



YASHADA

YASHWANTRAO CHAVAN ACADEMY OF DEVELOPMENT ADMINISTRATION

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 Yashwantrao B. Chavan. In 1884, 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, the Yashwantrao Chavan Academy of Development Administration.... **YASHADA**.

Objectives

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

- 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.

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 & operational research;
- Consultancy and extension services; &
- Publication & production of training aids.

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.

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 2014-15, Dr. Sanjay Chahande, IAS (up to 30 August 2014) and Mr. Anand Limaye, IAS (from 30 August 2014) were Director General/s of the Academy.

The management, supervision & 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 Department, 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 2015 is as presented earlier in this Annual Report.

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.

Some other sectors include 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.

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 2014-2015 was 1418, comprising 4880 program days 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 ahead.

Year	No. of Training Courses	Number of Participants		Attendance Rate
		Nominees	Attendees	
2000-01	124	3735	2856	76.46%
2001-02	136	4098	3335	81.38%
2002-03	206	5565	4507	80.99%
2003-04	239	10870	7956	80.60%
2004-05	516	21,275	19,282	90.63%
2005-06	846	34,905	29,157	83.53%
2006-07	965	39,806	35,039	88.02%
2007-08	1428	56,436	53,329	94.49%
2008-09	1323	41,510	41,680	100.40%
2009-10	2002	82,327	83,083	100.91%
2010-11	4003	1,84,487	1,82,210	98.76%
2011-12	4249	1,75,117	1,68,417	96.17%
2012-13	4201	1,80,631	1,84,685	102.24%
2013-14	3931	1,72,248	1,59,136	92.38%

Training Programmes

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.

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.
- 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 its validation and successful running.
- Training programmes and workshops as and when derived from sponsored projects at the Academy.

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.

Extension Services

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

Composite Training Centres (CTCs) located in various parts of the state.

In the recent few years, the Academy had extended capacity building activities in various regional and departmental training institutions through the UNDP-DoPT, 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 equipped with in-house editing, desk top publishing and sales counter facilities.



Administrative Training Institute (ATI)

The basic mandate of ATI is to provide basic training to the newly recruited group-A officers of Government of Maharashtra. In addition, ATI undertakes various projects and make efforts to spread knowledge about governance to various stakeholders.

Objectives:

The objectives of the ATI, YASHADA are –

- i) To acquaint the newly recruited officers with the dynamics and complexities of governance,
- ii) To acquaint in-services officers with the latest developments in the field of governance,
- iii) To study and to conduct research on various issues which have bearing on Governance, and
- iv) To undertake projects and consultancies related to good governance.

Training Activities:

Foundation Courses –

Composition and implementation of technical training

This form of training is related to the concerned department and to the primary technical work of the institutes affiliated to that concerned department. Every department and existing training institute is responsible for design, development, planning, coordination, and implementation of technical training as well as for evaluating the trainees and certifying them.

It is necessary for the departments to extend compulsory training to such officers who have been appointed after transfer and who need specialized knowledge to carry work as per the nature of the job. The concerned departments prepare an annual training programme for technical training and make budgetary provision for expenditure.

Composition and implementation of administrative and in service training

This form of training aims at making suitable change in knowledge, skills and attitude. Such training is necessary for the staff of all departments in subject areas such as public administration, social responsibility, project management, good governance, management skill, financial issues, human resource development, establishment, related laws, computer training etc.

This training being important for general capacity building of the administration and for motivation and suitable functioning, that must be compulsorily given to employees on all posts. The responsibility for this training lies with YASHADA as it is the apex training institute as well as that which will build up, plan, prepare expert trainers, evaluate, organize examinations and grant certificates, and also with Divisional administrative institutes and district administrative training centers. This training is compulsory to the staff, particularly after the staff is appointed.

Officers/staff belonging to all Cadres in Maharashtra state are given training as indicated in the stages below.

Duration of Foundation Training Group

- A-Six weeks Group
- B-Six weeks Group
- C-Two weeks Group
- D-One week

(A) Duration of After promotion training

- Group A-Two weeks
- Group B-Two weeks
- Group C-One weeks
- Group D-Three days (21 hours)

(B) Duration of Refresher Training

This training is extended once in at least five to seven years for five days but this training is granted to only those officers and staff who have not undergone any training during this period. The duration of this training is for 5 days.

(C) Duration of After transfer training

This training is extended to only such officers and staff who have been transferred outside their department and whose nature of work has changed after the transfer. The duration of this training is between 1 and 3 days. (7 to 21 hours)

(D) Orientation training

The duration of this training is between 1 and 3 days (7 to 21 hours). The orientation training may be granted to officers in Class A and Class B after minimum four years but before completion of 6 years after they have been given the basic training. It is expected that special training is also organized to orient them with new subjects

During 2014-15 Foundation, Refresher, Induction and other types of training programmes were conducted for the officers of the state and officers of other states as well, under the State Training Policy of GoM. Trainer Development Programme and State Category Training Programmes of Department of Personnel and Training of Government of India are also conducted for State Government Officers.

Foundation training programmes

ATI conducted 21 foundation training programmes which included officers from various departments of GoM. Following topics were mainly covered during these training sessions.

- Soft Skills: Communication Skills, Presentation Skills, Behavioral Skills, Stress Management, Leadership Development etc.
- General Knowledge: MCSR, Budget, RTI, Service Rules etc.
- Technical Knowledge:- Information about working and government business of the department.

Combined Probationary Training Programme –

State Civil Services Officers to be trained at par with All India Services Officers

The Government of Maharashtra and the Academy has taken landmark decision to conduct a two year Combined Probationary Training Programme (CPTP) for the State Civil Services Officers on the lines of DoPTs training programmes for IAS, IPS and other all India services probationary officers. Especially a bold attempt has been made to design CPTP in such a way that it will enable to develop comprehensively the capability of trainee officers through variety of core curricular and extra-curricular activities as per the standards of training programmes of LBSNAA, Mussoorie.

The CPTP is being conducted as per the guidance provided by Government of Maharashtra vide Government Resolution Dtd. 20th January 2014 which requires CPTPs be organized for class-I officers at YASHADA, Pune and for class-II officers at VANAMATI, Nagpur. This provision also conforms to the implementation of State Training Policy declared by Government of Maharashtra on 23 September 2011. (The brief description of phases and training activities provided to be conducted during two year is as mentioned below.)

The Foundation Training Phase of the two year CPTP for state civil services officers was organized at the Academy during 9th June to 2nd August 2014. This phase of the programme was attended by 136 probationary officers recently selected through Maharashtra Public Services Commission and recruited as Asst. Commissioner of Sales Tax (44), Dy. CEO/BDO for Rural Development department (67), District Dy. Registrar of Co-operative Societies (21) and Asst. RTO (4).

The programme was inaugurated by Hon'ble Governor of Maharashtra, Shri K. Sankarnarayanan on Monday, 9th June 2014. Shri Bhagwan Sahai, Principal Secretary, General Administration Department, GoM and Dr. Sanjay Chahande, Director General, YASHADA had also deliberated in this inaugural session.

Subsequently, Chief Minister of Maharashtra State, Hon'ble Shri Prithviraj Chavan had also graced the

programme with his esteemed deliberation and interaction with the trainee officers on 20th June 2014.

The Valedictory Address was delivered by Hon'ble Lieutenant General Shri Ashok Singh, GoC-in-C Southern Command, Pune on 2nd August 2014.

Salient Features of CPTP Design

In order to inculcate attitude for working in team and making concerted efforts in coordinated manner for the development of the state, it was decided to conduct Combined Probationary Training Programme (CPTP) for State Civil Services officers.

Phase	Duration	Dates of 1 st CPTP
Common Foundation Training	8 wks	09/06/2014 to 03/08/2014
Compulsory Attachments *	6 wks	04/08/2014 to 14/09/2014
Department-wise Vocational / Technical Training (Phase-1)	8 wks	15/09/2014 to 16/11/2014
Various sections-wise attachments through Departments (District Level on the job Training and Independent charge)	66 wks	17/11/2014 to 21/02/2016
Maharashtra Darshan and Delhi Visit	4 wks	22/02/2016 to 20/03/2016
Debriefing / Refresher and Evaluation of Probationary officers (Phase – II)	4 wks	21/03/2016 to 17/04/2016

6 Attachments to 1) village (Rural Area), 2) Tribal Area Village, 3) Legislative Institution, 4) Judiciary Institution, 5) Moral Rearmament Academy, Panchgani (for Ethics and Values in Administration and 6) Army Establishment.

Extra efforts were made to intensively design this two year's programme. The Training inputs and variety of other capability enhancing activities provided in the design are so comprehensive that it would certainly enable the Trainee Officers (TOs) to face effectively during their field postings the challenges of public/development administration in modern technological era. especially numerous on-

the-job training attachments in different government sectors and with field level officers provided in between institutional training would provide exposure to the functioning of different level organizations and problems related to inter departmental coordination and its solutions.

The schedule of different types of training and attachments planned to be conducted under this first ever CPTP is as presented in the table. The design also provides for assessment of TOs performance and linking it to seniority list.

Purpose of CPTP –

- To inculcate Common State Ethos in Trainee Officers,
- To broaden their overall perspective and vision,
- To have common ethical standards and value system,
- To raise their esteem as being a member of Maharashtra State Government Services,
- To impart knowledge about organizational set up & day-to-day functioning of government departments,
- To create camaraderie among services.

IMPLEMENTATION OF FOUNDATION TRAINING PHASE OF CPTP

The 45 days Foundation Training Course under the CPTP was conducted at the Academy during 9th June to 2nd August 2014. This course was attended by 136 probationary class-I officers recruited recently as Dy. CEO/BDO (67), Assistant Commissioner of Sales Tax (44), District Dy. Registrar of Cooperative Societies (21) and Asst. RTO (4).

The Academy's team headed by Director General and Dy. Director General and senior faculty members and in-charge of logistic services sections had taken many extra efforts for designing of CPTP and planning and implementation of its Foundation Training phase.

Typical daily training schedule was planned to include four classroom sessions of hour duration each to be conducted during pre-lunch sessions and intended to cover various topics related to seven modules namely

- Public / Development Administration
- Law and Judiciary
- Economics and Financial Management
- Behavioral Science and Management
- Other Administration
- E-Governance
- Spoken English.

These were followed by two post-lunch sessions of one hour duration each devoted to special lecture by eminent personalities or in-house-group activities by the OTs.

This in turn followed by two sessions on hands-on-practice of computers and spoken English classes. A session in the early morning was devoted to jogging exercises, physical training and yoga classes.

The sessions were conducted using variety of training methods which included lecture-cum-discussion, panel discussion, practical exercise, case discussion, role play, management games and other simulation exercises and film show cum-discussion. The extensive use of classroom conferencing hall and audio-visual and facilities was made.

The OTs were assigned individual and group work on relevant topics, which included writing papers on topics related to the subjects covered in the above said seven modules.

The OTs were assigned duties of Escort officers to enable them to interact with the guest faculty and have practice of public speaking in the classroom while introducing the guest faculty and casting vote of thanks on behalf of group of participants. Public holidays and weekends were used for study tours and trekking to various places.

In order to cover the subjects quickly and comprehensively and provide orientation to current situation, large no. of subject experts were invited appropriately to address to and to interact with OTs.

The illustrative list of some such speakers and topics covered in chronological order is as below (we regret that due to lack of space, the whole list can't be provided):

Madhavrao Godbole, IAS (Rtd.) Expectation from a Civil Servant
Anna Hazare, Social Activist Transparency in Administration
Umeshchandra Sarangi, IAS (Rtd.) State Sectoral Overview of Agriculture
Popatrao Pawar, VC, AGY Rural Development in Maharashtra
Madhavrao Chitale, IAS (Rtd.) Sec. GoM Status of Irrigation in Maharashtra
Uttam Kamble, Sr. Media Person Concept of Social Justice
Pravin Dixit, IPS, DG Anti-Corruption PCA & Human Rights
Vinita Rai, Member, NCRC Second ARC Report
Shailesh Gandhi, Ex CIO, GoI RTI Act 2005
Kumar Ketkar, Sr. Media Person How to Handle Media in Field
Vijay Kelkar, Chairman, Janwani How can Maharashtra Prospect ?
Raghunath Mashelkar, Sr. Scientist Innovations and Government
Sukhdeo Thorat, Chairman ICSSR Status of Backward Classes in Maharashtra

SPECIAL FEATURES ADDED TO FOUNDATION COURSE

- Vigorous IT inputs to make OTs e-Governance champions were provided throughout the foundation course.
- English communication skills were imparted as an important input.

- A Module on Ethics and Values was also a special feature of the course.
- System of Escort Officers was introduced to provide OTs public speaking practice while introducing and thanking guest speakers.
- Website devoted entirely to CPTP informing OTs and others about proceedings of the course was established.
- Field trips to outstation locations along with walking tours to important and heritage locations within the Pune city were included for appreciation by the OTs.

The foundation course was well received by the OTs which was evident from their involvement during the cultural programme organized by the OTs themselves on the penultimate day of the course. They were observed to be full of joy and had expressed satisfaction with course and wanted to stay back longer in the Academy.

The Academy's team that contributed for well-coordinated conduct of this foundation training phase of CPTP 2014 included, Mr. Naresh Zurmure, IFS, Dr. R. P. Pawar, Mrs. Mrinalini Nimbalkar, Mr. Sachin Kalantre, Mr. Jitendra Wagh, Mrs. Deepa Deshpande and Mrs. Sangita Patil among others.

Combined Probationary Training Programme



Inauguration by Hon.Governor of Maharashtra



Inauguration by Hon Governor of Maharashtra



Visit of Hon.Chief Minister of Maharashtra



Visit of Hon.Chief Minister of Maharashtra



Visit of Hon. Anna Hazare

Training Programme for IAS probationers of Maharashtra Cadre

In addition to the above programmes ATI also conducted 03 foundation / debriefing training programmes for IAS probationers of Maharashtra Cadre. The probationary IAS officers were asked to make presentations in the debriefing sessions on districts of their attachment for the whole year.

Detailed knowledge pertaining to the State of Maharashtra was imparted to the probationary IAS officers including a Maharashtra Darshan tour for two weeks. This is done in order to make them acquainted with History, Geography, Education, Health, Culture, Traditions etc. aspects of the State. Also the trainee probationary officers were made conversant with Marathi language in the foundation training programme.

Apart from the above, following training programmes have also been conducted for various cadre officers of government of Maharashtra:

- Section officers from Mantralaya of Maharashtra State
- Officers from Transport Commissionrate, Maharashtra State
- Sales Tax Officers from Finance Department
- Naib Tahasildars Officers from Revenue Department
- Officers from Vocational Education and Training Department

(A) Induction / Post promotional training programme

As per guidelines of Maharashtra State Training Policy, 2011 (STP), ATI has conducted Induction/ Post promotional Training Programmes for Promoted Officers of Directorate of Accounts and Treasury, Water and Sanitation Department, Finance Department of Government of Maharashtra.



CPTP Batch 2014

(B) Refresher Training Programme under State Training Policy –

This training is extended once in at least five to seven years for five days but this training is granted to only those officers and staff who have not undergone any training during this period.

(C) Trainer Development Programmes of DoPT –

Total 08 training programme under Trainer Development Programmes were conducted during the year 2014-15 sponsored by DoPT, GoI.

In this training programme training skills of participant officers from various training institutes of GoM were developed through these Trainer Development Programmes. Total 107 officers were trained under these programmes.

(D) State Category Training programmes (SCTP) Courses -

50 courses conducted during the academic year 2014-15 under SCTP. The entire training programme was conducted carrying various topics like Sevottam, Public Administration, project Management, Use of ICT, Total Quality Management, Citizen Charter, Ethics, RTI, e-Governance etc. related to government working. Total 1066 officers were trained under these programmes.

(E) Training Programme on Capacity Building for the Officers of North-East Region of India -

Ministry of Personnel, Public Grievance and Pensions, Department of Personnel and Training, Government of India organizes two weeks training programme for State Civil Service officers of North-East Region of India every year in Yashada. During the year 2014-15, ATI has organized a training programme for 30 Group A Officers of Assam & Meghalaya cadre during 12/01/2015 to 24/01/2015.

Capacity Building Training of State Service Officers of Assam & Meghalaya



Capacity Building Training of State Service Officers of Assam & Meghalaya

Capacity Building Training of State Service Officers of Assam & Meghalaya Field Visit



Capacity Building Training of State Service Officers of Assam & Meghalaya Field Visit

Capacity Building Training of State Service Officers of Assam & Meghalaya

(F) Training Programmes under ITP :

Introduction :-

Yashada had developed a training module on the lines of the module used by DoPT of the Govt. of India and its collaboration with the UNDP for improving the quality of group “C” level functionaries in government at the state and central level. The institute has also conducted a training programme of 12 days for the said functionaries of five districts in Maharashtra namely Pune, Nashik, Auranganad, Nagpur & Chandrapur. While developing the modules for these programmes, areas which were focused were the development of Leadership Skills, Work Ethics, Gender Equality and the role of Urban Planning and Management. As the said functionaries did not receive any kind of formal training at the time of their entry into the services, it was necessary to equip them with these objectives while the discharging their duties as public servant. This has helped in building the desired capacity of state government functionaries at the cutting edge level. The programme had also focused on the promotion of Good Governance with the stakeholders particularly the citizens as the center for the delivery of public services. Improvement in public service delivery in the context of time and quality were the main objectives considered while imparting this training to these functionaries. This training programme also aimed as the development of competency among these functionaries so as to change their Attitude, Orientation, Motivation, and Up gradation

of their skills and knowledge. The targeted functionaries were expected to come out with a significant positive change in their work ethics, values, culture and attitude to bring a significant change in the organizational functioning.

Target Group :-

Both for the success of the programme and the betterment in the delivery pattern of the identified functionaries, the said programme purposefully targeted newly recruited government functionaries of the desired class and of the identified sectors. The identified sectors comprised of mixed group of functionaries which included recently recruited officers in last two years and those who did not received any formal training since their entry into the government service. While the programme included group “C” government functionaries of different departments; the training programme are also aimed at group “B” Non Gazzeted functionaries. In addition to these the government functionaries working in the sectors which have greater interactions with citizens as stake-holders and the main recipient of the public service. The sectors which have high level of interaction with citizens were identified as; the Department of Land Revenue, Health & Family Welfare, Urban Local Bodies, Environment and Forest, Rural Development, all tiers of Panchayati Raj, Social Welfare, Women and Child Development, Urban Planning and Education etc.

Implementation of the Training :-

The training programme undertaken by Yashada happened to be a successful one because the said programme was planned in a coherent manner and by following a predesigned methodology strictly. At first, a five day full-fledged residential training programme for trainers at Yashada was organized. This programme was aimed at developing the trainers for the captioned training in above mentioned five districts headquarters. For this training programme a target group of functionaries working at Regional Training Institutes who impart acted as trainers for target group of class “C” government functionaries at their respective regional training institutes. The training module used was of 12 days duration and 05 batches each were trained at these RTIs. Total 980 class “C” functionaries were trained at 05 RTIs.

Outcome / Lesson Learnt :-

As the said training programme was first of its kind, it helped the targeted government functionaries to understand the significance of quality of service delivery. Certainly at the end of the programme, the level of their understanding was found to have improved tremendously. They could understand basic functions of their respective

departments and the significance of the quality of delivery of service from the perspective of common the citizens. Those who did not had any training after the entry into their respective departments could understand functions of their departments in a better way and felt equipped to with the desired techniques and knowledge.

The training of soft skills such as Stress Management, Creativity, Time Management and Goal Setting was found to be effective in general.

Training about soft skills proved to be effective. However the stakeholders with whom the group “C” functionaries have to communicate are varied. Also they have to communicate on variety of subjects such as- informing about the Government schemes, programmes, required documents, opening accounts in the bank, for provides subsidies, community participation. Also they have to face the people in case of Natural disasters. Hence the module on communication skills should be enriched by incorporating case studies, role plays and documentaries. More focus on communication skills is required to be given during training.

	
<p>Classroom Sessions</p>	<p>Classroom Sessions</p>
	
<p>Meditation</p>	<p>Yogasananas</p>



Annexure – I

List of programmes conducted – IAS probationers of Maharashtra Cadre

Sr. No.	Title of the Training Programme	Duration	Participants Attended
1.	Joint Orientation Training Programme for IAS & IPS Officers (2012 batch)	11/06/2014 To 13/06/2014	17
2.	Debriefing Training Programme for IAS Officers (2012 batch)	16/06/2014 To 21/06/2014	08
3.	State Level Training Programme for Probationary IAS Officer (2013 batch)	23/06/2014 To 08/08/2014	08
Total :-			33

Annexure II

List of Refresher Training Programme under State Training Policy

Sr. No.	Title of the Training Programme	Duration	Participants Attended
1.	Training Programme on Financial Management for Officers of Planning Dept;	09/02/2015 To 11/02/2015	17
2.	Training Programme for Sales Tax Officers	05/05/2014 To 09/05/2014	35
3.	Training Programme for Sales Tax Officers	09/06/2014 To 13/06/2014	31
4.	Training Programme for DAT Officers	17/11/2014 To 21/11/2014	17
5.	Training Programme for Dy. Collectors	01/12/2014 To 05/12/2014	27
6.	Training Programme for DAT Officers	22/12/2014 To 26/12/2014	11
7.	Training Programme for Local Fund Officers	12/01/2015 To 16/01/2015	30
8.	Training Programme for Local Fund Officers	16/02/2015 To 20/02/2015	27
9.	Training Programme for Dy. Collectors	01/12/2014 To 05/12/2014	27
10.	Training Programme for DAT Officers	12/12/2014 To 26/12/2014	11
11.	Training Programme for Local Fund Officers	16/03/2015 To 20/03/2015	29
Total :-			290

Annexure – III

List of programmes conducted – Foundation Training

Sr. No.	Title of the Training Programme	Duration	Participants Attended
1.	Training Programme for Tahasildar	25/08/2014 To 09/10/2014	32
2.	Training Programme for Associate Professor in Medical Education	07/04/2014 To 02/04/2014	33
3.	Technical Training Programme for Officers & Staff of School Education Dept;	27/01/2015 To 01/01/2015	21
4.	Technical Training Programme for Officers & Staff of School Education Dept;	02/02/2015 To 06/02/2015	25
5.	Training Programme for Gr-A in Service Officers of Animal Husbandry Dept;	01/01/2015 To 14/02/2015	33
6.	Training Programme for Chief Officers of Urban Development Dept;	06/04/2014 To 23/04/2014	33
7.	Training Programme for ARTOs	22/09/2014 To 5/11/2014	04
8.	Training Programme for Dy. Director of DES	08/09/2014 To 7/10/2014	14
9.	Training Programme for Dy. Registrar of Co-op. Dept;	01/07/2014 To 5/08/2014	34
10.	Training Programme for Dy. Registrar of Co-op. Dept;	22/09/2014 To 15/11/2014	29
11.	Combined Probationary Training Programme (Phase-I) (Batch-I)	09/06/2014 To 2/08/2014	34
12.	Combined Probationary Training Programme (Phase-I) (Batch-II)	09/06/2014 To 2/08/2014	34
13.	Combined Probationary Training Programme (Phase-I) (Batch-III)	09/06/2014 To 2/08/2014	34
14.	Combined Probationary Training Programme (Phase-I) (Batch-IV)	09/06/2014 To 02/08/2014	34
15.	Training Programme for MFAS CI-I Officers	04/08/2014 To 31/08/2014	24
16.	Training Programme for Dy. Directors (Technical) for Industry Dept;	25/08/2014 To 9/10/2014	06
17.	Combined Probationary Training Programme	22/09/2014 To 5/11/2014	43
18.	Combined Probationary Training Programme	22/09/2014 To 15/11/2014	66
19.	Training Programme for Asst. Commissioner of Sales Tax	24/11/2014 To 2/12/2014	34
20.	Training Programme for Asst. Commissioner of Sales Tax	24/11/2014 To 2/12/2014	36
21.	Training Programme for Asst. Commissioner of Sales Tax	24/11/2014 To 12/12/2014	29
Total :-			632

Annexure IV

List of Trainer Development Programmes of DoPT

Sr. No.	Title of the Training Programme	Duration	Participants Attended
1.	Mentoring Skills (MS)	16/06/2014 To 18/06/2014	14
2.	Direct Training Skills (DTS)	14/07/2014 To 18/07/2014	09
3.	Direct Training Skills (DTS)	14/07/2014 To 18/07/2014	10
4.	Design of Training (DoT)	21/07/2014 To 25/07/2014	19
5.	Evaluation of Training (EoT)	18/08/2014 To 22/08/2014	13
6.	Training Need Analysis (TNA)	01/09/2014 To 12/09/2015	12
7.	Recognized Trainer Development on Mentoring Skills (RTDMS)	04/02/2015 To 06/02/2015	17
8.	Recognized Trainer Development on Mentoring Skills (RTDMS)	09/02/2015 To 11/02/2015	13
Total :-			107

Annexure- V

List of programmes conducted State Category Training programmes

Sr. No.	Title of the Training Programme	Duration	Participants Attended
1.	Training Course on Total Quality Management (TQM)	01/07/2014 To 03/07/2014	19
2.	Training Course on Court Procedure	24/07/2014 To 26/07/2014	23
3.	Training Course on <i>Sevottam</i> - (सेवोत्तम)	07/07/2014 To 09/07/2014	15
4.	Training Course on Administrative Law & Quasi-Judicial Power (Court Procedure)	18/02/2015 To 20/02/2015	31
5.	Training Course on Effective Administration and Management	14/07/2014 To 16/07/2014	22
6.	Training Course on Ethics and Values in Public Administration	21/07/2014 To 23/07/2014	15
7.	Training Course on Media & NGOs	04/08/2014 To 06/08/2014	30
8.	Training Course on Effective Communication	30/07/2014 To 01/08/2014	25
9.	Training Course on Office Administration & Office Procedure	04/07/2014 To 06/08/2014	20
10.	Training Course on Citizen Charter	11/08/2014 To 13/08/2014	30
11.	Training Course on Vibrant Governance (Responsive Administration & Good Governance)	25/08/2014 To 27/08/2014	16
12.	Training Course on RTI Act 2005	23/02/2015 To 25/02/2015	20
13.	Training Course on Vigilance & Various Watch Dog Agencies	09/02/2015 To 11/02/2015	10
14.	Training Course on RTI Act 2005	22/12/2014 To 24/12/2014	17
15.	Training Course on Civil Services Rules	28/10/2014 To 30/06/2014	25

Sr. No.	Title of the Training Programme	Duration	Participants Attended
16.	Training Course on RTI Act 2005	16/03/2015 To 18/03/2015	25
17.	Training Course on Project Management	09/06/2015 To 11/03/2015	11
18.	Training Course on Effective e-governance Life Cycle	30/06/2014 To 02/07/2014	26
19.	Training Course on Role of Multi Media in Development Administration	24/07/2014 To 26/07/2014	25
20.	Training Course on Systematic Procurement & Maintenance of Hardware & Software	21/07/2014 To 23/07/2014	21
21.	Training Course on Publishing Contents on the Internet	20/08/2014 To 22/08/2014	17
22.	Training Course on Use of Information and Communication Technology (ICT) in Government	18/09/2014 To 20/09/2014	24
23.	Training Course on Communication Skills for Police Officers	29/09/2014 To 01/10/2014	19
24.	Training Course on Effective e-governance Life Cycle	05/01/2015 To 07/01/2015	19
25.	Training Course on Legislative Procedure (Court Procedure)	23/02/2015 To 25/02/2015	31
26.	Training Course on Total Quality Management (TQM)	21/07/2014 To 23/07/2014	15
27.	Training Course on Court Procedure	08/09/2014 To 10/09/2014	29
28.	Training Course on <i>Sevottam-सेवोत्तम</i>	26/02/2015 To 28/02/2015	12
29.	Training Course on Effective Administration and Management	07/08/2014 To 09/08/2014	27
30.	Training Course on Administrative Law & Quasi-Judicial Power	10/11/2014 To 12/11/2014	
31.	Training Course on Effective Communication	22/12/2014 To 24/12/2014	17
32.	Training Course on Ethics and Values in Public Administration	02/03/2015 To 04/03/2015	29
33.	Training Course on Office Administration & Office Procedure	02/02/2015 To 04/02/2015	28
34.	Training Course on Role of Multi Media in Development Administration	19/08/2014 To 21/08/2014	23
35.	Training Course on Citizen Charter	05/02/2015 To 07/02/2015	28
36.	Training Course on Effective Communication and Android System	30/03/2015 To 01/04/2015	25
37.	Training Course on Effective e-governance Life Cycle	23/03/2015 To 25/03/2015	9
38.	Training Course on Vibrant Governance (Responsive Administration and Good Governance)	11/12/2014 To 13/12/2014	20
39.	Training Course on Vigilance & Various Watch Dog Agencies	30/03/2015 To 01/04/2015	30
40.	Training Course on Use of Information and Communication Technology (ICT) in Government	09/02/2015 To 11/02/2015	25
41.	Training Course on RTI Act 2005	08/09/2014 To 10/09/2014	26
42.	Training Course on Civil Services Rules	09/02/2015 To 11/02/2015	21
43.	Training Course on RTI Act 2005	22/12/2014 To 24/12/2014	20

Sr. No.	Title of the Training Programme	Duration	Participants Attended
44.	Training Course on Project Management	23/03/2015 To 25/03/2015	10
45.	Training Course on Systematic Procurement and Maintenance of Hardware & Software	25/03/2015 To 27/03/2015	10
46.	Training Course on Role of Multi Media in Education	18/12/2014 To 20/12/2014	30
47.	Training Course on RTI Act 2005	05/01/2015 To 07/01/2015	18
48.	Training Course on Role of Journalist in Government Policies and Issues	28/01/2015 To 30/01/2015	30
49.	Training Course on Publishing Contents on the Internet	23/02/2015 To 25/02/2015	26
50.	Training Course on Effective e-governance Life Cycle	02/03/2015 To 04/03/2015	22
Total :-			1066

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 emphasize the need for convergence across departments and the importance of co-ordination among agencies for success in development works. In addition to the conduct of training programmes, we also disseminate information through journals, books, reports, newsletters, CDs, Films and other publications.

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.

Main themes of Training :

- RGPSA and new initiatives of trainings of EWRs under Krantijoti.
- Backward Region Grant Fund (BRGF)
- Integrated Watershed shed Management Programme
- NIRD

- Late V.S. Page Adhyasan
- 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.
- NRLM and setting a State Resource Centre for Livelihood development and training
- PGDRM
- Module Preparation on NRM Capacity Building & Training in water supply & Sanitation Child Friendly in Panchayat

Rashtriya 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 Sawaraj Yojana for training of more than 1,39,000 lakhs PRI Functionaries in the state of Maharashtra.

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

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

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 keeps its share from available funds for preparation of reading Material, for supervision and monitoring of the action plan and remaining amount is distributed to Zilla Parishad, GTCs, and PRTCs and to NGOs Concerned.

Rashtriya Gram Swaraj Yojana									
Grants Released & Expenditure / Physical Achievement									
For the Year 2010-11, 2011-12, 2012-13 2013-14 & 2014-15 (Rs. In Lakh)									
Sr. No	Year	Opening Balance (Rs. In lakhs)	Grants Received		Misc. Receipt	Total Grants (Rs.in lakh)	Expenditure (As per RGSY Norms) (Rs.in lakh)	Closing Balance (Rs.in lakhs)	Person Trained
			GoI (75%) (Rs.in Lakh)	GoM (25%) (Rs.in lakh)					
1	2009 - 2010	0.00	339.00	113.00		452.00	0.00	452.00	-
2	2010 - 2011	452.00	208.00	131.00		791.00	295.64	495.36	28156
3	2011 - 2012	495.36	239.00	0.00		734.36	472.55	261.81	36669
4	2012 - 2013	261.81	447.00	167.00	10.79	886.60	301.02	585.58	20504
5	2013 - 2014	585.58	0.00	0.00	11.83	597.41	569.07	28.34	50546
6	2014 - 2015	28.34	0.00	0.00	0.00	28.34	25.00	3.34	1585
TOTAL			1233.00	411.00	22.62	1666.62	1663.28	3.34	137460

Physical Progress Report : 2010-11, 2012-13 , 2013-14 & 2014-15

Sr. No.	Name of the Agency	Clientele Group	Achievement					Total Achievement (Participants)
			2010-11	2011-12	2012-13	2013-14	2014-15	
1	Gramsevak Training Centres	V.P.Members	10647	740	329	151	96	11963
2	Panchayat Raj Training Centres	V.P.Members	10245	9593	7150	13614	972	41574
3	N.G.O.s	V.P.Members	7264	23336	6817	17938	336	55691
4	PRTC / NGOs	Gramsevak		1980	3217	5554		10751
5	YASHADA Level	T.N.A. Workshop		110	79	28		217
6		Z. P. Members		7	629	157		793
7		P. S. Members		92	349	787	25	1253
8		District level Officers		0	173	351		524
9		Block level officers			148	12		160
10		Master Trainers			663	793	813	156
11	PESA Cell, YASHADA	Block/ Dist. Level officers				81		81
12		Village level officers & officials				11072		11072
11	Z.P. Beed	ZPs/PSs/VPs Members			956			956
Total			28156	36669	20504	50546	1585	137460

Rajiv Gandhi Panchayat Sashaktikaran Abhiyan

Ministry of Panchayat Raj, Government of India has launched an ambitious programme called Rajiv Gandhi Panchayat Sashaktikaran Abhiyan (RGPSA) under 12th Plan. (i.e. 2012 to 2017). A national Workshop for designing its guidelines was held at YASHADA during July 2012. YASHADA and Department of Rural Development, Government of Maharashtra submitted a five year plan to Ministry of Panchayat Raj under RGPSA during the year 2012-13. An annual plan with an outlay of Rs. 221 crores has been sanctioned by Ministry of Panchayat Raj and an amount of Rs. 83.17 crore has been released to our State. A comprehensive plan of Rs. 214.31 crore for the year 2014-15 was also sanctioned by MoPR and a CB&T component of Rs. 81.02 crore was approved.

The RGPSA has been designed for overall strengthening of the PRIs in the country in order to make them self-sufficient, capable and an instrument of development. It also aims at building the Capacity of Functionaries (Official and Non-Official) in PRIs so that the delivery system becomes efficient, accountable and sustainable. It consists of following major components.

- Training and Capacity Building & IEC.
- Human Resource
- Infrastructure
- Building of Institutions (SPRC/DPRC/SPMU/DPMU/SEC/SFC)
- PESA
- Strengthening of Panchayat Processes such as in weaker VPs
- Benchmarking and creation of Database
- Monitoring concurrent evaluation, impact assessment

A programme of training of especially ZP officials, ZPMs/ PSMs/VPMs/ERWs training (KrantiJyot), Micro planning activity training, Netrutva vikas Shibir & Panchayat Empowerment Melawas is being undertaken at District level. A State level workshop for Divisional/District/Block level officers, TNA workshop for various categories, CB&T of Govt. officers at State level (RDD & PRIs), Orientation of HR under SPMU, DPMU, SPRC and District PESA functionaries, Training of Master Trainers & Training of office bearers/ DPC Members was conducted at YASHADA level. The TNA and module preparation is being also undertaken at YASHADA level.

Statement of Training conducted during 2014-15 at District level -

Sr No	Training	Target	Achievement		Total Achievement
			2013-14	2014-15	
1	Z P officials	24090	4543	18333	22876
2	Z P Members	1955	869	678	1547
3	P S Members	3910	-	1926	1926
4	G P Members	44250	-	16424	16424
5	Kranti Jyoti training for ERWs	30000	-	24140	24140
6	Prabhag level Netrutva Vikas Shibir			22018	22018
7	Panchayat Empowerment Melawas			10692	10692
TOTAL			5412	94211	99623



Training of grampanchayat EWRs using KrantiJyoti module at Pune 20-22 Jan.2015

कार्यशाळा 'यशदा' राजीव गांधी पंचायतराज सशक्तीकरण अभियान

सदस्यांना योजना राबवण्याचे ट्रेनिंग



प्रशिक्षण केंद्रच्यावळी बुधवारी मातृशिक्षण करताना वैश्विक डब्ले.

जिल्ह्यातील ५२ जिल्हा परिषद सदस्यांना दिले प्रशिक्षण

प्रतिनिधी | यादव

राजीव गांधी पंचायतराज सशक्तीकरण अभियानांतर्गत यशदा व जिल्हा परिषदेच्या सामान्य प्रशासन विभागाच्या वतीने जिल्हा परिषद सदस्यांसोबत तीन दिवसांच्या प्रशिक्षण कार्यशाळेचे आयोजन करण्यात आले होते. यात विभागीय आयुक्त जनरलयातील 'यशदा'चे प्रशिक्षण समन्वयक वैश्विक डब्ले यांनी 'पंचायतराज आणि लोकप्रतिनिधीची भूमिका व जबाबदाऱ्या' या विषयावर मार्गदर्शन केले. यावेळी अतिरिक्त येथील प्रशिक्षक अन्याय वागडे यांची उपस्थिती होती.

प्रशिक्षणात जिल्हा परिषद अर्थक्ष सैनाली जोगेंद्र, सभापती, ज्योती गणेशपुरे, स्वप्नमा घुरी, गजानन अमराबादकर, अनिल काकडे, विकास गवठी, उषा जाधव, उस्मान गाखे, वैबी चव्हाण, शाबाना इस्मयल, हारिश्चंद्र कोरडे, मंदा दहर्तारे, सुधीर गोडे आदींनी मार्गदर्शक उपस्थिती होती. यावेळी कर्तृत्वगळे, 'क्षेत्र आणि राज्य शासनाच्या २०० हून अधिक योजना आहेत. त्यांना अभ्यास करून त्या गावात राबवल्या गेल्या पाहिजे.' असे आह्वान त्यांनी केले. उपस्थित जिल्हा परिषद सदस्यांनी ग्रामविकासाच्या अनेक मुद्यांवर ढगे यांच्यासोबत संवाद केला.

पश्चिम, उत्तर, आक्षेपाने गाजले बुधवारचे सत्र

बुधवारच्या प्रशिक्षण सत्र प्र.प.न. उत्तर आणि आक्षेपाने जय गाजले. शासनाच्या योजना योजनेच्या अंमलबजावणी, या प्रशिक्षक डब्ले यांचे उत्कृष्ट व्याख्यान सत्रातच होते. या प्रशिक्षक डब्ले यांचे उत्कृष्ट व्याख्यान सत्रातच होते. या प्रशिक्षक डब्ले यांचे उत्कृष्ट व्याख्यान सत्रातच होते. या प्रशिक्षक डब्ले यांचे उत्कृष्ट व्याख्यान सत्रातच होते.

यशदाच्या प्रशिक्षणात स्वच्छता अभियान यापुढील यशदाच्या वतीने देण्यात येणाऱ्या सर्व प्रशिक्षणात क्षेत्र शासनाच्या अधिकाऱ्यांमार्फत अंमलबजावणी सुरू होऊन भारत अभियान या योजनेचा समावेश करण्यात आला आहे. सर्व लोकप्रतिनिधींना ही योजना समजावी हा या मार्गचा उद्देश आहे. याबाबतचे पत्र शासनाच्या वतीने यशदा या प्रशिक्षण संस्थेला प्राप्त झाले असल्याची माहिती ढगे यांनी प्रशिक्षणादरम्यान उपस्थित सदस्यांना दिली.



महिला सशक्तीकरण अभियानाचे दीपप्रज्वलन करून उद्घाटन करताना दोडामार्गचे सभापती महेश गवस. सोबत प्रभारी गटविकास अधिकारी प्रशांत चव्हाण व इतर.

पहिली माझी ओवी गं, सावित्रीच्या बुद्धीला...

दोडामार्गात महिला सशक्तीकरण अभियानाला सुरुवात

दोडामार्ग (प्रतिनिधी)

पहिली माझी ओवी गं, सावित्रीच्या बुद्धीला, स्त्रियांच्या शिक्षणाचा, पावा तु घातला ही ओवी सर्व महिला सदस्यांनी एकठाी सूरत गाईली. त्यानंतर दोडामार्ग महाराज सभागृहात राजीव गांधी पंचायत सशक्तीकरण अभियान प्रशिक्षणाच्या कार्यशाळा सत्रास सुरुवात झाली. या अभियान कार्यशाळेचे उद्घाटन दोडामार्ग पंचायत समितीचे सभापती महेश गवस यांचा हस्ते झाले. यावेळी गवस यांच्यासमवेत व्यासपिठावर प्रभारी गटविकास अधिकारी प्रशांत चव्हाण, विस्तार अधिकारी घणें, मार्गदर्शक क्रम अशी उपस्थित होते. यावेळी मार्गदर्शन करताना सभापती गवस

म्हणाले, अद्यापता शासकता महिला चूल आणि जाण्यासारख्या अतिप्र प्रथामुळे महिला ही असुरक्षित होती. या सर्वात सावित्रीबाई फुलेंनी स्त्री शिक्षणासाठी महान कार्य केले. आज राजकारणात पुढे येणाऱ्या महिला असो या शाळेत शिकण्याच्या भूती असो. यांची प्रती ही सावित्रीबाई फुले यांच्यामुळे आहे. त्यामुळे त्यांच्यासारख्या क्रांतीज्योतीमुळे आज महिला दिव्यज्योतीप्रमाणे काम करीत आहेत. पंचायत महिला लोकप्रतिनिधींना तीन दिवसात जे प्रशिक्षण दिले जाणार आहे, ते आत्मसात करून आमची सुद्धा कर्तृ गावी हें सिद्ध करा असे आवाहनही गवस यांनी केले. कार्यक्रमाचे सूत्रसंचालन समील नाईक यांनी केले.



राज्य गाामीण विकास संस्था
राजीव गांधी पंचायत सशक्तीकरण अभियानांतर्गत
गटविकास अधिकारी व सहायक गट विकास अधिकारी
यांचा प्रशिक्षण कार्यक्रम. दि.१६ व १८ जानेवारी २०१५
त्रिवेणी आश्रम मरकळ



राजीव गांधी पंचायत सशक्तीकरण अभियान
अंतर्गत गटविकास अधिकारी व सहायक गटविकास अधिकारी यांचा प्रशिक्षण कार्यक्रम
प्रशिक्षणाचे ठिकाण त्रिवेणी आश्रम मरकळ
दि.१६ ते१८ जानेवारी २०१५

Training programme for BDOs & Assts. BDOs during Jan.,2015



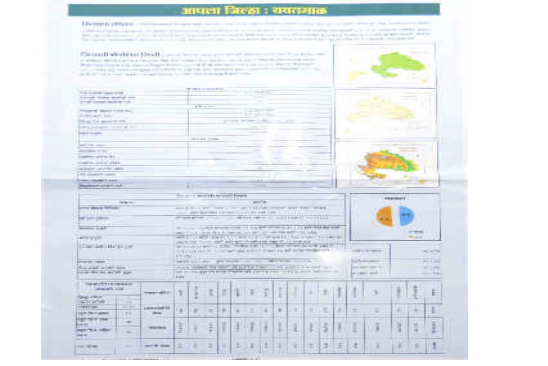
Training program for Master Trainers in Resource Persons empanelled with SPRC at YASHADA dt-5-9 Jan., 2015

Training Programme conducted at YASHADA level during 2014-15

Sr. No.	Training Programme (Rs.in lakhs)	Physical Progressive		Financial Progressive	
		Target	Achievement	Sanctioned Amount	Expenditure
1.	TNA workshop & Development of Modules	162	162	10.00	9.00
2.	Training Programme for District level officers	516	516	34.46	26.60
3.	Training programme for BDOs & Asst.BDOs	702	469	30.54	26.03
4.	Training Programme for ZP Office Bearers & DPC Members.	600	109	22.20	4.36
5.	Orientation for HR – SPMU/DPMU/SPRC	417	89	38.57	5.90
6.	CB&T of Govt. officers at State level (RDD & PRIs	250	71	13.87	3.94
7.	Master Trainers in KrantiJyoti gender training	70	117	6.47	6.17
8.	Master Trainers in PESA	70	81	6.47	5.55
9.	Master Trainers in village Micro Planning	70	75	6.47	3.00
10.	Training of Resource Persons empanelled with SPRC	70	101	6.47	9.34
11.	Master Trainers in e- enablement of panchayats	70	84	6.47	6.40
12.	Training programme for Block/Panchayat Engg.	726	402	52.34	29.15
13.	Recurring cost on additional Faculty & maintenance of SPRC			20.00	7.34
14.	Program Monitoring cost	144	144		4.95
	Total	3867	2420	254.33	147.73

Development and Distribution of Reading Materials

Sr. No.	Reading Material
1.	Distributed 30000 reading material for Kranti Jyoti (Elected women representative training)
2.	Distributed 45000 reading material of Foundation training of GP Members for all districts
3.	Distributed 58250 reading material of Micro planning for Nandurbar & Yavatmal.
4.	Developing reading material for Zilla Parishad & Panchayat Samiti members training is in Progress.
5.	53000 copies of reading material for Zilla Parishad officers and staff are printed and distribution work is in process.



Grants Released & Expenditure/ Physical Achievement at YASHADA level
For the year 2013-14 & 2014-15
(Rs.in lakhs)

Year	Opening Bal	Grants Received		Misc Receipt	Total Grants	Expenditure		Total Exp.	Closing Bal	Person Trained
		GoI 75%)	GoM (25%)			Disbursed to ZP/SPMU etc.	YASHA DA level			
2013-14	0.00	8317.06	1450.00	4.23	9771.29	5005.03	3.49	5008.52	4762.77	89
2014-15	4762.77	0.00	0.00	0.00	4762.77	4497.71	147.73	4645.44	117.33	2420
Total		8317.06	1450.00	4.23	9771.29	9502.74	151.22	9653.96	117.33	2509

Watershed Management Centre (WMC)

Executive Summary

The Common Guidelines-2008 (Revised 2011) 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 (2011). 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 Project also for which capacity building Programs are conducted.

Capacity Building & Training for Ongoing Projects:

Training and Capacity Building programmes conducted under three programmes namely-

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

Activities at WMC:

- Preparation of training Modules: WMC has developed total 15 training modules for preparatory phase of IWMP and out of 12 modules for Work Phase - 2 are printed, content for 1 module is ready, 1 is with Subject expert, Design is complete for 5 modules and TNA is conducted for 3 modules.

- WMC has Prepared IWMP Exit Protocol training module with reading material for Conducting Training Programmes at YASHADA 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.



YASHADA - Apex Training Institute (ATI)

The Apex Training Institute plays the pivotal role for knowledge management. Government of Maharashtra has principally assigned the responsibility to Watershed Management Centre at the State Institute of Rural Development in YASHADA to work as Apex Training Institute for Integrated Watershed Management Programme (IWMP), Rural Infrastructure Programme (RIDF), and Western Ghat Development Programme (WGDP). The Main Functions of YASHADA as ATI is as follows-

- To prepare capacity building plan
- To prepare training modules
- To identify training resource organizations
- To conduct on campus training programme
- To coordinate and monitor SRO training programmes as per approved action plan

Training Levels

As per the 17th Meeting Minutes Resolution the Vasundhara Watershed Development Agency (VWDA) And SIRD Yashada Should study the Present system of Capacity Building. YASHADA should enter into fresh agreement to VWDA minimizing its role for core competence for Training and Capacity Building under IWMP Project. YASHADA Will Continue with Responsibility of YASHADA Level & SRO Level Training Program. Watershed Management Centre, State Institute Rural Development imparts training at Two levels. This structure is for all three projects i.e. IWMP, RIDF and WGDP.

- YASHADA level trainings
- State Resource Organizations (SROs)

Main subjects of the Watershed Management Centre, SIRD

- Orientation on Common Guidelines - 2011
- Review workshop
- Project & Finance Management

Target Group/Stakeholders of Watershed Management Centre, SIRD

- State, Division, District and PIA level functionaries
- Master Trainers
- State and District Resource Organizations representatives
- District Watershed Development Unit (DWDU) team members
- Grade 'A' Officers from Agriculture Department.

Training Programmes

YASHADA conducts Training Programmes at two levels i.e. YASHADA and SRO. These programmes are as per the guidelines and requirements of the stakeholders. YASHADA imparts trainings to SROs 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. The details of the Training Programmes conducted by YASHADA are as follows-

Level	Trainers	Training Program	Trainees (Stakeholders)
Nodal Agency	Apex Training Organization YASHADA	<ul style="list-style-type: none"> •Orientation Training Program •Refresher Training Program •Training Need Analysis (TNA) Workshop •Training of Trainers (TOT) •Review Workshop •Project & Finance Management. 	<ul style="list-style-type: none"> • Additional Project Manager • Deputy Project Manager (Technical Expert), • Project Implementing Agency (TAO/NGO), • Master Trainers from SRO, DRO and PTO • Agril Supervisor
STATE	State Resource Organizations	<ul style="list-style-type: none"> •Livelihood • Agriculture Engineering • Agriculture Management • Social Mobilization 	<ul style="list-style-type: none"> • Watershed Development Team (Agriculture Expert, Livelihood Expert, Social Mobiliser, Agriculture Supervisor), • Agriculture Assistant, • Assistant Plantation Officer • DRO Master Trainer

YASHADA CONDUCTS COURSES LIKE PROJECT AND FINANCE MANAGEMENT & ORIENTATION TRAINING PROGRAM FOR PIA AND VSLNA MEETINGS



IWMP Vasundhara's Quarterly Magazine Inauguration and Meeting



Yashada Level PIA Training Program (IWMP)



Watershed Training Program to Project Implementing Agencies



PIA Training group



IWMP Documentary Inauguration



SRO Master Trainers Training



Workshop on Integrated Watershed Management Program

State Resource Organizations (SROs)

State Resource Organizations (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.

SRO level trainings:



SRO Training conducted under IWMP



Agriculture Engineering to train Watershed Development Team, WCDC for IWMP at Division Level

Development of Training Modules

Sr. No.	Development & Publication Module
1	User Group
2	Self Help Group
3	Village Level Orientation Training
4	Common Guideline 2008 (Revised 2011)
5	Participatory Rural Appraisal - Guideline
6	Vikasachi Nidhal watchal
7	Poster (IV & V)
8	Social Mobilization (Preparatory Phase)
9	Livelihood (Preparatory Phase)
10	Project and Finance (Preparatory Phase)
11	Agri. Engineering (Preparatory Phase)
12	Agri. Management (Preparatory Phase)
13	Detail Project Report (Preparatory Phase)
14	Basic Training for Watershed Secretary (Preparatory Phase)
15	Participatory Rural Appraisal (Preparatory Phase)
16	Orientation District Level (Preparatory Phase)
17	Agri. Engineering (Work Phase)
18	Stress Management (Work Phase)
19	Account Process (Work Phase)
20	Motivation (Work Phase)
21	NGO Management & Govt. Schemes Convergence (Work Phase)
22	process documentation (Work Phase)
23	Water management& crop management (Work Phase)
24	Exit Protocol (Batch 01 & 02)
25	Information Brochure

Modules and Posters for IWMP Project



Modules Printed

Project Training Organization :

1. Common Guideline 2011
2. Self Help Group training
3. User Groups training Modules.
4. Participatory Rural Appraisal (Booklet)
5. Village level orientation training Programme.
6. Vikasachi Nidhal watchal
7. Poster (PRA)
8. WC, WDT, PIA Role in Implementation under IWMP (Work phase)
9. Agriculture and Crop Management (Work phase)
10. Exit Protocol (Work phase)

District Resource Organization :

11. Orientation on Common Guidelines 2011
12. Participatory Rural Appraisal and Livelihood Planning
13. Detailed Project Report Preparation
14. Specialized Training for Watershed Secretary
15. NGO Management & Govt. Schemes Convergence (Work phase)

State Resource Organization :

16. Specialized Training for Subject Specialists-Agriculture
17. Specialized Training for Subject Specialists-Agri. Engineering
18. Specialized Training for Subject Specialists-Social Mobilization
19. Specialized Training for Subject Specialists-Livelihood
20. Specialized Training for Subject Specialists-Project & Finance Management
21. Specialized Training for Agriculture Engineering Part - 2 (Work phase)

Yashada Level :

22. Stress Management

Watershed Management Centre Physical Target & Achievement

The table below shows the total training programme and Total training participants target and achievement for all three programmes IWMP, RIDF and WGDP.

Table 1: Training Programmes Conducted and Participants Covered			
Year	Target/ Achievement	Total Target	
		Participants	Programmes
2014-15	Target	6378	184
	Achievement	6192	180

Other Activities

- To maintain quality of the trainings, Exams are conducted for SRO level participants.
- Frequent visit to the training programmes conducted by SROs.
- Concurrent Evaluation is done through a web based software Survey Monkey.

Induction Training Program (STP) :

Induction Training (STP) for Promoted Class-1 Officers from Agriculture Department like Project Deputy Director (Agri.) Department Officer Divisional Agri. Officer, and project officer etc. was done during Dt. 17 to 30 June 2014 & 31 July to 14 August 2014.

Out of 68, the 65 participant was attended during both Induction Training Program conducted at VITS- Hotel, Balewadi, Pune. The training conducted by Mr. Anilkumar Gawate Course Director & Associate Professor, HOD, WMC – SIRD Yashada.

The sessions covered during STP- Induction Training Program are agriculture department activity, administrative responsibility Varian Trains of Good Governance, Job – Role of Responsibility agro industry & Production system man-eating. Land required and revenue, Agriculture liaison, Agriculture tourism and employment generation opportunity need water management and agri. procurement procedure etc.

Induction Training for Promoted Class-1 Officers From Agriculture Department
Dt. 17 to 30 June 2014 Field Visit Photo (Batch – I)



STP-Induction Training Batch – I (Group photo)



Horticulture Training Center at Talegaon



Visit to Rose production under polyhouse at HTC Talegaon



Visit to Capsicum production under polyhouse at HTC Talegaon



Visit to ICAR-National Research Centre for Grapes



Visit to various varieties of Grape

Backward Regions Grant Fund (BRGF) 2014-15

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 annual plan of capacity building 2015 following components are being implemented by **BRGF Cell, SIRD**.

Key activities during 2014–2015

Capacity building training for ERs and Functionaries of PRIs:

- Under *Foundation course* - **796** participants were trained. The physical progress is as shown in Table I.

Trained Elected Representatives	Trained Functionaries	Total Trained
63	733	796

- Under *Refresher Course* - **33401** Participants were trained.

Trained Elected Representatives	Trained Functionaries	Master Trainers	Total Trained
16529	15527	549	32605

Other components of capacity building:

- As per annual plan of BRGF, training program for Project Management Staff has been conducted for 504 PMU Staff of 12 Districts.



Training programme for PMU Staff held at Pratham, Aurangabad

Conducted outreach one day Sensitization workshop for elected representatives to Zilla Parishad & Panchayat Samiti ERs & Officers regarding concept of Decentralized District Planning. **1124** ERs & Officers have attended the programme shown in table below

Elected Representatives Trained.			
District	Achievement	District	Achievement
Ahmednagar	85	Dhule	104
Aurangabad	43	Hingoli	105
Amravati	74	Nandurbar	73
Bhandara	83	Nanded	76
Chandrapur	121	Gadchiroli	108
Yavatmal	167	Gondia	85



Sensitization Workshop for Elected Representatives.

(17 Nov ,2014)
Decentralized Workshop of
ERs at Ahmadnagar Dated:

(15 Nov 2014)
Decentralized Workshop of
ERs at Dhule Dated:

Decentralized Workshop for Elected Representatives & Panchayatraj Functionaries.

Only For Decentralize Level Training		
Trained Elected Representatives	Trained Functionaries	Total Trained
1,998	15,527	17,525

ICT Training

Training Program for Coordinators Mahaonline and SANGRAM Operators/ DCC/ TCC conducted for 479 Participants



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,
- Disease 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. Normally, 12 training courses of vets and para-vets were being conducted at YASHADA every year, for which participants from Mumbai, Pune, Nashik, Aurangabad and Latur regions were deputed by the Department.

However, during the year 2014-15, training of only Vets was organized in three batches of 6 days' duration each, through YASHADA. All these programmes were conducted out of campus i.e. one at Girivan & remaining two at BAIF, Varje Training center, the first programme having been inaugurated by Hon. Commissioner Animal Husbandry, MS, Pune. Training of 63 Graduate Veterinarians has been completed during the year 2014-15 under ASCAD with a notional expenditure of Rs.6.80 Lakhs. Funds are awaited from the concerned Department. Total participants trained under ASCAD since 2005-06 till to date is 2227, including 1256 Vets & 971 Para-Vets respectively with a total expenditure for Rs. 195.98/- Lacs.

In addition to the regular courses under RGPSA & ASCAD, Administrative & In-service Foundation Training of Gr- A officers of Animal Husbandry is being conducted at YASHADA w.e.f. 1/1/2015 to 14/2/2015, under the State Training Policy. In all 33 officers have joined the course. In addition, two batches with the participation of 78 officers in all were accomplished at Amravati Prabodhini during the current year. (During the year 2013-14, three batches of Gr- A officers of Animal Husbandry Department were conducted simultaneously, at YASHADA, during Jan to March 2014, with the participation of 105 officers.)

Report of Training Under ASCAD Since Inception

Sr. No.	Year	No. of Vets Trained	No. of Para-Vets Trained	Total	Workshops Conducted	Expenditure Incurred (In Lacs)
1	2005-06	80	74	154	2	15.59/-
2	2006-07	120	130	250	-	24.40/-
3	2007-08	142	100	242	2	24.39/-
4	2008-09	114	138	252	2	23.78/-
5	2009-10	143	117	260	3	23.72/-
6	2010-11	325	171	496	1	44.03/-
7	2011-12	110	94	204	1	22.87/-
8	2012-13	119	120	239	-	23.65/-
9	2013-14	40	27	67	-	06.75/-
10	2014-15	63	-	63	-	06.80/-
Total		1256	971	2227	11	195.98/-



Foundation Course of AH Departmental officers.



Participants of ASCAD Batch Dt. 22-27 August. 2014



Participants of ASCAD Batch Dt. 22-27 August. 2014, on study tour to
BAIF, Urulikanchan Dt. 25 Aug. 2014

V. S. Page Adhyasan

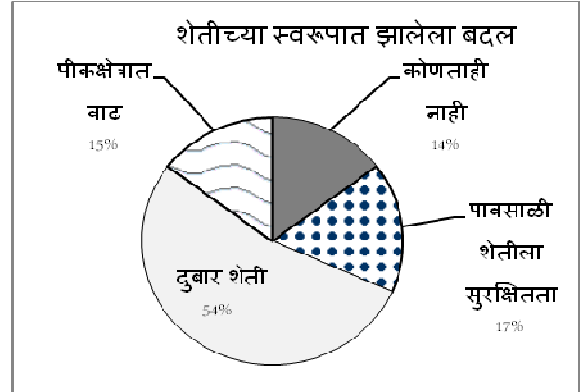
V.S.Page Adhyasan, SIRD, which aims at facilitating effective realization of core objectives of MGNREGA by building capacity of key stakeholders initiating action research project and providing policy inputs has completed following activities during 2014-15:

1. Research Studies:

In order to seek independent feedback on important policy decisions, Adhyasan completed following research studies in consultation with State EGS Department:

❖ Impact of Wells in Ahmednagar District:

Wells for individual beneficiary from disadvantaged background is an ambitious program of the government. Ahamednagar district presents a representative profile of the intended beneficiaries of the program. Adhyasan team reviewed 41 wells from four blocks and 38 villages in this district and submitted a comprehensive report containing findings as wells as recommendations. (Graph no. 1)



❖ Review of Role of Mendha Gramsabha as Implementing Agency of MGNREGA:

Medha (Lekha) village, well known as a model of local self governance has been delegated the role of implementing agency for Mendha, which is a milestone policy decision by state EGS Department. Adhyasan team, after visit to this village and direct interaction with multiple stakeholders submitted the report to state government. The model has immense potential of replication in the Vidarbha region, and the report makes concrete recommendation to realize this potential. (Photo no. 1)



❖ **Assesment of Status of Micro-watershed Works in Sangali District:** From 2012-13, State EGS department had engaged local NGOs in the planning and monitoring of micro-watershed works in Sangali district in order to ensure better impact. Adhyasan team reviewed all nine works in 7 villages from 4 blocks and submitted report containing grounded analysis of the situation and measures to address unresolved issues. Photo 2)



❖ **On-field Scrutiny of Excess (more than 100 days) Employment Generation in Sinnar Block:** Visit to seven villages in the block (Sinnar block was suggested by State EGS department) and direct interaction with villagers brought to the fore many issues pertaining to implementation,

monitoring and planning. A detailed technical assessment of works in these villages has been strongly recommended. (Photo no. 3)

❖ **Documenting the Status of Block Level Special Program**

Officers: This HR has been recently deployed at block level to ensure speedier implementation. Adhyasan Team visited seven such officers and concerned stakeholders and made recommendations to improve the efficacy of this policy decision.



2. **Capacity Building**

- ▲ Grassroots stakeholders (in tribal belt of Thane and Ahmednagar district) in collaboration with local CSOs (1 three day and 1 one-day outreach programs, sponsored by NIRD)
- ▲ Block level technical officers from Thane district (one three day trainings from NIRD resources)

Other Activities:

- ▲ Translation of manual on Integrated Planning Process Exercise for effective execution of MGNREGA (The manual is being used for training in 138 blocks in the state; eight chapters, 45 pages)
- ▲ Participation in Pilot on Social Audit in Dhule district of Maharashtra as a panelist in block level public hearings



Reports of all the above-mentioned activities have been submitted to the State EGS Department; as per the mandate of Adhyasan, further activities will be planned and executed in consultation with State EGS Department.

3. **Financial Status:**

- ▲ Fund Available from April 2014: Rs. 7,77,772/- (Rupees Seven Lakh Seventy-seven Thousand and Seventy-two only)
- ▲ Expenditure in 2014-15: Rs.6,19,909/-
- ▲ Current Balance upto 31st Dec. 2015 : Rs.1,57,863/-

JALSWARAJYA – II

Maharashtra is a Pioneer state in adopting a State wide reform policy in water supply and sanitation. GOM has decided to scale up the Jaswarajya- I approach under the Jalswarajya- II programme to improve service delivery in water and sanitation sector.

The objectives of Jalswarajya –II are

- To improve the performance of GOM'S sector institutions in planning monitoring , implementation and sustainability of RWSS Services.
- To improve access to quality and sustainable water service in peri urban areas, in water-stressed and water quality affected areas.

Training programs organized at YASHADA, Pune

Sr. No.	Training Program	Training Date	Expected Participants	Particular
1.	Training Programme on Community Management and Capacity Building for District Level Master Trainers.	29 to 31 Dec.2014 01 to 03 Jan.2015	HRD/CBCD/IEC/M & E Spl.	DAC, Yashada
2.	Training Programme on Social Management Strategies for WATSAN Sector Programmes.	12 to 17 Jan.2015	SM Spl., Sociologists, DWSM Cells	MDC Yashada
3.	Review Workshop for the CEOs, Dy. CEOs & E.E. of ZPs.	30 to 31 Jan.2015	CEOs, ZP,Dy.CEOs & Dy.Commr.	MDC Yashada
4.	Training Programme on Community Operations & Monitoring of WATSAN Sector Programmes.	02 to 06 Feb.2015	Dy.CEOs, WATSAN	MDC Yashada
5.	Role of Non Officials in the Implementation of WATSAN Sector Programmes.	12 to 14 Feb.2015	Non-Officials, ZP	DAC, Yashada
6.	Training Programme on Aquifer based Sustainable Ground Water Management.	23 TO 27 Feb.2015	Sr. Geologists, Hydrogeologist. Dy. Dir	MDC Yashada
7.	Training Programme on GIS/GPS Applications in Ground Water Management.	9 to 13 March,2015	GI Expert GSDA	MDC Yashada



*Course Title :-“ Training Programme on Social Management Strategies for WATSAN Sector Programmes
Course Duration:- 12th to 16th Jan.2015*

Workshop for preparation of an information Booklet of Probable answer to the Frequently asked Questions (FAQs) regarding the election process of Local Self Government

A series of workshops regarding electoral process, reforms, good practices and FAQs were planned in association with State Election Commission, RDD, GoM & SIRD, YASHADA. The first workshop of various officials from Zilla Parishad & Dist Collectorate was convened on the 10th November, 2014 and a set of observations and recommendations was forwarded to State Election Commission. A workshop for preparation of a booklet of probable answer to FAQs regarding the election process of LSG was convened during 6th Dec & 7th Dec 2014. Hon' ble Shri J.S. Sahariya (IAS Ret.) Commissioner, State Election Commission (in the centre) presided the function and Mr Madhukar Gaikwad, IAS, Secretary to SEC also graced with his presence. Dr Shrikar Pardeshi, IAS, anchored the proceedings. The second workshop in this regards was organized during 21st February to 22nd February, 2015



PESA

PESA is a self-Governance act of tribal society living in scheduled areas in India. PESA covers ten states in India and Maharashtra State is one of them. In Maharashtra State 13 Districts, 60 Blocks, 2835 Village Panchayats, and 5905 villages come under the purview of PESA.

In year 1996 Government of India enacted Panchayat Extension to Scheduled Areas Act which is popularly known as PESA. Though this act was enacted in 1996 much was to be done to bring it into operation.

Govt of Maharashtra established PESA cell in YASHADA to train persons from different State Government Departments and Panchayat Raj Institutions and also to carry out PESA related activities. Though PESA was enacted in 1996 its rules were to be framed till the end of year 2013. PESA Cell in Yashada undertook this activity and framed draft PESA rules and sent to Government of Maharashtra for further action. On March 2014 Govt. of Maharashtra has published PESA rules. Now Gram Sabha members and tribal people at large will try to understand PESA and practice self governance in their jurisdiction.

PESA Cell also have prepared IEC material to help tribal people and concern officials to understand PESA and undertake activities related to it. Government of Maharashtra had given Rs. 10 lakhs to prepare this IEC material. 30000 Folders, 30000 Posters, 25000 FAQs and 20000 small Booklets have been printed and sent to CEO ZPs to distribute them to Village Panchayats.

PESA Cell have conducted training programmes and have trained 1501 officials till March 2015 from PESA Districts. Rural Development Department and Secretary to Hon.Governor of Maharashtra had suggested to conduct 2 days training programme for all panchayat members, Sarpanchas and Gramsevakas of all 13 Districts in Sheduled Areas. With the help of CEOs of Z P training programme were conducted for these people and 22396 participants were trained during year 2013-14. With the help of SATCOM centre in Yashada 3 Orintation programmes for village level functionaries were conducted and 587 peoples attended these programmes.

Government of India had launched Rajiv Gandhi Panchayat Sashaktikaran Abhiyan form year 2013-14. Under this Abhiyan **06%** of the total allocation had been demarcated for PESA related activities. GoI has also given sanction to recruit 12 District Coordinators, 59 Block Coordinators and 2835 Gram sabha Mobilisers to carry out PESA related activities. Recently Tribal Development Department of Maharashtra has decided to transfer 5%share of the budget directly to PESA village Panchayats. These actions will definitely help to carry out PESA & FRA related activities. This in turn will give impetus to tribal development. Following chart given below shows training Programme activities conducted by PESA cell Yashada & expenditure incurred on Training Programme

TOTAL TRAINING PROGRAMMES CONDUCTED AT YASHADA PUNE

Sr.no	Year	No of Programs	No of Participants	Expenditure incurred Rs.
1	2011-12	06	134	4,70,440/-
2	2012-13	22	539	18,47,080/-
3	2013-14	19	473	16,98,750/-
4	2014-15	15	355	19,95,650/-
TOTAL		62	1501	60,11,920/-

TRAINING PROGRAMMES CONDUCTED AT VILLAGE LEVEL

Sr.no	Year	Total Participants	Source of Fund	Total Expenditure
1	2013-14	11324	BRGF	7926800
		11072	RGSY	7750400
2	2014-15	Nil	Nil	Nil
	TOTAL	22396		1,56,77,200/-

Centre for Co-operative Training and Research (CCTR)

The development of Cooperative movement is so spectacular that it has immersed as a very big sector in Indian economy contributing to the economic development of our country. Maharashtra has been in the forefront and pioneering in the cooperative movement. To enable the state to maintain its premier position in the country, in this respect, the YASHADA had decided to give due emphasis to capacity building of all the stakeholders in the cooperative sector. As an apex training institute of the state YASHADA took view to ensure success of the cooperative movement 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. As such 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.

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.

AIMS & OBJECTIVES

- Identification of training needs of various sectors in cooperation & cooperative department. And also designing training programmes.
- Organize training for officials & non officials in the cooperative sectors & cooperative department officers for capacity building.
- Undertake Action Research Projects in cooperative sectors.
- Identify best practices in various cooperatives sectors and disseminating them.
- Undertake studies for good governance in cooperative sectors.
- Provide consultation for various sectors of cooperation.

Participants are sourced from –

S.N.	Type of Cooperative Societies	No. of Societies
a	District Central Cooperative Banks	31
b	Urban Cooperative Banks	521
c	Urban Cooperative Credit Societies	18000
d	Employees' Cooperative Credit Societies	3600
e	Agricultural Produce Market Committees	254
F	Cooperative Sugar Factories	124

ACTIVITIES

- Organize sponsored training courses for the capacity building of officials & Non officials of District Banks/Urban Banks/Credit Societies & other cooperative institutions for the
- Conduct one day workshop on current situations for Board of Directors & CEOs of Urban Cooperative Banks.
- Organize Refresher / induction, Orientation and foundation training Programmes of the field staff of Administration and Audit wing of co-operative dept. & also Training of Training Managers / Master Trainers identified from co-operative Dept. under State training policy.

OUR MANDATE

CCTR has developed 3 days training module for Cooperative sector, which is utilized for verities of training programmes. In order to achieve maximum impact,

- We use methods like lectures, group discussion, documentaries, case studies & role play etc.
- CCTR has prepared a reading material in Marathi language for 6 different modules for the use of officials & non-officials Cooperative sector.
- Documenting success stories in various sectors.
- Identifying problem areas in various sectors of co-operation and undertaking research in those areas to provide solutions.
- Exposure of selected co-operators / social activist from each districts regarding successful running of various types of co-operative societies.

ACHIEVEMENTS FOR 2014-15

One 55 days Combined Probationary Training Program (CPTP) **Foundation** training programme for newly recruited Dy. Registrars of Cooperative dept. under State Training Policy.

One 45 days **Foundation** training programme for newly recruited Dy. Registrars of Cooperative dept. under State Training Policy.

05 sponsored training courses of officials & non officials of various types of cooperative organizations.

Table 2 : Training programmes Conducted during 2014-15 for officials under STP								
A	List of Completed STP Trg Progs							
Sr. No	Name of Course	Project	Duration	Day	Expected Participant	Actual Attendance	Participant Days	MDC/ DAC
1	Foundation Course	STP-SP	01 July to 15 Aug 2014	45	35	34	1530	Vits Hotel
2	CPTP	CPTP	22 Sept.- 15 Nov.2014	55	30	29	1595	DAC
Total				100	65	63	3125	

B	List of Completed Sponsored (SP) Trg Progs							
Sr. No	Name of Course	Project	Duration	Day	Expected Participant	Actual Attendance	Participant Days	MDC/ DAC
1	Coop. Dept.officers	SP	19-Jun-14	1	12	12	12	MDC
2	Jaoli Bank Trg Prog	SP	19 - 20 Aug 2014	2	25	25	50	DAC
3	ECCS Trg Prog	SP	25-27 Aug 2014	3	25	14	42	DAC
4	CCS-RO Trg Prog	SP	15-17 Sept. 2014	3	25	23	69	DAC
5	CCS-RO Trg Prog	SP	12-14 Jan.2015	3	25	29	13	DAC
Total				12	112	103	186	
Grand Total				112	177	166	3311	

Gramsevak / Panchayat Raj & Composite Training Centre

- Apart from SIRD there are 21 training institutes engaged in training of functionaries as well as elected representatives in rural sector since more than last 60 years.
- Out of them there are 09 Gramsevak Training Centres GTCs (08 have a status of ETC), 11 Panchayat Raj Training Centres – PRTCs and 01 Composite Centre - CTC.
- Gramsevak Training Centres are involved in foundation Training for newly recruited Gramsevak, refresher courses for Gramsevak and sponsored programmes under various schemes such as RGSY, BRGF, NIRD Networking Programmes .
- Panchayat Raj Training Centres are involved in foundation Training for newly recruited Elected Representative, refresher courses for Elected Representatives and sponsored programmes under various schemes such as RGSY, BRGF NIRD Networking Programmes etc.
- Composite Training Center is 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, NIRD Networking Programmes etc.
- The GTC/PRTC & CTC Faculty have been entrusted with inspection of PRI Institutes in the State under PEAIS.
- Twelve new DPRCs (District Panchayat Resource Centres) have been sanctioned by MoPR .
- New DPRC buildings with a cost of Rs. 2.00 crore have been sanctioned by MoPR
- Recurring grants of Rs. 10 lakhs are being sanctioned.
- A contract staff of five at each DPRC has been sanctioned for 25 DPRCs in the state & it will be recruited at the earliest.
- An administrative and monitoring unit, DPMC will be established at all district in the state under RGPSA.

Details of the Training Programme conducted during the year 2014-15 by GTCs, PRTCs, & CTCs till 31st January 2015

Sr. No	Name of the Institute	Total Centres in Maharashtra State	Trg. Programs conducted during the year 14-15	Total No. of Trained Participants during the year 2014-15
1	GTC	09	175	5464
2	PRTC	11	267	9136
3	CTC	01	35	1219
Total		21	477	15819

Initiative taken by Gramsevak Training Institute Manjari Farm Tq-Haveli Dist-Pune -
DoPT/YASHADA Sponsored Induction Training Programme for Group 'C' of Government Functionaries of Pune District

Introduction

Indian Public administration set-up has a dynamic structure, specifically categorized under several cadres of Civil Servants. The responsibilities in each cadre can be justified with the pre-defined service delivery, though the entire system is linked in some way or the other. Service delivery cannot reach its best without an efficient manpower in the entire system.

The vision of the Induction Training Programme for cutting edge Group C officers/staffs is to empower them with the necessary skills & training so that the government institutions would be able to provide better public services. Induction Training Programme significantly impacts the Service Delivery and Capacity Building in Public administration.

Aim of the Programme

The Induction Training Programme Group C officers/staffs in states aims at developing generic and domain specific expertise in cutting edge offices for considerable improvement in government capabilities in order to raise and manage public resources more effectively, develop public service delivery and become more inclusive, transparent and accountable. This will be successfully achieved with implementation of:

- **Generic Training Programme**
- **NGO/Village visit**
- **Domain specific Training Programme**

Objectives of the Programme

- To build capacity and competence of State Government functionaries at the cutting edge level
- To target attitudinal orientation, motivation, upgrade skill and knowledge at the time of induction into service
- To develop generic and domain specific competencies
- To improve public service delivery by targeting certain sectors
- To bring about a significant positive change in values and culture of the organizations
- To promote Good-governance and citizen centricity of administration

Programme Duration and Design

- Duration: Two weeks
- Three distinct 5-2-5 Day modules where:

Part A: 5-days Generic Competencies Module

Part B: 2-day of NGO and field/site visits

Part C: 5-days Domain Specific Module (organization awareness and subject specific orientation)

Part A- 5 Days: Build generic competencies for effective public service delivery

Key Objectives:

- To build a citizen centric and inclusive attitude
- To develop empathy and sensitivity in public interface
- To increase accountability and increase ownership

- To develop and hone the ability for decision making
- To develop effective communication skills of listening, speaking and presentation
- To improve interpersonal skills
- To develop problem-solving, creative and critical thinking skills
- To promote team cohesion in diverse attributes (Attitude, Skills, Behaviour, Beliefs)
- To equip with conflict resolution skills
- To promote time management skills
- To encourage the importance of personal and workplace hygiene (Swachch Bharat Abhyan)

Part B: Field/NGO/Site Visits

- Duration: 2-Days
- To familiarize the trainees with local socio-economic and cultural environment
- To observe issues, challenges and problems faced by Local population
- To explore best practices and solutions to improve Public Service Delivery

Part C- 5 Days: Build organization awareness and subject specific orientation

Suggested key Objectives as guidelines:

- To develop an understanding of the organisation’s mandate, structure, policies, processes, norms and its interface with other organisations.
- To align attitude and interest with the needs and goals of the organizations.
- To give an overview of domain and service specific functions of the officers/staffs
- To develop domain and service specific competency sets for efficiency and improve Public Service Delivery in consultation with stakeholder.
- To encourage application of general competencies in their Job-functions.

Gramsevak Training Institute Manjari Farm Tq-Haveli Dist-Pune has organized 5 induction training programmes for Group ‘C’ of Government Functionaries of Pune District from 19th January to 27th February 2015

TARGET GROUP

Group ‘C’ Functionaries of

1. Zilla Parishad, Pune
2. Revenue Department, Pune District And
3. Municipal Council, Pune District

Batch No.	Duration	Attended Trainee			
		Zilla Parishad	Revenue Dept.	Municipal Council	Total
I	19 to 30 Jan. 2015	15	18	07	40
II	27 Jan.to 7 Feb,2015	17	24	04	45
III	2 to 13 Feb, 2015	19	19	04	42
IV	9 to 20 Feb, 2015	13	18	05	36
V	16 to 26 Feb, 2015	24	12	05	41
	Total	88	91	25	204

Field Visit

Batch No.	Field Visit I	Field Visit II
I	BAIF Foundation, Uruli Kanchan (NGO)	Village Shirgaon Tq-Maval Dist-Pune
II	BAIF Foundation, Uruli Kanchan (NGO)	Village Thikekarwadi Tq-Junnar Dist-Pune
III	BAIF Foundation, Uruli Kanchan (NGO)	Village Nande & Village Bhugaon Tq-Mulshi Dist-Pune
IV	BAIF Foundation, Uruli Kanchan (NGO)	Village Nande & Village Bhugaon Tq-Mulshi Dist-Pune
V	BAIF Foundation, Uruli Kanchan (NGO)	Village Hivare Bazar Tq-Parner Dist-Ahmednagar

STATE INSTITUTE OF URBAN DEVELOPMENT

OBJECTIVES OF SIUD

- To equip urban managers to deal with the challenges of India's urban future
- To provide a high standard of University affiliated programmes for the continuing education of urban practitioners across the country.
- To create knowledge resources.
- To deliver short term focused training programmes, in the areas of urban infrastructure, municipal finance and resource mobilization, public private partnerships, poverty alleviation, delivery of municipal services and urban environment management for capacity building.
- To provide the research and consultancy base for urban policy-making in Maharashtra.
- In 2014-15, various training courses conducted by the institute such as.

On-Campus Training Programs (2014-15)

Title	Programmes Conducted
Foundation Training Programme for Chief Officers of Urban Development Department	01
Training Programme for MHADA Officers	19
State Level Workshop on Urban Governance	02
One Day TNA Workshop	01
Training Programme for PCMC Clerks	11
Training Course on Effective Administration and Management	01
Transport Department Foundation Training Programme AIMVs Batch-01,2,3	03
Transport Department Foundation Training Programme Clerks - Batch-1,2,3,4,5,6,7	07
Technical Foundation Training Programme of ARTOs (CPTP)	01
Training Programme for CIDCO office Assistants	06
Advanced Post Graduate Diploma in Urban Management (APGDUM)	08
APGDUM Examination First half and second half	02
Exposure visit to China	01
Training Course on Sevottam-	02
Training Course on Ethics & Values in Public Administration (DoPT)	03
Consultative Workshop on Urban Governance	01
Housing Law - HUDCO	01
Workshop on Land Titling	03
Training Course on Total Quality Management (TQM)	01
Training Course on Effective Communication	01
Training Course on Citizen Charter	01
One Day Workshop on Cleanliness Mission	01
Training Course on Vibrant Governance (Responsive Administration and Good Governance)	01
Project & Contract Management for Housing Project	01

APGDUM Batch 2014-15:

The Advanced Post Graduate Diploma in Urban Management (APGDUM) is being successfully conducted by SIUD since 2006. The post graduate diploma is conducted in affiliation with the University of Mumbai. The APGDUM includes contact sessions for each of the modules. Two modules are covered in one contact session. One contact session is held off-campus, to give trainees an experience of the development in the fields of Infrastructure, planning, environment and Waste management.



Foreign Tour: Another highlight of the APGDUM is the foreign exposure visit to a developed or developing country. In the year 2014-15 participants visited to China.

SIUD has taken up various activities for urban development which are as follows.

1. Capacity Building Programme on Sustainable Urban Transport
2. SCTP (State Category Training Programme)
3. Training Programs sponsored by ADB in collaboration with YASHADA
4. Foundation and Refresher training under STP for City Planning Department
5. Comprehensive Capacity Bldg. of CIDCO
6. Foundation Training Programme for Chief Officers of Urban Development Department
7. Foundation Training Programme for Transport Department
8. Refresher courses for Chief Executive Officers of Municipal Councils
9. Comprehensive Capacity Bldg. of PCMC
10. Preparation of training modules for newly established Nagar Panchayat



Centre for Right to Information

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 in to existence, Yashwantrao Chavan Academy of Development Administration YASHADA has been on the forefront of building capacity and imparting training for effective implementation.

Objectives:

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

Innovation 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

Initiative as RTI Resource Centre

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 1868 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 423 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 2014-15.

- 1) State Project (Rs. 58.80 Lakh)
- 2) Central Plan Scheme (Rs. 44.54 Lakh)
 - a. State Level Best Practice and Success Stories Workshop (Rs.1.00 Lakh)
 - b. Training for Nodal Officer of State Public Authorities (Rs. 0.30 lakh)
 - c. Audit of Suo Motu Disclosure of Public Authorities (Rs.2.00 Lakh)
 - d. Certificate Course (Rs.2.00 Lakhs)
 - e. Publicity Material on RTI (Rs.2.00 Lakhs)
 - f. Publication of Guidebook on RTI in Regional Languages (Rs. 1.00 Lakh)
 - g. Training of Trainers (DRPs) (Rs. 3.24 Lakhs)
 - h. Training of PIO & AAs (Rs.27.00 Lakhs)
 - i. Training & Reading Material (Rs.3.00 Lakh)
- 3) Certificate Course in RTI (Distance Course) (Rs. 2.44 Lakh)
- 4) Saarthi Project Evaluation (Rs. 3.24 Lakhs)

Projects & Activities Carried Out During 2014-15

Sr. No	Name of program/project/initiative	No. of Training Programs/ Workshops	No. of Participants
1.	State Project 2014-15 (Training for Government Officers)	83	6549
2.	Central Plan Scheme 2014-15	75	4086
3.	Certificate Course in RTI (Distance Mode –4 Batches) RTI Training for all.	04	122
4.	DoPT Sponsored Programme	3	81
5.	YASHADA and STEPA Programme	1	40
	Total	166	10878

Important Events:

- Organized DoPT sponsored State Level Workshop on the theme “Best Practices, Success Stories and Suo Motu Disclosure on RTI” 32 Participants from all over Maharashtra participated in the workshop. Mr. Ravindra Jadhav, State Information Commissioner, Pune Bench were present as Chief Guests.
- Centre has conducted 2 Certificate Course Batches on RTI for Women’s and Minority sections sponsored by DoPT, New Delhi. 100 participants were participated.
- Conducted 4 Certificate Course Batches on RTI 122 participants were participated.
- Centre has conducted Audit of Suo Moto Disclosure under Section 4 & Section 5 of Right to Information Act 2005.
- Centre has conducted Evaluation of Computerized System of Information Dissemination by Department of Registration and Stamps, Govt. of Maharashtra (Pre-Intervention and Post-Intervention)
- Under RTI week Centre has organized activities like RTI Guidance Centre, Essay Writing, Role Play and Workshops for Citizens.



Photo : Certificate Course in RTI, Specially for Women.



Photo: Certificate Course in RTI, Specially for Minority Section.

Centre for Disaster Management

During the training year 2014-15, Centre for Disaster Management conducted 42 training programmes at State & District level. Out of this 14 training programmes were conducted on Crowd Management, Event Management and application of Incident Response System for Incident/Event management. As a preparedness measure state level training was conducted on seismic safety Assessment & Pre monsoon Preparedness. The details of Trainings conducted during the year are as under:

Sr. No.	Subject (Year 2014-15)	Proposed Training Programme	Conducted Training Programme
1.	Outreach Sponsored Training Programme	---	10
2.	YASHADA Training Programme	01	01
3.	Sponsored Training Programme	39	31
4.	Total Training Programme	40	42
5.	Total Participants	---	1355

Apart from Trainings conducted by Centre for Disaster Management (CDM), CDM also conducted following activities:

- a) In ongoing implementation of Disaster Management Plan project of Andheri SEEPZ-SEZ, CDM conducted two trainings for their committees & teams and also undertook task of preparation of fire Evacuation Plan for 13 SDF building.
- b) Undertook study of Malangaon Landslide Disaster and conducted training for Self Help Group working in the area on "Psyco-social support in Disaster Management"
- c) Undertook study of "Pandharpur Wari" under guidance of DDG Mr. K. M. Nagargoje.
- d) Assisted Health Department of Govt. of Maharashtra in framing their departmental SOP.
- e) Completed the preparation of Project Report for Regional Disaster Management Centre at Aurangabad & submitted the report to Municipal Corporation.
- f) In Feb 2015 Nashik District administration approached CDM Yashada to undertake Disaster Management Plan preparation of Simhast Kumbh Mala 2015. The work started in Mid-March 2015.
- g) Coordinated and executed Army attachment of first batch of CPTP (both YASHADA & VANAMATI) with local units at Pune, Ahmednagar & Nashik.
- h) Conducted capsule programme in Disaster Management for all foundation programmes conducted at YASHADA.

Centre for Environment and Development

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

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

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

Projects undertaken by Centre for Environment and Development:

The Centre for Environment and Development has undertaken various projects related to environment.

The following projects have been implemented and completed:

1. Maharashtra State Biodiversity Project –
This project was undergone with financial support between Government of India and Ministry of Forest in the year 2000 – 2001.
2. Environmental Status Report for Ulhasnagar Municipal Corporation –
Centre for Environment and Development has prepared of Environmental Status Report for Ulhasnagar Municipal Corporation for the year 2003-2004 and 2009-2010.
3. Preparation of Environmental Status Report regarding the Geographical Information System (GIS) for Jalna Municipal Corporation
4. Monitoring and Evaluation of GIS of Pimpri Chinchwad Municipal Corporation
5. Natural Resources based Geographical Information System in Shivari village, Purandar taluka, District Pune and Kawatepuran, Taluka and District Sangli. Maps and measurement were prepared through GIS based information in Shivari and Kawatepuran.
6. Municipal Corporation of Greater Mumbai – Training Needs Analysis
To identify the Training Needs Analysis for all the departments of Municipal Corporation of Greater Mumbai.

7. A project related to MIHAN, Nagpur regarding Migratory Birds Flyways.
8. Village level capacity building programmes undertaken under the Total Sanitation Campaign of the Government of Maharashtra.
9. Tribal Research and Training Institute (TRTI), Pune funded project on Tribal Village level Governance Strategies for Sustainable Development in Bhimashankar Area - Training Needs Analysis.
10. Tribal Research and Training Institute (TRTI), Pune funded project on Empowerment Strategies for Natural Resources based Sustainable Livelihoods in tribal villages at Bhimashankar Area - Training Needs Analysis.

The following projects are being implemented during 2013-2014 and 2014-2015.

1. Training Needs Analysis for Environment related Empowerment Strategies for Natural Resources based Sustainable Development in Tribal villages in Pune District, Tribal Research and Training Institute (TRTI), Pune.
2. Training Needs Analysis for Environment related Empowerment Strategies for Natural Resources based Sustainable Development in Tribal villages in Raigad District, Tribal Research and Training Institute (TRTI), Pune.
3. Ecovillage Katewadi, Project - A Maharashtra Pollution Control Board sponsored project wherein CED has been nominated as a Project Monitoring Consultant.
4. "Training of Master Trainers for Joint Forest Management" by the Maharashtra State Forest Department. Within this project, we have now completed six training programmes during 2012-13 and certified nearly 125 Master Trainers who will, in turn, develop Trainers for JFM during 2013-14.
5. The Centre for Environment and Development has received five projects during 2012-2013 with financial support from the State Compensatory Afforestation Fund Management and Planning Authority (State CAMPA) with a total financial support of Rupees One Crore.

S. No	Study / Project	Amount(Lakhs)
1.	Developing project for mapping native gene pool of Domestic stock in Wild fauna: Wild Buffalo in Vidarbha.	3.00
2.	Evaluation of conservation measures in forested upper catchment of source of Rivers : Developing DPRs (Krishna, Bhima and Koyna rivers)	30.00
3.	Development of Project Report for identification of 3 selected forest corridors in the biodiversity rich areas of Maharashtra. a. Tadoba-Nawegaon-Nagzira b. Bor-Pench-Tadoba c. Chandoli-Koyana	18.00
4.	Comprehensive evaluation of JFMs (12 villages) with reference to objectives: Nagpur, Aurangabad, Nasik, Amravati, Sindhudurg and Satara	24.00
5.	Evaluation of Habitat Management investments done in Man-Animal conflict areas: In Bramhapuri, Nasik East, Aurangabad, Kolhapur and Junnar Divison	25.00

Training Activities conducted in 2014-15

In the year 2014-15 Centre for Environment and Development conducted 35 training programmes with 679 participants and with 132 women participants among them.

Sr. No.	Year	Number of Training Programmes	Course Weeks	Nominated Participants	Number of Participants
1.	1996-1997	11	11.0	399	248
2.	1997-1998	19	19.0	686	550
3.	1998-1999	9	10.5	431	303
4.	1999-2000	18	18.5	974	609
5.	2000-2001	12	13.5	761	470
6.	2001-2002	35	25.5	1,233	1,035
7.	2002-2003	36	24.5	908	739
8.	2003-2004	20	15.5	718	713
9.	2004-2005	108	64.5	6,107	5,459
10.	2005-2006	188	110.0	6,426	6,401
11.	2006-2007	92	59.0	3,572	3,442
12.	2007-2008	78	41.5	740	2,717
13.	2008-2009	67	33.5	2,312	2,514
14.	2009-2010	63	39.5	1,296	1,901
15.	2010-2011	26	25.5	535	904
16.	2011-2012	80	92.0	1,591	1,504
17.	2012-2013	72	83.0	1,076	1,290
18.	2013-2014	61	71.0	1,034	1,041
19.	2014-2015	35	39.5	853	679
Total 1996-2015		1030	797.0	31,652	32,519



**Workshop and training programme conducted at Allapalli for Maharashtra Forest Department
In coordination with CCF Gadchiroli Circle during 2014-2015.**

Significant Programmes & Activities:

Coordination of Initiatives for Conservation of Wild Buffalo in Maharashtra

The Centre for Environment and Development at YASHADA in collaboration with CAMPA support from the Maharashtra State Forest Department has begun to coordinate conservation initiatives for the wild buffalo in Maharashtra, through preparation of "Detailed Project Report (DPR) for mapping native gene pool of domestic stock in wild fauna: wild buffalo in Vidarbha". There could be diverse methods for conservation of the wild buffalo and it was essential that CED at YASHADA brings together experts from appropriate fields of knowledge to define the methods for ex situ genetic conservation and institutional support and collaboration.

Conservation of Forested River Sources in Western Ghats: Project by CED & CAMPA

The Centre for Environment and Development, YASHADA and the State Compensatory Afforestation Fund Management and Planning Authority (State CAMPA), Maharashtra State Forest Department are collaborating in the implementation of various field level action research projects. An important project among them, "Developing detailed projects reports for evaluation of conservation measures in forested upper catchments of source of rivers: Krishna, Bhima and Koyna" will focus upon the upper hill-plateau watersheds and catchments in the Western Ghats. This project will document the conservation measures in the upper catchment of the source of the rivers.

Co-ordination of Department of Personnel and Training, Government of India sponsored programmes :

The Centre for Environment and Development has conducted the training programmes sponsored by the Department of Personnel and Training, Government of India : 1) Environment Planning and Administration Certificate Course 2) Environment and Forest Management Certificate Course conducted during 21-23 August 2013 & 21- 23 October 2013 respectively.

Conducted Training Needs Analysis (TNA) for Refresher Programmes under State Training Policy:

The Centre for Environment and Development has conducted Training Needs Analysis for class 1 and class 2 officers of forest department for Refresher Training Programme. Based on this TNA, the Refresher Training Programmes for Class I officers of Forest Department have been conducted during 2014-2015 under the aegis of the State Training Policy.

Conducted two Refresher Training Programmes for forest officers: The Centre for Environment and Development had conducted two refresher training programme for class 1 officers of Maharashtra Forest Department during 2013-2014 under the aegis of the State Training Policy. Based on the feedback from these two programmes, module corrections were proposed and completed to help conduct the Refresher Training Programmes during 2014-2015.



**Workshop conducted for women forest guards at Gadchiroli Forest Circle to ascertain training needs
In coordination with CCF Gadchiroli Forest Circle during 2014-2015**

Centre for Information Technology (CIT)

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

Cells in CIT

- Training
- Systems Support Group
- Software Development

Training Programmes

The training programmes conducted by CIT reflect the progress in the information technology. During 2014-15, the Centre completed 97 training programmes and workshops.

Training details 2014-15:-

- Total number of Sponsored programmes conducted – 54
- IT Sessions through SATCOM - 40
- Total number of YASHADA programmes conducted – 03
- **Total Trainings - 97**

- Total participants trained – 6,919
- Course days of conducted courses – 320/365

Topics covered:-

The training programmes covered topics such as e-Governance Life Cycle, Change Management and Capacity building, Government Process Re-engineering, Mobile computing & Android, e-Governance Project Management, Publishing contents on Internet, Regulatory Framework for e-Governance etc.

CIT organized lectures on various Information Technology related topics through SATCOM, on every Wednesday and the same was broadcast into 12 Districts through Satellite.

CIT designed **new trainings** on MS Excel in three levels: Basic, Intermediate and Advanced.

Directorate of Information Technology (DIT), GoM and DoPT sponsored these training programmes.

CIT also participated in Common Probationary Training Programme 2014 and gave e-Governance related inputs to participants. Evening lab sessions of one hour duration were also planned.

During Technical Training and Foundation Training, CIT organized online examination of these participants.

Infrastructure facilities:

- Internet connectivity: YASHADA had 12Mbps broadband connectivity from BSNL & 2Mbps from STPI as a backup. Recently YASHADA got the NKN connectivity of 100Mbps for publishing & sharing various research papers, creating virtual academy for distance learning. As such total 114Mbps broadband connectivity is available for use.
- YASHADA has revamped its existing LAN with manageable switches for connecting all its premises with Optical Fiber Cable. Created VLAN to manage the bandwidth effectively, and make use of IP-phones.
- 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 its campus.

Sr. No.	Equipment Details	Total Qty.	Location at which the equipment is installed	Use of these equipment
1	Servers	18	Server Room	For implementing various systems
2	Desktops	450	Various departments in YASHADA	Office use
3	Laptops	55	Various departments in YASHADA	Office use
4	Thin Clients	165	All hostel rooms in YASHADA	To be used for the participants
5	Printers	102	Various departments in YASHADA	Office use
6	Tablets	1	Various departments in YASHADA	Office use
7	Switches	62	Server Room & Various departments in YASHADA	Office use
8	Firewall	1	Server Room	Bandwidth Management
9	Scanners	27	Various departments in YASHADA	Office use
10	Router	2	For MSWAN & NKN	Office use
11	Polycom Device	3	Various Location in YASHADA	For Video Conferencing

Activities of System Support Group

- Daily Server monitoring.
- Daily Anti-Virus updating and monitoring.
- Daily Firewall management for bandwidth administration.
- Provide IT support to all the programs getting organized in YASHADA.
- Help Procurement Cell procuring various IT equipment.
- Keep the IT inventory up to date.
- Daily IT support to all the users from various department of YASHADA.
- Co-ordination with IT FMS provider for smooth functioning of IT services.
- Monitoring & evaluating daily complaints logged by IT users.
- Evaluating IT services provided by FMS provider and suggest improvements.
- YASHADA email system administration.
- NIC's eOffice and eTendering support

Software Development

Projects completed (In-house)

- Updating and maintaining YASHADA's website (layout and look and feel).
- Developed and hosted CPTP portal.
- Maintenance and need-based changes / modifications Training Management Information System.
- Developed moodle platform for examination.
- Provided necessary development inputs to M/S MahaOnline Ltd for the ensuing ERP project.
- RTI website Development and Maintenance.
- ACEC website maintenance.
- STPEA website maintenance
- Developed RTGS Module in TMIS.
- Developing Project Account System for Accounts Department.

Projects taken up

- Re-designing of STP (State Training Policy) website.
- National Federation of Information Commissions in India (NFICI) Website Maintenance.
- Tribal Research & Training Institute, Pune has assigned to YASHADA the work of operationalization of Tribe Certificate Verification Information System (TCVIS) application which was developed by National Informatics Centre (NIC) in the year 2008 and is being used by the 8 Tribe Certificate Scrutiny Committees in the state. Module "Online Tribe Validity Certificate" has been deployed successfully and all the applications are accepted through the system only.
- Forest Right Act (FRA) – VGIS software has been assigned to YASHADA for maintenance.



Center for Human Development

Taking into consideration the growing concern for human development and mainstreaming human development concerns in the Government programmes, YASHADA established a separate Center for Human Development (CHD) in 2005. The Center is working on the projects related to human development since its inception. CHD is involved in the training, research and preparing policy guidelines, as per Academy's mandate. We have worked on wide range of issues related to Human development such as child labour elimination, primary education, and life skills, and gender equality.

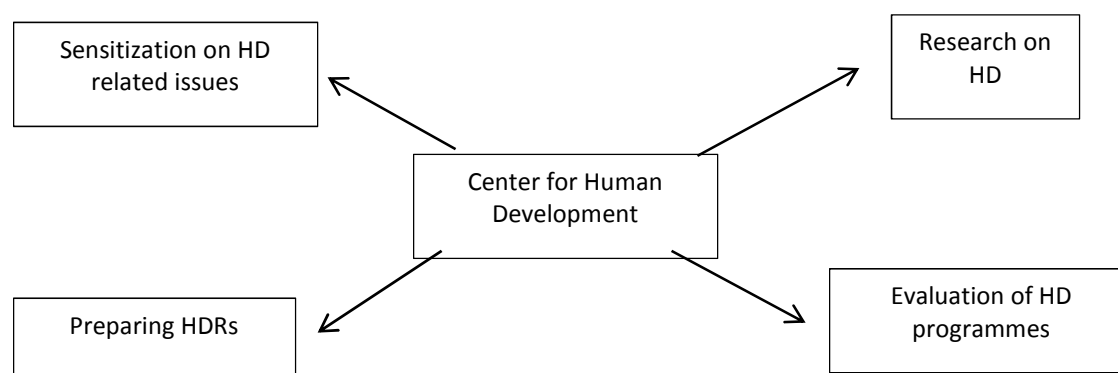
During the course of time the Center has developed the expertise in conducting research studies, evaluation of schemes and programmes, executing large scale outreach training programmes, imparting action oriented training, impact assessment of the training and training need analysis, designing training especially on the issues related to human Development.

The Center is working with various national and international agencies such as Planning Commission, UNICEF, ILO and UNDP. The Center also works closely with Government Departments of Planning, Education, Women and Child Development and Social Welfare.

CHD Objectives

1. To prepare district and State Human Development Reports
2. To analyze the secondary data about human development indicators with a view to providing policy advocacy to the Government
3. To conduct capacity building programmes in the area of Education and Health so as to improve service delivery mechanisms related to Human development indicators
4. To bring out publications on Human Development issue including effective and tested training modules, research reports, success stories etc
5. To conduct action researches on Human Development
6. To develop a data bank and a resource unit required for above functions

Major areas of CHD



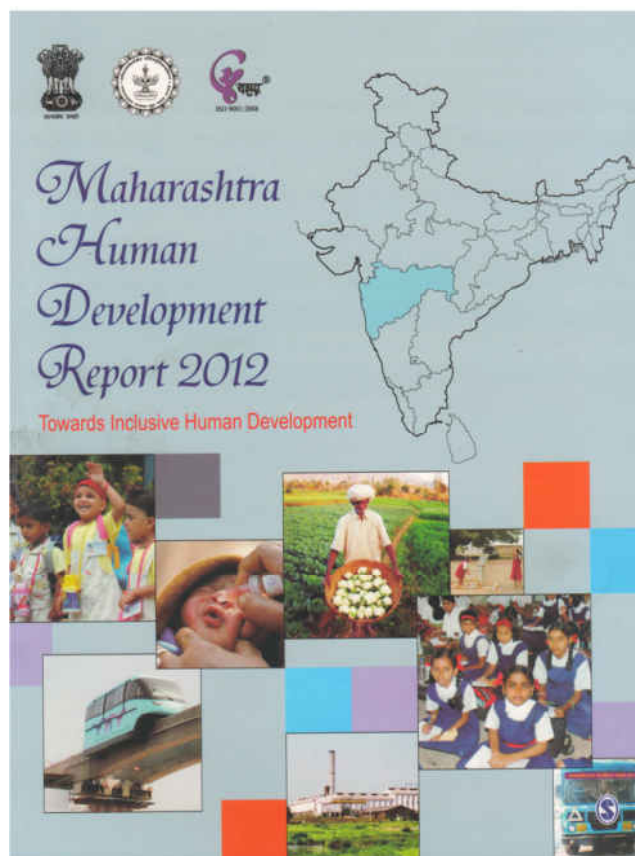
Publication of MHDR: Major Achievement

The Maharashtra Human Development Report, which was prepared by a meticulous exercise of data analysis, was published on 14th May 2014 by Hon Chief Minister of the State.

The Maharashtra State Human Development Report 2002 was the first effort of the state in bringing into focus the prevailing human development scenario in the spheres of growth, poverty, equity, education, health and nutrition. The Report was basically an assessment of the existing scenario detailing the state's endeavours in assigning importance to issues beyond just growth (in the state domestic product) and income poverty. Cognizance was given to the need to address human development imperatives, the provisioning of education, health and nutrition facilities to the populace and the outcomes therein.

Recognizing the centrality of inclusive growth processes to human development, the need to study human development outcomes disaggregated by gender, rural-urban, regional and social groups is the focal point of this State Human Development Report. The outcome of such an endeavour would be the identification of specific human development goals for the state, evidence based policy recommendations and directions for how those excluded from the growth and human development processes can be included to reap the benefits of the same.





Preparation of District Human Development Reports (DHDR)

DHDR of Nagpur and Nandurbar

The human development analysis needs to go at block level so as to find intra-district disparities. Preparation of District Human Development Reports (DHDR) was a step towards it. The Center prepared DHDRs of Nagpur and Nandurbar. The DHDRs are prepared as a part of the project on Human Development: Towards Bridging Inequalities, which is a joint project of UNDP, NITI Aayog, Planning department of Government of Maharashtra and YASHADA. The DHDRs have analysed the progress made in major human development indicators at block level. The issues related to health, education, gender, income, economy are dealt with exhaustively. The interventions are aimed at improving human development status of the people and reducing disparities.

Research

- **Study of Block Human Development Index (HDI)**

HDI being a powerful tool for identifying backwardness and deciding policy and interventions, a study of Block level HDI is taken up by CHD. The project is in collaboration with Directorate of Economics and Statistics (DES). This massive survey aims at collecting data from all 357 blocks of Maharashtra. The sample size is of 9552 First Stage Sampling Units covering 76416 households all over the State. The data about major Human Development indicators of Household Monthly Per Capita Consumption expenditure (MPCE), Mean Years of Schooling and School Life Expectancy is captured in the survey. The established methodology of National Sample Survey is adopted for sampling and data collection. The data investigators (DI) in each district were elected through interviews. The DIs were trained by DES Officers.

The endeavor, one of its kinds in India will provide estimate of block level HDI with areas and sectors that require urgent attention.

- **Case studies of child labour**

National Child Labour Project (NCLP) is executed in 18 districts of Maharashtra. The NCLP aims at rehabilitation of child labour by providing transition education and pre vocational education. Case studies of child labour in specific occupations were undertaken in all 18 districts, in which NCLP is executed. The children working at brick kilns and occupations such as rag picking, domestic work, plastic recycling, garage, *bidi* making were interviewed. The data was also collected from their parents and owners. The encouraging fact observed was majority of children are going to school and performing the work in leisure time. Though combination of work and schooling is not very good for the development of child, it is observed that at least the awareness about education is increasing among children.

Training under State Training Policy (STP)

The State Training Policy was launched in 2011 with the aim of 'Training for All'. STP envisages Foundation Training, Induction Training and Refresher Training for each of the Government Officer and Staff. CHD was entrusted the responsibility of four Departments, Higher and Technical Education, School Education, Medical Education and Labour Department. CHD conducted training needs analysis of these departments through a systematic approach. The training and non-training needs of these departments are identified through stakeholders' workshops, SWOT analysis and Environmental Management and Behavioural (EMB) analysis. The numerical TNA was conducted parallel so as to plan the training programmes for officers and staff.

In the year 2014-15 CHD was able to conduct four Foundation training programmes, each of 6 weeks, for officers in Higher and Technical Education Department and two for Officers in medical Education Department. The training focused on administrative issues such as Maharashtra Civil Service Rules, RTI, financial management, office procedures, procurement, rules of leave, pension, disaster management, ICT in education etc. Soft skill training was an integral part of the foundation training. The sessions such as Interpersonal relations, emotional intelligence, stress management, health management, counseling students were very useful from participants' point of view.

Foundation training was not only classroom training but it involved a component of assignment at field level. The aim of the assignments was to test the application of the knowledge acquired in the training. The participants worked under the guidance of the mentor and studied the topic. The experts evaluated the presentations of the assignments.

Training on Human Development

Sensitization of district level and block level Government officers on human development was taken up on priority by CHD. Fifteen programmes for officers in the districts of Thane, Aurangabad, Nagpur were organized. The sensitization programmes covered issues such as status of educational and health indicators in the respective districts and SWOT analysis of the blocks.

Center for Equity and Social Justice

Center for Equity and Social Justice has been established in Yashada on 22nd January 2007. The center has considered various issues and necessities to bring entire deprived and underprivileged sections of the society into the mainstream society. The center has an executive committee to guide and direct. The committee comprises active involvement of academicians, scholars, elected members, government officers, social workers and activists.

Vision

To bring deprived people from Schedule Caste, Schedule Tribe, Women and disadvantaged sections from Indian Society into mainstream as the guidelines of Indian constitution.

Mission

To work as per the provisions of Indian Constitution to help, support and up bring the deprived sections of the Indian Society.

Objectives

1. To arrange and organize various training programs and workshop for the stakeholders in development process of deprived class by sensitization and skill development programs.
2. To facilitate the design and implementation of the development plan, research project, and action research for the development of weaker section of the society.
3. To build network of NGOs, Universities, Colleges and renowned personalities of the same vision and objectives to work coordinately with the government in development process.

Scope

To achieve the set aim and objectives, CESJ strive to conduct various training programs, workshops, sensitization programs, action research projects and evaluation studies. During the year 2014-15, CESJ had conducted training programs for officers from Tribal Development Department, Minority Department, Social Welfare, representatives of NGOs, Elected Members and social workers for developing weaker section and related stakeholders in the development process.

Training Programme of CESJ : 2014-2015

Sr. No	Department	Training Program
1	Social Justice Department Atrocity Act	22
2	Tribal Development Department	25
3	Minority Development Department	21
	Total	68

Training, Workshop and Sensitization Programs

CESJ focuses and priorities on achieving total Human Development and accordingly conducts related training, workshops and sensitization programs.

- Foundation, refresher and induction training programs for Class-I and Class-II officers of Tribal Development Department
- CESJ conducts subject specific training programs for officers from Tribal Development, Social Welfare and Minority departments on thematic issues as well as Office Administration, Budgetary provisions, Human Resource Development, Planning, Financial Management and so on.

- CESJ also conducts workshops on Decentralized Planning, Inclusive Management, and Convergence of services and Human Rights for the government departments.
- For effective implementation of SC ST Atrocity act, special programs are regularly conducted for judicial officers, Police officers, other government officers, NGOs and activists.
- CESJ conducts special programs for Development of Minority Sections, problems of Nomadic Tribes and Development of Handicaps.



- CESJ also conducts sponsored programs from NABARD, Reserve Bank, DOPT and other agencies to their officers.

Research and Evaluation

CESJ focus on fundamental research for the betterment of weaker section of the society and execute various research and evaluation projects based on implementation of plans of the Government. CESJ has successfully completed following research and evaluation projects.

The Socio-Economic status of WADAR community in Maharashtra – 2014



The Socio-Economic status of WALMIKI and MEHETAR community in Maharashtra–2014



- A study on benefits received by Minority Community from Malegaon district of Maharashtra from Integrated Child Development scheme and Health Department.
- Tribal Sub Plan: Evaluation of selected plans





- Schedule Caste: Evaluation of selected plans
- Impact on SHG movement on tribal women's social, financial and mental status; A study of Kalwan Block.

CESJ is willing to work on several action research projects, evaluation programs and projects such as communal harmony, problems of Nomadic Tribes. CESJ will also emphasize on developing Social Catalysts for development and betterment of the society.

Centre for Research and Documentation

The establishment of the Centre for Research and Documentation in 2004 was done with the vision of undertaking systematic research on critical social/ development issues and to act as a solution-provider to the Government. Since then the Centre has endeavored to facilitate research based policy advocacy to the State of Maharashtra, creating structured and verified documentation on developmental issues and piloting new strategies/ models of development. Several initiatives of the Centre have been translated into policies of the Government. Findings from certain pilot studies have also proved to be critical in deciding the approach and design of certain programmes of the Government.

I. 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 and 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.

The Centre has successfully completed 38 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 decentralized and participatory planning, strengthening of local self – governance, mapping of resources for adolescents and promoting use of information technology for enhancing transparency and accountability in governance.

II. Key Units of the Centre:

Based on sponsored projects undertaken by the Centre project units are established to take care of the activities proposed under the project. The activities of the project are monitored and supported by the Project Monitoring Unit of the Centre. The Centre for Research and Documentation has emerged as an anchor for establishment and development of various Centres in Yashada. Following Centres are aligned with the Centre for Research and Documentation –

1. Centre for Women's Empowerment
2. Centre for Community Managed Programming
3. Project Monitoring Unit

III. Projects undertaken in 2014-15

1. Concurrent Monitoring of Soil Water Conservation Schemes

The Water Conservation Department has initiated a scheme in 2013-14 for 'Concurrent Evaluation' of various ongoing works in the sectors of Minor Irrigation (Local Sector), Soil & Water Conservation and Social Forestry. The Water Conservation Department had approached YASHADA for ideas/ suggestions on the appropriate methodology to be used for concurrent evaluation. Considering the large number and geographic dispersal of the physical works in the aforesaid three sectors, the Centre for Research & Documentation proposed the use of GPS & Android technologies for concurrent evaluation. A pilot project was submitted by the Centre to the Department proposing the concurrent evaluation of works in six pilot blocks in three districts of Jalana, Satara and Ratnagiri.

The pilot project was completed in about six months through the following steps:

Identification of 20 different types of works under Minor Irrigation (L.S.), Soil & Water Conservation and Social Forestry;

Formulation of questionnaires for each type of work capturing key technical, administrative & financial parameters through three stages of progress, i.e., at commencement of work, at about 50% progress of work and at completion of work;

Designing of Android based software for filling up the questionnaire at the very spot of the work along with recording of 3 to 5 photographs of the work and uploading of key documents such as Site Survey Report, Administrative Approval, Completion Certificate, etc;

Setting up of suitable Tablet Computers enabled with GPS technology and the aforesaid Android software for on-the-spot documentation of each work characterized by automatic recording of latitude-longitude & date-time thus creating an uncontestable evidence & validity;

Development of an Online Database of filled questionnaires, photographs, digital documents, etc., of the documented works along with an interface with Google Map for quick locating and viewing of the various works;

Development of various searching, sorting and query-based-reporting facilities to enable online analysis of the evaluation data and quick identification of problematic works for further technical investigation;

Several important problems were identified through the concurrent evaluation such as lack of record of latitude-longitude in the site surveys and technical approvals of works, delay in the commencement and progress of works, fund release disproportionate to the physical progress of work, design & construction flaws made evident by photographs of incomplete/ faulty works, lack of formation of user groups and due handing over of works to them, etc.

Based on the experience and utility of the pilot project, the Water Conservation Department has approved a scale up of the aforesaid concurrent evaluation system in 36 blocks in the State. The Maharashtra Knowledge Commission Ltd. (MKCL) is the technical partner in this whole initiative

2. Support to activities under Rajiv Gandhi Panchayat Sashaktikaran Abhiyaan (RGPSA)

The Centre for Research and Documentation actively facilitated the preparation of the proposal for the State of Maharashtra under RGPSA. Based on its earlier contribution in drafting the proposal and

experience of various initiatives in participatory and decentralized planning the Centre provided support of following nature to further the agenda of RGPSA -

2.1 Editing and facilitating the process of printing of training material for Kranti Jyoti and Grampanchayat based participatory planning process:

The two major components of capacity building at GP level under RGPSA were – capacity building of EWRs at GP level and 6 days process of participatory planning at GP level. A systematic resource kit for both the programmes was developed through a series of consultation with experts and concerned persons from the sector.

- a. Kranti Jyoti: Resource material for capacity building of EWRs was developed by Resource Support Centre for Development in coordination with State Election Commission of Maharashtra. This material was made available by RSCD for further editing and contextualization. The resource kit included the following material –
 - Kranti Jyoti Manual for Training of Trainers
 - Kranti Jyoti Reference Material
 - Kranti Jyoti Compilation of GRs and Government Circulars
 - Kranti Jyoti Compendium of songs
 - Set of posters
 - A bag to carry the resource kit

- b. Grampanchayat based participatory planning process: A customized resource kit for facilitating participatory planning process at GP level was developed by the Centre based on the earlier experiences and initiatives of conducting participatory planning process across the State. It was decided by the State that the Grampanchayat based participatory planning process would be conducted in 1711 GPs of 2 districts – Yavatmal and Nandurbar. The resource kit included –
 - ‘Gram Niyojan’ Manual for conducting the participatory planning process
 - ‘Gram Bharati’ Reference material for conducting the participatory planning process
 - ‘Gram Aalekh’ Compendium of Integrated Grampanchayat Database booklets
 - ‘Gram Sanskar’ Manual for Training of Trainers
 - ‘Gram Pravartan’ Manual for Training of Volunteers
 - District specific posters for sensitization
 - Integrated Grampanchayat Database – Grampanchayat booklet
 - Integrated Grampanchayat Database – Revenue Village booklet
 - Integrated Grampanchayat Database – Household Register
 - A set of 9 films for screening during the participatory planning process
 - A bag to carry the resource kit

The Centre facilitated the revision and editing of the resource material and required coordination with the Printing agency for printing of the material for Kranti Jyoti training programme and Grampanchayat based participatory planning process.

2.2 Developing Trainers for participatory planning under RGPSA:

The component of conducting training of trainers on Grampanchayat based participatory planning was conducted by the Centre. Experienced persons from the districts 2 districts of Yavatmal and Nandurbar were selected for the 5 days training. This training includes not only conceptual understanding of the participatory planning process but also adequate space for demonstration and visit to a nearby village. This training is facilitated by the experienced trainers working in the field of participatory planning. The details of the training programme are as follows –

Sr. No	District	Location	No. of Trainees	Duration
1	Yavatmal	PRTC, Pusad	40	16 – 20 Dec 2014
2	Nandurbar	KVK, Kolada	33	15 – 19 Mar 2015

2.3 Coordination with Maharashtra Remote Sensing Application Centre (MRSAC):

Based on the experiences of earlier joint initiatives with MRSAC with reference to mapping of village level infrastructure and assets during the participatory planning the possibility of scaling the initiative was discussed with MRSAC. After a series of discussions and meetings it was agreed upon to initiate and closely follow this process of GPS mapping of government infrastructure and assets at GP level in all the GPs of Yavatmal and Nandurbar Districts. Also it was proposed to use the GPwise thematic maps prepared by MRSAC for integrated district planning.

To further the process of integrated district planning the possibility of connecting the MIS data that is collected in the Integrated Grampanchayat Database booklets and entered in the application prepared by Mahaonline, with the GIS application prepared by MRSAC. Deliberations are on for correlating the data from these two different applications.

MRSAC has conducted 3 orientation programmes on State Asset Mapping and Management System (SAMMS) for the sangram operators and extension officers of select 7 talukas from first phase in Yavatmal. This was followed by field testing of the SAMMS application at 2 locations in Yavatmal district. Detailed guidelines for mapping of assets at GP level are being developed in consultation with all the stakeholders. This would help in developing contextual scenarios for appropriate planning and budget allocation in the district planning process.

Based on this experience it can be carried out in other districts where similar data and appropriate funds are available.

2.4 Providing Technical support to Yavatmal and Nandurbar District for Management of Participatory Planning Process:

Taking into consideration the experience of the Centre in planning for and implementing the process of participatory planning in varied Grampanchayats across the states it was entrusted the

responsibility of providing technical support to the districts to plan and monitor the process of participatory planning. The technical support was provided in following manner –

- a. Sensitization and Orientation of stakeholders : In order to build the capacities of the functionaries and ERs of the PRIs to carry out participatory planning sensitization sessions were conducted for them –

Sr. No	District	Profile of stakeholders	Date
1	Yavatmal	District HoDs	12 Nov 2014
2	Yavatmal	All Z.P. & P.S. ERs, BDOs and Ext officers	30 & 31 Dec 2014
3	Yavatmal	PMU staff	27 Jan 2015
4	Nandurbar	District HoDs	28 Oct 2014

- b. Design and hand holding of Planning and Monitoring tools : Specific tools in the form of excel sheets were developed to support the activity of planning and monitoring of GPPP related activities in the district as follows –

- Talukawise details of GPs for budgetary provision and planning of trainers and volunteers to the GPs
- Calculator for distribution of Training Material to Talukas
- Handholding support to field level functionaries through regular field visits to the GPs of the district

3. Support to activities under Backward Regions Grant Fund Unit (BRGF)

Considering the major focus of BRGF is to provide capacity building inputs and appropriate funds to strengthen PRIs and consequently to support development of backward regions it focuses heavily on decentralized planning. Considering the experience that the Centre has on decentralized and participatory planning following support was provided to BRGF cell in 2014 – 15:

3.1 Conceptualization and design of activities:

The design of the activities under BRGF was altered in 2014-15 to suit the approach of the programme and the local situation. The altered plan included

- Series of consultation and planning workshops at Z.P circle level to prepare consolidated GP development plan.
- Sensitization workshops at district level and
- Training of Trainers.
- ICT training of GP level functionaries and ERs
- Piloting of assessment of gender status of the GP in participatory manner.

The centre supported the BRGF unit in preparing a comprehensive design in line with the BRGF approach.

3.2 Preparation of the guidelines for implementation of programmes:

After consultation with concerned Districts and State level functionaries a detailed guideline for conducting the series of activities under BRGF were drafted and issued along with appropriate budgetary provisions.

3.3 Conducting sessions for sensitization on BRGF activities:

In order to build the capacity of the PMU teams at district and taluka level to conduct and support the activities a series of SATCOM sessions were conducted. Also sessions were conducted during the orientation of Extension officers and DPOs from BRGF districts.

3.4 Designing of module for Gender assessment activity:

Consultations with concerned persons and experienced stakeholders were held to design a relevant module for ToT at district level as well as assessment of gender status at GP level. A detailed tool for this assessment was also developed to support the assessment by selected facilitator.

3.5 Designing of format for digitization of GP Development Plan:

In order to facilitate discussion and during the Z.P. circle workshops and to ensure appropriate consolidation of GP level plans an excel based tool was designed in consultation with officers from Planning Department and Directorate of Economics and Statistics. The tool was circulated to the district teams followed by sessions of orientation on SATCOM.

4. Research and Documentation on Decentralized and participatory planning

The Centre for Research and Documentation and Centre for Community Managed Programming undertook varied activities / assignments that would promote the agenda of decentralized participatory planning. Some of the major activities were as follows –

4.1 Supporting conduct of participatory planning process in GPs: The centre was approached by Grampanchayat Ganapatipule, Dist. Ratnagiri to support in preparing a development plan. The Grampanchayat being a well-known pilgrimage place frequented by around 2000 pilgrims per day it also served as a pilot for developing a customized process for Grampanchayats that host large pilgrimage places.

The process of participatory planning was conducted in the Grampanchayat from 19 – 25 Aug 2014. Along with some customized tools of interviews of tourist and data collection of the tourist support facilities additional GIS based mapping was also piloted. In coordination with MRSAC android based GPS application of ‘Mylocate’ was used to map the important GP level infrastructure and the GP boundary. Along with the GPS application MRSAC also provided thematic maps (Land use and Land cover, satellite image with parcel boundaries and transport map). The use of thematic maps and mapping through GPS device proved useful in drafting the GP development plan of Ganapatipule Grampanchayat. The plan has been drafted and handed over to Grampanchayat for further processing. The complete activity was financially supported by the Grampanchayat.

4.2 Facilitating development of online application for integrated grampanchayat database:

Consultation with Mahaonline was in process since 2013-14 for developing an online application for capturing the integrated grampanchayat database. The development of online application was taken up by Mahaonline in 2014-15. The Centre provided support in designing and also in reviewing the application from user’s point of view. This application developed by Mahaonline

would be initially made available to the GPs in BRGF districts where it would be linked with the activity of preparing GP development plans through Z.P. circle workshops.

Based on the data entry templates a series of reports are being designed to provide analysis of data that will depict the situation at different tiers of PRIs in the district. Efforts are being made to create interface between this data and GIS based information available and created by MRSAC. Once the tool is completely functional it could provide the foundation for supporting decentralized and integrated district planning in Maharashtra.

4.3 Orientation of Officers from Chhattisgarh on GPPP:

Unicef Raipur had initiated dialogue with the State Planning Board and District Collector of Dhamtari District from Chhattisgarh for carrying out decentralized and integrated district planning based on participatory planning process at GP level. Accordingly a meeting was held by Unicef Raipur for which Resource Person from the Centre were invited. It also included a session on orientation of the concerned officers from Chhattisgarh in April 2014.

Considering the interest shown by the officers and in view of the further support required an exposure visit was organized in November 2014 by Unicef Raipur of officials from Chhattisgarh to Maharashtra. Unicef officers from Rajasthan and Assam were also included in this visit. The visit primarily involved a one-day orientation programme for the participants on the existing model of participatory planning that has evolved in Maharashtra. The participants included Programme officers of Unicef Raipur, members and officers of State Planning Board of Chhattisgarh, District Collector of Dhamtari and District officials of Dhamtari District.

4.4 Facilitating Participatory planning in GPs under Sansad Adarsh Gram Yojana (SAGY) of Goa:

Through sustained consultation with Goa Institute of Public and Rural Development (GIPARD) and Rural Development Department it was decided to prepare the GP development plan of SAGY villages in Goa through participatory planning process developed by Maharashtra. Accordingly a plan was developed to customize the process of participatory planning for Goa and to provide 6 trained facilitators for supporting the process. The design was prepared based on initial field visits to the 3 villages selected under SAGY.

Accordingly a design workshop for concerned officials and ERs was organized by GIPARD from 12 – 14 Jan 2015. The officers from the Centre facilitated this workshop for customization of the participatory planning process. It was eventually decided to conduct this process in 2 out of the 3 SAGY villages namely – Rachol, South Goa District and Ibrampur, North Goa District. After 3 days of volunteer training at the village level the process of participatory planning was initiated from 19 Jan 2015 which culminated in Gram Sabha on 26 Jan 2015. The plans thus developed through participatory planning tools were vetted by the Gram Sabha in presence of the concerned officials. Currently the process of technical scrutiny of the plans is in process.

4.5 Workshop on provision of untied funds to GPs in PESA areas:

The Tribal Development Department is proposing the disbursement of 5% of total TSP funds directly to GPs in PESA areas. The proposal was discussed in a small group meeting in Yashada with the Secretary, Tribal Development Department. Based on this initial discussion a draft proposal was developed by the Center for disbursement of the 5% of TSP funds to GPs. This draft proposal was duly accepted by Tribal Development Department.

Based on this proposal to further discuss the possibilities, administrative and developmental implications a consultation workshop involving Secretaries of concerned State departments,

representatives of Unicef Mumbai, District officials and ERs from PRIs of select PESA districts was conducted in Yashada on 5th March 2015.

5. Institutional Support to Vijay Kelkar Committee

Governments of Maharashtra vide Government Resolution No. Anushesh- 2009/Pra. Kra.405/Ka-1416 dated 31.05.2011 had 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 is expected to recommend measures to achieve a balanced growth and improvement in Human Development Index in the State of Maharashtra.

The planning department had entrusted the responsibility of providing institutional support to the Committee to Centre for Research and Documentation, YASHADA. The report prepared by the committee was finalized and printed in English and Marathi. The report was presented in the winter session of the State Assembly which was held in Nagpur. The recommendations given by the committee are under consideration. The project now has been formally completed and closed.

6. Life skills training to students from 100 schools in Chandrapur district

YASHADA in collaboration with UNICEF has undertaken a project 'Life Skill Education for Adolescence in schools of Chandrapur' with the objective of conducting:

- Baseline Survey in 20 schools in 08 Blocks in Chandrapur
- Design & Development of Life Skill Education Module for Adolescents in School
- Implementation of the module in 100 schools using peer education strategy
- Monitoring and Assessment of the project
- Developing a scale up plan in consultation with the concerned departments.

The programme was significantly supported by the Education Department in the district through active participation. Following are the major milestones of the programme -

6.1 Development of training module for peer educators and prerikas :

A customized training module was developed for the students of select schools of Chandrapur in consultation with representatives from Education Department, SSA, MPSP, RMSA, school psychologists, representatives of Unicef and Yashada. The module comprises of following subjects which are expected to be transacted by the peer educators with support from prerikas – self-identity, social discrimination, health issues, introduction to village governance and relevant government institutions, gender issues, addiction related issues, communication skills and reproductive health education.

6.2 Implementation of project in select schools of Chandrapur district:

During selection around 6 schools from each taluka were identified out of which there is a combination of – Zilla Parishad schools, Ashram shala and private aided schools. The programme thus spreads across 100 schools of Chandrapur district.

6.3 Creation of Human resource pool:

Through a series of ToT a trained human resource was created which comprises of 31 master trainers, 677 peer educators and 100 prerikas in Chandrapur.

Training Programmes conducted:

Sr. No.	Name of the Training Programme	Total No. of Training Programmes	No of Participants per programme	Dates and Duration	Venue
1	ToT of Master Trainer	1	31	21st to 25th Jul14	Chandrapur
2	Orientation Workshop of Head masters	1	80	22nd to 26th Sept15	Chandrapur
3	Peer Educators Training	4	677	13 th Dec14, 10 th Jan15, 7 th Feb15 , 7 th Mar 15,	Chandrapur
4	Orientation workshop for medical professionals	1	150	2- 3 Mar 15	Chandrapur

The proposed initiatives under this project for next financial year are as follows:

- Baseline survey for phase II of project
- Development of training module for phase II of the project
- Implementation of project in phase two

7. Mapping of Resources for Adolescents

A programme was taken up jointly by UNICEF & YASHADA in December 2013 with three key activity components – mapping of existing adolescence focused policies & initiatives with an objective of their convergence, organizing a state consultation to share the mapping and to draw an action plan of convergence around adolescence, and finally to design a comprehensive convergence kit for adolescence programming.

State consultation on Adolescence was held on 12th August 2014 under the chairmanship of Additional Chief Secretary, Department of Planning, GoM. Consultation workshop was attended by Principal Secretary, Tribal Department and representatives from the department of Public health, Rural Development, NRHM, Home, Urban Development, Water Supply and Sanitation, Human Development and Planning and also few civil societies.

Based on the outcomes of the mapping exercise, the following six broad avenues of convergence were proposed during the workshop:

- An Umbrella Tracking System (UTS) on adolescents to aid convergence in data and information management,
- An integrated adolescence Module in the Plan Schemes Monitoring System (MPSIMS) to aid convergence in plans and budgets,
- Common Implementation Protocols for departments and agencies to facilitate convergence in programmes and interventions,

- An integrated training and capacity-building plan to allow greater convergence in administrative machineries,
- Common quality standards and a common accreditation mechanism for service institutions to bring about convergence in laws and policies; and finally
- Setting up kishor sabhas (adolescent assemblies) and linking these to more formal democratic forum like gram sabhas (village assemblies) to lead to convergence empowerment.
- Development of dynamic and interactive web portal and e-learning modules for facilitating convergence around adolescence

Developing e-learning modules for facilitating convergence around adolescence is in process. This is being done in collaborate with Maharashtra Knowledge Corporation Limited (MKCL). MKCL is a publically owned corporate body which is into knowledge management of development sectors and also delivers e-learning modules for various stakeholders of state government.

8. Initiating Child Friendly Panchayats

YASHADA in collaboration with UNICEF has undertaken a project ‘Agenda for Children’s issues in Gram Panchayats’ with the objective of reviewing key issues and the existing child friendly policies, acts and laws in Maharashtra related to children; developing a Panchayat Resource Kit and a Training Module for children’s Issues that need attention and action in the Gram Panchayat; bringing children’s issues and agenda in Panchayat and developing a Child Friendly Panchayat Model; Capacity building of Gram Panchayat Members on issues of Children that will facilitate Action Plan from Gram Panchayats around children and Organizing Childrens sabha and thus formation of childrens and adolescent clubs/groups.

Major activities under this initiative are mentioned below:

8.1 Exposure visit to Child Resource Centre, KILA:

Kerala Institute of Local Administration (KILA), Kerala. The officers from Rural Development Department, ZPs, YASHADA and UNICEF participated in the visit from 22nd to 24th January 2015. Inputs on the different initiatives of Kerala government in developing Child Friendly Panchayats were given during the visit.

8.2 Consultation workshop:

A consultation workshop on Child Friendly Panchayts in Maharashtra with different stakeholders was held on 11th February 2015 in YASHADA

The proposed activities under this programme are as follows -

- District level consultation meeting with various stakeholders on Child Friendly Panchayat
- Developing a Panchayat Resource Kit on Children’s issues and a Training Module for Children’s Issues that need attention and action in the Gram Panchayat
- Piloting of activities under Child Friendly Panchayat in 3 districts of Maharashtra i.e. Nandurbar, Latur and Chandrapur

9. Training Programmes on issues related to Gender Empowerment

The Centre for Gender Empowerment has taken up a series of training programmes for the Department of Women and Child Development and has also conducted some courses which are concerned with the issues of Gender Empowerment. In all 25 courses were conducted in 2014-15 and their details are as follows –

S. No	Topic of the course	No. of Programmes	No. of Participants	Sponsoring agency
1	Training of Trainers of Kranti Jyoti Programme	7	157	RGPSA
2	Intergrated Training Development Plan for Women and Child Development Department	5	129	WCD & UNICEF
3	Review Workshop for Manodhairya Scheme	1	75	WCD
4	Workshop of District Advisory Board Secretary and Members	1	56	WCD
5	Pre Consultation Workshop on Adolescence Resource Mapping	1	35	UNICEF
6	Meeting for Superintendent, M.O & P.O's of WCD Dept - Unicef	1	8	WCD
7	Workshop on human trafficking Act - 1956 & Child Protection Act-2000	2	47	WCD
8	Induction Training Programme for Child Welfare Committee Members	2	68	WCD
9	Foundation Training Programme for Women & Child Development Dept (Class 1 & 2) Officers	1	17	WCD
10	Training Program for Elected women Representative in Kolhapur District	1	20	Z.P Kolhapur
11	Foundation Training Program for Counselor (WCD Department)	1	37	WCD
12	Workshop on Domestic Violence Act-2005 - WCD (Ser-01)	2	91	WCD, Pune
13	Training Program for Protection Officer (WCD Department)	1	38	WCD

10. A comprehensive training module on laws and acts related to women and children for training of various stakeholders

In a detailed consultation with DWCD it was decided to develop a detailed and comprehensive collection of module on 14 laws and acts related to women and children like – Protection of women from domestic violence act 2005, Prevention of sexual harassment at workplace Act 2013, Juvenile Justice Act etc for all the concerned stakeholders like – concerned government officers of DWCD, counselors, police officers, medical officers, etc. A series of consultations were held with civil society and government officers to finalize the module. Specific groups were given the responsibility to draft various sections of the module relevant to their area of expertise. Certain consultants and experts from Unicef were involved to support and coordinate this activity. An independent writer was also part of the team to ensure appropriate usage of language for the training module. Currently the module is under consideration in DWCD and the basic process for printing has been initiated.

IV. Major Highlights

Of the several projects undertaken and supported by the Centre certain events and achievements especially stand out prominently as they indicate a significant stage in the development of various initiatives –

1. Initiation and support of District Integrated Planning based on participatory planning at Grampanchayat level in 2 districts of Yavatmal and Nandurbar.
2. Initiation of the phase I of the Life Skills training to around 15000 students from 100 schools of Chandrapur district.
3. An extensive mapping of resources with support from government departments and civil society organizations for the adolescents and a dedicated consultation on the same with various government departments headed by Principle Secretary, Planning.
4. Preparation of a comprehensive module of the key laws and acts for children and women for various stakeholders with support of Women and Child Development Department, Unicef and civil society organizations.
5. Complete census survey of the affected PAFs of Sardar Sarovar in 13 villages of Nandurbar as part of the Phase III of Monitoring and Evaluation of Rehabilitation of Sardar Sarovar affected villages.
6. Facilitation of a GIS & MIS based online profile of Grampanchayats in Maharashtra in coordination with MRSAC and Mahaonline.
7. In 2014-15 the Centre conducted a total of 58 programmes involving over 5200 participant days.

V. Key Outcomes-

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

1. Around 15000 adolescent students from 100 schools of Chandrapur have been sensitized regarding life skills and are eagerly looking forward to phase II of the programme.
2. Development of a GIS- MIS based integrated data from Grampanchayat upwards for decentralized and integrated planning.
3. Initiation of Grampanchayat based participatory planning in all the Grampanchayats of Yavatmal district.
4. A comprehensive training module on 14 laws and acts related to women and children

Training Monitoring Cell (TMC)

The Training Monitoring Cell (TMC) at YASHADA plans coordinates and monitors the conduct of training programs, 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

Training: Training Management Information System (TMIS)

Monthly training programs for TMIS are being conducted for faculty and course support staff.

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 programs, Faculty MIS and CMIS
- ❑ Training and Residential Facilities
- ❑ Review of internal audit / external audit
- ❑ Faculty feedback about completed training programs
- ❑ Review of evaluation reports, action taken and client organisation's feedback

Nominated participants, attendees and participant days in In-campus and Out-of-Campus programs conducted during April 2014 to March 2015						
Achievement	Number of Programs	Participants		Participant Days	Women Participants	Program Days
		Nominated	Attended			
Target	1200	30000	30000	90000	-----	3600
Total Achieved	1418	93278	84358	220931	20770	4880
Efficiency	+218	+63278	+54358	+130931	-----	+1280

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.



Meeting of the YASHADA Board of Governors in progress – 10 October 2014

In order to facilitate any approval on behalf of the Board of Governors if required, the 42nd BoG held on 19 October 2012 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 Sub-Committee of the Board of Governors of YASHADA as established by the 42nd BoG on 19 October 2012 was reconstituted during the 44th BoG held on 24 March 2014 *Vide* Resolution No. 44 BoG: 8 comprising (a) Chief Secretary, GoM and President, BoG, YASHADA – Chairperson, (b) Principal Secretary, General Administration Department, GoM - Member (c) Principal Secretary, Finance, GoM – Member, (d) Principal Secretary, Rural Development, GoM – Member, (e) Director General, YASHADA – Member, (f) Secretary – Board of Governors and Executive Committee, YASHADA – Convenor & Secretary.

Meetings conducted during 2014-2015

Name of Meeting	Date of Meeting	Numbers of Decisions
Board of Governors Meeting		
45 th Meeting of the Board of Governors	10 October 2014	18
Executive Committee Meeting		
80 th Meeting of the Executive Committee	30 May 2014	4
81 st Meeting of the Executive Committee	5 September 2014	11
Sub-Committee of BoG Meeting		
4 th Meeting of the Sub-Committee of BoG	19 May 2014	4
5 th Meeting of the Sub-Committee of BoG	22 July 2014	5

Key decisions in the meetings during 2014-2015

45th Meeting of the Board of Governors

- The Board of Governors appreciated and approved the proposal to establish the Centre for Corporate Social Responsibility and recommended that the proposed Centre should conduct integrated training programmes and function as a facilitative Centre for the government and corporate sectors.
- The proposal regarding increase in the amount of festival advances from Rs 7500/- to 10000/- was approved.

80th Meeting of the Executive Committee

- Administrative approval was given to an expenditure amounting to Rs. 36,80,000/- towards study tour at China under Advanced Post Graduate Diploma in Urban Management by SIUD.

81st Meeting of the Executive Committee

- Administrative approval was given to an expenditure amounting to Rs. 63,32,800/- towards garden development for next two years. It was also approved that the services of M/s Nisarga Landscape Services to be extended upto 31/12/2014 till the appointment of new contractor.

4th Meeting of Sub-Committee of BoG

- The proposal about offering contract for food services to M/s Ranjeet Services at Kojagiri Mess, DAC during 2014-2016 was approved.
- An administrative approval was accorded for floating the tender to shortlist the Manpower Services Provider Agencies for appointments on contractual basis for fixed period at YASHADA.

5th Meeting of Sub-Committee of BoG

- The proposal regarding the continuation of 03 posts sanctioned for project work filled in by deputation from the officers of Accounts and Treasury Dept. GoM, who have been working beyond 3 years on various projects was approved.
- The amendment to the YASHADA Service Rule No. 23.02 was approved.



Management Development Centre

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

The objectives of the Centre include –

- Achieve financial self-sufficiency and general surplus wealth for further prosperity of the Academy.
- Facilitate optimum utilization of the Academy's facilities and achieve functional excellence in customer services.
- Designing, Developing & Delivering MDP (Management Development Programs) to build capacity in the area of management & behavioral science.



- 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:

MDC-III

MDC-IV

MDC-V



- Three conference halls with 20-30 seater flexible type seating arrangement:

1. MDC- I

MDC-IV

MDC-VII



- An amphitheater type lecture hall to seat 32 participants with 19 nodes and 24 X 7 broadband connectivity. (Conference hall No-MDC-I).
- All classrooms with broadband connectivity for hands on training sessions, assignments and research.
- Seven (07) syndicate rooms are for Business discussions and other training activities
- All conference hall are air conditioned and equipped with a PC, OHP, DVD Player, Ceiling mounted LCD Projector besides the acoustics and sound system.
- Basement of MDC Auditorium and lush green lawns are also provided for poster session, exhibitions, outdoor training activities, lunch and dinner.



Corporate clients at MDC

Yashada MDC clients is an impressive array from Government & Corporate Industry. Representing a complete spectrum of Industries. From National to International Government Organizations, NGOs, PSUs, Corporates including IT sector 7 Banking sector.

- ❖ **National Health Mission (NHM)** -The National Health Mission (NHM) encompasses its two Sub-Missions, the National Rural Health Mission (NRHM) and the newly launched National Urban Health Mission (NUHM). The main programmatic components include Health System Strengthening in rural and urban areas- Reproductive-Maternal- Neonatal-Child and Adolescent Health (RMNCH+A), and Communicable and Non-Communicable Diseases. The NHM envisages achievement of universal access to equitable, affordable & quality health care services that are accountable and responsive to people's needs.
- ❖ **National Cold Chain Training Center, Pune**-The National Centre for Cold-chain Development (NCCD) is an autonomous body established by the Government of India with an agenda to positively impact and promote the development of the cold-chain sector in the country.
- ❖ **Maharashtra University of Health Science (MUHS)**- The Main objective is to ensure proper and systematic instruction, teaching, training and research in modern medicine and the Indian system of Medicine in the State of Maharashtra and to have a balanced growth in the medical sciences.
- ❖ **Dr. Babasaheb Ambedkar Research & Training Institute (BARTI), Pune**- is an autonomous institute of the Department of Social Justice and Special Assistance, Govt. of Maharashtra. BARTI is taking Skill Development initiatives for the cause of equity and social justice through imparting skills to the youth of socially disadvantaged and weaker sections of the society
- ❖ **Groundwater Surveys & Development Agency (G.S.D.A.)** is engaged, in the exploration, development and augmentation of groundwater resources in the State through various schemes. This mainly includes, drilling of bore wells/tube wells under Rural Water Supply Programme, rendering technical guidance under minor irrigation programme by locating suitable dug well sites, strengthening of groundwater sources by water conservation measures, artificial recharge projects for induced groundwater, specific studies related to the periodic status of groundwater availability, protecting the existing groundwater resources through technical assistance under Groundwater Act etc
- ❖ **Centre for Development of Advanced Computing (C-DAC)** - is the premier R&D organization of the Department of Electronics and Information Technology (DeitY), Ministry of Communications & Information Technology (MCIT) for carrying out R&D in IT, Electronics and associated areas. Different areas of C-DAC, had originated at different times, many of which came out as a result of identification of opportunities.
- ❖ **Centum Learning**- They are in the business of positive transformation. We provide Corporate Training that enhances business results, Skills Training & Vocational Education in tandem with industry requirements to enable sustainable transformation across the globe.
- ❖ **Cummins India Limited**- Cummins India Limited is an India-based manufacturer of diesel and natural gas engines, generator sets and related services.
- ❖ **Birla Institute of Technology & Science (shortened BITS or Bits Pilani)** is an Indian institute of higher education and a deemed university. The university has 15 academic departments, and focuses primarily on undergraduate education in engineering and the sciences. It is widely known as the best private engineering institute of India.

- ❖ **Kirloskar Group**-The Kirloskar group of companies was one of the earliest industrial groups in the engineering industry in India. The group produces Centrifugal Pumps, engines, compressors, screw & centrifugal chillers, lathes and electrical equipments like motors, transformers and generators.
- ❖ **Harbinger Group** -Harbinger Group is a global provider of software products and services. The Harbinger Group companies include Harbinger Systems, Harbinger Knowledge Products and Harbinger Interactive Learning.
- ❖ **Thermax**- is an Indian energy and environment engineering company based in India and Britain. It manufactures boilers, vapour absorption machines, offers water and waste solutions and installs captive power projects. Thermax is also a historic brand name of boilers, and the name of a former toughened-glass company.
- ❖ **Tata Consultancy Engineering Limited**-Tata Consulting Engineers is a best-in-class integrated engineering consultancy solutions provider.
- ❖ **Aims Institute of Business Management**-The virtue of AIMS is to transform the personalities of students and inculcate in them life-altering and quality-enhancing skills that would make them performers in all walks of life, rather than just produce students who are academically sound.
- ❖ **Center for Environment Education**- The organization works towards developing programmes and materials to increase awareness about the environment and sustainable development.
- ❖ **LIC Of India**-Life Insurance Corporation is an Indian state-owned insurance group and investment company. It is the largest insurance company in India.
- ❖ **Xpanxion International** - **Xpanxion** is a professional services company that is a leading provider of custom software engineering and quality assurance services. **Xpanxion** pioneered a Cross Sourcing solution that combines the advantages of U.S.
- ❖ **Tech Prabha IT Solutions Pvt.Ltd**- **TechPrabha** is a Service based company and aims at delivering world class services. **Tech Prabha** is envisioned to create a customer centric business model equipped with best business practices, investing technology and human capital in its most productive way to revolutionize the technological world.
- ❖ **Dreams Group**- **Dreams Group** Construction Company in pune, latest construction projects in pune, Best Residential projects in pune property.
- ❖ **ICICI Bank** -Is an Ideal destination for Personal Banking need! We offer a wide range of personal banking services including loans, credit cards, and savings
- ❖ **ICICI Prudential Life Insurance Company Limited**- Insurance - ICICI Prudential offers insurance for wealth plan, health, life ... Ltd which shall be used by **ICICI Prudential Life Insurance Company Ltd.**
- ❖ **HDFC Assest Management Company Limited**- **HDFC Asset Management Company Ltd.** company research & investing information.
- ❖ **Kotak Mahindra Bank**- Kotak Mahindra Bank is an Indian private sector banking headquartered in Mumbai, Maharashtra, India. Reserve Bank of India gave the license to Kotak Mahindra Finance Ltd., the group's flagship company, to carry on banking business.

- ❖ **Axis Bank** - Axis Bank Limited is the third largest private sector bank in India. Axis Bank's stake holders include prominent national and international entities.
- ❖ **Landmark Education-** The **Landmark Forum** and advanced programs and seminars on relationships, communication, productivity, leadership, more.
- ❖ **Miles Education-** Miles Professional Education, India's largest classroom training provider of **CPA (Certified Public Accountant)**, the US equivalent of the Indian Chartered Accountant, introduces **CMA (Certified Management Accountant) training in India** as official partner of IMA (Institute of Management Accountants), US, and Wiley. Miles CMA Review is the only specialized CMA Review course provider in the country.
- ❖ **Nuclear Power Corporation of India Limited-** The **Nuclear Power Corporation of India Limited (NPCIL)** is a government-owned corporation of India based in the financial capital of India viz Mumbai in the state of Maharashtra. It is wholly owned by the Central Government and is responsible for the generation of nuclear power for electricity. NPCIL is administered by the Department of Atomic Energy, Govt. of India (DAE).
- ❖ **IMS Leaning Resources Pvt. Ltd-** IMS, is an institute with over 34 years of experience in shaping success stories. Their motto is to mentor, motivate and guide our students and all those who interact with us in order to enable them to make the right career decisions. IMS is the leader in Management Entrance training.
- ❖ **Pune Chapter of Cost Accountant-** The Institute of Cost Accountants of India would be the preferred source of resources and professionals for the financial leadership of enterprises globally." Mission Statement.



MANAGEMENT DEVELOPMENT PROGRAMMES CONDUCTED BY THE CENTRE DURING ACADEMIC YEAR 2014-2015

MDPs for JS/DS/US/DO/SO from all departments of Mantralaya have been conducted at the YASHADA MDC.

Joint Secretary	Deputy Secretary	Under Secretary	Desk Officers	Section Officers	Total
16	64	202	124	39	467

Other programmes include -

- TOT Programme on Menstrual Hygiene Management In Western Indian States – WSSCC.
- The Roll of Informal Sector In Sustainable Management of Organic & Sanitary Waste.
- Rashtriya Kishor Swasthya Karyakram – UNICEF.
- 26th AIMS Annual Management Education Convention.
- OCBS-IIBS International Conference - 2014 "Buddhism Rejoins the Great Conversation in India".
- INDICON - 2014 International Conference.
- International Conference on Language, Literature and Culture.
- State Level Workshop for Service Provider of Farmers Group & Farmers Company Formation Organization.
- National Symposium - Nematode Management Challenges to Indian Agriculture in Changing Climate.
- Accelerating Biology - 2015 (C-DAC Symposium).
- 5 Days Intensive Training Workshop on Mission "e-municipalities".
- 2nd International Conference on Bio-Technology & Bio-Informatics (ICBB-2015).



Sr.No	Trg.Year	Total Conducted Trg Programs	Attendance	Trg Mandays
1.	2005-2006	152	5382	14,841
2.	2006-2007	288	9989	23,817
3.	2007-2008	344	15,650	38,427
4.	2008-2009	355	24,000	42,327
5.	2009-2010	405	29,768	54,133
6.	2010- 2011	625	48,825	79,024
7.	2011- 2012	669	43,784	76,666
8.	2012 -2013	760	50,831	76,397
9.	2013-2014	731	47,299	82,673
10.	2014-2015	709	45,631	70,329

Important meetings, seminars and workshops at YASHADA MDC

Fourth Lecture of Shri. B.G. Deshmukh Memorial Lecture series was organized at MDC Auditorium, YASHADA on Topic Governance in Times of Change" - by Shri. Ajit Kumar Seth – Cabinet Secretary, Government of India, with Shri. S. S. Kshatriya, IAS, Chief Secretary of GOM & President, Board of Governors, YASHADA, Dr. Vijay Kelkar, Chairman Janwani, Dr. Bhagwan Sahai, IAS, Additional Chief Secretary, General Administration Department, GOM & Member, Board of Governors, YASHADA, and Shri. Anand Limaye, IAS, Director General YASHADA.



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 & National level 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 2014-2015, CIDM has conducted five training courses / programmes and trained 184 participants. Total number of participant days were 426 (Annexure A & B).

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 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 Sr. 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.

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 (MDP)

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

CIDM has conducted 4 Programs of MDP (3 days duration) based on Right to Information for Senior officers of MSETCL during the year 2014-15. With this, CIDM has conducted in all 90 programs in MDP since inception in 2007 and trained in all 1927 senior managers/officers/employees of power sector and other field.

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. Yoga was made compulsory which has benefited the participants to maintain their health and to keep them mentally active.

Experienced faculty in each subject was invited. The Chief Administrative Officer 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. The MDP has been highly acclaimed by each Company in the Power Sector and is a very popular training program.

Project Management Program (PMP)

At present, entire country is geared up, to enhance power generation capacity, given the considerable gap between demand and supply of power. The new additions in generation have to be backed up by expansion of transmission network. This has given an unprecedented boost to project execution in power sector.

Appreciating the necessity of equipping the managers of power sector with techniques in project management, CIDM has designed a Training Programme titled PMP and has been conducting it since beginning of the year 2007.

CIDM has conducted total 28 programs since inception and No. of participants to 469. CIDM has conducted one program in F.Y. 2012-13. CIDM has not conducted any training program in F.Y. 2014-15.

Distribution Reforms, Upgrades and Management (DRUM)

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

CIDM has been conducting training courses under the DRUM Project on following three modules :-

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

The first two courses are of 5 days' duration & Third course is of 3 days' duration. The modules of the courses are as per the design of Core, PFC & USAID. The courses are conducted strictly as per the guidelines & as per design of the course content specified in the modules.

CIDM has conducted 2 DRUM Programs during the Year 2011-2012. The cumulative number of total programmes conducted since inception of CIDM is 37 and number of participants trained is 723 covering all the three modules mentioned above. CIDM has not conducted any training program in F.Y. 2012-13, 2013-14 & 2014-15.

Induction Level Training Program

CIDM launched this programme in January-2007 for training the new entrant Junior Engineers of MAHATRANSCO. The need to take up this course was expressed by M.D. of MSETCL. Since inception, 31 training courses conducted by CIDM & 1164 participants were trained.

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

In addition to the above, every batch of trainees was taken for field visits to vital installations related to EHV Transmission such as 400 KV receiving Stations, Load Dispatch Centre, Kalwa, 500 KV HVDC Terminal at Padghe, Power Transformer manufacturing and repairing plant, manufacturing plant of EHV grade Circuit Breakers, Current Transformers, Lightning Arresters, etc. This gives a special insight to the fresh engineers into the working, design, manufacturing and maintenance of these vital equipments.

For conducting the classroom sessions and field demonstrations, expert faculty in the field of power sector either from MSEDCL / MSETCL and/or from private industries were invited. CIDM has not conducted any training programme in F.Y. 2012-13, 2013-14 & 2014-15.

Law & Regulatory Functions for MSETCL Officers :-

During the year 2012-2013 CIDM conducted one programme of this module and trained 22 participants. CIDM has not conducted any programme in F.Y. 2013-14 & 2014-15.

Functional Training Programme for Finance & Account Officers of MSETCL

CIDM has conducted 5 days training programmes for Sr. Officers of MSETCL and conducted 2 courses and trained 61 participants in F.Y. 2013-14. CIDM has not conducted any programme for Finance Officers of MSETCL in F.Y. 2014-15.

Workshop on The Competition Act 2002 :

CIDM has conducted The Workshop on “The Competition Act 2002” on 30th May 2014. Sixty three senior officers from various government departments including the Industry Dept., Government of Maharashtra and Hon. Member of Competition Commission of India, Delhi has participated in this workshop. The objective of the workshop is to create awareness regarding “The Competition Act 2002” amongst the officers of all government departments.

Programmes conducted by CIDM during the previous four years.

Sr. No.	Particulars	2011-12	2012-13	2013-14	2014-15	Total courses conducted	Total No. of participants
1.	Induction Level training	10	0	0	0	10	321
2.	MDP						
	Gen.& Dist. IR	0	0	1	0	1	25
	Dist.	0	2	0	0	2	58
	MSETCL	7	8	0	4	19	522
	PSPCL	6	3	4	0	13	302
	MIDC	0	0	2	0	2	53
3.	PMP						
	Gen		1	0	0		
	Dist.	0	0	0	0	1	28
	Trans.		0	0	0		
4.	DRUM						
	DSM	1	0	0	0	2	43
	DLR	1					
	O&M						
5.	Finance & Accounts	0	3	2	0	5	139
6.	Law & Regulatory Functions	0	1	0	0	1	22
7.	MERC work-shop	0	0	1	0	1	120
8.	Workshop on Competition Act 2002	0	0	0	1	1	63
Total		25	18	10	5	58	1696

Dr. Ambedkar Competitive Examination Centre (ACEC)

During the last couple of decades, awareness about the Civil Services as a rewarding career has been growing at a very fast pace. The number of candidates taking up these examinations is growing exponentially. In spite of having some government institutes to cater to the needs of the aspiring candidates, it was felt that the candidates from the weaker sections of the society like the SC, ST,VJ, NT,OBC needed to be given special attention. That was how the ACEC was conceived.

Dr. Babasaheb Ambedkar Research and Training Institute (BARTI) came forward to fund establishment of such a center under the Scheduled Caste Sub Plan (SCSP) of the Department of Social Justice and Special Assistance, Government of Maharashtra. That was how Dr. Ambedkar Competitive Examination Center (ACEC) came into being in YASHADA, Pune, in May 2006. Initially it was decided to admit 50 candidates, out of which 30 were to be from the Scheduled Castes.

In the year 2010, on request of Minorities Commission of the State 10 candidates from minority communities were admitted with sponsorship from the commission. His Excellency the Governor of Maharashtra, convened a meeting for ensuring that the candidates from the Scheduled Tribes get adequate representation in the Civil Services. In this meeting it was decided to increase the no. of vacancies for the ST candidates by 10. This decision was implemented from the Coaching Year of 2012-13. Therefore, the number of candidates in the Centre has risen to 70.

Objectives

- ❑ To create awareness among the youth of Maharashtra, especially from the deprived sections, about aims and objectives, procedures and relative advantages of various competitive examinations particularly Civil Services Examination.
- ❑ To inculcate in them the culture of serving the community and the nation.
- ❑ To plan and conduct coaching and training programs for successful participation in competitive examination.
- ❑ To muster support for coaching from eminent administrators, academicians and professional experts from management, training and research institutions.

Facilities Provided At ACEC, YASHADA

- Free Accommodation at YASHADA
- Coaching and test series for the Civil Services Prelims and Main Examinations
- Special Capacity building for the CSE Interview
- A stipend to support them financially
- Library with all the books needed for the CSE which is open from 10.00 a.m. to 10 p.m.
- A study room which is open 24x7
- Computers with Internet facility
- Well-equipped Gymnasium, Yoga classes & Swimming pool

Major Activities (April, 2014 to March, 2015)

1. Coaching Programme for Preliminary Examination -2014

Guidance programme was conducted for the Prelims examination - 2014 from 30th April, 2014 to 10th August, 2014. Total 49 sessions (98 clock hours) and 10 tests were conducted under this Programme.

The Civil Services (Preliminary) Examination-2014 was held on Sunday, 24th August 2014. The result of the same was declared on 13th October 2014. Total 26 Candidates out of 70 cleared Preliminary Examination & qualified for CSE-Mains Examination -2014 from the Centre.

2. Coaching Programme for Main Examination -2014

All 26 qualified candidates were continued for further coaching i.e. for Mains Exam-2014. Disqualified candidates were discontinued. Hence 44 vacancies were created & same were filled up from among the outside qualified candidates. Total 51 candidates were guided for Civil Services Main Examination -2014 by the Centre. The Civil Services (Mains) Examination-2014 was held in the month of December, 2014.

A) Guidance Programme was divided into two Phases

i) Pre- Result of Prelims- Guidance Programme for CSE Mains-2014

(Duration: 13th January to 29th April 2014)

All the candidates, who had taken admission in the center for UPSC- Prelims-2014, have availed this coaching programme.

ii) Post-Result of Prelims-Guidance Programme for CSE Mains-2014

(Duration: 1st September to 30th November 2014)

Candidates, who had qualified for the Main Examination-2014 from the Centre along with outside qualified candidates (those admitted against the vacant seats), were coached. The coaching for mains examination consists of sessions, tests, writing practice etc.

B) Result of the Civil Services Main Examination-2014

Result of mains examination was declared by UPSC on 12th April 2015. Total 12 candidates from the center cleared the Main Examination.

C) Capacity Building Training Programme for UPSC- Interview / Personality Test-2014

The qualified candidates from the Centre as well as from across the state were trained for Interview/ Personality Test. ACEC conducted four days Non- Residential Capacity Building Training Programme for the preparation of UPSC- Interview/Personality Test from 21st April to 24th April 2015 at YASHADA.

In response to the advertisement issued by the Centre, total **49** candidates from Maharashtra participated in Training Programme. The students were given inputs on how to face the Interview. Mock interviews were conducted during 22nd April to 24th April 2015. **(Total Sessions= 4 & Total Mock Interviews 49 candidates)**

Fresh as well as Senior IAS, IRS Officers and other experts of respective fields were involved in the coaching as well on the mock interview Panel. Chairman and mock interview Panel members provided oral & written feedback to each candidate at the end of the mock interview. All mock interviews were videographed & live telecasting of the same was made available to other candidates. Every candidate was given the CD with the recording of his / her mock interview so as to see own interview and make improvements if any.

3) Admission to new batch - 2015

Entrance examination for admission to 2015 batch was conducted with help of CTSE, Wadia College Pune on Sunday, 30 November 2014 on 28 centers across the state. Total **5262** applications were received. Total of **4007** candidates appeared for the test and **1255** candidates remained absent. To approve the list of selected candidates the meeting of committee appointed as per the direction of government of Maharashtra was held on 1st January 2015. The Committee approved the lists of 70 selected & 70 waitlisted candidates on the basis of merit and reservation criteria.

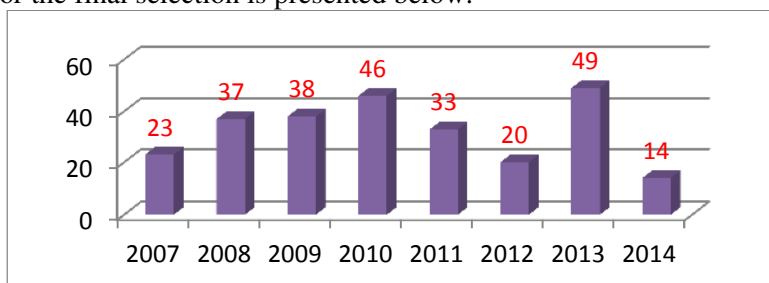
4) Guidance Programme for CSE- Preliminary Examination-2015

The inaugural function of the new batch was held on 12th January 2015. Guidance for CSE Examination - 2015 is in progress.

5) Result of the center

Sr. No.	Name	Rank	Batch
1	Mr. Debaje Milind Sheshrao	733	Prelims+ Mains-2014 + Interview -2015
2	Mr. Khandare Akshay Mohan	1028	Prelims+ Mains-2014 +Interview -2015
3	Mr. Suse Shrikant Balasaheb	1056	Prelims+ Mains-2014 + Interview -2015
4	Ms.Dhole Sailee sanjay	735	Interview-2015
5	Mr. Nikhare Tushar Gajanan	425	Prelims+ Mains=2012 + Interview-2015
6	Ms. Bhavsar Taral Dilip	862	Interview-2015
7	Mr. Yeilwad Shrikant Jagannathrao	722	Interview-2015
8	Mr. Gunjal Sandeep Surybhan	363	Interview-2015
9	Mr. Choudhari Swapnil yadavorao	683	Interview-2015
10	Hivare Nisarg Gautam	615	Interview-2015
11	Suskar Vipul Vilasrao	587	Interview-2015
12	Kardile Rahul Kashinath	422	Prelims + Mains=2010
13	Deore Abhay Siddharth	789	Prelims + Mains-2012
14	Fulzele piyush Nirakar	795	Mains-2013

The results of the center are encouraging, total of **73** candidates of the center who availed coaching for prelims and/ or mains have been finally selected. If the number of students availing personality development / mock interview facility is considered the total of **260** students have already been selected in different civil services of the country. The year wise breakup for the final selection is presented below:



YASHADA Library

Introduction

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

Collection

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

Special Collection:

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

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

Working Hours

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

Library Use

The library facility is being used by the course participants and the faculty and staff members of YASHADA. Faculty members are given membership during their period of service in YASHADA. Library offers temporary membership to all course participants. The participants use library facility for reference and issue of books. During the current year 9169 participants were registered as library users.

Paid Membership

The officers who wish to retain their membership even after the training programme can become a member by paying annual fees and deposit for the books. The deposit is Rs. 500/- per book and the annual fees is Rs. 500/- The facility is made available, on the recommendation of faculty members of the Academy, to the guest faculty and other State Government officers and executives in and around the Pune city. In the current year 16 new members added in the library register. At present we have 921 members on the register.

Addition of reading materials in last four year is as follows

No	Year	Books	Magazines
1.	2011-12	1099	92
2.	2012-13	674	52
3.	2013-14	931	6
4.	2014-15	1157	79

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.

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**.

Services

Apart from collection of documents the library also provides :

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

Training Programmes

Library has organized Technical Training of Group B officers from the Directorate of Library Higher and Technical Education Government of Maharashtra from 25 February to 18 March 2015. During the training programme officers visited Central Public Library of Goa, The British Council Library at Pune, Braille Library at Nivant Andh Mukta Vidlaya and Corporate Library at Tata Consultancy Services, Hinjewadi Pune. The trainee officers were provided with hands on for advance Excel, Advance Google, e-Granthalay, Koha, D-Space along with various aspects and latest amendments and practical applications of rules under Public Libraries Act of Maharashtra.

Library Blog

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

Centre for Media and Publications

The Centre for Media and Publications was established in 2010 in our esteemed organization on was, It comprises of two units - Publications Cell and second 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. Professionals Experienced faculty members provide editorial support. Policy was framed white commissioning authors and payment towards 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, Designing and editing 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 publicizing the findings and recommendations of research reports related to Public / Development Administration and Management in Government in India and particularly in Maharashtra;
- To disseminate information about functioning of Public / Development Administration; relating to governmental schemes, programmes and policies
- To publicise the Academy's activities in the form of magazines , newsletters and brochures etc. in English and namely.

Sales and Marketing of Academy's Publication

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

Sr. No.	Month & Year	Total Subscribers of Yashmanthan	Total Subscribers of Ashwattha
1.	April 2014	33	5
2.	May 2014	46	9
3.	June 2014	28	5
4.	July 2014	74	12
5.	August 2014	76	2
6.	September 2014	26	5
7.	October 2014	28	5
8.	November 2014	20	3
9.	December 2014	106	8
10.	January 2015	59	3
Total		496	57

Activities: Journals Published

Journals Published during the year 2014 –2015

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 2014, July-September 2014, October-December 2014, January-March 2015 were published.

The area subjects covered in the issues were : Higher Education Tool for Women Empowerment, Women Development in Maharashtra, Swchaya Bharat Abhiyan, Micro Finance for Women, A Study of Field Realities in Wayanad District in Kerla, Need for a New Policy in Maharashtra, Microfinance Initiatives in India, Good Governance, Disaster Management Safe Workplace for Women Employee and the like.

2. Yashmanthan – Quarterly Marathi Journal

The title Yashmanthan quarterly periodicals publishes the new trends, methods, practices in public administration signifies the successful churning of developmental thought processes for social action. During the year, 4 issues – April-June 2014, July-September 2014, October-December 2014, January-March 2015 were brought out.

The major themes covered included Mulyavardhit Prashasan (Valuable Administration), E-Governance Project, Office Management, Comparison Study of Indian and Western Public Administration, Characteristic and Citizen Character, Challenges before administration, Index of Human Development in Marathwada and Vidharbha, Scheme regarding Make in India in Government

Sr. No.	Name of Journals	Period of Journals	No. of A4 Size Pages	Copies Printed	Copies Mailed
1.	Yashmanthan	April – June 2014	32	4000	2790
		July – September 2014	32	4000	2833
		October – December 2014	32	4500	3800
		January – March 2015	32	4000	2825
1.	Ashwattha	April – September 2014	36	1000	820
		October – December 2014	36	1000	741
		January – March 2015	36	1000	782

Activities: Newsletter Published

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

Sr. No.	Newsletters	Period of Newsletters
1.	YASHADA News	Oct-Nov2013
		Mar-Apr2014
		May –June2014
		July-Aug2014
2.	यशदा वार्ता	ऑक्टोबर – नोव्हेंबर २०१३
		डिसेंबर – जानेवारी २०१४
		फेब्रुवारी - मार्च २०१४
		जून – जुलै २०१४
		ऑगस्ट – सप्टेंबर २०१४

Activities: Books/Booklet Published

During the year 6 books were published viz

- 1) Kayada Mahiticha an Abhivyakti Swatantryacha (5000 Qty)
- 2) Maharashtra Nagari Seva (Shista va Apil) Niyam 1979 (1000 Qty)
- 3) Zero Pendency (500 Qty)
- 4) Manav Vikas Ahval 2012 (50 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).