



# IMPARD Newsletter

**Vol. XXV October – December 2017 No. 3**

## **Vision**

- \* To focus on the policies and training programmes that benefit the State Govt. employees by improving their operational and managerial efficiency, energizing the democratic decentralization process by capacity building, promoting the development process by dissemination of information with the use of latest technology;
- \* To act as "Think Tank" as well as Apex Knowledge Centre for assisting State Government in policy formulation and decision making.



## **Mission**

- \* To examine and analyze the factors contributing to the improvement of economic and social wellbeing of people of the State on a sustainable basis with special focus on the disadvantaged groups by undertaking research, consultancy and documentation.
- \* To facilitate the application and adoption of contemporary Administrative Reforms with particular emphasis and focus on the government employees by improving their knowledge, skills and attitudes through training, workshops, seminars and presentations. This should in the long run enrich the intellectual capital of State bureaucracy.



## **In this Issue**

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- Administrative Changes in IMPARD
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- Faculty Development
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## TRAINING ACTIVITIES

### AT SRINAGAR

Sr. No.	Title of the Training Programme	Date	Course Coordinator	No. of Participants
1.	National Livestock Policy & its Ramifications in J&K	October 03-05, 2017	Dr. B. A. Kumar, Associate Professor	13
2.	Planning & Management of SSA	October 03-05, 2017	Dr. Bilal Ahmad Bhat, Asstt. Professor	36
3.	Service Rules & Regulations	October 09-11, 2017	Dr. Farzana Shaheen, Professor	20
4.	Refresher Course for Departmental Vigilance Officers	October 09-11, 2017	Dr. Ruqaya Amin, Associate Professor	43
5.	Capacity Building Workshop on <i>Beti Bachao Beti Padao</i>	October 11, 2017	Dr. J. A. Jabeen, Associate Professor	60
6.	ToT Formulation & Implementation of <i>Gram Panchayat</i> Development Plan (GPDP)	October 23-25, 2017	Dr. M. Ashraf Dar, Asstt. Professor	30
7.	Urban & Housing Project Management	October 23-25, 2017	Dr. Humera Yaqoob, Asstt. Professor	21
8.	Child Labour & Role of Voluntary Organisations	October 23-25, 2017	Dr. J. A. Jabeen, Associate Professor	38
9.	Book Keeping & Accountancy	October 25-27, 2017	Dr. Farzana Shaheen, Professor	10
10.	National Food Security Mission in J&K State	November 06-08, 2017	Dr. Bilal Ahmad Bhat, Asstt. Professor	42
11.	Gender Budgeting	November 13-15, 2017	Dr. J. A. Jabeen, Associate Professor	39
12.	Sanitation Practices & Behavioural Modifications	November 13-15, 2017	Dr. Samia Jabeen, Asstt. Professor	43
13.	ToT Formulation & Implementation of <i>Gram Panchayat</i> Development Plan (GPDP)	November 13-15, 2017	Dr. M. Ashraf Dar, Asstt. Professor	21
14.	Framework on AWASOFT & other Software Applications	November 14-16, 2017	Dr. Shafia Wani, Asstt. Professor	62
15.	Effective Solid Waste Disposal & Management	November 14-16, 2017	Dr. Humera Yaqoob, Asstt. Professor	14
16.	Sensitization Programme on Recent Financial Reforms in J&K Government	November 15-17, 2017	Dr. S. K. Islam, Associate Professor	08
17.	Education System in J&K and Right to Education	November 20-22, 2017	Dr. J. A. Jabeen, Associate Professor	11
18.	Disaster Resistant Constructions in Areas Vulnerable to Flash Floods & Landslides	November 20-22, 2017	Dr. G. M. Dar, Associate Professor	09
19.	Clean India Mission	November 21-23, 2017	Dr. Farzana Shaheen, Professor	13
20.	Refresher Course for Librarians of School Education	November 27-29, 2017	Dr. S. K. Islam, Associate Professor	24
21.	Heritage City Development & Augmentation <i>Yojana</i> (HRIDAY)	November 27-29, 2017	Dr. Samia Jabeen, Asstt. Professor	20
22.	e-Government: Minimum Government Maximum Governance	November 27-29, 2017	Er. Sadaat Nizam Buch, Senior Informatics Officer	19
23.	Effective Solid Waste Disposal & Management	December 11-13, 2017	Dr. Humera Yaqoob, Asstt. Professor	27
24.	Government Intervention Programme for the Development of SCs, STs, & OBCs	December 11-13, 2017	Dr. Bilal Ahmad Bhat, Asstt. Professor	16
25.	Refresher Course for Service Laws and Regulations	December 11-13, 2017	Dr. S. K. Islam, Associate Professor	15
26.	MGNREGA: Challenges in the Implementation of the Scheme	December 12-14, 2017	Dr. Shafia Wani, Asstt. Professor	14
27.	Digital India Initiative in Governance	December 13-15, 2017	Er. Sadat Nizam Buch, Senior Informatics Officer	19
28.	School Safety	December 18-20, 2017	Dr. G. M. Dar, Associate Professor	37
29.	Best Practices in the Implementation of RTI	December 18-20, 2017	Dr. J. A. Jabeen, Associate Professor	19
30.	Essential Behavioural Skills for Engineers	December 18-20, 2017	Dr. Samia Jabeen, Asstt. Professor	17
31.	Refresher Course for Classification, Conduct & Appeal Rules	December 18-20, 2017	Ms. Nighat Amin, Research Officer	26
32.	Clean India Mission	December 18-20, 2017	Dr. Farzana Shaheen, Professor	26
33.	Livelihood Approach in Integrated Watershed Management Programme (IWMP)	December 26-28, 2017	Dr. S. K. Islam, Associate Professor	70
34.	ToT Formulation & Implementation of <i>Gram Panchayat</i> Development Plan (GPDP)	December 26-28, 2017	Dr. M. Ashraf Dar, Asstt. Professor	14

### AT KARGIL

1.	ToT Formulation & Implementation of <i>Gram Panchayat</i> Development Plan (GPDP)	October 10-12, 2017	Dr. M. Ashraf Dar, Asstt. Professor	44
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### AT JAMMU

1.	Behavioural Change Communication for <i>Swachh Bharat Mission</i>	October 03 – 04, 2017	Dr. Ruchi Gupta, Asstt. Professor	13
2.	Purchase Management & e-Procurement	October 03 – 05, 2017	Dr. Neena Bhalla, Associate Professor	25
3.	Clean India Mission	October 11 – 13, 2017	Dr. Sunita Zalpuri, Professor	32
4.	Tax Management	October 11 – 13, 2017	Dr. Neena Bhalla, Associate Professor	22
5.	Pension and other Retirement Benefits	October 16 – 18, 2017	Ms. Manju Kapoor, Asstt. Professor	30
6.	Urban Solid Waste Management	November 07 – 09, 2017	Ms. Manju Kapoor, Asstt. Professor	18
7.	Behavioural Change Communication for <i>Swachh Bharat Mission</i>	November 13 – 15, 2017	Dr. Ruchi Gupta, Asstt. Professor	20
8.	e-Governance	November 14 – 16, 2017	Dr. Rachna Dutt, Associate Professor	22
9.	Administrative Laws & e-Governance	November 27 – 29, 2017	Dr. Sunita Zalpuri, Professor	35
10.	Planning & Management of <i>Pradhan Mantri Awas Yojana</i> (Rural)	November 27 – 29, 2017	Dr. Ruchi Gupta, Asstt. Professor	31
11.	Gender Budgeting	December 11 – 13, 2017	Dr. Sunita Zalpuri, Professor	12
12.	ToT on <i>Gram Panchayat</i> Development & Sustainable Development Goals (at Districts Kishtwar & Reasi)	December 18 – 20, 2017	Dr. Ruchi Gupta, Asstt. Professor	18
13.	Sustainable Urban Transport	December 20 – 22, 2017	Dr. Rachna Dutt, Associate Professor	34
14.	Pension & Retirement Benefits	December 26 – 28, 2017	Dr. Neena Bhalla, Associate Professor	18
15.	ToT on <i>Gram Panchayat</i> Development Plan & Sustainable Development Goals (at Districts Udhampur, Reasi, Doda, Kishtwar & Ramban)	December 26 – 28, 2017	Dr. Ruchi Gupta, Asstt. Professor	30



## Administrative Changes in IMPARD



Mr. Khurshid Ahmad Shah, IAS, assumed charge as Director General, J&K IMPARD on December 21, 2017. He is one of the senior bureaucrats of the State of Jammu and Kashmir and holds the position of Commissioner/Secretary, General Administration Department, in the State. He has served at various responsible positions in the State Government and presently holds the charge of Director General, IMPARD additionally.



Mr. Mushtaq Ahmad Rather, KAS, joined as Joint Director, J&K IMPARD on November 14, 2017 replacing Mr. Manzoor Ahmad Sofi, KAS. Mr. Rather has qualified LL. B. Hons. from Kashmir University. He started his service career in the State Accounts Cadre as Assistant Financial Advisor. Later on he was shifted to Administrative Services. He is an experienced civil servant and has served in many State Government organisations such as Power Projects, Flood Control, Sheep Husbandry, Forests, Projects Construction Corporation, Revenue, Estates, Handicrafts, and Housing & Urban Development.



Mr. Amit Kumar, KAS, joined the Institute as Financial Advisor/Chief Accounts Officer on August 25, 2017. He is a Law Graduate from Jammu University. He entered Kashmir Accounts Services in 2004. His first posting was as Treasury Officer, Ramban. He has gained significant experience as an Accounts Cadre Officer in J&K State Pollution Control Board, Department of Law, Justice & Parliamentary Affairs, and State Vigilance Commission.



Ms. Mita Kumari, KAS, joined J&K IMPARD, Regional Centre, Jammu as Deputy Director on December 31, 2017. She is a KAS officer of 2008 batch. Previously she has worked as Block Development Officer at various blocks, District Panchayat Officer, and as Divisional Publicity Officer in the Directorate of Rural Development.

## Special Training Events

### National Livestock Policy & its Ramifications in J&K

While recognizing the fact that livestock sector, which consists of animal husbandry and dairying activities, plays a vital role in the country's agriculture economy and also contributes to the food and nutrition security, and to the livelihood of farmers, the Government of India formulated a National Livestock Policy in 2013 to ensure quantitative and qualitative improvement in livestock production.

However, the livestock sector faces challenges like the prevalence of animal diseases, inadequate availability of feed and fodder for livestock, and issues relating to sustainability of livestock farming. In order to address these challenges the National Livestock Policy was formulated to facilitate coordination between States and various policy interventions for addressing the challenges faced by the livestock sector. In order to deliberate upon the ramifications of this Policy in J&K State, IMPARD organised a three days' Training Course on "National Livestock Policy & its Ramifications in J&K" from October 03 – 05, 2017 at its Main Campus, Srinagar under the coordinatorship of Dr. B. A. Kumar, Associate Professor, I/C Head, Centre for Rural Development & Panchayati Raj.

### Planning and Management of Sarva Shiksha Abhiyan

*Sarva Shiksha Abhiyan (SSA)* is an Indian Government programme aimed at universalization of elementary education in a time bound manner. Also known as "Education for All" movement, it was introduced in 2000-01 as a flagship programme by the Government of India. The aim of the scheme was to provide elementary education for all children in the age group of six to fourteen by 2010.

In order to achieve the objectives of the Scheme, strategies have been formulated that include involvement of local community groups and institutional capacity building for setting up block level resource centres to implement district elementary education plans. The Scheme includes appointment of teachers, their training for motivating parents and students, provision of incentives like scholarships, uniforms, textbooks, etc. In order to generate awareness amongst relevant functionaries about the scheme IMPARD organised a three days' Training Course on "Planning & Management of SSA" from October 03 – 05, 2017 at its Main Campus, Srinagar under the coordinatorship of Dr. Bilal Ahmad Bhat, Assistant Professor, Centre for Social Justice.



## Tax Management

Tax management deals with in-time filing of Return by an assessee with the taxing authority to report income, expenses, etc. It helps an assessee in avoiding payment of interest, penalty, or prosecution on account of non-payment of tax. Tax management is, therefore, essential for every tax payer. With a view to sensitize participants about tax related affairs the Institute organized a three days' Training Course on "Tax Management" from October 11 – 13, 2017 at its Regional Centre, Jammu under the coordinatorship of Dr. Neena Bhalla, Associate Professor, Centre for Infrastructure Development & Urban Affairs.



Training Course on "Tax Management" held at IMPARD Regional Centre, Jammu w.e.f. October 11-13, 2017

## Secretariat Assistants Training

On November 10, 2017 the Institute successfully concluded four three months' Secretariat Assistants Training Courses. Two such courses, one for Senior and one for Junior Assistants, were coordinated at Main Campus, Srinagar by Mrs. Nighat Amin, Research Officer, Centre for Good Governance & Administrative Reforms; and two (courses) were organised at Regional Centre, Jammu by Dr. Jyoti Sadhu, Research Officer, Centre for Rural Development & Panchayati Raj.

## Swachh Bharat Mission

Swachh Bharat Mission is a campaign in India to clean up the streets, roads and infrastructure of cities, smaller towns and rural areas. It is India's largest cleanliness drive with Government employees and students of all levels all over India participating. In line with the mission of a clean country, a three days' Training Course on "Behavioural Change Communication for Swachh Bharat Mission (Rural)" was organised at IMPARD Regional Centre, Jammu from November 13 – 15, 2018 under the coordinatorship of Dr. Ruchi Gupta, Assistant Professor, Centre for Good Governance & Administrative Reforms. The Course was attended by Head Masters from School Education Department

and field functionaries from Rural Development Department. The objective of the Course was to guide the participants in formulating strategies for creating clean and open defecation free *gram panchayats* and to familiarize them with effective methods and tools of Behavioural Changes. Also the participants were taken for a field visit to Solid Waste Management Centre at BhardaKalan in Akhnoor block.



Training Course on "Behavioural Change Communication for Swachh Bharat Mission (Rural)" held at IMPARD Regional Centre, Jammu w.e.f. November 13-15, 2017

## Framework on AWASOFT & other Software Applications

The Ministry of Panchayati Raj (MoPR) has undertaken e-Panchayat Mission Mode Project (e-Panchayat MMP) with a view to introduce and strengthen e-Governance in Panchayati Raj Institutions (PRIs) across the country and build associated capacities of the PRIs for effective adoption of the e-Governance initiative. On the other hand Ministry of Rural Development has introduced Pradhan Mantri Awas Yojana, also termed as "Housing for All", a flagship scheme to rehabilitate all people in permanent homes by 2022. In PMAY (Gramin), programme implementation



Training Course on "Framework on AWASOFT & other Software Applications" held at IMPARD Main Campus, Srinagar w.e.f. November 14-16, 2017



and monitoring is to be carried out through an end to end e-Governance model using Awasoft and Awaas Apps.

These two IT applications help in identifying the slip ups in the achievement of targets during the course of implementation of the programme, so that the concerned departments are in a position to demonstrate results and impact of the executed programmes. The idea of having these systems in place is to ensure efficient utilization of public finances for achieving desired results. It is in this backdrop that the Institute organized a three days' training programme on "Framework on AWASOFT & other Software Applications" from November 14 – 16, 2017 under the co-ordinatorship of Dr. Shafia Wani, Assistant Professor, Centre for Rural Development & Panchayati Raj.

## Sensitization Programme on Recent Financial Reforms in Government

The changing global economic structure, political equations and emerging free trade economy across borders has compelled the Governments in different parts of the world to re-structure their financial management. In India, reforms started during early nineties under the impact of globalization and free market economy. The latest installment of economic reforms came in the shape of implementation of Goods & Services Tax (GST) in July 2017. However, the constituent units of the Indian Union like J&K are constrained to follow the road map piloted by the Indian Union. Even so the Government of J&K has been able to restructure certain areas in its financial management without disturbing the overall set structure. In order to discuss various initiatives taken by the State Government for more efficient and effective financial management of the State, the Institute conducted a three days' "Sensitization Programme on Recent Financial Reforms in Government" from November 15 – 17, 2017 at its Main Campus, Srinagar under the coordinatorship of Dr. S. K. Islam, Associate Professor, Centre for Good



"Sensitization Programme on Recent Financial Reforms in Government" held at IMPARD Main Campus, Srinagar w.e.f. November 15-17, 2017

Governance & Administrative Reforms.

## Heritage City Development and Augmentation Yojana (HRIDAY)

Cultural Heritage is the legacy of physical artefacts and intangible attributes of people that are inherited from past generations, appreciated and preserved by the present generation for the benefit of future generations.

Our State has a unique culture. It is rich in ancient monuments across all the three regions of Kashmir, Jammu and Ladakh. However, due to lack of understanding in the field of heritage management many sub-sectors of cultural heritage of the State like archaeology, crafts, museums, performing arts, natural resources, tourism, urban development, etc., have suffered a great deal of neglect. As such there is an urgent need to train people in the field of heritage management through various capacity building programmes. It was in this backdrop that the IMPARD conducted a three days' Training Course on "Heritage City Development and Augmentation Yojana (HRIDAY)" from November 27 – 29, 2017 at its Main Campus, Srinagar under the coordinatorship of Dr. Samia Jabeen, Assistant Professor, Centre for Infrastructure Development and Urban Affairs.



The participants of Training Course on "Heritage City Development and Augmentation Yojana (HRIDAY)" visited the Buddhist Stupa with Pebble Style Walls at Harvan, Srinagar

## Disaster Resistant Constructions in Areas Vulnerable to Flash Floods and Landslides

Floods are among the most frequently occurring natural disasters. About 90% of the damage related to natural disasters in terms of loss of life and property is caused by floods and associated debris flows.



Flash floods occur within hours of a rainfall. They also occur due to failure of a dam which results in the sudden release of large quantities of water. They take people unawares and unprepared as there is no advance warning system available.

Similarly about 15% of India's land mass is prone to various degrees of landslides. Landslides adversely affect human life, livelihoods, livestock, dwelling places, infrastructure, and natural resources. They also cause damage to environment. The most vulnerable areas in India in terms of landslides are the Western and Eastern Ghats, the Nilgiris in South India, and the Himalayas in the North and North-east which includes the State of Jammu and Kashmir.

Although the occurrence of natural disasters like land sliding and flooding is unavoidable, the damage caused by them can be minimised by taking precautionary measures in terms of both structural and non-structural aspects. With a view to sensitize Government functionaries about issues related to landslides and floods, the institute conducted a three days' Training Course on "Disaster Resistant Constructions in Areas Vulnerable to Flash Floods and Landslides" from November 20 – 22, 2017 at its Main Campus, Srinagar under the coordinatorship of Dr. G. M. Dar, Associate Professor, Centre for Disaster



Training Course on "Disaster Resistant Construction in Areas Vulnerable to Flash Floods & Landslides" held at IMPARD Main Campus, Srinagar w.e.f. November 20-22, 2017

Management & Environmental Studies.

## Sustainable Urban Transport

Transport plays a crucial role in urban areas by providing access for people to education institutions, markets, work places, health-care facilities, and so on. However, unplanned transport sector creates problems which hamper efficient working of urban life. The most visible problems relate to traffic congestion which impacts the movement of people thereby adversely affecting productivity. Moreover, transport sector is responsible for public health issues in cities such as pollution, smog, accidents, etc. Thus, realizing the need to mobilize stake holders to deliberate upon the ways

and means of solving city transport problems so as to attain sustainability in urban transportation system, the Institute organized a three days' Training Course on "Sustainable Urban Transport" from December 20 – 22, 2017 at its Regional Centre, Jammu under the coordinatorship Dr. Rachna Dutt, Associate Professor, Centre for Social Sciences.

## Faculty Development

Dr. Shafia Wani, Assistant Professor, Centre for Rural Development and *Panchayati Raj*, attended two days' Training Course on "Gender Responsive Governance" at NIRD & PR, Hyderabad from Nov. 28-29, 2017. The programme was organised to discuss key issues of relevance to women's political participation at National

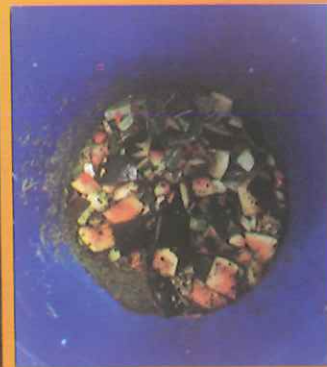


Training Course on "Gender Responsive Governance" at NIRD & PR, Hyderabad w.e.f. Nov. 28-29, 2017

and State levels; and their role in decision-making.

## Best Practices at IMPARD Jammu under Swachh Bharat Mission

IMPARD, both at Main Campus, Srinagar and Regional Centre, Jammu, conducts training courses on Clean India Mission in which the participants are impressed upon encourage disposal of organic waste by composting. Thus setting an example, IMPARD Regional Centre, Jammu procured three plastic bins for composting organic waste. One bin is already full and has been kept aside for compost to form.



Compost Bins at IMPARD Regional Centre, Jammu



## Photo Gallery



Three days' Training Course on "Urban & Housing Project Management" conducted by Dr. Humera Yaqoob, Asstt. Professor, Centre for Infrastructure Development & Urban Affairs, w.e.f. October 23-25, 2017



Three days' Training Course on "ToT Formulation & Implementation of Gram Panchayat Development Plan" conducted by Dr. Mohammad Ashraf Dar, Asstt. Professor, Centre for Rural Development & Panchayati Raj, w.e.f. November 13-15, 2017



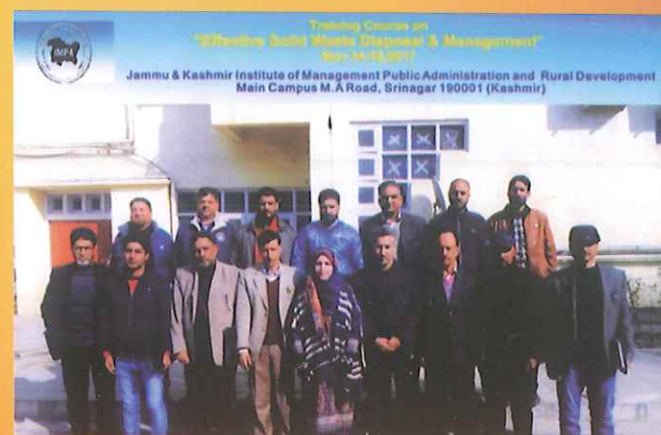
Three days' Training Course on "National Food Security Mission in J&K State" conducted by Dr. Bilal Ahmad Bhat, Asstt. Professor, Centre for Social Justice, w.e.f. November 06-08, 2017



Three days' Training Course on "Sanitation Practices & Behavioural Modifications" conducted by Dr. Samia Jabeen, Asstt. Professor, Centre for Infrastructure Development & Urban Affairs, w.e.f. November 06-08, 2017



Three days' Training Course on "Gender Budgeting" conducted by Dr. Jahan Ara Jabeen, Associate Professor, Centre for Social Justice, w.e.f. November 13-15, 2017



Three days' Training Course on "Effective Solid Waste Disposal & Management" conducted by Dr. Humera Yaqoob, Asstt. Professor, Centre for Infrastructure Development & Urban Affairs, w.e.f. November 14-16, 2017



## Photo Gallery



Three days' Training Course on "Behavioural Change Communication for Swachh Bharat Mission (Rural)" conducted by Dr. Ruchi Gupta, Asstt. Professor, Centre for Rural Development & Panchayati Raj, w.e.f. November 13-15, 2017

### TRAINING COURSE ON "DIGITAL INDIA: INITIATIVES IN GOVERNANCE" 13-15, DECEMBER, 2017



Three days' Training Course on "Digital India: Initiatives in Governance" conducted by Er. Saidat Nizam Buch, Senior Informatics Officer, w.e.f. December 13-15, 2017



Three days' "Refresher Course for Librarians of School Education Department" conducted by Dr. S. K. Islam, Associate Professor, Centre for Good Governance & Administrative Reforms, w.e.f. November 27-29, 2017



Three days' Training Course on "MGNREGA: Challenges in the Implementation of the Scheme" conducted by Dr. Shafia Wani, Asstt. Professor, Centre for Rural Development & PR, w.e.f. December 12-14, 2017

### TRAINING COURSE ON "EFFECTIVE SOLID WASTE DISPOSAL & MANAGEMENT" 11-13, DECEMBER, 2017



Three days' Training Course on "Effective Solid Waste Disposal & Management" conducted by Dr. Humera Yaqoob, Asstt. Professor, Centre for Infrastructure Development & Urban Affairs, w.e.f. December 11-13, 2017



Three days' Training Course on "School Safety" conducted by Dr. G. M. Dar, Associate Professor, Centre for Disaster Management & Environmental Studies, w.e.f. December 18-20, 2017