Training Centres (PRTC) and Composite Training Centres (CTCs) located in various parts of the state.

In the recent few years, the Academy had extended capacity building activities in various regional and departmental training institutions through the UNDP-DoPT, Gol sponsored projects and MoUs with the institutions. The Regional Training Centres at Paithan, Amravati, and Nagpur and BARTI, Pune were extended upgradation services by the Academy.

Publications

The Academy has the mandate to disseminate information related to various areas of public and development administration and management in government. Since the past few years, the Academy has been publishing two quarterly journals - Ashwattha (English) and Yashmanthan (Marathi) and several books related to development administration. A full fledged Publications Cell has been functional in the Academy since last one decade, which is equipped with in-house editing, desk top publishing and sales counter facilities.

The institute/ centre / cell - wise detailed account of the training, research, consultancy and publications related activities of the Academy has been presented in the following pages.

Activities of the Administrative Wing

The administrative wing is headed by the Registrar and works directly under the control and supervision of the Director General. Various sections of the wing directly or indirectly provide all the support services required for training, research, consultancy and publications related activities carried out by the Academy. It provides the following services :

- Recruitment of personnel and establishment matters,
- Finance and maintenance of accounts,
- Maintenance and regulation of services of contractors and suppliers,
- Purchase and store keeping,
- Transport,
- Registration and despatch of correspondence,
- Telephone exchange,
- Maintenance of hostel, mess, sanitary and medical services,
- Security, and
- Estate management,

The brief description of the performance of various sections of the Academic wing is presented in part 2.



ACADEMIC SECTIONS

The Academic Wing consisted of institutes, centres and cells as mentioned below :

- ❑ Administrative Training Institute (Institute of Public Governance)
- ❑ State Institute of Rural Development (SIRD)
- ❑ State Institute of Urban Development (SIUD)
- ❑ Centre for Environment and Development (CED)
- ❑ Centre for Disaster Management (CDM)
- ❑ Centre for Information Technology (CIT)
- ❑ Centre for Human Development (CHD)
- ❑ Centre for Equity, Social Justice (CESJ)
- ❑ Centre for Research and Documentation (CRD)
- ❑ Management Development Centre (MDC)
- ❑ Centre for Right to Information (CRTI)
- ❑ Centre for Infrastructure Development Management (CIDM)
- ❑ Centre for Media and Publications (CMP)
- ❑ Training Monitoring Cell (TMC)
- ❑ Policy and Plan Implementation Cell (PPIC)

Basically, four types of activities are carried out by the Academic Wing. These are :

- ❑ Training Programmes
- ❑ Research Projects
- ❑ Consultancy and Extension Services
- ❑ Publications

Institute/Centre/Cell-wise details of the various activities carried out by this wing during the year are presented in this chapter



ADMINISTRATIVE TRAINING INSTITUTE

Administrative Training Institute strives to accomplish the task of making, 'Common citizen the focal point of governance'. The mission of the CPG is 'to develop the culture of service within the framework of rule of law'.

To achieve this goal, ATI undertakes numerous activities; imparting training to achieve the goal of good governance being the primary one. In addition, ATI undertakes research on various issues, projects, consultancies and dissemination of knowledge about governance to various groups of the citizen.

Objectives:

1. To acquaint the newly inducted officers with the dynamics and complexities of governance.
2. To acquaint the in-services officers with the latest developments in the field governance.
3. To study and do research on various issues which have bearing on the governance.

Foundation Training

A Number of officers are recruited to various cadres such as Deputy Collectors, Tahsildars, BDOs, Finance Officers, Sales Tax Officers and so on. At the entry stage itself, these Officers are trained in the nitty-gritty of governance, so that they are well equipped to face the challenges ahead. In the year 2005, BOG of YASHADA approved a concept paper on

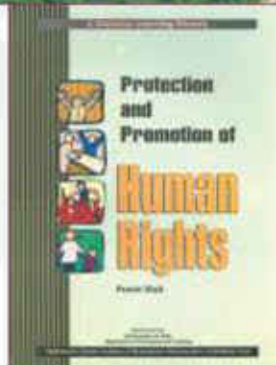
"Foundation Training" Programm of 45 days duration, which is guiding principle for designing foundation courses.

In the current year, 5 foundation training courses were conducted, which include one course for the Maharashtra cadre IAS Officers. This year 8 IAS officers joined Maharashtra. Two Induction courses were also conducted for sales tax officers (Class I & Class II) and for Desk Officers.

4. To undertake projects and consultancies related to good governance.

Training Activities

During the year under report 86 training courses (under various batches) were conducted for various regulatory authorities & officers from development administration. Total 2192 officials were trained. The training activities of CPG include Foundation, Refresher, Induction and Outreach Training programs for state & central Government officers & officers as well as staff of public sector enterprises and government institutes.



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Outreach Training Programme

1. Training for all - Nanded District

The DoPT through the training division intended to engage and retain the services of the YASHADA for the training initiative under the intensive training programme and for the specific subject. The basic objective is to under take saturation training in identified sectors for the improvement of public service delivery.

Under this Project total 1075 participants of village level from 7 departments of Nanded District were trained. The cadres involved were talathi and circle officers, gram sevak and Village development officers, agriculture assistant and agriculture superintendent, Secretary V. K. S. Society, health worker, aganwadi worker and supervisor, head of primary master school.



Projects / Sponsored Courses

1. Training programme for Water Supply & Sanitation Department

Principal Secretary Water Supply & Sanitation Department approached YASHADA to conduct training needs analysis of the department so as to pin pointedly address the needs of employees of the department. One state level TNA workshop, 6 divisional level workshops and 5 subject specific workshops were conducted. TNA report was prepared and validated and it was send to Principal Secretary Water & Sanitation Department.

In this programme we used the intensive training approach that is top to bottom approach.

After TNA the training programme were designed for the state to village level functionaries. Reading material was also prepared. ToTs were conducted at YASHADA. After this, training for 21 batches at divisional, district / block level were conducted. Now we proposed to do PRA of 1000 villages in the year of 2011-12. We also wish to use similar approach to all other departments under STR.

An ambitious project for workload analysis of Maharashtra Meritime Board was conducted and a report with keen study and observations was submitted to the Board. Thirty Two workshops were carried out to make a through study.

2. DoPT Sponsored Courses

Department of Personnel & Training, Gol is the coordinating & monitoring authority in the field of training. The department has published, 'National Training Policy'. The policy supports training activities of the ATIs in the country. In the year 2010-11, DoPT sponsored 24 state level training courses were conducted at Yashada/ regional training institutes. This activity supports training efforts of state government & YASHADA.

In addition to this, DoPT sponsors national level Trainer Development Programmes to be conducted at Yashada. Six such courses were conducted in the year 2010-11. The courses included DTS, DoT, Management of Training and Training Need Analysis. Government officers, bank officers, officers in railway, post & telegraph & officers from different central & state cadres attended the course. Recognized Trainers (Users) and Master Trainers approved by DoPT, conducted courses.



Assam SCS Programme (DoPT)

As per the request from DoPT, New Delhi and Government of Assam two weeks Specialised in service training programme for the Officers of the Assam Civil Services was conducted at YASHADA. Thirty participants attended the course and it was greatly appreciated. On the basis of feed back received from the participants DoPT and Government of Assam has requested YASHADA to conduct similar kind of programme for next year also.



Counseling Skills Programme (DoPT State Level)

Two batches of Training Programme on Counseling Skills were conducted at YASHADA. They were the first of its kind. Various government departments showed keen interest in the course and nominated their officers for the course. The feedback from the participants was very encouraging and all of them demanded more courses of such type.

NDC- CBPR portal

DoPT had declared YASHADA as National Documentation centre for CBPR web portal. It is a repository for the training material of all ATIs. It is very well appreciated all over the country.



STATE INSTITUTE OF RURAL DEVELOPMENT (SIRD)

The State Institute of Rural Development (SIRD), Previously known as the Centre for Rural Studies has been an integral part of YASHADA since its inception. It is jointly funded by the Ministry of Rural Development, Government of India and Rural Development Department, Government of Maharashtra.

Mission

Rural Development is one of the important components of YASHADA's mission. At the State Institute of Rural Development, we firmly believe that development can only be achieved by building human capital. Today, in the rural sector, there is vast unfulfilled scope for doing so by way of capacity building of officials of government

Mandate

SIRD is committed to capacity building, research and consultancy in the entire spectrum of development activities in the rural sector. Documentation of innovation work done also forms an important part of our mission. Our training programmes are intended to create a knowledge base, to disseminate information so gathered and to develop the human resource management skills and the financial project management skills, which are so important to success in a wide variety of tasks. For government officials in particular, our focus is on sensitizing them to the importance of community participation and to their role as facilitators in the developmental process. We also emphasis the need for convergence across departments and the importance of co-ordination among agencies for success in development works. In addition to the conduct of training programmes, we also disseminate information through journals, books, reports, newsletters, CDs, Films and other publications.



department and of the Panchayati Raj institution, NGOs and other professionals in the agriculture and animal husbandry sectors, in co-operation, rural micro finance and self-help groups.

Contact:

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Main Themes of Training

- ❑ Backward Region Grant Fund (BRGF)
- ❑ Rastriya Gram Swaraj Yojana (RGSY)
- ❑ Integrated Watershed shed Management Programme
- ❑ Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA)
- ❑ Community Participation and Micro Planning.
- ❑ Information and Communication in Rural Development.
- ❑ Financial Management.
- ❑ Entrepreneurship and Marketing in Rural Areas.
- ❑ Rural Micro Finance and Self Help Groups.
- ❑ Social Mobilization and Social Audit with special reference to BNVs.
- ❑ Empowerment of Women.
- ❑ Sustainable Development.
- ❑ E-Governance for Rural Development.
- ❑ Lab to Land & Initiatives and BNV mobilization
- ❑ PESA and building awareness amongst the functionaries in scheduled areas.
- ❑ RGPSA and new initiatives of trainings of EWRs under Krantijoti.
- ❑ NRLM and setting a State Resource Centre for Livelihood development and training
- ❑ PGDRM
- ❑ Navajagrati Project
- ❑ Certificate Course Panchayat Raj under BRGF

Backward Regions Grant Fund (BRGF) Programme

The Backward Region Grant Fund (BRGF) is one of the most significant social programmes of the recent times. The beauty of BRGF lies in the fact that it blends so very well the objectives of bridging the developmental imbalances and promoting decentralization at the same time. In fact, BRGF has established a fundamental fact that balanced development can only be achieved through effective decentralization. Merely pumping in resources cannot ensure their equitable reach to the deprived areas and populations, which need them most.

After the 73rd and 74th amendment of the Constitution of India Local Self Governance has become indispensable part of the governing system in India. The Constitution provides for the devolution of powers and responsibilities to Panchayats including the 29 subjects listed in the Eleventh schedule. The capability of Panchayats to effectively perform the responsibilities entrusted to them needs to be ensured. Each Panchayat or Municipality within the backward districts concerned is the unit for planning under BRGF. Capability building of Panchayats and ULB's for planning and implementation is a critical component of BRGF. SIRD being nodal agency for BRGF is playing a leading role to identify capability building needs and other components relative to National Capability Building Framework. As per BRGF – NCBF (National Capability Building Framework) following components are being implemented by BRGF Cell, SIRD.

The Backward Region Grant Fund (BRGF) is one of the most significant social programmes of the recent times. Capability building of Panchayats and ULB's for planning and implementation is a critical component of BRGF. SIRD being nodal agency for BRGF is playing a leading role to identify capability building needs and other components relative to National Capability Building Framework.

Capacity building training for ERs of PRIs

Under foundation course 20396 participants were trained. Total number of training programmes was 584. In that 18,826 elected representatives and 1570 functionaries were trained. Under Basic Functional Course 37612 participants were trained. In 849 training programmes 29,944 elected representatives and 7,668 functionaries were trained. Under Refresher Course 2612 participants were trained in 48 training programmes.





Components of capacity building:

- ❑ BRGF cell has developed training module on Basic Functional Course and Refresher Course. The training of trainer's programmes was conducted at regional training institute for 15 days duration. As per the guidelines of BRGF, an induction course for master resource persons was conducted for 504 district level trainers. They are being provided with necessary inputs as per necessity
- ❑ Training through SATCOM is in functioning. 138 SITs installation work has been completed. The Block level centers are in readiness for strengthening the IPERC.
- ❑ 950 volunteers trained as a resource person under Functional Literacy Programme.
- ❑ A toll free telephone help line (1800 233 3456) for providing the information/clarification relating to rural development has been installed in YASHADA, Pune.
- ❑ BRGF cell has developed a module for a formal certificate course in Panchayati Raj to the selected elected representatives and officials of Panchayati Raj Institutions in the state. This certificate course is of 6 months duration. 149 participants were trained in three batches.
- ❑ The "Gramyashwarta" a monthly newsletter is circulated to all the Gram Panchayats, all Panchayat Samiti, Zilla Parishad members, MLA's, MP's in BRGF district and senior officers of the government in 12 BRGF districts.
- ❑ 97 SARPANCHAs have been trained under the component of Formation of network of Elected Representatives of PRIs.



RASTRIYA GRAM SWARAJ YOJANA (RGSY)

In the context of the 73rd Constitutional Amendment the Ministry of Rural Development & Ministry of Panchayat Raj, Government of India launched a training programme for all Panchayat Raj Functionaries through out the country with the objectives of equipping them to discharge their duties more effectively and also enable them to communicate better with people and to mobilize popular participation in the development process. SIRD has developed and implemented this comprehensive Rastriya Gram Sawaraj Yojana for training of more than 1,39,000 lakhs PRI Functionaries in the state of Maharashtra.

SIRD has designed two training modules for Panchayati Raj functionaries viz., under RSGY:

1. A three-day module for Zilla Parishad and Panchayat Samiti Members.
2. A three-day module for Gram Panchayat Members.

2005 etc. Both modules utilize a variety of training methods like lecture, group work, films, game, psychometric methods, case studies and role play etc. in order to achieve maximum impact.

Circulation of Panchayati Raj Newsletter

The "Gramyashwarta" a monthly newsletter is circulated 38000 per month to all the GramPanchayats in 21 RGSY Districts, all Panchayat Samiti, Zilla Parishad members, MLA's, MP's in RGSY district and senior officers of the government.



A perspective plan has been prepared under proposed RGPSA, to be launched by MoPR, Gol. A national level workshop for formulation of guidelines under RGPSA was held in

YASHADA. Strengthening of infrastructure for training in all the districts of the State has been emphasized. New initiatives in Training such as Micro-Planning special package for EWRs like Krantijoti, impetus on PESA area and adherence to decentralized planning has been the significant features of the proposed plan under RGPSA.

Both modules target the PRI representatives as leaders, service providers and facilitators of development. These modules attempt to orient them to new approaches in planning, financial management, tools of information technology and development through people's participation. They include skill-building sessions on leaderships, negotiation & communication skills and micro planning techniques. They also provide information about Right to Information Act and Government rules and regulations. The modules developed for Gram Panchayat Members also includes inputs on subjects like Watershed Development, Drinking Water Supply in villages, Public Health at village level, and the National Employment Guarantee Act



GRAMSEVAK / PANCHAYAT RAJ AND COMPOSITE TRAINING CENTRES

They are very important training centers related closely to YASHADA since last about 20 years.

A. Gramsevak Training Centres (GTCs)

GTCs are 9 number and working under the Rural Development Department, Govt. of Maharashtra, with administrative control of Divisional Commissioner and academic support of YASHADA. GTCs are established to train the Gramsevaks working in the Grampanchayat but under the ongoing State Action Plan (SAP) they undertake the training programmes of Sarpanchas and Gramsevaks. In year 2011-12, Gramsevak Training Centers trained 7331 Gramsevaks, Sarpanchas & some functionaries. Out of these 9 GTCs, 8 GTCs (Except Sindhewahi, Dist. Chandrapur) are recognized as ETCs



B. Panchayat Raj Training Centres (PRTC)s

PRTC)s are 11 in number and run by Non Government Organizations (NGOs) working in educational field and are funded by RDD, Government of Maharashtra and function with the academic support from YASHADA. These institutes have the mandate of training of sarpanchas and Grampanchayat members. Panchayat Raj Training Centers trained 13607 V.P. Members in the year 2010-11

C. Composite Training Centre (CTC):

There is only one Composite Training Centre in the State established by NGO and located at Gargoti in Kolhapur district, which is funded by RDD, Government of Maharashtra. The CTC is engaged in training the officers in Extension Officer cadre working at Panchayat Samiti level. Composite Training Center trained 1991 Extension & Desk Officers from the various Z. Ps in year 2011-12

- ❑ The proposal for recognition of 11 Centers into ETCs have been recommended to MoRD, Gol, New Delhi.
- ❑ The GTCs/PRTC)s faculties were engaged in YPRA inspection and evaluation of PRI in the year 2011-12.

ASSISTANCE TO STATE FOR CONTROL OF THE ANIMAL DISEASE (ASCAD)

Assistance to State for Control of the Animal Disease (ASCAD) is a scheme by Govt. of India, and is being implemented in the state 2005-06 by the department of Animal Husbandry. Training Programmes for the Animal Husbandry officers in the department is one of the important factors in the Scheme as per the guidelines from the Government of India. Under ASCAD 11 training programmes were organised with 204 participants.



LAB TO LAND INITIATIVE

Govt. of India through Ministry of Rural Development has provided more than Rs.91000 Crore for various project and scheme for implementation in Rural India. These Schemes such as MGNREGA, PMGSY, IAY, National Rural Livelihood Mission (NRLM), National Rural Drinking Water Project (NRDWP), TSC and Integrated Watershed Development Programme are some of the flagship programmes of Ministry.

It is however, observed that awareness and proper understanding of these programmes is lacking in the rural parts of country. Making people aware of various welfare and developmental programmes and reaching out the people is therefore, major challenge with the development administrations. There are many challenge is rural development. To mention a few improving status of agriculture, improving HDI, generating employment in village are the bigger challenges. The task becomes more complex when no sustainable livelihood systems do not exist in the villages.

It therefore, becomes very essential to get closer to the villagers and make them aware about various programmes of Government department and facilitates them in getting access to various programmes and schemes.

It is mostly seen that the extension service available within the government framework is inadequate due to many reasons. And hence in order to make the government delivery system more efficient and effective, the role of volunteers in rural area becomes more important and necessary. We appreciate this initiative of Ministry that would help and assist the existing machinery to reach out to the utmost benefit. With creation of fleet of volunteers in Rural India, various welfare and development schemes

will reach for beneficiaries and would help in improving the quality of life of the poor.

The Ministry of Rural Development, Government of India has entrusted the responsibility in Lab to Land initiative with SIRD, YASHADA, Pune. Wardha and Sangli are the two pilot districts in which the programme is ongoing. More than 1500 volunteers are enrolled in these two districts. With the help of local administration, SIRD, YASHADA is focusing on acceleration of Rural Development including improvement in last mile delivery of RD programmes through the cadre of BNVs. The results of this are quite enthusiastic.

1. The BNVs have been selected by the Gram Sabha.
2. They have been allotted specific number of households ranging from 10 to 40.
3. They have been trained to conduct household survey.
4. Based on the household survey they identify gaps of individual household.
5. Based on the gaps and needs of these households, assistance for the family is being provided. They are given information on the Government schemes, their entitlement etc.,
6. Further, BNV's are also playing pivotal role in village planning and micro planning activities in 12 BRGF districts.

The Bharat Nirman Volunteers will be a trained cadre of local people who bears good moral character, patriotism and volunteerism. Based on these experiences the programme is being up-scaled in Gadchiroli, Gondia Bhandara, Nandurbar, Washim, Dhule, Akola, Wardha, Sangli and Pune districts.



Strategy for upscaling

1. Target 1000 per district has been given.
2. Two Project Co-coordinator appointed at state level.
3. Funds for IEC will be utilized as per guidelines and Tamil Nadu pattern.
4. Films: shooting of eight films is completed. Rough cut of four films has been received. Some more films are being proposed soon for mobilization of Bharat Nirman Volunteers. Reading material is prepared in Marathi. A hand book for the schemes is under preparation.

In the phase up-scaling, more emphasis is being given in IAP districts i.e. Gadchiroli and Gondia. Target of enrolment of 10,000 Bharat Nirman Volunteers has been given by the Ministry. However 8675 Bharat Nirman Volunteers have been enrolled so far.

Recently we have received a target of 30000 BNVs ;the remaining will be given for rest 23 districts. Sixth National Colloquium of SIRDs/ETCs on Lab to Land Initiative held successfully at YASHADA during 17th to 19th January 2012. 28 States across the country participated.

Proposal under Organization of training Courses

1. Training proposal for 10000 BNVs along with state and district level official training was submitted for 1260.00 Lakhs to Ministry. Some changes and rectification have been suggested by Director, Training, Gol those have been completed and proposal is resubmitted. Request for approval for the same.
2. After enrolment of BNVs by Gramsabha BNVs will be provided a 10days training in 4 rounds under OTC as below
 - a. Foundation 3-4 days
 - b. Three rounds of training of 2 days after every 3 months
3. Utilization Certificate of OTC and IEC have been send. However waiting for second installment of IEC funds.

Social Audit: We have been entrusted with conduct of social audit by BNVs in two pilot districts. BNVs will be trained as village social auditor. The necessary training will be imparted by EGS section.

Role in NRLM: BNVs can act social mobilize and facilitator in intensive NRLM Districts. In non intensive role of BNVs will be more useful as social mobilize they can be book keepers helpful for livelihoods support etc. SIRD Yashada and MSRLM are in close contact on this activity.

Role in Eco-Village: Since 10 to 40 families have been allotted to a BNV he can play a pivotal role in eco village programme of Government of Maharashtra.



LATE V S PAGE ADHYASAN

In order to achieve the expected outcomes of Employment Guarantee Act Government of Maharashtra desired to have a continuous institutional support to be made available to improve the implementation of the act. To fulfill this vision State Government expressed its desire to establish "Chair/Adhyasan" in the memory of 'Late Shree Vitthal Sakharam Page' who conceptualized, experimented and led to the formation of Employment Guarantee Scheme/Act in the state.

Accordingly Director General, YASHADA submitted a proposal to Government on 11th June 2009. As per the G.R. मगरोहयो-२००९/प्र.क्र.७८/मगरोहयो-१०, issued by Ministry on 25th August 2009 the ADHYASAN is established in YASHADA. Ministry has also sanctioned Rs. 50.00 lakhs as Seed Money for the Centre.

Functions of ADHYASAN:

1) Knowledge Resource Center for MGNREGA for Maharashtra

❑ Setting up of repository of written/audio/video material on NREGA and make it available when required to end-users.

❑ Facilitation /Nodal Center for scholars, researchers and academic and research institutes working on issues related to NREGA /MREGS.

❑ Nodal center for interstate study visits and documentation of such visits

2) Resource Centre for training requirements in NREGA

❑ Adhyasan will give ideas, strategy and inputs for training programs on various issues related to people's participation in implementation of EGS, social audit, committee's and forum, village planning and labour budgeting.

❑ Adhyasan will prepare training and communication material on village planning and operation, maintenance and repair of various interventions and community assets.

❑ Adhyasan will prepare training and communication material on importance, functions and process of social audit, vigilance and redressal committees and RTI.

❑ Adhyasan will prepare training and communication material for elected representatives, NGOs,



Adhyasan will act as a resource center for NREGA in Maharashtra. The Centre will be the supporting system in advisory capacity for MREGS. The functioning of this ADHYASAN has commenced from 3rd July 2010 with following broad objectives.

Objectives

1. Act as a nodal resource center for effective implementation of the Employment Guarantee Act.
2. Preparation of training material on various subjects like awareness, people's participation, village plans and social audit.
3. Research documentation for successes and failures.
4. Policy advocacy on empowerment of gram sabha and convergence of central and state welfare schemes.

3) Inputs for Legislation and delegated legislation:

Inputs for improving Maharashtra EGS Act

Inputs for other delegated legislation (framing of rules)

4) Support in preparation of Communication Material:

Adhyasan will prepare simple handbooks, booklets, manuals on village development plan, operation, repair and maintain of assets, handbook for members for vigilance committee, social audit forum, gramrojgar sevak, gramsevak, people's representatives and other categories of stakeholders.

5) Convergence Options:

Adhyasan will examine and study convergence of District Development Plan and Village Plan prepared under different Schemes (BRGF, NREGS, RGSY, IWMA etc.) which must be part of development plan prepared by District Planning Committee.

6) Dialogue and feedback:

Adhyasan will have dialogues with various categories of stakeholders such as implementers, beneficiaries and give professional feedback on various issues such as livelihood generation, migration, gender issues, capital formation etc. Adhyasan will also conduct specific studies and evaluation in the areas of process of implementation of scheme, intervention of NGOs etc.

7) Workshops and Seminars:

Adhyasan will conduct seminar, workshops etc. for collecting the information required for conducting studies and evaluation on various issues related to NREGA.



MAHATMA GANDHI NATIONAL RURAL EMPLOYMENT GUARANTEE ACT : (MGNREGA)



MGNREGS was started in Maharashtra on 2nd February 2006 in 12 districts. Later on the scheme was implemented in 6 districts in phase II and 15 districts in phase III. Now the scheme is being implemented in all 33 districts of Maharashtra. For effective implementation of scheme investment in training and capacity building of various stakeholder became necessary. Accordingly Government of Maharashtra assigned YASHADA the task of training four categories of stakeholders as follows:

❑ Training for Regular Technical Engineers of Panchayat Samiti (Palak Technical Officers):

Sectional Engineers/ Junior Engineers, Agricultural officers, Forest Officers of Panchayat Samiti, that are regular employees of government and working at district level for implementing the scheme are Palak technical officers. 2,100 officers will be trained at State level.

❑ Training for Panel Technical Officers:

Panel of technical officials is appointed on contractual basis at taluka level for implementing the scheme. 900 Panel Technical Officers will be trained at State level.

❑ Training of Gram Sevaks:

15000 Gram sevak at village Panchayat will be trained at block level. The training is being conducted in coordination with the government training institutes such as Gram sevak training centers, Panchayat Raj training centers, Composite training centers and Mahsool Administrative training institutes in Maharashtra.

❑ Training of Gram Rozgar sevaks:

Gram Rozgar sevaks are the village level are dedicated functionaries selected by gram sabha on commission basis. 15,000 Gram Rozgar sevaks will be trained at taluka level. The training is conducted in coordination with MKCL using E learning methodology. The pilot project of this training is being conducted in Amaravati and Nashik district.

CENTRE FOR CO-OPERATIVE TRAINING AND RESEARCH (CCTR)

The development of cooperative movement is so spectacular that it has emerged as a very big sector in Indian economy contributing to the economic development of this country. Maharashtra has been in the forefront in the cooperative movement. With its success on one hand, the cooperative movement has been facing severe criticism on other, only because of few instances of mis-management, mal practices and failures in this movement. To enable the state to maintain its premier position in the country in this respect, the YASHADA had decided to give due emphasis to capacity building of all the stakeholders in the cooperative sector. With a view to ensure this and having regard to the fact that a large number of training programmes have been organized for the capacity building of officials and non officials of Co-operative Banks / Co-operative Credit Societies / DCC Banks/ APMCs, it was felt necessary to establish a Centre for Co-operative Training and Research. The centre for co-operative Training and Research was established on 7th April 2004.

Mission

The mission of the Centre for Co-operative Training and Research is to facilitate human development in co-operative sector through continuous intervention by way of training, research and consultancy.

- ❑ Providing consultation for various sectors of cooperation.

Activities

- ❑ Organizing sponsored paid training courses of officials & Non officials of District Banks/Urban Banks/Credit Societies/ APMCs/ Dairy Cooperatives/ Adivasi & Balutedar Societies etc.
- ❑ Organizing training programmes of the field staff of administration and audit wing of cooperative department.
- ❑ Conducting one day workshop on current situations for CEOs of Urban Banks. (Every month one such programme)
- ❑ Organizing induction and foundation training for officers of co-operative Dept.
- ❑ Training of trainers identified from urban co-operative banks/co-operative credit societies/APMC of all districts.
- ❑ Organizing training programmes for weaker section co-operative societies Viz.. Adivasi & Balutedar Societies under accreditation of the department of the personnel and training, Government of India of New Delhi.

Aims & Objectives

- ❑ The main Aims & Objectives of the Centre is to identification of training needs of various sectors in cooperation & cooperative department. And also designing training programmes.
- ❑ Training of Officials & Non Officials in the cooperative sectors & cooperative department officers for capacity building.
- ❑ Undertaking Action Research Projects in cooperative sectors.
- ❑ Identifying best practices in various cooperatives sectors and disseminating them.
- ❑ Undertaking studies for good governance in cooperative sectors.



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Mandate

The centre is mandated to perform the activities as listed below :

- ❑ CCTR has developed 3 days training module for Cooperative sector, which utilize a varieties of training methods like guest lectures, group discussion, documentaries, case studies & role play etc. in order to achieve maximum impact.
- ❑ CCTR has prepared reading material in local (Marathi) language & grouped it into six different modules for the use of officials & non-officials Cooperative sector.
- ❑ Documenting success stories in various sectors such as PACS, Sugar Co-operative Factories, urban banks, credit societies, block level village artisans co-operative societies, Agril. Produce Market Committees, consumer co-operative societies, & Dairy co-operative societies etc.
- ❑ Identifying problem areas in various sectors of co-operation and undertaking research in those areas to provide solutions.
- ❑ Exposure of selected co-operators / social activist from each districts regarding successful running of various types of co-operative societies.
- ❑ Associating District bank association / federations of co-operative credit societies and planning for training at district level. (As YASHADA outreach programme.)
- ❑ Suggesting reforms in the working of Urban Co-op. Banks/Urban Co-op credit societies.
- ❑ Preparing manual of detailed guidelines for proper functioning for the directors of DCCB/UCB/urban credit societies.
- ❑ Organizing management development programmes for newly recruited officers in Urban Banks.
- ❑ Associating experts in various fields of Co-operation, to achieve the above objectives.



WATERSHED DEVELOPMENT AND MANAGEMENT CENTRE

Of late, policy makers and administrators are increasingly feeling the need for holistic approach to rural development. Often, one of problems being encountered to achieve desired goal in rural development is the affordable and equitable availability of water. In this direction the GoM is implementing watershed development programme through out the state involving all concerned departments, NGO, PRI functionaries. In view of the gravity of situation the approach and implementation has changed to a great extent. All stakeholders are being involved and efforts are made to seek an active participation of all, in order to get desired success.

YASHADA has played a pivotal role in promoting participatory watershed approach; the very first publication of YASHADA is on the three most successful watersheds in Maharashtra. Watershed Development & Management Centre (WDMC) has carried the baton further in institutionalizing this approach within the State.

the national level. It was also necessary to strengthen the 11th Plan agenda for 'inclusive growth' and to broaden the spectrum of watershed development in the country. Planning Commission initiated the process to formulate common guidelines for all central sponsored watershed programmes, which came into operation as Common Guidelines-2008 for Watershed Development Projects.

Objectives

- ❑ To undertake capacity building of all stakeholders
- ❑ To develop an effective network in watershed development activities
- ❑ To conduct action research and evaluation studies
- ❑ To advocate conducive policy and operational framework for watershed projects



The Centre has conducted multi-stakeholder meets and subject-specific trainings for village representatives as well as district and state -level officers. It has proactively taken a lead role in developing and strengthening inter-departmental linkage for effective implementation of watershed programme.

Govt of India first formulated guidelines for watershed development programmes in 1994 based on recommendations of Prof C H Hanumanth Rao Committee. After a close review of the projects implemented till 2004 there was a policy change at

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New Initiative

- ❑ WMC started in-house evaluation through District Training Coordinators.
- ❑ For monitoring purpose WMC developed in-house MIS software and website- www.iwmpyashada.in/wmc
- ❑ Upload training calendar well in advance on website. Summary report is open to all.
- ❑ Coding system for every training programme. So that duplication can be avoided.
- ❑ Daily telephonic reporting system of outreach programme at yashada level.
- ❑ For quality purpose Examination system started at SRO & DRO level participants.
- ❑ Procure training programme CDs of PTO level. As well as hard and soft copy report.
- ❑ Frequent visit to SRO/DRO & PTO level programme.
- ❑ For monitoring purpose with help of web based software Survey Monkey system has been developed and direct feedback from participants collected.

Capacity Building & Training Progress Report:

Capacity Building and Training is the core activity of the Centre. Training programmes conducted as different levels are briefed below.

Capacity Building under Common Guidelines 2008

a. DoLR, Gol

The capacity building proposal submitted to Department of Land Resources, Govt of India was sanctioned and Rs 17.77 lakhs were received. 11 residential training programmes are conducted as against 17 planned.

In these programmes 322 participants of three prime stakeholders' groups were trained, these are; i) State Level Functionaries (4 days), ii) District Level Functionaries (3 days) and iii) Project Level Functionaries (3 days). Two more programmes will be taken so as to reach the expected stakeholders.

b. IWMP

The cumulative status of training programmes conducted from April 2011 to March 2012:

New Projects

On the basis of IWMP, state govt. selected YASHADA as a Nodal Agency for regional Infrastructure Development Fund (RIDF) and Western Ghat Development Programme(WGDP) and received funds Rupees Two Crores Ninty Four lakhs. (Rs-2.94 crs) for RIDF and Rupees Eighty Five lakhs (Rs 85.00 lakhs) for WGDP.

In a nutshell, Watershed Development & Management Center under the able guidance of Hon Director General and Director, SIRD, is striving in a systematic manner to strengthen watershed development in the State in collaboration with the Central and State Government. These efforts will shows positive result in future.



PANCHAYAT EXTENSION TO SCHEDULED AREAS

On 24 Dec.1996 Indian govt. passed the Panchayat Extension to Scheduled Areas Act1996, for ensuring the tribal culture and self reliant social structure. From the beginning tribal communities are practicing their self-reliant socio-economic culture .The foreign rule in India destroyed tribal self-reliant village society. After the independence Indian government took some corrective steps but original homogeneous and independent society moved in the direction of the poverty and dependence. Therefore to establish self-reliant socio-economic tribal culture Indian govt. passed the Panchayats extension to scheduled areas act (PESA in 24-dec.1996. Clarity and guidance about of state sub rules regarding the implementation of PESA requires proper training to stake holders. Therefore, PESA Cell was established at YASHADA.

Introduction

Government of maharashtra decide to create separate cell in SIRD Yashada Pune and accordingly Project coordinator/Research assistant and one Course assistant were appointed in July 2011 PESA Cell will Endeavour to increase the visibility of PESA 1996 and its provision PESA Cell will also facilitate capacity building process of elected representative and government officials by way of trainings, workshops, preparation of reading material, and advocacy with government of Maharashtra.

Objectives

- ❑ To organize trainings and workshop to enhance the visibility of PESA and function of gramsabha
- ❑ To make advocacy with state govt. for preparation of model guidelines and to make relevant changes in state rule for implementation of PESA.
- ❑ To develop study, material training module and IEC material for awareness building.
- ❑ To Conduct research on best practices in tribal community.

Proposed Activities

- ❑ Trainings and workshops on PESA
- ❑ Preparation of Training Modules for different stake holders.
- ❑ Preparation of IEC material on PESA
- ❑ Preparations of guideline for field

level functionaries to undertake minor forest produce activities through Gram Sabha and Gram Panchayat.

- ❑ Special impetus has been given for PESA in the proposal RGPSA guidelines.

For effective implementation, four workshops were conducted with 86 participants

PESA cell have prepared two project proposals, one on Self –Governance by Tribal Community through PESA and second on Effective Implementation of PESA through Capacity Building of Stakeholders and has been forwarded to State Government of Maharashtra.

Suggestions on Dr. T. Haque Committee Report

Government of Maharashtra had sent Dr. T. Huque Committee's Report to SIRD Yashada to give suggestion, recommendation. PESA cell has forwarded its suggestions/ recommendations to Government of Maharashtra for further action.

Secretary RDD Government of Maharashtra had suggested working on Draft Rules for PESA 1996. One workshop interaction with field level officers was very useful. The PESA Cell has prepared Draft Rules of PESA 1996, and these have been sent to RDD for further action.



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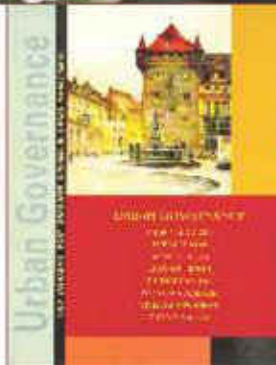
STATE INSTITUTE OF URBAN DEVELOPMENT

The fact that India's future is inescapably urban was borne out by the Census of 2011; and in a highly industrialised State like Maharashtra, the rate of urbanisation has risen to 45.23%. Only now can one appreciate the immense foresight on the part of the Government of Maharashtra in creating a special Centre for Urban Studies in 2002, which was soon upgraded to the State Institute of Urban Development (SIUD).

As cities are created by the accumulation of more and more people in a single locale, seeking economies of scale, the increase in urbanisation is seldom reflected in the number of local bodies. Thus in comparison with 29,000 village panchayats, there are less than 290 ULBs in Maharashtra. With only 290 local bodies for example, population cannot be a criterion for deciding the number of training programmes in the urban and rural sectors, because even though Maharashtra may be heading for 50%

Objective

- ❑ To equip urban managers to deal with the challenges of India's urban future
- ❑ To provide a high standard of University affiliated programmes and e-learning, for the continuing education of urban practitioners across the country
- ❑ To create knowledge resources
- ❑ To deliver short term focussed training programmes, in the areas of urban infrastructure, municipal finance and resource mobilisation, public private partnerships, poverty alleviation, delivery of municipal services and urban environment management
- ❑ To provide the research and consultancy base for urban policy-making in Maharashtra



urbanisation, there are in need of training and not even 290 ULBs in the State (just 1% of the rural set-up!). In fact the whole point of urbanisation has been economies of scale in every sense – including local government. This needs to be factored in when the TMC proclaims the annual departmental targets each year.

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Other Activities

- ❑ Full capacity building for effective rollout of e-Governance modules on the KDMC pattern throughout Maharashtra, through 18 courses covering 479 participants.
- ❑ National Training of Trainers for PPP in Infrastructure covering trainers from Uttarakhand, Delhi, Punjab, Sikkim
- ❑ Three programmes on Social Accountability in Government covering 44 officers from various departments
- ❑ Training of ERs : 2 programmes for ERs belonging to SC conducted under BARTI
- ❑ Poverty Profiling: Government of India- MHADA project. PP of Nagpur completed
- ❑ One week Urban Module as a part of ATIs course for Sikkim Civil Service
- ❑ Completion of pilot programme for launch of E-Learning Modules
- ❑ Paper setting for mass recruitment of staff at a major municipal corporation
- ❑ Urban Tuesday : an in-house newsletter on SIUD Activities

Key Activities

Continuing Education Programmes with University Affiliation (APGDUM)

Highlights of APGDUM

- ❑ Combines theory with Practice
- ❑ Continuing Education rather than short term training
- ❑ Affiliation to University of Mumbai
- ❑ 8 Modules + Dissertation
- ❑ Foreign Exposure Visit
- ❑ Knowledge creation through commissioned works

With the sole aim of creating professional urban managers for a country whose future is inescapably urban.

E-Learning Modules for Distance Education

- ❑ Developed in collaboration with the World Bank Institute, Washington DC from a grant of Rs 50,000, with SIUD providing the
- ❑ Targeted towards urban professionals from private sector, donor agencies, NGOs, Academic Institutes
- ❑ Comprehensive Programme of 5 Modules on: Impact of Urbanisation, Urban Governance, Municipal Management, Infrastructure and Services, and Urban Poverty
- ❑ Each Module has: 2 Multimedia Presentations, additional readings, a printed handbook to work with offline, Simulation Exercises and Research Assignments

C. MUINFRA-sponsored On-Campus Training (2010-2012)

Title	Programmes Conducted	Participants Trained
Project Planning for Urban Infrastructure	12	282
Implementing Urban Reforms	1	13
Emerging Challenges and the Need for Urban Reforms	5	117
Consultation on Emerging Issues in Urban Policy	1	12
Capital Value Based Tax Assessment (TP&V)	1	26
Accounting Reforms in ULBs	1	23
Town Planning Schemes (TP&V)	1	27
Total	22	500

Training programmes for urban managers from other States in 2011-12

During the year training programmes for urban managers for 11 states were organised. Details are as follows (Bracket shows no. of programmes and no. of participants respectively).

Karnataka (1, 20), Chhattisgarh (2, 40), Gujarat, Karnataka and Goa (1,34) HP, Sikkim, Chhattisgarh, Bihar, Jharkhand (1, 13) Odisha (1,22)

Proposed Activities for 2012-13

Emerging urban scenario in Maharashtra

Census 2011 in Maharashtra has recorded a 3% increase in urbanisation, which now stands at 45.23%. Interestingly most of the increase in urban population is occurring not in the metros, but in small and medium towns across the State.

SIUD's Response to Urbanisation in Maharashtra

In response to these emerging realities,, the capacity building imperatives of SIUD have now shifted towards smaller and medium towns, with the focus on the caderised services such as Municipal Chief Officers, Engineers, Accountants and Auditors from ULBs in Maharashtra. All proposals to the 2 Central Ministries reflect this shift.



HUDCO CHAIR Programmes

- Institutional Framework for Affordable Housing in Maharashtra
- Operationalizing Rajeev AwasYojana in Maharashtra
- Slum Mapping

Activity

- Consultative workshop for housing professionals, to flag the various issues
- Formulation of research proposals to document current practices in affordable housing in Maharashtra
- 5 research studies to document affordable housing projects in Mumbai Metropolitan Region (MMR) and Pune Metropolitan Region (PMR)
- Consolidation of research findings into an e-learning module, consisting of a 20 minute multimedia presentation and simulation exercises
- Documentation and Publication in print form
- Consultative workshop on operationalizing RAY, for implementing officers and experts from Government of India , to flag the various issues
- Preparation of compendium of State GRs, GoI Guidelines, Status Reports etc. on all housing schemes for the poor for the last ten years
- Workshop to evolve an action plan for effective implementation of RAY in Maharashtra
- Training programme to disseminate the above action plan among housing professionals of the public and private sector (2days)
- Preparation of manual for slum mapping, based on socio-economic surveys, satellite imagery
- Training programme to disseminate the techniques of slum mapping given in the above manual



CENTRE FOR ENVIRONMENT AND DEVELOPMENT

The Centre for Environment and Development (CED), established on 29 June 1996, has helped YASHADA position environment and development as a strategic training and applications intervention at the Academy. During the past seventeen years, the Centre has been facilitating training, research and administrative interventions at the district, municipal and State level within the Government of Maharashtra and the Government of India.

The training and applications programmes have focused on environmental concerns with perspectives on planning in rural, urban and infrastructure sectors for officials, non-officials, university academics and non-government organisations.

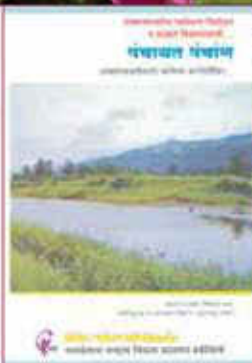
The objectives of the Centre affirm the need for the State and National governments to enable training

processes on environment management and development administration. Importantly, the Centre's objectives are central to the goals of the Academy. An essential focus of the Centre is (a) to strengthen YASHADA's training commitments, and the annual calendar of events, and (b) to provide on-the-field information and databases to integrate current case studies in future courses and workshops.

Objectives

The following objectives of the Centre for Environment and Development are based on the above preamble. These objectives are also within the parameters of those for YASHADA.

- i. To develop training programmes and evolve modules on environmental protection, nature conservation and development administration, with emphasis on the rural and urban sector.
- ii. To develop research facilities, provide fellowships and resident scholarships to cadre officers and non-governmental organisations on issues concerning environment and development.
- iii. To organise workshops and seminars to focus on specific environment and development aspects and recommend interventions and /or changes in related policy issues to the Government of Maharashtra and /or local, state and national agencies.



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Projects being Implemented

- ❑ Developing project for mapping native gene pool of Domestic stock in Wild fauna: Wild Buffalo in Vidarbha.
- ❑ Evaluation of conservation measures in forested upper catchment of source of Rivers : Developing DPRs (Krishna, Bhima and Koyna rivers)
- ❑ Development of Project Report for identification of 3 selected forest corridors in the biodiversity rich areas of Maharashtra.
 - a. Tadoba-Nawegaon-Nagzira
 - b. Bor-Pench-Tadoba
 - c. Chandoli-Koyana
- ❑ Comprehensive evaluation of JFMs (12 villages) with reference to objectives: Nagpur, Aurangabad, Nasik, Amravati, Sindhudurg and Satara
- ❑ Evaluation of Habitat Management investments done in Man-Animal conflict areas: In Bramhapuri, Nasik East, Aurangabad, Kolhapur and Junnar Divison

Status of accomplishments

Objectives 1 to 4 and 6 have been addressed successfully through 1996-1997 to 2008-2009. The proposal for construction of infrastructure and premises had been prepared during 1998-1999 for objective number 5. It is necessary to prioritise and provide additional emphasis in accomplishing objective 5.

Projects undertaken

The Centre for Environment and Development has undertaken various projects related to environment. The following projects are been implemented:

1. Maharashtra State Biodiversity Project – This project was undergone with financial support between Government of India and Ministry of Forest in the year 2000 – 2001.
2. Environmental Status Report for Ulhasnagar Municipal Corporation – Centre for Environment and Development has prepared of Environmental Status Report for Ulhasnagar Municipal Corporation for the year 2003-2004. The centre has also prepared the report for the year 2009-2010.
3. Preparation of Environmental Status Report regarding the Geographical Information System (GIS) for Jalna Municipal Corporation
4. Monitoring and Evaluation of GIS of Pimpri Chinchwad Municipal Corporation
5. Natural Resources based Geographical Information System in Shivari village, Purandar taluka, District Pune and Kavathepuran, Taluka and District Sangli. Maps and measurement were prepared through GIS based information in Shivari and Kavathepuran.
6. Mumbai Municipal Corporation – Training Needs Analysis: To identify the Training Needs Analysis for all the departments of Municipal Corporation of Greater Mumbai.
7. Tribal Research and Training Institute (TRTI), Pune sponsored project on Tribal Village level Governance Strategies for Sustainable Development in Bhimashankar Area - Training Needs Analysis.
8. Tribal Research and Training Institute (TRTI), Pune sponsored project on Empowerment Strategies for Natural Resources based Sustainable Livelihoods in tribal villages at Bhimashankar Area - Training Needs Analysis.

Project being Implemented

- ❑ Maharashtra Pollution Control Board Eco village Katewadi, sponsored programme in District Pune.
- ❑ Project related to MIHAN regarding Migratory Birds Flyways.
- ❑ Training needs analysis for environment related Empowerment Strategies for Natural Resources based Sustainable Development in Tribal villages in Pune District, Tribal Research and Training Institute (TRTI), Pune sponsored project.
- ❑ Training needs analysis for environment related Empowerment Strategies for Natural Resources based Sustainable Development in Tribal villages in Raigad District, Tribal Research and Training Institute (TRTI), Pune sponsored project.



Proposed projects for Centre for Environment and Development in year 2012-13

The Centre for Environment and Development has undertaken five projects during 2012-2013 with financial support from the State Compensatory Afforestation Fund Management and Planning Authority (State CAMPA) with financial support.

Billion Trees Project

The Government of Maharashtra has taken up an ambitious project of planting Billion Trees in the state during the monsoon of 2012. A meeting of the Forest department

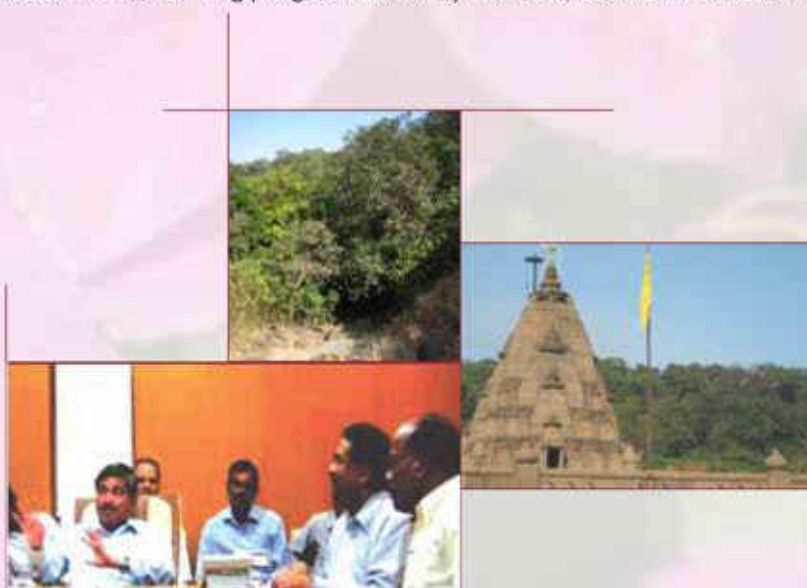
officials chaired by Mr. Patangrao Kadam, Minister of Forests, Government of Maharashtra, was held on 17 November 2011. The Principal Secretary, (Forests), Shri Praveen Pardeshi Principal Secretary (Forest) was also present during the meet.

In continuation with the meeting of the Forest department officers a one day meet of Divisional Commissioners, District Collectors and Chief Executive Officers of Zilla Parishads was organized on 18 November 2011 addressed by Shri Ratnakar Gaikwad, Chief Secretary, Government of Maharashtra.

The issues such as Joint Forest Management, plantation of trees with public private partnerships, national Rural Employment Guarantee scheme were discussed in regard to the 100 Billion trees plantation project.

Review of Extempore Leadership Skills workshop by Chief Secretary

Shri Ratnakar Gaikwad, IAS, Hon. Chief Secretary, GoM reviewed the CED-YASHADA workshop on "Extempore leadership skills" conducted by Sixth Sense, Bangalore for joint secretaries and deputy secretaries of the Government of Maharashtra. The participants of the workshop held at YASHADA campus, Pune underwent an intensive 2-day intervention on 'Mind Dynamics' that would help them in their work environment at Mantralaya, Mumbai. During the review, they explained to the Hon. CS about how they were able to recognize their attitudinal concerns and thereby resolve them with paradigm shifts. This would be the first training program review by Hon. CS, GoM to have been held at Mantralaya, Mumbai.



CENTRE FOR DISASTER MANAGEMENT

The Centre for Disaster Management (CDM) was established in August 1996 with support from the National Disaster Management Division, Department of Agriculture and Cooperation Government of India.

The Centre offers training to officers of senior, middle and junior levels from concerned departments of government. Training in various aspects of Disaster Management (DM) is also offered to the community.

Objectives

- To achieve synergy between state and district level initiatives in implementation of Disaster Management.
- Develop Case Studies on Disasters in the state
- Provide technical guidance and consultation in Disaster Management to State and District Disaster Management agencies/ organizations.

Source of Funding for conduct of programme

- National Institute of Disaster Management (NIDM), New Delhi
- The Department of Personnel and Training (DoPT), Government of India

TNA based Training Programme conducted

- Capacity Building of Disaster Management
- Community-based Disaster Management
- School Safety
- Search and rescue
- Incident response system (IRS) Training
- Disaster specific (earthquake, flood, storm, landslide, etc)

New Training Programmes are -

- Post disaster Psycho-Social Care after the disaster
- Holistic Health for All



- Awareness Generation and Capacity Building of community.
- Provide consultancy in DM to government and non-government organizations.

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Special Activities

Training on Emergency Medical Service is being conducted in collaboration with Ruby Hall Clinic to civilian medical professionals.

MID-CAREER INTERACTION ON DISASTER MANAGEMENT for senior officers of Armed Forces and Civilian Officers was planned in the month February 2012.

The new training initiative launched by CDM ie. Training programme on Holistic Health for All received overwhelming response.

Regional ToT on Reproductive Health, Gender, Psycho Social Care in Disasters was conducted during the training period

Capacity Building of Faculty:

Mr. Sharad Patil, Assistant Professor, attended the training of Master Trainers for Training Programme on Incident Response System with basic capsules on IRS at NIDM, New Delhi:

- Basic & Intermediate Course
- Incident Commands Course
- Information & Media Officer's Course
- Liaison Officer's course
- Safety Officer's Course
- Simulation Exercise

Summary of the training programs conducted training in 2011-12

Training Courses	Numbers
Total Sponsored Training Programme	36
YASHADA Training program	18
Total training programs	54
Training program for YASHADA staff	02
Total number of Participants	2111
Training Day	107
other projects, the research Fund (Lakh Rs.) (Pimpri-Chinchwad Municipal Corporation Project Plan)	Rs 6,15,000/-

Project

Preparation of Disaster Management Plan for Pimpri-Chinchwad Municipal Corporation The Pimpri-Chinchwad Municipal Corporation, is one of the fast developing Industrial Hub in Maharashtra. The work on prestigious project bagged by YASHADA has already commenced and soon we shall be able to submit the same successfully.

Participation of CDM faculties in conduct of training programme on DM at Institutions other than YASHADA

National Institute of Disaster Management (NIDM), New Delhi

National Water Academy, Pune

Indian Medical Association, Pune

State Council of Education Research and Training (SCERT), Pune

Dr. Babasaheb Ambedkar Marathwada University, Aurangabad

Ruby Hall Clinic

Colleges in Pune City and around



CENTRE FOR INFORMATION TECHNOLOGY

The Centre for Computer Applications and Training was established in April 1987 with a dual purpose. The Centre has focused on ICT training in various urban, rural and infrastructure sectors.

Objectives

- ❑ To provide functional training to officers of the Government of Maharashtra in areas related to Information Technology and Management Information Systems.
- ❑ To develop application software for use in government departments and offices

The training programmes covered topics such as Computerised Office Administration, IT Procurement and Maintenance, IT Audit and Security, e-Communication, Website Designing, Network Management, Use of GIS in development and planning, Use of Tally software for Urban Local Bodies, Use of Unicode, Sevaarth and BEAMS, Advanced Excel, Effective use of PowerPoint, Database Management etc.

Various department specific programs for MPSC, MPCB, Sir J J Hospital Mumbai, Department of Co-operation, Employment & Self Employment, Accounts & Treasuries etc. were conducted successfully.

Infrastructure facilities

Servers in Campus : There are 12 servers in the campus that include Terminal Servers, Library, Domain Controller, Active Directory Controller, Antivirus, and Web Servers.

Other Hardware in Campus is as follows -

285 Pcs, 41 Laptops, 238 Thin Clients, 73 Printers, 48 UPSs, 46 LAN, Switches, 1 Firewall- Cyberoam 500i, 23 Scanners.

Internet connectivity

There is one Mbps link from STPI and two Mbps link from Hathway.

CIT has 2 labs, one equipped with 16 PCs and The other with 11 PCs.



- ❑ To provide a forum for interaction for organisations and individuals to discuss and develop ICT applications for development

Training Programmes

The training programmes conducted by CIT reflect the progress in the information technology. During 2011-12, the Centre completed 84 training programmes and workshops. Details are as under:

Sponsored programmes 65, YASHADA programmes 4, IT modules for foundation courses 10, training to YASHADA staff 05. Total 2035 participants were trained.

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Software Development

Projects completed (Inhouse)

- ❑ Vasundhara project for State Institute of Rural Development
- ❑ Re-designed Intranet (layout and look and feel)
- ❑ Module for allotment of classrooms and hostel rooms for DAC and MDC
- ❑ Website for State Training Planning and Evaluation Agency (STPEA)
- ❑ e-Learning Platform

Projects taken up

- ❑ Point of Sale for Publication cell
- ❑ Website development for Right To Information



System Support Group Activities

- ❑ Server Monitoring Daily
- ❑ Antivirus update checking daily
- ❑ Administering proxy links for internet services
- ❑ To support LAN expansion activities
- ❑ Firewall Administration
- ❑ Support during various meetings, conferences, & exams conducted in YASHADA
- ❑ Purchase of New Hardware
- ❑ Maintaining hardware inventory
- ❑ Provide daily support to users
- ❑ Temporarily issue hardware to users
- ❑ Daily monitor calls entered by users
- ❑ Co-ordinating with AMC agency
- ❑ Daily/weekly call report by AMC engineers
- ❑ Monitor AMC vender performance
- ❑ e-mail Administration
- ❑ e-mail Policy



CENTRE FOR HUMAN DEVELOPMENT

Centre for Human Development (CHD) established in 2010, is working on wide range of projects since 2005 comprising of training, research and policy advocacy. We have worked in human development related areas such as child labour elimination, primary education and gender discrimination.

Objectives

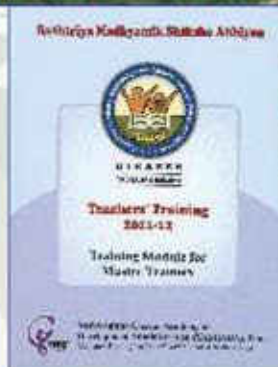
1. To analyze the secondary data about human development indicators with a view to providing policy advocacy to the Government
2. To conduct capacity building programmes in the area of Education and Health so as to improve service delivery mechanisms related to Human development indicators

2002. Government assigned the responsibility of preparing second MHDR to YASHADA. CHD, after going through the process of stakeholders' workshops, research, data compilation and analysis have arrived at the first draft of MHDR. The eminent experts in the field of education, economics and health have contributed their papers in the report. UNDP has provided the technical support. The report is in the process of Government approval.

Training

1. UTKARSH

Capacity building of Headmasters and Teachers under Rashtriya Madhyamik Shiksha Abhiyan (RMSA) was one of the significant projects undertaken by CHD since 2009-10. The programme was funded by Maharashtra Prathmik Shikshan parishad, Mumbai. The programme titled UTKARSH (Upgrading Teachers' Knowledge and Attitude towards reforming Schools) has targeted 72000 teachers and Headmasters of secondary schools in Maharashtra. 800 Master trainers were prepared for the purpose. UTKARSH aimed at building capacity of headmasters for improving school quality and developing capacity of teachers for improved teaching learning. This massive task was conducted with the help of experts in the field of Education and Education Officers. The impact study of the training indicates that there is change in certain areas among Headmasters and teachers.



3. To bring out publications on Human Development issue such as effective and tested training modules, research reports, success stories etc
4. To conduct action researches on Human Development
5. To develop a data bank and a resource unit required for above functions

Projects

Preparation of Maharashtra Human Development Report, 2012

Maharashtra State published its first Human Development Report (MHDR) in

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Data Collected

1. School access and safety: closeness, safety, transport arrangement
2. Infrastructure: Proportion of girls to boys toilets (Students), proportion of ladies to gents toilets (teachers), ladies room and boys room
3. Services to girls and boys: counseling, text books, uniforms, special services to girls,
4. Girls' Enrollment and drop out: GPI. Girls and boys drop out rate
5. Human resources: Male teachers to female teachers ratio, teachers trained on gender issues, Teachers' attitude
6. Instances of gender discrimination: in sports, in subjects offered, in work distribution, in expectations about the behaviour
7. Girls' participation and Leadership: participation in school committees, participation in out door games, participation in in door game, in musical and other competitions, in other celebrations, in examinations other than school examinations, leadership ratio

2. Certificate course in Child Counseling (CRCC)

The course is in distance learning mode with five days of contact sessions. Till date 724 candidates have successfully completed the course.

3. Child Labour Elimination (ECL)

CHD has undertaken the capacity building programmes of labour officers and the functionaries in National Child Labour Project (NCLP). CHD trained around 6504 participants for child labour elimination in the year 2011-12. The training was focused on effective implementation of NCLP, convergence issues required for ECL and rehabilitation of the child labourers.

Support activities for ECL

Apart from above research and training activities CHD has completed following activities in the year 2011-12

- Preparing software for MIS of NCLP
- Preparing software from tracking of children in NCLP
- Preparation of 10 short films, 5 TV spots and 6 jingles on child labour
- Preparation of 'Bridge Material' for children in TEC

Research

1. Evaluation of NCLP

NCLP is operationalised in 16 of Maharashtra. One of the aims of NCLP is the educational mainstreaming of children in regular schools after providing them transition education for two-three years. CHD conducted evaluation of NCLP in all 16 districts. The data was collected from the Project Director, NCLP; Teachers of Special Training Centers (STC) for child labourers, vocational instructors, parents and the children learning in STCs as well as children mainstreamed in regular schools. An array of tools such as schedules, data capture formats, focus group discussion were used for the purpose. the report is presented to the Labour department, GoM

2. Survey of child labourers in urban areas

In order to have the exact idea of the number of child labourers, a quick survey of child labourers was conducted in the urban areas 35 districts of Maharashtra. A simple data capture format seeking information about, age, gender, occupation, schooling status of the child was used. The major finding of the survey is there is large number of children working on brick kilns and in hotels. The children in the age group 9-13 are more.

3. Mapping of facilities for migrant children

Maharashtra witnesses seasonal migration for sugarcane cutting since October to April each year. Large number of families from the eastern part of Maharashtra migrates to the western 'Sugar Zone' for the purpose. The children in these families remain out of school during the period. CHD did mapping of residential and schooling facilities for the children migrating from Beed district of Maharashtra. With the effect of mapping residential arrangements for 13,000 children was done in Beed and residential arrangement of around 2000 children was done in Sangali.



4. Gender review of schools

With a view to formulating a methodology for identifying gender discrimination in schools gender Review of schools was carried out. The data from 126 coeducated secondary schools (10 %) of the Government and local bodies was collected. The headmasters, teachers and students were the major data sources.

The gender index is being formulated on the basis of the above which will provide an idea about the gender discrimination in schools.



CENTRE FOR EQUITY AND SOCIAL JUSTICE

The Centre for Equity & Social Justice was established at YASHADA on 22 January 2004. Actual functioning of the centre was started 16th February 2004. An advisory committee of the centre, which consist of eminent personalities like social thinkers, academicians, scientist, activist and elected representatives advices and guides on the functioning of the centre related to Equity and Social Justice.

Mission

To facilitate the stakeholders for capacity building and mainstreaming of the deprived and weaker sections of the society for equity, social Justice and attaining liberty for holistic human development.

- Effective implementation of constitutional provisions through innovative and action research, evaluation studies, training programmes and consultancy services.



- Facilitate the stakeholders in development endeavors of the weaker section for mainstreaming.

Key work Areas

1. Social Justice: Reservation for Women, Social Responsibility, Social Integration, Social, Economic and Financial Inclusions, Movement of Social Justice, Implementation of Constitutional Provisions, Enforcement of Legal Provisions for Weaker Sections of Society, Reservation Policy; Implementation and Promotions /Reservation in Services

2. Social Development: Socio-economic Development of Backward Classes and Religious Minority Communities; Study of Special Component Plan and Tribal Sub Plans, Livelihood/Employment /Self Employment & Minimum wage, National Rehabilitation Schemes for Person's with Disabilities, Media & Development.
3. Social Harmony: Social Integration Campaigns, Constitutional & Social Responsibility of Citizens, Campaigns for People's Participation.
4. Human Rights: SC/ST/VJNT & DT Rights, Rights of OBC & Rights of Religious Minorities, Rights of Person's with Disabilities, Immoral Trafficking and Sex Workers Human Rights, Women's & Child Rights.
5. Women's Empowerment: Prevention of Sexual Harassment at Workplace, Domestic Violence, Women's Empowerment process through SHGs, Equal opportunity & wages, PCPNDT, Women Reservation.

Research

To achieve holistic human development, equity and social justice have to be inveterate giving first priority. Hence the development scenario can be changed itself demanding government as well as people's participations in the process of development.

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ACCOUNTABILITY
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In liberalization period, too, Government has initial role to eradicate these hurdles in the process of development otherwise mere private forces cannot give the guarantee of development with equity and social justice.

Understanding above scenario CESJ has proposed various type of research project aimed to give policy feedback to Government.

Objectives

- ❑ Identification of Training Needs and organize specialized sensitization and awareness building programmes.
- ❑ Conducting innovative research action research, evaluation studies.
- ❑ Preparation of authentic database and provide policy interventions
- ❑ Networking of like minded Institutions, Social Work College, NGOs and People at large.
- ❑ Knowledge Management and Dissemination
- ❑ Capacity building of government and voluntary sectors.
- ❑ To document and disseminate knowledge and information on emerging social issues

Major Training Areas

- o Indian Constitution
- o Minority Women's: Education, Health, Equal to Rights, Protection, Social Security,
- o Social Justice & Rights
- o Senior Citizen
- o Prevention SC/ST Atrocity Act
- o Domestic Violence
- o Women Empowerment through SHG
- o Human Right, De-Addiction
- o Minority Development
- o Malnutrition
- o Prevention of Sexual Harassment at workplace
- o Human Rights

i) Research Study Areas (Evaluation Research)

- Evaluation of TSP Schemes and Impact Assessment
 - ❑ Evaluation of SJD Schemes
 - ❑ Evaluation of Development Corporations Schemes
 - ❑ Evaluation of VJNT Schemes
 - ❑ Evaluation of W&CD Schemes
 - ❑ Evaluation of Minority Development Schemes

ii) Action research Project

- ❑ Self-Employment for PwD's (Selected Dist.)
- ❑ Malnutrition
- ❑ Minority Development
- ❑ Livelihood of Tribal
- ❑ Women Empowerment
- ❑ PCR & Atrocity Act for SC/ST

ii) Ongoing Research project

1. A Study of Socio Economics and Politics Psychological changes through SHG in Kalvan.
2. A Study on Access to Benefits Of ICDS and Public Health Services to Minority Community in Malegaon City.
3. Special Component Plan
4. Socio Economic Study of Wadar Community in Maharashtra.
5. Socio Economic Study of Mehtar Community in Maharashtra.
6. Evaluation of Tribal Development Department schemes

Training and Workshops

Training on various issues of equity and social justice are under work of CESJ. To ensure holistic development training along with research is very necessary. Along with other workshops, Present training in CESJ covers three main subjects: mainstreaming Religious Minority Communities, Sensitization of Wadar Community & Sensitization of Mehtar Community.



CENTRE FOR RESEARCH AND DOCUMENTATION

The Centre for Research and Documentation was established in YASHADA in 2004 with the vision of undertaking systematic research on critical social/ development issues and to act as a solution-provider to the Government. Since establishment, the Centre has endeavored to facilitate research based policy reform in the State of Maharashtra, creating structured and verified documentation on developmental issues and piloting new strategies/ models of development.

Objectives

1. To facilitate the necessary policy reform in the State through formulating research based policy recommendations.
2. To create a structured and verified documentation on developmental issues for effective planning, monitoring and evaluation of the Development process.
3. To enhance the quality and effectiveness of training of Development Administration personnel in the State of Maharashtra by feeding the research findings into the training process.
4. To enhance the research capabilities of the in-house faculty through internal training sessions in scientific research methods and research consultation.
5. To identify projects and consultancy opportunities, to negotiate the terms of reference for such projects, and to execute such projects with the help of internal and external experts and other requisite resources.

The Centre has successfully completed 34 research projects of different nature. Some projects were that of administrative review and policy research whereas some of them dealt with evaluation and monitoring. Based on the nature of the project the components vary from basic desk review and reporting to strong field based and action research. Significant contributions were made in the field of policy, governance and administration of the state through certain projects. Preparation of the Directory of Voluntary Organizations and development of Accreditation Norms for Voluntary Organizations in Maharashtra has helped in systematic organization of information on voluntary sector organizations and identification of areas for capacity building of the organizations. The Centre has contributed significantly by preparing the first Social Justice Report for the State of Maharashtra that has helped in highlighting the issue of prevailing social discrimination and requirement of interventions for its alleviation. The process of micro planning which was carried out in several villages of 27 districts of Maharashtra, helped in evolving a definite design of Gram Panchayat based participatory planning in the State. The same was accepted as a model process for village level planning in the 'Integrated District Planning Manual' released by Planning Commission, Government of India in 2009.



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Key Outcomes

Some of the significant outcomes of the activities undertaken by the Centre are –

1. Based on the decision of HPC the participatory planning process has been recognized as the basic process to inform the District Plans in Maharashtra
2. A comprehensive compendium for conducting Gram Panchayat based participatory planning process has been prepared which can support and guide the conduct and management of the process in the district
3. The process of Gram Panchayat participatory planning was initiated in 258 Gram Panchayats across 12 districts and Gram Sabhas and Mahila Sabhas were duly conducted in 258 Gram Panchayats
4. Integrated Database of Gram Panchayats was compiled in a participatory manner at Gram Panchayat level.

Key Units of the Centre

Based on sponsored projects undertaken by the Centre project units are established to take care of the activities proposed under the project. The activities of the project are monitored and supported by the Project Monitoring Unit of the Centre.

The Centre for Research and Documentation has emerged as an anchor for establishment and development of various Centres in Yashada. Following Centres are aligned with the Centre for Research and Documentation –

1. Centre for Community Managed Programming
2. National Resource Centre
3. State Policy Resource Institute

Ongoing projects

Keeping in line with the initiatives of the previous year (2010-11) the Centre carried forward the agenda of supporting the cause of Decentralization in Maharashtra through various activities. At the same time some new initiatives were assigned to the Centre which provided an opportunity to contribute and influence the policy matters in the State. The major initiatives of the Centre were –

1. Presentation of the findings of the Pilot Project in 6 blocks:

The consolidated findings of the Pilot Project of Gram Panchayat Planning Process were presented to the High Power Committee of BRGF in July 2011. The Committee appreciated the initiative and took the decision that a similar process of participatory planning should be undertaken in all the Gram Panchayats of Maharashtra which would then be duly inform the respective District Plans. To begin with in the first Phase it was decided to carry out this process in 12 districts of BRGF.

2. Scale-up of Gram Panchayat based Planning Process in 12 BRGF District:

Based on the decision of the HPC of BRGF an appropriate re-designing of the process and its management was undertaken to suit the scale of implementation. This re-designing was done through a series of –

- ❑ workshops and consultations with concerned government officers,
- ❑ workshops with Master Trainers,
- ❑ revision and re-designing of Gram Panchayat level data formats and related training modules with due pre-testing and consultation with the respective government functionaries

Based on the appropriately revised design the Gram Panchayat based planning process was initiated in 2 blocks each from 12 districts of BRGF with focus on all the Gram Panchayats of 1 Z.P. Circle from every block. To ensure efficient planning and implementation of the process following orientations and training programmes were conducted –

- ❑ Orientation of PD, DRDA and DTCs of all the 12 districts
- ❑ Orientation on Planning and implementation framework for 24 BDOs from 12 BRGF districts
- ❑ Orientation of 84 Master Trainers
- ❑ Orientation of 312 Support Trainers in 7 batches
- ❑ Training of 853 Volunteers in their respective blocks (278 Women and 578 Men)



The process of Gram panchayat based planning was carried out 258 Gram Panchayats. The process was initiated on the field on 12th march 2012.

3. Providing Institutional Support to 'Committee on Alternative Approaches to Balanced Regional Development'

Government of Maharashtra vide Government Resolution No. Anushesh-2009/Pra. Kra.405/Ka-1416 dated 31.05.2011 has recently set up a Committee to study 'Alternative approaches to balance

regional development in Maharashtra State' under leadership of renowned Economist and Ex-Chairman of 13th Finance Commission Dr. Vijay Kelkar. This is the second such committee, after one chaired by Dr. V M Dandekar, which had submitted its report in 1984. The New Committee will recommend measures to achieve balanced growth and improvement in Human Development Index in the State of Maharashtra. Eminent persons and experts from varied fields of economics, management, agriculture, education, public health, water conservation and similar fields have been invited as committee members. Following are the major activities undertaken to support the Committee's objectives –

- ❑ 11 meetings of the Core Committee
- ❑ Formation of Sub-Group Committees like – education, agriculture, health for details study of specific topics.

4. Proposal for Establishment of an Institute of Public Policy for Maharashtra:

In the 40th meeting of the Board of Governors of YASHADA it was decided to develop YASHADA as the State Resource Institute to serve as a policy arm of the State Government. Accordingly, several steps were taken to evolve the conceptual and operational framework of the proposed dedicated public policy unit in YASHADA such as meetings with internationally acclaimed public policy experts and government officers, visits to various public policy platforms in India to study their models, presentations to Hon. Chief Minister, Hon. Deputy Chief Ministers, Hon. Chief Secretary and Secretaries of various departments, etc.

A conclusion was reached through the aforesaid explorations that a dedicated Institute of Public Policy will have to be established for the State of Maharashtra. As public policy is a highly specialized area it was thought necessary to take professional help for preparation of a project report. The Centre for Public Policy at IIM-Bangalore was found suitable for preparing the report as it has a strong track and experience in both policy teaching and policy analysis. Therefore, CPP-IIM-B was assigned the task of preparing a project report for the Institute of Public Policy at Pune. Accordingly, a report has been prepared by IIMB.

The State Government has already provided about 50 Ha. of land to YASHADA at Tathawade, Pune for developing the policy institute. A detailed proposal has been submitted to GAD for a Cabinet decision on establishment of the Institute of Public Policy along with allotment of funds.

Major Highlights

There were certain events during the year which proved to be a culmination of several initiatives and activities of the Centre. Some of the significant events are –

1. Release of a booklet on Gram Panchayat based Planning process by Her Excellency the President of India Smt. Pratibhadevi Patil in Pune (Dec 2011)
2. On the occasion of the birth centenary year on 12th March 2012 of Late Shri. Yashwantrao Chavan the release of the compendium on Gram panchayat based planning by His Excellency the Governor of Maharashtra and Hon. Chief Minister of Maharashtra



MANAGEMENT DEVELOPMENT CENTRE

Management Development Center has been designed and established as a self contained, fully residential state-of-the-art training facility for corporate and public sectors.

The creation of this center has increased YASHADA'S horizon in terms of extending its training activities to Government, Corporates, Insurance, Banking and IT sectors as well as other public and private sectors.

Objectives

- ❑ Achieve financial self-sufficiency and general surplus wealth for further prosperity of the Academy.
- ❑ Facilitate optimum utilization of the Academy's facilities and achieve functional excellence in customer services.
- ❑ Design & Developing MDP (Management Development Programs).

Following few management training has been completed by this center during this year.

- i. Three weeks residential customized Management Development Programs for Directors & Medicals Superintendents of Employee State Insurance Corporation (ESIC)
- ii. Management Development Programme for Employment & Self Employment for the Senior Officers.
- iii. MDP for Deputy Commissioner & Joint Commissioner of ADF Dept, Gov of Maharashtra.

Performance

This was yet another successful Training Year of MDC for conducting 669 Nos of long, short duration training programmes from various sectors in which 43,784 participants attended the programme and we achieved 76,666 maydays. Out of 669 Training Programs 239 Nos of programs were academic and 430 Nos were Corporate Programs.

Academic Initiatives

Management Development Trainings (MDPs): This Financial Year MDC has designed & conducted customized Management Development Programs for various sectors. The inputs provided under the program related to concepts & techniques of management science with special emphasis on development of soft skills & behavioral aspects with an aim to enhance managerial skills that lead to functional output at work place.



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Special Activities

- ❑ The MDC has tastefully furnished 105 Air Conditioned rooms with 24 X 7 Internet
- ❑ 250 seater Air –Conditioned Auditorium
- ❑ Three conference halls with 60 –70 seater flexible arrangement (conference hall No-MDC –III, IV and V.
- ❑ Three conference halls with 20-30 seater flexible type seating arrangement (conference hall No- MDC I, VI and VII)
- ❑ An amphitheater type lecture hall to seat 32 participants with 19 nodes and 24 X 7 broadband connectivity.(conference hall No-MDC-II)
- ❑ All classrooms with broadband connectivity for hands on training sessions, assignments and research.
- ❑ Seven (07) syndicate rooms are for Business discussions and other training activities
- ❑ All conference hall are air conditioned and equipped with a PC, OHP, DVD Player, Ceiling mounted LCD Projector besides the acoustics and sound system..
- ❑ Basement of MDC Auditorium and lush green lawns are also provided for poster session, exhibitions, out door training activities, lunch and dinner.

Following clients availed MDC facilities during the year 2011-2012

Axis Bank	Maharashtra University of Health Sciences
Atlas Copco	MAVIM
Axis Mutual Fund	MPCP
Abacus Institute of Computer Application	Morgan Stanly ISG Technology
Bhaba Atomic Research Centre	Bank of Maharashtra
CII	Saraswat Bank
Cummins India Ltd	MSETCL
C-DAC	Navodaya Vidyalaya
Corporation Bank	NABARD
Cubiest Edunet Ltd	NRHM
D.Y. Patil Collage of Management	NPCIL (Nuclear Power Corporation of India)
Dalal & Brocha Stock Brooking	Piaggio Vehicle
Deepak Fertilizers	Pune Ophthalmological Society
ESIC	Pune Obstetric & Gynecological Society
Fleetguard Filters Ltd	Reliance Life Insurance
Gammon India	Reliance Mutual Fund
HDFC Bank	SOPPECOM
Harbinger Group	Solitaire
Honeywell Turbo Technologies	Sunguard Software Technology
HPFL	Syngenta India
ICICI Bank	Sasken Communication Technology
ICICI Prudential Life Insurance	Tata Motors
IDBI Bank	Taco Auto.comp
ISSER	Tata Chemicals
IMD (India Metrological Dept)	Tata Consultancy
JIJAMATA MISSION	Tata Green Battery
KSB Pumps	UNICEF
Kirloskar Pneumatic Ltd	Vertex Software
Kotak Mahindra Bank	Xpanxion International
Kotak Mahindra Mutual Fund	Pune International Centre
Kotak Mahindra Life Insurance	Pune University
Lupin Pharna	
Lupin Bio-Research	
Landmark Education	



Marketing Strategy for MDC Facility

An aggressive marketing plans towards marketing for maximum utilization of MDC facility are being implemented with innovative strategy applied by MDC professional staff.

Regular Feedback Report

The CRM system is being introduced for better result. The client's feedback regarding Food Quality, Dining hall hygiene, accommodation facility, conference hall facility, complaints and suggestion are regularly monitoring on a five-point scale formula. These practices show a better result for our valuable clients to serve excellent food quality as well as best housekeeping services. Good suggestions from the clients for the improvement of MDC is always welcome.

Infrastructural Development

It is a continuous process so we always pay attention for best services to our valuable clients. Keeping in view of the convenience & needs of the guest various construction, renovation, maintaince work have been undertaken in the current Training Year. We also plan to furnish our conference hall with latest audio-visual equipments by replacing older one.

Major Non-Academic International Programmes

1. German Delegation Visit
2. Indo-Japanese Language Programme
3. 2nd International Conference on Stem Cell and Cancer
4. Eco-Tourisms and Plantation Workshop
5. International Conference on Comparative Politics in India States
6. International Conference on Research and New Perspectives in Developing Science
7. ICFOST –2011 (Association of Food Scientists and Technologist).
8. Annual Conference of Studies Glorification Program IRAN Embassy
9. International Conference on Academic Industries Linkage
10. CEMCON Conference
11. C-MET-Interanational Symposium on Physics and Technology of Sensors



CENTRE FOR RIGHT TO INFORMATION

A special Center of RTI was established at the Academy in March 2004, to train the Public Information Officers and Appellate Authorities of various public offices in the state for effective implementation of Maharashtra Right to Information Act, 2002. Ever since Right to Information Act, 2005 came in to existence Yashwantrao Chavan Academy of Development Administration YASHADA has been on the forefront of building Capacity and Imparting training for effective implementation of Right to Information Act, 2005.

Objectives

- To organise training programmes, workshops and consultation meets related to RTI, transparency and accountability.
- To develop training modules and reading material.
- To carry out research and evaluation studies and documentation activities regarding emerging transparency regime.

As NIA programmes funded by UNDP for Capacity building for access to information in 26 states and 2 UTs and to conducted training programmes for the State and Central Government Officers.

As NIA YASHADA has covered 28 states and developed 1550 State Resource Persons (SRPs) throughout the country in collaboration with respective state Administrative Training Institutes under the project component. As State Implementing Agency (SIA) Yashada has developed a pool of about 100 trainers in RTI in the state of Maharashtra.

As State Implementing Agency this Center has been carrying out intensive Capacity building and dissemination activities in the state.



Initiatives as RTI Resource Center

Yashada had been accorded the status of, National Implementing Agency (NIA), (along with Centre for Good Governance, Hyderabad) by Department of Personnel and Training under the United Nations Development Programme (UNDP) project on 'Capacity Building for Access to Information (CBAI)' and this Center has been recognised as RTI Resource Center in India.

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Projects & Activities

Capacity Building Activities

Government of Maharashtra entrusted responsibility of training and capacity building of Assistant Public Information Officers/Public Information Officers/First Appellate Authorities from districts and officers from various Directorates and Departments of the State Secretariat through a State Project.

- 1) State Project
- 2) Central Plan Scheme
- 3) RTI Week
- 4) Regional Workshops in The Them Proactive Disclosure – the way forward
- 5) Third Party Inspection of UID Enrolment Centers
- 6) UID Nodal officer training project
- 7) Certificat Course in RTI (Distance Course)

Innovative Citizen Centric Initiative

On 2nd October 2010 an innovative initiative of mass awareness started through a Certificate Course in distance mode. This is a three months duration course to facilitate enjoyable and useful learning at the convenience of learners. This Certificate Course in RTI is designed by taking into consideration the need of RTI Training for All . While designing this course difficulties being faced by both 'Supply side' i.e. Public Authorities and its officers- and 'Demand side' i.e. Citizen, Media, NGOs, Students and all sections of society have been carefully viewed. This distance course has been designed to disseminate knowledge, procedural skills and attitude required for responsible, transparent and accountable RTI regime

Research & Documentation

As research and documentation role, this Center has developed following studies and reading material.

1. Comparative Study of RTI Rules framed by various Appropriate Governments and Competent Authorities in India.
2. Adhikar Mahiticha an Abhivyakti Swatantryacha --- A comprehensive Marathi Book on RTI Act and good governance.
3. Mahiticha Adhikar Margadarshika --- a compilation of DoPT guidelines on RTI Act Marathi Translation.
4. A Handbook on RTI in English
5. Reading Material for Certificate Course in RTI Act for distance course (A set of 4 books in Marathi)



CENTRE FOR INFRASTRUCTURE DEVELOPMENT AND MANAGEMENT

Centre for Power Sector Development (CPSD) was commissioned in January-2007 (by YASHADA Policy Circular No. PPI-PC/2006-04 dated 23/01/2007) to facilitate training, research & policy interventions in Power Sector at the State & National levels with Government, PSUs, Private Sector & Stakeholders. CPSD has undertaken Capacity building & Training Programmes for State Power Utilities, especially for speeding up Power Sector Reforms. The Centre was renamed in February 2010 as CIDM to accommodate other area of infrastructure. During the year 2011-2012, CIDM has conducted 25 training courses / programmes and trained 690 participants. Total no. of participant days were 15,660

Functional Areas

❑ Management Development Programme (MDP) : For Middle & Senior level Engineers of MAHAGENCO, MAHATRANSCO, MAHAVITARAN & PSPCL Companies (Sponsored Programmes)

❑ Project Management Programme (PMP) for the above officers. (Sponsored Programmes)

senior level Managers of Human Resource Department of MAHATRANSCO.

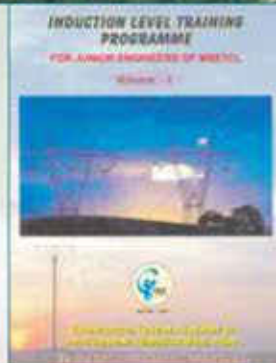
❑ "Electrical Safety & Accident Protection" Programme for the staff of MAHAVITARAN.

DRUM is co-sponsored by the Power Finance Corporation, New Delhi on one hand and the Power Distribution Utilities concerned in various States and the Country. Participants from Maharashtra, Karnataka, M.P., Gujrat, Punjab, Haryana & U.P. attended the Programme.

Management Development Programme (MDP)

CIDM launched this training Programme in the Year 2007 with an objective to develop management acumen in senior technocrats handling the three power sector companies in the State. The trainee Officers are also given case studies on management problems and are asked to make presentations.

CIDM has conducted 13 Programmes of MDP (7 for Sr. Engineers/Officers of M.SETCL and 6 for Sr. Engineers/Officers of PSPCL) during the year 2011-12. With this, CIDM has conducted in all 66 programmes in MDP since inception in 2007 and trained in all 1230 senior managers of power sector.



❑ Induction Level Programme for JEs of MAHATRANSCO (Sponsored Programmes)

❑ Distribution Reforms & Upgrades Management (DRUM) – Programme for Engineers of MAHAVITARAN and other Power Utilities in the Country (Partly sponsored by PFC & partly by Power Utilities).

❑ "Protection Systems & Testing" Programme for the junior & middle level engineers of MAHATRANSCO.

❑ "Developing Best HR Managers in MAHATRANSCO" for the middle &

Contact:

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Distribution Reforms, Upgrades and Management (DRUM)

The Ministry of Power, GOI and USAID / INDIA have jointly designed this training programme with the purpose of demonstrating the best commercial and technological practices that improves the quality and reliability of power distribution in the country. The Programme is in consonance with the GOI's Policy on Power Sector Reforms, Electricity Act-2003 and the Accelerated Power Development Reform Programme (APDRP). The Programme is partly financed by PFC. The modules are:

- ❑ Best Practices in Distribution Loss Reduction
- ❑ Best Practices in Distribution Systems (O&M)
- ❑ Distribution Efficiency & Demand Side Management

The modules of the courses are as per the design of Core, PFC & USAID. The courses are conducted strictly as per the guidelines & as per design of the course content specified in the modules.



Induction Level Training Programme

CIDM launched this programme in January-2007 for training the new entrant Junior Engineers of MAHATRANSCO. Since 2006 upto 2012 CIDM has trained 1164 participants of this course.

The course comprises more than 100 classroom & field sessions on various technical topics covered in the syllabus which is prepared jointly by MSETCL and YASHADA and ratified by the Central Electricity Authority. The classroom sessions also include soft skill topics such as Attitudinal Change and Behaviour, Time Management, Motivation and Team Building, Communication Skill, etc. Special Sessions on Disaster Management, Right to Information Act and First Aid.

In addition to the above, every batch of trainees was taken for field visits to vital installations related to EHV Transmission such as 400 KV receiving Stations, Load Dispatch Centre, Kalwa, 500 KV HVDC Terminal at Padghe, Power Transformer manufacturing and repairing plant, manufacturing plant of EHV grade Circuit Breakers, Current Transformers, Lightning Arresters, etc.



Protection Systems & Testing (PS&T)

CIDM launched a new six days' training programme titled "Protection Systems & Testing" for the junior and middle level engineer managers of MAHATRANSCO in the month of June-2008. This course was designed on the basis of training need expressed by the top management of MSETCL. They found that the engineers operating their Extra High Voltage Substations needed a special training on Electrical Protection of the network. The training included technical lectures relating to Electromagnetic, Electronic, Solid State and Digital Relaying Systems and Testing of various components.



Developing Best HR Managers in MAHATRANSCO & MAHAGENCO

CIDM has conducted 8 programmes for MSETCL and MSPGCL and trained 180 participants since inception upto 2009-10.

CENTRE FOR MEDIA AND PUBLICATION

The Centre for Media and Publications was established in 2010. It comprises of two units - Publications Cell and Library. The Academy's Publications Centre was established in the year 1996. The Centre has been staffed by persons with qualifications and experience in social science and development research, journalism and mass communications. Experienced faculty members provide editorial support. Policy for commissioning authors and payment of royalties is in existence. The equipment support includes advanced computer hardware and DTP Software. The Panel of some of the Pune's eminent printing firms appointed through the Academy's Reprographics Rate contract provide support to in-house DTP and designing activities and carryout printing works. The practice and procedure has been well established for regular publishing of various types of publications.

Objectives

- ❑ To provide a forum for publicising the findings and recommendations of research related to Public / Development Administration and Management in Government in India and particularly in Maharashtra;
- ❑ To disseminate information about functioning of Public / Development Administration; and
- ❑ To publicise the Academy's activities.

Activities: Journals Published

Journals Published during the year 2011-2012

The Publications Centre publishes regularly two journals: One in English titled Ashwattha and the other in Marathi called Yashmanthan (Marathi).

1. Ashwattha - Quarterly English Journal

Ashwattha signifies the Indian version of the 'tree of life'. In India, the erect Ashwattha is the bodhi tree. It is the symbol of holistic knowledge and the Universal Man. During the current year, 4 issues of Ashwattha - April-June 2011, July-September 2011, October-December 2011, January-March 2012 were published.

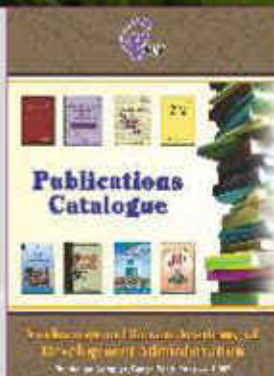
The subjects covered in the issues included:

Decline in Sex, Ratio, Appropriate Education for Rural Girls, Sanitation & Hygiene Promotion among Tribals, Child Labour, India's Demographic Dividend, Wage Employment under MGNREGS, Effective Management of PDS, Implementation of RTI Act, Effective Office Management, Village Level Development, Revenue for Local Self Government, Emotional Intelligence, Income Generation in Tribal Area, Right to Education, Growth & Development of Research & Training Institutes, Gender Budgeting, Women's Empowerment, Benefits for Women under MGTMG, Sustainable Tribal Development, Inclusive Education for Tribals.



Mandate

- ❑ To publish Academy's two quarterly journals - Ashwattha (English) and Yashmanthan (Marathi) and books on subjects/topics related to Public / Development Administration in Maharashtra written by eminent faculty members of the Academy and senior public administrators;
- ❑ To Publish the Academy's newsletters in English and Marathi, information brochures and annual report etc; providing information about the Academy's activities;
- ❑ To prepare training modules on diverse subjects used for the Academy's short and long term courses.



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2. Yashmanthan – Quarterly Marathi Journal

The title Yashmanthan signifies the successful churning of developmental thought processes for social action. During the year, 4 issues – April-June 2011, July-September 2011, October-December 2011, January-March 2012 were brought out.



The subjects covered in the issues included:

Human Resources and Development, Role of Media in Human Rights & Development, Role of ZP in Development of Rural Education, Implementation of Rural Employment Project with Public Participation, Justice for Women from Self help Groups, YASHADA's Dr. Ambedker Competition Centre, Scheme for Senior Citizens : Vardhapkal & Sharavanbal, Challenges before Public Administration in Twenty First Century, Management Skills, New Vision, Decision Process, Lokpal & Employees, Curbing Corruption through effective Office Management, Development of Management Science, Social Servant & Public Communication, Importance of Human Skills in Training Programme.

Activities: Books Published

During the year 3 books were published viz

- I) कायदा माहितीचा अन् अभिव्यक्ती स्वातंत्र्याचा (Reprint)
Author : Pralhad Kachare & Shekhar Gaikwad
- II) विकासाची निढळ वाटचाल (Reprint)
Author : YASHADA
- III) कायदा माहितीचा अन् अभिव्यक्ती स्वातंत्र्याचा (Reprint)
Author : Pralhad Kachare & Shekhar Gaikwad

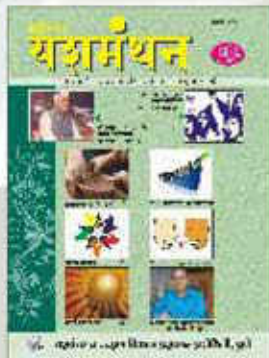


Activities: Newsletter Published

The issues of the Academy's bi-monthly newsletters brought out during the year included:

YASHADA NEWS Details (English)

- 1) Feb-March 2011 Vol V Issue 1
- 2) April-May 2011 Vol V Issue 2
- 3) June-July 2011 Vol V Issue 3
- 4) Aug-Sept 2011 Vol V Issue 4
- 5) Oct-Nov 2011 Vol V Issue 5
- 6) Jan-Feb 2012 VOL V Issue 6



YASHAD VAARTA Details (Marathi)

- 1) Feb-March 2011 Vol III Issue 3
- 2) April-May 2011 Vol III Issue 4
- 3) June-July 2011 Vol III Issue 5
- 4) Aug-Sept 2011 Vol III Issue 6
- 5) Oct-Nov 2011 Vol IV Issue 1
- 6) Dec-Jan 2012 vol IV Issue 2



Activities: Publications Printed for Projects

The Cell was requisitioned to help the institutes and centres of the Academy to get printed from the Academy's Reprographics Rate Contractors numerous publications, which were proposed to be brought out under sponsored projects. These publications included training modules, reading/ course material, manuals, project brochures/pamphlets, and special course participant certificates etc. The various sponsored projects and requisitioning sections of the Academy for whom the publications were printed include, BRGF Project (SIRD), RTI State Project (CPP), RTI NIA Project (CPP), UNICEF Project on Micro-planning (CRD), RMSA Project (CHD), Project on Capacity Building for Watershed Development (WDMC, SIRD), Induction Courses Fund and MDP for Sr Executives of Power Sector (CIDM).



Sales and Marketing of Academy's Publication

Various publications of YASHADA were sold at our sale counter on various occasions.

By the end of the year mailing list included 2,225 and 600 members respectively for the Academy's two journals — Yashmanthan and Ashwattha. This included fresh subscriptions of 835 and 172 procured from new subscribers respectively for the two journals during the year. An amount of Rs. 1,99,360/- was received towards subscription for the Academy's two quarterly journals. The list of subscribers included eminent Government Officers / Organisations, Training Institutions, Management Institutions and NGOs. The total amount received from the sale of the Academy's publications and CDs during the year is Rs. 7,11,294/-.

The Cell as the sole publisher and distributor of the Academy's publications had participated in the Exhibition and sale of Government Publications held during 6th to 8th January 2012.



LIBRARY

YASHADA library's mandate is to support the ongoing training programmes, research projects and cater to the documentary as well as informational requirements of the participants.

Collection

The library houses collection of various documents covering core subjects like Public Administration, Rural Development, Good Governance, Computer Applications, Management, Gender, Women and Child, Old Age, Self Help Groups, Cooperative Movement, Social Justice, Finance, Administrative Reforms, Human Rights, Environment, Disaster Management, Demography, Ageing, Water Conservation, Urbanization Child labour, TQM, Leadership, Time Management, Personality Development etc.

make the library facility available even after the office hours.

Library Use

The library facility is being used by the course participants and the faculty and staff members of YASHADA. Faculty members are given membership during their period of service in YASHADA. Library offers temporary membership to all course participants. The participants use library facility for reference and issue of books. During the current year 718 participants were registered as library users.

Paid Membership

The officers who wish to retain their membership even after the training programme can become a member by paying annual fees and deposit for the books. The deposit is Rs. 500/- per book and the annual fees is Rs. 500/- The facility is made available, on the recommendation of faculty members of the Academy, to the guest faculty and other State Government officers and executives in and around the Pune city. In the current year 59 new members added in the library register. At present we have 851 members on the register.

Networking with other Libraries in Pune City

Our library is a member of PUNENET – A network of libraries in Pune city. YASHADA library has provided services of Interlibrary Loan to its users by providing Institutional Membership of the British Council Library, Pune.

Special Collection

1. State and Central Government Acts
2. Government Documents like Rules, Handbooks, and Committee Reports etc.

Library also possesses a good collection of English and Marathi fiction and biographies of eminent personalities of the world.

Working Hours

In order to optimize the utilization of the library facilities by the course participants and the faculty members the library is kept open for 13 hrs on every working day. The purpose is to



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Services

Apart from collection of documents the library also provides :

- ❑ Photocopying service
- ❑ Bibliographical service
- ❑ Reference service
- ❑ Newspaper clipping service
- ❑ Article indexing service
- ❑ On line search of library database
- ❑ Audio visual and Internet facility
- ❑ Display of on going training programme related documents

State Repository Library

The library has been designated as "Repository Library for Government of Maharashtra" A special section within the library is kept reserved exclusively for this purpose. The important publications and GRs of various departments are being received by the Repository Library.

Library Blog

To share the current information and to interact with the users a library blog is prepared (yashadalibraryblogspot.com) and updated at frequent intervals.

Book Club

With the view to provide a platform for exchange of ideas as Book Readers and make our library more user oriented a YASHADA Book Club was formed. In Book Club meetings the users of the library and the book lovers discuss about new titles and ideas, which they have come across and read recently. This year 4 book club meetings were held. Mr Sharad Patil, Assistant Professor presented the book 'Power of Now'; Shri Jayant Gurav Associate Professor presented "Vichar Samhita" Dr. Sumant Pandey presented "Faujia" and two IAS probationers Mr. Abhijit Bangar and Ms. Sampada Mehata presented "Shriman Yogi" and "Savar Re" respectively.



Exhibition of Government Publications

Library had organized an Exhibition and Sale of Government Publications from 7 to 9 January, 2011 in the YASHADA Campus. The aim of the exhibition was to make available a platform so that the activities of various Government departments reach to common public. This exhibition displayed publications of various Government Departments under one roof for the first time. In all 30 departments/institutes participated in the exhibition. The inaugural function took place at 9.30 AM on 7th January 2011. The chief guest was Dr. S. B. Mujumdar, Founder and President Symbiosis Institute, Pune. Mr. Chandrakant Dalvi, Director General YASHADA, Dr. Bharat Bhushan, Dean (Academics), Dr. K. B. Lavekar, Director SIRD, Shri Rajeev Sabade, Director CMP, faculty members and staff of YASHADA, representatives of participating departments and institutions were present for the function. The citizens nearby YASHADA and other public from Pune city and around visited the exhibition for the purchase of books. Various librarians also visited the exhibition for the purpose of purchase of books and other documents.

Academic Achievements and Training

The Senior Librarian Dr. Manoj Kulkarni of the Academy was awarded Ph. D from Pune University in December 2010. The topic of his research was "Survey of Administrative Training Institute (ATI) Libraries with special reference to Service Quality Expectations of Library Users." He also presented papers in national conferences at Pune and Aurangabad.



TRAINING MONITORING CELL

The Training Monitoring Cell (TMC) at YASHADA plans coordinates and monitors the conduct of training programmes, workshops, seminars and other related activities.

Functions

- ❑ Coordination of the Annual Programme Calendar (APC) of the Academy.
- ❑ Monitoring the conduct of Training Needs Analysis (TNA)
- ❑ Monitoring the day-to-day conduct of activities and documentation thereof.

Faculty and Academic Review

The TMC also enables review and approval of Training Needs Analysis (TNAs) and Design of Training (DOTs) within the Academy. Subsequently, training and related academic activities are reviewed on a monthly basis during meetings of the faculty and the Academic Council. The meeting agenda and related process are monitored through established methodology within the Academy's ISO Manuals.

Representative Agenda of a Faculty Review Meeting

- ❑ Review of Annual Programme Calendar
 - ❑ Review of Faculty MIS
 - ❑ Discussion, feedback and action taken regarding training programmes, Faculty MIS and CMIS
 - ❑ Training and Residential Facilities
 - ❑ Review of internal audit / external audit
 - ❑ Faculty feedback about completed training programmes
 - ❑ Review of evaluation reports, action taken and client organisation's feedback
- ❑ Facilitating use of the Training Management Information System (TMIS) on YASHADA's Intranet
 - ❑ Establishing archival record of
 - Design of Training – DoT
 - Programme Completion Reports
 - Programme Evaluation Reports
 - Use of DAC & MDC Hostels

Coordination

TMC monitors the implementation and use of the intranet based Training Management Information System by the faculty. Monthly reports establish the periodic status of the APC and help in tracking specific activities.



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Nominated participants and attendees and participant days in In-campus and Out-of-Campus programs conducted during April 2011 to March 2012

Achievement	Number of Programs	Participants		Participant Days	Women Participants	Program Days
		Nominated	Attended			
Target	1,200	30,000	30,000	90,000	-	3,600
Total Achieved	4,249	1,75,117	1,68,417	6,67,065	50.329	16,877
Efficiency	+3,049	+1,45,117	+1,38,417	+5,77,065	-	+13,277

The analysis of the Academy's Training programmes is summarised in annexure –TMC and detailed list of conducted programmes is in the Appendix II.

Analysis of Training Programmes

The comparative monthly averages for benchmarking for April 2011 to March 2012 and thereby a summary statement of programmes conducted during the Annual Training Calendar Year 2011-12 by the Academy is as follows:



Details	No. of Programme	Nominees	Attendees	Participant Days	Prog. Days
Targets for the Annual Training Calendar 2011-12	1,200	30,000	30,000	90,000	3,600
Average Monthly Target	100	2,500	2,500	7,500	300
Actual Achievement on total programs during APC 2011-12 during April 2011 to March 2012	4,249	1,75,117	1,68,417	6,67,065	16,877
Average Monthly Performance of total programs during April 2011 to March 2012	354	14,593	14,034	55,589	1,406
Actual Achievement on in-campus programs during APC 2011-12 during April 2011 to March 2012	827	24,401	21,825	80,888	3,081
Average Monthly Performance of in-campus programs during April 2011 to March 2012	69	2,033	1819	6741	257



POLICY AND PLAN IMPLEMENTATION CELL

The Policy and Plan Implementation Cell (PPI Cell) was established by 32nd meeting of Board of Governors of YASHADA with effect from 22 January 2004. Accordingly a Policy Circular number XXXIInd BoG/ 2004/ P&P/ Action/ PC/ 28 dated 1 March 2004 was issued in this regard. The PPI Cell coordinates the meetings of the Board of Governors and Executive Committee of the Academy, and monitors activities undertaken on the basis of the approved decisions through issuance of policy circulars and maintains records of coordination within the Academy among all departments.

Activities

The following activities were completed by the PPI Cell during 2011-2012 including preparation and finalization of Agenda Notes and Minutes along with actual conduct of the process:.

- ❑ Resolved that the earlier proposal, previously approved in the YASHADA Master Plan, to construct a 2-way motorable + pavement underground subway between the Academic Complex and Residential Campus should be taken up and expedited.
- ❑ Administrative approval to the Center for Good Governance and the National /South Asia School for Parliamentarians and Elected Representatives for the block estimated cost of Rs. 30 Crores.
- ❑ Administrative approval to waterproofing works for various buildings in YASHADA for the cost of Rs. 2.08 Cr.
- ❑ Administrative approval to renewal of all toilets, sewerage and plumbing lines in Durva I & II, Jubilee, Sampada, Samvad and all residential buildings in YASHADA for the cost of Rs. 2.31 Cr.
- ❑ Resolved that the application of the "Payment of Gratuity Act 1972" to all YASHADA employees is to be paid by YASHADA from 1984.



Key decisions during the Meetings conducted by the PPI Cell during 2011-2012

41st Meeting of the Board of Governors

❑ Approval to the acceptance of tender by M/s. Vishwakarma Wood Industries, for their offer of 8% above cost put to Tender i.e. Rs. 44,71,847/- for following interior and renovation works. 1) Training Hall, 2) Class Room C-8, 3) Cabin adjacent to C-8, 4) Cabin G9-A, B and G18 in Administrative Building, 5) Dining Hall in MDC and 6) RTI office cabinet storages at YASHADA.

❑ Administrative approval to the Block Estimated cost of Rs. 28.54 Crore for the Construction of E-Governance Tower in YASHADA Residential Campus.

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- ❑ Resolved that the STPEA should be renamed as “State Training Planning Implementation and Evaluation Agency” and further resolved, that since YASHADA is claiming only Annual Course Fee Amount, the entire expenses for implementation, evaluation and planning of the State Training Policy including creation of above 27 posts will be given by the State Government through its Plan STP Budget as Lumpsum Course Fee amount.
- ❑ The application of the “Modified Assured Career Progression Scheme (सुधारित सेवांतर्गत आश्वासित प्रगती योजना)” being made applicable to YASHADA employees as per guidelines was approved.
- ❑ The proposal to amend Service Rules No. 3.01 of YASHADA regarding Age of retirement with specific reference to Class IV employees was approved.
- ❑ The proposal to develop an integrated solution through Mahaonline at government approved rates at the cost of Rs. 45 lakhs is approved.

68th Meeting of the Executive Committee

- ❑ Approval to Variable Dearness Allowance (VDA) to Contractors

69th Meeting of the Executive Committee

- ❑ Settlement of dues by M/s Associated space Designers Pvt. Ltd.
- ❑ ToR with members of Executive Committee, YASHADA
- ❑ Rules for use of YASHADA vehicle by Hon. DG for private use

70th Meeting of the Executive Committee

- ❑ Approval for increase in the consolidated pay of officers/ employees on contract basis

71st Meeting of the Executive Committee

- ❑ Approval to APC 2012-2013
- ❑ Recommendation of Annual Report of the Academy for the year 2010-2011 to BoG
- ❑ It was recommended that the printing and publication of Annual Report of YASHADA should be colorful and forwarded to many institutes, Ministries and Corporate Clients

Meetings conducted by the PPI Cell during 2011-2012

Name of Meeting	Date	Numbers of Decisions
Board of Governors Meeting		
41st Meeting of the Board of Governors	31 March 2012	31
Executive Committee Meeting		
68 th Meeting of the Executive Committee	18 June 2011	6
69 th Meeting of the Executive Committee	16 September 2011	7
70 th Meeting of the Executive Committee	12 December 2011	6
71 st Meeting of the Executive Committee	13 March 2012	5

THE ACADEMY'S LOCATION IN PUNE CITY





YASHWANTRAO CHAVAN ACADEMY OF DEVELOPMENT ADMINISTRATION

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