



YASHADA

**YASHWANTRAO CHAVAN ACADEMY OF
DEVELOPMENT ADMINISTRATION**

ANNUAL REPORT 2015-2016

**Group Photo – YASHADA Officers and Staff
YASHADA Foundation Day 1 November 2015**



YASHADA



ANNUAL REPORT 2015-2016

**YASHWANTRAO CHAVAN ACADEMY OF
DEVELOPMENT ADMINISTRATION
YASHADA Campus, Baner Road, Pune 411007**

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YASHADA

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YASHADA Executive Committee Meeting held on 31 January 2016 at Hiware Bazar

ANNUAL REPORT 2015-2016

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YASHADA ANNUAL REPORT 2015-2016

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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 2015-16, Mr. Anand Limaye, IAS was Director General 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 2016 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 2015-2016 was 2317, comprising 5060 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%
2014-15	1418	93,278	84,358	90.43%
2015-16	2317	1,50,500	1,42,879	94.93%

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)

1. Introduction

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.

2. 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.

3. Training Activities :

(A) ATI :-

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.

List of programmes conducted is attached as **Annexure - II**



Joint Orientation Training Programme for IAS & IPS Officers (2013 batch)





Foundation Training Programme for IAS Officers (2014 batch)

Trainer Development Programmes of DoPT –

Total 07 training programme under Trainer Development Programmes were conducted during the year 2015-16 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.

List of programmes conducted is at **Annexure IV**

Total 109 officers were trained under these programmes.

State Category Training programmes (SCTP) Courses -

26 courses conducted during the academic year 2015-16 under SCTP. The entire training courses 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.

List of programmes conducted is attached at **Annexure- V**

Total 523 officers were trained under these programmes.

Training Programmes under ITP :

Introduction :-

Yashada had developed a 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 Sangli, Thane, Ahmadnagar, Jalna & Amaravati. 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.

Group Photo



Classroom Session



Group Photo- Amaravati



Open - Classroom session



Classroom Session



Classroom Session



Classroom Session



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. (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 week's group

B-Six week's group

C-Two week's 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)

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.

(B) 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 2015-16 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 dept;.
- List of programmes conducted is attached as **Annexure - I**

To build the Goa ATI

Yashada has given all the help to build an administrative training institute at Goa for the Goa government. All the intellectual support as well as administrative help has been extended by the Yashada to Goa government to build ATI at Goa for the training of officers of Goa government. The consultancy services are also been given to Goa ATI for the further continues development of Goa ATI.

Exposure visit of IAS officers of Kerala government –

Yashada has organized an exposure visit of IAS officers of Kerala government to Maharashtra (Pune). In this exposure visit Yashada made available to visit various places / various project / various success stories of Pune & PCMC corporation area. In this exposure visit the officers visited to Magarpatta city a mega town planning project, LAVASA a smart city project as well as various industrial development projects at PCMC MIDC area. As well as the officers from Kerala visited the water treatment plant, sewage water treatment plant.

Leadership Skills Programme -

In Yashada the leadership skills programmes organized for the senior officers of government of Maharashtra. This training program sponsored by DoPT, GoI. The leadership training programmes designed & developed by DoPT, GoI such a way to develop the leadership skills of government officers. Total three training programmes were conducted in Yashada during the academic year 2015-16.

(B) 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 2nd May to 27 June, 2015. This phase of the programme was attended by 85 probationary officers recently selected through Maharashtra Public Services Commission and (08 officers from last batch) recruited as Deputy Collector {31 (1 officer joined during Compulsory attachment phase)}, *Tahsildar* {26 (1 officer joined during Compulsory attachment phase)}, Dy. Superintendent of Police{18}, Dy. CEO/BDO for Rural Development department {7(1 officer joined during Compulsory attachment phase)}, Asst. Commissioner of Sales Tax {7 (3 officers joined during Compulsory attachment phase)}, and Assistant Director, Maharashtra Accounts & Finance Services {4(2 officers joined during Compulsory attachment phase)}.

The programme was inaugurated by Hon'ble Governor of Maharashtra, CH. Vidyasagar Rao, on Saturday, 2nd May 2015. Shri Swadheen Kshatriya, Chief Secretary, GoM and Mr. Anand Limaye, Director General, YASHADA had also deliberated in this inaugural session.

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.

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.

Phase	Duration	Dates of 1 st CPTP
Common Foundation Training	08 weeks	02/05/2015 to 27/06/2015
Compulsory Attachments *	06 weeks	29/06/2015 to 14/08/2015

Phase	Duration	Dates of 1 st CPTP
Department-wise Vocational / Technical Training (Phase-1)	08 weeks	17/08/2015 to 15/10/2015
Various sections-wise attachments through Departments (District Level on the job Training and Independent charge)	66 weeks	19/10/2015 to 03/03/2016
Maharashtra <i>Darshan</i> and Delhi Visit	04 weeks	06/03/2016 to 18/03/2016
Debriefing / Refresher and Evaluation of Probationary officers (Phase – II)	04 weeks	19/03/2016 to 01/04/2016

- 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.

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 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 an 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 the 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 :

Umeshchandra Sarangi, IAS (Rtd.)	State Sectoral Overview of Agriculture
Mafiul Hussain,	Human Rights Commission- Role, Functions
Sharad Borade	Citizen Charter
S. Chokaligam, IAS	Div. Commr., Pune Corruption
Uttam Kamble, Sr. Media Person	Social Justice
Asim Sarode	Role of Human Rights in Administration
Ajit Nimbalkar, Ex. Chief Sec., GoM	Do's and Don'ts for Officers
Vinita Singal, IAS	Child and Women Welfare
Arunima Sinha	Experience Sharing
Rajgopal Devra, Prin. Secy. Co-operation	Overview of Co-operative sector 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.

Foundation Training Admired by 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 2015 included, Dr. R. P. Pawar, Shri D. D. Deshmukh, Shri M.B. Mulay, and others.

Combined Probationary Training Programme



Inauguration by Hon.Governor of Maharashtra



Welcome to Hon. Chief Secretary GoM



Hon Addl Chief Secretary GoM



Hon Commissioner Education GoM



Ms. Arunima Sinha



Prize Winner



CPTP Batch 2015

(C) State Training Policy and Evaluation Agency :-

Training courses under Right to Service Act - 2015 -

Training courses were conducted all over the Maharashtra during 2015-16 on the subject “Right to Service act-2015”. The training courses conducted at all RATI & DATI. Total number of participants was 88,000. For the achievement of this training course in the very short period the GoI awarded to Yashada with special prize.

Training courses conducted at RATI & DATI –

Foundation, Refresher training courses conducted at six Regional Training Institute for the class-II officers of government of Maharashtra. And at District Training Institute for the class-III employees of the government of Maharashtra.

The training was given to the officers those who are newly recruited in the service specially those who are recruited after 2012-13 or those who have not received any type of training during their service.

The subjects for the training were selected which are useful in their day-to-day working. Through the training it is tried to build the image of department. Ultimately it builds the image of government.

At Yashada the training programme for various departments of Maharashtra government were arranged under STPEA. In this training programme Revenue, Education, Health, Animal Husbandry etc. departments have been covered. The training arranged for the departments as per their requirements for different periods.

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 Commissionerate, Maharashtra State
- Sales Tax Officers from Finance Department
- *Naib Tahasildars* Officers from Revenue Department
- Officers from Vocational Education and Training Department

Induction / Post promotional training Programme –

As per the 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.

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.

List of programmes conducted is attached at **Annexure III**

Training courses conducted for Mantralaya staff

Foundation / Refresher training courses organized for the various cadres of Secretariat of GoM. Clerk, Assistants, Asst. Desk Officers, Desk Officers, Stenographers, Higher Grade Stenographers, Under Secretaries etc. cadres covered under these training courses. Total 22 training courses conducted by Yashada and total 2053 Mantralaya staff has been trained under this training course.

List of programmes conducted is attached as **Annexure - VI**

Annexure – I
List of programmes conducted – Foundation Training

Sr. No.	Title of the Training Programme	Duration	Participants Attended
1.	Foundation Training Programme for Newly Recruited Govt. BC Hostel Warden under CESJ Dept;	02/05/2015 To 16/05/2015	30
2.	Foundation Training Programme for Newly Recruited Govt. BC Hostel Warden under CESJ Dept;	18/05/2015 To 02/06/2015	34
3.	Foundation Training programme for Class-I officers of Technical Education Department, Batch - 1	03/06/2015 To 20/07/2015	21
4.	Foundation Training Programme for Class-I officers of Technical Education Department Batch – 2	21/07/2015 To 10/08/2015	17
5.	Foundation Training Programme for Class I Officers of DES	10/08/2015 To 19/09/2015	08
6.	Foundation Training to the Newly Recruited Warden Government Backward Class Hostels	01/09/2015 To 19/09/2015	24
7.	Foundation Training Programme for Public Health Department	01/10/2015 To 31/10/2015	19
8.	Foundation Training Programme for Industry Officers (Technical)	22/02/2016 To 06/04/2016	12
Total :-			165

Annexure – II
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 (2013 batch)	10/06/2015 To 12/06/2015	16
2.	Debriefing Training Programme for IAS Officers (2013 batch)	15/06/2015 To 20/06/2015	08
3.	Foundation Course for IAS Probationers (2014 batch)	22/06/2015 To 01/08/2015	08
Total :-			33

Annexure III
List of Refresher Training Programme under State Training Policy

Sr. No.	Title of the Training Programme	Duration	Participants Attended
1.	Induction Training Programme for Promotee Under Secretary, Mantralaya of Govt. of Maharashtra	17/08/2015 To 28/08/2015	30
2.	Refresher Training Programme on Higher Stenographer, Mantralaya, Mumbai at Kundal	24/08/2015 To 28/08/2015	34
3.	Induction Training Programme for Promotee Under Secretary, Mantralaya of Govt. of Maharashtra	31/08/2015 To 11/09/2015	30
4.	Refresher Training Programme on Higher Stenographer Mantralaya, Mumbai at Kundal	31/08/2015 To 04/09/2015	32
5.	Foundation Training Programme for Clark Mantralaya, Mumbai at Kundal	05/09/2015 To 16/09/2015	59
6.	Refresher Training Programme on Higher Stenographer Mantralaya, Mumbai at Kundal	07/09/2015 To 11/09/2015	30
7.	Foundation Training Programme for Clark Mantralaya, Mumbai at Kundal	28/09/2015 To 09/10/2015	40
8.	Foundation Training Programme for Assistant Mantralaya, Mumbai at Kundal	28/09/2015 To 09/10/2015	62
9.	Refresher Training Programme on Higher Stenographer Mantralaya, Mumbai at Kundal	28/09/2015 To 02/10/2015	38
10.	Refresher Training Programme on Higher Stenographer, Mantralaya, Mumbai at Kundal	05/10/2015 To 02/10/2015	43
11.	Refresher Training Programme on Higher Stenographer, Mantralaya, Mumbai at Kundal	12/10/2015 To 16/10/2015	42
12.	Foundation Training Programme on Assistant, Mantralaya, Mumbai at Kundal	12/10/2015 To 23/10/2015	53
13.	Foundation Training Programme on Clark, Mantralaya, Mumbai at Kundal	12/10/2015 To 23/10/2015	66
14.	Foundation Training Programme for Clerk Mantralaya Mumbai at Kundal	26/10/2015 To 06/11/2015	110
15.	Induction Training Programme for Desk Officer Mantralaya Mumbai at Kundal	26/10/2015 To 06/11/2015	39
16.	Refresher Course for Asst. Charity Commissioner	02/11/2015 To 06/11/2015	25
17.	Refresher Training Course for officers of Land Records Department	02/11/2015 To 06/11/2015	30
18.	Refresher Training Programme on Assistant Mantralaya,	16/11/2015 To	92

Sr. No.	Title of the Training Programme	Duration	Participants Attended
	Mumbai at Kundal	20/11/2015	
19.	Refresher Training Programme on Clerk Mantralaya, Mumbai at Kundal	16/11/2015 To 20/11/2015	90
20.	Refresher Training Course for Tahsildars	21/11/2015 To 25/11/2015	30
21.	Refresher Training Programme on Clerk Mantralaya, Mumbai at Kundal	23/11/2015 To 27/11/2015	78
22.	Refresher Training Programme on Assistant Mantralaya, Mumbai at Kundal	23/11/2015 To 27/11/2015	85
23.	Refresher Training Programme on Clerk Mantralaya, Mumbai at Kundal	30/11/2015 To 04/12/2015	83
24.	Refresher Training Programme on Assistant Mantralaya, Mumbai at Kundal	30/11/2015 To 04/12/2015	62
25.	Refresher Training Course for Deputy Collectors	30/11/2015 To 04/12/2015	25
26.	Post Promotional Training Programme for Officers of Land Records Department	17/12/2015 To 31/12/2015	25
27.	Induction Training Programme for Promotee Dy. Secretary, Mantralaya of Govt. Of Maharashtra	11/01/2016 To 22/01/2016	30
28.	Refresher Course for DLFA Officers	15/02/2016 To 19/02/2016	30
29.	Foundation Training Programme for Industry Officers (Technical)	22/02/2016 To 06/04/2016	12
30.	Refresher Course for DLFA Officers	14/03/2016 To 18/03/2016	30
Total:-			1435

Annexure IV
List of Trainer Development Programmes of DoPT

Sr. No.	Title of the Training Programme	Duration	Participants Attended
1.	Systematic Approach To Training (SAT)	18/05/2015 To 20/05/2015	13
2.	Mentoring Skills (MS)	22/06/2015 To 24/06/2015	14
3.	Evaluation of Training (EoT)	06/07/2015 To 10/07/2015	13
4.	Facilitation Skills (FS)	02/11/2015 To 04/11/2015	23

5.	Direct Trainer's Skills	07/11/2015 To 11/11/2015	18
6.	Design of Training (DoT)	14/12/2015 To 18/12/2015	15
7.	Design of Training (DoT)	11/01/2016 To 15/11/2016	13
Total :-			109

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	06/04/2015 To 08/04/2015	07
2.	Training Course on Court Procedure	06/04/2015 To 08/04/2015	25
3.	Role of Media in Good Governance	06/04/2015 To 08/04/2015	19
4.	Training on Use of information & Communication Technology (ICT) in Government	28/12/2015 To 30/12/2015	30
5.	Training Course on <i>Sevottam</i>	01/02/2016 To 03/02/2016	13
6.	Training Course on Change Management	16/04/2015 To 18/04/2015	28
7.	Training Course on Ethics and Values in Public Governance	11/05/2015 To 13/05/2015	11
8.	Role of Media in NGOs Work	21/05/2015 To 23/05/2015	33
9.	Training Course on Vigilance and Various Watch Dog Agencies	08/06/2015 To 10/06/2015	28
10.	Training Programme on Right to Information Act, 2005 & Maharashtra Public Record Act, 2005.	08/06/2015 To 10/06/2015	14
11.	Project Management	22/06/2015 To 24/06/2015	25
12.	Training Programme on Right to Information Act, 2005 & Maharashtra Public Record Act, 2005.	22/06/2015 To 24/06/2015	25
13.	Training on Use of information & Communication Technology (ICT) in Government	29/06/2015 To 01/07/2015	21
14.	Training Course on Effective Administration and Management	20/07/2015 To 22/07/2015	25
15.	Training Course on Ethics and Values in Public Governance	27/07/2015 To 29/07/2015	11
16.	Training Course on Office Administration and Office Procedure	03/08/2015 To 05/08/2015	19
17.	Training Course on Vibrant Governance	10/08/2015 To 12/08/2015	20
18.	Training Course on Civil Services Rules	02/11/2015 To 04/11/2015	04

Sr. No.	Title of the Training Programme	Duration	Participants Attended
19.	Training Course on Right to Information Act	14/09/2015 To 16/09/2015	23
20.	Project Management	21/09/2015 To23/09/2015	14
21.	Training Course on Total Quality Management	18/01/2016 To 20/01/2016	21
22.	Training Course on Ethics and Values in Public Governance	19/10/2015 To 21/10/2015	25
23.	Training on Publishing Contents on the Internet	29/10/2015 To 31/10/2015	17
24.	Training & Education	16/11/2015 To 18/11/2015	25
25.	Training Course on Office Administration & Office Procedure	21/12/2015 To 23/2/2015	15
26.	Training Course on Communication and Presentation Skills	28/12/2015 To 30/12/2015	25
Total :-			523

Annexure- VI
List of programmes conducted for Mantralaya Staff

Sr. No.	Title of the Training Programme	Duration	Participants Attended
1.	Induction Training Course for Promotee Under Secretary	17-28 August, 2015	30
2.	Refresher Training Course for Higher Grade Stenographer	24-28 August, 2015	34
3.	Refresher Training Course for Higher Grade Stenographer	31 Aug. – 04 Sept; 2015	32
4.	Induction Training Course for Promotee Under Secretary	31 Aug. – 11 Sept; 2015	30
5.	Foundation Training Course for Clerk	05-16 Sept; 2015	59
6.	Refresher Training Course for Higher Grade Stenographer	07-11 Sept; 2015	30
7.	Foundation Training Course for Clerk	28 Sept; - 09 Oct. 2015	40
8.	Foundation Training Course for Assistants	28 Sept; - 09 Oct. 2015	62
9.	Refresher Training Course for Higher Grade Stenographer	28 Sept; - 02 Oct. 2015	38
10.	Refresher Training Course for Higher Grade Stenographer	05-09 Oct. 2015	43
11.	Refresher Training Course for Higher Grade Stenographer	12-16 Oct. 2015	42
12.	Foundation Training Course for Assistants	12-23 Oct. 2015	53

13.	Foundation Training Course for Clerk	12-23 Oct. 2015	66
14.	Refresher Training Course for Assistants	1-23 Oct. 2015	42
15.	Foundation Training Course for Clerk	26 Oct. – 06 Nov. 2015	110
16.	Induction Training Course for Desk Officers	26 Oct. – 06 Nov. 2015	39
17.	Refresher Training Course for Assistants	16-20 Nov. 2015	92
18.	Refresher Training Course for Clerk	16-20 Nov. 2015	90
19.	Refresher Training Course for Clerk	23-27 Nov. 2015	78
20.	Refresher Training Course for Assistants	23-27 Nov. 2015	85
21.	Refresher Training Course for Clerk	30 Nov. – 04 Dec. 2015	83
22.	Refresher Training Course for Assistants	30 Nov. – 04 Dec. 2015	62
Total :-			2053



Taking the oath during Right to Services Act Training at Mantralaya, Mumbai

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.

Main themes of Training :

- GPDP involving plan and new initiatives of trainings of EWRs under Krantijoti.
- Backward Region Grant Fund (BRGF) and evaluation of CB&T activity
- Integrated Watershed shed Management Programme
- NIRD, ETCs and Regional GTCs/PRTC/CTC
- 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.
- Empowerment of Women. / Sustainable Development.
- E-Governance for Rural Development.
- PESA and building awareness amongst the functionaries in scheduled areas.
- Centre for Co-operative Training and Research (CCTR)
- Studies on nutritional states and cognitive development
- Workshop on BFHI of Children
- PGDRM
- Module Preparation on NRM Capacity Building & Training in water supply & Sanitation Child Friendly Panchayat.
- SAGY Training
- NIRD Networking Programmes

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.

Watershed component is now a part of PRADHAN MANTRI KRISHI SINCHAYEE YOJANA (PMKSY). The Illustrative Activities of PMKSY are : (A) Water Harvesting Structures such as Check Dams, Nala Bund, Farm Ponds, Tanks etc.

(B) Capacity Building, Entry Point Activities, Ridge Area Treatment, Drainage Line Treatment, Soil and Moisture Conservation, Nursery Raising, Afforestation, Horticulture, Pasture Development, Livelihood Activities for the Asset- less Persons and Production System & Micro Enterprises for Small and Marginal farmers etc.

(C) Effective Rainfall Management like Field Bunding, Contour Bunding/Trenching, Staggered Trenching, Land Leveling, Mulching etc.

Capacity Building & Training for Ongoing Projects:

Given below are the details and information about 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)
- Hariyali Project

Activities at WMC:

- Preparation of training Modules: WMC has developed 08 training modules for IWMP, One Module for Hariyali project, 04 modules for RIDF and 01 for WGD Programmes.
- WMC has Prepared 05 Case Studies under IWMP Project viz. Kinni, Tal. Deglur, dist. Nanded, Tringalvadi, Tal. Igatpuri, Dist. Nasik, Pangaon, Tal. Renapur, Dist. Latur, Virshet Tal. Kalvan, Dist. Nasik and Veruli Tal. Pachora, Dist. Jalgaon
- Out reach programmes for RTS (STP) and various subject by State Resource Organization.
- Inhouse Training Programme of IWMP, STP Agri. Dept. for Grade A Officers and NIRD & PR.

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), Western Ghat Development Programme (WGDP) and Hariyali Project. 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

In Year 2015-16, YASHADA continued with responsibility of YASHADA & SRO Level Training Programmes. 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)

Target Group/Stakeholders of Watershed Management Centre, SIRD

- State, Division, District and PIA level functionaries
- Master Trainers
- State and District Resource Organizations representatives
- Watershed Cell cum Data Centre (WCDC) 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"> • Induction and Refresher Training Program • Training Need Analysis Workshop • Review Workshop • Livelihood Training Programme • Watershed Treatment Techniques • Exposure visit • Jalsaksharta (Water Literacy) • Training Programme – NIRD & PR 	<p>Grade- A Officers, Agri. Dept.</p> <p>Agri. Dept. Officers & Master Trainers</p> <p>Master Trainers from SRO, DRO and PTO</p> <ul style="list-style-type: none"> • APM, DPM, PIA • APM, DPM, PIA • APM, Dy. Director, GIS Expert • ZP Officers, Master Trainers • Executive Engg., Project Manager (IWMP) & District Superintending Officer, Project Manager (IWMP) & District Superintending Officer, District Animal Husbandary Officer, Sr. Geologist, Dy. Director, Dy. Conservator of Forest, NGO MT etc.
STATE	State Resource Organizations	<ul style="list-style-type: none"> • Livelihood • Agriculture Engineering • Agriculture Management • Social Mobilization • Agriculture Engineering (Part-2) • Remote Sensing/ GIS, GPS 	<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 level trainings

YASHADA CONDUCTS WORKSHOP, LIVELIHOOD & WATERSHED TREATMENT TECHNIQUES TRAINING PROGRAM FOR PIA AND VSLNA MEETINGS



IWMP Vasundhara's Quarterly Magazine Inauguration and Meeting



Nodal Officer's Workshop under IWMP



Watershed Training Program

YASHADA level trainings

YASHADA CONDUCTS COURSES LIKE STP- INDUCTION TRAINING & NIRD TRAINING PROGRAM AND JAL SAKSHARATA WORKSHOP.



Watershed Training and Magazine Inauguration Program



Livelihood and Watershed Training Program

State Resource Organizations (SROs)

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

SRO level trainings:



SRO Training conducted under IWMP

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

Online Feedback Various SRO Training’s including all subject Under IWMP, WMC, YASHADA.

ALL SURVEYS				Search titles
TITLE	MODIFIED	RESPONSES	ACTIONS	
SRO Livelihood (WMC) Created 08/22/2012	02/26/2016	1803		
SRO Social Mobilisation (WMC) Created 08/22/2012	02/20/2016	1348		
SRO Agriculture management (WMC) Created 08/28/2012	02/14/2016	977		
SRO Agriculture Engineering (WMC) Created 09/12/2012	02/11/2016	964		

Development of Training Modules

Modules Preparation activities-

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
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	Water management & crop management (Work Phase)
23	Exit Protocol (Batch 01 & 02)
24	Watershed Treatment Techniques
25	Jal Saksharta

Modules and Posters for IWMP, WGDP and RIDF 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

Modules Printed

Year 2015-16

23. Motivation
24. Agriculture Engineering Part - 2 (RIDF & WGDP)
25. Project and Finance Management (RIDF & WGDP)
26. District Level Orientation Training Programme
27. PRA
28. Sanstha vavsthapan & sashakiy yojnecha ektrikaran
29. Consoldation and Withdrawl Pahse
30. Watershed Treatment Techniques

Watershed Management Centre Physical Target & Achievement

The table below shows the total training programme and total training participants target and achievement for all programmes of STP, IWMP, RIDF, WGDP, DoLR (NIRD) and Hariyali Project..

Table 1: Training Programmes Conducted and Participants Covered			
Year	Target/ Achievement	Total Target	
		Participants	Programmes
2015-16	Target	9101	192
	Achievement	7254	184

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 & Refreshers Training Program (STP) :

Induction & Refreshers Training (STP) for Promoted Class-1 Officers form Agriculture Department like Project Deputy Director (Agri.) Department Officer Divisional Agri. Officer, and project officer etc. was done.

Out of 30, the 28 participant was attended during Induction Training Program (Dt.09 to 23 July 2015) conducted at MDC, Yashada. Under Refreshers Training (three), total participants were covered. 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 lizaning Agriculture tourism and employment generation opportunity need water management and agri. procurement procedure etc.

Hariyali Training Program :

Under Hariyali project, six workshops were conduced on subject Jal Saksharata (Water Literacy) for Various ZP Officers and NGO, NGO Master Traininers. In this type workshops, total 113 participants were covered. Also the module on Jal Saksharta content is ready.

Orientation workshop for newly appointed CEO's of Zilla Parishad.

The functioning of Zilla Parishad involves legal, administrative, and financial issues. The concepts about various development schemes, poverty alleviation, education, health, employment. Generation and livelihood need continuous updation considering the emerging trends in the world. The CEOs in the Zilla Parishad are appointed by the State Government, either from directly selected IAS officers or from officers who are promoted in the IAS. There is a need to orient these officers with the functioning of Zilla Parishad immediately after their inception.

The orientation workshop for these newly appointed CEOs was conceived at YASHADA level. It was also approved and supported by Additonal Chief Secretary (Services) and Principal Secretary-Rural Development & Panchayati Raj. Dr. K.M. Nagargoje, DDG YASHADA took initiative for successful conduction of workshop.

The orientation workshop was organized on 11th & 12th May and 14th to 16th September 2015 in YASHADA. Eminent persons and reputed faculty from the field of panchayati raj, rural development, administration, health, education and livelihood delivered their lecture during the workshop. The CEOs expressed satisfaction on the inputs given in the workshop and reiterated a need to organize training at regular intervals.



Siting row L to R :- 1) Smt. Leena Bansod, Addl. CEO,NRLM, 2) Mr.Girish Bhalerao, Dy. Seretary,Govt.of MH, 3) Dr. Nagargoje K.M.,DDG,Yashada, 4) Hon.V.Giriraj, Principal Secretary, Govt.of MH,5) Dr.Hemant Vasekar, Director,SIRD 6)Mr.R.V.Nimbalkar,CEO, ZP, Bhandara7) Mr. Ankush Bagate, Dy.Director, RGPSA

1st Standing row L to R :- 1) Smt. Nidhi Choudhari, Asstt. Collector,Raigad 2) Mr. Shekhar Singh, CEO, ZP Sindhudurg 3) Mr.Shantnu Goyal, Asstt. Collector, Rajura 4) Mr. Laxminarayan Mishra, Asstt. Collector, Jalna 5) Mr. Deepak Singla, Asstt.Collector, Umarchhed 6) Mr.Arun Dongre, CEO, ZP Solapur, 7) Mr. Ganesh Patil, CEO ZP Washim 8) Mr. Nitin Patil ,CEO,Satara 9) Mr. Dinkar Jagdale,CEO,ZP Latur 10) Mr. Mahendra Kalyankar, CEO, ZP Chandrapur 11) Dr. Kunal Khemnar, Asstt. Collector, Kolhapur 12) Mr. Ravindra Binwade, Asstt. Collector, Degloor 13) Mr. Dinesh Salve, 14) Mr. Amar Dhale 15) Smt. Rajani Gholap



मुख्य कार्यकारी अधिकारी, जिल्हा परिषद
संवेदन कार्यशाळा, यशदा, पुणे
दिनांक ११ व १२ मे, २०१५



श्री. सचिनजी वडे, श्री. अंजना वगडे, श्री. शिरीष शिंदे, श्री. विमल वडके, श्री. शिरास रघु, श्री. संजय मोहन, श्री. विजय सुतोले, श्री. डी.टी. शिंदे, श्री. डी. एस. जाधव, श्री. एच. सुब्रह्मण्य, श्री. उमर वडे, श्री. अश्विनीकु वडे, श्री. अशोक घोंटे, श्री. डी.टी. गवारे, श्री. ललित लोखंडे, श्री. कर्तवीरज उमर, श्री. एम. देवेंद्र शिंदे, श्री. अश्विनीकु सुभेदार, श्री. जी. श्रीवांग, श्री. काशनाथ घोंटे, श्री. सुदीप भास्करावडे, श्री. विनाय लखडे, श्री. सुनील काळकर, श्री. सुनील पाटील, श्री. संजय. गणपतीकर, श्री. सुभाष सुंदरे, श्री. आर.टी. वडे, श्री. हेमंत लोखंडे.

राज्य प्रशिक्षण धोरणांतर्गत महाराष्ट्र विकास सेवेतील वर्ग - २ मधून वर्ग - १ मध्ये पदोन्नती झालेल्या
अधिकाऱ्यांचे पदोन्नतीनंतरचे प्रशिक्षण कार्यक्रम कालावधी :- दि. २२ जून ते ०४ जूलै २०१५



Siting row L to R :- Mr. Wani Nandkumar, Smt. Anita Mahiras, Asst. Proessor, Hon. Dr. K.M. Nagargoje, IAS, DDG, YASHADA Dr. Sudhir Bhatlawande,
1st Standing row L to R :- Mr. Dinesh Salve, Coordinator, YASHADA, Mr. Patait Ashok, Mr. Latthe Ashok, Mr. Jadhav Subhash, Mr. Prabhe Yanshivraj , Mr. Tonape Milind, Mr. Ramod Gangadher, Mr. Mhatre Vinayak
2nd Standing row L to R:- Mr. Ahire Rajendra, Mr. Aaltekar Sanjay, Mr. Ghuge Dnyanprakash, Mr. Ingole Dilip, Mr. Yadav Vijay, Mrs. Kamble M. S.

राज्य प्रशिक्षण धोरणातर्गत महाराष्ट्र विकास सेवेतील वर्ग - 2 मधून वर्ग - 1 मध्ये पदोन्नती झालेल्या अधिकाऱ्यांचे पदोन्नतीनंतरचे प्रशिक्षण कार्यक्रम (BDO & Dy. CEO) कालावधी :- दि. २४ ऑगस्ट ते ०५ सप्टेंबर २०१५



Sitting row L to R :- . Smt. Nilam Gade, Mr. Hanumant Kulkarni, Mr. Ankush Bagate, Smt. Anita Mahiras, Course Director, Smt. Alka Shirasath
1st Standing row L to R :-, Mr. Vinod Khedkar, Mr. Sunil Tadas, Mr. Harkal V.R., Mr. Kiran Jadhav, Mr. Phadke R.A, Mr. Patil C.B, Mr. Rajendra Paradkar
2nd Standing row L to R:- Mr. Dinesh Salve, Coordinator, YASHADA ,Mr. Guhe S.B. Mr. Sherkhane Nandkishor,
Mr. Raibole Balasaheb Mr. Gaikwad S.M., Mr. Iskape Sudam, Mr. Prakash Dabhade

Backward Regions Grant Fund (BRGF) 2015-16

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 2015-16 following components are being implemented by BRGF Cell, SIRD.

Key activities during 2015-2016

Capacity building training for ERs and Functionaries of PRIs:

I. Under Refresher Course: Under this Refresher Course, Ahmednagar and Gadchiroli had conducted Decentralized Training programme for Elected Preventative and Functionaries of Panchayat Raj Institute on their cluster level. This training programme was specially designed according to Integrated District Planning.

Under *Refresher course* 3870 participants were trained. The physical progress is as shown in Table.

District	Trained Elected Representatives	Trained Functionaries	Total Trained
Ahmednagar	920	947	1867
Gadchiroli	1313	690	2003
Total	2233	1637	3870

II. ICT Skill Training: SIRD conducted ICT Skill Training Programme on cluster level for Grampanchayat Members and Officials through MahaOnline Lmt in 12 BGRF districts. It was one day Training Programme. This training supports to prepare GP level Development Plan. It was linked with 2nd Cluster Level workshop on Decentralized Planning.

Training Objective:

- 1) To give orientation Plan Plus, Action Soft, Priya Soft and Social Audit.
- 2) To convey the information about the Grampanchayat Integrated Database and its structure and application.
- 3) To motivate to prepare Grampanchayat Database for District Decentralized Planning Process
- 4) To upgrade the Grampanchayat Technical Support.

Context:

- 1) Grampanchayat Integrated Database and its structure and application.
- 2) Application and Operation of Plan Plus, Action Soft, Priya Soft and Social Audit
- 3) Computer Basic Information

Under this Training Program trained 20338 Participant through 4520 GP's.

The physical progress is as shown in Table.

Sr. No.	District	GP Covered	Elected Representatives	Trained Functionaries	Total Trained
1)	Ahmednagar	378	429	1271	1700
2)	Aurangabd	486	831	1354	2185
3)	Dhule	173	226	552	778
4)	Chandrapur	480	658	1504	2162
5)	Nandurbar	165	150	594	744
6)	Gadchiroli	280	312	946	1258
7)	Hingoli	363	497	1136	1633
8)	Nanded	572	646	1926	2572
9)	Bhandara	467	669	1432	2101
10)	Gondia	422	555	1344	1899
11)	Yavatmal	340	400	1130	1530
12)	Amravati	395	355	1421	1776
Total		4520	5728	14610	20338

ICT Training Programme at Bramhpuri, Chandrapur Date:28/05/2015



III. SATCOM (YASHWAHINI-Interactive Satellite Training)

- Interactive Satellite based training uses a dedicated satellite channel (provided by the ISRO) for beaming programmes to specified centers for being viewed by trainees. Each reception center is equipped with a talk back facility which enables trainees to ask questions to recourse persons located at the central studio. Replies given by such studio based recourse person can be heard over the entire network. Satellite transmission, when combined with face to face participatory training methodology provides a intermixed programme combining the triggers provided by a central audio visual programme, with facilitation provided by appropriately oriented recourse persons at the local training centers. Large number of trainees can be rapidly and effectively covered through this composite approach.
- A Satellite-based Training has been under taken at SATCOM Center, at YASHADA. This facility is linked with ISRO and DECU (Department of Communication through Education Channel). For the purpose ISRO has provided free bandwidth to the earth station (HUB) for Maharashtra State at Yashwantrao Chavan Maharashtra Open University, Nashik. A dedicated telephone lease line of 2 mbps connects the link between Yashada studio and YCMOU, Nashik Hub. The YCMOU Nashik Hub connects to Satellite and through Satellite all SITs (Satellite Interactive Terminals at all District headquarters of all BRGF Districts and all 126 Panchayat Samitis under these Districts are connected through the TRAIN-NET software and transmits the video and audio relayed by Yashada studio. The Districts covered in BRGF are Ahmednagar, Aurangabad, Amravati, Bhandara, Chandrapur, Dhule, Gadchiroli, Gondia, Hingoli, Nanded, Nandurbar, Yewatmal.
- The Sarpanch and VP members and staff of Panchayat Samiti are benefited with the system. The Studio at Yashada is assisting and guiding for accountability and procedural part of VPs etc. The MGNREGA is also reflecting better performance at village level.
- This technology useful for mass training. It is also way video/audio communication system; the trainees need not to come at training institute for attending training. Also this facility is very much useful for conducting workshop, review meetings, video films etc. Trainee can ask questions directly from remote blocks to faculty at YASHADA studio, physically they can see each other on each video screen and other SITs can also visualize the conversation.
- **The important sessions we took so far are on upto March 2016.**
 1. BRGF-capacity building programme outline
 2. Micro planning concept
 3. Sarpanch Parishad for Effective Service Delivery in Gram Panchayat. Concept & Road map.
 4. Functional literacy for elected representatives.
 5. IT awareness programme.
 6. Integrated Watershed Management programme.
 7. Village Sanitation.
 8. Provisions under Mumbai Grampanchayat Act & rules.
 9. Unicode-Use of software

10. National Rural health mission
11. National Rural livelihood mission
12. Sanskar Bharti Abhiyan,
13. Women's Day program
14. Best practices in BRGF villages
15. Lab to Land Programme initiative.
16. BRGF review meetings, Legislative work
17. Rajmata Jijau mission, Video Based Teachers Training Program

Physical Report – 2015-16

Year	Total Programme	Participants
2015-16	19	9487

Review Meeting Under BRGF



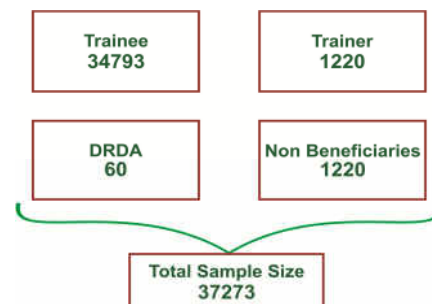
Video Based Teachers Training Program (IIT Bombay)





IV. Certificate Course Of Panchayat Raj (CCPR)

According to implementation of BRGF, it focused on participatory Village Development Plan and Distract Development Plan. For this sustainable development growth, project required skilled manpower as well as experts of rural development. For this purpose MoPR and Yashada started this course in 2010 and implemented in 12 districts. Total 189 participants took admission for this certified course and passed -142.



Yashada conducted total three examinations in the period of 2010 to 2015. Last Examination has conducted at Aurangabad on 19 to 21 November, 2015.



V. Evaluation Of BRGF (Capacity Building & Training)

MoPR Suggested to YASHADA regarding Evaluation of BRGF (Capacity Building & Training). At this background YASHADA decided to complete the evaluation in 2014-15. Dilasa completed the evaluation of CB & T under BRGF. The process of selection for EOI was through a presentation which was made in front of the authorities from YASHADA. The selection process was a very transparent process which comprised of grading the shortlisted organizations on the following purpose:

The purpose of seeking the Expression of Interest (EoI) is to assess Bidder's offerings and experiences, assess capabilities /technical competencies and short list potential Agencies for empanelment for carrying out work of Evaluation of Training/Capacity Building programs completed and being conducted by Yashada.

1. Process:

1.1 Sample size finalization

Elected representatives and functionaries of local self-government trained under BRGF programme in 12 districts (Aurangabad, Amrawati, Ahmednagar, Bhandara, Chandrapur, Dhule, Gondia, Gadchiroli, Hingoli, Nanded, Nandurbar and Yavatmal) were obtained from YASHADA on the basis of which the stratified sample size was finalized. The stakeholders were finalised to be as follows:

- i. Trainees**
 - a. Gram Panchayat members
 - b. Gram Panchayat officials
 - c. Zilla Parishad members
 - d. Zilla Parishad officials
 - e. Panchayat Samiti members
 - f. Panchayat Samiti officials
 - g. Nagar Palika members
 - h. Nagar Palika officials
 - i. Mahanagar Palika members
 - j. Mahanagar Palika officials
- ii. Trainers**
 - a. YASHADA level
 - b. NGO level
- iii. DRDA officials**
 - iv. Non-beneficiaries

For the purpose of evaluation and to achieve the target of covering approximately 36000 stakeholders through the study, it was decided to tap 16.5% of the total GP members, 10% of the total ZP officials and 50% of the rest of the stakeholders who were provided training under BRGF. Considering the same percentage figures, the total number of stakeholders totals to 37273 which is excluding the Focus Group Discussion (FGD), the unit of which will be the gram panchayat. Adding the total number of GPs (5040) to the sample size gives the target of 42313.

2.1.1 Rationale for sample size selection

The rationale for selecting the sample size lies within the target to reach approximately 40000 stakeholders for evaluation purpose. At the village level, GP members were covered under maximum number of trainings and therefore it became pertinent to consider less number of GP members and emphasizing on covering all the stakeholders for unambiguous evaluation. Consequently, it was decided to consider 16.5% of the total GP members and 50% of all other stakeholders for evaluation of CB&T. Another criterion for selection of sample size was:

Training year: BRGF was initiated in the year 2007 and trainings have been imparted from 2008 to 2015. Trainings considered for evaluation are from

- a. 2011 to 2015. The criterion for selection of trainees is that as the year progresses, the number of trainees increase.
- b. **Training course:** Emphasis is on covering the trainees who were provided training under all the three courses under BRGF.

2.2 Criteria of selection of Gram Panchayats

Following are the basis on which the GPs have been considered for evaluation under CB&T:

- a. Population size of the GPs obtained from the AAP available with the DRDA office,
- b. SC and ST population of the village
- c. Number of trainings conducted under BRGF
- d. Geographical location of the GP
- e. Accessibility of the village

The above practice of mapping down the GPs was done with the help of the representatives from NGOs who have imparted training at the village level. This is important since they are well acquainted with the geographical situation of the block and the villages.

On the basis of the mapping and finalization of the villages, the roadmap for the evaluation visit is also discussed upon which will be followed. On an average, four days per taluka have been assigned for completing the evaluation of 300 members/officers per taluka.

2.3 Data collection:

2.4.1 Secondary data collection was the initial step which started with the collection of data at three different levels:

(i) **YASHADA level-**

- a. Collection of data related to BRGF project,
- b. Total number of trainees provided training under BRGF,
- c. List of trainees who were trained at

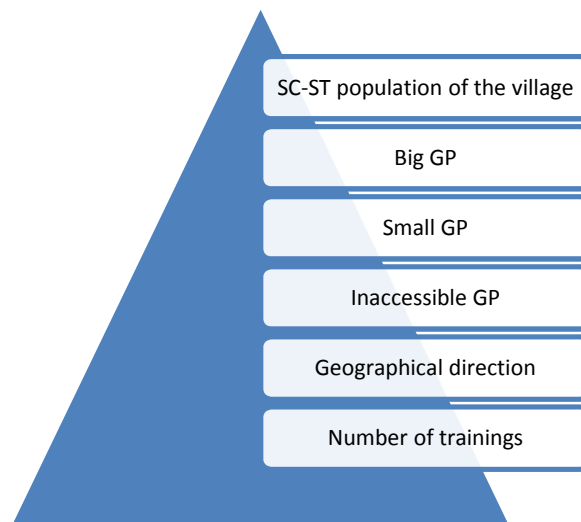
YASHADA level

(ii) **DRDA level-**

- a. Collection of annual action plan (recent copy made for BRGF which contains SC-ST population which is required for selection of GPs and preparation of roadmap)

(iii) **NGO level-**

- a. Data regarding the number of trainings provided,
- b. Data consisting of the attendance of the trainees
- c. Data required for mapping of the GPs
- d. Data necessary for preparation of roadmap
- e. List of trainers working with the NGO
- f. Details of list of trainees



2.4.2 Primary Data Collection:

Tools for primary data collection namely, questionnaire, FGDs, interviews, success stories and good practices, were selected. The thought process for designing the data collection tools can be depicted as follows:

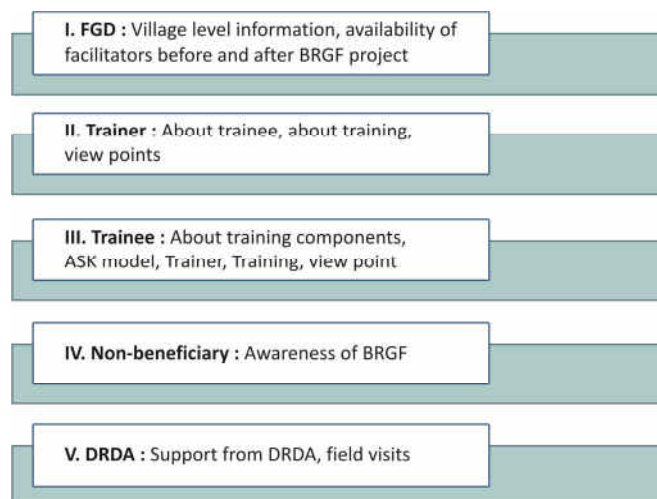


Figure 1: Rationale behind capturing the responses of different beneficiaries

Primary Data collection tools: Hard copy and on mobile based application

For ease of saving time invested during data feeding of the data collected, mobile application software was developed in-house at Dilasa. The main intention of developing the app was direct uploading of data on the server which is finally obtained in an excel sheet. This app was developed using Open Data Kit (ODK), which is an open source platform. Questionnaires were coded and then uploaded on the mobiles. Questions were interlocked so as to make available all the responses. Questionnaire was also formulated in the regional language for ease of collection of data at field level.

Real-time mapping in server through mobile application:

Importance of capturing real time mapping in server: GPS coordinates of the field coordinators are captured through the mobile application developed for capturing responses of stakeholders during evaluation. Real time mapping helps in determining the area of the respondent in which he/she is currently located.

It also helps in verifying if and when the field coordinator has visited the GP for collection of data. Simultaneously all the metadata of the person collecting the data is generated on a real time basis and stored in the server. Real time mapping also helps in generating accurate data and with the insights of real time mapping, one can look forward to getting information which cannot be tapped using manual forms.

2.4 Unbiased evaluation: Steps taken

To be unbiased in the data collection, Dilasa adopted several steps. The following figure depicts the methods adopted at different levels for an unbiased approach during the data collection for evaluation:

2.4.1 Random calls to respondents: On the basis of the contact details provided, calls were made to the respondents for verification of the data collected by the field coordinators.

2.4.2 Random visits to the GP: Visits to GPs have been scheduled after the collection of data to verify the data collected from the GP

2.4.3 Pen recorder to validate data: Recording the data collection while in process to make sure that the field coordinator is collecting the data honestly and that the same can be verified at Dilasa level and YASHADA level.

2.4.4 Random checks during data feeding: A third person is constantly checking the data when it is being fed into the computer by the data operator/manager. This is to make sure that the data being fed is as it is in the forms in which data has been collected.

2.4.5 Video capturing: Systematic interviews are also being captured by the coordinators so as to verify their presence in the field and evaluate in an unbiased manner about the data being collected. Video clipping would also mean that the efforts have been put in the developmental works which is an impact of good training imparted under BRGF.

2.4.6 GPS validation: Data collection through mobile application involves capturing the site's location which also verifies the number of talukas covered and helps in maintaining that the sampling was not random.

2.4.7 By-default check in mobile application software: Mobile application software developed in-house in Dilasa also captures the meta-data on several scales such as:

- The total time taken by the coordinator to collect the data
- It restricts the coordinator to skip to the next question prior to filling the current response
- It also helps capture the signature of the respondent so as to verify the identity of the respondent.
- Data Validation
- It was decided to begin the data collection on a pilot basis for gauging the issues cropping up during data collection which can be mitigated in the future. For the same, it was decided to start the pilot with Aurangabad district which has nine talukas.
- Data validation becomes important so as to make sure that the data is useful in the appropriate context.
- The following components were identified during the pilot project of evaluation conducted in Aurangabad district:
- Originally, the questionnaire was drafted only in English as the primary language. This became difficult to manage at two levels:
- The members/ officials of GP who were keen to understand the questionnaire weren't able to do so.
- Due to this, the members/officials of GP were hesitant to provide responses/ signatories on the form which was important for verifying their identity.
- It was therefore decided to draft the questionnaire in the local language for ease of understanding. This fact was also considered during the formulation of mobile application in which, the mode of language was planned to be both: English and Marathi.
- The responses were captured in the hard copy of the questionnaire by the field coordinators which also had several incomplete responses. To overcome this, it was decided to formulate the mobile application in which the questions were interlocked and the responses became mandatory to skip to the next question.
- To tap the overall target of about 36000 respondents it was earlier decided to consider the sample population to be of about 3000 respondents per district. As an outcome of the pilot study, it was discussed with the field team and core team about the relevance of considering district-based targets. Through the discussions, it was finalized to consider taluka-based target of 300 GP members/officials wherein if the size of the district in terms of number of talukas is more, the respondents covered would be more.
- Validations in context of appropriate responses in case of the evaluation under CB&T are most essential. Therefore the questionnaire drafted was first tested on a pilot basis before finalization and accordingly changes were inculcated in the final questionnaire.
- Data is also validated at several instances during data feeding at the operator level during which validation takes place by a third party who is making random checks and at the same time by the core team members
- who verify the responses and the type of variable that the response fits into.

Success stories

- The components upon which success stories from each district were to be based are as follows:
 - 1) IPRC hall
 - 2) Gramyashwarta newsletter
 - 3) Exposure visits
 - 4) TV/radio programmes
 - 5) SATCOM
 - 6) Role of TSI in planning
 - 7) Awareness generation at GS
 - 8) Certificate course

Abstract / Summary for Expenditure on Capacity Building programme under BRGF for the Year 2015-16 (Rs. in Crore)					
Opening Balance	Receipts 2015-16	Total	Expenditure	Balance	Percentage of Expenditure
9.86	0.00	9.86	2.39	7.47	24.23

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 for utilization of unspent balance (2014-15) with an outlay of Rs. 5427.22 lakhs has been submitted by GoM and a CB&T component of Rs. 950.81 lakhs 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.

- I. Training and Capacity Building & IEC.
- II. Human Resource
- III. Infrastructure
- IV. Building of Institutions (SPRC/DPRC/SPMU/DPMU/SEC/SFC)
- V. PESA
- VI. Strengthening of Panchayat Processes such as in weaker VPs
- VII. Benchmarking and creation of Database
- VIII. 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 in previous year.

Training programme for Block/ Panchayat Engineers, Orientation training programme regarding PESA for DLO & ERs and Master Trainers was conducted at YASHADA level during the year 2015-16.



Statement of Training conducted during previous year 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



Training Programme conducted at YASHADA level during 2015-16

(Rs.in lakhs)

Sr. No.	Training Programme	Physical Progressive		Financial Progressive	
		Target	Achievement	Sanctioned Amount	Expenditure
1.	Training programme for Block/Panchayat Engg.	324	259	23.49	18.78
2.	PESA Training Programme	25	15	1.39	0.83
3.	Training programme of PESA Master Trainers	30	25	1.67	1.39
4.	Training Programme of PESA District level officers and Elected Representatives	30	27	1.11	1.00
5.	Recurring cost on additional Faculty & maintenance of SPRC	-	-	20.00	15.53
6.	Printing of Reading materials	-	-	25.00	20.88
7.	Program Monitoring cost	-	-	2.00	1.38
	Total	409	326	74.65	59.78

**Grants Released & Expenditure/ Physical Achievement at YASHADA level
For the year 2013-14, 2014-2015 & 2015-16 (Rs.in lakhs)**

Year	Opening Bal	Grants Received		Misc Receipt	Total Grants	Expenditure		Total Exp.	Closing Bal	Person Trained at YASHADA
		GoI (75%)	GoM (25%)			Disbursed to ZP/SPMU etc.	YASHADA 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	42.75	16.49	4822.01	4497.71	149.22	4646.93	175.08	139679
2015-16	175.08	450.00	0.00	0.00	625.08	0.00	59.78	59.78	565.30	326
Total		8767.06	1492.75	20.72	10280.53	9502.74	212.49	9715.23	565.30	140094

GPDP Training Plan

A comprehensive training plan for capacity building of various stateholders under GPDP campaign has been conceived designed and planned by SIRD, YASHADA.

It was presented at a write stop at KILA, Thrisur, Kerala and appricated by MoPR, GoI. The guidenlines for a systemetic process of decentralized Gram Panchyat development plan for the expenditure of 14th finance commission funds were also formulated. SIRD, YASHADA played a key role in designing the draft and the guidelines were issued by Rural Development & PR Dept., GoM vide GR on dated 4/11/2015.

A decicated taining plan for Capacity Building and ToT of all stakeholders in GPDP process has been prepared and submitted for MoPR, GoI during sept 2015. The CEC, MoPR, GoI approved a plan of Rs. 39.77 crore for GPDP module on 28th October, 2015

The initial process of Training Need Analysis, design of training , drafting and designing of reading material and module preparation for all stakholders was completed and training of (100) principal master trainers was also conducted during march 2016. after approval from RD&PR, GoM.



ToT For Cluster Trainer and Charge Officer under GPDP. Dt. 15-19 February, 2016

**Gram Panchayat Development Plan (GPDP)
Statement of Training courses conducted under RGPSA 2015-2016**

Sr. No.	Name of Course	No .of participants	Top Sheet Amount (Rs.)	Expenditure incurred from
1	Training Need Analysis (TNA) for Grampanchayat Development Plan.	21	116550	RDD Fund
2	Consultation Workshop on GPDP Guidelines	38	140600	
3	Workshop for TNA Module Design for GPDP.	21	116550	
4	TNA & DoT workshop under GPDP	21	116550	
5	Workshop on Validation of GPDP Training Module programe	19	105450	
6	Training Programe for Resourse persons from Regional Training Institutes (GTC/PRTCs)	72	399600	RGSY Fund
7	Training Programe for Master Trainers of GPDP under RGSY	77	481250	
8	ToT for Master Trainers at State Level under GPDP	99	915750	GPDP Fund
TOTAL		368	2392300	

PESA Cell

PESA is a Self Government Act of tribale society living in Scheduled Areas in India. PESA covers Ten States in India and Maharashtra is one of them. In Maharashtra State 13 Districts 59 Blocks 2835 village Panchayats and 6200 villages come under the perview of PESA.

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

Govt of Maharashtra created PESA CELL in YASHADA PUNE to train officers form different State Government departments and Panchayat Raj Institutions and also to carry out PESA related activites. Though PESA was enacted in 1996 its rules were not framed. PESA CELL in Yashada undertook this activity and framed draft pesa rules and sent to Government of Maharashtra for further action. On 4 th March 2014 Govt. of Maharashtra has published PESA rules. As rules have been published now it is easy for the tribal people and the concerned officers to implement the varous provisions of PESA

PESA CELL also have prepared IEC material to help tribale people and concerned 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 in YASHADA Pune and has trained 1500 officials till 31 March 2016 from PESA Districts. Rural Development Department and Secretary to Hon. Governor of Maharashtra had suggested to conduct 2 days training programmes for all Panchayat Members, Sarpanchas and Gram Sevaks in all 13 Scheduled Areas Districts. With the help of CEOs of Z. P. training programmes 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 this programmes.

In year 2015-16 with the help of Panchayat Samiti and NGOs 4 programmes were arranged for tribal peoples in Palghar ,Pune and and nearly 2100 people including Gram Panchayat members attended these programmes. Logistic arrangements were made by NGOs and Panchayat Samitis.

Government of India had launched Rajiv Gandhi Panchayat Sashaktikaran Abhiyan from year 2013-14. Under this Abhiyan significant allocation had been demarcated for PESA related activities. GoI under this programme had also given sanction to recruit 12 District Coordinators, 59 Block Coordinators and 2835 Gram Sabha Mobilisers to

carry out PESA related activities. Under this Abhiyan Government of Maharashtra ordered CEOs in Scheduled Districts to fill up these posts of District and Block Coordinators. At present 6 District and 24 Block Coordinators have been recruited and they are assisting CEOs in implementation of PESA.

Recently Government of India has launched Gram Panchayat Development Plan (GPDP) Programme. Under this Programme GoI has sanctioned for the year 2015-16 Rs. 10000 for each GP for hand holding activities, and Rs 2500 for each GP for capacity building of Gram Sabha. Government of India has Also sanctioned Rs 43.75 Lakhs to carry out training activities for officers and ERs in Panchayat Raj Institutions. Government of Maharashtra has recently decided to conduct training programmes for grampanchayat members, sarpanchas and gramsevak. In year 2016-17 these 970 persons will be trained as per schedule.

Government of Maharashtra has recently decided to allot 5% funds from State Tribal Budget to concerned PESA villages as untied funds to carry out various development activities in the villages as per directives from Gram Sabha. PESA CELL has conducted 4 programmes on GRAM KOSH Funds in Yashada. Also 3 Programmes were conducted for village level functionaries and Gram Kosh members in Yavatmal and 900 participants attended the training programme.

Government of Maharashtra has also decided to conduct training Programmes for village level functionaries such as Gram Sabha kosh members, Sarpanchs and Forest Right Committee members to carry out various development activities in PESA villages. With the help of 100 Master Trainers above mentioned 14175 village level functionaries will be trained in year 2016-17. PESA CELL will help CRD centre in conducting these training programmes.



Animal Husbandry Department, GoM

During the year 2015-16, Six Refreshers Training Courses under the State Training Policy (STP) were conducted at YASHADA, for Gr- A Officers of Animal Husbandry Department, GoM.

Details are as under :

Sr. No.	Name of the Course	Duration	Target Group	Nominations Invited	No. of Attendee Participants	Amount of Top-Sheet
1	Refreshers Course IV	04 - 08 Aug. 2015	Gr. A	20	18	1,80,000
2	Refreshers Course IV	17 - 21 Aug. 2015		20	18	1,80,000
3	Refreshers Course IV	07 - 11 Sept. 2015		20	17	1,70,000
4	Refreshers Course III	26 - 30 Oct. 2015		20	17	1,70,000
5	Refreshers Course III	28 Sept. - 02 Oct. 2015		20	20	2,00,000
6	Refreshers Course III	23 - 27 Nov. 2015	Gr. A	20	19	1,92,000

The above Courses were conducted especially for senior officers of AH Department i.e. for those who were serving in 21st year & 28th year of their service for Refreshers – III & Refreshers – IV Courses respectively.

Design of Training was prepared on the basis of TNA . DoT was approved by TQMC, YASHADA.

During the Five days' course, sessions on the topics like- Role of DDO & Controlling Officers- their duties & Responsibilities, Tender Process, E-Tendering, Purchase Procedures, Audit Procedures & Compliances, Technological Advancements in AH Profession with Global Perspective & Prospective Opportunities in Maharashtra, MCSR, BFR, RTI Act- 2005, Salient Features of Latest Administrative Reforms Commission, Stress Management, Present scenario & importance of Animal Husbandry in Rural Economy, Vision, Mission, Functions & Policies of the Department etc were conducted. So also, Maharashtra Right to Public Service Act- 2015 was included in the Training module in the later Courses. In addition to this, Ethics & Values in Public Governance was also covered.

The participants received guidance from YASHADA faculties, Departmental experts & other Subject Matter Specialists.

The then Addl. Commissioner of Animal Husbandry, Dr. S. P. Sawant, inaugurated the first batch.(Photographs attached)

ToT & Orientation Training Programs were conducted outreach at parbhani in the month of Oct. 2015 & 875 participants from various departments in Parbhani Dist. were trained in the I phase including the officers & employees of Gr.- A, B & C. Apart from above, Co-ordination was given for conduct of II phase of RTS Training

at Parbhani which covered Training of 982 participants in 2015-16. Activities like three days' TNA workshop under GPDP and one day workshop of AWBI, funded by HSI, India, Ltd. were also conducted.



GRAMSEVAK TRAINING INSTITUTE, Manjari Farm, Pune
Innovative initiative by :-
Gramsevak Training Institute Manjari Farm, Pune

Gramsevak Training Institute Manjari Farm, Pune organized various training programmes in 2015-16. Details are as follows:-

Sr.No.	Name of Program	No. of Programs
1	Gramsevak Foundation Training	3
2	Gramsevak Refresher Training	6
3	Swach Bharat Mission Training	11
4	State level workshop for Gramsevak Certificate Course	1
5	State Training Policy-Class-3 and Class-4 Training	6
6	Right To Services Act one day workshop	32
7	Newly elected Grampanchayat Member Training	10

Gramsevak Training Institute Manjari Farm, Pune also worked on reading material for Gramsevak, Panchyati Raj Institution members. Institute published reading material named as “**GRAMVIKASACHE PUDHACHE PAUL**” (ग्रामविकासाचे पुढचे पाउल) by chief guest Hon.Chokkalingam (IAS),Divisional Commissioner,Pune, Hon.K.B.Umap(IAS), CEO,Z.P. Pune and members of Governing Committee of Gramsevak Training Institute.



Inauguration of reading material by Hon.Chokkalingam (IAS),Divisional Commissioner,Pune, Hon.K.B.Umap (IAS), CEO,Z.P. Pune and members of Governing Committee of Gramsevak Training Institute.

e-Gramseva Training for Gramsevak

In 2011-12 SANGRAM and PRIA software was introduced by Government of Maharashtra at all levels of Panchyati Raj Institution i.e Grampanchayat, Panchayat Samiti and Zilla Parishad. To run these softwares in Panchyati Raj Institution there was a provision in 13th Finance Commission that every Grampanchayat had been provided computer, printer, Internet facility and a computer operator. All necessary data entry had been done by computer operator eventually 13th finance commission ends on 31st March 2015. Then after computer operator had been withdrawn by government and it became difficult to Gramsevak to do all data entry in all the softwares.

Keeping in view all these aspects in the year 2016-16 **Gramsevak Training Institute Manjari Farm, Pune** decided to organize **e-Gramseva Training for Gramsevak** from Pune,Ahmednagar and Solapur districts and prepared a training module of 3 days which contains theory as well as hands on training sessions.It had decided that each batch should be of only 20 participants so that each and every participants should get enough hands on training. The program was co-ordinate by Sandhya Jagtap,Principal, Gramsevak Training Institute and all lecturers i.e.Shahuraj Mule, Sucharita Thorat, Pranjal Shinde and Suresh Patil all lecturers

In the year 2015-16 Gramsevak Training Institute had conducted 44 training programmes and trained 972 participants i.e.Gramsevak. Now most of the Gramsevak are able to operate all the softwares independently.

e-Gramseva Training Module

Session No.	Topic	Training Method
Day-1		
1	Fundamentals of Computer and Internet	Lecture
2	11 Core Software	Lecture
3	11 Core Software	Demonstration and Guided practice
4	e-Tendering	Lecture and Demonstration
Day-2		
5	e-Tendering	Guided practice
6	PRIA Soft	Lecture
7	PRIA Soft	Guided practice
8	PRIA Soft	Lecture
Day-3		
9	PRIA Soft	Guided practice
10	SANGRAM Soft	Lecture
11	SANGRAM Soft	Guided practice
12	her Services	ecture

e-Gramseva Training Photos



Gramsevak / Panchayat Raj & Composite Training Centre

- Apart from SIRD there are 21 training Institute engaged in training of functionaries as well elected representatives in rural sector since more than last 60 years.
- Out of them there are 09 Gramsevak Training 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, RGPSA, RTS, GPDP, 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, RGPSA, RTS, GPDP, 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, RGPSA, RTS, GPDP, 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 2015-16 by GTCs, PRTCs, & CTCs till 31st March 2016

Sr. No	Name of the Institute	Total No. of the Centres in Maharashtra State	Trg. Pro. Conducted during the year 15-16	Total No. of Trained Participants during the year 2014-15
1	GTC	09	338	10989
2	PRTC	11	249	9391
3	CTC	01	41	1890
Total		21	628	22270

A study of association between the nutritional status and cognitive development, and school performance in tribal and non tribal School going children in Ahmednagar district



A study of association between the nutritional status and cognitive development, and school performance in tribal and non tribal School going children in Ahmednagar district



I Background

The concerted efforts have been made through Integrated Child Development Services (ICDS) throughout the country by both Central and State Governments since 1975 to improve the nutritional and health status, proper psychological, physical and social development, reduce incidence of mortality and morbidity, educate mothers to look after the normal health and nutritional needs of the child through effective co-ordination amongst the various departments for the children of age group of 0-6 years. In spite of these efforts and spending huge amount of funds the condition in not improving up to expected level of satisfaction.

Therefore a study has planned to assess the association between the nutritional status of the undernourished children form <-3 SD of underweight and their cognitive development, psychometric parameters and school performance from tribal and non-tribal regions of Ahmednagar district.

II Objectives of the study

The general objectives of the study are

1. To study the socio economic profile of the school going children within 6-8 years of age in the study area.
2. To study the association between the nutritional status of the children and their cognitive development and psychometric parameters.
3. To assess the association between the nutritional status and school performance of the children.

III Sample of the study and approach

- To meet this objective a sample of 225 children were selected from the 678 children who had attended CDC in 2008-09. The selection was done on the basis of mainly two groups. One is the children who were improved after taking 21 days CDC and one of group of the children who have not improved during the CDC or subsequently.
- A sample set of normal children was also been selected as control group to compare with the not improved children. As stated in the proposal the children between 6 to 8 years were included in the sample. The sample of 75 improved, 75 not improved and 75 normal children was selected with the help of SPSS 16.0 using random sampling method.

IV Approach, methodology and tools used in the Study

- The approach used in the proposed study is that of a scientific research. It consists of the individual testing of the malnourished children as well as interviews of one of the parents of the children.
- A structured questionnaire was developed to collect the information from the parents of the children especially from the mothers. The socio economic and demographic information of the family has collected with the help of this questionnaire. Mothers' personal information such as age, weight and BMI was also collected with the help of the questionnaire.
- It was decided to administer the ICIT test to assess the intelligence and achievement of each child. The ICIT test is being developed on the basis of RAKIT (Revised Amsterdam Kinder Intelligence Test) test. For Indian standards the test is designed mainly between 4 yrs 2 months to 11 years 11 months and 30 days age group.

There are total 9 sub-tests in the Indian Child intelligent test (ICIT). The names of the subtests are

- Closure
- Exclusion
- Memory Span
- Verbal Meaning

- Mazes
- Learning Names
- Quantity
- Discs
- Hidden Figures

Every test has given a definite range of scores. The range of the scores is different for each of the test as every test is unique in it and assesses different qualities of the children. The details of the testing will be described subsequently in the final report. The all above tests are helpful to assess the cognitive development of the children. Along with the ICIT, to assess the language and mathematics ability of the children, an Arithmetic and Marathi language Tests was also given to the children as per their years of schooling.

V Activities done during last six months

1. Before drawing the sample the total list of 678 children was sent to the Deputy CEO, ICDS, Ahmadnagar, to locate the children. The information about the each and every child's current address, name of the school and in which standard that child is studying was collected with a help of a prescribed format. A joint meeting was also held at Ahmadnagar ZP on 30/04/2015. All the CDPOs from all the 14 projects were present for the meeting. The purpose of study was described to all the CDPOs and tentative planning of the testing was also done during the meeting. (Dates, days, how to get the children for testing, venue of the testing etc)

2. A meeting was arranged on 16/05/2015, YASHADA, Pune. UNICEF consultant Rajlaxmi Nair, Dy Director General Yashada Dr. Nagargoje, Mr Sumedh Gurjar, Director (R& D), Yashada, Sneha Deo, Research Officer, Yashada, Priti Bhat, Consultant Demographer and ICIT experts from Jyanprabodhini, Dr Anagha Lavlekar and Mrs Anita Deshpande were present for the meeting. The sampling plan, methodology of the study, was discussed and the planning of the field work was also done during the meeting. The conduct of the testing was explained by the Jyanprabodhini representatives.

3. After this initial meeting a questionnaire was designed and finalized to collect the socio economic information of the child after few internal

meetings. The tool was translated in Marathi and the training of the supervisors was planned in Loni on 24th June 2015. All the supervisors (350) and CDPOs of all 14 projects were addressed by Dr. Nagargoje, DDG in the meeting. Every question was explained to the supervisors and the method of data collection was also discussed during the meeting.

4. The sampling was done in the meanwhile and the project wise list of the



selected children was sent to all the blocks. A list of the normal children from the same Anganwadi was obtained from each block and on the basis of those lists a sample of 75 normal children was derived.

5. The actual field work was started from Nagar Project on 21st July 15 with the testing of 13 children.

6. The table below describes the date wise study visits to the blocks. During the next visit two teams were made and at a time statically selected respondents two blocks were tested.

Sr No	Date	Name of the Block
1	28 th July 2015	Shrirampur, Rahata
2	6 th Aug 2015	Rahuri
3	11 th Aug 15	Rahuri
4	13 ^h Aug 2015	Newasa, Shevgaon, Vadala
5	20 th Aug 2015	Belwandi, Parner
6	25 th Aug 2015	Sangamner, Gahrgaon
7	27 th Aug 2015	Karjat, Jamkhed
8	3 rd September 2015	Pathrdi, Kopargaon
9	10 th and 11 th Sept 2015	Bhandardara, Akole, Rajur
10	19 th September 2015	Kopargaon, Akole, Shrigonds, Newasa, Nagar, Shrirampur and Sangamner

Till 10th Sept the testing of 200 children was completed.

But during the testing it was observed that almost 13 children were not able to complete the test, hence those children were replaced considering their status (improved, not improved and Normal), age and sex. The testing of the remaining sample was done on 19th September 15 at Sangamner and Nagar.

The children from nearby projects were called to Sangamner and Nagar and the testing of remaining 22 children was completed.



7. The tool for collecting the socio- economic information of the children was given to the concerned supervisors at the time of testing. Till now the forms for all the children are obtained and the data entry work is completed.

8. The primary results of the ICIT testing were discussed during a meeting which was conducted at Yashada, Pune on 3rd Dec 15. The merging of data (ICIT results and background variables) is completed and tabulation plan has also been decided. The tabulation of the data is going on and the tables will be shared with UNICEF in near future.



Workshop on BFHI and Four dimensional Immunization clinic at YASHADA Pune

In collaboration with UNICEF & BPNI, YASHADA organized 3 training workshops at YASHADA Pune a total of 99 supervisor, ICDS officers and health Department ANM and officers were trained in the workshop. All the Batches were trained by a team of BPNI Maharashtra consisting Dr. Prashant Gangal Mumbai, Dr. Mangal wani Pune.

Exclusive breastfeeding during the first six months and continued breastfeeding for two years and beyond along with introduction of appropriate complementary foods at six months could contribute significantly in reducing childhood malnutrition and improving child survival. Breastfeeding is an evidence based intervention that has been found to significantly reduce the neonatal and there by child deaths. It has been estimated that breast feeding alone may reduce the child mortality by 13% on the other hand complementary feeding to support it has been shown to reduce stunting significantly. Therefore, The key to child survival is to ensure optional infant and young child feeding practices.

The WHO and UNICEF recognize peer support and counseling as an important component of policies and Programmes to support breast feeding. The baby friendly hospital Initiative (BFHI) seeks to provide mother and babies with a good stand for breast feeding.

UNICEF, BPNL Maharashtra and YASHADA Pune arranged the 'IYCN Training on BFHI and four dimensional immunization clinic during the year 2015-16.

Our Director SIRD & Director Research & Documentation and course director welcomed the participants.

Participants comprised of anganwadi supervisions, ANM, medical officers who belongs to the system of government and provide end level care for health & child development programmers. They have necessary information, counseling skills to dissimilate the information in community but need some orientation. Through this training they revised crucial knowledge on Breast feeding, Complementary feeding ten food group, Diet-audit and Growth monitoring and promotion. These trained participants going to work towards trained participants brining positive change in their work areas. It was highly successful training Programme appreciated by everybody.



Dr. Prashant Gangal (BPNI Mumbai), Dr. Promod Jog, Sumedh Gujar (YASHADA), Dr. Aprana Shrotri Dr. Mangala Wan, Smt. Sneha Deo (Research Officer, YASHADA)



Sumedh Gujar (YASHADA), Dr. Aprana Shrotri (Pune), Smt. Sneha Deo (Research Officer, YASHADA)



Participants :- workshop on BFHI and Four dimensional Immunization clinic date 29/9/2015 to 1/10/2015 at YASHADA Pune Maharashtra.



Valedictory function :- Dr. K.M. Nagargoje (DDG, YASHADA), Dr. Prashant Gangal (BPNI Mumbai), Dr. Mangala Wani Sneha Deo (Research Officer, YASHADA)

Workshop on “Roll of Probation Officer in Implementation of Probation of Offender Act. 1958” YASHADA,
WCD Department of Maharashtra State & PRAYAS



Dr. K. M. Nagargoje, (IAS) (Commissioner, WCD, Department Maharashtra State), Dr. Vijay Raghawan, (Director, PRAYAS, Mumbai) , Mrs. Swati Sathe (Deputy Inspector General of Prison (Head Quarter)

INTRODUCTION

The Workshop is jointly organized by YASHADA, WCD Department Maharashtra & PRAYAS TATA Mumbai. The Role & Responsibility of Probation Officer for Probation of Offenders Act. 1958.

An accused person should be given a chance of reformation which he would lose in case he is incarcerated in prison and associates with hardened criminals.

The object of Criminal Law is more to reform the offender than to punish him. Instead of keeping an accused with hardened criminals in a prison, Court can order personal freedom on promise of good behavior, and can also order a period of supervision over an offender. This is what we generally call as ‘Probation’. Simply, it can be understood as ‘ the conditional release of an offender on the promise of good behavior’.

The Probation of Offenders Act 1958 contains elaborate provisions relating to probation of offenders, which are made applicable throughout the country. The Act provides four different modes of dealing with youthful and other offenders in lieu of sentence, subject to certain conditions. These include:—

- (1) Release after admonition;
- (2) Release on entering a bond on probation of good conduct with or without supervision, and on payment by the offender the compensation and costs to the victim if so ordered, the courts being empowered to vary the conditions of the bond and to sentence and impose a fine if he failed to observe the conditions of the bond;
- (3) Persons under twenty-one years of age are not to be sentenced to imprisonment unless the court calls for a report from the probation officer or records reasons to the contrary in writing; and
- (4) The person released on probation does not suffer a disqualification attached to a conviction under any other law.

OBJECT OF PROBATION

- i) Object of probation is to bring law breakers and anti-social persons into willing cooperation with the community of which he is a member , thus giving him security which he needs and society protection against his attacks on person or property .
- ii) The function of probation is to effect improvement in character of the offender and permanent rehabilitation and reformation of the offender.
- iii) Probation involves molding of the individual's habits in more constructive way .
- iv) It's a substitute to imprisonment .Punishment will not serve the purpose in all cases of offenders .
- v) The object is that an accused person who is convicted of a crime should be given a chance of reformation which he would lose by being incarcerated by prison.

CONCLUSION

To conclude, it can be said that the measure of alternative punishment i.e., probation and the objective of theory of reformatory punishment would be achieved only if the judiciary and the administration work together. It would be of great benefit for Maharashtra, where the jails are often overcrowded, with frequent human rights violations which would harden the human inside a person. Probation is an affirmation of the human inside every being and it must be given importance. The reform and rehabilitation process have to be worked out in context of existing social conditions to achieve the ultimate objective to reclaim back those offenders to orderly society.

The provision of Section 4 vests in the court a discretion to release a person found guilty of having committed an offence not punishable with death or imprisonment) for life. It is really for the court, by which the person is found guilty, to determine, having regard to the circumstances of the case including the nature of the offence and the character of the offender, whether or not it will be expedient to release him on probation of good conduct. It is only when the court forms an opinion that in a given case the offender should be released on probation of good conduct that the court acts as provided in Section



Group Discussion during the workshop for Role of Probation Officer for rehabilitation of child



Training Programmes on - Saansad Adarsh Gram Yojana (SAGY)

As part of the latest initiatives on rural development, Ministry of Rural Development has introduced Saansad Adarsh Gram Yojana (SAGY). It is envisaged that Adarsh Gram will be the nucleus of health, cleanliness, greenery and cordiality within the community. The vision is to actualize the dreams of rural India and make on village of each Member of Parliament (MP) constituency a model village by 2016 and two more by 2019. It is holistic in approach towards development which will help substantially improve the standard of living and quality life. An Adarsh Gram will evolve out of people's shared vision using their capacities and available resources to the best extent possible duly facilitated by the MP, Gram Panchaya, Civil Society and Govt. machinery.

As part of the initial stage of the Scheme, training programmes have to be organized for different stakeholders who are involved in Model Villages.

Objectives :

- i. to orient the participants on the concept, goals, objectives, values and operational modalities of SAGY;
- ii. to expose on model villages and best practices developed through different initiatives and organisations in the country; and
- iii. to equip the participants with the methodology of entry phase activities and processes with focus on participatory planning of model villages.

During the 2014-15 & 2015-16 with above object YASHADA has conducted 8 Batches into 2 Stages. The details of the training of SAGY are as below

For the training programme YASHADA received grants Rs. 12.50 lakh from NIRD, Hyderabad

Target Group:

- i) Sarpanch
- ii) Gramsevak\
- iii) Sr. Citizen of the village
- iv) Extension officer
- v) Charge officer- BDO/Tahsildar
- vi) District Planning Officer

*There are 70 SAGY villages

Division and District wise SAGY Villages				
Sr.No	Name of Division	No. of District	No. of Taluka	No. of villages
1	2	3	4	5
1	Kokan	5	17	20
2	Pune	5	14	17
3	Nashik	5	9	9
4	Aurangabad	7	10	10
5	Amravati	5	5	5
6	Nagpur	6	9	9
	Total	34	64	70
Total 70 Villages have been covered under SAGY Training Programme				

SAGY Training Programme First Stage - 2014-15				
Sr.No	Atems	The Details of Courses Conducted		
	No. of Course	1	2	3
1	Training Place	KVK, Baramati	Nai-Talim, Wardha	Pase Santha, Kultabad, Aug.bad
2	Course Durection	16-20 March 2015	16-20 March 2015	16-20 March 2015
3	No. of District	3	6	7
4	No. of Villages	13	9	10
5	Participant	72	49	46
6	Batch	I	I	I

SAGY Training Programme Second Stage- 2015-16

Sr. No	Atems	The Detiles of Courses Conducted				
		1	2	3	4	5
1	No. of Course					
1	Training Place	KVK, Baramati	KVK, Baramati	GTC, Buldana	KVK, Khrpudi	KVK, Khrpudi
2	Yashada Co-ordinater	(B.M. Varale)	(B.M. Varale)	(Dadasaheb Kate)	(B.M. Varale)	(B.M. Varale)
3	Course Durection	21-23 DEC. 2015	8-10 Jan. 2015	21-23 DEC. 2015	28-30 DEC. 2015	17-19 March 2016
4	No. of District	3	4	5	5	
5	No. of Villages	13	11	5	9	10
6	Participant	80	67	33	45	
	Batch	II	II	II	II	II



SAGY Training at KVK Kharpudi dist. Jalna dated 16-20 March 2016



Participants involved in class



Field visit at Kadwanchi, Tal. & Dist Jalna

Short Note of Training Programmes for ZP & PS members- Palghar 2015-2016

Palghar has created new of 34th district 8 Maharashtra separated from Thane dist, on 1 August 2014. On the request of CEO Z.P. Palghar. Yashada has conducted special training programme for the ZP/PS members of Palghar district.

TNA has conducted for considering the requirements of ZP & PS member at palghar on dates 22/06/2015 .

Three training batches were conducted at Yashada. The details as below.

Detail of Training Programmes of ZP/PS Members of Zilla Parishad - Palghar

Sr.No.	Atems	Cources Conducted		
		4	5	6
1	Course Duration	2-4 Nov. 2015	23-25 Nov 2015	2-4 Dec 2015
2	Participant	46	53	44
3	Batch	ZP	PS- I	PS- II



Z.P. members /Participant in Class



Photo of fild visit with Shri. Popatrao Pawar, Sarpanch, Hivre Bajar, Dist- A. nagar



Inauguration of first batch by Hon. Vishnu Savra, Palghar Palak Mantri with DDG Mr. Nargargoje, Yashada and others.

Centre for Co-operative Training and Research (CCTR)

INTRODUCTION

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.

Staff:-

- 1) Mr. Milind Tanksale, Assistant Professor & Jt.Registrar, Coop.Dept. M.S
- 2) Mr. Dinesh Salve, Project Coordinator, CCTR,YASHADA

MISSION

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

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.

TARGET GROUP:-

The Non-officials and Officials of the Cooperative Societies from

Table 1 : Target group

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

1. Organize sponsored training courses for the capacity building of officials & Non officials of District Banks/Urban Banks/Credit Societies & other cooperative institutions for the
2. Conduct one day workshop on current situations for Board of Directors & CEOs of Urban Cooperative Banks.
3. 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.
4. Combined Probationary Training Program CPTP for Dy.Registrar from co-operative Dept.
5. Maharashtra Right to Service Act 2015 (STP) 2nd Phase Training program at District of Gondia.



**Management Development Training Programme for Director/Officers
Credit Cooperative Societies
Duration :- 11 – 13 August 2015**



In the Photograph left to right Mr. Dinesh Salve, Course Coordinator , Smt. Anita Mahilas, Asst. Professor, SIRD, Dr. Hemant Vasekar, Director, SIRD, Mr. B.N. Mahajan & Director/ Officers Participants

OUR MANDATE

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

CCTR has developed 3 days training module for Cooperative sector, which is utilized for various 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 6th 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.
- Associating experts in various fields of Co-operation, to achieve the above objectives.

Induction Training Programme for Dy. Registrars of Cooperative Department (STP-SP) Duration:- 01-10 December 2015



Seating row:- Mr. Digvijay Rathod, Anand Katke, Dr.K.M Nagargoje, IAS, DDG, YASHADA, Mr. Milind Tanksale, Course Director, Mr. Puri S.Y

Standing row 1:- Mr. Dinesh Salve, Training Coordinator, Mr. Khodka P.M, Mr. Kishan Ratnale, Mr. Pandurang Sathe, Mr. Manohar Mali, Mr. Rajendra Gaikwad, Mr. Prashant Satpute, Mr. Shuddhodhan Kamble, Mr. Gautam Balsane,

Standing row 2:- Mr. Sampat Gunjal, Prashant Suryawanshi, Mr. Dongre Dnyaneshwar, Mr. Bajrang Jadhav, Mr. Atul Sudewad, Dr. Sheetal Patil, Smt. Ujjwala Malshikare, Smt. Bakula Mali, Smt. Surekha Phupate

ACHIEVEMENTS FOR 2015-16

- Two 10 days **Induction** training programme for Dy. Registrars of Cooperative dept. under State Training Policy.
- 03 sponsored training courses of officials & non officials of various types of cooperative organizations.
- Total 20 Orientation Trg Prog for **MRPSA 2015** (STP) 2nd Phase - District Gondia

CCTR All Trg Prog Detail Yrs 2015-16									
sr. No	Name of Course	Project	Duration	Director	Assistant	Day	Attended Participant	MD C/ DAC	Expenditure
1	CCS Trg Prog	SP	11-13 Aug 2015	Anita Mahiras	Dinesh Salve	3	20	DAC	103968
2	ST Coop Bank	SP	19-21 Nov 2015	Milind Tanksale	Dinesh Salve	3	17	DAC	87210
3	Induction Trg Prog STP Coop Dept	STP-SP	1-10 Dec 2015	Milind Tanksale	Dinesh Salve	10	21	DAC	420000
4	CCS Trg Prog	SP	6-8 Jan 2016	Milind Tanksale	Dinesh Salve	3	19	DAC	85158
5	Induction Trg Prog STP Coop Dept	STP-SP	1-10 Feb 2016	Milind Tanksale	Dinesh Salve	10	26	DAC	520000
6	Total 20 Orientation Trg prog for MRPSA 2015 (STP) 2nd Phase - District Gondia-	STP	01 day	Milind Tanksale	Dinesh Salve	20	1712	Y-DTI	1284000
					Total	49	1815		2500336

DETAILS OF PERFORMANCE of CCTR For last 9 years.

Table 3 : Review of last 9 years

Sr. No.	Year	No. of Courses Conducted course fees collected	No. of Participants Attended	course fees collected (Rs. In Lacks)
1.	2007- 08	89	1942	32.49
2.	2008- 09	79	1788	33.96
3.	2009-10	56	1369	29.80
4.	2010-11	37	1050	33.59
5.	2011-12	44	1063	29.40
6.	2012-13	46	1163	37.56
7.	2013-14	24+1 Foundation	608	31.85
8.	2014-15	5+1CPTP+ 1 Foundation	166	65.98
9.	2015-16	25	1815	25.00



Siting row Left to right Mr. Dinesh Salve, Training Coordinator, Mr. Milind Tanksale, Jt. Registrar, Coop. Dept. & Course Director, Mr. B.N. Mahajan, Dy. Registrar
 1st Standing Row L to R:- Mr. Suryawanshi, Mr. Vishe, Mr. Sable, Smt. Bhosle, Smt. Madake, Mr. Bongirwar, Mr. Patil, Mr. Mote,
 2nd Standing Row L to R:- Mr. Jadhav, Mr. Rane, Mr. Bargaje, Mr. Kadus, Mr. Pawar, Mr. Patil, Mr. Parab, Mr. Patil

Figure 1 : Number of courses conducted since 2007-08

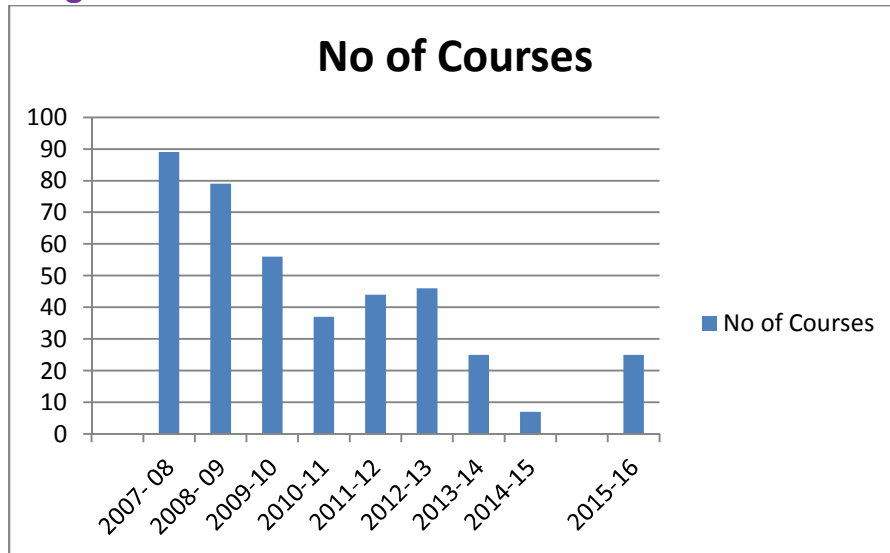
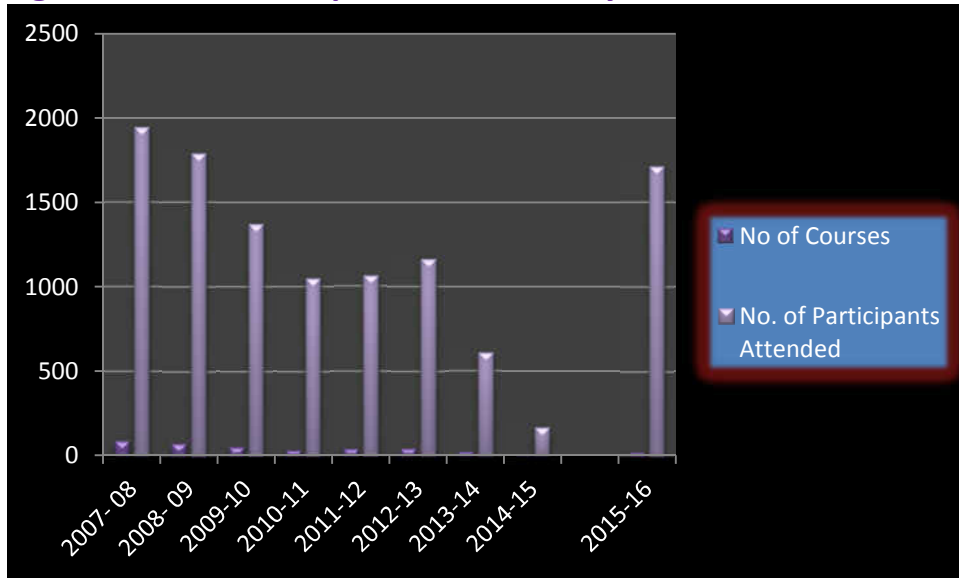


Figure 2 : Number of persons trained by the CCTR since 2007-8



HIGHLIGHTS

The Centre for Co-operative Training and Research has conducted the only courses of their kind in the state. Experiential Training Techniques have been introduced in training programmes to generate experiences which participant can examine and learn from individually. On the basis of their own experience – provided that participant experience can be examined rationally and that conclusions can be tested. Experiential learning by participant of co-operative organization is essentially something more than simply learning by having experience of work.



Cosmos Bank Managing Director wellcome to Mr. Milind Tanksale, Course Director, CCTR



YASHWANTRAO CHAVAN ACADEMY OF DEVELOPMENT ADMINISTRATION
(A Government of Maharashtra Organisation)



राज्य प्रशिक्षण धोरणांतर्गत सहकार विभागातील वर्ग - १ उपनिबंधक दर्ज्याच्या अधिकारी यांच्यासाठी Induction प्रशिक्षण कार्यक्रम
कालावधी :- ०१ ते १० फेब्रुवारी २०१६



Sitting Row L to R :- श्री. विनायक कोकरे, श्री. मिलिंद टांकसाळे (सत्र संचालक), श्री. एस. बी. पाटील (अवर ज्युनियर सहायक (नि.) सहायक विभाग), श्री. प्रकाश अष्टेकर, डॉ. महेश कदम
Standing 1 Row L to R :- श्री. दिनेश साळवे (प्रशिक्षण सन्यायक), श्री. कैलाश जेवले, डॉ. सदाशिव जाधव, श्री. जे. के. ठाकूर, श्री. नागनाथ कंजेरी, डॉ. अमोल यादव, श्री. चंद्रकांत टिफुले, श्री. मंगेश तिटकारे
Standing 2 Row L to R :- श्री. संभाजी निकम, श्री. राम कुलकर्णी, श्री. राजेंद्र वीर, श्री. अशोक चाळक, श्री. जयेश आहेंर, श्री. गणेश पुरी, श्री. ज्ञानदीप लोणारे, श्री. पी. के. जगताप, श्री. शाहूराज हिरे, श्री. वी. वाय. पगारे

Induction Training Programme for Dy. Registrars of Cooperative Department under STP

Duration:- 01-10 Feb. 2016



Field visit at Cosmos Bank with Dy.Registrar participants



**Training Programme for MDS officer Block Development officers & Dy. CEO
After Promotion under STP**
Duration- 04 Aug to 05 Sept. 2015



Under State Training policy field visit to Nagthane Grampanchayat
In th photographs Mr. Dinesh Salve, Training Coordinator, YASHADA with
participant BDO ,Dy, CEO as well as Sarpanch, Gramsevak



Some Field visit moment in patoda village Dist-
A'bad



कावधान

पाटोदा कांपुर्ण गांव C.C.T.V.
निगराणी खाली आहे.



सोपान पिवाची टारणी

पिवाची टारणी

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.
- The training courses conducted by the SIUD in 2015-16 are programmes for Urban Managers of Municipal Corporations and Municipal Councils, Foundation and Refresher Training Programmes, Programmes for MHADA and CIDCO, Programmes for the APGDUM participants and DoPT sponsored programmes. The faculty in SIUD has also conducted programmes under the State Training Policy viz. Training of Trainer programmes and orientation programmes under the MRPSA 2015 as District Guardian Officers of the districts of Bhandara, Gondia, Satara and Osmanabad.

The exhaustive list of all the programmes is given below –

In-Campus Programs (2015-16)

Title	Programmes Conducted
APGDUM Contact Sessions and Examination Schedule	12
Municipal Management for Elected Representatives of Nagarpanchayat - Lanja	01
Orientation an Advance Technology & Management for Transport Department	03
Orientation Meeting Regarding NULM for MULM Staff	03
Refresher Training on Advance Technology for Transport Dept	03
Refresher Training Programme for Class -I Officers of Forensic Science Laboratories	02
Training Programmes for MHADA Officers	24
Training Programme for Chief Officers of Municipal Councils	04
Workshop for Municipal Corporations and Class-A Councils under Swachh Maharashtra Mission	06
Training Course on Ethics & Values in Public Governance (DoPT) 3-day programmes	03
Training Course on Ethics & Values in Public Governance 2-day programmes	02

Training Course on Total Quality Management (DoPT)	02
Training Course on Project Management (DoPT)	02
Effective Roll in Improving Conviction Rate	01
Environment Friendly Workshop	01
TERI-APN's Workshop on "Urban Climate Change Resilience in India"	01
Training Course on Civil Services Rules (DoPT)	01
Training Course on Sevottam (DoPT)	01
Training Programme on Urban Management for IEDS Probationers and Jr.Level Officials	01
Workshop on Documentation of SCADA Base Water Supply Project	01

Off-Campus Programs (2015-16)

Title	Programmes Conducted
APGDUM Contact Sessions and Examination Schedule	02
Foundation Training Programme for Class - III, Bhandara	01
Foundation Training Programme for Class - IV, Bhandara	05
Foundation Training Programme for Class - III, Osmanabad	01
Foundation Training Programme for Class - IV, Osmanabad	03
Orientation for MRPSA 2015 (STP) -Training of Trainers District Osmanabad, Bhandara, Gondia, Satara	04
Orientation for MRPSA 2015 (STP) 1st Phase- District Osmanabad	13
Orientation for MRPSA 2015 (STP) 2nd phase - District Osmanabad, DIET Osmanabad	10
Orientation Programme on Maharashtra Right to Public Service Act 2015 (STP)1st Phase District Satara	11
Orientation Programme on Maharashtra Right to Public Service Act 2015 (STP)1st Phase District - Bhandara	15
Orientation Programme on Maharashtra Right to Public Service Act 2015 (STP)1st Phase District - Gondia	16
Orientation Programme on Maharashtra Right to Public Service Act 2015 (STP) 2nd Phase District Bhandara	07
Training for Accounts Clerks, Accountants and Account Assistants for CIDCO	03
Training Programme for Assistant Engineer (Civil & Electrical) CIDCO, Navi Mumbai	05

APGDUM Batch 2015-16:

APGDUM is the Advanced Post Graduate Diploma in Urban Management, a unique diploma being successfully conducted by SIUD from 2006. This diploma programme is affiliated to the University of Mumbai. The APGDUM programme includes 4 x 8-day contact sessions, one of which is held off-campus to give trainees an experience of urban development in States other than Maharashtra. In the year 2015-16, the off-campus contact session was conducted in Ahmedabad, Gujarat in coordination with the Sardar Patel Institute of Public Administration.

Foreign Tour:

Another highlight of the APGDUM is the foreign exposure study tour. In the year 2015-16 participants visited China in October 2015. In all 31 participants participated in the study tour. They were accompanied by Shri Naresh Zurmure, IFS, Deputy Director General, YASHADA.

Photographs of the off- campus contact session of APGDUM



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

SIUD is also planning to conduct research on urban issues and problems with the help of students who are completing their degrees in social work, management and land. In which research project is part of their curriculum.

APGDUM: China Visit 2015-16







Management Development Centre

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

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

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.

Mission, Vision and Objectives:

- Achieve financial self-sufficiency and general surplus wealth for further prosperity of the Academy.
- Facilitate optimum utilization of the Academy's facilities and achieve functional excellence in customer services.
- 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 & Banking sector.

Some brief about Government/Corporate/NGOs & Banking Sectors:-

- ❖ **Air Tight Network** - AirTight Networks is Now Mojo Networks; Introduces New Cloud Managed Wi-Fi Packages and Updated 802.11ac Wave 2 Access Points. Mojo Networks is redefining the modern Wi-Fi platform.
- ❖ **British Council IELTS Exam** - IELTS is the International English Language Testing System. It is the world's most popular English language test for higher education and global migration, with over 2 million IELTS tests taken in the last year.
- ❖ **Birla Institute of Technology & Science** - 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 and on its management programme.
- ❖ **Bizol India Services Pvt Ltd.**- Bizsolindia is the company promoted by a group of professionals providing Commercial Services, Software Solutions.
- ❖ **Center for Environment Education**- The organization works towards developing programmes and materials to increase awareness about the environment and sustainable development
- ❖ **Center for advanced strategic studies** - The Centre which is a nonprofit, apolitical, non-government organisation, aims at undertaking research and analysis of subjects relating to national and international security and development through seminars, discussions, publications at periodic intervals. It also facilitates close interaction with the faculty members and research students in allied disciplines in the Universities/Institutions as also Armed Forces.
- ❖ **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.
- ❖ **Commins India Limited**- Cummins India Limited is an India-based manufacturer of diesel and natural gas engines, generator sets and related services.
- ❖ **Digital Empowerment Foundation** - Digital Empowerment Foundation aims to connect unreached and underserved communities of India in an effort to bring them out of digital darkness and empower them with information access through last mile connectivity, digital literacy and digital interventions.

- ❖ **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.
- ❖ **Dreams Group-** Dreams Group_Construction Company in pune, latest construction projects in pune, Best Residential projects in pune property.
- ❖ **Environment Department, Mantralaya -** Our mission is to inspire you to transform environmental challenges into social action for a just and livable world.
- ❖ **Honeywell turbo technologies-** Honeywell Turbo Technologies, formerly Garrett Engine Boosting Systems, is an American company primarily involved in engineering, development and manufacturing of turbochargers and related forced induction systems.
- ❖ **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.
- ❖ **HDFC Assest Management Company Limited-HDFC Asset Management Company Ltd.** company research & investing information.
- ❖ **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.**
- ❖ **IDBI Bank -** IDBI Bank is an Indian government-owned financial service company, formerly known as Industrial Development Bank of India, headquartered in Mumbai, India.
- ❖ **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.
- ❖ **Kushal Credia -** Kushal is a partnership project between CREDAI Pune Metro and National Skill Development Corporation (NSDC). This programme was conceived to improve the skills of the construction workforce in 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.
- ❖ **Landmark world wide Education-** The **Landmark Forum** and advanced programs and seminars on relationships, communication, productivity, leadership, more
- ❖ **LIC Of India-** Life Insurance Corporation is an Indian state-owned insurance group and investment company. It is the largest insurance company in India.

- ❖ **M.Tech Embedded System BIT, Pilani** - The discipline of embedded systems lies at the intersection of Computer Science and Electrical Engineering. The four-semester M.Tech. Embedded Systems programme is quintessential for practicing engineers in the embedded systems industry (automotive, avionics, consumer electronics, medical devices, defence, and processor design) who want to gain knowledge in state-of-the-art tools and theories.
- ❖ **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.
- ❖ **M.Tech Design Engineering –BIT, Pilani** - The scope of this programme is the advanced level design necessary for complex engineering systems having predominantly mechanical, electrical and electronic components and to a limited extent requiring computer software, chemical reagents, biological reagents and management support.
- ❖ **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.
- ❖ **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.
- ❖ **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.
- ❖ **Pune International Center** - Pune has always been a city of learning, scholarship, values, enlightened thinking and action. What this great city misses though is a meeting point for all such great minds, a place where, in an intellectually stimulating and peaceful environment, enlightened discussions and debates can be held about the future of this great city, of this great nation – and indeed the world.
- ❖ **Pune University** - Pune is the main educational center of Maharashtra. Numerous students from every corner of India and the world come to Pune. It is quite safe and peaceful city as compared to other educational centers in India. Savitribai Phule Pune University is one of the finest and most popular educational centers in the city. It offers excellent programs in various areas including Science, Commerce, Arts, Languages and Management Studies.
- ❖ **Prayas Group** – Prayas (Initiatives in Health , Energy, Learning and Parenthood) is a Non-governmental, non-profit organization based in pune, India.
- ❖ **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.

- ❖ **State Bank of India** - State Bank of India is an Indian multinational, public sector banking and financial services company. It is a government-owned corporation with its headquarters in Mumbai, Maharashtra.
- ❖ **Syngenta India Ltd** - There is tremendous potential to increase India's crop productivity and improve grower profitability. We will drive this through our ICS Protocols and New Products.
- ❖ **Saraswat Bank** - Saraswat Bank is an urban co-operative banking institution based in Maharashtra, India and operating as a co-operative bank since 1918. In 1988, the Bank was conferred with "Scheduled" status by Reserve Bank of India.
- ❖ **Thermax India Limited** - 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.
- ❖ **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.
- ❖ **Tata Consultancy Engineering Limited**-Tata Consulting Engineers is a best-in-class integrated engineering consultancy solutions provider.
- ❖ **UNICEF** - The United Nations Children's Fund is a United Nations programme headquartered in New York City that provides humanitarian and developmental assistance to children and mothers in developing countries.

Some National and International Programmes

- ❖ 8th world Agri Tourism Day Conference.
- ❖ Scientific Programme on Endodontics- Indian dental Association
- ❖ Orientation Programme for Elected members of Cantonment Board, Southern Command- Hon, Defence Minister was Chief Guest.
- ❖ Joint Orientation workshop for IAS & IPS Officers.
- ❖ SAARC Regional Training at key Planning officers on child centered Risk Assessment.
- ❖ Pune international Literary festival 2015.
- ❖ Annual Meeting of Indian Society of Electro cardiology -2015
- ❖ 6th International Conference on Stem Cells and Cancer (ICSCC-2015)
- ❖ International Workshop on ICT Education in the Era of Globalization.
- ❖ International Indian statistical Conference .
- ❖ 44th Annual COBSE Conference- Maharashtra state board of SSC & HSC Education.
- ❖ Annual national Seminar of Social Innovation- Hon vice President of India, was Chief Guest.
- ❖ Pune Sanitation Summit-2015
- ❖ International Conference on Accelerating Biology-2016
- ❖ National level conference on recent trends in English studies and Research
- ❖ 3rd International Conference on Biotechnology and Bioinformatics-2016

MDC TRAINING REPORT 2015-2016

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
11.	2015-2016	762	49,343	72,065

INFRASTRUCTURE DEVELOPMENT

It is continuous process so we always pay attention for best services to our valuable clients. Keeping in view of the convenience and need of the guest various construction, renovation, maintaince work have been undertaken in the current training year.

We also plan to furnish our conference hall with latest audio-visual equipments by replacing older.





MARKETING STRATEGY FOR MDC FACILITY: - An Aggressive marketing plans towards marketing for maximum utilization of MDC facility are being implemented with innovative strategy applied by MDC professional staff.

REGULAR FEEDBACK REPORT-

The client's feedback regarding Food Quality, Dining hall Hygiene, Accommodation Facility, Conference hall facility, Complaints and Suggestion are regularly Monitoring on a Five Point Scale Formula. These practices show a better result for our valuable clients to serve excellent food quality as well as best housekeeping services. Good suggestions from the clients for the improvement of MDC is always welcome.

Valuable Feedback from our Customers-Special comments from client is mentioned herewith.

- Panchayati State Committee Meeting -Excellent Facilities with good support. Good staff & Leadership.
- SAARC Visit-Excellent and Extraordinary staff and very happy and obliged.
- Thermax Limited-We personally wish to convey Thankyou very much for your excellent co-operation, efforts.
- Vivek Piano Academy Programme- Fantastic hall & services. Will definitely hold my next programme here. All the staff was very helpful.
- Maharashtra State Electricity Dist.Co.Ltd-You are always supported in all our activities since long time and all the time it is appreciated by our department. We expect your same co-operation in our future endeavors also.





Centre for Right to Information

Introduction:

The Center for Right to Information was established at the Academy in March 2004, to train Public Information Officers and Appellate Authorities of various public offices in the state for effective implementation of Maharashtra Right to Information Act, 2002. Ever since Right to Information Act, 2005 came 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. 49.00 Lakh)
- 2) Central Plan Scheme (Rs. 32.83 Lakh)
- 3) Certificate Course in RTI (Distance Course) (Rs. 5.00 Lakh)
- 4) Sponsored Programme (Rs. 0.64 Lakhs)

Projects & Activities Carried Out During 2015-16

Sr. No	Name of program/project/initiative	No. of Training Programs/ Workshops	No. of Participants
1.	State Project 2015-16 (Training for Government Officers)	111	8920
2.	Central Plan Scheme 2015-16	36	1800
3.	STPEA	01	24
4.	Certificate Course in RTI (Distance Mode –4 Batches) RTI Training for all.	06	250
5.	DoPT Sponsored Programme	03	51
6.	Sponsored Programme	02	86
7.	RTS Programme	23	1151
8.	State Information Commission	00	00
9.	DoPT Sponsored Seminar on RTI	01	60
	Total	183	12342

Important Events:

- State Project 71 (Trainees-8920) Aurangabad, Nashik, Amravati, Nagapur Prabhodhini and YASHADA was conducted training programme.
- Centre has conducted 36 training programme in 18 district under the Central Plan Scheme 2015-16 2 Certificate Course Batches on RTI for Women's and Minority sections sponsored by DoPT, New Delhi. 100 participants were participated.(1800 Participants)
- Centre has conducted Sponsored programme for Rahuri Krushi Vidhyapeeth (Participants 86)
- Centre has conducted Certificate Batches for Women and Senior Citizens and also conducted regular 4 batches. (Participants-250)



Photo : CCRTI Batch-38



Photo : CCRTI Batch-36

Centre for Disaster Management

Introduction:

During the training year 2015-16 center for disaster management carried out training & consultancy activities.. The training was organized for all departments and at all levels. During the year the subjects related to disaster management have been graduated from generic topics to domain specific topics. In spite of faculty crunch the performance was far from satisfactory.

Objectives:

During the training year 2015-16, CDM set forth two major objectives apart from normal training curriculum They were:

- a) Disaster Management Plan development for Nashik Kumbh Mela 2015 and assist District administration in its implementation.
- b) Conduct training for selection of prospective master trainers at District level. The nominations were forwarded by District Authorities through R&R Department Government of Maharashtra.

Training Summary:

A total of 92 training activities were undertaken by CDM during the training year & a total participant strength was 3323 in numbers. They were trained on various topics of Disaster Management. The training programme comprised of one international level training in collaboration with SAARC and four National level trainings in collaboration with UNDP and NIDM. A summary of trainings conducted by CDM is at Appendix 'A'.

Disaster Management Plan for Nashik Kumbh Mela 2015:

On request from Nashik District Collector office in February 2016, YASHADA undertook Disaster Management Plan preparation for Mega Event Kumbh Mela 2015 and also conducted capacity building trainings for all stakeholders. Though the request came very late in February 2016, CDM, YASHADA put concentrated efforts & developed a

Disaster Management Plan (Event Management Plan) for kumbh Mela by Mid may 2015 which with due modifications was approved in June first week. The event was conducted under Incident Response System and proved to be a great success.

As a sequel to this request was received from Shirdi Sai Sansthan to develop Disaster Management plan for their sansthan as well as carry out capacity building training. The plan was developed and stakeholders trained in collaboration with YASHADA.

Capacity Building Training for Nashik Kumbha Mela:

CDM, YASHADA on their own initiative and in consultation with Police Commissioner Nashik City had started training Police personnel on Crowd Management & IRS since January 2014 and subsequently for Nashik Rural Police from November 2014. For District Administration apart from technical trainings, numbers of trainings were conducted on HRVA, Micro Planning & IRS which helped the stake holders to understand their roles & responsibilities visualize contingencies & response strategies to developing situations. Trainings were conducted on establishment and functioning of Emergency Operation Center (A Centralized Command & Control Mechanism). An EOC was established which helped in ensuring proper command & control during the entire event period.

Trainings Programme:

1. **International Programme:-** In collaboration with SAARC a training programme on child Centric Risk Assessment was conducted from 15 to 17 July, 2015 at YASHADA. The training programme was inaugurated by DG,YASHADA. Shri. Anand M Limaye, IAS. The training was attended by 36 trainees from 08 countries.
2. **National Programmes:-** A total of four National level programmes were conducted during the year three on Incident Response System in collaboration with UNDP and one on India Disaster Resource Network in collaboration with MHA.
3. **State & District level Trainings:-** A total of 37 State level & 50 District level training were conducted. The details are at Appendix 'A'
4. **Training for Master Trainers:-** A total of 06 training were conducted at YASHADA for identifying probable candidates/trainers to be trained as Master Trainers at district level. A total of 161 Participants were trained.
5. **Other Activities:** Training was imparted to concern stakeholders on Event Management by CDM at respective event locations
 - a) Mandher Devi – Wai, Satara
 - b) Mangi Tugi – Salana, Nashik.
 - c) Kunkeshwer & Aangnewadi – Sindhudurg.
 - d) Markendya – Gadchiroli.
 - e) Bhimashankar – Khed, Pune.
 - f) Jotiba – Panhala, Kolhapur.
 - g) Narsoba wadi – Kolhapur.
6. **Individual Activity:-** Book Review of Op Blue Star by Col. V. N. Supaneksr



Human Resource:

The availability of Human Resource for CDM during the training year 2015- 16 was as under:

- a) Col. V. N. Supanekar - Professor & Director, CDM.
- b) Mr. Sudhir Rathod- Asst. Professor (Only till May 2015)
- c) Dr. Satish Patil- Project Officer (Joined in Mar 2016)
- d) Mr. Jaysingh Thorat - Course Associate
- e) Mr. Amol Kale - Project Executive

Financials:

DMU, R & R Dept., Government of Maharashtra allotted Rs. 75Lac to CDM, YASHADA under CSS grant for the year 2015-16. The other financial summary is at Appendix 'B'

Plan for 2016-17:

The major emphasis during the year will be to institutionalize Incident Response System at District Levels & Capacity Building of government school

Conclusion:

Overall Performance of Center during the training year 2015-16 was quite satisfactory. The center conducted trainings from international to village level for all stake holders and provided consultancy to a world recognized mega event and also to locations with in Maharashtra where large number of people gathers for religious events.



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.
11. Ecovillage Katewadi, Project - A Maharashtra Pollution Control Board sponsored project wherein CED has been nominated as a Project Monitoring Consultant.
12. "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.



Orientation Training programme at YASHADA for Class I Officers of Maharashtra Forest Department (Wetlands) - 11 September 2015

Training Activities conducted in 2015-16

In the year 2015-16 Centre for Environment and Development conducted 72 training programmes with 2968 participants and with 123 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
20.	2015-2016	72	82.5	2356	2968
Total 1996-2015		1102		34,008	35,487



**Refresher Training Programme for Class I Officers of Maharashtra Forest Department
11 to 15 May 2015**

Sr. No.	Title	From Date- To Date	Attendees
1	SEAC-II Environmental Committee Meeting, GoM, Mantralaya	4/1/2015 - 4/1/2015	10
2	SEAC-II Environmental Committee Meeting, GoM, Mantralaya	4/17/2015 - 4/18/2015	10
3	Training Needs Analysis (TNA) for integrated environmental projects: Rural, Urban & Forest Sectors	4/20/2015 - 4/20/2015	8
4	Training of Trainers (ToT) training programmes - Community participation for sustainable development with forest department	4/27/2015 - 4/29/2015	15
5	Orientation workshops for Sustainable Development Rural, Urban & Forest Sectors. (YP)	4/30/2015 - 4/30/2015	8
6	Orientation Training Programme for community participation with forest department for Gadchiroli Forest Circle	5/5/2015 - 5/7/2015	18
7	Refresher Training Programme for Class 1 officers of Maharashtra Forest Department	5/11/2015 - 5/15/2015	12
8	Science Faculty Meeting at Savitribai Phule Pune University	5/21/2015 - 5/21/2015	10
9	Academic Council University of Pune	6/9/2015 - 6/9/2015	10
10	Training of Trainers (ToT) training programmes - Community participation for sustainable development with forest department	6/10/2015 - 6/12/2015	24
11	Ph.D. Interview Committee of the environment science at Ferguson College committee meeting	6/18/2015 - 6/18/2015	10
12	Potential for environment management of highways and express way in Maharashtra - PWD meeting at Mantralaya	6/19/2015 - 6/19/2015	10
13	Refresher Training Programme for Class 1 officers of Maharashtra Forest Department	6/22/2015 - 6/26/2015	10
14	SEAC-II Environmental Committee Meeting, GoM, Mantralaya	7/1/2015 - 7/4/2015	10
15	Board of Studies Environmental Science syllabus committee	7/10/2015 - 7/10/2015	10
16	Orientation Training Programme for community participation with forest department for Gadchiroli Forest Circle.(YP)	7/13/2015 - 7/15/2015	38
17	Science faculty meeting at Savitribai Phule Pune University	7/13/2015 - 7/13/2015	10
18	Training of Trainers (ToT) (STP-YP) training programmes ? Community participation for sustainable development with forest department	7/15/2015 - 7/17/2015	29
19	Orientation Training Programme for community participation for biodiversity with forest department for Gadchiroli Forest Circle	7/17/2015 - 7/19/2015	18
20	Orientation Training Programme for community participation for wetlands with forest department for Gadchiroli Forest Circle.(YP)	7/17/2015 - 7/19/2015	18
21	Field Survey visit for community participation for hitech nursery for biodiversity parks in Raigad district	8/5/2015 - 8/5/2015	10
22	SEAC-II Environmental Committee Meeting, GoM, Mantralaya	8/11/2015 - 8/13/2015	10
23	TY B.Sc. Environmental science syllabus committee M.Phil. syllabus	8/14/2015 - 8/14/2015	10

Sr. No.	Title	From Date- To Date	Attendees
24	Orientation Training Programme for Class 1 officers of Maharashtra Forest Department (Bio-diversity Parks)	9/7/2015 - 9/8/2015	19
25	Training of Trainers (ToT) (STP-YP) training programmes - Community participation for sustainable development with forest department	9/9/2015 - 9/11/2015	16
26	Orientation Training Programme for Class 1 officers of Maharashtra Forest Department (Bio-diversity Parks)	9/9/2015 - 9/10/2015	24
27	Orientation Training Programme for Class 1 officers of Maharashtra Forest Department (wet Lands)	9/11/2015 - 9/11/2015	35
28	SEAC-II Environmental Committee Meeting, GoM, Mantralaya	10/5/2015 - 10/7/2015	10
29	Orientation for MRPSA 2015 (STP) 1st Phase - District Raigad - Rameti- Shilphat, Khopoli	10/8/2015 - 10/8/2015	64
30	Meeting with Anandvan - Chandrapur Team	10/12/2015 - 10/12/2015	8
31	Orientation for MRPSA 2015 (STP) 1st Phase - District Raigad- Raigad 1	10/14/2015 - 10/14/2015	35
32	CAG Workshop on Environmental Audit of Municipal Corporations	10/14/2015 - 10/16/2015	35
33	Orientation for MRPSA 2015 (STP) 1st Phase - District Raigad- Raigad 2	10/15/2015 - 10/15/2015	15
34	Orientation for MRPSA 2015 (STP) 1st Phase - District Raigad- Raigad 3	10/16/2015 - 10/16/2015	23
35	Site visit to Navi Mumbai Municipal Corporation (NMMC Team)	10/16/2015 - 10/16/2015	70
36	Orientation for MRPSA 2015 (STP) 1st Phase - District Raigad- Raigad 4	10/17/2015 - 10/17/2015	68
37	Orientation for MRPSA 2015 (STP) 1st Phase - District Raigad- Mhasala	10/27/2015 - 10/27/2015	40
38	Orientation for MRPSA 2015 (STP) 1st Phase - District Raigad- Alibaug	10/28/2015 - 10/28/2015	44
39	Orientation for MRPSA 2015 (STP) 1st Phase - District Raigad- Karjat (1)	10/29/2015 - 10/29/2015	32
40	Orientation for MRPSA 2015 (STP) 1st Phase - District Raigad- Karjat (2)	10/29/2015 - 10/29/2015	44
41	Orientation for MRPSA 2015 (STP) 1st Phase - District Raigad- Roha	10/30/2015 - 10/30/2015	97
42	Orientation for MRPSA 2015 (STP) 1st Phase - District Raigad- Panvel	10/30/2015 - 10/30/2015	105
43	Orientation for MRPSA 2015 (STP) 1st Phase - District Raigad- Mahad	10/30/2015 - 10/30/2015	61
44	Orientation for MRPSA 2015 (STP) 1st Phase - District Raigad- Mangaon	10/31/2015 - 10/31/2015	50
45	Orientation for MRPSA 2015 (STP) 1st Phase - District Raigad- Pen	10/31/2015 - 10/31/2015	62
46	Orientation for MRPSA 2015 (STP) 1st Phase - District Raigad- Uran	10/31/2015 - 10/31/2015	50
47	Refresher Training Programme for Class 1 officers of Maharashtra Forest Department	11/16/2015 - 11/20/2015	29

Sr. No.	Title	From Date- To Date	Attendees
48	Research Methodology workshop	12/12/2015 - 12/12/2015	30
49	Refresher Training Programme for Class 1 officers of Maharashtra Forest Department	12/14/2015 - 12/18/2015	12
50	Orientation for MRPSA 2015 (STP) 2nd Phase - District Raigad - Mahad (1)	12/14/2015 - 12/14/2015	61
51	Orientation for MRPSA 2015 (STP) 2nd Phase - District Raigad - Karjat	12/14/2015 - 12/14/2015	113
52	Orientation for MRPSA 2015 (STP) 2nd Phase - District Raigad - Mhasala	12/15/2015 - 12/15/2015	82
53	Orientation for MRPSA 2015 (STP) 2nd Phase - District Raigad - Poladpur	12/15/2015 - 12/15/2015	93
54	Training of Trainers (ToT) training programmes - Community participation for sustainable development with forest department	12/16/2015 - 12/18/2015	17
55	Orientation for MRPSA 2015 (STP) 2nd Phase - District Raigad - Mahad(2)	12/16/2015 - 12/16/2015	85
56	Orientation for MRPSA 2015 (STP) 2nd Phase - District Raigad - Murud	12/16/2015 - 12/16/2015	104
57	Orientation for MRPSA 2015 (STP) 2nd Phase - District Raigad - Alibag	12/17/2015 - 12/17/2015	93
58	Orientation for MRPSA 2015 (STP) 2nd Phase - District Raigad - Sudhagad	12/18/2015 - 12/18/2015	104
59	Orientation for MRPSA 2015 (STP) 2nd Phase - District Raigad - Pen	12/18/2015 - 12/18/2015	52
60	Orientation for MRPSA 2015 (STP) 2nd Phase - District Raigad - Shivardhan	12/18/2015 - 12/18/2015	82
61	Orientation for MRPSA 2015 (STP) 2nd Phase - District Raigad - Panvel	12/18/2015 - 12/18/2015	91
62	Orientation for MRPSA 2015 (STP) 2nd Phase - District Raigad - Uran	12/18/2015 - 12/18/2015	95
63	Orientation for MRPSA 2015 (STP) 2nd Phase - District Raigad - Mangaon	12/19/2015 - 12/19/2015	89
64	Orientation for MRPSA 2015 (STP) 2nd Phase - District Raigad - Roha	12/19/2015 - 12/19/2015	98
65	Orientation for MRPSA 2015 (STP) 2nd Phase - District Raigad - Tala	12/19/2015 - 12/19/2015	103
66	Orientation for MRPSA 2015 (STP) 2nd Phase - District Raigad - Khalapur	12/19/2015 - 12/19/2015	97
67	SEAC-II Field Survey at Jaygad Port and CRZ areas, Ratnagiri district	12/24/2015 - 12/26/2015	20
68	Refresher Training Programme for Class 1 officers of Maharashtra Forest Department	1/25/2016 - 1/29/2016	9
69	Training of Trainers (ToT) (STP-YP) training programmes - Community participation for sustainable development with forest department	1/27/2016 - 1/29/2016	9
70	Training of Trainers (ToT) (STP-YP) training programmes - Community participation for sustainable development with forest department	2/16/2016 - 2/18/2016	16

Sr. No.	Title	From Date- To Date	Attendees
71	Refresher Training Programme for Class 1 officers of Maharashtra Forest Department	2/22/2016 - 2/26/2016	14
72	Biodiversity Conservation in Forest Wetlands and Water bodies at Bhadalwadi, Bhigwan	3/14/2016 - 3/15/2016	45

Refresher Training Programme for Class I Officers of Maharashtra Forest Department conducted during 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

During 2015-16, the Centre completed 78 training programmes and workshops. Details are as under:

Training details 2015-16:-

- Total number of Sponsored programmes conducted – 75
- Total number of programmes for YASHADA staff – 03
- **Total Trainings - 78**

- Total participants trained – 3,361
- Course days of conducted courses – 215/366

Topics covered:-

The training programmes covered topics such as e-Governance Life Cycle, Change Management and Capacity building, Government Process Re-engineering, e-Governance Project Management, Publishing contents on Internet, Regulatory Framework for e-Governance, Information Security, Information and Communication Technology in government, e-Learning using Moodle etc.

CIT organized e-Office Master Trainer development programme for YASHADA.

Department specific trainings for MEDA, Public Health Department were organized.

CIT organized trainings on MS Excel in three levels: Basic, Intermediate and Advanced.

CIT also participated in Common Probationary Training Programme 2015 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 it's existing LAN with manageable switches for connecting all it's 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 it's 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	112	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 by giving consultancy in technical things for 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 support
- NIC's 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 to the existing Training Management Information System.
- Maintaining and taking exam in Moodle platform.
- RTI website Development and Maintenance.
- ACEC website maintenance.
- STPEA website maintenance
- Maintenance of RTGS Module in TMIS.
- Maintenance of Project Account System for Accounts Department.
- Updating and maintaining e-learning module .
- New development of YASHADA, ACEC, STPEA and RTI website according to Compliance Matrix of Guidelines for Indian Government Website (GIGW).
- New development of Training Management Information System in latest technology.

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.

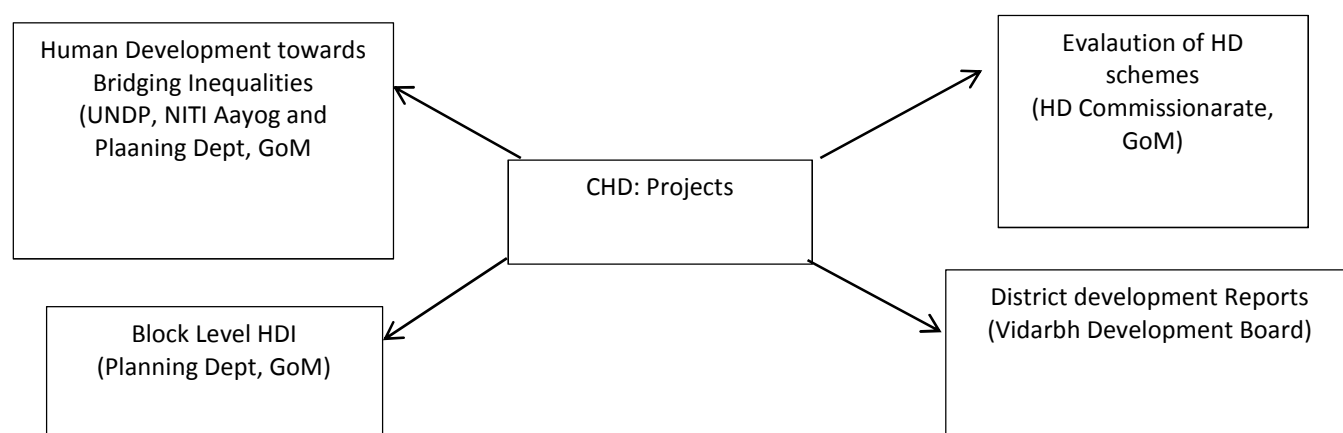
Center for Human Development

Center for Human Development in YASHADA is committed to improvement of the human development scenario in the State of Maharashtra. The major focus of the center is preparing human development reports of districts and blocks. The center is also engaged in the evaluation of schemes related to human development. The center works closely with UNDP, UNICEF, NITI Aayog and the State Departments.

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

Currently CHD is executing human development related projects, with a view to promoting human development agenda in the development. The sponsoring agency is in the bracket.



Achievements in 2015-16

Publication 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 were 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. The DHDRs were prepared in collaboration with Rashtrasant Tukdoji Maharaj University, Nagpur and All India Institute of Local self Government.

Nagpur DHD was Published by Shri Chandrashekhar Bavankule, Honorable Gurdian, Nagpur District and Nandurbar DHDR was published by Shri Girish Mahajan, Honorable Gurdian, Nandurbar District.



Evaluation of schemes

CHD evaluated 29 block specific schemes of Human development Commissionerate. The schemes were aimed at improving educational, health and livelihood related aspects of the blocks.

Preparation of District Development Report (DDR) of Gadchiroli

Gadchiroli DDR was prepared for Vidarbha Development Board. Preparation of DDR was taken by Vidarbha Development Board by the instruction of Hon. Governor of the State. The report is the product of exhaustive study of infrastructure, economic scenario, agriculture, social sector and governance aspects of Gadchiroli district. The report is based on the analysis of secondary data as well as primary data collected from around 4000 households in the district.

Training

In the year 2015-16 CHD was able to conduct 101 training programmers and workshops including training under State Training Policy, training for Right to Service Act, and training on human development issues. In all 7837 participants were covered in these programmers and workshops.

Training under State Training Policy (STP)

Three Foundation training programmers for 'A' group officers in Higher and Technical Education Department were conducted during 2015-16. 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.

In addition CHD also conducted Refresher training programmers for "A" group officers of Higher and Technical Education and School Education Department. A special drive was taken for training of 'C' group functionaries of Higher and Technical Education and Department of Vocational Education and training.

Training on Human Development

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

Center for Equity and Social Justice

Introduction

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

Vision

To bring deprived people from schedule Caste, Schedule Tribe, Women and disadvantages class 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 class 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 NGO's, Universities, Colleges and Renowned Personalities of the same vision and objectives to work coordinately with the government in the development process.

Scope

To achieve the set aim and objectives, CESJ strive to conduct various training programs, Workshops, Sensitization Programs, Action Research and Projects. During the year 2015-16, CESJ has conducted training programs for officers under the Tribal Development Department, Minority Development Department and Social Welfare and Representative of NGO's Elected Members and Social Workers for developing weaker section and related stakeholders in the development process.

Sr. No.	Department Name	Program Conducted		Total Program	Total Attendees	Women Participants
		Inhouse	Outreach			
		1	Tribal Development			
2	Minority Development	23	0	23	811	167
3	Social Justice	41	15	56	3953	857
Total		87	22	109	5735	1238

Tribal Development Department
Stakeholder's Consultation on Tribal Mission
Date : 2-3 May, 2015



Inauguration by Hon. Governor of Maharashtra Shri. CH.Vidysagar Rao and chaired by Hon. Minister, Tribal Development Shri. Vishnu Savara, in Presence of Hon. Chief Secretary Govt. of Maharashtra Shri. Swadheen S. Kshatriya and Dy. Representative for Programs, UNICEF, Shri. David McLoughin

Objective of the Consultation: To plan for sector strategies to be implemented for the Tribal Mission by the line departments, NGOs and Development Partners.

Total Attendees : 159

Refresher Training Programme for Grade I and II Officers

Date :2 - 6 November, 2015



Minority Development Department

Training Programme on Communal Harmony and Minority Department

Date: 26 – 28 October, 2015



Training Programme on Minority Deveoplment

Date :02/11/2015



Social Justice Department

Review Meeting of Social welfare Officials (GoM)

Date: 15/01/2016



Centre for Research and Documentation

The establishment of 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:

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

The Centre has successfully completed 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 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. 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 -

1.1 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 –

2. 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 –

2.1 Integrated Taluka Plan Preparation:

Based on the Integrated Grampanchayat Plans the activity of compilation of the data and the plans prepared thereof were consolidated at the taluka level for preparation of Taluka Plans. Unicef, Mumbai provided financial support for taking up this activity of Taluka Plan preparation. This activity was conducted for Ner and Maregaon Taluka of Yavatmal District.

The initial compilation of the data at the taluka level was done with the support of the village level computer operators through workshops. The details of the same are given below –

S. No.	Taluka / District	Venue	Name of the Workshop	Dates of the Workshop	No. of participants
1	Ner	Ner, Panchayat Samiti	Workshop for Integrated Database for Taluka Plan	27 – 30 Jan 2016	13
2	Ner	Ner, Panchayat Samiti	Workshop For Data Cleaning For Integrated Database of Ner Taluka plan	(Three Day of Dt. 24 - 25 Feb & 9 March, 2016	6
3	Ner	Ner, Panchayat Samiti	Workshop for Data cleaning for Integrated Database of Taluka plan Yavatmal District.	17-18 Mar 2016	6
4	Ner	Yashada	Data Analysis for Preparation of Integrated Taluka Plan	21 – 23 Mar 2016	8
5	Maregaon	Maregaon, Panchayat Samiti	Workshop For Data Cleaning For Integrated Database	(Five Day of Dt. 17,18,19,21	17

S. No.	Taluka / District	Venue	Name of the Workshop	Dates of the Workshop	No. of participants
			of Taluka Plan Maregaon Dist. Yavatmal	& 22 Mar, 2016)	
6 ¹	Maregaon	Maregaon, Panchayat Samiti	Workshop For validation of Integrated Taluka Plan Database in Maregaon Dist. Yavatmal (2 Days' Workshop between this period)	6 – 7 Apr 2016	5
7	Dist. Yavatmal	Yashada	Workshop for Integrated Database for Taluka Plan (Yavatmal)	2 – 3 Feb 2016	33

Customized excel sheets were prepared to pool data from the Mahaonline software for further calculation. With the help of these customized excel sheets further compilation and cleaning of this data was conducted with constant consultation and discussion with the Gram Sevaks and concerned Taluka HoDs. Subsequent to the cleaning of data it was taken up for analysis.

After basic analysis and consultation with the district team it will be taken up for planning at the Taluka level. Once a basic framework has been thus finalized it could be used for similar exercise in other talukas of Yavatmal and Nandurbar.

2.2 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. It was further review and series modifications were suggested from the point of view of display of integrated grampanchayat database and plan.

3. *Module development and ToTs for untied funds to GPs in PESA areas:*

The Tribal Development Department through a GR has decided the disbursement of 5% of total TSP funds directly to GPs in PESA areas. In order to support appropriate utilization of these funds in the concerned GPs in Pesa areas it Centre for Research and Documentation was given the responsibility of drafting the module and conducting the ToTs for orientation and sensitization of GP members of the eligible GPs in Pesa areas.

3.1 Module Desining :

A detailed modular training material was developed to facilitate local trainings in all the 12 districts of the state. The training material developed by the Centre consisted of the following 8 booklets which were supported by 2 reference booklets –

¹ This workshop is proposed in the month of April 2016 as part of this initiative

- i. Introduction of Training Under 5 % Untied fund scheme (पुस्तिका १ - अबंध निधी योजनेच्या प्रशिक्षणाची ओळख)
- ii. The background of 5% Untied fund scheme and there Provisions (पुस्तिका २ - अबंध निधी योजनेची रूपरेषा व तरतुदी)
- iii. Strengthening the implementation of the PESA Act Through 5 % Untied Fund scheme (पुस्तिका ३ - अबंध निधी योजनेद्वारे पेसा कायद्याच्या अंमलबजावणीचे बळकटीकरण)
- iv. Strengthening the implementation of the Forest Rights Act Through 5 % Untied Fund scheme (पुस्तिका ४ - अबंध निधी योजनेद्वारे वन हक्क कायद्याच्या अंमलबजावणीचे बळकटीकरण)
- v. Livelihood Management in the basis of Biodiversity Through 5% Untied fund scheme (पुस्तिका ५ - अबंध निधी योजनेद्वारे जैवविविधता व त्याआधारे उपजीविकेचे व्यवस्थापन)
- vi. Strengthening the Basic Infrastructure Through 5 % Untied Fund (पुस्तिका ६ - अबंध निधी योजनेद्वारे पायाभूत सुविधांचे बळकटीकरण)
- vii. Strengthening the Services of Health, Nutrition and Education Through 5 % Untied Fund scheme (पुस्तिका ७ - अबंध निधी योजनेद्वारे आरोग्य - पोषण - शिक्षणाचे बळकटीकरण)
- viii. The method of management of untied fund through Gramsabha (पुस्तिका ८ - अबंध निधीचे ग्रामसभेमार्फत व्यवस्थापन करण्याची पद्धती)

One workshop was conducted for consulting with various trainers and experts from the field of Pesa and FRA. Around 15 participants took part in this workshop conducted in Yashada and supported in developing the module.

3.2 Training of Trainers:

Based on the module developed local trainers from each districts were identified with the help of the concerned Zilla Parishad and Voluntary Organizations working in that area. These identified persons were trained in a 3 days ToT in training centres close to their districts. The details of the training programmes are provided in the table below -

S. No	Name of the Workshop or Course	District	Duration of the workshop	Total no of Participants
1	Untied fund to GP to PESA : Training to Trainers Programm	Yashada	27/07/15 to 31/07/15	29
2	Training for Government Officers Untied fund to PESA GP	Yashada	10-Sep-15	80
3	Training for Trainers under 5 % untied Fund	PACE Aurangabad	28/09/15 to 02/02/15	43
4	Training for Trainers under 5 % untied Fund	PES Aurangabad	17/10/15 to 21/10/15	35
5	Training for Trainers (Nashik and Thane) under 5 % untied Fund	MITTRA Trining Centre, Peth Nashik	26/10/15 to 30/10/15	42

S. No	Name of the Workshop or Course	District	Duration of the workshop	Total no of Participants
6	Training for Trainers (Chandrapur and Gadchiroli) under 5 % untied Fund	PRTC , Mul Chandrapur	26/10/2015 to 30/10/15	42
7	Training for Trainers (Palghar and Thane) under 5 % untied Fund	MITTRA Training Centre, Jawahar Palghar	23/11/15 to 27/11/15	35
Total				306

Apart from the ToTs conducted by the Centre 6 Training Programmes were also conducted by SIRD, Yashada for sensitization of the Government officers from Pesa Areas on the provisions under 5% untied funds provision made by Tribal Development Department, GoM.



Training of GP members on Untied funds in Pesa areas -1

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

YASHADA in collaboration with UNICEF had undertaken a project 'Life Skill Education for Adolescence in schools of Chandrapur – Phase I' in 2014-15. 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. Based on the positive feedback from the concerned stakeholders the Phase II was launched with the objective of conducting:

- Design & Development of Life Skill Education Module for Adolescents in School –Phase II
- Training of Trainers (Teachers as well as Block Coordinators)
- Conduct of Block level training for Peer Educators
- Implementation of the module in 100 schools using peer education strategy

The programme was anchored by the Education Department in the district through its Block Education Officers. Following are the major activities of the programme -

4.1 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 –

- Experiences,
- Interpersonal relationships,
- Team work,
- Exploitation, violence and injustice
- Sexually transmitted diseases and HIV / AIDS
- Financial Management
- Life cycle of needs and financial savings
- Household budget
- Time Management
- Media and us
- Emotional Management



Consultation workshop of Prerikas of Adolescent Life Skills Education (Phase II)

4.2 Training of Trainers for Life Skills Programme:

Based on the modules designed for the programme the trainers (teachers from each school and block coordinators) were given training for conducting the sessions in training programmes conducted in 2 phases.

This was followed by training of the peer educators in 4 different sessions at block level which was conducted by the Master Trainers. This training of peer educators was organized and managed by the Block Education Officers. The participants for these trainings were the peer educators from all the schools of the block and prerika attached with the respective schools.

4.3 Life Skills Orientation Sessions in 100 schools:

After the training of the peer educators at the block level the peer educator and the prerika were responsible for conducting these sessions in the school with the students of grade 8 and 9. These sessions were conducted in all the 100 schools from Dec 2015 to April 2016. These sessions were supported by the respective schools and were closely monitored by the concerned block coordinator and district coordinator of the project.

4.4 Monitoring and Review:

In order to understand the progress of the programme a mid-line survey was conducted in select schools of all the blocks. Towards the end an end-line survey was also conducted to gather a consolidated picture of the programme. The data entry and analysis of the same is in process.

To review and understand the views of various stakeholders a workshop was conducted in Yashada with the district coordinator, block coordinators and prerikas participating in the workshop. This workshop also proved as a preparation for the district gathering proposed to be conducted in the next academic year.

Sr. No.	Name of the Training Programme	Venue	No of Participants per programme	Dates and Duration
1	ToT of Master Trainer	Chandrapur	34	29 – 31 Oct 2016
2	ToT of Master Trainer	Chandrapur	35	17 – 19 Dec 2016
3	Workshop for Prerikas & block Coordinators on adolescent Life Skill education	Yashada	99	1 – 2 April 2016

5. 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 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. This also envisages capacity building of Gram Panchayat Members on issues of Children that will facilitate Action Plan from Gram Panchayats around children and organizing ‘baal sabha’ and thus formation of children and adolescent clubs/groups.

For piloting 3 districts were selected and one block from each district was identified for carrying out various activities under Child Friendly Panchayat initiatives – Latur (Shirur Anantpal), Chandrapur (Warora) & Nandurbar (Taloda).

Major activities under this initiative are mentioned below:

5.1 Module Designing workshops:

Workshops were conducted for designing of module for Child Friendly Panchayat to review the situation and to ensure the inclusion of issues related to child rights. The details of the workshop are as below –

S. N .	Name of the Workshop	Venue	Duration/Dates	Total No. of Participants
1	Workshop for reviving the module on child Friendly Panchayat - II	Yashada	2/6/2015 to 06/06/2015	10
2	Workshop for reviving the module on child Friendly Panchayat	Yashada	23/06/2015 to 24/06/2015	18
Total				28



Compilation of GP level data for Integrated Taluka Database in Ner Taluka of Yavatmal

5.2 Block level workshops:

To initiate and to orient concerned stakeholders regarding the initiative of Child Friendly Panchayat a workshop was conducted in each block selected for the pilot. Due to local conditions the workshop was not conducted in Warora Taluka of Chandrapur District.

S.No	Name of the workshop	Duration / Dates	Venue	Total No. of participants
1	Block level workshop on Child Friendly Panchayat Tal. Taloda. Dist Nandurbar	28-04-2015	Nandurbar	99
2	Block level workshop on Child Friendly Panchayat Tal. Shiruranantpal. Dist Latur	21-05-2015	Latur	85
	Total			184

5.3 Orientation of Grampanchayat level Volunteers and Training of Master Trainers:

Trainers with experience in conducting participatory planning at village level and those with experience of working on child rights issues / adolescent issues were identified from the same district to lead the process of participatory planning at Grampanchayat level. A ToT was organized in Yashada for their training. Similarly volunteers were identified from the same village for supporting the process in their respective village. A separate training was conducted for the volunteers to orient them over the issues related to children, acts and schemes related to children. The details of these training programmes are as follows –

S. N.	Name of the Workshop	Duration/Dates	Venue	Total No. of Participants
1	Training for Prerika / Volunteers on Child Friendly Grampanchayat - Unicef	04/01/16 to 6/01/16	Yashada	31
2	Training of Trainers for Child Friendly Grampanchayat - Unicef	18/01/16 to 19/01/16	Yashada	22
	Total			53

5.4 Participatory Planning for developing child friendly agenda of Grampanchayat:

The process of participatory planning in the identified villages was conducted from 20 – 26 Jan 2016 with focus on childrens' issues and customized tools to involve them in the process. In certain Talukas the concerned Block Development Officer was present for the concerned Gram Sabha of the participatory process.

Following the process at village level a review workshop was conducted in Yashada to understand the issues that emerged from the process and to consolidate the plans prepared by the villages.

S. N.	Name of the Workshop	Duration/Dates	Venue	Total No. of Participants
1	Training on Child Friendly Grampanchayat for Local Body - Unicef	19/02/16 to 21/02/16	Yashada	62
Total				62

6. 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 5 courses were conducted in 2015-16 and their details are as follows –

Sr No	Course Title	Course Duration	Venue	No. of Participants
1	Workshop For Ujwala Ngo By WCD UNICEF	06/04/2015-07/04/2015	Yashada	29
2	Orientation Training program for Prevention Prohibition and Redressal Member Act 2013 (STP)	04/06/2015-06/06/2015	Yashada	26
3	Orientation Training program for Prevention Prohibition and Redressal Member Act 2013 (STP)	28/07/2015-30/07/2015	Yashada	24
4	Orientation Training program for Prevention Prohibition and Redressal Member Act 2013 (STP)	04/08/2015-05/08/2015	Aurangabad	39
5	Orientation Training program The Sexual Harassment of Women at Workplace (Prevention Prohibition and Redressal Act 2013 (STP) At Ratnagiri	31/08/2015-01/09/2015	Ratnagiri	71
Total				189

The courses were conducted in line with the module developed by the Centre for orientation on the act for prevention of sexual harassment at workplace contributing significantly to the orientation about the act in the concerned offices.

7. Training Programmes for Planning Department:

A series of training programmes were conducted for the Planning Department. Out of the total 10 programmes, 7 programmes were conducted under STP and 3 programmes were conducted on demand from the planning department. Out of the programmes conducted under STP one programme was a foundation training programme for 14 officers selected through MPSC. During the training programme the officers were introduced to participatory planning process in Yavatmal district complemented with a field visit to the concerned district and interactions with the respective officers. The details of the courses conducted is provided in the table below –

No	Course Title	Duration	Program Days	Venue	Participants
1	Training Programme for Planning Department -Mumbai	20/04/2015-20/04/2015	1	Mantralaya, Mumbai	125
2	Training Programme for Assistants of Planning Department ,Mantralaya	05/08/2015-07/08/2015	3	Yashada	20
3	Foundation Training Programme for Class I Officers of DES	10/08/2015-19/09/2015	41	Yashada	8
4	Training Programme for Assistants of Planning Department ,Mantralaya	29/09/2015-01/10/2015	3	Yashada	20
5	Induction Training Programme for Class II Officers of Planning Department, Mantralaya	23/11/2015-07/12/2015	15	Yashada	30
6	13th Finance Commission Review & GSDP Workshop of Western Region	09/12/2015-11/12/2015	3	Yashada	50
7	STP-Induction Training Programme for Class-II Officers of DES	28/12/2015-11/01/2016	15	Yashada	30
Total					283

Apart from the training programmes for planning department, on demand programmes were conducted for Directorate of skill development, employment and entrepreneurship. The details of the training programmes are given below –

S.No	Course Title	Duration	Program Days	Venue	Participants
1	Data Analysis Skill (Using Data for Program Monitoring & Evaluation)	06/01/2016-08/01/2016	3	Yashada	40
2	Data Analysis Skill (Using Data for Program Monitoring & Evaluation)	18/01/2016-20/01/2016	3	Yashada	40

S.No	Course Title	Duration	Program Days	Venue	Participants
3	TNA For Directorate Of Skill Development Employment & Entrepreneurship	29/02/2016-02/03/2016	3	Yashada	30
Total					110

8. Coordination of 4 District Administration Training Institutes for implementation of STP:

For promoting the implementation of training in all the districts under STP officers in Yashada were allotted 1 district each to liaison with the District Training Institutes and to support the training in the respective districts. Accordingly following districts were supported by the faculty members of the Centre for conducting training programmes under Right to Services Act and Class III & IV training programmes under STP –

S.No	Faculty	District	RTS Training Programmes (Phase I & II)	Training Programmes for Class III & IV
1	Sumedh Gurjar	Nagpur	20	NA
2	Sujata Iyyer	Yavatmal	20	2
3	Jayshri Tadelkar	Jalna	7	-
4	Pradnya Dasarwar	Nandurbar	13	7

9. Report on strengthening of Goa ATI:

The Government of Goa has signed MoU with Yashada to suggest road map for establishment of State ATI and also for conducting TNA and faculty development programme. The task of preparing the report on establishment of ATI was entrusted to CRD. The report was prepared based on the study of the existing scenario and existing needs and challenges of administration of Goa. This was followed by a series of consultations with faculty members of GIPARD and senior officials of Government of Goa. The draft report was presented to the BOG of GIPARD in sept 2015. BoG approved and accepted the report accordingly the final report has been submitted

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 to Integrated Taluka Plan preparation in 2 Talukas of Yavatmal District.
2. Completion of the phase II of the Life Skills training in 100 schools across 15 talukas of Chandarpur district.
3. Preparation of a comprehensive report for strengthening of State ATI of Goa which was duly accepted by BoG of GIPARD.
4. Development of a module for motivating the Grampanchayats to become Child Friendly in their planning and approach.
5. Development of customized module on PESA and untied grants for training of Grampanchayat members in PESA areas.

V. Key Outputs-

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

1. Development of a module for integration of data at Taluka Level for Integrated Planning
2. Sensitization of around 7500 school students from Chandrapur district on life skills
3. Mobilization of 9 Grampanchyats for planning and development in a Child Friendly manner
4. Training of 306 trainers for capacity building of Grampanchayat members from PESA areas in systematic and functional manner
5. Comprehensive report for strengthening of State ATI of Goa



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 2015 to March 2016						
Achievement	Number of Programs	Participants		Participant Days	Women Participants	Program Days
		Nominated	Attended			
Target	1200	30000	30000	90000	-----	3600
Total Achieved	2317	150500	142879	217693	38763	5060
Efficiency	+1117	+120500	+112879	+127693	-----	+1460

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 Executive Committee in progress – 9 November 2015

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 2015-2016

Name of Meeting	Date of Meeting	Numbers of Decisions
Executive Committee Meeting		
82 nd Meeting of the Executive Committee	30 March 2015	04
83 rd Meeting of the Executive Committee	9 November 2015	10
84 th Meeting of the Executive Committee	30 January 2016	03
85 th Meeting of the Executive Committee	31 March 2016	05
Sub-Committee of BoG Meeting		
6 th Meeting of the Sub-Committee of BoG	24 March 2015	03
7 th Meeting of the Sub-Committee of BoG	12 February 2016	03

Key decisions in the meetings during 2015-2016

<p>82nd Meeting of the Executive Committee The Plan and Non Plan Budget Estimates for Financial Year 2015-16 and the Revised Plan and Non Plan Budget Estimate for the financial year 2014-15, was recommended to the Board of Governors by the 82nd meeting of the EC.</p>
<p>83rd Meeting of the Executive Committee Approval was given to transfer the funds amounting to Rs. 3.5 Crores to PWD, Pune towards proposed construction of Centre for Good Governance at YASHADA. Approval was given to issue e-tender for an expenditure amounting to Rs. 80,000,000/- towards purchase of stationary for training programme and office work during 2016-2018. Approval was given to issue contract for Xeroxing and digital printing to M/s Sae Enterprises with the expenditure amounting to Rs. 65,00,000/-. Approval was given to sign a contract for security services with MESCO for the year 2014 to 2017. It was also approved that the transport allowance and other allowances would be applicable to them as decided by the Committee established by Government.</p>
<p>84th Meeting of the Executive Committee Training programmes and various perspectives under GPDP were noted.</p>
<p>85th Meeting of the Executive Committee Approval was given to the proposed annual programmes during 2016-17 along with training programme categories of YASHADA. The Annual Report of YASHADA for the year 2014-15 was accepted and recommended for the approval of Board of Governors of YASHADA. The payment of property tax on 12 buildings at YASHADA to the Pune Municipal Corporation was approved and recommended for further approval to the Board of Governors of YASHADA.</p>
<p>6th Meeting of Sub-Committee of BoG The Sub-Committee of the Board of Governors accorded approval to the tender; and to award of the contract to the manpower service provider agency, M/s GA Digital Web World Private Limited, for a period of two years. The Sub-Committee accorded approval to the proposal to take up energy efficiency project for YASHADA buildings and, for that purpose, as the first step, to conduct the Investment Grade Energy Audit (IGEA) for the YASHADA Campus buildings through the joint venture Company of the Ministry of Power, Govt. of India, the Energy Efficiency Services Ltd. (EESL).</p>
<p>7th Meeting of Sub-Committee of BoG The Sub-Committee accorded approval to the signing of MoU for the collaborative engagement of YASHADA with the Harvard Kennedy School of Government; and to the revised draft MoU. The Sub-Committee accorded approval to the signing of MoU between YASHADA and Rambhau Mhalgi Prabodhini; and to the revised draft MoU.</p>

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 areas of infrastructure.

During the year 2015-2016, CIDM has conducted six training courses / programmes and trained 133 participants. Total numbers of participant days were 640 (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., Gujarat, 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 1 Program of MDP (3 days duration) based on Right to Information for Senior officers of MSETCL, three programmes of MDP (5 days duration) for Senior Officers of MSRDC, one programme on “Public Transport Management for Officers of BEST, one programme for post recruitment of MMRC Staff during the year

2015-16. With this, CIDM has conducted in all 94 programs in MDP since inception in 2007 and trained in all 2060 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 were 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 following programs are highly acclaimed in the Power Sector and are a very popular training programs.

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.

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

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, 32 training courses conducted by CIDM & 1189 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.

Law & Regulatory Functions for MSETCL Officers:-

Functional Training Programme for Finance & Account Officers of MSETCL

Workshop on The Competition Act 2002 :

The objective of the workshop is to create awareness regarding “The Competition Act 2002” amongst the officers of all government departments.

**ANNEXURE `A`
No. of programme conducted by CIDM during last 5 years.**

Sr. No.	Particulars	2011-12	2012-13	2013-14	2014-15	2015-16	Total courses conducted	Total No. of participants
1.	Induction Level training	10	0	0	0	0	10	321
2.	MDP Gen.& Dist. IR	a0	0	1	0	0	1	25
	Dist.	0	2	0	0	0	2	58
	MSETCL	7	8	0	4	1	20	547
	PSPCL	6	3	4	0	0	13	302
	MIDC	0	0	2	0	0	2	53
	MSRDC	0	0	0	0	3	3	74
3.	PMP Gen Dist. Trans	0	1 0 0	0 0 0	0 0 0	0 0 0	1	28
4.	DRUM DSM	1	0	0	0	0	2	43
	DLR	1						
	O&M							
5.	Finance & Accounts	0	3	2	0	0	5	139

Sr. No.	Particulars	2011-12	2012-13	2013-14	2014-15	2015-16	Total courses conducted	Total No. of participants
6.	Law & Regulatory Functions	0	1	0	0	0	1	22
7.	MERC work-shop	0	0	1	0	0	1	120
8.	Workshop on Competition Act 2002	0	0	0	1	0	1	63
9.	"Public Transport Management" for the Officers of BEST	0	0	0	0	1	1	20
10.	Post Recruitment Trg. Prog. for MMRC Staff	0	0	0	0	1	1	14
Total		25	18	10	5	6	64	1829



Yashwantrao Chavan Academy of Development Administration
 Training Course on "Public Transport Management" for the Officers of Brihan Mumbai Electric Supply & Transport Undertakings (BES&T) -
 from 29th Feb. to 4th March 2016



ANNEXURE 'B'
Center for Infrastructure Development Management(CIDM)
Details of Participants days

Year - 2015-16

Sr. No.	Name of the Course	Period of the course	No of participants	No of Days	Participants days completed
MANAGEMENT DEVELOPMENT PROGRAMME (MDP)					
1.	Management Development Program (RTI) for MSETCL	6/4/2015 to 8/4/2015	25	3	75
2.	Management Development Program (RTI) for MSRDC	20/4/2015 to 24/4/2015	26	5	130
3.	MDP for Senior Officers of MSRCD	11/5/2015 to 15/5/2015	23	5	115
4.	MDP for Senior Officers of MSRDC	1/6/2015 to 6/6/2015	25	6	150
5	Training Course on "Public Transport Management" for the Officers of BEST	29/02/2016-04/03/2016	20	5	100
6	Post Recruitment Training Programme for Mumbai Metro Rail Corporation Staff (Total bill of Rs.172500/- Received amount Rs.157434/- after cutting TDS of Rs. 15066/-	18/03/2016-22/03/2016	14	5	70
Total of all courses participants days for the year 2015-16 (up to 31/3/2016) :-			133	29	640

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

In addition to giving a great ambience conducive to realizing their dreams, ACEC provides its candidates with the following facilities:

- Free Accommodation at YASHADA to all the students
- 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 10.00 p.m.
- A study room which is open 24x7
- Computers with Internet facility
- Well-equipped Gymnasium, Yoga classes & Swimming pool

Major Activities (April, 2015 to March, 2016)

1. Coaching Programme for Preliminary Examination -2015

Guidance programme was conducted for the Prelims examination - 2015 from April 2015 to August 2015. Total 45 sessions approx (90 clock hours) were conducted under this Programme.

The Civil Services (Preliminary) Examination-2015 was held on 23rd August 2015. The result of the same was declared on 12th October 2015. Total 19 Candidates out of 70 cleared Preliminary Examination & qualified for CSE-Mains Examination -2015 from the Centre.

2. Coaching Programme for Main Examination -2015

All 19 qualified candidates were continued for further coaching i.e. for Mains Exam-2015. Disqualified candidates were discontinued. Hence 51 vacancies were created & same were filled up from among the outside qualified candidates. Total 51 candidates were guided for Civil Services Main Examination -2015 by the Centre. The Civil Services (Mains) Examination-2015 was held in the month of December, 2015.

A) Guidance Programme was divided into two Phases

i) Pre- Result of Prelims- Guidance Programme for CSE Mains-2015

(Duration: January to April 2015)

All the candidates, who had taken admission in the center for UPSC- Prelims-2015, have availed this coaching programme.

ii) Post-Result of Prelims-Guidance Programme for CSE Mains-2015

(Duration: September to November 2015)

Candidates, who had qualified for the Main Examination-2015 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-2015

Result of mains examination was declared by UPSC on April 2016. Total 08 candidates from the center cleared the Main Examination.

C) Capacity Building Training Programme for UPSC- Interview / Personality Test-2015

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 2nd to 5th March 2016 at YASHADA.

In response to the advertisement issued by the Centre, total 46 candidates from Maharashtra participated in Training Programme. The students were given inputs on how to face the Interview. Mock interviews were conducted during 3rd to 5th March 2015. **(Total Sessions= 6 & Total Mock Interviews 46 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 video graphed & 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 - 2016

Entrance examination for admission to 2016 batch was conducted with help of CTSE, Wadia College Pune on Sunday, 22 November 2015 on 29 centers across the state. Total **5720** applications were received. Total of **4471** candidates appeared for the test and **1249** 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 2nd January 2016. 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-2016

The inaugural function of the new batch was held on 12th January 2016.

5) Result of the center

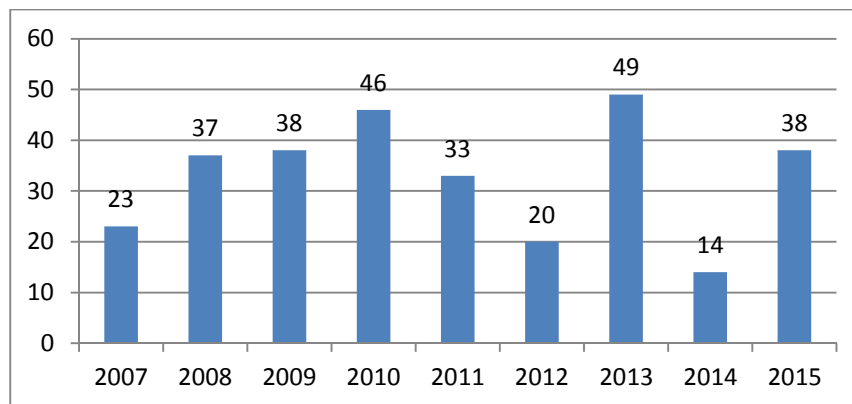
The final result of the CSE-2015 was declared. Total 38 students who availed the coaching from center have been selected for different civil services. The details are as follows:

SR. NO.	NAME OF THE CANDIDATE	All India RANK	Service Allotted	Batch in ACEC, YASHADA (Pre+ Mains+ Interview/ Pre+ Mains/Mains +Interview/only Pre/Only Mains/only Interview)
1	PANCHAL SHRIKRISHNANATH BABURAO	16	IAS	Interview 2016 & Pri 2016
2	BONDAR SIDDESHWAR BALIRAM	124	IAS	Interview 2016
3	PANDVE RAHUL TUKARAM	200	IAS	Pri & Mains 2010
4	GAVHANE NAVNATH KONDIBA	220	IAS	Interview 2016
5	CHETULE SANJEEV VINAY	354	IRS (C&CE)	Interview 2016
6	BHASME VIVEK DATTATRAYA	395	IAS	Interview 2013
7	JOG KAUSTUBH DEEPAK	396	IRS (C&CE)	Interview 2016
8	SUSE SHRIKANT BALASAHEB	400	IAS	Pri & Mains 2014
9	TORSEKAR VASUD GANESH	440	IRS (C&CE)	Interview 2011
10	DHOLE SAILEE SANJAY	448	Not allotted	Pri, Mains, interview 2015
11	MUNDE AMIT ANGAD	485	IRS (IT)	Mains 2010, Interview 2013 & 2015
12	WALUNJ ADITI BALASAHEB	491	IFS	Interview 2011
13	NARNAWARE MANISH SHANKARRAO	552	IAS	Interview 2016
14	SAKORE VISHAL VILAS	568	IRS (IT)	Interview 2013 Pri 2014

SR. NO.	NAME OF THE CANDIDATE	All India RANK	Service Allotted	Batch in ACEC, YASHADA (Pre+ Mains+ Interview/ Pre+ Mains/Mains +Interview/only Pre/Only Mains/only Interview)
15	DONGARE PRAVIN UMESH	601	IPS	Interview 2012
16	WANKHADE AAKASH SAGAR	603	IFS	Pri & Mains 2015, Interview 2016
17	SHINDE KIRAN ARUN	618	IRS (IT)	Mains 2011
18	KHILARI RISHIKESH DNYANDEO	627	Not allotted	Interview 2013 Pri & Mains 2014
19	SONAWANE KULDIP SURESH	636	IPS	Interview 2015 & Pri 2016
20	BANSOD PAVAN MAROTI	674	IPS	Pri Mains Interview 2012 Interview 2013
21	KOTHAWADE SWAPNIL SHARAD	693	Not allotted	Interview 2013
22	YERANE VINODKUMAR CHANDRABHAN	709	IRS (C&CE)*	Mains 2015 & Interview 2016
23	PATIL SAMEER SHIVAJIRAO	746	IRS (C&CE)	Pri 2013 & Interview 2016
24	SATHE SANDEEP PRADEEPRAO	775	Not allotted	Interview 2013
25	VIKRAM VIRKAR	784	Not allotted	Interview 2011
26	SANDIP DEVIDASRAO PANDULE	826	IRTS*	Pri 2008 Interview 2009
27	KHOBGRAGE SANGHAMITRA RAMDAS	832	IRS (IT)	Interview 2016
28	GARUD RAHUL DEELIP	869	Not allotted	Interview 2013
29	KHOMANE UDAY SUDAM	885	ICLS*	Interview 2016
30	SHIVAM DATTATRAY DHAMANIKAR	934	IRS (C&CE)	Interview 2013
31	DHANDE VAISHALI VILAS	964	IRS (C&CE)	Interview 2016
32	AJAY RUMAL KHARDE	975	IRS (C&CE)	Mains 2010 & Inte 2012
33	KHOBGRAGE KRANTI EKNATH	982	IDAS	Pri & Mains 2010

SR. NO.	NAME OF THE CANDIDATE	All India RANK	Service Allotted	Batch in ACEC, YASHADA (Pre+ Mains+ Interview/ Pre+ Mains/Mains +Interview/only Pre/Only Mains/only Interview)
34	SWATI SURVE	1003	IDAS	Pri & Mains 2009
35	BHARSAT YOGESH TUKARAM	1013	Not allotted	Interview 2013
36	MALI RAHUL BHANUDAS	1054	IAS	Mains 2007 & Inter 2016
37	SANADE SHAKIL YUSUF	1063	IRS (IT)	Mains 2014 & Inter 2016
38	AUTI VISHNU HARIBHAU	1064	IRS (IT)	Interview 2013

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. Presently we have 50178 books (as on 31/3/2016) in our library.

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 13 new members added in the library register. At present we have 934 members on the register.

Purchase of Books and Journals

Since last 5 years library has purchase books and journals as indicated below:

No	Year	Amount spent for				
		Books	Journals	Magazines	CD	Newspapers
1.	2011-12	462783	35789	23455	10073	103224
.2	13-2012	296547	74489	21255	21811	83198
.3	14-2013	329579	29046	--	299	89805
4.	2014-15	555434	121374	20412	731	DAC-35529 MDC-63212
5.	2015-16	180431	55779	31827	249	DAC-48514 MDC-78118

Addition of books in last five years is:

No	Year	Books	Magazines
1.	2011-12	1099	92
2.	2012-13	674	52
3.	2013-14	931	6
4.	2014-15	1157	79
5.	2015-16	496	27

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 training programmes on e-Granthalaya – Library software developed by NIC, New Delhi during 15-17 February 2016 (25 participants)

Book Club

In the year 1 Book Club meetings held and Col Vishvas Supnekar HoD, CDM presented on “Operation Blue Star” which was found very interesting book by the faculty members.

Visit to Maathi Sahitya Sannelan

To add latest books in the library a visit to Marathi Sahitya Sannelan was organized during 15-18 January 2016 and 230 books were purchased.

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 related to Public / Development Administration and Management in Government in India and particularly in Maharashtra;
- To disseminate information about functioning of Public / Development Administration; and
- To publicise the Academy's activities.

Sales and Marketing of Academy's Publication

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

Sr. No.	Month & Year	Total Subscribers of Yashmanthan	Amount Received from Yashmanthan Subscription (in Rs.)	Total Subscribers of Ashwattha	Amount Received from Ashwattha Subscription (in Rs.)
1.	April 2015	27	5040	2	400
2.	May 2015	27	5400	2	400
3.	June 2015	35	6160	3	480
4.	July 2015	31	5960	2	400
5.	August 2015	58	10880	2	400
6.	September 2015	31	5960	7	1160
7.	October 2015	25	5000	3	600
8.	November 2015	27	5400	3	600
9.	December 2015	116	23200	5	1000
10.	January 2016	45	8960	3	600
11.	February 2016	39	7800	0	-
12.	March 2016	46	8960	2	400
Total		507	98720	34	6440
			Grand Total	507+ 34 = 541	98720 + 6440 = 105160

Sr. No.	Month	Year	Sale of Books	Sale of CDs
1.	April	2015	106428	1250
2.	May	2015	15168	1550
3.	June	2015	31455	1150
4.	July	2015	65278	5200
5.	August	2015	52130	1300
6.	September	2015	71543	1200
7.	October	2015	38018	1350
8.	November	2015	26255	2350
9.	December	2015	72200	2000
10.	January	2016	50815	1550
11.	February	2016	30195	750
12.	March	2016	40445	600
		Total	599930	20250

Activities: Journals Published

Journals Published during the year 2015 –2016

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, 1 issue of Ashwattha – April - June 2015, July-September 2015, October- December 2015 was published.

The area subjects covered in the issue were : Prejudice and Discrimination: Is origin and Impact, Institutional Analysis of Parliamentary Ombudsman in England and Kerala, Portrayal of Partition Woes in the Short Stories of Trans Indian Urdu Writer Sadat Hasan Manto, Small Enterprises : The Hope for a Developing Economy.

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 2015, July-September 2015, October-December 2015, January-March 2016 were brought out.

The major were covered Right to Service Act, Impact of Information Technology, National Skill Development Programme, Technice of Good Administration, Time Management, Positive Thinking and many more.

Sr. No.	Name of Journals	Period of Journals	No. of A4 Size Pages	Copies Printed	Copies Mailed
1.	Yashmanthan	April – June 2015	32	4000	2750
		July – September 2015	32	4000	3070
		October – December 2015	32	4500	3070
		January – March 2016	32	4000	3100
2.	Ashwattha	April – June 2015	32	1000	810
		July- Sept 2015	32	1000	815
		Oct- Dec 2015	26	1000	826

Activities: Books/Booklet Published

During the year 2 books were published viz

- 1) Kayada Mahiticha an Abhivyakti Swatantryacha (5000 Qty)
- 2) Manvi Haqa Swarakshan ani Sanvardhan (1000 Qty)

Activities: Publications Printed for Projects

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