



GIPARD

Goa Institute of Public Administration
& Rural Development

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ससक्त पंचायत सतत् विकास

Major Programmes:

1. A 05 days Residential Training Programme for the Officers of GNCT of Delhi on 'Capacity Building and Understanding / Gaining Knowledge from Best Practices of the State' (including field visits) was conducted by GIPARD from 19th to 23rd January, 2026. The Programme was inaugurated by Shri. A.W. Rane, IAS, Director of Vigilance in the presence of Shri. Vasudev Shetye, Director GIPARD, Shri. Shubhankar Ghosh, Additional Secretary (Home), General Department New Delhi, (GNCT). Sessions and Field visits about Best Practices in various areas such as finance, administration, etc. in the state of Goa were planned. 30 Officers of GNCT, New Delhi attended the the training sessions. Shri. Arvind Kumar Nair, State Chief Information Commissioner, (SIC) Goa was the Chief Guest for the valedictory session held on 23rd January, 2026.



1. Three days Training Programme on Leadership Management Development for Elected Representatives under (RGSA) Scheme, MoPR Gol was organized from 5th to 7th January, 2026, at National Institute of Technology, Cuncolim. The training programme was attended by 28 participants. The aim of the training programme is to enable

participants to enhance qualities of leadership and management skills among Elected Members of Panchayats. The sessions during the training programme was delivered by Certified Resource Persons invited by GIPARD as well as faculty members of National Institute of Technology, Cuncolim.



2. A special event on ISO certification of 07 adopted Village Panchayats under RGSA scheme, MoPR, Gol was organised on 23rd January, 2026. An award of ISO Certification of Village Panchayats was handed over to the respective Village Panchayats at the hands of Shri. Mauvin Godinho, Minister for Panchayats, Govt. of Goa. Shri. Mahadev Araundekar, Director, Dte. of Panchayats, and Shri. Vasudev



N. Shetye, Director (Training) GIPARD and Shri. N.D. Agrawal, Professor of Practice under RGSA scheme were present for the function. Total 69 participants attended the award ceremony.

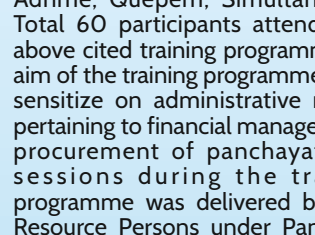
3. Two days Foundation Training Programme for Zilla Panchayat Members of North and South Goa District was organized from 29th & 30th January, 2026, at Vivanta by Taj, St. Inez, Panaji Goa. The inaugural programme was held at the hands of Shri. Mauvin Godinho, Minister for Panchayats, Govt. of Goa. Shri. Mahadev Araundekar, Director, Dte. of Panchayats, and Shri. Vasudev N.



Shetye, Director (Training) GIPARD. The Adhyaksha of North & South Goa Zilla Panchayats along with CEO's of both the district were also present for the inaugural function. Total 51 participants attended the above cited training programme. The aim of the training programme was to sensitize Zilla Panchayat Members on the Constitutional framework of PRIs, role & responsibility as a Zilla Panchayat Member and status of local self governance. Besides, the concepts and participatory process of the District Panchayats will be discussed. The sessions during the training programme was delivered by State Resource Persons, Faculty of GIPARD, Officers invited from concerned line departments. Prof. Jiju P. Alex, Member, Kerala State Planning Board, Govt. of Kerala and Mrs. Veena Supekar, Associate Professor of ATI & SIRD YASHADA were invited for Panel Discussion on "Role of Zilla Panchayats in Rural Governance and experience sharing on District Planning Committee (DPC)".



2. Two days Training Programme on Financial Management & Procurement for Elected Representatives of Village Panchayats of North and South Goa District in 04 batches for 02 blocks of North Goa District and 03 blocks of South Goa District were held on 13th & 14th January, 2026 for Pernem block at Village Panchayat Dhargal, Pernem, for Salcete block at Office of Collectorate, South Goa and on 15th & 16th January, 2026 for Tiswadi block at Village Panchayat Bhatim, Tiswadi and for Quepem & Canacona blocks at Village Panchayat Balli Adnme, Quepem, Simultaneously. Total 60 participants attended the above cited training programme. The aim of the training programme was to sensitize on administrative matters pertaining to financial management & procurement of panchayats. The sessions during the training programme was delivered by State Resource Persons under Panchayati Raj of GIPARD.



3. Two days Training Programme on Office Procedures for V.P. Secretaries & V.P. Clerks of Village Panchayats of North and South Goa District in 04 batches for 03 blocks of North Goa District and 04 blocks of South Goa District. on 20th & 21st January, 2026 for Bardez block at Village Panchayat Saligao, Bardez, for Ponda & Mormugao blocks at Office of Collectorate, South Goa and on 22nd

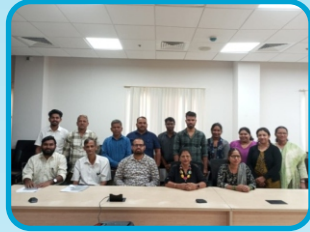
& 23rd January, 2026 for Bicholim & Sattari blocks at Village Panchayat Navelim, Bicholim and for Sanguem & Dharbandora blocks at Dy. Collectorate Dharbandora, Simultaneously. Total 157 participants attended the above cited training programme. The aim of the training programme is to upgrade awareness on handling administrative matters pertaining to Panchayats. The



sessions during the training programme was delivered by State Resource Persons under Panchayati Raj of GIPARD.



4. A series of one day Block Level Training Programme on Mera Gaon Meri Dharohar (MGMD) portal was organised in batches covering Village Panchayats of North Goa, South Goa and Kushavati districts of the State from 5th to 10th January, 2026. The aim of the programme was to ensure Cultural heritage mapping at village level on MGMD portal. Total 185 participants (VP Secretaries, Elected Panchayat Members, V.P. Clerks) attended the said training programme.



SDU II Rural Development Sector:

1. GIPARD, in collaboration with Ministry of Rural Development (MoRD) organised 7 Batches of Technical Support for Rural Branding, Packaging & Marketing trainings between 5th to 24th January 2026 at Shiroda V.P - Ponda, Amona & Mulgao V.P.-Bicholim, Old Goa V.P. - Tiswadi, Honda V.P. - Sattari & Assonora V.P. & Sirsaim V.P. - Bardez. 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 & preparation of business plan were some the activities conducted during the course of training. Resource persons from GIPARD were invited to conduct the sessions. Total 159 Participants attended the training Programme.

2. GIPARD, in collaboration with Ministry of Rural Development (MoRD) organised 7 Batches of Financial Management of User group under Watershed Project between 6th to 30th January 2026 at Veling Priol Cuncoliem, Madkai & Querim V.P.s of Ponda Block, Balli V.P. - Quepem Block & Dharbandora Block. The aim of the training was 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 187 Participants attended the training Programme.



3. 3 Batches of Aquaculture for beginners: Rural Fish farming were organised GIPARD, in collaboration with Ministry of Rural Development (MoRD) from 28th to 30th January 2026 at Velim V.P. & Benaulim V.P. - Salcette & Candolim V.P. - Bardez. The aim of this training was to create awareness and practical understanding to start small scale livelihood activity. The training was held using various methods such as presentation, practical exercises & participant interaction were used during the programme. Subject matter experts from Krishi Vigyan Kendra were invited as Resource persons to conduct the sessions. Total 62 Participants attended the training Programme.



hood activity. The training was held using various methods such as presentation, practical exercises & participant interaction were used during the programme. Subject matter experts from Krishi Vigyan Kendra were invited as Resource persons to conduct the sessions. Total 62 Participants attended the training Programme.



4. GIPARD, under the Rashtriya Gram Swarajya Abhiyan (RGSAs), organised Workshop cum Training on Swachh Bharat Abhiyan on 30th & 31st January 2026 at Collectorate South Margao for Higher Secondary teachers. The aim of the training was to equip teachers with knowledge & skill to promote cleanliness, hygiene & sanitation practices among students in line with

Swachh Bharat Mission. Various methods including presentation, practical exercises & class activities were used during the programme. a Field visit to Chicalim V.P. & Nagoa V.P. Waste Management plants was also conducted as part of the training. Subject Matter experts & Resource persons from GIPARD were invited to conduct the sessions. Total 31 Participants attended the training Programme.



5. GIPARD, in collaboration with Goa State Rural Livelihood Mission (GSRLM), organised Training Programme on FoSTaC on 2nd January 2026 at GIPARD Campus, Old Goa for SHG run canteens. The aim of the training was Participants will be able to explain the importance of food safety as per FSSAI requirements. Various methods including presentation, practical exercises, class activities & pre & post training assessment were used during the programme. Smt. Rama Paranjpe - FSSAI certified safety officer conducted the sessions for the participants. Total 10 Participants attended the training Programme.

6. GIPARD, in collaboration with Ministry of Rural Development (MoRD) organised 2 Batches of Sustainable Livelihood through farm & non-farm livelihood trainings between 12th to 14th February 2026 at Batim V.P and 27th to 29th February 2026 at Nerul V.P. - Bardez. The aim of the training was to assist SHG members to start sustainable livelihoods activities at individual or group level related to farm & non-farm activities. Presentations, Group discussions, practical exercises were used during the course of training. Resource persons from GIPARD were invited to conduct the sessions. Total 35 Participants attended the training Programme.

SDU III Women's Development Sector:

1. A 01 Day DoPT, Gol, Sponsored Training Programme on Managing Stress at Work and Home was held on 6th January, 2026 at GIPARD. The aim of the programme was to define stress, list out the sources of stress and get tips to survive in a stressful environment at work and home. The programme was attended by 26 participants from various Government Departments.



2. 03 batches of a 01 Day DoPT, Gol, Sponsored Training Programme on The Prevention of Sexual Harassment of Women at Workplace Act, 2013 was held on 9th and 16th January, 2026 at Mathany Saldhana Administrative Complex, Margao Goa and on 15th January, 2026 at GIPARD. The aim of the programme was to equip

the participants with knowledge on Sexual Harassment, Provisions of the PoSH Act, Constitution of Internal Committee (IC) and role and responsibilities of IC members. The programme was attended by 78 participants from the various Government Departments.



3. A demand based Training Programme on Handling Vetero Legal Cases and Postmortems for the Officers of Animal Husbandry and Veterinary Services, Government of Goa, was held on 10th January, 2026 at GIPARD. Dr. R. Sridhar, Consultant, Wild life Pathologist, Professor & Head (Retd) Central University Lab, Tanuvas, Chennai was the main Resource Person for the programme.

A total of 53 participants attended i.e. Dy. Director, Assistant Director, Veterinary Officer and Veterinary Officials.





4. 07 batches of 01 day 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 for North and South Goa Districts

were conducted on 13th, 21st, 22nd, 23rd, 28th, 29th and 30th January, 2026. The aim of the programme was to Sensitize the participants on the PoSH Act, 2013 and the POCSO Act, 2012 for creating awareness in the villages. The programme was attended by 76 Elected Representatives.



4. DoPT, GoI sponsored training programme on Noting & Drafting was held on 19th & 20th January, 2026 at Kala Academy Goa Campal, Panaji Goa. 24 Officers/ Officials from Kala Academy Goa benefited from this training programme. The objective of this training programme was to enhance the subject knowledge and skills concerning Office Procedures

including Noting, Drafting & Forms of Communication. Mr. Girish Sawant, Dy. Director (Admin), was invited as a Resource Person for the said training. Several classroom exercises and discussions enabled the participants with wholistic subject knowledge and experience. A valedictory session was held at the end of the Training wherein Mr. Vasudev Shetye, Director GIPARD, Course Director Ms. Hegel Da Costa Core Faculty in Public Administration, Member Secretary Shankar B. Gaonkar.



5. 04 batches of 01 day Workshop on Safe Roads and Safe Villages -Road Safety Awareness for Women Elected Representatives, Primary and Secondary School Teachers, Village Development Committee Members and Self Help Group Members for North and South Goa Districts on 20th, 23rd, 27th and 29th January, 2026 . The aim of the programme was to sensitize the participants on various aspects of Road Safety. The programme was attended by 120 participants.



5. 02 days DoPT, Govt. of India sponsored Training Programme on Administrative & Accounts Matters was held on 23rd & 24th January, 2026 at Goa Institute of Public Administration & Rural Development, Ella Farm Old Goa Goa. 53 Officers / Officials from various Departments have benefited from the said Training. The objective of this training programme was to enhance the subject knowledge and skills concerning administrative and financial matters.

Subject experts were invited to deliver sessions on various topics concerning administrative & accounts matters like Recruitment Process, Fundamental Rules & Supplementary Rules, Leave Rules, Service Books, General Financial Rules, 2017, RTI Act, 2005, CCS (Conduct) Rules, 1964, forms of Communications, Noting & Drafting, etc. & Classroom activities enhanced the training experience of the participants. A valedictory session was held at the end of the Training wherein Course Director Ms. Hegel Da Costa Core Faculty in Public Administration at GIPARD appreciated the active participation.



6. Simultaneously two batches of DoPT, Govt. of India sponsored Training Programmes on Administrative Matters was held from 23rd & 24th January, 2026 (02 days duration) at Goa Institute of Public Administration & Rural Development, Ella Farm Old Goa Goa. Total 31 participants of batch I & 28 participants of batch II actively participated in the said training from various Departments have benefited from the said Training. The objective of this training programme was to enhance the subject knowledge and skills concerning administrative and financial matters. Subject experts were invited to deliver sessions.

7. 01 day DoPT, GoI Sponsored Training Programme on Proactive Disclosure under RTI Act was held on 27th January, 2026 at GIPARD. which was held for Group A & B Officers from various Departments have benefited from the said Training. The objective of this training was to familiarize participants with the mandatory requirements under section 4 of the RTI, 2005 & to explain the need and procedure of uploading & regularly updating information under section 4 of RTI Act, 2005 Dr. Bhakti Naik, Assistant Director (Admin), Directorate of Higher Education & Dr. Seema Fernandes, Assistant Director, GIPARD, Ms. Hegel Da Costa, Core Faculty in Public Administration at GIPARD conducted the said Training.

8. On 27th January, 2026 a half day orientation on developing Capacity Building Plan on iGoT platform using AI tool under Mission Karmayogi 2.0 was held for iGoT Nodal Team 05 members attended the said orientation & learnt about the functioning of the AI tool for generating Capacity Building Plans Ms. Akansha Mahapatro & Zainab Naaz Jamali from Capacity Building Commission (CBC) New Delhi & Ms. Hegel Da Costa iGoT State Coordinator of Goa conducted the said orientation.

9. Two simultaneous DoPT, GoI sponsored training programme on Pension Matters in 02 batches was held on 28th & 29th January, 2026 at GIPARD, Ella Farm Old Goa, Goa. The said training programme was conducted for 22 Officials / Officers (per batch) The objective of this training programme was to enhance the participants understanding on matters concerning pension and other retirement benefits through expert sessions and classroom exercises. Subject expert Mr. Ulhas Naik, Former, Joint Director of Accounts & Tulshidas Naik, Former Jt. Director of Accounts conducted the said training.

SDU IV
Public Administration Sector

1. 01 day DoPT GoI Sponsored Workshop on Budget Formulation was held on 09th January, 2026 at GIPARD. 38 Group A & B Officers from various Departments benefited from the said Training. The objective of this training was to describe budgetary terminology, a budget cycle & the role of key players & financial indicators in a budgetary process. Mr. Suresh Shanbhogue, former Director of GIPARD & Mr. Ulhas Naik, former Jt. Director of Accounts were the Subject Experts for the said training.

2. DoPT GoI Sponsored Training Programme on Record Management was held on 12th January, 2026 was held at GIPARD. 44 Officers / Officials from various Departments benefited from the said training. The objective of this training was to describe key concepts & various methods of maintaining records physically & digitally. Mr. Shreyas D' Silva, Under Secretary General Administrative Department, Mr. Harold D'Costa, President of Cyber Security Corporation and Independent Director at SICOM Ltd. & Ms. Sujata Gaonkar, Associate Professor Govt. College Khandola were the subject experts for the said Training.

3. 01 day DoPT GoI Sponsored Workshop on Legal Matters (RTI & PoSH) was held on 14th January, 2026 at GIPARD. 48 Group A & B Officers from various departments have benefited from the said training. The objective of this training was to address RTI matters, Discuss matters with regard to concerns and issues that arise while dealing with legal matters by the departments. This training aimed at enhancing competencies of the participants in matters concerning RTI, & POSH. Adv. Emidio Pinho & Dr. Seema Fernandes were the Subject Experts for the said Training.

10. Half day Workshop on developing Capacity Building Plan on iGoT platform using AI tool under Mission Karmayogi 2.0 were held on 28th & 29th January, 2026 in 3 batches (MDO leader, Admins & Dealing hand) wherein 372 participants attended the said workshops. The objective of this workshop was to explain the functioning of the AI tool for Capacity Building Plan & to explain the steps involved in the creation of Capacity Building Plan. Ms. Akansha Mahapatro & Zainab Naaz Jamali from Capacity Building Commission (CBC) New Delhi & Ms. Hegel Da Costa iGOT State Coordinator of Goa conducted the said orientation.

11. On 31st January, 2026 two simultaneous DoPT Gol Sponsored Training Programme on Office Etiquettes were held in 02 batches. In total 87 MTS from various departments attended the said training. The objective of this training was to explain role & responsibilities of MTS basic knowledge on Office Housekeeping & overall Office Etiquettes. Ms. Hegel Da Costa, Core Faculty in Public Administration, GIPARD, Mr. Pankaj Rane, Ms. Vedika Salgaonkar, conducted the said training.

Other Activities:

1. 01 day NIDM online Webinar on Integrating Disaster Risk Reduction in to Rural Development schemes & Gram Panchayat Development Plan for Elected Representatives and PRI Functionaries, Self Help Group Members, Aapda Mitras Volunteer, NRLM and MGNREGA Functionaries, ICDS Nodal Officer and Coordinators on 5th January, 2026.

2. Training cum Exposure visit of Elected Representatives of Gram Panchayats of Goa at NIRDPR was conducted by GIPARD in collaboration with the CPRDP&SSD, NIRDPR, Hyderabad was held from 15th to 19th January, 2026. The visit was conducted to understand the best practices in Telangana. Total 43 participants attended the training.

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

Sr. No	Sector	No. of Programmes	No. of Participants
A	Panchayati Raj / Urban Development	18	593
B.	Rural Development	21	485
C.	Women's Development & Disaster Management	16	354
D.	Public Administration / Demand Based programmes	17	841
Total		72	2273

Upcoming programmes for the month of February, 2026

Sr. No	Name of the Training Programme	Date	Course Director
1.	Leadership in Rural Development & Community Engagement at Parse	2nd to 3rd February, 2026	Dr. Sarita Patil
2.	Sustainable Livelihood through farm & Non Farm Livelihood at sao Matias	2nd to 4th February, 2026	Dr. Sarita Patil Shri. Laxmikant Desai

3.	Administrative & Accounts Matters Batch I & II at GIPARD	2nd to 4th February, 2026	Ms. Hegel Da Costa
4.	Workshop on Safe Roads and Safe Villages –Road Safety Awareness at GIPARD	3rd February, 2026	Ms. Arlette Mascarenhas
5.	Leadership in Rural Development & Community Engagement at Bali	3rd to 4th February, 2026	Dr. Sarita Patil
6.	One day Training Programme on Sevottam and the Goa (Right of Citizens to Time Bound Delivery of Public Services) Act, 2013 at GIPARD	4th February, 2026	Ms. Arlette Mascarenhas
7.	Pay Fixation at GIPARD	4th February, 2026	Ms. Hegel Da Costa
8.	Leadership in Rural Development & Community Engagement at Sanvordem	4th to 5th February, 2026	Dr. Sarita Patil
9.	One day Training Programme on Sevottam and the Goa (Right of Citizens to Time Bound Delivery of Public Services) Act, 2013 at GIPARD.	5th February, 2026	Ms. Arlette Mascarenhas
10.	Leadership in Rural Development & Community Engagement at Priol	5th to 6th February, 2026	Dr. Sarita Patil
11.	Service Matters at GIPARD	5th to 6th February, 2026	Ms. Hegel Da Costa
12.	Sustainable Livelihood through farm & Non Farm Livelihood at Cumbharjua	5th to 7th February, 2026	Dr. Sarita Patil Shri. Laxmikant Desai
13.	Evaluation Training on Branding, Packaging and Marketing at GIPARD	6th February, 2026	Dr. Sarita Patil
14.	Workshop on Safe Roads and Safe Villages –Road Safety Awareness at Village Panchayat Hall, Balli Quepem Goa.	6th February, 2026	Ms. Arlette Mascarenhas
15.	Training on Reservation at GIPARD	6th February, 2026	Ms. Hegel Da Costa
16.	DoPT Gol Sponsored Training Programme on Reservation In services at GIPARD	6th & 7th February, 2026	Ms. Hegel Da Costa
17.	DoPT Gol Sponsored Training Programme on Service Matters at GIPARD	07th February, 2026	Ms. Hegel Da Costa

18.	DoPT Gol Sponsored Training Programme on Public Procurement & Government e Marketplace at GIPARD	09th & 10th February, 2026	Ms. Hegel Da Costa
19.	Workshop on Safe Roads and Safe Villages –Road Safety Awareness at GIPARD	10th February, 2026	Ms. Arlette Mascarenhas
20.	DoPT, Gol, Sponsored Training Programme on The Prevention of Sexual Harassment of Women at Workplace Act, 2013 (PoSH Act) at GIPARD	10th February, 2025	Ms. Arlette Mascarenhas
21	DoPT Gol Sponsored Training Programme on E-Office at GIPARD	10th February, 2026	Ms. Hegel Da Costa
22	Workshop on Safe Roads and Safe Villages –Road Safety Awareness at Dy. Collectorate Office, Dharbandora Goa.	11th February, 2026	Ms. Arlette Mascarenhas
23	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 for Quepem and Sanguem Block at Dy. Collectorate Office, Dharbandora Goa.	12th February, 2026	Ms. Arlette Mascarenhas

24	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 for Bicholim and Sattari Block at Village Panchayat Hall, Honda, Sattari Goa.	13th to 14th January, 2026	Dr. Seema Fernandes
25	Training Programme for Zilla Panchayat Members at GIPARD	12th & 13th February, 2026	Ms. Ashwini Acharya
26	DoPT, Gol, Sponsored Training Programme on The Prevention of Sexual Harassment of Women at Workplace Act, 2013 (PoSH Act) at Conference Room No. 232, 2nd Floor, Mathany Saldhana Administrative Complex, Collectorate of South, Margao Goa	13th February, 2025	Ms. Arlette Mascarenhas
27	Workshop cum Training Programme on ISO Certification at GIPARD	24th & 25th February, 2026	Ms. Ashwini Acharya
28	DoPT, Gol, Sponsored Training Programme on The Prevention of Sexual Harassment of Women at Workplace Act, 2013 (PoSH Act) at Collectorate of South, Margao Goa	27th February, 2025	Ms. Arlette Mascarenhas



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