

U-12012/03/2011-IC
Government of India
Ministry of Rural Development

Krishi Bhavan, New Delhi
Dated the 3rd October, 2011

Subject: CIRDAP's Regional Training Programmes during November – December, 2011 at NIRD, Hyderabad, India.

The undersigned is directed to enclose herewith a copy of CIRDAP's letter dated 14th September, 2011 on the subject mentioned above and to request that the nomination of willing and suitable candidates involved in the subject area of the courses mentioned below may be sent to IC Section as per details given below:

SI. No.	Title of the courses	Duration	Closing date for Nominations
1.	Watershed Management for Agriculture Growth and Environmental Conservation	24/11/2011 – 03/12/2011	10/10 /2011
2.	Decentralized Governance and Delivery of Services through Effective Human Resource Development	08/12/2011 – 12/12/2011	10/10/2011

Issued
7/5/11

S. S. Dhavale
(Sunita Dhavale)
Under Secretary to the Govt. of India
Telefax: 23382553

All Joint Secretaries in the Ministry of RD

Director General
National Institute of Rural Development,
Rajendra Nagar, Hyderabad

Director,
State Institutes of Rural Development
(as per list attached)

Copy to: All State Secretaries (RD)/ Resident Commissioner

Copy also to: Director (NIC) - for putting it to Ministry's Website.



CIRDAP

CENTRE ON INTEGRATED RURAL DEVELOPMENT FOR ASIA AND THE PACIFIC

TF. 128 & 129 - 1585

14 September 2011

Dear Mr. Sinha,

Subject: **CIRDAP's Regional Training Programmes during November and December 2011**

As a kind gesture to promote regional cooperation and capacity building of rural development functionaries of the CIRDAP Member Countries (CMCs), the Ministry of Rural Development, Government of India, has sponsored the following two thematic under mentioned training programmes to CIRDAP. The training programmes will be conducted in collaboration with the National Institute of Rural Development (NIRD), Hyderabad, India. Each programme will be for 10 days of duration during November and December 2011 at NIRD, Hyderabad, India. The thematic range and details of the programme is enclosed in the brochure.

- 1) CIRDAP – NIRD Collaborative International Training Programme on “Watershed Management for Agriculture Growth and Environmental Conservation”, 24 November – 03 December 2011 at NIRD, Hyderabad, India
- 2) CIRDAP – NIRD Collaborative International Training Programme on Decentralized Governance and Delivery of Services through Effective Human Resource Development, 08 -17 December 2011, at NIRD, Hyderabad, India

Selection of Participants

You are requested to nominate a suitable/relevant officer for each of the programme, at **senior/middle level** who is directly dealing with the subject. Women officials are encouraged to apply. As preparatory work takes considerable time, I request you to expedite selection process and send the nominations within the due date.

The training will be conducted in English, therefore, it is essential that nominee should be proficient in English. The nominee has to prepare a country paper on the theme of the training programme and send it 10 days before the commencement of the training for presentation during the course for the benefit of other countries.

Travel etc. Arrangements

The selected participant(s) will be provided with a round trip economy air travel by shortest route, board and lodging, and modest out of pocket allowance to cover incidentals. All other expenditure relating to travel within the country and in transit, visa fee, miscellaneous expenses etc. will have to be met by the participant or the nominating Ministry. The programme is residential, covering board/lodging, etc. facilities.

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**Centre on Integrated Rural Development for Asia and the Pacific
Dhaka**

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Last Date for Receipt of Nominations

It is my privilege to request you to select a suitable candidate (senior/middle level) for the programmes and send the nomination by **17 October 2011** so that necessary arrangements will be made. The matter may be given due attention.

The nomination may kindly be send to Dr. S.K. Singh, Director, Training Division, CIRDAP E-mail: sksingh49@gmail.com training@cirdap.org Fax: 00-880-2-9562035, 9571880. The nominees may contact him for any further information and guidance.

With kind regards,

Encl: As stated.

Yours sincerely,

Dr. Durga P. Paudyal
Director General

Mr. B.K. Sinha, IAS
Secretary
Ministry of Rural Development
Government of India
Krishi Bhawan, New Delhi 110 001, **INDIA**

CC: Mr. Mathew C. Kunnumkal, IAS
Director General
National Institute of Rural Development (NIRD)
Rajendranagar, Hyderabad 500 030, **INDIA**

✓ Mr. B.S. Negi
Director (IC)
Department of Rural Development
Ministry of Rural Development
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**CIRDAP – NIRD International Training Programme on
“Watershed Management for Agriculture Growth and environmental conservation”
24 November to 03 December, 2011
NIRD, Hyderabad, India**

Need

The multi-faceted potential benefits through watershed initiation made attractive interventions in arid and semi-arid areas across the country. In India, more than 60 percent area falls under arid and semi-arid zone where watershed intervention taken as a panacea. Given the socioeconomic context of the areas, the key program beneficiaries are the landed gentry, small and marginal farmers. The land less and other section of the poor are having fewer stakes in the watershed area. How to magnify the sustained gainful benefits in equitable manner to them is posing great challenge. Government of India has launched various programmes for livelihood generation and poverty alleviation through wage employment. Simultaneously, the conversion of wasteland and degraded land into arable land under the watershed programme is also going on, which brought about some visible changes. But the effectiveness of these programmes on the poor is still a big challenge to drastically reduce the poverty in rural segments. Convergence is one of the approaches which GoI is effectively trying to bring in various programmes.

In the Green Revolution approach higher growth has been associated with increase in the environmental degradation and decline in the factor productivity in most of the developing countries. Declining factor productivity is the major reason for instability in agricultural production. This has resulted into fast depletion and degradation of natural resources such as land, water and forest. Hence, it is necessary that the developing countries should adopt suitable strategies that can make their agriculture sustainable to ensure food security as well as protect natural resources by way of watershed management from further degradation.

Global warming leading to climate change is now emerging as one of the crucial factors in sustainability of agriculture and also rural development. Thus climate change also calls for serious attention while considering sustainable development.

This training programme has been designed to increase awareness and enhance better understanding of concepts, strategies, policies and programmes for agricultural growth and watershed management among policy makers, administrators, social scientists, extension personnel so as to evolve appropriate strategies to meet the emerging challenges.

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Objectives

The specific objectives of the programme are:

- To know the effectiveness of integrated watershed management on agricultural growth and environmental conservation.
- To analyse and assess the linkages between agricultural growth, poverty and sustainable economic development.
- To develop skills in participatory planning and management of sustainable agriculture growth through watershed approach for environmental conservation on a sustainable basis.
- To expose participants to diverse rural institutional settings to gain insight into various research and development activities and HRD interventions to enhance the managerial skills of participants.



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**CIRDAP – NIRD International Training Programme on
“Decentralised Governance and Service Delivery through effective Human Resource
Development Strategies”
08 - 17 December, 2011, NIRD, Hyderabad, India**

Rationale

Decentralised Governance plays a crucial role in designing better way of the good governance and Delivery of Services and Poverty Reduction both in the developed nations and the developing countries. The Asian and the Pacific region is mostly affected by palpable poverty next only to the African region and the CIRDAP nations are more daunted with myriad problems like hunger, poverty, unemployment, lack of good physical infrastructure facilities and poor delivery of services.

The South Asian region has the highest rate of poverty with people living below the internationally defined poverty line of less than US \$ 2 per day. In terms of Human Development indicators CIRDAP nations demonstrate extremities of different dimensions on various key indices of development. To deal with such poverty and extremities, it is necessary to evolve strategies to tackle the twin problems of poverty reduction and delivery of services for a better living.

For effective governance and service delivery competent development professionals and efficient human resource management are necessary and it needs a coherent approach to manage people. It is said that around 60 to 70 per cent of any organizations potential effectiveness goes unrealized due to lack of best practices in Human Resource Development. Today's fast paced world demands that development officials need to practice effective management. Development Organizations are eagerly looking to enhance official's functional and behavioral competencies to multiply their efficient and effective functioning.

Managing the performance of people at work is about linking service and wider organisational plans and objectives to individual jobs and members of staff. Total quality management, benchmarking, re-engineering and the move to self-managing teams, are all concerned with performance. In human resources management, training, performance management (including performance appraisal and salary administration), retirement and selection and employee relations' activities are all concerned with performance. Trust provides the foundation for a positive cultural environment, which in turn provides the driving force necessary to achieve performance improvements.

Decentralisation and good governance cannot be attained without improving the human, institutional and societal capacities. For the effective decentralisation it is

ative that the officials who are involved in implementing are efficient enough to
with social and institutional interaction and this can be achieved by proper training
human resource development strategies. To achieve success in development
ventions and to get maximum benefits for the people, it is critical that people are
trained in human development strategies which will enhance their skill, knowledge
productivity.

Behind this background the present proposal is being designed. This is a unique
use based on experiential learning, where in the participants will analyse and
understand the nature and genesis of the process and principles of Decentralised
governance and Human Resource Development. It intends to empower the participants to
be world and remain neutral while navigating towards a positive outcome.

Objectives

- To share initiatives on decentralized governance systems in participating countries and Innovative Methods at cutting-edge level of administration;
- To focus on good governance practices, institutional mechanism at the grass-root level, technology interventions like Information technology, e-governance and transparent methods using right to information services for poverty reduction and delivery of services to the rural areas.
- To identify the parameters of HRD and competencies and competency gaps that influence performance of the development officials, henceforth affecting the governance.
- To understand the role of work environment, culture, motivation, communication, conflict and leadership competencies for an efficient human resource development.