

Newsletter



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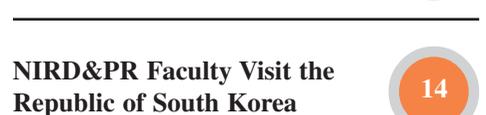
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## Cover Story

# The Paradigm Shift in Skilling: Recent Initiatives in Skill Development and Entrepreneurship

Any skill development endeavour must succeed and the consequential benefits should be cascaded by design for the benefit of millions of youth. Of course, for any skill development effort to succeed, the interface between academia, industry and market should play a crucial role in facilitating development of demand-driven courses, curriculum and practice in the form of internships, apprenticeships and jobs in rural areas in particular. It is in this context, the Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY) assumes critical significances. Financial Institutions like MUDRA and BANDHAN are expected to provide a new momentum to the 'Skill India Mission'.

Today, India is one of the youngest nations in the world with more than 62 per cent of its population in the working age group (15-59 years), and more than 54 per cent of its total population below 25 years of age. Its population pyramid is expected to bulge across the 15 -59 age groups over the next decade. The average age of population in India by 2020 will be 29 years against 40 years in USA, 46 years in Europe and 47 years in Japan. In fact, during the next 20 years the labour force in the industrialised world is expected to decline by 4 per cent, while in India it will increase by 32 per cent. This poses a formidable challenge and a huge opportunity.

### Skill Development Initiatives

It is estimated that during the five-year period from 2004 - 2005 to 2009 - 2010, only 2.7 million of additional jobs were created in the country. For a skills strategy to be successful, it should be complemented by commensurate creation of jobs in the primary, secondary and tertiary sectors which will be a key outcome of overall economic growth including entrepreneurship cutting across all sectors. The Indian capacity for harnessing entrepreneurship has not been fully realised. The MSME (micro, small and medium enterprises) sector contributes to only 17 per cent of GDP as compared to 85 per cent in Taiwan, 60 per cent in China and 50 per cent in Singapore. Given the realities of rapidly changing economic landscape in the country, entrepreneurship opportunities have emerged as an important source of meeting the aspirations of the youth.



The National Policy for Skill Development and Entrepreneurship 2015 supersedes the policy of 2009. The primary objective of this policy is to meet the challenge of skilling at scale with speed, standard (quality) and sustainability. It aims to provide an umbrella framework to all skilling activities being carried out within the country, to align them to common standards and link skilling with demand centres. The National Skills Development Agency (NSDA) which was created in June 2013 has been working with State governments to rejuvenate and synergise skilling efforts in the States. The National Skills Qualification Framework (NSQF) links skilling and education outcomes with the competency based NSQF levels. These efforts build on the legacy of vocational training infrastructure of Industrial Training Institutes and Polytechnics which have now grown in number to approximately 12,000 and 3,200, respectively.

### Workforce and Employment Demand

The country, however, has a big challenge ahead as it is estimated that only 4.69 per cent of the total workforce in India has undergone formal skill training as compared to 68 per cent in UK, 75 per cent in Germany, 52 per cent in USA, 80 per cent in Japan and 96 per cent in South Korea. While the debate on the exact quantum of the challenge continues, there is no dispute in the fact that it is indeed a challenge of

formidable proportion. On demand side, a skill gap study has been conducted by NSDC over 2010 -2014, which indicates that there is an additional net incremental requirement of 109.73 million skilled manpower by 2022 in twenty four key sectors.

Job creation for skilled youth is also a major challenge before the nation. Entrepreneurship based on innovation has immense growth potential. However, the number of local entrepreneurs emerging every year in India is very low. The Global Innovation Index 2014 ranks India at 76 out of 143 countries. Accelerating entrepreneurship especially, based on innovation is crucial for large-scale employment generation in India.

### Conclusion

It is a happy augury that the National Policy for Skill Development and Entrepreneurship 2015 is showing the way for creation of jobs in the farm and non-farm sectors in rural and urban areas. However, it is not encouraging that a large number of these jobs have been created in the informal agricultural sector.

One of the biggest challenges of skill development in our country is that 93 per cent of the workforce is in informal/unorganised sector. Consequently, it is difficult to map existing skills in the unorganised sector and gauge the skilling requirement in the sector.

Women constitute almost half of the demographic dividend. The key challenge here is to increase their participation in the country's labour force, which is directly linked to economic growth of the country. Census data has revealed that there has been a continuing fall in labour force participation rate of women from 33.3 per cent to 26.5 per cent in rural areas, and from 17.8 per cent to 15.5 per cent in urban areas between 2004 and 2011. Mainstreaming gender roles by providing skill development training to women in non-traditional roles and increasing gender sensitivity in the workplace will have a catalytic effect on productivity and prudent economic decision making. Therefore, we need to travel a long distance in generating greater numbers of jobs in the formal manufacturing sector. The NSDA in league with the NSQF has been performing at pace slower than the need for creating jobs for the growing phenomenon of the demographic dividend. Nearly two-thirds of the Indian



population will comprise the working age group, with many belonging to the younger generation of 15 to 35 years age group.

New avenues of employment need to be created and incomes enlarged. India's Skill Development Minister, Rajiv Pratap Rudy, hopes to address this challenge through Industrial Training Institutes, but he also believes in the need to focus on the 'bottom of the pyramid', as the volumes there are higher. We need to understand that skill development in the country is being carried out by 22 ministries through more than 70 schemes.

Establishment of National Skill Universities and Institutes in partnership with States as Centres of Excellence for Skill Development and Training of Trainers will go a long way in doubling the speed of employment generation and quality enhancement. Community Polytechnics, Livelihoods Schools and specialised learning centres like the Swamy Ramananda Tirtha Rural Institute, Nalgonda and the Chitrakoot Rural Institute, for example, need to be replicated in the small towns and large villages in the country. Financial institutions like the MUDRA, BANDHAN and Public Sector Banks that support the SMEs in particular need to be strengthened further. Simultaneously, private lending agencies and money lenders should also be encouraged to finance the SMEs, of course, with interest capping through government regulation.

- **Dr. P Durgaprasad**, Advisor & Project Head  
(Networking) and Head I/C (Training)

## Meetings

# Consultative Meeting on 'Developmental Leadership'

The tenure of a District Collector/District Magistrate is a vital phase of the career of a Civil Servant with their abundant energy, ideals and passion to work for the welfare of the people. However, only some of them exhibit leadership of excellence and create a mark on the district development scenario. Their role in leading the District administration for implementing various ongoing programmes, innovating for addressing the local issues and creating new approaches for development is also very crucial for the development of the rural India. If the District Collectors / District Magistrates are primed adequately before they take charge to create confidence and make them realise that they can do miracles, if they use their full potential and lead the district unbound and by unleashing their imaginative energy, their work can have tremendous snow-ball effect and transform the rural India.

In this regard a Consultative Meeting with Development Leadership covering some of the best working District Collectors who have completed at least two years of their posting, Rural Development experts and activists was held at National Institute of Rural Development & Panchayati Raj (NIRD&PR), Hyderabad on August 19, 2016 to seek their views before giving final shape to the contours of the MDP on Developmental Leadership.



The meeting began with welcome of the Chief Guest and participants by the Dr. W. R. Reddy, IAS, Director General, NIRD&PR. Later Dr. Gyanmudra gave a presentation on leadership development framework. Then participants provided their valuable suggestions and recommendations for the programme. A total of 14 IAS and IPS officers, Professor from Indian Institute of Management (IIM), Ahmedabad, Faculty and Project staff of CHRD, participated in the programme. The consultative meeting was coordinated by Dr. Gyanmudra, Professor & Head, CHRD, NIRD&PR.

## Training

# Induction Programme on 'Training Methods and Skills'

As part of strengthening institutional capacity for training of rural development and panchayati raj functionaries, the NIRD&PR has planned a series of programmes for faculty members of SIRDs and ETCs. These include induction, advanced and specialised programmes on methodological aspects of training and research. The first in the series, an Induction programme on 'Training Methods and Skills' was organised at NIRD&PR from August 29 to September 2, 2016. The programme was meant for the newly recruited trainers and it was aimed at exposing them to the basic principles and practices of Training Methodology. A

total of 22 participants from ETCs of various States including Andhra Pradesh, Maharashtra, Tamil Nadu and Telangana and three faculty members from TSIPRD, Telangana attended the programme.

Dr. W R Reddy, IAS, Director General, NIRD&PR inaugurated the programme and referred to the huge task of capacity building of rural development and Panchayati Raj Institutions and other personnel. The Director General observed that ETCs have to play an important role in training of development functionaries at cutting edge level. He emphasised that the role of trainer is not only to provide

necessary knowledge and skills to the development functionaries but more importantly to ignite the passion among them to put their best efforts in performing their tasks. He further urged them to trigger the enthusiasm of the development functionaries to innovate and inculcate the habit of continuous learning. He also shared the initiatives of NIRD&PR as part of its efforts towards continuing education for development functionaries in the form of Certificate and Diploma courses and a platform for empanelling resource persons. He hoped that the participants will come out with action plans for follow-up application of learnings from the training programme and put the various training methods and techniques into practice in the training programmes at ETCs.

The Director General also referred to the 'Rural Connect' web facility of NIRD&PR designed for sharing the experience and best practices of faculty and development functionaries. He urged them to develop case studies and send them online to NIRD&PR's editorial team for editing and publishing in its website, newsletter and journal.

Sessions have been planned keeping in view the focus of the programme, starting with an overview of the training process highlighting the role of ETCs in capacity building for rural development and systematic approach to training and the trainers' role in various stages of training process. The other contents of the course included ice-breakers, planning a session and presentation skills so as to strengthen the abilities of a trainer in the use of lecture method, which is most often used in training programmes. In addition, the participants



were exposed to other training methods like role play, case method, buzz session, discussion methods among others. A session on providing learning ambiance which has a bearing on the receptivity of inputs delivered as part of training, was included. Besides, the participants were exposed to life skills such as values, ethics and stress management.

Besides the internal faculty, the resource persons of the programme included experts in the field, faculty from other institutions and trainers from Art of Living and Bramhakumaris. Dr. P Durgaprasad, Adviser and Head, Training and Networking (CRTCN) conducted some key sessions and delivered the valedictory address. The programme was coordinated by Dr. R.P. Achari, Dr. V.K. Reddy and Mr. V. Srikanth of CRTCN.

## Rural Development Programme on Sustainable Social Development

The training programme on 'Rural Development Programmes for Sustainable Social Development', was held from August 8 to 12, 2016 at National Institute of Rural Development & Panchayati Raj, Hyderabad.

There were 36 participants from ten States across the country namely Tamil Nadu, Rajasthan, Jharkhand, Maharashtra, Gujarat, Andhra Pradesh, Karnataka, Haryana, Telangana and Bihar. The participants represented various Government Departments like Tribal Welfare Department, Planning & Finance Department, Mini Secretariat- Haryana, State Institute of Rural Developments, Watershed Agencies Development, Universities, Extension Training Centres,



Member of Assembly – Bihar, Telangana Chambers of Trade & Industries Promotion and NGOs.

The programme was organised with the objective to build the capacity of the participants on Rural Development Programmes formulated towards social development of the poor and to skill the participants on planning and implementation of rural development programmes on a sustainable basis in order to achieve social development of the poor. An exposure visit was organised on 'Marketing of Food Grains' by SHGs in Pochampalli Mandal, followed by exercise on how the people of the villages envision their village in the next fifteen years, which gave much insights on the subject matter of the programme.

The participants were exposed to sessions with senior and experienced orators such as Chandramouli, IAS (Retd.),

Consultant at NIRD&PR, who spoke extempore on sustainable development goals and the role of Panchayati Raj institutions, where he explained how beauracatic tussles can become one of the hindrences for achieving the goals of MDGs. The session on Rehabilitation & Social Development of Trafficked women was equally challenging and unfolded the gender concerns in India. Interestingly a session in a new area generated much enthusiasm and concern was on Entrepreneurship Development in Fisheries which was organised by the CEO of NFDB, K.N.Kumar, IAS.

The Director General of the Institute Dr. W.R.Reddy, IAS, attended the valediction of the programme and very enthusiastically shared the initiatives on Community Development. He also felt that, community development should be viewed as 'rights based' approach providing access to food, employment and livelihoods to the poor.

## Training-cum-Construction Programme on Prototype Houses Under Pradhan Mantri Awas Yojana - Gramin (PMAY-G)

A sponsored training -cum-construction programme was organised from August 29 to September 7, 2016 at RTP - NIRD&PR for the engineers of Government of Rajasthan where, the skills in the construction of prototype houses under Pradhan Mantri Awas Yojana - Gramin (PMAY-G) were imparted.

A total of 23 participants from department of Rural Development and Panchayat Raj, Rajasthan Participated in the programme. During the training period, the participants constructed a cost-effective design model building using Lauri Bakers technologies. A complete holistic approach was adopted in the construction right from the selection of the site, to foundation techniques, wall construction, roofing, plastering and flooring.

Salient features of the different stages of constructions are as below:

### Foundation:

Construction of arches in the foundation saves materials like cement, sand and stones. Bricks have been used for the arches in foundation. In arch foundation, walls are supported on stone masonry arches and the walls are constructed as monoliths to prevent rainwater running down and soaking the walls.



### Walling:

Rectangular shaped rooms have been built using Rat Trap Bond brick walling and filler slab roof. The Rat Trap Bond construction technology is a cavity walling system, designed to optimise the use of fly ash bricks and cement mortar.

### Roofing:

The roofing has been done by adopting the filler slab technique. This is a cost-effective roofing system, which is principally based on the concept that for a simply supported slab concrete below the neutral axis, takes no tension and hence can be replace by clay tiles to act as filler within the slab. The steel in this zone bears the tensile stress forces, while

the concrete is retained above the neutral axis, as it can take compressive loads very effectively.

#### Supper structure:

Walling has been done with Rat-trap Bond Brick work, a technology in which the bricks are arranged in pattern so that the cost of the building can be economised. The bricks are placed on their edges in 1:4 cement mortar. After the first layer of bricks has been laid, a gap is left between the bricks in the remaining courses. The gaps in the bricks help to create thermal insulation. Compared to a 230 mm thick solid brick wall, the number of bricks required to build this wall is reduced by 25 per cent.

#### Special Features:

Flooring of the building has been done with readily available smooth Kadapa stone slab which gives a marble look.

These stones are low cost and can be fixed easily. They have to be cut to the accurate size and placed actually flat on the floor. The drain water position has to be kept either on one side or two sides and the slopes has to be maintained accordingly.

#### Main features

- Arch foundation
- Rat-trap Bond wall that saves 25 per cent bricks and cement
- Filler slab roofing
- Plastering can be avoided

The second programme in the series is proposed to be organised in the month of October, 2016.

## National-level Training Programme on Gender Sensitisation and Prevention of Sexual Harassment at Workplace

The Centre for Gender Studies and Development, NIRD&PR, organised a national level training programme on 'Gender Sensitisation and Prevention of Sexual Harassment at Workplace' for Women Elected Representatives of PRI's and women officials from RD&PR Departments and other line departments, faculty from SIRD's and academicians from July 11 to 14, 2016.

The main objectives of the programme were: to sensitise the participants on gender issues at the work places, (2) To create awareness on sexual harassment at the work place including types of harassment, (3) To impart a nuanced understanding of the various provisions of the sexual harassment at workplace (Prohibition, Prevention and Redressal) Act, 2013.

A total of 47 participants from States like Himachal Pradesh, Uttarakhand, Maharashtra, Madhya Pradesh, Punjab, Tamil Nadu, Andhra Pradesh and Telangana attended the programme. The participants were mainly women officials working at the middle and senior level.

The four-day deliberations were spread over several sessions in order to fulfill the objectives of the programme.



Besides NIRD&PR faculty, eminent speakers from University of Hyderabad, and Nirnaya shared their expertise and experiences with the participants. To set the tone for the programme, a detailed understanding was given on the concepts of gender and other similar social issues which have a bearing on the life of a woman and impact women and men differently. Gender socialisation and concepts like masculinity and femininity were discussed.

Detailed discussion was held on International Conventions (CEDAW) with regard to violence against women. Key outcomes of the Vishakha Judgment were also discussed, in order to create awareness and spread knowledge about women rights issues at the workplace.

The documentary film “Ab Khamoshi Kyon” an educational film conceptualised by India Centre for Human Rights and Law was screened. The film deals with the complex subject of Sexual Harassment at the place of employment and

depicts six dramatised real cases that bring to the forefront the issue of Sexual Harassment at the workplace. Moreover, it also informs the viewer specifically about the structure of Complaints Committees and get a better understanding of the insidious issue of sexual harassment at the workplace.

The programme was coordinated by Dr. Sucharita Pujari, Dr. N.V. Madhuri under the guidance of Dr. C.S. Singhal, Prof. & Head, Centre for Gender Studies and Development.

## International Training Programme on Participatory Rural Development

The Centre for Wage Employment organised a four-week international training programme titled ‘Participatory Rural Development’ from August 8 to September 4, 2016. A total of 13 participants attended the programme from 10 countries viz., Kenya, Azerbaijan, South Africa, Sri Lanka, Ghana, Bhutan, Tuvalu, Myanmar, Indonesia and Djibouti. The programme was conducted through six Modules i.e., viz. Concept of Participation, Participatory Methods for Planning, Community Mobilisation for Peoples’ Participation, Participatory Designing of Development Projects, Indian experiences in participatory development projects and Designing Country-specific Participatory Development Projects. More than half of the sessions were devoted to practical orientation in the form of case discussions, designing development projects, etc. In order to gather first-hand information on the process of



participatory development approaches in India, the participants were taken to study visit to Vizianagaram and Visakhapatnam districts of Andhra Pradesh to expose them on schemes like Mahatma Gandhi NREGS, Housing, Disaster Management, Horticulture, etc. As part of the training, the participants also designed country-specific participatory development projects.

## Training Programme on ‘Design and Development of Information Products and Services’

The Documentation Officer of Centre for Development Documentation and Communication, Dr. T. Rama Devi organised a training programme on ‘Design and Development of Information Products and Services for Dissemination of Development Information using Web Technologies’ from August 29 to September 2, 2016 at State Institute of Rural Development, Ahmedabad, Gujarat.

A total of 30 participants attended the programme. The participants included the representatives from organisations like State Institutes of Rural Developments,



DRDAs, ETCs, Universities, and NGOs, etc. They all came from different States and cities like Haryana, Chhattisgarh, Nagpur and Pune. There were also participants from the different districts of Gujarat like Junagadh, Gir Somnath, Navsari, Sabarkantha, Gandhinagar, Porbandar, Ahmedabad, and Patan. The topics covered in this programme include the

designing of information products, content development, content organisation and content management, practice on web designing using HTML Editors, Photoshop, web hosting and maintenance, practice on making e-products like brochures, cover pages of the publications, certificates, and ID cards, etc.

## International Training

# NIRD&PR-CICTAB Collaborative International Programme on 'Rural Financing Institutions and Cooperatives'

To promote rural finance and financial inclusion, the Centre for Corporate Social Responsibility, Public-Private Partnership and People's Action (CSR, PPP & PA) of NIRD&PR in collaboration with the Centre for International Cooperation and Training in Agricultural Banking (CICTAB), Pune has organised an International training programme on 'Rural Financing Institutions and Cooperatives for Rural Development' from August 22 to 26, 2016 with the prime objectives :

- a) To sensitise participants regarding Rural Development Policies, Strategies and Programme in the country
- b) To identify and analyse the role of Cooperatives and Rural Financial Institutions in Rural Development activities
- c) To discuss about their managerial challenges and business opportunities in the process of Rural Development. A total of 35 delegates from Sri Lanka, Bangladesh, Nepal and India, actively participated in the programme.

The programme Director, Dr. Murugesan Ramasamy has given a detailed presentation on the Evolution of Rural Financing Institutions, role and salient features in Rural Development and the challenges and opportunities to uplift rural poor. Further, he also explained the concept of sustainability and procedures of RFIs covering transparency and accountability in rural lending and various provisions for welfare measures and punishment clauses as referred in the Act of Law. Dr. V. Ramamohana Rao, Consultant of CFIE has narrated the Indian experience on the innovations



in Agricultural Finance through Cooperatives. Professor K.P. Kumaran has explained the various methodologies and different approaches for thrift and credit among the self-help groups in India, whereas Dr N.V. Madhuri has supplemented the points on emerging micro-credit for women and their development. As part of field visit, the participants were taken to witness the real practice on functioning of Mutually Aided Cooperative Society at Ibrahimpatnam. The participants appreciated the innovative methods of financing mechanisms and fund utilisation by the rural women groups.

Dr. Murugesan has handled an elaborate session on Micro-finance Institutions and Economic Empowerment through Rural Entrepreneurship Development Programmes (REDP). Finally, Dr. Manas Mohanty, General Manager from the Reserve Bank of India, Hyderabad interacted with the participants while delivering a session on Emerging Banking Scenario – Competition and Innovation as Drivers of Rural Financing.

## International Programme on Empowerment of Women for Rural Development

The Centre for Gender Studies and Development organised an International training programme on 'Empowerment of Women for Rural Development' at NIRD&PR from August 8 to September 4, 2016. The main objectives of the programme were to understand the concept, strategies initiatives, mechanisms for social, economic and political empowerment of rural women, discuss the poverty reduction and rural development approaches in the context of the situation of women, get familiarised with the ground realities and learn lessons in the implementation of development programmes for empowerment of women and enhance the skills for effective management of projects, programmes for empowerment of women in rural areas.

Dr. W. R. Reddy, IAS, Director General, NIRD&PR in his address advised the participants to improve the programmes of women development in their countries by application of the innovative ideas they have learned during the one-month programme and spread the message of goodwill between India and their respective countries.

The programme had three modules on Development Perspectives, Women Empowerment and Rural Institutions. In addition to local institutions working on women empowerment and livelihoods promotion, the participants also had a study tour to Karnataka State where they got first hand information by interacting with women workers under MGNREGA, women of SHGs under NRLM and Elected Women Representatives (EWR).



Besides NIRD&PR faculty, eminent speakers from different organisations like MANAGE, MV Foundation, NAARM, National Institute for Micro, Small and Medium Enterprises (NIMSME) have addressed the participants.

Participants prepared and presented country papers and field study reports on all the visits. An action plan on learning points and the ideas they would like to try out in their own countries were prepared.

Altogether 27 participants from 15 countries attended the programme of whom 22 were women. The programme was sponsored by the Ministry of External Affairs, Government of India.

Dr. C. S. Singhal, Prof. & Head, along with Dr. N.V. Madhuri, Associate Professor and Dr. Sucharita Pujari, Assistant Professor, CGSD coordinated the programme.

### Workshop

## Brainstorming Workshop on Development of Nutrition-sensitive Agriculture Training Module

Sangam project, funded by United Nations Children's Fund (UNICEF), India is a multi-sector capacity building initiative which intends to bring together seven allied departments to develop, pre-test and institutionalise multi-sector nutrition capacity building curriculum in Bihar,

Chhattisgarh, Jharkhand and Odisha. This curriculum will be implemented through NIRD&PR for the State, district and block officials of Rural Development and Panchayati Raj and the allied departments -Drinking Water and Sanitation, Agriculture, Water and Land Resources, Tribal Welfare,

Health and Family Welfare, Environment and Forest, Tribal Welfare and Education.

A two-day brainstorming workshop was organised to finalise promising practices for the development of Nutrition-sensitive Agriculture Training Module from August 3 to 4, 2016 at NIRD&PR. Forty six nutrition and agriculture domain experts and practitioners participated from agricultural institutes, civil society organisations, NIRD&PR, SIRDs, and from UNICEF State offices.

In the opening session of the workshop, Dr. W. R. Reddy, IAS, Director General, NIRD&PR emphasised on capacity building and said the institute would like to mainstream nutrition in the existing training programmes offered at NIRD&PR. The Director General said that if the mind of agriculture officers could be ignited through this medium, then it would be easy to integrate nutrition in their on-going trainings. Dr. Saba Mebrahtu, Chief of Nutrition, UNICEF India said that nutrition achievements are getting a lot of attention in the national development. She shared how Nepal brought together all the allied sectors, reviewed existing evidence and developed five-year plan with decentralised approach for implementing it. Dr. C. S. Singhal, Principal



Investigator of the project emphasised on the ways by which nutrition can be improved and stressed that if right techniques reach the farmer, he can do wonders with the available land. Dr. Vani Sethi, Nutrition Specialist, UNICEF India presented an overview of Sangam project. As a next step, actively participating experts will be invited for the finalisation of the module in the Agriculture sector, at NIRD&PR.

The workshop was organised by Centre for Gender Studies and Development. It was coordinated by Dr. C.S. Singhal, Prof. & Head (CGSD), Dr. N. V. Madhuri, Associate Professor (CGSD) and Dr. Lakhan Singh, Assistant Professor, CHRD.

## National Workshop on Farmer Producers' Organisations

Fragmented landholding is becoming a stumbling block in the country to achieve the benefit of 'scale' of operations and connecting to the markets. Strong and independent farmers' organisations are found to be the strategy to enable aggregation both for input and output marketing. The policy environment has been changing during the last couple of years, with a growing interest in promoting an enabling environment for FPOs with SFAC being designated as the nodal agency for their promotion. The issuing of National Policy and Process guidelines for FPOs (2013), launching of 'Equity Grant and Credit Guarantee Fund Scheme' (2014) of SFAC and the NABARD's Producer Organisation Development Fund (2014-15), with a sum of



₹ 200 crore are some of the examples of Nation's interest in promoting FPOs. However, the euphoria built on the expectations on an FPO as a special purpose vehicle for poor community based approach, seems to have disappeared

with the time as the willingness to build the capacity of farmers' organisations is hampered with the fundamental problem of 'how to do it?'

A national workshop was organised from August 30 to 31, 2016 in this context, by bringing the practitioners and policy makers onto a common platform at NIRD&PR, with the initiation of Dr. W. R. Reddy, IAS, Director General, NIRD&PR who is of the view that this institution of farmers should be nurtured and strengthened, to make possible 'doubling farmers income' by 2022. Many issues were raised and discussed by the practitioners on the process of institutional mobilisation into FPOs, existing support systems for mobilising and strengthening FPOs and the

role of NIRD&PR in taking these FPOs forward through its capacity building support to the stakeholders at different levels. The participants include the Board of Directors of FPOs, officers of the State Agriculture and Marketing Departments, Directors of Promoting Institutions, Resource Supporting Agencies, NABARD and representatives of funding agencies like Azim Premji Philanthropic Initiatives, Tata Trust, World Bank, etc. The workshop recommended an active lead by NIRD&PR with a working group of practitioners and policy makers, in taking FPOs forward. The Workshop was organised by Dr. Ch. Radhika Rani, Associate Professor and Dr. K. Suman Chandra, Professor and Head, Centre for Agrarian Studies, NIRD&PR.

## Seminar

# A One-day Hindi Seminar at NIRD&PR

The NIRD&PR organised a one-day Hindi Seminar on August 22, 2016. The programme began with a Hindi song 'Hindi Bharat Maa ki Bindi'. The Registrar & Director (Admn), Ms. Chanda M. Pandit welcomed the Hindi translators and officers of Central Government Offices, Banks and Undertakings. Chief Guest of the programme, Dr. Kaushalya, In-charge, Hindi Teaching Scheme has shared the important information about Pragma, Praveen and Parangata classes.

Special Guest of the programme, Dr. R.M. Pant, Director, NERC, Guwahati Centre stressed for easy rural development glossary. C. R. Ramchandran, Assistant Director (Retd.) has shared the detailed information about the various schemes of the Rural Development. Adjunct faculty member Dr. R.K. Singh shared his views about "How to improve the condition of SC& ST". During the second session, a total of 12 papers were presented by NIRD&PR faculty and the participants of the Seminar. The presenters of the papers include Dr. R.M. Pant, Dr. Harish Solanki, Dr. Mohsin Uddin, Manish Vishnoi, Dr. Rajnarayan Awasthi, Dr. Santram



Yadav, Dr. Srivally, Ramraj Reddy, Smt. Karuna Sama and Srinivas Sharma.

In the third session, Dr. Humne presented a documentary on 'Salar Jung Museum'. Dr. Kaushalya chaired the second session and third session was chaired by Dr. C.R. Ramchandran and fourth session by Dr. R.M. Pant. A. Praveen Kumar, Assistant Registrar (E) has presented mementoes to all the participants. Smt. Anita Pandey, Assistant Director (OL) presented brief report about the Seminar while E. Ramesh, Sr. Hindi Translator Co-ordinated the Seminar.

## NIRD&PR Faculty Visit the Republic of South Korea

A six-day work shop was conducted by the Republic of South Korea to share their knowledge and experiences on Saemaul Undong Movement in the Republic of Korea from June 27 to July 3, 2016 to examine, discuss, and share the knowledge and experience of community-driven development in the Republic of Korea (ROK).

A total of 18 participants participated from 18 countries and India is one of the participating countries with NIRD&PR playing a key role in sharing its rural development initiatives and experiences in the programme. All the delegates represented rural development departments from their respective Governments.

The whole concept was presented through a series of lectures by eminent professionals who lectured and included topics on Korea's Economic Development Policy and the implications for emerging economies, theoretical background of Saemaul Undong, Korea's rural development programmes, Saemaul Undong vs community development, application methods of Saemaul Undong, its implementation and strategy, participatory approach for Saemaul Undong & Rural Development. The participants were also given the opportunity to attend the Global Saemaul Forum for one day in Gyeongju city.

Saemaul Undong is a community-driven development programme which is called as the New Village Movement pursued during the 1970s in the Republic of Korea. This was the key programme in the country's long-term economic development initiatives implemented during the second half of the 20th century. The major aim of SU movement was to overcome endemic rural poverty in the Republic of Korea.

Participation in SU was facilitated by financing for SU projects which came from various sources like community investment (including self-support by village residents) and loans from public financial institutions. Together they formed the mainstay of financial support for the movement, and the aggregate funding from these two sources surpassed the direct government support from both national and local government budgets.

In sum, the SU movement improved individual and community well-being through

- (i) Poverty reduction by helping increase household income
- (ii) Access to modern infrastructure and services brought about by mechanised farming, electrification, access to quality housing, health services, and childcare which were specifically provided by Saemaul nurseries during planting, cultivation, and harvesting seasons
- (iii) Empowerment of local communities and amassing of social capital
- (iv) Revitalisation of community leadership
- (v) Empowerment of women with scope for social participation, management of household budgets, and employment as wage earners.

### *Lessons learned from the SU movement are the following:*

- (i) Infusing traditional societies with the attributes of diligence, self-help, and cooperation for socio - economic transformation.
- (ii) Introducing male-female paired leadership in rural villages
- (iii) Provision of micro-finance through institutions such as the Saemaul Bank (Village Bank) to encourage entrepreneurship development.

# Independence Day Celebrations at NIRD&PR





## Update for JRD

The Journal of Rural Development, a quarterly journal published by NIRD&PR has gone online with regard to the submission of papers. Henceforth, the contributors are requested to follow the procedure given in Online Journal Management System (OJMS). One can access the OJMS site on the link <http://nirdprojms.in>.

OIGS

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