

## Key Achievements during the F.Y 2018-19

### 1. Trainings and Workshops

During the financial year 2018-19 NRLM (RC) conducted 210 Campus, off campus training programmes and also coordinated MoRD programmes to SRLM officials, SIRD faculty members, Capacity Building Agencies, NGOs, PIAs, Government officials and CBOs etc. The following are the details of the CB Programs.

S. No	Details	No. of Programmes	Participants	Clientele
1	NIRD&PR Campus Trainings	15	673	NRLM Fellows, SPMs, DPMs, BBMs, BPFTs, CCs, CRPs and other departmental staff
2	Off campus Training Programmes conducted by NRLM (RC)	162	7499	DPMs, BPMs, NGOs, BCCs, CMTs, CRPs and other departmental staff
3	Off campus Workshops supported by NIRD&PR	18	755	CCs, CTs, CMs, BPMs, DPMs, SPMs, SAPS, Thematic Experts, VO & CLF EC members, MD, CEOs
4	NIRD&PR Campus Workshops Coordinated with NMMU, MoRD	15	408	CEOs, SPMs, NGO senior Officials, Community
<b>TOTAL</b>		<b>210</b>	<b>9335</b>	

#### 1.1 Induction training programs for newly recruited staff of SRLMs:

Induction cum Immersion trainings are the key components for the capacity building of the staff under DAY-NRLM. The mission staff Capacity building plays crucial role in implementation of NRLM program. They are the back bone of the NRLM. Hence their induction holds huge significance for the mission. The induction of ToT for the staff is varies from 8-15 days programme with a mix of field work and class room segments. The programme aims to orient them on NRLM philosophy and process. The focus of the induction is on introducing basic concepts (poverty, vulnerability, livelihoods, gender, institution building intervention etc.) and skills (visioning, planning, training, leadership and management etc.) to help them to contribute meaningfully to NRLM implementation. During the year, NRLMRC NIRD&PR conducted 26 staff induction programmes (8-

15 days based on the need) for newly recruited staff of 7 SRLMs (Jharkhand, Punjab, Haryana, Uttar Pradesh, Chhattisgarh, J&K, Diman & Diu). A total of 927 staffs have been trained during the Induction & immersion trainings. These induction programs basically aim to bringing a sense of uniformity across SRLMs for the effective and smooth implementation of DAY-NRLM.

## **2. Development and Effective utilization of NRP pool**

NRLM Resource Cell, NIRD&PR, Hyderabad with the support of NMMU MoRD, extensively engaged in supporting the State Rural Livelihood Missions (SRLMs) in capacitating its staff and Cadres of the CBOs promoted under DAY-NRLM. In order provide need based adequate and Timely technical assistance to the SRLMs for setting up systems, strengthening existing implementation process of DAY-NRLM in the States, a pool of National Resource Persons (NRPs) is developed with experienced and highly qualified Professionals. Currently there are 461 NRPs have been empanelled by NRLM RC NIRD&PR and providing need based professional support to SRLMs across the country. The key activities performed by NRPs are supporting SRLMs in conducting regular Capacity building programmes, providing need based handholding support to SRLMs in strengthening existing institutions SHGs, VO, and CLFs. Some of the NRPs also involved in development of model Cluster Level federations. The NRPs, who are specialized in financial inclusion domain are supporting SRLMs in promoting SHG-Bank linkage programme in effective manner. The National Resource persons were empanelled and oriented in integration of gender within NRLM. State Resource persons were selected by SMMUs and trained in concepts of gender, integration of gender in NRLM, institutional mechanisms for gender and preparation of gender action plan and its integration in vulnerability reduction plan some of the NRPs of FNHW supporting SRLM in rolling out the FNHW activities across the SRLMs

## **3. Development of NCRPs pool**

Since FY 2017-18, all SRLMs have been taken up many Districts and blocks for scale up the activities. But, the identified NROs (SERP-AP&TS, JEEVIKA-Bihar, RGMVP-U.P, KUDUMBSREE-(Kerala) are not in a position to depute sufficient number of CRPs, Sr. CRPs (Senior CRPs) PRPs (Professional Resource Persons) to take up the Mobilization, strengthening processes. Due to this, all SRLMs are identifying their own community resource persons from intensive blocks to do the

activities in other blocks. And SRLMs needs to take up the formation of Village level and Cluster level federations, strengthening of existing federations and there is a huge need of community cadre development in all layering activities like., Livelihoods, financial inclusion, Gender, FNHW & Convergence.

Most of the SRLMs are very much in need of capacity building support to develop local community cadres at various levels. Many SRLMs are requesting NIRD&PR, NRLM (RC) to depute trainers to train the federation leaders & cadres.

To cater the needs of SRLMs NRLM Resource Cell developed 60 National levels Community resource persons (NCRPs) Resource pool with experienced Community Resource Persons. The NCRPs selected from experienced states like Telangana, RGMVP area of U.P, Madhya Pradesh, Maharashtra and Jharkhand.

Fifteen-days ToT (Training of Trainers) organized for building capacity of newly selected national community master trainers (NCMT's). In the first batch 32 selected participants from four states Maharashtra, Jharkhand, Uttar Pradesh and Madhya Pradesh participated from 11th December, 2018 to 25th December 2018 at NIRD&PR, Hyderabad. The next batch with remaining NCRPs was trained from 25th of Feb 2018.

#### **4. A study on Rural Technology & Craft Mela (RTCM)**

The sixteenth Rural Technology and Crafts Mela (RTCM) were organized from 29th November to 3rd December 2018 at the Rural Technology Park premises at NIRD&PR campus at Hyderabad. A study has been conducted to understand the efficiency the fair and to develop standard operational procedure for organizing similar fairs in the future. Sellers from twenty different states of India participated in the study. A total of 109 sellers and 106 buyers were interviewed during the study. More than half of the sellers (58%) came from both the telugu speaking states of Telangana and Andhra Pradesh. In addition to immediate sales, the mela supported the sellers in promoting their products.

Based on the study certain modules (SOPs) will be communicated to all the SRLMs which will help them in identification of beneficiary providing logistics and also accessing the profitability of the

seller as well as the organizer. The study findings may help the SRLMs to work on branding, packaging and other aspects also.

## **5. Development of Standard Operating Procedures (SOPs) for Federations**

NRLM is mobilizing the poor into their institutions. These institutions are expected to provide services to their members such as savings, credit, livelihoods support and accessing rights and entitlements. To achieve increased access to their rights, entitlements, social service benefits, public services and other schemes. The design and the maintenance of the established systems are essential for any institution to become sustainable. There is a need to focus on a long term strategy for achieving sustainability, Systems like fund management, internal controls, bookkeeping and legal compliance, require considerable improvement. To develop such mechanism under DAY-NRLM across the Federations two workshop on Development of Standard Operating Procedures (SOP) for VOs & CLF of the Institution Building was organized at NIRD&PR from 13<sup>th</sup> – 19<sup>th</sup> August, 2018 and 5<sup>th</sup> – 11<sup>th</sup> September, 2018. The main objective of the workshop was to develop an in-depth understanding of the Standard Operating Procedures (SOP) of Primary and Secondary Level federations and also participants develop Training Manual on SOP- Governance and Management for conducting training programs to Primary and Secondary level. 55 NRPs, IBCB participated in the workshops.

## **6. Financial Inclusion Initiatives**

### **6.1 Bank Officials Orientation on SHG-BANK Linkage**

SHG bank linkage is one of the most important financial supports from banks. Banks provide funds to the community to meet the entire gamut of credit needs for the rural poor households. Training, field level officials and bank officials, sensitization of the controlling and other senior officials of the banks to promote SHG bank linkage in a big way. Considering, the need and magnitude of training requirement of bank officials and staff at field level and controlling office level.

As directed by MoRD, New Delhi, NRLM (RC), NIRD&PR with the support of NRPs conducted one day orientation programs at state and district level in Telangana, Maharashtra and Uttarakhand states covering 3440 participants in 65 batches from June to December 2018.

NRLM, MoRD, New Delhi in association with NRLM (RC) conducted a study to assess to what extent the interest subvention scheme has been able to meet its intended objectives and also identify the bottlenecks in implementation of the scheme with the guidance of NRPs enumerators collected primary data from SHGs and interacted with senior officials from government and banks in Chattisgarh, Odisha, Madhya Pradesh, Rajasthan, Karnataka and Jharkahnd states. The report will be finalized and submitted soon to MoRD, New Delhi.

## **6.2 A study on SHG Member as Business Correspondents under DAY-NRLM**

Ministry of Rural Development under DAY-NRLM is promoting SHG-Member as Business Correspondents to enable basic banking services available to SHG members and its household at remotest place which are unbanked and to provide livelihood to SHG Members working as Business Correspondents of banks. This initiative is being taken up since 2017.

NRLM, MoRD, New Delhi in coordination with NRLM (RC) has undertaken a study to with the support of Centre for Digital Financial Inclusion (CDFI) to assess to what extent the initiative has been able to meet its intended objectives and also identify the bottlenecks in implementation of the initiative. The study design involves primary data collection from SHG Members working as Business Correspondents who have been benefitted from the scheme and also other stakeholders in Jharkhand, Odisha and Madhya Pradesh states.

## **7. Supporting Livelihoods Initiatives (Farm and Non-farm)**

### **Trainings and Workshops on Livelihoods (Farm & Non- Farm)**

NRLM RC has been conducting training programs for Master Community Resource Persons (M-CRPs) exclusively on Agro-Ecological Practices (M CRPs-AEP), Agriculture, Livestock, Value Chains, Farmer Producer Groups (FPGs), Farmer Producer Organization (FPOs), SVEP and on NTFPs during FY 2018- 19.

#### **7.1.1 Livelihoods (Farm)**

With the support of NMMU and NRPs, conducted 3 off-campus workshops/reviews and 7 campus workshops including on MKSP workshop, developed training modules for CRPs on Agriculture, Livestock, Organic Farming and NTFPs. Training programs of Master CRPs, staffs of SRLMs and SRPs including SPMs, DMMs and thematic specialist on Livelihoods and trained 529 participants in 12

training programs covering 8 states. Besides The trained Master CRPs are engaged in the SRLMs as resource persons and imparting training to the beneficiaries at village level and supporting them in the execution of the project activities.

### **7.1.2 Progress on Mahila Kisan Sashaktikaran Pariyojana (MKSP) Project**

The “Mahila Kisan Sashaktikaran Pariyojana” (MKSP), a sub component of the Deen Dayal Antyodaya Yojana-NRLM (DAY-NRLM) seeks to improve the present status of women in Agriculture, and to enhance the opportunities available to empower women farmer. The program is being implemented by DAY-NRLM in partnership with reputed NGOs having prior experience in implementation of farm livelihood programme or State Rural Livelihood Missions as Project implementing Agency (PIAs) across the country.

## **7.2 Livelihoods (Non-Farm)**

### **7.2.1 Non-farm Livelihoods –SVEP**

Start-up Village Entrepreneurship Programme (SVEP) is a unique proposition in creating an enterprise eco- system for entrepreneurial support by capacity building for entrepreneurship including business management skills, need based financing, facilitation for bank linkage and continuous nurturing support for running viable village enterprises.

Training on SVEP Software:

NMMU has developed and tested a software with help of EDI, an NSO for SVEP program in 1st phase and entrusted to NRLM RC to conduct 2nd phase TOTs to the Block Mentors, Block BPMs-SVEP, and CRPs-EP, BRC representatives, Block Anchor persons and State anchor persons working in SVEP vertical of SRLMs covering the following modules:

- Business planning (new and existing enterprises) and loan management
- Enterprise creation and enterprise performance tracking
- DPR based planning
- CRP-EP activity management etc.

NRLM RC of NIRD&PR has organized regional TOTs one at NIRD&PR Hyderabad for Southern states and Maharashtra, at Kolkata for NE states and West Bengal and at Bihar for the rest of the states. 201 trainers including BPMs, CRP EPs have been trained.

### **7.2.3 Studies:**

Mango Value chain study at west Singbhum of Jharkhand, Assessment study on SGSY Special Project at Maharashtra, final evaluation of NRLM special project in 4 blocks at Sundarban region in South 24 Paraganas of west Bengal and study on effectiveness of 16th Rural Technology and Crafts Mela of NIRD&PR are few important studies conducted during the Fy-208-19.

## **8. Technical Support to SRLMs in Staff Recruitment process**

As a part of professional support to SRLMs, NRLM RC supported various State rural livelihoods missions in recruitment of their staff mainly District Project Managers, Block project managers and also Young professionals. To complete the task of staff recruitment NRLM RC Staff along with National Resource Persons (NRPs) visited states and facilitated the Group discussion process, written test conducting and personal interviews for the finally short listed candidates. Particularly NRLM RC supported UP, Haryana, Punjab, Chhattisgarh, Jammu & Kashmir in recruiting 1000 plus staff of various positions state level to block level.

## **9. Gender, Social inclusion, Social development and FNHW**

NRLM believes that gender mainstreaming should feature in its framework, systems, institutions and processes to achieve sustainable social, economic and political goals that have direct/indirect impact on the Quality of Life Indicators of the community. NRLM in general mobilizes poor women in general and also undertakes special mobilization efforts for reaching women in exploitative situation/ occupations (like single women, divorced, separated, survivors of violence, trafficked women, Devdasis, HIV+ve women, etc.) in particular.

### **9.1 Gender Operational Strategy**

Gender Operational strategy was developed which encompasses the strategy, the key action areas, the institutional mechanisms and the outcome indicators. On the basis of this, states have been asked to prepare their operational states. Four states of Jharkhand, Chhattisgarh, Madhya Pradesh and Nagaland have come forward as pilot states with their operational strategies. The strategies were presented in the workshop held at NIRD and the strategies have been developed in line with the National strategy. The strategy outlines the approach, the methodology, mission preparedness and policy, institutional mechanisms, key action points and outcome indicators.

The operational strategies highlight the need for dedicated staff at all levels, inclusion in all aspects within the institutions, in decision making positions, integration of gender in financial inclusion and livelihoods. Institutional mechanisms like the gender point person at the self-help group level, gender forum at the village organization level and social action committees at the village organization and cluster federation level to be constituted. The areas of focus would be proactive participation in the Gram Panchayat, education of the girl child, prevention of child marriages, child labour and addressing domestic violence.

The operational strategies have been vetted at the national level and have to be converted into action at the state level. Orientation for the SMMU, DMMU and BMMU about the strategy is being conducted and the action plan is being jointly prepared by the districts and concerned blocks with support of SRPS, DRPS and BRPS.

## **9.2 Social Inclusion**

- SHGs as a platform for inclusion has gained prominence in multiple State Missions
- Manual for Social Inclusion developed
- Special Projects (Inclusion):
- Tribal Inclusion – Attappadi in Kerala (7500 HHs) and Leptcha in West Bengal (12500 HHs)
- Poorest of the Poor Inclusion: Jharkhand (2200 Ultra-poor HH) and Odisha (2000 ultra-poor HH) with the technical support from Trickle-Up
- Elderly inclusion (Kerala, Tamil Nadu, Bihar, West Bengal)
- Inclusion of victims of witch-hunting (Jharkhand)
- Inclusion of mentally challenged (Telangana, Tamil Nadu and Kerala)
- Inclusion of differently abled (Tamil Nadu, Telangana)

## **9.3 Social Development**

- Institutional platform of SHGs as a platform for convergence has gained prominence in multiple State Missions
- 6 State Missions have implemented projects on Solid and Liquid Waste Management - Bihar, Chhattisgarh and West Bengal have made excellent progress
- Master Circular on FNHW has been issued
- As a first in the country, the State government of Rajasthan has notified the Cluster Level federations for implementation of NREGA



- SHGs have played a crucial role in the implementation of Swachh Bharat Mission in multiple States
- 16 SRLMs have initiated integration of gender in NRLM activities

### **Social Inclusion and social development**

There would be 4 different workshops on the themes of elderly inclusion, inclusion of the disabled, anti-human trafficking and particularly vulnerable tribal group. The workshops would review the progress of each state and the strategies would be developed for taking forward the work. There would be a review of the states on social inclusion and social development. All the states would be trained in vulnerability reduction plan, vulnerability reduction fund and integration in GPDP and convergence with all departments and agencies.

### **9.4 FNHW**

In line with the poshyanabhiyan, we would be supporting all states to take forward the FNHW work in all the states with the support of NRPs. A workshop would be held for few states who were not trained in 2018 to receive training in the FNHW this year. The focus would be on the components of food, nutrition, 1000 days, sanitation, institutional deliveries, water and wash. The trainings would be percolated to the level of the SHGs and ensure that the vo sac follow-up on each issue of malnourishment, immunization, etc.