Annual Report
2012-2013

Yashwantrao Chavan Academy of Development Administration
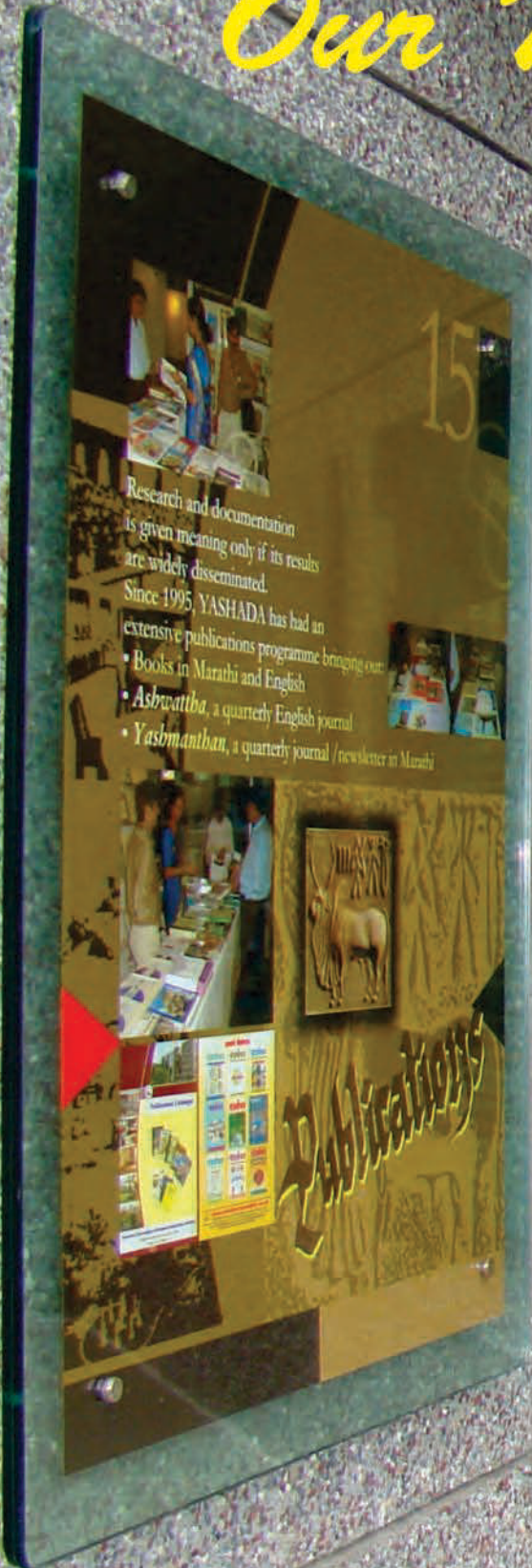
ANNUAL REPORT

2012-13

**Yashwantrao Chavan Academy of
Development Administration**

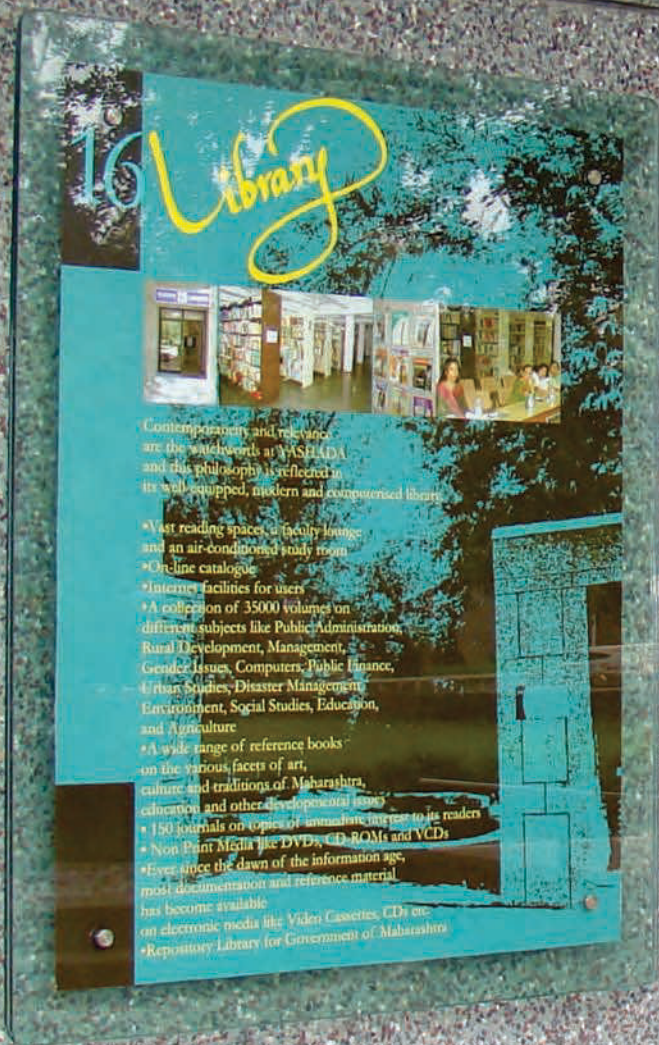Rajbhavan Complex, Baner Road, Pune - 411 007

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Research and documentation is given meaning only if its results are widely disseminated.
Since 1995, YASHADA has had an extensive publications programme bringing out:
• Books in Marathi and English
• *Ashwattha*, a quarterly English journal
• *Yashmanthan*, a quarterly journal / newsletter in Marathi

Publications

16 *Library*

Contemporaneity and relevance are the watchwords at YASHADA and this philosophy is reflected in its well-equipped, modern and computerised library.

• Vast reading spaces, a faculty lounge and an air-conditioned study room
• On-line catalogue
• Internet facilities for users
• A collection of 35000 volumes on different subjects like Public Administration, Rural Development, Management, Gender Issues, Computers, Public Finance, Urban Studies, Disaster Management, Environment, Social Studies, Education, and Agriculture
• A wide range of reference books on the various facets of art, culture and traditions of Maharashtra, education and other developmental issues
• 150 journals on topics of immediate interest to its readers
• Non Print Media like DVDs, CD-ROMs and VCDs
• Ever since the dawn of the information age, most documentation and reference material has become available on electronic media like Video Cassettes, CDs etc.
• Repository Library for Government of Maharashtra
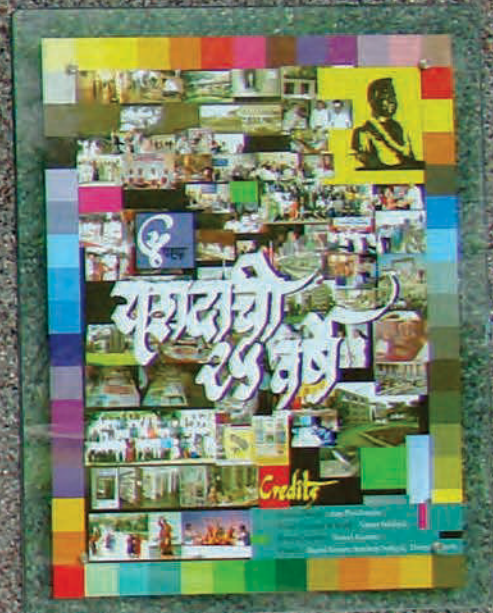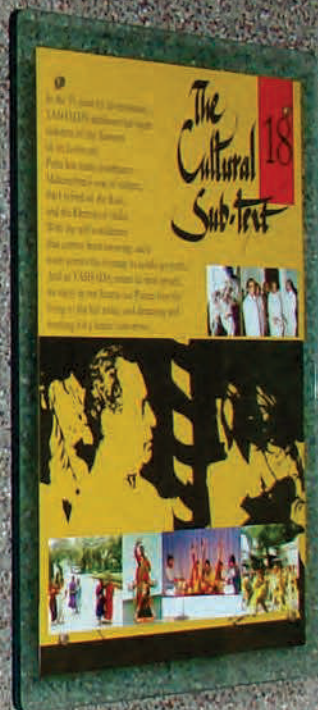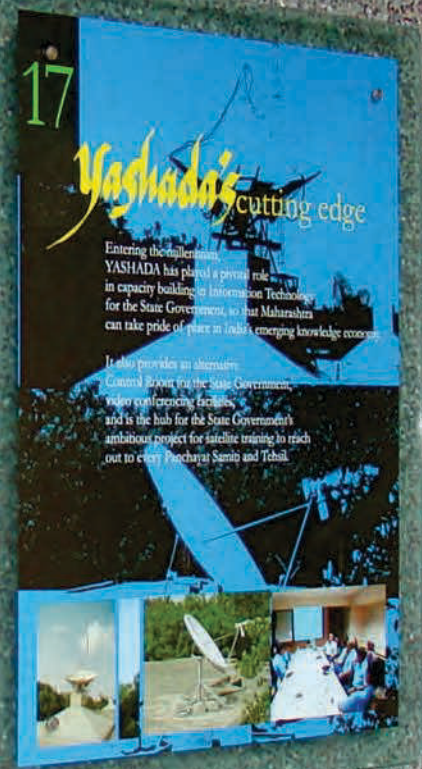
"OUR MISSION IS TO ENABLE EQUITABLE AND SUSTAINABLE DEVELOPMENT BY PROMOTING PEOPLE CENTERED GOOD GOVERNANCE. WE ACHIEVE THIS BY BRINGING TOGETHER PRACTICAL KNOWLEDGE, APPLIED RESEARCH, APPROPRIATE TECHNOLOGY AND INNOVATIVE TRAINING OF PUBLIC ADMINISTRATORS, COMMUNITY-BASED ORGANIZATIONS AND PEOPLE'S REPRESENTATIVES."

Board of Governors

Executive Committee

CONTENTS

YASHADA

About the Academy

The Yashwantrao Chavan Academy of Development Administration (YASHADA) was established by the Government of Maharashtra to impart training to government officials and elected representatives, conduct research and suggest policy recommendations.

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.

Mandate

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

Types of Activities:

❑ 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.

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 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.

❑ 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.

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.

The Research and Documentation Centre was established in 2004 for procuring sponsorship for research projects, carrying out research activities and documenting and preparing research reports.

Subjects and Areas of Activities

The programmes cover all concepts, principles and techniques related to management in government.

The programmes 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

The Board of Governors comprises ex-officio members including Hon. Chief Secretary of the Government of Maharashtra as the Chairperson and nominated members from specific sectors. Director General, YASHADA is the Chairperson of the Executive Committee and a member of the Board of Governors.

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 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 2012 - 2013, Dr. Sanjay Chahande, IAS was Director General of the Academy.

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

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 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 actual composition of the Board of Governors and Executive Committee as on 31st March 2013 is as presented earlier.

Release of Decentralised District Planning document during National Symposium on Decentralised Dstrict Planning by Hon. Chief Minister Shri. Prithviraj Chavan (left) on 16 June 2012. To his left, Mr. N. C. Saxena, IAS (Retd.) and Dr. Sanjay Chahande, Director General, YASHADA

Shri. Ajit Pawar, Deputy Chief Minister, Government of Maharashtra felicitating participants during Capacity Building of ZP Members, Pune at YASHADA on 2 to 4 August 2012. Also present (from left) Shri. Anil Kawade, IAS, CEO, ZP, Pune, Shri. Dattatray Bharne, Chairman, ZP, Pune and Dr. Sanjay Chahande, IAS, Director General, YASHADA

Mr. Jayantkumar Banthia, IAS, Chief Secretary, Government of Maharashtra being welcomed by Mr. Pravin Gedam, IAS, DDG YASHADA on 23 April 2012. Also seen, Mr. Jayant Pimpalgaonkar, Registrar, YASHADA

Former President of India, Bharat Ratna Dr. Abdul Kalam at YASHADA inagurating the 12th South Asian Management Forum on 14 Feb. 2013 (from left), Dr. Sanjay Chahande, IAS, Director General, YASHADA, Padma Vibhushan Dr. Vijay Kelkar, Vice President, Pune International Centre (Organisers) and Padma Bhushan Dr. Raghunath Mashelkar, former Director General, CSIR and President, Pune International Centre

Shri. P. Chidambaram, Union Minister for Finance, at YASHADA to participate in an event at the Management Development Centre organised by the Pune International Centre. (from left) Mr. Dileep Padgaonkar, Mr. Prabhakar Karandikar, IAS (Retd.) and Mr. Jayant Pimpalgaonkar, Registrar, YASHADA.

Dr. C. Rangarajan, Chairman, Economic Advisory Council to the Prime Minister, Government of India, presenting Shri. B. G. Deshmukh Second Memorial Lecture, jointly organised by YASHADA and Janwani, Pune on 24 March 2013. Dr. Sanjay Chahande, IAS, Director General YASHADA and Dr. Vijay Kelkar, Chairman, Janwani, Pune on the dias.

Government of Maharashtra - State Training Policy

In order to enhance the administrative effectiveness and efficiency in work of all the Government Officers and staff, Government of Maharashtra has approved State Training Policy (STP). The State Training Planning and Evaluation Agency (STPEA) established at YASHADA. plans, co-ordinates and evaluates the training functions of state, regional and district level Administrative Training Institutes Departmental Training Institutes.

The Academy has been provided the mandate to coordinate the implementation and monitoring of the State Training Policy (STP) with all departments of the GoM and to coordinate training programmes through the nearly 108 training institutes of various departments.

A Comprehensive government-resolution (GR) dated 23 September 2011 (No. टीआरएन-०९ /प्र. क्र. ३९ /०९ /१२-अ) has been issued on State Training Policy, under which 16 to 17 lakh Government employees will be imparted training at Regional/ Divisional and District Training Institutes.

Activities

- To implement the state training policy effectively
- To conduct Trainer Development Courses and Human Resource courses in the Trainer Development Programme (TDP) for the faculties of all the training institutes –
- To co-ordinate with the state level DTH and HoDs / TMs/ATMs of the Government of Maharashtra
- To plan the training function of the State by using the

State Training Planning and Management Software (STPMS)

- To support BPR related activities of government offices/departments on demand basis.
- To monitor quality control activities of Training Planning and Monitoring Cell (TPMCs) related to the training of all the training institutes.
- To co-ordinate with the Departmental/ State, Regional, District, Block level Liaison Officers of Administrative and Departmental Training Institutes.

Providing training to all employees in the state to increase efficiency at every level in the state Government service and to make the administration more dynamic has become crucial. Training has also become essential to face the challenges arising out of economic, social, political and technical changes and to attain flexibility in the administration necessary for the change. At present the function of extending training is being carried out at different levels and to introduce an element of uniformity in the training function of state as well as modernize the existing training institutes. In view of this, the issue of framing of the Training Policy was under consideration of the government of Maharashtra.

The State Training Policy was discussed in detail at a meeting of the Cabinet of Ministers of the GoM and thereafter approved. This meeting and the GR has specifically recommended that the Academy should evolve and obtain the status of University. A separate clause in the GR stipulates this path forward.

To ensure standardized quality of inputs and also to cater to the needs of all class of officers and employees as a part of the structured- organised training system, the proposed state training policy suggests setting up of Regional Training Institutes at the 6 divisions - Aurangabad, Amravati, Nagpur, Nasik, Konkan and Pune. Yashada has initiated a dialogue with all divisional commissioners and requested them to identify suitable institutes, which can function as Regional Training Institutes.

The central theme of the State Training Policy includes:

- Training for all,
- Continuous training ,
- Need based training,
- Linking the training with the human resource development policy of the state,
- Augmentation of the existing training facilities,
- YASHADA to serve as the apex training institute,
- Affiliation of all training institutes to YASHADA for this purpose,
- Setting up of state, divisional and district training institutes as required,
- Extending autonomy to all training institutes,
- appointments of training managers at all levels from the state to the local office,
- Linking training with service rules, Preparing a Calender for actual training,
- Providing the budget for training based on the design,
- Implementing the training policy scheme under planned scheme.

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.

❑ Training programmes and workshops as an when derived from sponsored projects at the Academy.

The various types of training programmes include refresher / orientation courses, foundation / induction courses and workshops / seminars / conferences / symposia. 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.

Training

The Academy conducts various training programme (c. 4,200+ in 2012-2013) within the nomenclature of Induction, Foundation, Refresher, Orientation and Extension training programmes with varying duration from 1-day to 5-day to 2-week to 10-week schedules. The trainee-participants in these programmes are provided with Certificates of participation by the Academy.

The total number of training programmes conducted during the year 2012-13 was 4201, which was higher than the annual target of 1200 training programmes. The number of training programmes conducted and their attendance rate for the previous fifteen years is given below.

Year	Number of Training Courses	Number of Participants	
		Nominated	Attended
1998-99	108	3820	3011
1999-00	132	4908	3792
2000-01	124	3735	2856
2001-02	136	4098	3335
2002-03	206	5565	4507
2003-04	239	10870	7956
2004-05	516	21,275	19,282
2005-06	846	34,905	29,157
2006-07	965	39,806	35,039
2007-08	1428	56,436	53,329
2008-09	1323	41,510	41,680
2009-10	2002	82,327	83,083
2010-11	4003	1,84,487	1,82,210
2011-12	4249	1,75,117	1,68,417
2012-13	4201	1,80,631	1,84,685

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 (PRTCs) 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, GoI 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 equiped with in-house editing, desk top publishing and sales counter facilities.

Attendance Rate
78.82%
77.26%
76.46%
81.38%
80.99%
80.60%
90.63%
83.53%
88.02%
94.49%
100.40%
100.91%
98.76%
96.17%
102.24%

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 various services, including - Recruitment of personnel and establishment matters, Finance and maintenance of accounts, Maintenance and regulation of services of contractors and suppliers, and Maintenance of hostel, mess, sanitary and medical services, among others.

Administrative Training Institute

Good Governance implies honest, transparent, accountable, responsive, and participative and people friendly administrative policies and actions. Since independence, the focus of governance has shifted from maintenance of law and order to Development Administration and in the post reform era to the harnessing and regulation of market forces. The shift in Government policies notwithstanding, citizen centric administration is the key for Good Governance.

Why are we not participative? Why do we resist if citizens want to be involved in the process of governance? Are we effective and efficient? What has motivated some of us to respond to the new challenges and innovate? These are some of the issue that are frequently debated in YASHADA, the premier training institute of the Government of Maharashtra. To analyze the process of policy formulation and implementation within the framework of Good Governance is the basic mandate of ATI. It was formerly known as Public System Administration/Centre for Good Governance. It provides basic training to directly recruited Class-I officers of Government of Maharashtra viz. Tahsildars, Deputy Collectors, Sales Tax Officers and Officers from Maharashtra Development Services.

Introduction

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.

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

Training Activities

Target 240, Total Courses 655, in-house 126, Administrative Training Institute during April 2012 to March 2013 conducted various training courses for regulatory authorities & officers from development administration.

Foundation Training

During 2012-13 ATI conducted 20 foundation training courses which included ◆ Maharashtra cadre IAS Officers, ◆ Desk Officers ◆ Naib Tahsildars ◆ Engineers ◆State Excise Officer ◆ Deputy Superintendents of Land Records ◆ Mantralaya Assistants and eight Transport Clerks, two 2 for AIMV. Also as a part of their foundation course, IES officers have been attached to YASHADA.

During the foundation courses for Naib Tahsildar and Desk Officer, the participants were given task to visit different government offices as common citizens and complete assignment without disclosing their identity, so as to give realization from citizen's point of view.

During the foundation course for others one day/ three day module on Ethics and Values in Public Governance was conducted.

Induction Training

Two Induction Courses for the Officers of Directorate of Accounts and Treasury were conducted.

Refresher Course

One batch of Desk Officers (Mantralaya) was conducted this year. Three batches of LFA were also conducted this year.

Orientation Course

Orientation course for IAS 2010 batch SDOs cum PO ITDP was also conducted.

DoPT Programmes

For the first time, DoPT courses to develop Recognised Trainers (RTs) were conducted at YASHADA.

TNA Recognised Trainer Development Course (TNA-RT):

Two TNA- RT Courses were conducted at YASHADA. Dr. Sunil Dhapte, Additional Director, ATI, Mrs. Smita Kulkarni, Assistant Professor, ATI, Dr. Manoj Kulkarni, Senior Librarian and Mrs. Hema Nimbalkar, Director, MDC were developed as recognised trainers (RT) during this course.

DoT Recognised Trainer Development Course (DoT -RT):
Dr. Minal Naravane, Director CHD and Mrs. Smita Kulkarni, Assistant Professor, ATI, was developed as recognised trainers (RT) during this course.

DTS Recognised Trainer Development Course (DTS -RT):
Mr. Pradeep Garole, Director, STPEA was developed as recognised trainers (RT) during this course

ToT on Ethics and Values in Public Governance: Dr. Sunil
Dhapte, Additional Director, ATI, Mrs. Smita Kulkarni, Assistant Professor, ATI, was developed by DoPT to conduct the module on Ethics and Values in Public Governance.

Maharashtra is one of the states along with five other states in which pilot programmes will be conducted and the trainers will run the module.

Other TDP Courses: Regular TDP Courses like DTS, DoT, TNA were also conducted (Total 20 courses) so as to build the capacity of state government officials.

Training programme for Water Supply & Sanitation Department:

During this year PRA of 915 villages have been completed. Principal Secretary Water Supply & Sanitation Department has also asked YASHADA to conduct the training programmes for officers and staff of their department. 5000 officers /staff of sub divisional level will be trained during this year under the programme "Training for all" of DoPT.

Counseling Skills Programme (DoPT State Level):

Two batches of Training Programme on Counseling Skills were conducted at YASHADA. This was the sixth and seventh batch of this 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.

Workload Analysis Report:

Workload Analysis Report of Maritime Board was completed during this year and was greatly appreciated by the authorities.

Arunachal Pradesh TNA:

As per the Arunachal Pradesh Governments request Dr. Sunil Dhapte, Additional Director, ATI conducted TNA of Various Government Departments of Arunachal Pradesh in February 2013. He carried out TNA Activities in three Districts in two weeks and gave presentation to the secretaries and senior officers of finding and suggestions with report.

Training Modules:

DoPT TDP packages of DTS, DoT, TNA and EoT will be developed in Marathi this year.

Thirteen basic modules for effective administrations are being developed by ATI. The process has been initiated. They are on the subjects like departmental enquiry, office procedure, financial management, administrations, good governance, modern management techniques, service rules, legislative procedures, judicial procedures, office management, analytical study of the department, occupational hazards in government service, customer service etc.

State Institute of Rural Development

The State Institute of Rural Development (SIRD), previously known as the Center of 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 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.

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 emphasise 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 progrmmes, we also disseminate information through journals, books, reports, newsletters, CDs, Films and other publications.

Growth

The Yashwantrao Chavan Academy of Development Administration, also known as YASHADA, functions as the State Institute of Rural Development (SIRD) for the State of Maharashtra. The Academy also includes the Administrative Training Institute (ATI). The Academy has functional experience of more than two decades of conducting state level, regional, national and international training programmes, seminars /workshops, research projects along with field monitoring and evaluation activities. The Academy is registered under the Societies Registration Act and the Bombay Public Trust Act. The training related mandate is clearly stated in its memorandum of association. The Academy also has a permanent FCRA number (as provided by the Ministry of Home Affairs, GoI) for purposes of receiving foreign exchange.

SIRD Team

Main themes of Training :

- ❑ Backward Region Grant Fund (BRGF)
- ❑ Rastriya Gram Swaraj Yojana (RGSY)
- ❑ Integrated Watershed 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
- Navajagruti Project

SIRD - Rastriya Gram Swaraj Yojana (RGSY)

(Training for Capacity Building of PRIs Functionaries in Non-BRGF Dist. in Maharashtra)

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 throughout 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 Swaraj 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.

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 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.

Budget Provision:

YASHADA helps in the preparation of reading Material, for supervision and monitoring of the action plan and allocates funds to Zilla Parishad, GTCs, and PRTCs and to NGOs Concerned.

SIRD - Watershed Management Centre (WMC)

Executive Summary

The Common Guidelines-2008 for watershed projects lays strong emphasis on participatory watershed development for livelihood promotion through capacity building and institutional building, underlines involvement of resource organizations and offers to form resource networks for ensuring multi-disciplinary inputs.

'Vasundhara State Level Nodal Agency' [VSLNA], Maharashtra entrusted YASHADA, Pune to draft 'Capacity Building Strategy' for IWMP to be implemented in the State. The strategy proposes cross-cutting framework ensuring to reach out all stakeholder levels. It was discussed in the core group meeting and principally accepted.

In the context of the shifting paradigm from national level, it was a proactive decision of Hon. Director General to initiate brainstorming on the Common Guidelines-2008. This marked the beginning of YASHADA's active participation in IWMP (Integrated Watershed Management Programme). Following activities give a clear indication of WMC's role and efforts in promoting IWMP in the State. Apart from IWMP there are other

Projects also for which capacity building Programs are conducted.

Capacity Building & Training for Ongoing Projects:

Given below are the details and information about Training and Capacity Building programmes conducted under four programmes namely-

- Integrated Watershed Management Programme (IWMP),
- Rural Infrastructure Development Fund (RIDF),
- Western Ghat Development Programme (WGDP)
- Hariyali, DPAP and IWDP Project – EXIT Protocol Training Only.

Activities at WMC:

- Preparation of training Modules: WMC has prepared 17 training modules with reading material.
- WMC has Prepared Hariyali-DPAP Exit Protocol training module with reading material for conducting Training

Programmes at YASHADA Level.

- Radio programmes.
- Programmes on DD Sahyadri
- Essay competition for school children at village level

Capacity Building Strategy

Training and Capacity Building Strategy of the watershed projects based on Common Guidelines-2008 is implemented through proper institutional structure as illustrated and described below.

Training Levels

Watershed Management Centre, State Institute of Rural Development imparts training at four levels. This structure is for all three projects i.e. IWMP, RIDF and WGDP.

- YASHADA level trainings
- State Resource Organizations (SROs)
- District Resource Organizations (DROs)
- Project Training Organizations (PTOs)

Main subjects

- Orientation on Common Guidelines - 2011
- PRA & livelihood planning
- Detailed Project Report Preparation
- Review workshop

Target Group / Stakeholders

- State, Division and District level functionaries
- Master Trainers
- State and District Resource Organisations representatives
- District Watershed Development Unit (DWDU) team members

Training Programmes

YASHADA conducts Training Programmes at all levels i.e. SRO, DRO, PTO and YASHADA. These programmes are as per the guidelines and requirements of the stakeholders. YASHADA imparts trainings to SROs, DROs and PTOs and develops training modules for the trainings. The trainings include theoretical and practical knowledge aspect. Expert resources persons teach the theory by classroom lectures and hands on experience through exposure and field visits imparts practical knowledge.

State Resource Organizations

State Resource Organization (SROs) are subject specific reputed institutes from the State having domain knowledge and proven experience. They can build the capacity of the stakeholders responsible for effective project management. The role of SROs is also important as these Guidelines are evolved for 'inclusive growth', allocate 23% funds for livelihood & productivity enhancement, and provide directives for holistic / integrated watershed management.

District Resource Organizations (DROs):

District Resource Organizations (DROs) are prime peers of the capacity-building phase. With help of the Master Trainers DROs will organize training programmes for district level for project / block level stakeholders of the watershed project. The main function of DRO is to coordinate and conduct training programme at district level.

Project Training Organizations

Project Training Organization works in close coordination with PIA and conducts project level capacity & institutional building. PTOs are identified by the PIAs as its associate organization.

Other Activities

◆ In-house Evaluation through DTCs.

◆ Daily telephonic reporting system at YASHADA level.

◆ Training Calendar is uploaded in advance.

◆ Summary Report of the training programme is open to all for viewing.

◆ Unique Code system for every training programme.

◆ To maintain quality of the trainings, Exams are conducted for SRO & DRO level participants.

◆ PTOs send the CDs of the training programmes conducted by them.

◆ Frequent visit to the training programmes conducted by SROs, DROs and PTOs

◆ Concurrent Evaluation is done through a web based software Survey Monkey.

◆ Live Broadcast of upto SRO, DRO & PTO level training programmes.

SIRD - Backward Regions Grant Fund (BRGF)

The Backward Regions Grant Fund is designed to redress regional imbalances in development. The fund will provide financial resources for supplementing and converging existing developmental inflows into 12 identified districts of Maharashtra. 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.

Key activities

Capacity building training for ERs and Functionaries of PRIs:

◆ Under Foundation course 20422 participants were trained.

◆ Under Basic Functional Course 9993 participants were trained.

◆ Under Refresher Course 43897 participants were trained.

Other components of capacity building:

- As per the guidelines of BRGF, an induction course for district level trainers was conducted for 504 trainers. The training of trainer's programmes was conducted at regional training institute for 10 days duration.

- Conducted outreach workshop for elected representatives of Zilla Parishad, Yavatmal and Bhandara at VANAMATI, Nagpur. 54 ERs have attended the programme.

- Training through SATCOM is in functioning.

- Conducted training programmes and examination for 947 illiterate elected representatives under Functional Literacy Programme.

- 10795 elected representatives of Gram Panchayat have attended Visit to Beacon Panchayat (Hiware Bajar, Ralegaon Siddhi, Jhada, Devgaon etc.) under BRGF Programme.

SIRD - Gramsevak/Panchayat & Composite Training Centre

- Apart from SIRD there are 21 training Institutes engaged in training of functionaries as well elected representatives in rural sector since more than last 60 years.

- Out of them there are 09 Gramsevak Training Centers –GTCs (08 have a status of ETC), 11 Panchayat Raj Training Centers- PRTCs and 01 Composite Center- CTC.

- Gramsevak Training Centers are involved in foundation Training for newly recruited Gramsevak, refresher courses for Gramsevak and sponsored programmes under various schemes such as RGSY, BRGF, MGNREGA etc.

- Panchayat Raj Training Centers are involved in foundation Training for newly recruited Elected Representatives, refresher courses for Elected Representatives and sponsored programmes under various schemes such as RGSY, BRGF, MGNREGA etc.

- Composite Training Centers are involved in foundation Training for newly recruited Class-III Employees of Zilla Parishad, refresher courses for Class-III Employees of Zilla Parishad and sponsored programmes under various schemes such as RGSY, BRGF, MGNREGA etc.

- The GTC/PRTC & CTC Faculty have been entrusted with inspection of PRI Institutes in the State under PEAIS.

SIRD - Assistance to State for Control of Animal Diseases (ASCAD)

Assistance to States for Control of Animal Diseases (ASCAD) is a centrally sponsored scheme of the Department of Animal Husbandry. It is a World Bank funded project being run with the primary objective of control of economically important diseases of livestock and poultry.

ASCAD includes numerous activities as follows.

◆ Mass vaccination against contagious diseases in livestock & poultry,

◆ Strengthening of animal disease diagnostic laboratories,

◆ Conducting public awareness campaigns,

◆ Diseases alerts and forecasting of diseases through publication of news bulletins

◆ Training of field technical officers and employees of Animal Husbandry Department in Maharashtra.

Training Programme under ASCAD is accomplished with a view of capacity building of field veterinarians and para –veterinarians. In all, 12 training courses of vets and para-vets are conducted at YASHADA, for which participants from Mumbai, Pune, Nashik, Aurangabad and Latur regions are deputed by the Department.

The batches of 20 participants each, comprising of 6 days duration (for vets) and 5 days duration (for para-vets) are conducted.

Recently, Post Course Evaluation of 2 batches of 2012-13 was undertaken and inferences drawn on the basis of feedback received from the participants, their controlling officers and stakeholders of the respective jurisdictions, which threw light on the usefulness and effectiveness of the training programme, from the view point of improvement in performance.

During the year 2012-13, in all, 239 participants were trained in 12 batches.

The amount of Rs. 23,65,200/- only (Rs. Twenty Three Lacs Sixty Five Thousand Two Hundred Only.) has been received from the Disease Investigation Section, Pune of the department of Animal Husbandry, towards the expenditure bill of ASCAD for the year 2012-13.

Post Course Evaluation of two batches trained in 2012-13 was conducted & online feedback received from the participants, their controlling officers & stakeholders. Inferences received revealed increase in knowledge & technical abilities of participants, dissipation of knowledge to people through public awareness campaigns, increase in preventive vaccination, & capacity building of vets & para-vets of Animal Husbandry Department.

SIRD - 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. Adhyasan will act as a resource center for NREGA in Maharashtra. The Centre will be the supporting system in advisory capacity for MGNREGS.

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.

Functions:

1. Knowledge Resource Centre for MGNREGS for Maharashtra

   ◆ Setting up of repository of written/ audio/ video material on MGNREGS and made it available when required to end users.

   ◆ A separate section for the same is set in the main library of YASHADA.

   ◆ Adhyasan acts as Facilitation/Nodal Centre for scholars, researchers and academic and research institutes working on issues to NREGS / MREGS.

2. Resource Centre for training requirements in NREGA

   ◆ Adhyasan gave ideas, strategy and inputs for training programs on various issues related to training of Palak technical officers, Panel Technical Officers, Gram Sevak and Gram Rozgar sevak.

   ◆ Adhyasan has prepared training modules for training of Palak technical officers, Panel Technical Officers, Gram Sevak and Gram Rozgar sevak.

3. Convergence options:

   ◆ Adhyasan has plan to examine and study convergence of district development plan and village plan prepared under different schemes (BRGF, RGSY, IWMP etc.) which must be development plan by District Planning Committee.

MGNREGA is being implemented in 33 districts of Maharashtra. For effective implementation of scheme investment in training and capacity building of various stakeholders become necessary. Accordingly Government of Maharashtra had assigned YASHADA the task of training various categories of personnel.

Details of the training programs

1. **Training of Gram Rozgar sevaks:**

    The training program was conducted across the 6 districts of Maharashtra with 2312 Gram Rozgar Sewaks getting benefited from the program. The training was conducted in collaboration with MKCL through e learning method.

2. **Training of Gram Sevak:**

    Training of gram sevak was conducted at block level. Government aided training centers were selected for conducting the training of Gram Sevak at block level. This was 3 days residential training. 2498 Gram sevaks were trained during 2012-13.

3. **Training of Paalak Technical Officers (Regular)**

    Paalak Technical Officers are the Junior Engineers of Panchayat Samitti. There is approximately one Paalak Technical Officers for 10 Gram Panchayats. The training was conducted at State level in YASHADA. 249 Paalak Techinical officers were trained in 2012.

SIRD - PESA Cell

As per directives from Government of Maharashtra YASHADA Pune has created PESA cell in SIRD and accordingly Project coordinator, Research assistant have been appointed in July 2011 to carry out following activities related to PESA 1996.

Activities

Training

1. To prepare Training Modules for various stakeholders.

2. To prepare reading material for master trainers and other participants.

3. To organize training programmes.

4. To evaluate outcome of implementation of PESA.

Policy advocacy

To make advocacy with Government of Maharashtra regarding provisions of PESA

PESA Cell has conducted programmes on:

I) TNA

II) PESA and Self Governance in Scheduled Areas

III) Training of Master Trainers.

IV) MFP Management through Gram Sabha.

PESA Cell has conducted 22 training programmes and 539 officials from Development, Forest, Revenue, Tribal departments and Elected Representatives have been trained in YASHADA, also 334 village level functionaries have been given orientation about PESA through

SATCOM .

PESA Cell has prepared PESA 1996 Rules and submitted to Govt. of Maharashtra for further action.

PESA Cell has prepared Training Modules for:

1. Block and District level officials.

2. GP Chairs person and secretaries.

3. Gram Sabha and Traditional Leaders.

4. Master Trainers

5. NGO and Activists

PESA Cell has prepared Plan to train 295 Master trainers and 21056 Village level functionaries. 174 Mater Trainers have been trained in YASHADA. With the help of these Master trainers 2172 village level functionaries have been trained during the year 2012-13.

Govt. of India has planned to launch RGPSA in 2013-14. PESA cell has prepared project proposal on capacity building of elected representative and officials in Scheduled Areas. Under this programme PESA Cell, SIRD YASHADA, Pune has proposed to train nearly 54000 Stakeholders in the future.
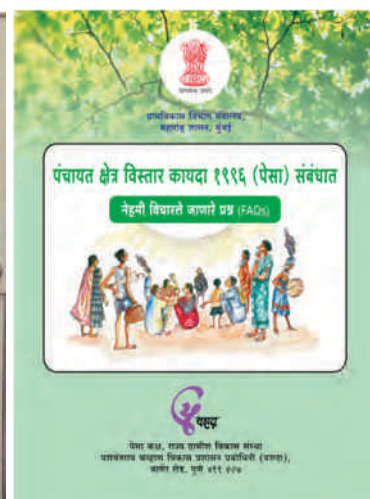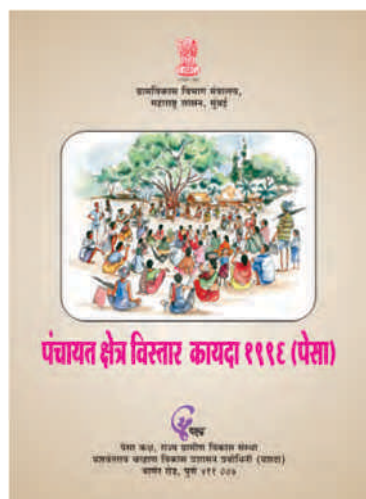
SIRD - Centre for Co-operative Training & Research (CCTR)

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. Prosperity with cooperation is human's desire. Equality and interest of the people is the base of cooperation.

Aims & Objectives

Capacity building of concern factors is in process by encouraging excellent procedures of cooperative societies in the state, based on cooperative principles.

The main Aims & Objectives of the Centre is to-

- Identifying training needs and non-training interventions.

- Preparing training plans of various sectors in cooperation & cooperative department.

- Officials & Non Officials in the cooperative sectors & cooperative department officers

- Identifying best practices in various cooperatives sectors and disseminating them.

Activities

- Organizing 32 sponsored training courses of officials & Non officials of Cooperative institutions.

- Organizing six training programmes of the field staff of administration and audit wing of cooperative department under state training programme.

- Conducting four workshop on current situations for CEOs of Urban Banks.

- Organizing four 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.

- Associating Pune district banks association and Pune district federations of credit societies for identifying the performance problems and training needs in the working of urban bank/ credit societies

- Preparing reading material of detailed guidelines/ directives/circulars of RBI and co-operative department in respect of banking reform for proper functioning for the management of DCCB/ UCB/urban credit societies.

CCTR Team

State Institute of Urban Development

With the completion of the first phase of the Jawaharlal Nehru Urban Renewal Mission (2007-12), the Government of India launched Phase II, based on the recommendations of the Ishar Judge Ahluwalia Committee Report. In the second phase, the focus shifts from mere private sector investment in urban infrastructure, to the all-round capacity building of urban local bodies and parastatals. This will result in the setting up of several national level institutes, as well as the strengthening of State Training Institutes and State Institutes of Urban Development, across the country.

Ministry of Urban Development, GoI sponsored Programmes

The State Institute of Urban Development (SIUD) at YASHADA is one of the first beneficiaries of this initiative, and ours was the first proposal in India to be approved, in March 2012. Since then, SIUD has undertaken need-based training programmes to cater to the key target groups working in Maharashtra's 26 Municipal Corporations and 226   Municipal Councils.

A few details…

The Executive Development Programme is aimed at providing urban knowledge and soft skills (such as media management) to senior and middle level urban managers.

Urban governance for Senior Officers was chiefly intended as a refresher programme for APGDUM graduates, and on an experimental basis, also included orientation in urban matters for the Deputy Collector cadre.

Urban governance for Elected Representatives was the major hit of the year with exclusive courses for Osmanabad and Nanded-Waghala included among the 7 programmes conduced in 2012-13. The highlight of these courses were the site visits and interaction with successful political figures in both Pune and Pimpri-Chinchwad.

The 2 sets of programmes on Schedule XII for 74 CAA were chiefly intended for the cutting edge staff of ULBs, to enable them to improve their service delivery.

Town Planning Schemes (TPS) are a tool of micro planning, through pooling of private land holdings. These courses were extremely popular as Government of Maharashtra has amended the MRTP Act to optimize efficient land use in the larger cities in the State.

Capital Value Assessment (CVA) is the preferred means of property tax assessment throughout the world and is part of the mandatory reforms under JNNURM. It received a massive response and will also be repeated next year.

For the first time, SIUD undertook an inter-agency programme covering town planners, RTO, BEST, PMPML, Municipal Corporations and Traffic Police, on Transport Planning and Traffic Management. There is a scope for at least one such course every year.

Municipal finance and accounting are the heart of the JNNURM agenda, and such courses are in great demand and highly appreciated.

The Planning And Management of Urban Infrastructure is a job requiring high coordination between urban parastatals and ULBs. The entry of private parties in this

field has added further complexity. SIUD courses on this subject are rated among the best in the country with some of the most experienced faculty regularly participating such as Shri J T Nashikkar, Former Secretary-PWD, Shri Sharad Sabnis, Chief Engineer-PWD and Prof. A M Nene, Management and Financial Consultant. Closely allied to these programmes are the three specialised courses on PPP in Urban Infrastructure, conducted during 2012-13. These PPP programmes make use of the special module developed by the Department of Economic Affairs, Government of India.

HUDCO Chair, Ministry of Housing and Urban Poverty Alleviation, GoI

Another key recommendation of the Ahluwalia Committee is the merger of the Ministries of Urban Development and Housing and Urban Poverty Alleviation at the Central level, and the Departments of Urban Development and Housing at the State level. Anticipating such a convergence, the SIUD has revived the HUDCO Chair, and conducted courses in 2012-13, summarised below:

Title of programme Duration in Days Participant days Average overall rating Housing Law 526088.6% Project and Contract Management (2 courses) 316890.8% Eco Housing 34892.7%

Other Central Ministries

In fact, SIUD YASHADA has become the institute of first choice in Western and Southern India for all types of regional and national initiatives such as the PPP initiative of the Ministry of Finance and National Workshop on Urban Sanitation, sponsored by the Ministry of Personnel, Public Grievances and Pensions, GoI.

Other States

Pune, Pimpri-Chinchwad (and by association SIUD, YASHADA) have become famous across the county for the excellent implementation of JNNURM in these two cities. As a result, we frequently play host to visiting teams from other States and this year SIUD organised 2 exposure visits for urban mangers from Chhattisgarh and Madhya Pradesh.

Advanced Post Graduate Diploma in Urban Management (APGDUM)

Meanwhile, SIUD's flagship programme, the Advanced Post-Graduate Diploma in Urban Management (University of Mumbai) was further consolidated by the setting up of a Board of Studies by the University. This year we have also entirely revamped the syllabus and reading material to make it contemporary and relevant to the emerging urban realities.

The last batch visited Beijing and Shanghai in China, as part of their foreign exposure visit, and graduated in 2012.

The current APGDUM batch has completed its domestic study tour of Chennai and Kochi in February 2013. They were hosted by the Chennai Municipal Corporation at their historic Ripon Building Offices, and the highlight of the Kochi tour was a visit to the Rajeev Gandhi Trans-shipment Terminal, organised by the Municipal Corporation.

Summarising, as the urban sector in India moves centre-stage in national planning, the SIUD is poised for further growth in the years to come, and will always be at the national forefront for capacity building in the urban sector.

Centre for Disaster Management

The Center for Disaster Management (CDM) was set up 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. The nature of training is dynamic and has direct effect on the stakeholders.

Disaster Management plans for Pimpri-Chinchwad and Bhiwandi Municipal Corporations prepared and submitted for their approval. Both the plans were unique, Pimpri- Chinchwad Municipal corporation being one of the prosperous industrial area in the state and Bhiwandi Municipal Corporation being Multi hazard with 90% unauthorized construction and a city having special provision being powerloom industry.

Objectives

a)	Empowering stakeholders and community in Disaster Management, through specific Training Programmes and Workshops for the officials and non-officials at State, District, PRI / ULB levels.

b)	Develop Case Studies on Disasters in the state

c)	Provide technical guidance and consultation in Disaster Management to State and District Disaster Management agencies/organizations.

d)	Capacity Building of faculty and stakeholders.

e)	To achieve synergy among the stakeholders working in the field of DM.

The funding for the training and allied activities carried out by Centre for Disaster management was received from following departments and institutions:

a)	Relief and Rehabilitation Department, Government of Maharashtra

b)	National Institute of Disaster Management, New Delhi

c)	DOPT, Government of India

Considering the training needs identified, following training programmes were conducted during the training year:

a)	Capacity Building of community

b)	Community Based Disaster Management

c)	School Safety

d)	Search and Rescue

e)	Incident Response System

f)	Disaster Specific modules (EQ, Flood, Cyclone etc)

CDM Team

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. The nature of training is dynamic and has direct effect on the stakeholders.

Networking initiative

a) Training programme for Medical First responders was conceptualized and conducted at YASHADA in collaboration with Ruby Hospital, Pune

b) Mid-Career Interaction programme for Armed forces and Civil services was conducted at YASHADA. This was a Government of India sponsored programme

Capacity Building Initiative

a) Workshop on reviewing of DM Act 2005 convened by NDMA at Ahmedabad attended by Director CDM

b) Training programme on Mainstreaming of DRR in Rural development projects conducted by NIRD and attended by Director CDM

c) NIDM and USFS sponsored programme conducted for Pimpri Chinchwad MC by CDM YASHADA

d) TOT programme on IRS conducted by NIDM and attended by Shri Sharad Patil at Delhi

e) Psycho-social, gender and child health programme on DM attended by Medical Officer YASHADA.

Initiatives by CDM faculties in training programme conducted by other departments and DM issues related to institute:

a) Basic module on Disaster Management conducted for all foundation courses

b) Conducted lectures on strengthening of buildings and rural infrastructure during training programme conducted by SIRD.

c) Conducted lectures on Stress Management during Training programmes at YASHADA

d) Conducted Firefighting demonstration for YASHADA staff

e) Formation of Fire Policy Committee and conduct of Mock Drills every three month.

f) Director, CDM, YASHADA was invited by NIDM for lectures on IRS at Gangtok, Sikkim

Training imparted to various other institutions

➢ National Institute of Disaster Management (NIDM), New Delhi

➢ National Water Academy, Pune

➢ Indian Medical Association, Pune

➢ State Council of Education & Research Training (SCERT), Pune

➢ Dr. Babasaheb Ambedkar Marathwada University, Aurangabad

➢ Ruby Hall Clinic

Centre for Environment and Development

Master Trainers for JFM program at YASHADA

The Centre for Environment and Development (CED) was established at YASHADA on 29 June 1996. During the previous seventeen years, the Centre has helped the Academy position environmental planning as an important training intervention in Maharashtra. The training programmes and project-based applications have helped prioritise environmental concerns with perspectives on planning in rural, urban and infrastructure sectors for officials and non-officials along with academics and non-government representatives.

Objectives

(1) development of training programmes, workshops, seminars and modules on environmental aspects,

(2) training of government officials and elected representatives,

(3) development of research facilities,

(4) providing a forum for interaction to discuss and develop action plans.

Projects

During 1996-2013, the Centre has coordinated significant research and implementation projects, including the Maharashtra State Biodiversity Status Report and Action Plan (MahaBSAP), Environmental Status Reports (ESRs) for Ulhasnagar, Kalyan-Dombivili and Jalna Municipal Corporations, GIS-based monitoring project for Pimpri Chinchwad Municipal Corporation, Training Needs Analysis of all the departments of the Municipal Corporation of Greater Mumbai, Migratory Birds Flyways report for MIHAN – Nagpur, Village level capacity building programmes for the Total Sanitation Campaign, and the TNA studies for Tribal Research and Training Institute (TRTI) in Bhimashankar area among others.

Training Programmes

During the year 2012-2013, the Centre conducted 72 training programmes and workshops, covering 117 program days with 1290 trainee-participants, including 232 women participants. Since 1996, the Centre has conducted 934 training programmes and workshops, covering 687 course weeks with 30,800 trainee-participants. Several project-based and theme-based training programmes and workshops were conducted during 2012-2013. These include –

Joint Forest Management – Training of Master Trainers (MTs) and Training of Trainers

The State Forest Department, Government of Maharashtra (GoM), identified the Centre for Environment and Development (CED), YASHADA as the nodal agency to conduct the training of Master Trainers (MTs) and Training of Trainers (ToTs) for capacity building in the implementation of joint forest management, eco-development and eco-tourism initiatives at the village and community level.

Training Needs Analysis workshop with forest guards as stakeholders for JFM ToT programs

CED conducted a rapid TNA with the department, and various curriculum and training design workshops with officials and stakeholders during early 2012-2013. These workshops included Chairpersons and members of joint forest management committees from selected villages in Pune forest division. Senior officers, foresters and forest guards of the forest department and representatives of JFM Committees helped identify training needs. Five training programmes for identification and development of 126 Master Trainers (MTs) were held in April 2012, November 2012, January 2013 and February 2013.

During February-March 2013, the State Forest Department organized the State-wide forward-linked

Training of Trainers (ToTs) programme for foresters and members of JFM committees. The first programme held on 25-26 February 2013 at Shahapur, Thane was attended by more than 130 trainee-participants. CED-YASHADA helped facilitate the training sessions. The resource persons included Shri Annasaheb Hazare, Shri Popatrao Pawar and Shri Praveen Pardeshi, IAS, Principal Secretary, Revenue and Forests, Government of Maharashtra.

**Forest Guard at
TNA for JFM Workshop**

CAMPA – State Forest Department, GoM Projects

Five projects were provided support by Maharashtra State Forest Department's CAMPA (Compensatory Afforestation Management and Protection Agency). These projects include –

1. Developing Project Report (DPR) for mapping native gene pool of domestic stock in wild fauna – wild buffalo in Vidarbha.

2. Evaluation of conservation measures in forested upper catchments of source of rivers – developing DPRs for Krishna, Bhima and Koyna Rivers.

3. DPRs for identification of three selected forest corridors in the biodiversity rich areas of Maharashtra – (a) Tadoba-Nawegaon-Nagzira, (b) Bhor-Pench-Tadoba and, (c) Chandoli-Koyna.

4. Comprehensive evaluation of JFMs (12 villages) with reference to objectives: Nagpur, Aurangabad, Nashik, Amravati, Sindhudurg and Satara.

5. Evaluation of habitat management investments done in Man-Animal conflict areas – Brahmapuri, Nashik East, Aurangabad, Kolhapur and Junnar divisions.

Initial surveys were conducted at the source of the Bhima and Krishna Rivers as part of the DPR project for evaluation of conservation measures in forested upper catchments of source of rivers. The upper hill-plateau watersheds and catchments of these rivers were surveyed with the help of the forest department.

CED-YASHADA continued to monitor the Eco-Village Project as Project Management Consultant for Katewadi Village, Baramati Taluka, Pune District on behalf of the Gram Panchayat, the Maharashtra Pollution Control Board (MPCB) and the Zilla Parishad, Pune. The project comprises implementation of several environmental management projects and capacity building initiatives at Katewadi village.

Various round-table discussion meetings were held with scientists from the National Bureau of Animal Genetics Resources (NBAGR), Karnal, Haryana and representatives from NABARD, Pune and Commissioner, Animal Husbandry, GoM, State Forest Department's wildlife wing and Gadchiroli Territorial Circle in regard to development of an action plan for conservation of wild buffalo in Maharashtra.

Dr. Bharat Bhushan, Professor, Environmental Planning, CED-YASHADA was appointed as Chairperson, Adhoc Board of Studies, Environmental Sciences, University of Pune by the Hon. Vice Chancellor. In this capacity, and to enable appropriate changes, CED YASHADA helped coordinate various workshops for the syllabus revision committees for B.Sc Environmental Sciences and M.Sc Environmental Sciences with representatives of affiliated colleges, university's post-graduate environmental sciences centre and expert resource persons. The proposed changes have since been accepted by the Science Faculty, Academic Council and the other bodies of the University of Pune.

Dr. Bharat Bhushan has also been nominated to –

➢ Member, Adhoc Board of Studies, Sustainable Development, University of Pune

➢ Chancellor's Nominee, Academic Council, Symbiosis International University, Pune

➢ Member, National Advisory Board, Dr. D. Y. Patil University, Kharghar, Navi Mumbai

➢ Member, Academic Council, University of Pune

➢ Member, Planning and Monitoring Board, Symbiosis International University, Pune

**Krishna River Valley Survey
at Mahabaleshwar**

CED Team

Centre for Information Technology

The Centre for Computer Applications and Training was established in April 1987. 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

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

CIT Team

Training Programmes

The training programmes conducted by CIT reflect the progress in the information technology. During 2012-13, the Centre completed 138 training programmes and workshops.

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

Various department specific programs for Agriculture department, Employment and Self Employment department, Revenue and Forest department, MPCB, Transport Commissioner Office, Charity Commissioner Office, Accounts and Treasuries department etc. were conducted successfully.

CIT organized IT sessions through SATCOM and trained Panchayat Samiti Members and Gram Panchayat level employees on various topics such as e-Governance, Unicode, Cloud Computing, Green Computing, Information Security etc.

Tech Saturdays were organized on 1st Saturday of every month to aware government officers and employees about latest trends in Information Technology. These Tech Saturdays were organized in YASHADA as well as outreach.

In collaboration with National Institute of Smart Governance Hyderabad, CIT organized some e-Governance Trainings to officers of Agriculture, Rural Development, and Animal Husbandry etc.

Software Development - Projects completed (Inhouse)

❑ Re-designed YASHADA's website (layout & look and feel)

❑ Maintenance and need-based changes / modifications to the existing Training Management Information System.

❑ Provided necessary development inputs to M/S MahaOnline for the ensuing ERP project.

❑ Developed and hosted an e-Learning platform for YASHADA.

Infrastructure facilities:

❑ Internet connectivity: YASHADA has 12Mbps broadband connectivity from BSNL & 3Mbps from STPI as a backup. As such total 15Mbps broadband

connectivity is available for use.

- ❑ Considering the future requirements YASHADA has approached National Knowledge Network (NKN) for high speed broadband connectivity, which is approved by NKN and will be available for YASHADA at any moment. YASHADA can utilize this connectivity for publishing & sharing various research papers, creating virtual academy for distance learning.

- ❑ LAN (Local Area Network): To cater the high speed Internet bandwidth, YASHADA has revamped it's existing LAN with manageable switches and connecting all it's premises with Optical Fiber Cable.

- ❑ YASHADA implemented MSWAN connectivity for connecting to Mantralaya and up to block level through video conferencing.

- ❑ To provide state of the art infrastructure for training YASHADA has renovated it's both the computer labs by increasing it's seating capacity by 50%.

- ❑ As per the e-Governance Policy of Maharashtra State, to avoid the use of unauthorized software, YASHADA enrolled in Campus Licensing with Microsoft, through which all the IT equipment in YASHADA have legal software on it.

- ❑ IT equipment inventory: YASHADA has following IT equipment currently installed within it's campus.

Activities of System Support Group

1. Daily Server monitoring.

2. Daily Anti-Virus updation and monitoring.

3. Daily Firewall management for bandwidth administration.

4. Provide IT support to all the programs getting organized in YASHADA.

5. Help Procurement Cell by giving consultancy in technical things for procuring various IT equipment.

6. Keep the IT inventory up to date.

7. Daily IT support to all the users from various department of YASHADA.

8. Co-ordination with IT FMS provider for smooth functioning of IT services.

9. Monitoring & evaluating daily complaints logged by IT users.

10. Evaluating IT services provided by FMS provider and suggest improvements.

11. YASHADA email system administration.

Projects taken up

- ❑ Design and Development of "Mahalaxmi Saras" Portal for Rural Development Department, Government of Maharashtra with the Revenue of Rs 2,98,000/-.

- ❑ Maintenance of Portal for "Training for All" initiative (ITP-NDFC) of Department of Personnel and Training, Government of India

- ❑ Re-designing of STP (State Training Policy) website

- ❑ Design and Development of NFICI Portal for National Federation of Information Commissions of India (proposal is presently being finalized)

- ❑ Design and Development of University Portal for Konkan Krushi Vidyapeeth, Dapoli (proposal is presently being finalized)

Centre for Human Development

Center for Human Development (CHD) established in 2010, is working on wide range of projects comprising of training, research and policy advocacy, 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

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

1. Preparation of Maharashtra Human Development Report, 2012

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

2. Kishori Utkarsh Manch

   CHD after the gender review of schools in 2011-12 suggested a scheme of Kishori Utkarsh Manch to improve enrollment and retention of girls in schools. The scheme is accepted by Rashtriy Madhymik Shiksha Abhiyan and the scheme will be implemented in all 1500 Government schools. CHD has prepared operational guidelines for the same.

Training
UTKARSH

Capacity building of Headmasters and Teachers under Rashtriy Madhymik 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 20000 teachers of secondary schools in Maharashtra. 395 Master Trainers were prepared for the purpose. In 2012-13 UTKARSH aimed at building capacity of teachers for dealing with adolecents. This massive task was conducted with the help of experts in the field of education. The post impact evaluation, by the third agency, of the teachers indicates significant change in the learning.

CHD Team
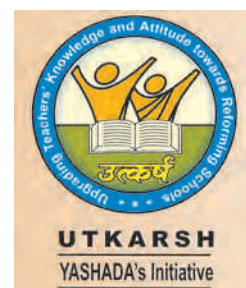
Research and evaluation

1. Evaluation of Schemes under Human Development programme

Human development programme is implemented by the Human Development Commissionrate, Aurangabad in 125 blocks of Maharashtra. The CHD evaluated 8 schemes in 17 blocks of Maharashtra. The results indicate that the schemes of Antenatal check up, Training of Adolescent girls have significant impact. While the schemes of 'Abhyasika' in schools, Kitchen garden, Skill training of youths have the limited outputs.

2. Policy research on Right to Education Act

As per RTE, any child cannot be detained in the same standard till 14 years of age. The Government has announced the implementation of Continuous and Comprehensive Evaluation (CCE) in schools with that effect. Another major provision in RTE is the age appropriate enrollment of an out of school child in schools. The responsibility of educational preparation of the child is on the school.

Maharashtra Prathmik Shikshan Parishad (MPSP) assigned the responsibility to suggest the guidelines i) for improving CCE and ii) for promoting retention of enrolled children. CHD after extensive study of the literature, through the stakeholders' workshops, by case studies of schools and studying the good practices in other states have prepared guidelines for age appropriate enrollment and CCE. The major policy change suggested is an in-built system of CCE is required in schools which will also result into retention of age appropriate children. This can be achieved by adopting the practice of activity based learning (ABL) in schools. ABL will allow multilevel teaching in each class.

मानव संसाधन विकास मंत्रालय, नवी दिल्ली आणि
शालेय शिक्षण व क्रीडा विभाग, महाराष्ट्र शासन पुरस्कृत
राष्ट्रीय माध्यमिक शिक्षा अभियान
शिक्षक प्रशिक्षण : २०१२-१३
कुमारवयीन मुलां/मुलींना समजून घेताना
यशवंतराव चव्हाण विकास प्रशासन प्रबोधिनी (यशदा), पुणे
(महाराष्ट्र शासनाची शिखर प्रशिक्षण संस्था)
राजभवन आवार, बाणेर रस्ता, पुणे ४११ ००७

Centre for Equity and Social Justice

Introduction

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

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.

Aims

- 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.

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

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.

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.

❑ 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

❑ Action Research Project

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

❑ Ongoing Research project

· A Study of Socio Economics and Politics Psychological changes through SHG in Kalvan.

· A Study on Access to Benefits Of ICDS and Public Health Services to Minority Community in Malegaon City.
· Special Component Plan
· Socio Economic Study of Wadar Community in Maharashtra.
· Socio Economic Study of Mehter Community in Maharashtra.
· 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. The details of Training and Workshop are as under…

Major Training Areas

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

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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.

The Centre has successfully completed 36 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. Leveraging from the experiences of earlier projects the recent initiatives of the Centre focus on promoting community processes, strengthening of local self – governance and encouraging transparent and accountable governance systems.

Objectives

❏ To facilitate the necessary policy reform in the State through formulating research based policy recommendations.

❏ To create a structured and verified documentation on developmental issues for effective planning, monitoring and evaluation of the Development process.

❏ To enhance the quality & effectiveness of training of development Administration personnel in the State of Maharashtra by feeding the research findings into the training process.

❏ To enhance the research capabilities of the in-house faculty through internal training sessions in scientific research methods and research consultation.

❏ 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.

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 –

❏ Centre for Women's Empowerment

❏ Evaluation Research Centre

❏ State Policy Resource Institute

❏ MHADA Training Cell

❏ Centre for Community Managed Programming

❏ National Resource Centre on Urban Poverty Alleviation

Ongoing Projects

Keeping in line with the initiatives of the previous year (2011-12) 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. Pilot Project on Model Environment & Development Plans for the Transition Settlements/ Gram Panchayats with 5000+ population size:

Rural Development Department, GoM has launched a scheme which makes financial provision for Zilla Parishads to hire services of technical agencies to develop systematic environment development plans of Gram panchayats with population above 5000. Under this provision the National Resource Center for Urban Poverty Alleviation was assigned the task of preparation of environment development plans for Grampanchayats 'Tardal' and 'Hatkanangale' in Kolhapur district. The process of developing plans for these two Gram Panchayats is undertaken with dual purpose:

❑ To develop a methodology of planning process for larger Gram Panchayats which is a blend of technical aspects from town planning and participatory processes

❑ To develop guidelines for other agencies in Maharashtra to undertake such a process.

❑ The pilot assumes significance in view of the fact that today's large sized villages are future towns and need proper planning using the town planning principles, however, at present there is no suitable legal-policy framework for planning of such transition settlements. A technical plan with support of a 6-day participatory process has been developed for Tardal Gram Panchayat. The same has been submitted to the Zilla Parishad, Kolhapur.

2. Drafting of Perspective Plan for Rajiv Gandhi Panchayat Sashaktikaran Abhiyaan:

For the twelfth five year plan period the Ministry of Panchayati Raj has proposed Rajiv Gandhi Panchayat Sashaktikaran Abhiyaan for holistic development of Panchayati Raj in State of India. The states have been asked to develop their plans based on the situation of PRIs in the State. In Maharashtra, YASHADA has been entrusted the responsibility of developing the perspective plan of RGPSA for the five year plan period 2012-17. Based on the the the major objectives of the Abhiyaana draft plan of RGPSA covering 11 different aspects to strengthen the PRIs have been proposed : Equipping the panchayats with adequate human resource and infrastructure, developing institutional structures for capacity building of panchayats, developing operational capabilities of panchayat functionaries, gender focused capacity building of EWRs, establishing vibrant regime of decentralized district planning, equipping panchayati raj with adequate devolution of 3Fs, strengthening platforms & processes of panchayat self-governance, Creating accountable & transparent panchayats through e-enablement, special mobilization & capacity building in PESA areas and effective IEC, Innovations & Programme Management.

The plan has been prepared on the basis of secondary data and consultation with several stakeholders - State Election Commission, State Finance Commission, State Departments of Rural Development &Panchayati Raj, Planning, IT, Representatives of PRIs, SIRD, PESA Cell, Faculty of GTC & PRTC, etc.

The perspective plan has been accepted by Rural Development Department, GoM and have forwarded the same to MoPR.

3. Project on Capacity Building of MHADA

A comprehensive training of all the MHADA officers is proposed under this project. At present the components of TNA, Design of Training, Module writing and Training of Trainers are in the stage of completion. Subsequent to this actual trainings would be launched in the financial year 2013-14.

4. Monitoring & Evaluation of SardarSarovar Project Rehabilitation:

Yashada has been appointed as the M & E agency for the rehabilitation of people in Maharashtra affected by the SardarSarovar Project. A presentation was made in Sept 2012 to the Relief & Rehabilitation Sub-group of the Narmada Control Authority chaired by Hon. Secretary, Social Justice, GoI, on the M&E work carried out by Yashada in Maharashtra. The presentation was appreciated and it was discussed that Yashada's M & E

contract be renewed for a period of 3 years. Accordingly the proposal for 3 year extension of YASHADA's M&E contract has been submitted to R&R Dept, GoM.

CRD Team

5. IEC component of Suvarna Jayanti Shahari Rozgar Yojana:

- This project has been commissioned by the Ministry of Housing and Urban Poverty Alleviation with two main objectives of Capacity Building of Government officers involved in skill and livelihood development for Urban poor. This programme is commissioned under an institutional understanding between NRC and MoHUPA. Five Regional workshops under this project were conducted on various components of the scheme. In the current annual plan two documentation studies have been taken up –

- Study on Administrative Structure for SJSRY Programme in the State of Maharashtra has been conducted based on compilation of secondary data and interviews with concerned officials at block, district and city level officials.

- The documentation of best practices in development of Micro-Business Centers under SJSRY Scheme is

undertakenby systematic analysis of 3 types of best performing SHGs in Pune city. Based on detailed interviews their procedures and practices are being documented.

6. Panchayat Mahila Shakti Abhiyan:

YASHADA has been entrusted the capacity building programme for panchayati raj women elected representatives called Panchayat Mahila Shakti Abhiyaan under the financial support of the Ministry of Panchayati Raj (MoPR), GoI. The main objective of the initiative is to build the capacities of the Elected Women Representatives of all the three tiers of PRIs in Maharashtra so as to enable them to

◆ Articulate their problems as women Panchayat leaders,

◆ Discuss issues regarding the institutional mechanisms for their empowerment,

◆ Come up with a charter of issues to be mainstreamed into policy and advocacy support so that their concerns are addressed by the State and the three – tire PRI system, and

◆ Form an association of the EWRs with elected office bearers and with cascading representation of EWRs from the district level and divisional level EWRs organisations.

Through proper election procedure an Executive Committee of 18 women has been formed for PMSA. This Committee has approved a charter specific to PMSA. In the initial phase it has been decided to undertake divisional and district level sensitization programmes of EWRs from PRIs. A district wise team of trainers has been developed to facilitate these programmes. The first district level programme was conducted on 8th March 2013 in Amravati District.

7. Institutional Support to Vijay Kelkar Committee:

Governments 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 a balance growth and improvement in Human Development Index in the State of Maharashtra.

The Committee appointed about 12 study groups to conduct studies on important development themes. The draft report writing of these study groups is almost completed. The academic and research support for the report preparation of Governance Sub-group was provided by Centre for Research and Documentation. The draft of the report has been submitted to the Committee and the same has been accepted. In the year 2012-13 following meetings were conducted –

◆ Committee Meetings were conducted in 4 divisions – Amravati, Nashik, Kokan and Pune

◆ Twelve core committee meetings were conducted at Yashada.

◆ Several sub group meetings were conducted to work on the concerned subject

The main report drafting is in the final stage.

8. Capacity Building of Government officers and support to cities on developing 'slum free city plan' under Rajiv AwasYojana:

A state level workshop has been conducted for Chattisgarh State under RAY. The National Resource Centre has also supported Raipur city and Pune city in developing their 'slum free city plans'.

9. Rapid Assessment of Eco-village Scheme:

The Centre undertook the rapid assessment of the Eco-village scheme initiated by the Rural Development Department of GoM designed to promote governance based on parameters that encourage eco-friendly living in Grampanchayats. Grampanchayats which fulfilled the specific parameters for 3 consecutive years were provided untied grants in proportion to the population. The rapid assessment was taken up to understand the performance and impact of the scheme for the first two years (2010-11 & 2011-12). A rapid assessment study was conducted on

the basis of secondary data, consultation workshops with concerned officials in 6 revenue divisions of Maharashtra and field visits to select GPs to develop case studies. The scheme is found to have given a positive direction to the Grampanchayats for considering environment friendly factors while aspiring for infrastructural development. The report provides detailed recommendations on policy level matters and various parameters of Eco-village scheme based on the feedback from the field. A draft of the rapid assessment report has been prepared and submitted to RDD for review and comments.

10. Evaluation Study of - Training Programme on Small Business Management taken for developing opportunities of employment and self-employment of youth from all districts of Aurangabad Division:

The Directorate of Industries commissioned a study to evaluate the scheme which was implemented by Maharashtra Centre for Entrepreneurship Development. The schemewas implemented for 4 years (2008 -12), focusing on training of educated youth from 9 Districts of Aurangabad Division of Maharashtra. These youth were trained in management of small businesses to improve their opportunities for employment &self-employment. The evaluation was conducted in 4 months (Dec 2012 – March 2013). The evaluation focused on the quality of trainings conducted, its output and utilization of funds under the scheme. The evaluation was conducted on the basis of primary and secondary data collected. District level workshops of the stakeholders were conducted along with visits to the trainees who attended the training conducted by MCED. Based on the findings of the study relevant recommendations have been given in the report regarding improvement in the quality of capacity building, in taking post training follow-up, developing trainingmodules for strengthening of SHG members for linking their products with retail market and convergence of schemes run under various government departments. The draft report has been submitted to Directorate of Industries for review and comments.

Key Outcome

Some of the significant outcomes of the activities are –

Based on the technical plan for 20 years prepared for Tardal Gram Panchayat in Kolhapur it is proposed that a technical unit to support similar such initiatives in Maharashtra would be set up in Yashada.

The process of integrated participatory planning at Gram Panchayat level has been proposed to be carried out in all the Gram Panchayats of Maharashtra in the twelfth five year plan period under Rajiv Gandhi Panchayat Sashaktikaran Abhiyaan.

Considering the performance of the activities undertaken by Yashada under RAY, MoHUPA has proposed the establishment of Technical Cell for providing guidance to states in Western zone of India covering 5 states 2 union territories.

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. Preparation of the Integarated Block Plan of MhasalaTaluka, Dist. Raigad based on the Gram Panchayat based micro planning process in all the Gram Panchayats. The Block Plan was released by Hon. Chief Minister of Maharashtra on 16th June 2013.

2. Establishment of executive committee of 18 members of Panchayat Mahila Shakti Abhiyaan through proper electoral process.

3. Initiation of District level sensitization workshops for elected women representatives from PRIs under PMSA

4. On June 16, 2012, a National Symposium on Decentralized District Planning was organized jointly by the Planning Department (GoM) and YASHADA to pay a tribute to Late Shri Yashwantrao Chavan for his pioneering contributions in the field of decentralization and panchayati raj.

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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 of TMC:

❑ Coordination of the Annual Programme Calendar (APC) of the Academy.

❑ Monitoring the day-to-day conduct of activities and documentation thereof.

❑ Facilitating use of the Training Management Information System (TMIS) on YASHADA's Intranet

Monthly training programmes for TMIS and Unicode Marathi are being conducted for faculty and course support staff. There are plans to develop Mahaonline linked TMIS for 12 training management modules.

Coordination: Training Management Information System

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.

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 orgranisation's feedback

TMC Team

Nominated participants and attendees and participant days in In-campus and Out-of-Campus programs conducted during April 2012 to March 2013

Achievement	Number of Programmes	Participants		Participant Days	Women Participants	Programme Days
		Nominated	Attended			
Target	1,200	30,000	30,000	90,000	-	3,600
Total Achieved	4,201	1,80,631	1,84,685	5,62,451	54,210	14,297
Efficiency	+ 3,001	+ 1,50,631	+ 1,54,685	+4,72,451	-	+10,697

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.

Further to the approval of the State Training Policy established at YASHADA by the Government of Maharashtra, it was desired that YASHADA should develop a holistic strategy towards seeking recognition as a University. Also further to the specific approval by the 40th BoG held on 26 March 2011, a YASHADA University (Proposed) Committee comprising (a) Prof. S. B. Mujumdar, Chancellor, Symbiosis International University, Chairperson, (b) Shri U. C. Sarangi, IAS (Retd.), Former Additional Chief Secretary (Home), GAD-

GoM, Member, (c) Dr. Arun Nigavekar, Former Chairperson & Vice Chairperson, University Grants Commission, Member, (d) Dr. R. Krishnakumar, Vice Chancellor, Yashwantrao Chavan Maharashtra Open University, Nashik, Member and (e) Dr. S. N. Pathan, Ex-Vice Chancellor, Rashtrasant Tukadoji Maharaj Nagpur University, Member was constituted to determine strategies for YASHADA to seek "University" status.

In order to facilitate any approval on behalf of the Board of Governors if required, the Board of Governors constituted the Sub-Committee comprising - (a) Principal Secretary, General Administration Department-GoM, Ex-Officio Chairperson, (b) Principal Secretary, Finance-GoM (or representative), Ex-Officio Member, (c) Principal Secretary, Rural Development-GoM, Ex-Officio Member, and (d) Director General, YASHADA, Ex-Officio Member.

The following activities were completed during 2012-2013 including preparation and finalization of Agenda Notes and Minutes along with actual conduct of the process:

Meetings conducted during 2012-2013

Name of Meeting	Date of Meeting	Numbers of Decisions
Board of Governors Meeting		
42nd Meeting of the Board of Governors	19 October 2012	25
Executive Committee Meeting		
72nd Meeting of the Executive Committee	11 June 2012	3
73th Meeting of the Executive Committee	24 September 2012	6
74th Meeting of the Executive Committee	11 January 2013	11
75th Meeting of the Executive Committee	16 March 2013	7
Sub-Committee of BoG Meeting		
1st Meeting of the Sub-Committee of BoG	22 February 2013	7
YASHADA University (Proposed) Committee Meeting		
1st Meeting - 11 June 2012	2nd Meeting - 10 July 2012	3rd Meeting - 14 August 2012

Key decisions in the meetings during 2012-2013

42nd Meeting of the Board of Governors

- A Sub-committee of the Board of Governors was constituted.
- The 36 contractual posts, continuing beyond three years in various projects and for common services for various projects taken together was approved.
- The Board of Governors resolved to create post of HoD, Estate and Executive Engineer, YASHADA at the level of Associate Professor. This post should be filled on deputation basis from the rank of Executive Engineer, PWD, GoM having experience of at least five years at that post, to YASHADA.
- Increase of the amount of festival advance from Rs 5000/- to Rs 7500/- for YASHADA employees was approved.
- The proposal of awarding the services of housekeeping and conservancy at YASHADA to MESCO (Pune) was approved.
- It was recommended that Hon. CS, GoM would convene the STPEA State-level Steering Committee to ascertain financial status and to expedite implementation of the State Training Policy. The proposed training programmes within the aegis of the STP should include comprehensive exposure visits to other States, Central Secretariats and other countries for cadre officers of the Government of Maharashtra.
- Administrative approval was provided for the proposal of procurement of a dedicated security monitoring network through CCTVs, recording facilities, servers and cable networks for YASHADA Campus amounting to Rs. 50 lakhs.
- Director General, YASHADA is empowered to sanction air travel to YASHADA staff in appropriate cases.

72nd Meeting of the Executive Committee

- The change in the delegation of powers was recommended to the BoG

73rd Meeting of the Executive Committee

- It was recommended that while planning of training program, the three contents namely (a) TNA, (b) DoT and (c) Evaluation of Training should be implemented and quantitative perspective and outcome should be reviewed.
- Approval to the catering contract of Zanshi Self-Help Group for next one year. It was recommended that YASHADA should activate this group as a Lab.

74th Meeting of the Executive Committee

- Post facto approval to administrative expenditure amounting to Rs. 75 Lakhs for installation of CCTV systems at YASHADA Campus.

75th Meeting of the Executive Committee

- Approval of Imprest Advance to the officers in YASHADA
- Proposed department-wise Annual Program Calendar 2013-2014 was noted by the Executive Committee.

1st Meeting of Sub-Committee of BoG

- Resolved that the present proposal of constructing compound wall to YASHADA extension at a Tathwade for precast concrete work at the cost of Rs. 4.37 crore is approved, and work be done by YASHADA instead of deposit-work by PWD.
- The proposal to grant the project to conduct post training impact evaluation of the capacity building training conducted under BRGF project to the Institute for Social and Economic Change (ISEC) Bengaluru for Rs 12,42,000/- (Rupees Twelve Lakhs Forty Two Thousand only) was approved.

1st Meeting of YASHADA University (Proposed) Committee	- It would be most appropriate for the YASHADA (Proposed) University to be a State-empowered and networked University by coordinating the various GoM training institutes vide the STP mandate for the Academy. The "State-level University through special Act" should be sought through a special Act of the GoM and would confer the required status and recognition.
2nd Meeting of YASHADA University (Proposed) Committee	- The YASHADA (Proposed) University should necessarily be involved and linked with the GoM, with strong linkages with various departments, local self-governments, public sector undertakings and various training institutes in the State. The proposed institutional-structure should be that of an empowered institution to conduct academic training, research studies and activities with the GoM and also be a certifying entity.
3rd Meeting of YASHADA University (Proposed) Committee	

Management Development Centre

Management Development Centre 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 the Academy.

❑ Facilitate optimum utilization of the Academy's facilities and achieve functional excellence in customer services.

❑ Design & Developing MDP (Management Development Programs).

Facilities

❑ 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 (conference hall No-MDC-II)

❑ All classrooms with broadband connectivity for hands on training sessions, assignments and research.

❑ Three syndicate rooms are for Business discussions and other training activities

❑ All conference halls 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.

Academic Initiatives

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

Classroom

Hostel room

Dining Hall

Banquet Hall

Auditorium

Group Activity Lawn

Gymnasium

Yoga Classes

9) Nuclear Power Corporation of India Ltd (NPCIL): Is again a very prestigious client from public sector unit. Conducts maximum regular number of residential trainings after two three months.

10) Piaggio Vehicles: A prominent clientele conducts their residential induction programmes of one week every year.

11) Tata Autocomp Systems Ltd (TACO): We have a MoU with TACO. All types of seminars, workshop, and conferences of this company are organized in MDC.

12) Sasken Communication Technologies:- also used our infrastructural facilities for their QBM.

13) Solitaire- As like Landmark Education Solitaire is also a MoU client & conducts weekend meeting every month. It provides trainings based on communication & marketing for business development.

MDC Clientele

- AXIS BANK LTD
- ACWADAM
- ALLAHABAD BANK
- BARTI
- BANK OF MAHARASHTRA
- CORPORATION BANK
- BHR CO-OP BANK
- CUMMINS INDIA
- CUMMINS POWER GENERATORS
- C-DAC
- CENTRE FOR ENVIRONMENT EDUCATION (CEE)
- CUBIEST EDUNET LTD
- CORPORATION BANK
- DEEPAK FERTILIZERS
- EMRC-PUNE UNIVERSITY
- GAMMON INDIA
- GOKHALE INSTITUTE OF POLITICAL SCIENCE
- HONEYWELL TURBO
- HDFC ASSET MANAGEMENT COMPANY LTD
- HDFC BANK
- IDBI BANK
- ICIC BANK
- ICICI PRUDENTIAL LIFE INSURANCE
- INDIAN HYDROLOGY
- IISER
- JIJA MATA MISSION
- INTERNATIONAL LEPROSY UNION (ILU)
- INFINITY
- JNANA PRABHODINI
- KARVE INSTITUTE OF MANAGEMENT
- KOTAK MAHINDRA
- KSB PUMPS
- KIRLOSKAR PNEUMATIC Co LTD
- LIC
- LANDMARK EDUCATION
- MAHARASHTRA UNIVERSITY OF HEALTH SCIENCE (MUHS)
- MAHASHTRA AGRICULTURE & COMPETITIVE PROJECT (MACP)
- MAHARASHTRA HORTICULTURE DEPT
- MAHARASHTRA AGRICULTURE DEPT
- MONEYLIFE FOUNDATION
- NUCLEAR POWER CORPORATION LTD (NPCIL)
- NAVODYA VIDYALAYA SAMITI
- NATIONAL RURAL HEALTH MISSION (NRHM)
- NTT DATA
- UNIVERSITY OF PUNE
- POONA OPTHAMALOGICAL SOCITEY
- PUNE INTERNATIONAL CENTRE
- PRESS COUNCIL OF INDIA
- RELIANCE MUTUAL FUND
- TATA AUTOCOMP SYSTEMS PVT. LTD.
- SADHANA CENTRE FOR MANAGEMENT & LEADERSHIP
- SOPPECOM
- SOLITAIRE
- SYNGENTA INDIA LTD
- TATA MOTORS
- PIAGGIO VECHILES
- THERMAX
- UNICEF
- UNION BANK OF INDIA
- UNDP

Managerial Training

I) 5 days residential management development program for Group B (Gazetted) and Group A Officers from the Administrative, Accounts, Scientific & Technical and other cadres from Bhaba Atomic Research Centre (BARC).

ii) Two days Executive Leadership Programme for Senior Officers of Tourism & Cultural Department.

iii) 05 days residential Management Development Programme of Planning Department, Govt.of Maharashtra. We have conducted two MDPs during this financial year.

iv) 05 days residential Management Development Programmes for JS/ DS/&US from various departments of Mantralaya. 03 MDPs have been conducted during the year.

MDC Performance: This was yet another successful Training Year of MDC for conducting 760 long short duration training programmes from various sectors in which 50,831 participants attended the programme with 76,397 participant days.

Marketing Strategy for MDC Facility: An aggressive marketing plans towards marketing for maximum utilization of MDC facility is 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 monitored on a five-point scale. These practices show a better result for our valuable clients to serve excellent food quality as well as best housekeeping services. Suggestions from clients for the improvement of MDC are 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 and 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.

MDC Team

Major Non-Academic International Programmes :

1) Axis Bank: We have a continuing partnership with Axis Bank. They conduct management training programs for their staff as well as induction training programs for new recruiters at MDC.

2) Cummins-IIM (A) Potential client conducting Executive Management Program-03 Residential Programs of one week.

3) ICICI Bank Ltd: ICICI Bank of corporate sector has conducted maximum numbers of residential /non-residential programs in MDC during the training year 2011-12

4) C-DAC- Holds Annual Day from past two years and conducts both residential and non–residential workshop.

5) Honeywell Turbo Pvt.Ltd: It is also a multinational company of instrumentation and other field of production. We also have a MoU with this company. The company has conducted many training programs throughout the year.

6) Landmark & Solitaire Education: We have a MoU with both the companies. Both the companies are conducting more than 06 training programs per month.

7) Maharashtra University of Health Sciences: We have a long association with MUHS. They conduct their residential and non-residential training programmes with us.

8) National Rural Health Mission: Clientele from Government sector has done residential training program every alternate month during the financial year.

❑❑❑

Centre for Right to Information

Introduction:

The Center for Right to Information was established at the Academy in March 2004, to train 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 into existence, Yashwantrao Chavan Academy of Development Administration YASHADA has been on the forefront of building capacity and imparting training for effective implementation.

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.

Innovative Citizen Centric Initiative

An innovative initiative of mass awareness was started on 2nd October 2010 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

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 recognized as RTI Resource Center in India.

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 1655 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 205 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.

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. Centre for Right to Information has carried out training programs and important initiative and funding status during the year 2012-13.

❑   State Project (Rs. 60 Lakh)

❑   Central Plan Scheme (Rs. 27.65 Lakh)

❑   RTI Week (Rs. 2.50 Lakh)

- Regional Workshops on the theme Proactive Disclosure (Rs.2.50 Lakh)

- Sponsored Programme (Rs.2.88 Lakh)

- UID Operators and Supervisor training project (Rs. 13.56 Lakh)

- Certificate Course in RTI (Distance Course) (Rs. 3.28 Lakh)

- DoPT sponsored Research Project (Rs. 3.00 Lakh)

Important Events:

Organized RTI Experience Writing Contest 2012 - 22 RTI users participated and 5 Winners felicitated by former Central Information Commissioner.

Celebrated RTI Week during 6 – 12 October, 2012 in 05 districts of Maharashtra by organizing mass awareness programs like RTI Clinics and Street Play.

Conducted sponsored trainings for Rastriya Chemical Fertilizer Mumbai, Nuclear Power Corporation of India, Thane, Greter Mumbai Municipal Corporation and Kukdi Project, Krishna Khore Vikas Mahamandal, Total No. of Participants- 255.

CRTI Team

Organized two day workshop for Central Chief Information Commissioner & State Chief Information Commissioners on RTI by National Federation of Information Commission in India, (NFICI) dated 24th & 25 November 2012. Total 20 delegate were present.

Research & Documentation

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

1. Case Law Digest (Book) - English

2. Comparative Study of RTI Rules framed by various Appropriate Governments and Competent Authorities in India.

3. Reading Material for Certificate Course in RTI Act for distance course (A set of 4 books in Marathi)

Centre for Infrastructure Development 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 and 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 2012-2013, CIDM has conducted 18 training courses / programmes and trained 463 participants.

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.

◆ Finance & Accounts for MAHATRANSCO Senior Officers.

◆ "Law & Regulatory Functions" for Sr. Officers of MSETCL.

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.

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)

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

◆ Distribution Reforms & Upgrades Management (DRUM) – Programme for Engineers of

Faculty

CIDM has a core faculty of senior executives from power sector and industrial sector. Apart from this, CIDM invites guest faculty having expertise in specific technical/ soft skill topics from public and private sectors for engaging lectures, giving practical demonstrations.

In-house faculty from other centers in YASHADA, viz. Centre for Disaster Management, RTI Cell, etc. are also invited for interaction with participants on relevant topics.

Management Development Programme

CIDM launched this training programme in 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 in all 79 programmes in MDP since inception in 2007 and trained in all 1565 senior managers of power sector.

CIDM Team

Several topics in the field of Management and Law have been covered in this course which has greatly benefited the participants. Team building, Personality Development, Stress Management, Communication skills and Material Management were the general topics covered. Specific training in Financial Management, Present Power Sector Scenario and the proposed reforms in the Electricity Act, Labour Laws, Enterprize Resource Planning, Disciplinary proceedings and Project Management was also imparted. In addition, Computer training with emphasis on Power point presentation was given. The participants were given topics relevant to development of Managerial skills and were asked to make a power point presentation on the same.

The sessions on case study and group discussion brought out the participants' skills on logical reasoning and reasonable analysis which enabled them to identify the problem and to find solutions thereto.

Experienced faculty in each subject were invited. The Managing Director of the particular Company invariably attended the programme to deliver a lecture on the vision of the Company which was very encouraging and gave a great impetus to learning process.

Project Management Programme (PMP)

CIDM has conducted total 28 programs since inception and No. of participants to 469. CIDM has conducted only one programme in F.Y. 2012-13.

## Finance & Accounts (F&A)

CIDM has conducted 4 days training programme for Sr. Officers of MSETCL and conducted 3 courses and trained 78 participants in F.Y. 2012-13.

Law & Regulatory Functions

CIDM launched a new six days' training programme titled "Law & Regulatory Functions" for Sr. Officers of MSETCL and conducted only one training programme and trained 22 participants in F.Y. 2012-13.

Centre for Media and Publications
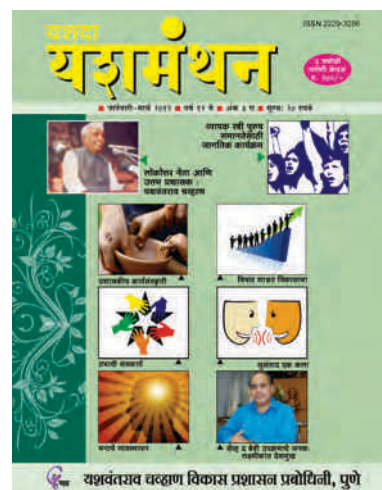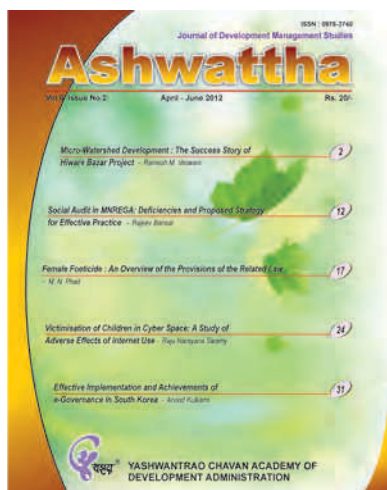
The Centre for Media and Publications was established in 2010. It comprises of two units - Publications Cell and Library. The Academy's Publications Centre was established in the year 1996. The Centre has been staffed by persons with qualifications and experience in social science and development research, 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 carry out printing works. The practice and procedure has been well established for 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.

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 2,814 and 729 members respectively for the Academy's two journals — Yashmanthan and Ashwattha. This included fresh subscriptions of 1272 and 208 procured from new subscribers respectively for the two journals during the year. An amount of Rs. 2,91,200/- was received towards subscription for the Academy's two quarterly journals. The total amount received from the sale of the Academy's publications and CDs during the year is Rs. 8,57,740/-.

Activities: Journals Published
Journals Published during the year 2012 –2013

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 2012, July-September 2012, October-December 2012, January-March 2013 were published.

The subjects covered in the issues included: Micro-Watershed Development, Social Audit in MGNREGA, Female Foeticide, Victimisation of Children in Cyber Space, Achievements of e-Governance, Participatory

Irrigation Management, Guaranteed Delivery of Public Services, Rural Development through Financial Inclusion, Partnership between GOs & NGOs for Effective Welfare Administration, Safety of Women at Workplace and Educational Institution, Implementation of MGNREGA, Aquifer Level Ground Water Management through Community Participation, Road Accident related Disaster Management, Women Empowerment, Organic Farming & Welfare of Minorities.

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 2012, July-September 2012, October-December 2012, January-March 2013 were brought out.

The subjects covered in the issues included: Challenges before administration, Disaster Management, Development, Goals of UNO, Coopration for creation of world, Roadmap of Success, Successful Leadership, Health Administration, Spedy Administration, Meeting Management, Joy of Giving, Role of Multimedia in Development Administration, Mental Health & Councelling, Media & Social Justice, RTI Act & Low level class, Book introduction, Right to Inforation Technology, Social Networking & Administration, M-Government, Importance of Audit, Thoughts of saints & Rural Development, Unseen school of Kardelwadi, New Training Policy, Implementation of E-office first deistrict of Maharashtra (Sindhudurg), Clean Desk Policy, CIPP Model, Social Health

Activities: Newsletter Published

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

YASHADA NEWS (English)

1. March-April 2012 (Vol V Issue 7)

2. June-July 2012 (Vol V Issue 8)

3. Sept-Dec 2012 (Vol V Issue 9-10)

YASHADA VAARTA (Marathi)

1. Feb-March 2012 (Vol IV Issue 3)

2. June-July 2012 (Vol IV Issue 5)

3. Aug-Sept 2012 (Vol IV Issue 6)

4. Oct-Dec 2012 (Vol V Issue)

Activities: Books/Booklet Published

During the year 6 books were published viz

1) Challenges of Governance (1000 Qty)

2) The Maharashtra Civil Services (Discipline & Appeal) Rules 1979 (1000 Qty)

3) Kayada Mahiticha an Abhivyakti Swatantryacha (2000 Qty)

4) Maharashtra Nagari Seva (Shista va Apil) Niyam 1979 (500 Qty)

5) Milestone 7, Journey of RTI Act (1000 Qty)

6) Publications Catalogue (1000 Qty)

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 (CRTI), 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).

Publications Cell Team

Dr. Ambedkar Competitive Examination Centre

Dr. Ambedkar Competitive Examination Center (ACEC) was set up at YASHADA, Pune in July 2006. At that time, it was funded by Dr. Babasaheb Ambedkar Research & Training Institute, Pune under the Scheduled Caste Sub Plan (SCSP) of the Department of Social Justice, Government of Maharashtra. The purpose behind this initiative was to provide pre-examination coaching to the candidates especially from the weaker section of the society for the Civil Services examination conducted by the UPSC.

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ACEC aims at bridging the gap between the developed & weaker sections of the society regarding representation in all India Civil Services.

Objectives

❑ To create awareness & promote Confidence Building activities among the youth of Maharashtra in General & especially from the deprived sections in particular about the various stages of UPSC Civil Services Examinations.

❑ To muster support for conduct of coaching from eminent administrators, academicians and professional experts from Universities management, training and research institutions to train students from Weaker Section of the society.

Major Activities

Coaching Programme for Preliminary Examination 2012

Coaching Programme was conducted for the Preliminary Examination - 2012 from 21st November, 2011 to 7th May, 2012. Total 113 Sessions (226 clock hours), 21 tests (Section-wise & Comprehensive) were conducted under this programme.

Coaching Programme for Main Examination 2012

Total 58 candidates were guided for Civil Services Main Examination -2012 by the Centre.

Coaching for UPSC-CS- Main Examination was held in following two phases:

❑ Pre-result (UPSC-Prelims-2011) Coaching Prog for UPSC-Main Examination -2012 and

❑ Post- result (UPSC-Prelims- 2012)

Coaching for UPSC-Main Examination -2012. Candidates, who had taken admission in the Center for UPSC- Prelims-2012, have undergone the following Coaching Programme.

Regular Sessions & Tests:

Total 53 Sessions (106 Clock Hours) & 25 Tests (Section wise+ Comprehensive) conducted during 13th June 2012 to 30th Sept. 2012 under Phase–1 and Phase-2

Admission procedure for selecting new candidates for batch - 2013

Entrance Test

A state level entrance test was conducted with help of CTSE, Wadia College, Pune on 28th Oct., 2012 at 15 examination centres, namely Pune, Mumbai, Aurangabad, Nashik, Amravati, Buldana, Nagpur, Chandrapur, Latur, Nanded, Jalgaon, Chiplun, Thane, Kolhapur, Solapur.

Meeting of the 'Trainee Selection Committee':

The Selection Committee approved the lists of 70 selected & 70 wait-listed candidates on the basis of merit and reservation criteria.

A Total of 6786 (Male Candidates=5077+ Female candidates=1709) applications were received & out of those a total of 6034 candidates appeared for the entrance test.

Capacity Building Training Programme for UPSC-Interview / Personality Test-2013

ACEC conducted Five days Non- Residential Capacity Building Training Programme for the preparation of UPSC- Interview from 4th March to 8th March 2013 at YASHADA.

In response to Advertisement issued by the Center, total 71 candidates from Maharashtra, participated in Training Programme, finally 77 candidates who qualified in UPSC- Main-2010, appeared for the Mock Interview sessions.

Under this Programme, coaching was provided on important national and international issues and also on how to face the Interview. Mock interviews were conducted during March 5 to 8, 2013. (Total 9 Sessions)

Senior IAS, IPS, IRS Officers and other experts of respective fields were involved in the coaching as well on the Mock interview Panel. Chairmen and other members of the Mock Interview Panel provided oral & written feedback & counseling to each candidate after conducting Mock Interview. All Mock Interviews were video graphed along with its live telecast in the waiting room. Due to live telecasting facility, other students were also able to see the interview and give feedback to the concerned candidates.

Every candidate was given the CD with the recording of his / her Mock Interview so that he /she could see his /her own interview and make improvement in performances accordingly.
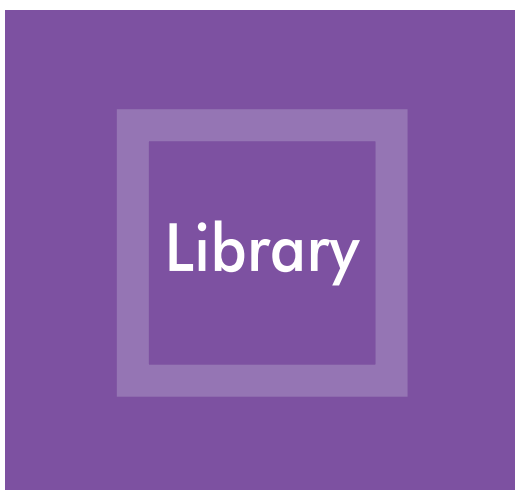
Library

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.

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.

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.

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.

During the current year 1946 participants were registered as library users. At present we have 892 members on the register.

Training Programmes: Library has organized training programmes on e-Granthalaya – Library software developed by NIC, New Delhi during 7-9 May 2012 (25 participants) and 11-13 December 2012 (15 participants)

Library Blog: To share the current information and to interact with the users a library blog is prepared (yashadalibrary. blogspot.com) and updated at frequent intervals.

Book Club: In the year 4 Book Club meetings held and Shri Shashikant Chaudhari, Mr D. D. Deshmukh, Dr Ram Tapaswai, Ms Poonam Mehata presented various interesting books.

Academic Achievements and Training: The Senior Librarian Dr. Manoj Kulkarni attended International Conference and presented paper in International Federation of Library Association held in Helsinki during 11-16 August 2012. Shri Shashikant Chaudhary, Librarian attended three days training on Digital Content Management at ATI Kolkatta in November 2012.

Library Team

YASHADA FACULTY, ADMIN, ACCOUNTS & ESTATE (During 2012-13)

DIRECTOR GENERAL OFFICE

Dr. Sanjay Chahande, IAS	Director General
Smt. Kanchan Thorat	PA to DG

ADMINISTRATIVE TRAINING INSTITUTE

Dr. Sunil Dhapte	Additional Director
Shri. Vasant Deshmane	Associate Professor
Shri. Pradeep Garole	Assistant Professor
Shri. Pralhad Wahule	Asst. Project Director
Smt. Smita Kulkarni	Assistant Professor
Smt. Archana Paluskar	Research Officer
Shri. Ashok Nikam	Assistant
Smt. Varsha Sawakhande	Stenographer (H.G.)

STATE INSTITUTE OF RURAL DEVELOPMENT

Dr. Krishna Lavekar	Dy Director General
Dr. Hemant Vasekar	Addl. Director
Shri. Anil Ghawate	Associate Professor
Dr. R. P. Pawar	Asst. Professor & OIC
Dr. Ratnakar Namde	Assistant Professor
Smt. Sangeetadevi Patil	Assistant Professor
Shri. Satish Patil	Assistant Professor
Smt. Seema Jagtap	Assistant Professor
Dr. Sumant Pande	Assistant Professor
Smt. S. N. Bidwe	Assistant Professor
Shri. Ajit Shinde	Asst. Project Director
Shri. Balasaheb Mahajan	Asst. Project Director
Shri. Sachin Kaldate	Asst. Project Director
Smt. Swapnil Pande	Asst. Project Director
Shri. Ankush Nalawade	Assistant A.O.
Smt. Bharati Chavan	Research Officer
Shri. Gade Atul Chaganrao	Research Officer
Shri. Sanghratna Sonawane	Research Officer
Shri. Dattatray Pore	Project Officer
Smt. Y. Y. Naik	P.A. to DDG

STATE INSTITUTE OF URBAN DEVELOPMENT

Smt. Nasrin Siddiqui	Director
Shri. D. M. Mugalikar	Addl. Director
Smt. Jyoti Kulkarni	Associate Professor
Smt. Neelam Patil	Research Officer

CENTRE FOR DISASTER MANAGEMENT

Col. V. N. Supanekar	Director
Shri. Sharad Patil	Assistant Professor

CENTRE FOR ENVIRONMENT & DEVELOPMENT

Dr. Bharat Bhushan	Professor & Dean

CENTRE FOR INFORMATION TECHNOLOGY

Shri. Pralhad Kachare	Director
Shri. Mandar Patwardhan	System Manager
Shri. Mukund Nadgauda	System Analyst
Smt. Ujwala Udgaonkar	Programmer R.O.
Shri. Sandeep Chavan	Project Officer

CENTRE FOR HUMAN DEVELOPMENT

Dr. Meenal S. Naravane	Director
Dr. Shashikant G. Lokhande	OSD

CENTRE FOR EQUITY AND SOCIAL JUSTICE

Shri. R. L. Chavan	Director
Shri. D. D. Deshmukh	Associate Professor
Shri. Bhaiya Tayade	Asst. Project Director
Shri. Chandrashekhar Pawar	Asst. Project Director
Shri. Nandkishor Londhe	Asst. Project Director
Shri. Sumedh Gaikwad	Asst. Project Director

CENTRE FOR RESEARCH & DOCUMENTATION

Shri. Sumedh Gurjar	Director
Smt. Pradnya Dasarwar	Coordinator (PMU)
Smt. Bhakti Chitale	Project Dy. Director
Smt. Jayashri Murudkar	Assistant Professor
Smt. Sujata Iyyer	Assistant Professor
Smt. Geeta Salunkhe	Research Officer

MANAGEMENT DEVELOPMENT CENTRE

Smt. Hema Nimbalkar	Director
Shri. Moin Madki	Hostel Warden
Shri. Anupkumar Samanta	Project Officer

CENTRE FOR RIGHT TO INFORMATION

Shri. Pralhad Kachare	Director
Smt. Anita Mahiras	Research Officer
Shri. Bhausaheb Mahiras	Research Officer
Shri. Mahesh Almale	Research Officer

CENTRE FOR INFRASTRUCTURE DEVELOPMENT MANAGEMENT

Shri. Satish Kurhekar	Project Course Director
Shri. S. B. Deshmukh	Project Course Director
Smt. Vidya Salvi	Project Course Director

CENTRE FOR MEDIA & PUBLICATIONS

Shri. Rajeev Sabade	Director
Dr. Manoj Kulkarni	Sr. Librarian
Shri. Ramesh M. Vaswani	Asst. Professor & OIC
Shri. Shashikant Chaudhari	Librarian
Shri. Baban Jogdand	Research Officer (Pub)

PLANNING DIVISION

Dr. Bharat Bhushan	Professor & Dean
Shri. Sudhir Supekar, TMC	Training Manager
Smt. Shraddha Kulkarni, PPI	P. A. to Dean
Smt. Kavita Yadav, TMC	Assistant (Training)

ESTABLISHMENT SECTION

Shri. Jayant Pimpalgaonkar	Registrar
Shri. Yogesh Bhosale	Dy Registrar
Shri. Prasad Acharya	Asst. Registrar
Smt. Sheetal Kachare	Stenoghrapher
Shri. Balu Shelar	Sr. Clerk
Shri. Kalu Mangalwedhekar	Sr. Clerk
Shri. Ranjit Yadav	Sr. Clerk
Smt. Shobha Gaikwad	Telephone Operator
Shri. Bapu Kasbe	Computer Operator/Clerk

Dr. AMBEDKAR COMPETITIVE EXAM. CENTRE

Shri. Sharad Patil	Director
Shri. Nitin Mane	Training Coordinator

STPEA

Shri. Pradeep Garole	Director
Shri. Vikas Katakdhond	Assistant
Shri. Ashok Nikam	Assistant

ACCOUNTS SECTION

Smt. Suhasini S. Pradhan	Financial Advisor
Shri. Sanjeev Shiras	Accounts Officer
Smt. Aparna Khair	Accounts Officer, CL-II
Shri. K. R. Kadam	Assistant A.O.
Shri. Mandar Joshi	Assistant A.O.
Shri. Sunil Kudal	Assistant A.O.
Shri. Ajay Diwate	Assistant
Smt. Meena Shitole	Sr. Clerk
Shri. Ajay Pithe	Research Assistant

ESTATE DEPARTMENT

Smt. Jyoti Kulkarni	OIC & Executive Engineer
Shri. Abhay Palwankar	Junior Engineer
Shri. Dashrath Kalokhe	Junior Engineer
Shri. Ravindra Awad	Junior Engineer
Shri. Jaydeep Jaiswal	Junior Engineer
Smt. Sunanda Randive	Assistant
Shri. Anna Gaikwad	Electrician
Shri. Subhash Yewale	Plumber

Audio Visual Support

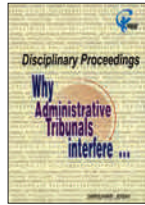|	
Shri. Satish Visal	Audio Visual Officer
Shri. Sanjay Kadam	Audio Visual Assistant

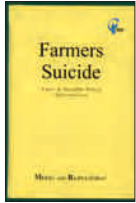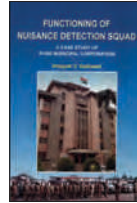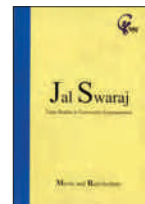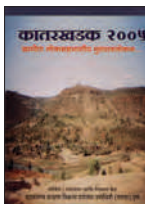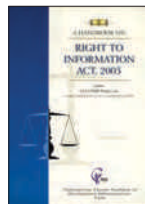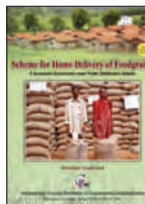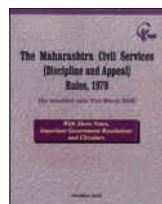|				
Collection of Sales Tax	Coping with Tsunami	Disciplinary Proceedings	Disha	e Office
Farmers Suicide	Functioning of Nuisance Detection Squad	Gharpoch Dhanya Yojana	Globalisation and the Changing Role of the State	Gramastha Din Yojana
Initiatives in Development Administration	Inter-Linking of Rivers	Jal Swaraj	Jivanjyot	Katarkhadak 2005
Kayada Mahiticha an Abhivyaktiswatantryacha	Manavi Hakka	Mayechi Sawali	Mi Dushkalgrasta Gavatil Ek Mahila (Beed)	Mi Dushkalgrasta Gavatil Ek Mahila (Purandar)
Milestone 7	Prashikshan Paddhati va Kaushalya	Right to Information Act, 2005	Sathi	Scheme for Home Delivery of Fodgrains
Syllabus for Gramsevak Training centres	The Maharashtra Civil Services Rules, 1979	The Warlis	Tila Tila Dar Ughad	Urban Essays
Vikas Prashasanatil Navinyapurna Upkram	Ashwattha (English Quarterly journal)	Yashada Yashmanthan (Marathi Quarterly Journal)		