



GIPARD

Goa Institute of Public Administration
& Rural Development

NEWSLETTER
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सशक्त पंचायत सतत् विकास

SDU I Decentralized Planning, Monitoring & Evaluation Sector



1. One day Workshop cum Training Programme on Environmental Laws was organized for Selected Panchayat Officials and Bio Diversity Committee Members covering 03 blocks of North Goa District on 2nd December, 2025 at Bicholim Municipal Hall, Bicholim. Total 09 participants attended the above cited training programme. The aim of the

training sessions was to sensitize participants on Environmental Laws and further encourage community participation at Panchayats. The sessions during the training programme was delivered by State Resource Persons under Panchayati Raj of GIPARD.



2. One day state level Workshop cum Training programme on Mera Gaon Meri Dharohar (MGMD) portal sponsored by Ministry of Culture & Ministry of Panchayati Raj, Gol was organized on 30th December, 2025 at lecture hall, GIPARD. 20 participants attended the above workshop cum training.

SDU II Rural Development Sector:



1. GIPARD, in collaboration with Ministry of Rural Development (MoRD) organised 4 Batches of Technical Support for Rural Branding, Packaging & Marketing trainings between 4th to 31st December 2025 at Sanvordem V.P - Sanguem Block, Nagoa V.P. - Mormugao & Navelim V.P. & Mayem V.P. - Bicholim. The aim of the training was Participants will be able

understand various aspects regarding branding, marketing & packaging of Rural products & its importance in generating livelihood. Group discussions, practical exercises & demonstrations were some of the activities conducted during the course of training. Resource persons from GIPARD were invited to conduct the sessions. Total 128 Participants attended the training Programme.

2. GIPARD, in collaboration with Ministry of Rural Development (MoRD) organised Financial Management of User group under Watershed Project from 9th December 2025 and continued on 29th & 30th December, 2025 at Veling Priol Cuncolem V.P., Ponda Block. The aim of the training was that Participants will be able to know about watershed Projects, conduct meetings of user group, maintain books & accounts of watershed management. Various methods including practical exercises, group discussions & class activities were used during the programme. The sessions were



conducted by Resource persons from GIPARD. Total 25 Participants attended the training Programme.



3. GIPARD, in collaboration with Ministry of Rural Development (MoRD) organised Induction Programme on NRLM on 30th to 31st December 2025 at GIPARD Campus, Old Goa. The aim of the training was Participants to understand various aspects of NRLM scheme. The training was held using various methods such as presentation,

practical exercises & participant interaction were used during the programme. Resource persons from GIPARD were invited to conduct the sessions. Total 41 Participants attended the training Programme.

4. GIPARD, in Collaboration with District Mineral Foundation, organized Debriefing on Branding, Packaging, Marketing & Mobile Cart Project on 23rd December 2025 at GIPARD Campus, Old Goa. The aim of the training was to enable participants to understand the importance of branding packaging marketing and update on latest developments under the Mobile cart project. Training methods including participant group presentation, group discussions & class activities were used during the programme. The sessions were conducted by Resource persons from GIPARD. Total 30 Participants attended the training Programme.



SDU III Women's Development Sector:



1. 02 batches of 01 day Training programme on Gender Budgeting for Equitable Village Development were conducted under RGSA for Sarpanchas, Deputy Sarpanchas and Village Panchayat Secretaries for the North and South Goa Districts on 5th & 6th December, 2025 respectively. The aim of the programme was to sensitize the participants on the concept of Gender Budgeting and its application in the Panchayats for

equitable Village Development. The Resource persons included Ms. Anupriya Singh, State Technical Coordinator for Gender Budgeting (UN Women) and Dr. Enu Anand, Assistant Professor from Goa Institute of Management (GIM) Sanquelim besides those from the Panchayat Department. The programmes were attended by a total of 15 participants.



2. 02 batches of 01 Day DoPT, Gol, Sponsored Training Programme on Prevention of Sexual Harassment of Women at Workplace Act, 2013 was held on 17th December 2025 at South Goa District Hospital, Margao Goa and on 18th December, 2025 at GIPARD. The aim of the programme was to equip the participants with knowledge on Sexual

Harassment, Provisions of the PoSH Act, 2013, Constitution of Internal Committee (IC) and role and responsibilities of IC members. The programme was attended by 37 participants from the various Government Departments.



resource persons to deliver sessions on Conduct Rules, FRSR, Noting & Drafting, RTI, Disaster Management, Physical & Mental wellbeing etc. And this 150 hours module was in hybrid mode where participants ask to undertake some online courses on iGoT Karmayogi Platform also different assignments and continuous classroom evaluation was undertaken to understand the effectivity of the training. A valedictory session was held at the end of the training programme wherein the trainees were awarded certificates which reflected the grades obtained by them in the Training Assessment Test.

4. GIPARD in collaboration with

Department of Information Technology, Electronics and Communications conducted a workshop titled Cybersecurity. 121 officers and officials from different Administrative Department had attended this 02 days workshop, which was held on 04th & 05th December, 2025 at GIPARD. The programme was inaugurated by, Mr. Kabir K. Shirgaonkar Director, Department of DOIT&C, Dr. Seema Fernandes, Assistant Director, GIPARD. The dignitaries motivated the participants to attend the training wholeheartedly and extract the maximum knowledge and experience from the scheduled trainers. The training aims to provide participants with latest updates on Cybersecurity, data protection regulations & Secure data management, spreading awareness regarding cyber threats. A short valedictory function was held on 05th December, 2025. Course director, Ms. Hegel Da Costa congratulated the Officers / officials for undertaking a rigorous workshop and urged the trainees to regularly update and implement the knowledge gained. Certificates were awarded to all trainees at the end of the workshop.



5. 01 day DoPT, Gol Sponsored Training Programme on Cybersecurity was held on 06th December, 2025 at Goa Institute of Public Administration & Rural Development, Ella, Farm Old Goa, Goa. Total 43 Participants System Administrator / Office Superintendent / Head Clerk from different Intuition / Colleges benefited from the said training. PI Vijayanand Powar, Cyber Crime Police Station, Goa & Dr. Harold D'Costa President of Cyber Security Corporation and Independent Director at SICOM Ltd (A premiere PSU of Govt. of Maharashtra) was the Resource Person for the said training.



SDU IV Public Administration Sector



1. GIPARD in collaboration with Department of Archives through the Department of Portuguese, Shenoi Goembab School of Languages & Literature, Goa University conducted a training programme titled Tracking Land Records from the Colonial Era through a 100-Hour Portuguese Language Course (Phase-I) in Hybrid Mode (60% Offline & 40% Online) 27 officers and officials from concerned departments such as Archives, Settlement & Land Records, Revenue, Comunidade, Central Library, Sub-Registrar Offices, etc ha enrolled themselves for the said training. The training programme commenced on 01st December, 2025 and will continue till 23rd February, 2026. The programme was inaugurated by Mr. Arvind Kuthkar, Director, Department of Archives; Mr. Vasudev Shetye, Director, GIPARD; Ms. Loraine Ethel Barreto Alberto, Programme Director, Discipline of Portuguese & Lusophone Studies, Goa University; and Dr. Seema Fernandes, Assistant Director, GIPARD. The dignitaries motivated the participants to attend the training wholeheartedly and to gain maximum knowledge and experience from the resource person, Mr. Dhruv Usgaonkar, Assistant Professor of Portuguese and MA Programme Director, Shenoi Goembab School of Languages & Literature, Goa University. The training aims to provide participants with basic skills to read and understand Portuguese terminologies used in historical documents and records, highlighting the need for correct interpretation to avoid legal implications.



2. 100 Hours Module on Induction Training Programme for the newly recruited Junior Stenographer was held from 02nd to 12th December, 2025 at GIPARD. This training programme aimed at empowering the participants with subject knowledge and understanding on topics covered under the broad themes of Office Procedure as per Manual of Office Procedure (2022), Administrative & Accounts matters, Service matters, Computers, Law and other Soft Skills. 13 Junior Stenographers benefited from this training programme. Subject Experts were invited as resource persons to deliver sessions on Conduct Rules, FRSR, Noting & Drafting, RTI, Disaster Management etc. And this 100 hours module was in hybrid mode where participants ask to undertake some online courses on iGoT Karmayogi Platform also different assignments and continuous classroom evaluation was undertaken to understand the effectivity of the training. A valedictory session was held at the end of the training programme wherein the trainees were awarded certificates which reflected the grades obtained by them in the Training Assessment Test.

3. 150 Hours Module on Induction Training Programme for the newly recruited Lower Division Clerks was held from 02nd to 22nd December, 2025 at GIPARD. This training programme aimed at empowering the participants with subject knowledge and understanding on topics covered under the broad themes of Office Procedure as per Manual of Office Procedure (2022), Administrative & Accounts matters, Service matters, Computers, Law and other Soft Skills. 53 Lower Division Clerks benefited from this training programme. Subject Experts were invited as

Other Activities:

1. This Institute has printed Monthly Planner for the year 2026-27 of GIPARD. The same was released on 22nd December, 2025 at the hands of Ms. Chesta Yadav, IAS Director General GIPARD. The planners/copies are now being distributed to all the departments.
2. This Institute has selected 15 Minor Research Studies for the year 2025-26 on the theme of Climate Change. These studies will be conducted through MoU Institutions of GIPARD.

Snap Shot of the total trainings for the month of December, 2025

Sr. No	Sector	No. of Programmes	No. of Participants
A	Panchayati Raj / Urban Development	02	29
B	Rural Development	07	224

C.	Women's Development & Disaster Management	04	52
D.	Public Administration / Demand Based programmes	05	259
Total		18	564

Upcoming programmes for the month of January, 2026

Sr. No	Name of the Training Programme	Date	Course Director
1.	Training Programme on Leadership Management Development at NIT, Goa, Cuncolim, Quepem	5th to 7th January, 2026	Ms. Ashwini Acharya
2.	NIDM sponsored Webinar on "Integrating Disaster Risk Reduction into Rural Development schemes & Gram Panchayat Development Plan" for Elected Representatives of Local Bodies, Self Help Groups, Government and Government aided employees, Non-Government Organization at GIPARD	5th January 2026	Ms. Arlette Mascarenhas
3.	Block-level Training Programme on Mera Gaon Meri Dharohar (MGMD) Portal for Tiswadi & Sattari Block (Batch-1) at, Seminar Hall, Govt. College of Arts, Science & Commerce, Khandola, Goa	5th January, 2026	Mr. Neelay Gunaji Desai
4.	Technical Support on Rural Branding, Packaging & Marketing, Shiroda V.P.- Ponda.	5th to 7th January 2026	Dr. Sarita Patil
5.	Block-level Training Programme on Mera Gaon Meri Dharohar (MGMD) Portal for Bardez Block (Batch-2) at, Village Panchayat Hall, Socorro, Bardez, Goa	6th January, 2026	Mr. Neelay Gunaji Desai
6.	DoPT sponsored Programme on "Managing Stress at Work and Home" at GIPARD	6th January, 2026	Ms. Arlette Mascarenhas
7.	Technical Support on Rural Branding, Packaging & Marketing Mulgao V.P.- Bicholim.	6th to 8th January 2026	Dr. Sarita Patil
8.	Financial Management for user group under Watershed Project, Keri V.P., Ponda.	6th to 8th January 2026	Dr. Sarita Patil
9.	Induction Training for Newly Recruited Junior Stenographers	06th to 16th January, 2026	Ms. Hegel Da costa

10.	Induction Training for Newly Recruited Lower Division Clerks	06th to 22nd January, 2026	Ms. Hegel Da Costa
11.	Technical Support on Rural Branding, Packaging & Marketing, Assonora V.P., Bardez.	7th to 9th January 2026	Dr. Sarita Patil
12.	Block-level Training Programme on Mera Gaon Meri Dharohar (MGMD) Portal for Bicholim&Pernem Blocks (Batch-3)at.Seminar Hall, Narayan Zantye College of Commerce, Sarvan, Bicholim – Goa	7th January, 2026	Mr. Neelay Gunaji Desai
13.	Block-level Training Programme on Mera Gaon Meri Dharohar (MGMD) Portal for Salcete Block (Batch-4)at,Collectorate South, MathanySaldhana Administrative Complex, Margao, Goa	8th January, 2026	Mr. Neelay Gunaji Desai
14.	Workshop cum Training Programme on ISO Certification at Village Panchayat Neura	8th & 9th January, 2026.	Ms. Ashwini Acharya
15.	Financial Management for user group under Watershed Project, Madkai V.P., Ponda.	8th to 10th January 2026	Dr. Sarita Patil
16.	Budget Formulation	09th January, 2026	Ms. Hegel Da costa
17.	DoPT sponsored Training Programme on Prevention of Sexual Harassment of Women at Workplace Act, 2013 (PoSH Act) at Collectorate South	09th January, 2026	Ms. Arlette Mascarenhas
18.	Block-level Training Programme on Mera Gaon Meri Dharohar (MGMD) Portal for Dharbandora, Sanguem, Quepem & Canacona Block (Batch-5)at,Collectorate South, MathanySaldhana Administrative Complex, Margao, Goa	9th January, 2026	Mr. Neelay Gunaji Desai
19.	Demand Based 01 day Training Programme on 'Vetero legal cases and Postmortems', for Assistant Directors & Veterinary Officers, at Lecture Hall, Goa College of Agriculture, Ella Farm, Old Goa.	10th January, 2026	Mr. Neelay Gunaji Desai
20.	Block-level Training Programme on Mera Gaon Meri Dharohar (MGMD) Portal for Mormugao& Ponda Block (Batch-6)at,Collectorate South, MathanySaldhana Administrative Complex, Margao, Goa	10th January, 2026	Mr. Neelay Gunaji Desai

21	Record Management	12th January, 2026	Ms. Hegel Da costa
22	Technical Support on Rural Branding, Packaging & Marketing , Honda V.P.- Sattari.	12thto 14thJanuary 2026	Dr. Sarita Patil
23	Financial Management for user group under Watershed Project, Veling Priol Cuncolem V.P., Ponda	12thto 14h January 2026	Dr. Sarita Patil
24	Training Programme on Right to Information Act, 2005 at Goa university	13th to 14th January, 2026	Dr. Seema Fernandes
25	Training Programme on "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act (PoSH Act) - 2013 & The Protection of Children from Sexual Offences Act (POCSO Act) 2012."for Elected Representatives at Village Panchayat Hall, Bastora, Bardez Goa.	13th January 2026	Ms. Arlette Mascarenhas
26	Training Programme on Office Procedure for V.P. Secretaries and V.P. Clerks of Village Panchayats-Salcete block at Collectorate South,Margao	13th & 14th January, 2026	Ms. Ashwini Acharya
27	Training Programme on Office Procedure for V.P. Secretaries and V.P. Clerks of Village Panchayats-Pernem block at Village Panchayat Dhargal,Pernem	13th & 14th January, 2026	Ms. Ashwini Acharya
28	Financial Management for user group under Watershed Project, Keri V.P., Ponda.	13thto 15h January 2026	Dr. Sarita Patil
29	Legal Matters (RTI & PoSH)	14th January, 2026	Ms. Hegel Da costa
30	DoPT sponsored Programme on "The Prevention of Sexual Harassment of Women at Workplace Act, 2013 (PoSH Act)" at GIPARD	15th January, 2026	Ms. Arlette Mascarenhas
31	Training Programme on Office Procedure for V.P. Secretaries and V.P. Clerks of Village Panchayats-Quepem & Canacona blocks at Village Panchayat Balli Adnem, Quepem	15th & 16th January, 2026	Ms. Ashwini Acharya

32	Training Programme on Office Procedure for V.P. Secretaries and V.P. Clerks of Village Panchayats-Tiswadi block at Village Panchayat Batim, Tiswadi	15th & 16th January, 2026	Ms. Ashwini Acharya
33	Technical Support on Rural Branding, Packaging & Marketing, Sirsaim, Bardez.	15thto 17th January 2026	Dr. Sarita Patil
34	Financial Management for user group under Watershed Project, Madkai V.P., Ponda.	15th to 17h January 2026	Dr. Sarita Patil
35	DoPT sponsored Programme on "The Prevention of Sexual Harassment of Women at Workplace Act, 2013 (PoSH Act)" at Collectorate South, Margao Goa.	16th January, 2026	Ms. Arlette Mascarenhas
36	Technical Support on Rural Branding, Packaging & Marketing , Old Goa V.P.- Tiswadi.	19th to 21st January 2026	Dr. Sarita Patil
37	Financial Management for user group under Watershed Project, Balli V.P., Quepem.	19 th to 21st January 2026	Dr. Sarita Patil
38	Residential Training Programme for Officers of GNCT of Delhi at Fern Candolim	19th to 23rd January, 2026	Dr. Seema Fernandes
39	Workshop Programme on "Safe Roads Safe Villages - Road Safety Awareness" for Women Elected Representatives (WERS), Primary and Secondary School Teachers, Village Development Committee (VDC) Members and Self Help Group (SHGs) Members at Village Panchayat Hall, Bastora, Bardez Goa.	20th January 2026	Ms. Arlette Mascarenhas
40	Training Programme on Financial Management and Procurement for Village Panchayats- Ponda & Mormugao blocks at Collectorate South,Margao	20th & 21st January, 2026	Ms. Ashwini Acharya
41	Training Programme on Financial Management and Procurement for Village Panchayats- Bardez block at Village Panchayat Saligao, Bardez	20th & 21st January, 2026	Ms. Ashwini Acharya
42	Training Programme on "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act (PoSH Act) - 2013 & The Protection of Children from Sexual Offences Act (POCSO Act) 2012." for Elected Representatives at Village Panchayat Hall, Dhargal, Pernem	21st January 2026	Ms. Arlette Mascarenhas

43	Financial Management for user group under Watershed Project, Dharbandora Collectorate.	21st to 23rd January 2026	Dr. Sarita Patil
44	Training Programme on "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act (PoSH Act) - 2013 & The Protection of Children from Sexual Offences Act (POCSO Act) 2012." for Elected Representatives at GIPARD, Ella Farm, Old Goa.	22nd January 2026	Ms. Arlette Mascarenhas
45	Training Programme on Financial Management and Procurement for Village Panchayats- Sanguem & Dharbandora blocks at Dy. Collector office Dharbandora	22nd & 23rd January, 2026	Ms. Ashwini Acharya
46	Training Programme on Financial Management and Procurement for Village Panchayats- Bicholim & Sattari blocks at Village Panchayat Navelim, Bicholim	22nd & 23rd January, 2026	Ms. Ashwini Acharya
47	Technical Support on Rural Branding, Packaging & Marketing, Amona V.P.- Bicholim.	22nd to 24th January 2026	Dr. Sarita Patil
48	Training Programme on "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act (PoSH Act) - 2013 & The Protection of Children from Sexual Offences Act (POCSO Act) 2012." for Elected Representatives at Collectorate of South, Margao Goa.	23rd January 2026	Ms. Arlette Mascarenhas
49	Workshop Programme on "Safe Roads Safe Villages - Road Safety Awareness" for Women Elected Representatives (WERs), Primary and Secondary School Teachers, Village Development Committee (VDC) Members and Self Help Group (SHGs) Members at Collectorate of South, Margao Goa.	23rd January 2026	Ms. Arlette Mascarenhas
50	Administrative Matters	23rd & 24th January, 2026	Ms. Hegel Da costa
51	Administrative & Accounts Matters	23rd & 24th January, 2026	Ms. Hegel Da costa

52	Workshop Programme on "Safe Roads Safe Villages - Road Safety Awareness" for Women Elected Representatives (WERs), Primary and Secondary School Teachers, Village Development Committee (VDC) Members and Self Help Group (SHGs) Members at Village Panchayat Hall, Dhargal, Pernem Goa.	27th January 2026	Ms. Arlette Mascarenhas
53	Proactive Discloser of information under RTI Act & third party audit	27th January, 2026	Ms. Hegel Da costa
54	Pension Matters	28th & 29th January, 2025	Ms. Hegel Da costa
55	Training Programme on "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act (PoSH Act) - 2013 & The Protection of Children from Sexual Offences Act (POCSO Act) 2012." for Elected Representatives at Village Panchayat Hall, Veling, Priol, Ponda	28th January 2026	Ms. Arlette Mascarenhas
56	Training Programme on "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act (PoSH Act) - 2013 & The Protection of Children from Sexual Offences Act (POCSO Act) 2012." for Elected Representatives at Village Panchayat Hall, Nagoa, Mormugao	29th January 2026	Ms. Arlette Mascarenhas
57	Workshop Programme on "Safe Roads Safe Villages - Road Safety Awareness" for Women Elected Representatives (WERs), Primary and Secondary School Teachers, Village Development Committee (VDC) Members and Self Help Group (SHGs) Members at Village Panchayat Hall, Honda, Sattari	29th January 2026	Ms. Arlette Mascarenhas
58	Training Programme on "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act (PoSH Act) - 2013 & The Protection of Children from Sexual Offences Act (POCSO Act) 2012." for Elected Representatives at Village Panchayat Hall, Balli, Quepem	30th January 2026	Ms. Arlette Mascarenhas
59	E- Office	30th January, 2026	Ms. Hegel Da costa

60	Public Procurement and Government e-Marketplace (GeM)	30th & 31st January, 2026	Ms. Hegel Da costa
61	Office Etiquettes	31st January, 2026	Ms. Hegel Da costa



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