



GIPARD

ANNUAL REPORT

2023-2024



**GOA INSTITUTE OF PUBLIC ADMINISTRATION &
RURAL DEVELOPMENT**

ELLA FARM, OLD GOA 403402

Governing Bodies

The Board of Governors

The Board of Governors (BoG) of GIPARD deals with all the policy management matters concerning the Institute. The Chief Secretary of Government of Goa is the President of the Board of Governors and the Pr. Secretary / Secretary (Revenue), Government of Goa is the Vice President. The other ex-officio members of the Board of Governors are as follows: -

- Secretary (Rural Development), Secretariat, Porvorim-Goa.
- Secretary (Finance), Secretariat, Porvorim-Goa
- Secretary (Agriculture), Secretariat, Porvorim-Goa.
- Secretary (Panchayat), Secretariat, Porvorim-Goa.
- Secretary (Education), Secretariat, Porvorim-Goa.
- Addl. Secretary / Jt. Secretary (Personnel), Secretariat, Porvorim-Goa.
- Representative of Government of India, Ministry of Rural Development, New Delhi.
- Representative of National Institute of Rural Development & Panchayati Raj, Hyderabad.
- Director-General, (GIPARD), Ella Farm, Old-Goa.

Executive Committee

- Chief Secretary, Government of Goa
- Addl. Secretary / Jt. Secretary, Department of Personnel, Government of Goa
- Project Director, District Rural Development Agency (DRDA), North Goa
- Director, Directorate of Panchayat, Government of Goa.
- Addl. Secretary / Jt. Secretary, Department of Finance, Government of Goa
- Director General, Goa Institute of Public Administration and Rural Development
- Secretary, Goa Institute of Public Administration and Rural Development - ex-officio Member Secretary

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Annexure - I

(List of Programmes Conducted from April 2023 to March,2024)

1. Introduction

Goa Institute of Rural Development & Administration (GIRDA) was established by converting the former Extension Training Centre (ETC) into a full-fledged State Institute of Rural Development vide order No. Gen/1-1/GIGIRD dated 5th November, 1999. GIRDA was expanded & converted to **Goa Institute of Public Administration & Rural Development (GIPARD)** on 01st January, 2014. It is declared as the Administrative Training Institute (ATI) and it also functions as the State Institute for Rural Development and Panchayati Raj (SIRD&PR).

This Institute caters to the training needs of government officials as well as non-officials like elected representatives of local self-government, Self Help Groups (SHGs), academic institutions & NGOs, etc. GIPARD provides an opportunity to all these target groups to learn and develop their capacities through its varied nature of training programs and workshops.

Vision:

To be among the top five training institutions in the country in Rural Development, Panchayati Raj and Public Administration, financially self-sustaining, with capacities and infrastructure of training, research, publication and consultancy in the areas of development administration studies, public policy and governance, through collaborative initiatives with national, international and intergovernmental institutions.

Objectives of the Institute

GIPARD is a composite training institute having a dual role as an Administrative Training Institute (ATI) and a State Institute of Rural Development & Panchayati Raj (SIRD&PR). The Objectives of GIPARD are as follows: -

- To achieve excellence in decentralized governance and development administration training.

- To impart training to government officials and non-official functionaries, directly or indirectly involved in the process of administration and rural development to be responsive to the needs of the citizens.

- To create an awareness of the potentialities of modern management service as a major instrument for rural development and better administrative services and practices.

- To update knowledge of the Government officers / employees on latest technologies and processes of good governance.

- To promote better understanding of professional requirements including the need for value-based management.

- To develop effective methods, so as to change the attitude of the government employees towards efficient service delivery.

- To organize and conduct special training courses, symposia, workshops, seminars, departmental examinations, etc.

- To undertake various other activities like consultancy, model pilot projects, research - both operational and policy related, etc.

- To undertake systematic policy-oriented research to assist and support the Government in evolving more effective and evidence-based policies, programmes and public sector management systems in Goa.

- To serve as the policy making body to work out, test, validate and implement training strategies for all employees of Government of Goa including those at administrative and managerial level.

2. Staff of the Institute

Dr . V. Candavelou, IAS

Director General

Dr. Suresh Shanbhogue

Director (Training) & Secretary, GIPARD Society

Dr. Seema Fernandes

Assistant Director

Ms. Ashwini A. Acharya

Core Faculty in Decentralized
Planning, Monitoring and
Evaluation

Ms. Sarita Patil

Core Faculty in Rural
Development

Ms. Arlette M.H.

Mascarenhas

Core Faculty in
Women's Development

Ms. Hegel Conchita Da Costa

Core Faculty in Public
Administration

Ms. Swati M. Borkar

Accountant

Ms. Neeta B. Talkatkar

Jr. Stenographer

Ms. Rupali V. Bhanage

Library Assistant

Shri. Jeronimo M. Raposo

UDC cum Accounts Clerk

Ms. Khushi k.

Madkaikar

Lower Division Clerk

Ms. Asmita C. Naik

Lower Division Clerk

Ms. Diksha A. Gadekar

Data Entry Operator

Shri. Cion Dias

Data Entry Operator

Ms. Saili Naik

Data Entry Operator

Shri. Santosh D. Adkonkar

Multi-Tasking Staff

Ms. Seema S.

Harmagatti

Multi-Tasking staff

Ms. Sangeeta S. Kunkalkar

Multi Tasking Staff

3. Infrastructure



The Institute Building



Conference cum lecture hall



Training Hall I

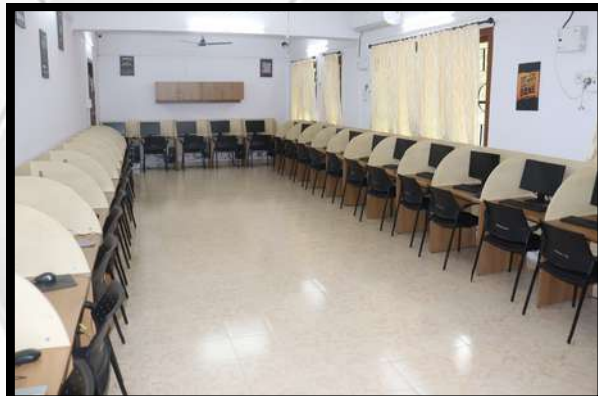


Training Hall II

The Institute has air-conditioned Lecture Halls, which are equipped with wireless projectors, laptops, audio system, video walls, LED TV screen displays, with capacities ranging from 25 to 120 participants.



Training hall III



ICT laboratory



Library



Cafeteria

Library

The library consists of around 2000 books. Several reports and journals are available. Library data is managed by using the E-Grantalaya 4.0 software. GIPARD has also subscribed online access to 'Webster', 'Economic & Political Weekly Journal' and 'Goa Kaido Act & Rules'.

Library Collection

a) Books

The library houses a collection of various books covering subjects like Public Administration, Rural Development, Good Governance, Computer Applications, Management and Gender Studies and Children, Social Justice, Finance, Administrative Reforms, Human Rights, Environment, Disaster Management, Time Management, Personality Development, Goan Culture, etc.

b) Journals

1. NIRD Journal of Rural Development
2. IUP Journal of Soft Skills
3. IUP Journal of Entrepreneurship Development
4. IUP Journal of Organizational Behavior
5. Microfinance Review
6. South Asian Journal of Participative Development
7. The Journal of Governance
8. Journal on Environmental Law Policy & Development
9. Journal of Development Management & Communication
10. Indian Journal of Economics

11. The Indian Journal of Political Science
12. The Goa Law Reporter
13. The Indian Journal of Public Administration
14. KILA: Journal of Local Governance
15. Administrative Development – A Journal of HIPA Shimla
16. Economic & Political Weekly Journal
17. Journal of Rural Development Review
18. The Journal of Governance
19. University News: A weekly journal of higher education

c) Others

1. Training Module
2. Training Reading Material
3. State and Central Government Acts
4. Government Documents: Rules, Annual Reports, Manuals etc.
5. Audio / visual CDs on various subjects.

4. Activities and Programmes Conducted for the Year 2023 - 2024

Major Programmes:

1) **One day workshop on Preparation of District Panchayat Development Plan (DPDP)** for Zilla Panchayat Members of North Goa was held at GIPARD on 5th April, 2023. 27 participants attended the workshop which included ZP Members and officials. The participants were trained on the different steps of preparing the plan. DPDP prepared by the Zilla Panchayat was launched by the ZP North, on 25th April, 2023 at the hands of Dr. Pramod Sawant, Hon'ble Chief Minister, in the presence of Sh. Mauvin Godinho, Hon'ble Minister for Panchayats, Sh. Menino D'Souza, Secretary for Panchayats and Sh. Siddhesh Naik, Chairperson of North Goa Zilla Panchayats.



2) **Departmental Training Programme for Mamlatdars/Joint Mamlatdars (Phase-I)** has commenced from 25th July, 2023 and concluded on 9th August, 2023. Sh. Michael D'Souza, IAS, Director Training, GIPARD addressed the Participants. 10 Officer attended the above cited programme. The sessions during the programme were important Acts & Rules related to the working of the Revenue Department.



3) **A workshop on the POCSO Act, 2012, titled "Issues and Challenges for Implementation"**, was held from 17th to 18th August 2023 at Hotel Fern Kadamba. The event brought together various stakeholders, including Medical Officers, members of the Police Department, Academicians, NGO Representatives, and Public Prosecutors, with a total of 43 participants. The objective of the workshop was to identify issues and challenges in the implementation of the Act and to deliberate on measures for its effective enforcement. The workshop was inaugurated by Sh. Peter Borges, Chairman of the Commission for Protection of Child Rights, Goa, and Sh. Tushal Halarnkar, Joint Secretary, Home Department. Several panel discussions were conducted on different aspects of the Act to promote better understanding and collaboration among the stakeholders.



4) Departmental Training Programme for Junior Scale Officers of Goa Civil Service (Direct Recruits) has commenced from 22nd August, 2023 in GIPARD and will continue till 24th November, 2023. Sh. Meghnath Parab, Link Officer- Director Training, GIPARD addressed the Participants. 20 Trainee Officers are attending the above cited programme.

5) **Workshop on Cyber Crimes for Judicial Officers** was held on 26th August, 2023 at Hotel Fern Kadamba for Judicial Officers. 43 Officers attended the workshop. Several topics related to cyber crime were discussed with practical examples. Dr. Harold D'Costa, expert on Cyber Crime issues conducted the sessions.



6) The valedictory session of the Departmental Training Programme for the Junior Scale Officers of the Goa Civil Service was held on 24th November 2023 at GIPARD. Dr. Puneet Kumar Goel, IAS, Chief Secretary and Chairman of GIPARD, graced the occasion as the Chief Guest, while Shri Sanjay Goel, IAS, Secretary of Tourism, was the Guest of Honour. The event was also attended by Shri Shashank Thakur, Joint Secretary (Personnel), and Dr. Suresh Shanbhogue, Director (Training), GIPARD.

During his address Dr. Puneet Kumar Goel emphasized on the need to explore the use of technology in administration.



7) GIPARD celebrated '**Good Governance Day**' on **22nd December, 2023**. As part of the Good Governance Day celebration, a series of events were organized namely, **a book exhibition pertaining to Goa, Governance and Governance and Grassroot Democracy (18th to 25th December, 2023),**

All Goa Quiz Competition on 'Good Governance' (21st December, 2023) and 1st All Goa Youth Gram Sabha Competition (18th to 20th December, 2023) which were designed in line with the 8 principles of Good Governance, namely, Participation, Rule of Law, Transparency, Responsiveness, Consensus Oriented, Equity and Inclusiveness, Effectiveness and Efficiency and Accountability as laid down by UN. Winners of different competitions were awarded prizes at the hands of Advocate Vishwas Satarkar, State Chief Information Commissioner and Shri Sanjay Dhavlikar, State Information Commissioner, special invitees for the event. This event was attended by 135 participants from various Colleges in Goa.



All Goa Quiz Competition on 'Good Governance' was held on 21st December 23 wherein 15 teams from different Higher Education Institutions from the state of Goa participated with a sheer determination to win. Dhempe College of Arts & Science, Miramar won the first place, Govt. College Sanquelim and G.R. Kare College of Law, Margao won the 2nd and 3rd place respectively.

8) 1st All Goa Youth Gram Sabha Competition was organized by GIPARD as a step towards strengthening participatory governance at the grassroot level from 18th to 20th December, 2023 at GIPARD, Ella Farm, Old Goa.



This competition is first of its kind not only in the state of Goa but in the whole country. This competition was divided into two stages: First stage of the competition, preparatory stage for Gram Sabha, was held in an e-format wherein each team had to prepare a short video clip depicting the Gram Sabha notice, preparation of Agenda of Gram Sabha Meeting and different modes of publication of notice among the villagers. This video was played on the day of the competition.

In the second stage of the competition was inclusive of enacting functioning of a model Gram Sabha by the participating teams. In total 16 Colleges and 461 students participated in this Competition. The competition was judged based on the video presented by the students and the depiction of model Gram Sabha performed live by the students at GIPARD. This competition was judged by Shri Gurudatt Naik, Block Development Officer, Ms. Alba Marcelo, Panchayat Secretary and Ms. Vigilia De Sa, former Sarpanch.

In this competition Government College of Arts, Science & Commerce, Khandola won the first place along with the rolling trophy, second place was bagged by G.R. Kare College of Law, Margao and Government College of Arts & Commerce, Pernem and Fr. Agnel College of Arts & Commerce, Pilar won the third and fourth place respectively. The individual prizes for Best Presiding Officer, Best Video and Best Script were awarded to G.R. Kare College of Law, Margao and Best Panchayat Secretary and Best Faculty Coordinators was awarded to Government College of Arts, Science & Commerce, Khandola.

A. Decentralized Planning, Monitoring & Evaluation Sector:

1. Workshop on Leadership & Communication Skills for Women Panchayat Members was conducted in 02 batches for Bardez & Pernem blocks on 25th & 26th April, 2023 at GIPARD and for Salcete, Mormugao & Dharbandora blocks on 27th & 28th April, 2023 at Mathany Saldhana Administrative Complex, South Goa. The training sessions were attended by 67 participants. The aim of the training programme was to enable the participants to enhance qualities of leadership & communication skills among women elected members of panchayats. The sessions during the training programme were delivered by Behavioral and Organizational Trainers invited as Resource Persons of GIPARD.



2. Two days Hands on Training Programme on Public Financial Management System (PFMS) & e-Gram Swaraj Application was organized on 12th & 13th April, 2022 for V.P. Secretaries, Gram Sevaks and V.P. Clerks of Mormugao Block at Computer Lab, GIPARD. Total 25 participants attended the above cited training programme. The aim of the training sessions was to enable participants to provide hands on training on PFMS & e-Gram Swaraj application. The Master Trainers of Panchayats conducted sessions for the said programme.

3. The Workshop on Leadership & Communication Skills for Women Panchayat Members was conducted in 02 batches for Ponda, Quepem, Sanguem & Canacona blocks on 4th & 5th May, 2023, at Mathany Saldhana Administrative Complex, South Goa and for Tiswadi, Bicholim & Sattari blocks on 5th & 6th May, 2023 at GIPARD, Ella Farm, Old Goa. The training sessions were attended by **96 participants**. The aim of the training programme was to enable the participants to enhance qualities of leadership & communication skills among women elected members of panchayats.



4. The Training Programme for Standing Committee Members of Orlim & Raia Village Panchayats was conducted on 12th May, 2023 at Mathany Saldhana Administrative Complex, South Goa. The training sessions were attended by 08 participants. The aim of the training programme was to sensitize the participants on the functions, role and responsibilities as member of standing committee. The sessions during the training programme were delivered by Resource Persons of GIPARD.



5. The Training Programme on GPDP and 15th Finance Commission recommendations for Panchayat Elected Members & VDC Members was conducted on 18th May, 2023 at St. Ann's High School, Tivim, Bardez Goa. The training sessions were attended by 27 participants. The aim of the training programme was to sensitize the participants on people's plan campaign (PPC) for preparation of Thematic Gram Panchayat Development Plan (GPDP) for Localization of Sustainable Development Goals (SDGs), functions, role & responsibilities as member of Village Development Committee (VDC) and 15th Finance Commission funds for Village Panchayats. The sessions during the training programme was delivered by Resource Persons of GIPARD.



6. The Foundation Training Programme for Councillors of Ponda & Sanquelim Municipal Councils was conducted on 18th & 19th May, 2023 at Vivanta by Taj, Panaji Goa. The training sessions were attended by 18 participants. The aim of the training programme was to enable the participants to state the Constitutional framework and provisions of the Goa Municipalities Act, 1968 and its Rules & functioning of Urban Local Bodies (ULBs) the Municipal Solid Waste Management Rules, 2016, Swachh Bharat Campaign and ODF in ULBs, Administrative and Financial Structure in Government, Recommendations of 15th Finance Commission, role of District Planning Committees (DPCs) in Urban Development, Devolution of Funds and Revenue Generation by ULBs, Sustainable Development Goals and the role of ULBs in achieving them.

7. One day Training Programme on Gram Sabha, Mahila Sabha and Bal / Balika Sabha for Elected Panchayat Members, V.P. Secretaries & Anganwadi Workers was conducted in 13 batches for Salcete block on 6th & 8th June, 2023 at Collectorate South Goa, for Quepem block on 10th June, 2023 at Village Panchayat Xeldem, for Dharbandora & Sanguem blocks on 13th June, 2023 at Dy. Collectorate, Dharbandora, for Canacona block on 16th June, 2023 at Village Panchayat Shristal, for Ponda block on 17th June, 2023 at Village Panchayat Borim, for Bardez block on 21st & 22nd June, 2023 at Village Panchayat Sucorro, for Pernem block on 23rd June, 2023 at Village Panchayat Dhargal, for Bicholim block on 24th June, 2023 at Village Panchayat Navelim, for Tiswadi block on 26th June, 2023 at Village Panchayat Se-Old Goa and for Sattari block on 27th June, 2023 at Village Panchayat Pissurlem. The training sessions were attended by 696 participants. The aim of the training programme was to provide conceptual information on organizing Gram Sabha, Mahila Sabha, Bal / Balika Sabha at the Village Panchayat.

8. Two days Hands on Training Programme on Public Financial Management System (PFMS) & e-Gram Swaraj Application was organized for V.P. Secretaries and V.P. Clerks of Salcete Block in two batches on 20th & 21st June, 2023 and 27th & 28th June, 2023 respectively at Computer Lab, GIPARD. Total 56 participants attended the above cited training programme.

The State level Certified Master Trainers under 'Transforming India through Strengthening PRIs' (TISPRI) Project of MoPR, Govt of India conducted sessions for the said programme.



9. Three days Training Programme on SHG – PRI Convergence for SHG Members was conducted in 06 batches viz; for Tiswadi block from 10th to 12th July, 2023 at Village Panchayat Batim, for Pernem block from 13th to 15th July, 2023 at Village Panchayat Arambol, for Bardez block from 17th to 19th July, 2023 at Village Panchayat Saligao, for Salcete block from 20th to 22nd 2023 at Collectorate South Goa Margao, for Canacona block from 24th to 26th 2023 at Village Panchayat Poinguinim and for Sanguem block from 27th to 29th 2023 at Shree Krishna Yuvak Mandal Hall, Curdi. The training sessions were attended by 346 participants. The aim of the training programme was to sensitize on conceptual inputs on Panchayati Raj Institutions, importance of involving SHGs & their federations in GPDP process at village level, imparting information on Gram Sabha, Swachh Bharat Mission, Sustainable Development Goals, etc. The sessions during the training programme was delivered by State Resource Persons of GIPARD.



10. Two days Hands on Training Programme on Public Financial Management System (PFMS) & e-Gram Swaraj Application was organized in batches for V.P. Secretaries and V.P. Clerks of Sattari & Dharbandora Blocks on 4th & 5th July, 2023, for Quepem & Canacona Blocks on 6th & 7th July, 2023 and for Tiswadi Block on 18th & 19th July, 2023 at Computer Lab, GIPARD. Total 109 participants attended the above cited training programme. The aim of the training sessions was to enable participants to provide hands on training on PFMS & e-Gram Swaraj application. The State level Certified Master Trainers under 'Transforming India through Strengthening PRIs' (TISPRI) Project of MoPR, Govt of India conducted sessions for the said programme.



11. One day Workshop on Swachh Survekshan Grammen (SSG) 2023 was organized for V.P. Secretaries and Panchayat Officials on 14th July, 2023, at Lecture hall, GIPARD. Total 28 participants attended the above cited training programme. The aim of the training sessions was to enable participants to provide conceptual information on Swachh Survekshan Grameen.



12. A four days NIRDPR sponsored Training Programme on Regional Training of Trainers (ToT) on Capacity Building (Hands – on) of State Level Master Trainers on eGram Swaraj Portal for V.P. Secretaries and V.P. Clerks was organized from 16th to 19th August, 2023 at Computer Lab, GIPARD. The training sessions were attended by 37 participants. The aim of the training programme was to equip knowledge and skills on eGram Swaraj for effective implementation at all Panchayat tiers, to develop skills in working with integration of PFMS with accounting module and to ensure real-time updation of data in e-Gram swaraj. The sessions during the training programme were delivered by Faculty Member of Centre for Good Governance & Policy Analysis, NIRDPR



13. Two days Training Programme on Schemes of Government Departments was organized in 04 batches for Sarpanchas, VDC Convenors and V.P. Secretaries of Village Panchayats of Salcete & Quepem Blocks on 17th & 18th August, 2023, Ponda, Dharbandora, Sanguem, Mormugao & Canacona Blocks on 21st & 22nd August, 2023 at Collectorate, South Goa, Margao, Bardez & Pernem Blocks on 23rd & 24th August, 2023 and Tiswadi, Bicholim & Sattari Blocks on 28th & 29th August, 2023 at Lecture hall, GIPARD. Total 311 participants attended the above cited training programme. The aim of the training sessions was to enable participants to sensitize on flagship schemes for preparation and inclusion as well in thematic GPDP at Panchayats. The sessions during the training programme were delivered by Officers deputed as Resource Persons from different Government Departments.



14. Two days Hands - on Training Programme on Public Financial Management System (PFMS) & e-Gram Swaraj Application was organized in batches for V.P. Secretaries and V.P. Clerks of Bicholim Block on 1st & 2nd September, 2023, for Bardez Block on 4th & 5th September, 2023 batch I and 8th & 9th September, batch II and for Pernem Block on 12th & 13th September, 2023 at Computer Lab, GIPARD. Total 112 participants attended the above cited training programme. The aim of the training sessions was to enable participants to provide hands - on training on PFMS & e-Gram Swaraj application. The State level Certified Master Trainers under 'Transforming India through Strengthening PRIs' (TISPRI) Project of MoPR, Govt of India conducted sessions for the said programme.



Two days Hands - on Training Programme on Public Financial Management System (PFMS) & e-Gram Swaraj Application was organized in batches for V.P. Secretaries and V.P. Clerks of Sanguem and Mormugao Blocks on 2nd & 3rd November, 2023, for Ponda Block on 5th & 6th November, 2023 and for Salcete Block on 21st & 22nd November, 2023 at Computer Lab, GIPARD. Total 110 participants attended the above cited training programme.

The aim of the training sessions was to enable participants to provide hands - on training on PFMS & e-Gram Swaraj application. The State level Certified Master Trainers under 'Transforming India through Strengthening PRIs' (TISPRI) Project of MoPR, Govt of India conducted sessions for the said programme.

16. Two days Hands - on Training Programme on Public Financial Management System (PFMS) & e-Gram Swaraj Application was organized for District Level Officers and Master Trainers of eGram Swaraj Application on 8th & 9th November, 2023, at Computer Lab, GIPARD. Total 28 participants attended the above cited training programme. The aim of the training sessions was to enable participants to provide hands - on training on PFMS & e-Gram Swaraj application. The sessions during the training programme was delivered by Sh. Shantakumar Swami Master Resource Person from YASHADA, Pune, Maharashtra.



17. One day Training of Trainers (ToT) Programme on Participatory Planning of GPDP / DPDP and LSDGs of Panchayats for Master Trainers was organized for Block Development Officers, V.P. Secretaries and State Resource Persons of GIPARD on 28th November, 2023, at Lecture hall, GIPARD. Total 27 participants attended the above cited training programme.

The aim of the training sessions was to sensitize participants / trainers on updated information on GPDP / DPDP and LSDGs to further provide the details at grassroots level. The sessions during the training programme was delivered by Sh. Rohidas Bhoyar, Master Resource Person from Pune, Maharashtra.



18. One day Training Programme on Participatory Planning of Gram Panchayat Development Plan (GPDP) and Localization of Sustainable Development Goals (LSDGs) was conducted in 20 batches in all Blocks of North & South Goa Districts.

The said Training Programme was organized in batches at respective Talukas of North & South Goa Districts simultaneously viz; for Bardez block on 8th, 9th & 10th December, 2023 at Village Panchayat hall Saligao, Bardez, Village Panchayat Sucorro, Bardez and Village Panchayat Thivim, Bardez Goa and for Salcete block on 8th, 9th & 10th December, 2023 at Collectorate South, Margao, for Satttari block on 12th December, 2023 at Village Panchayat hall Pissurlem, Sattari and for Mormugao block on 12th December, 2023 at Village Panchayat hall Nagoa, Mormugao, for Tiswadi block on 13th & 14th December, 2023

at Village Panchayat hall Se Old Goa, Tiswadi and Village Panchayat hall Neura, Tiswadi and for Ponda block on 13th & 14th December, 2023 at Village Panchayat hall Veling Priol Cuncolim, Ponda and Village Panchayat Borim, Ponda for Bicholim block on 15th & 16th December, 2023 at Village Panchayat Navelim, Bicholim Goa and for Sanguem block on 15th December, 2023 at Village Panchayat hall Sanvordem, Sanguem, for Quepem block on 16th December, 2023 at Village Panchayat hall Xeldem, Quepem, for Pernem block on 18th & 20th December, 2023 at Village Panchayat hall Dargalim, Pernem and Village Panchayat hall Tuem, Pernem, for Canacona block on 18th December, 2023 at Village Panchayat hall Shristhal, Canacona and Dharbandora block on 20th December, 2023 at Dy. Collectorate hall, Dharbandora.

The training programme was attended by 901 participants covering all 12 Talukas of both the Districts. The aim of the training programme was to effectively roll out formulation of Thematic Gram Panchayat Development Plan (GPDP) through integration of Localisation of Sustainable Development Goals (LSDGs) & Village Poverty Reduction Plan (VPRP). The sessions during the training programme was delivered by Faculty Member and State Resource Persons of GIPARD.

19. Training Programme on MIS through various digital portals and platforms on Thematic GPDP for Panchayats for Village Panchayat Secretaries and Village Panchayat Clerks of Bicholim block was held on 24th January, 2024 at Lecture hall, GIPARD. Total 26 participants attended the above cited training programme. The aim of the training sessions was to provide hands on session on uploading Panchayat profile, GPDP data on PFMS & eGram Swaraj Application.

The sessions during the training programme was delivered by Officials deputed as Resource Persons from different Government Departments.



20. Training Programme on Gram Panchayat Development Plan preparation and functioning of Village Development Committees was held on 25th January, 2024 at Collectorate South, Margao Goa. Total 18 participants attended the above cited training programme. The aim of the training sessions was to sensitized on GPDP preparation and the functions, role and responsibilities of various committees under VDCs.



21. Training of Trainers Programme on Own Source Revenue, Contract Management & Carbon Neutrality for Panchayats was held on 30th & 31st January, 2024 at GIPARD, Ella Farm, Old Goa. Total 20 participants attended the above cited training programme.

The aim of the training sessions was to sensitize with conceptual information on Own Source Revenue, Contract Management & Carbon Neutrality for effective functioning of activities at Panchayats.. The sessions during the training programme was delivered by Faculty members from NIRDPR, Hyderabad.



22. One day Training Programme on Own Source Revenue, Contract Management & Carbon Neutrality for Panchayats was conducted in 08 batches in Blocks of North & South Goa Districts. The said Training Programme was organized in batches for Panchayat Functionaries, Elected Representatives and Village Development Committee Members at respective Talukas of North & South Goa Districts simultaneously viz; for Pernem block on 8th February 2024 at Village Panchayat hall Dhargal, Pernem, and for Salcete block on 8th February, 2024 at Collectorate South, Margao, for Bardez block on 9th February, 2024 at Village Panchayat hall Saligao, Bardez and for Mormugao & Canacona blocks on 9th February, 2024 at Collectorate South, Margao, for Tiswadi block on 10th February, 2024 at Village Panchayat hall Neura, Tiswadi and for Ponda & Dharbandora blocks on 10th February, 2024 at Collectorate South, Margao, for Bicholim & Sattari blocks on 12th February, 2024 at

Village Panchayat Navelim, Bicholim Goa and for Sanguem & Quepem blocks on 12th February, 2024 at Village Panchayat hall Xeldem, Quepem.

The training programme was attended by 562 participants covering all 12 Talukas of both the Districts. The aim of the training programme was to sensitize participants on importance of Own Source Revenue generation, Contract Management & Carbon Neutrality at Panchayats The sessions during the training programme was delivered by Faculty Member and State Resource Persons of GIPARD.



23. Training of Trainers Programme on Audit Online for Panchayat Functionaries was 6. held on 26th & 27th February, 2024 at GIPARD, Ella Farm, Old Goa. Total 28 participants attended the above cited training programme. The aim of the training sessions was to sensitize with conceptual information on Audit Online On –boarding and Audit Plan Preparation by Village Panchayat.

The sessions during the training programme was delivered by Shri. Subodh Gurjar, Consultant e-Panchayat, Shri. Virag Tyagi and Shri. Vivek Gupta from NIC of Ministry of Panchayat Raj, Government of India.



B. Rural Development Sector:

1. Two batches of Training Programme on Leadership Skills for Office Bearers of SHG / VO-EC Members was held on 24th April and 25th April, 2023 at Navelim V.P. & Davorlim-Dicarpale V.P. respectively, in Salcete Block. The aim of the programme was to enable participants to enhance their leadership skills to be put in use at SHG / VO Level. Different type of training methods was used during this training such as lecture method, group exercises, group discussion, etc. Total 101 participants attended the training programme.



2. 6 Batches of Training Programme on Leadership Skills for SHG Office Bearers / VO-EC Members was held at Ozarim V.P. & Torxem V.P. of Pernem Block, Latambarcem V.P. of Bicholim Block and Borim V.P., Bethoda V.P. & Volvoi V.P. of Ponda Block in the month of May 2023. The aim of the programme was to enable participants to enhance their leadership skills to function at SHG /VO Level. Different type of training methods was used during this training such as lecture method, group exercises, group discussion, etc. Total 188 participants attended the training programme.

3. GIPARD in collaboration with NIRDPR - Hyderabad organised residential programme on Training for SHG-VRP's on Social Audit of MGNREGS from 22nd to 26th May, 2023 at GIPARD. The aim of the programme was to train Village Resource Person to conduct social audit of MGNREGS at Panchayat Level. Different type of training methods was used during this training such as lecture method, group exercises, group discussion, surveys, field visits etc. Total 27 participants attended the training programme.



4. ToT Programme on Financial Inclusion was held on 30th & 31st May, 2023 at GIPARD. The aim of the programme was to enable participants to explain the features of financial literacy, financial inclusion and its importance. Different type of training methods was used during this training such as lecture method, group discussion, etc. Total 18 participants attended the training programme.



5. 4 Batches of Training Programme on Leadership Skills for SHG Office Bearers / VO-EC Members was held at Shiroda V.P. on 2nd June, 2023 for Ponda Block, Assnora V.P., on 20th June, 2023 Nachinola V.P. on 23rd June, 2023 and Calangute V.P. of Bardez Block on 27th June, 2023. The aim of the programme was to enable participants to enhance their leadership skills to function at SHG /VO Level.



6. 2 Batches Training Programme on M-CLF Vision Module 3 was held from 16th to 21st June, 2023 at Shree Mallikarjun College, Canacona (South Goa) & from 23rd to 28th June, 2023 at Pernem (North Goa), for EC Members of Cluster Level Federations of North & South Goa respectively. The aim of the programme was to equip women leaders to drive change processes that overcome structural inequalities through behaviour change, culture change and strategic demands for structural change. Different type of training methods was used during this training such as lecture method, group exercises, group discussion etc. Total 76 participants attended the training programme.



7. 8 Batches of Training Programme on Leadership Skills for SHG Office Bearers / VO-EC Members was held at Panachwadi V.P. and Bandora V.P. of Ponda Block, Collem V.P. and Dharbandora V.P. of Dharbandora Block, Corlim V.P. and Azossim Mandur V.P. of Tiswadi Block and Camurlim V.P. and Assonora V.P. of Bardez Block in the month of July 2023. The aim of the programme was to enable participants to enhance their leadership skills to function at SHG /VO Level.



8. Training Programme for Community Resource Persons under NRLM was held from 6th to 8th July, 2023 at Collectorate South, Margao, for Community Resource Persons. The aim of the programme was to understand the roles & responsibilities of Community Resource Persons & implementation of NRLM at grassroot level. Total 29 participants attended the training programme.



9. 4 Batches of Training Programme on Leadership Skills for SHG Office Bearers / VO-EC Members was held at Sal V.P. and Mencurem V.P. of Bicholim Block, Collem V.P. and Neura V.P. and Goltim Navelim V.P. of Tiswadi Block in the month of August 2023. The aim of the programme was to enable participants to enhance their leadership skills to function at SHG /VO Level. Different type of training methods was used during this training such as lecture method, group exercises, group discussion, etc. Total 159 participants attended the training programme.

10. 6 Batches of Training Programme on Financial Inclusion under NRLM was held at Revora V.P., Sirsaim V.P., Assonora V.P., Calangute V.P. and Siolim Marna V.P. of Bardez Block and Latambarcem V.P. of Bicholim Block in the month of August 2023. The aim of the programme was to enable participants will be able to explain the features of financial literacy, financial inclusion and its importance. Experts on financial inclusion were invited to deliver sessions. Total 217 participants attended the training programme



11. Training Programme for Community Resource Persons under NRLM was held from 10th to 12th August, 2023 at GIPARD Hall, Ella Farm -Old Goa for Community Resource Persons. The aim of the programme was to understand the roles & responsibilities of Community Resource Persons & implementation of NRLM at grassroot level. Total 18 participants attended the training programme.

12. Immersion Study under NRLM was held from 22nd to 26th August, 2023 at Kalay V.P. & Bhati V.P. in Sanguem Block for Community Resource Persons. The aim of the programme was to enable participants to get practical exposure of interaction & formation of SHGs. Total 34 participants attended the training programme. During the Immersion Study, 32 number of Self-Help Groups were formed.



13. ToT Programme on Social Inclusion & Social Development was held from 1st to 5th August, 2023 at Collectorate South, Margao for GSRLM Staff. The aim of the programme was to understand DAY-NRLM & inclusion strategies, concept & process of social inclusion especially PwD's and elderly and the tools for planning & implementation. Total 34 participants attended the training programme



14. 3 Batches of Training Programme on Leadership Skills for SHG Office Bearers / VO-EC Members was held at Mauxi V.P., Nagargao V.P. and Cotorem V.P. of Sattari Block in the month of September 2023. The aim of the programme was to enable participants to enhance their leadership skills to function at SHG /VO Level.

Different type of training methods was used during this training such as lecture method, group exercises, group discussion, etc. Total 117 participants attended the training programme.

15. 1 Batch of Training Programme on Financial Inclusion under NRLM was held at Cortalim V.P. of Mormugao Block in the month of September 2023. The aim of the programme was to enable participants to explain the features of financial literacy, financial inclusion and its importance. Total 31 participants attended the training programme.

16. Skill Development training programme on Tailoring was commenced on 5th September, 2023 at Govt. School - Guddimol, Sanvordem V.P. in Sanguem Block for identified SHG members. The aim of the programme was enabling participants to develop skill of tailoring for livelihood purposes. Total 24 participants attended the training programme.

17. Skill Development training programme on Nursery was held from 27th to 30th September, 2023 at Zonal Agriculture Office, Bicholim Block for identified SHG members. The aim of the programme was enabling participants to manage their own nursery. Total 32 participants attended the training programme.



18. 2 Batches of Training Programme for Sub Committee of V.O. was held on 26th to 27th September, 2023 at Collectorate South – Margao and 28th to 29th September, 2023 at Socorro V.P. of Bardez Block. The aim of the programme was to enable Participants will be able to explain the role of V.O. Sub Committees under NRLM. Total 80 participants attended the training programme. Around 5 V.O.'s took part in the trainings.

19. Training Programme on Financial Management of CLF was held from 7th to 12th September, 2023 at GIPARD Hall, Ella Farm Old Goa for CLF Office Bearers, Senior CRP's and SRLM Staff. The aim of the programme was to build perspective on scope of financial management, skill on accounting, familiarise participants with tools, templates & methods to train CLF EC members & demonstrate financial management training in CLF with EC members. Different type of training methods was used during this training such as lecture method, group exercises, group discussion, field demonstration for EC members by participants etc. National Resource person from NIRD&PR was invited to expertise on the subject. Total 44 participants attended the training programme.



20. Training Programme on Annual Action Plan & Business Development Plan for Model Cluster Level Federation was held from 4th to 7th October, 2023 at Collectorate South, Margao. The aim of the programme was to enable participants to develop prepare Annual Action Plan & Business Development Plan for their Cluster Level Federation. Different type of training methods was used during this training such as lecture method, group exercises, group discussion, etc. National Resource Persons, Smt. Shilpi Agarwal from Uttar Pradesh & Shri. Sachin Bhagat from Maharashtra was invited to deliver sessions. Total 38 participants attended the training programme.

21. 2 Batches of Training Programme on VPRP under NRLM were held from 25th to 27th October, 2023 in Margao & from 28th to 30th October, 2023 at GIPARD, Ella Farm Old Goa. The aim of the programme was to enable participants to develop skill of preparing Village Poverty Reduction Plan. Smt. Maya Sridharan & Smt. Bindu from Kudumbashree were invited to deliver sessions. Various training methods such as group discussion, lecture methods, exercise and PRA tools were used during training programme. Total 122 participants attended the training programme.

22. 4 batches of Training Programme on Online Marketing under NRLM were on 26th October, 2023 at Margao & 28th October, 2023 at Socorro V.P., Bardez Block for identified SHG members. The aim of the programme was enabling participants to promote their business online using market Mirchi app.

Lecture method & hands on training method were used to deliver sessions. Smt. Pragati Gokhale, Founder of Marketmirchi & also National Resource Person was invited to provide training. Total 214 participants attended the training programme.



23. GIPARD in collaboration with NIRDPR - Hyderabad organised Training for SHG-VRP's on Social Audit of MGNREGS from 30th October to 3rd November, 2023 at Collectorate South, Margao. The aim of the programme was to train Village Resource Person to conduct social audit of MGNREGS at Panchayat Level. Total 31 participants attended the training programme.



24. Career Guidance Camp for Youth was held on 2nd November, 2023 at Naqueri Betul V.P., Quepem Block. The aim of the programme was to provide career guidance for students. Shri. Constancio Fernandes, Retd. Professor, Govt. College Quepem, was invited to deliver session for students. Lectures & interaction with students was done while delivering session. Total 17 participants attended the training programme. The said activity was organized under the SAGY scheme.

25. Workshop on preparation of Kojagiri MCLF – Vision document was held 4th November, 2023 at GIPARD Hall, Ella Farm Old Goa. The aim of the workshop was to enable participants prepare vision document of CLF. Group discussion method was used during the training programme. National Resource Person Shri. Sachin Bhagat from Maharashtra delivered sessions for this training. Total 26 participants attended the training programme.

26. Training Programme on Annual Action Plan & Business Development Plan for MCLF - Demo was held from 6th to 9th November, 2023 at Dhargal V.P., Pernem Block. The aim of the programme was to enable participants to demonstrate the Annual Action Plan & Business Development Plan for their Cluster Level Federation. Different type of training methods was used during this training such as lecture method, group exercises, group discussion, etc. National Resource Persons, Smt. Shilpi Agarwal from Uttar Pradesh & Shri. Sachin Bhagat from Maharashtra was invited to deliver sessions. Total 60 participants attended the training programme

27. 2 Batches of Training Programme on Gender Integration & Institutional Mechanism under NRLM were held from 20th to 22nd November at Balli Adnem V.P., Quepem Block & from 23rd to 25th November, 2023 at Socorro V.P., Bardez Block.

The aim of the programme was to enable participants to understand the concept of integrated gender issues under NRLM & its Institutional mechanism. National Resource Person Shri. Sreeram from NIRD&PR, Hyderabad was invited to deliver sessions. Various training methods such as group discussion, lecture methods, exercise, interaction with stakeholders etc. were used during training programme. Total 71 participants attended the training programme.

28. Training Programme on Visioning 1 & 2 was held from 27th to 29th November, 2023 at Mandrem Hall, Pernem Block for CLF Members. The aim of the programme was enabling participants to understand visioning process & prepare action plan at VO level. Total 24 participants attended the training programme.



29. Training Programme on Maintenance of VO Books & Registers was held from 29th November to 1st December, 2023 at GIPARD Hall, Ella Farm Goa. The aim of the programme is to enable participants to explain & write their books & registers related to their VOs. were used during the sessions. Total 51 participants attended the training programme.

30. 25 Batches of Training Programme on Financial Management of CLF under NRLM was held from 2nd to 4th January at Ponda Block, 4th to 6th January at Quepem Block, 9th to 11th January, at Pernem Block and 10th to 12th January & 18th to 20th January at Tiswadi Block for CLF Members. The aim of the programme was enabling participants to understand the importance and functions of financial management & Financial policy of Cluster Level Federation under NRLM were used to deliver sessions. Total 124 participants attended the training programme. During this training a manual on financial policy of each CLF was prepared as per the requirements of CLF Members.



31. Training Programme on Visioning 1 & 2 under NRLM was held from 8th to 10th January, 2024 at Navelim V.P. Hall in Bicholim Block for CLF Members. The aim of the programme was enabling participants to understand visioning process & prepare action plan at CLF level. Lecture method, group exercise, discussions method etc. were used to deliver sessions. Total 20 participants attended the training programme.

32. Training Programme on Visioning 3 of MCLF was held from 23rd to 25th January, 2024 at Borim V.P. for EC Members of Cluster Level Federations of Ponda Block respectively.

The aim of the programme to equip women leaders to drive change processes that overcome structural inequalities through behaviour change, culture change and strategic demands for structural change. Different type of training methods was used during this training such as lecture method, group exercises, group discussion etc. Total 23 participants attended the training programme.

33. Training Programme on Annual Action Plan & Business Development Plan for CLF was held from 15th to 17th January, 2024 at Shristhal V.P., Canacona Block. The aim of the programme was to enable participants to develop prepare Annual Action Plan & Business Development Plan for their Cluster Level Federation. Different type of training methods was used during this training such as lecture method, group exercises, group discussion, etc. The training sessions were delivered by State Resource Persons of GIPARD. Total 21 participants attended the training programme.

34. Documentation on preparation MCLF – Vision document was held from 30th to 31st January, 2024 at Shristhal V.P., Canacona Block. The aim of the programme was to enable participants prepare vision document of CLF. Total 19 participants attended the training programme.

35. 6 Batches of Training Programme on Forest Rights Act, 2006 were held from 15th January, 2024 to 20th January, 2024 at various venues of Canacona, Dharbandora Sanguem, Quepem, Sattari

and Ponda talukas of Goa. The aim of the programme was to understand the process of implementation of Forest Rights Act, 2006 and the role of Forest Rights Committee. Shri. S.R. Wagh, Assistant Conservator of Forest (Retd.), Pune – Maharashtra, was invited as Resource Persons for the training programmes. Total 244 participants attended the training Programmes.



36. 5 Day Certification Programme for AEOs for PCs of Goa Was held from 8th to 12th January, 2024 at GIPARD, Ella Farm - Old Goa. The programme was held in collaboration with the Election Commission of India (ECI), Panaji Goa. Total 38 selected Officers attended the training programme. National Level Master Trainers were invited from the State & India International Institute of Democracy & Election Management (IIIDEM) to deliver sessions during the training.



37. 2 Batches of Training Programme on Financial Management of CLF under NRLM was held from 7th to 9th February, 2024 at Bicholim Block & 21st to 23rd February, 2024 at Dharbandora Block for CLF EC Members. The aim of the programme was enabling participants to understand the importance and functions of financial management & Financial policy of Cluster Level Federation under NRLM. Lecture method, group exercise, discussions method etc. were used to deliver sessions. Total 56 participants attended the training programme. During this training a manual on financial policy of each CLF was prepared as per the requirements of CLF Members.



38. 3 Batches of Training Programme on Visioning 3 of MCLF was held from 12th to 14th February & 15th to 17th February, 2024 at Bardez Block & 19th to 21st February, 2024 at Bicholim Block for EC Members of Cluster Level Federations. The aim of the programme to equip women leaders to drive change processes that overcome structural inequalities through participatory involvement of rural women in livelihood, health issues & gender equality at CLF level. Participatory approach was used during the training programme to plan strategies

& understand roles & responsibilities of stakeholders, who will be involved in strategic change. Total 115 participants attended the training programme.

39. Training on Visioning 5 (Annual Action Plan at CLF level) Demo was held from 26th to 29th February, 2024 at Virnoda V.P., Pernem Block. The aim of the programme was to enable participants to develop prepare Annual Action Plan of each dimension with role & responsibility of stakeholders with timeline for their Cluster Level Federation. For the preparation of AAP participatory approach & group discussion with group exercise were involved during the training programme. The training sessions were delivered by Dr. Sachin Bhagat from Maharashtra & Smt. Shilpi Agarwal from Uttar Pradesh, National Resource Persons of NIRDPR, Hyderabad. Total 44 participants attended the training programme.



40. Training Programme on Promoting of Integrated Farming for Sustainable Livelihood was held from 12th to 16th February, 2024 at GIPARD Hall, Ella Farm for Farm Livelihood Cadre. The aim of the programme is to enable them to assist SHG members to start livelihoods activities at individual or group level related to farm activities.

Resource persons & experts from various fields were invited to deliver sessions during the training, which also included a field visit for practical exposure. Total 26 participants attended the training programme

41. ToT Programme on Basic Training under NRLM was held from 12th to 16th February, 2024 at GIPARD Hall, Ella Farm for Active VO-EC members of North Goa District. The aim of the programme is to enable participants to understand concept & importance of Panchsutra & to write and explain books & registers related to SHGs. Total 21 participants attended the training programme



42. 2 Batches of Training & Handhold of Lakhpati Didis for CRPs/BCs/IMs was held from 12th to 13th March & 14th to 15th March, 2024 at GIPARD, Ella Farm - Old Goa for CRP/BC/IM of North & South Goa. The aim of the programme was enabling participants to understand the concept & importance of Lakhpati Didis & its components. Lecture method, group exercise, discussions method etc. were used to deliver sessions. Total 89 participants attended the training programme



43. Bookkeeping Training for CLF Book keepers under NRLM was held from 18th to 22nd March, 2024 at GIPARD Hall, Ella Farm - Old Goa. The aim of the programme was to enable participants to understand flow of transactions and charts of accounts, to write CLF Books & create financial statements and accounting. The training sessions were delivered by Shri. K Venkatesh, Consultant NIRDPR & Shri. Naveen Kumar, National Resource Persons from Hyderabad. Total 43 participants attended the training programme. Lecture method, group exercise, discussions method, practical exercises etc. were used to deliver sessions.



C. Women's Development Sector:

1. A one-day Training of Trainers (ToT) on Sevottam and The Goa (Right of Citizens to Time Bound Delivery of Services) Act, 2013 was held on 19th April, 2023 at GIPARD, Ella Farm, Old Goa. The aim of the programme was to provide orientation to the participants / trainers about Sevottam. The programme was attended by 18 participants including Assistant Professors and Guest Faculty of GIPARD.



2. A one-day Workshop on Sevottam and The Goa (Right of Citizens to Time Bound Delivery of Services) Act, 2013 was held on 20th April, 2023 at GIPARD. The aim of the programme was to identify the need for excellence in Public Service Delivery and to create awareness among the participants for providing timely services to the citizens. The programme was attended by 23 participants from the selected Government Departments.



3. 04 batches of a one day Workshop on Sevottam and The Goa (Right of Citizens to Time Bound Delivery of Services) Act, 2013 was held on 9th, 10th 11th and 12th May, 2023 at GIPARD. The aim of the programme was to identify the need for excellence in Public Service Delivery and to create awareness among the participants for providing timely services to the citizens. A total of 59 participants attended the workshops from the selected Government Departments.



4. Training on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 for the Members of Internal Complaint Committees was held on 16th June, 2023 at GIPARD, Ella Farm, Old Goa. The aim of the programme was to equip the Government Officers / Internal Complaint Committees Members with knowledge on Sexual Harassment, Provisions of the PoSH Act, Constitution of Internal Complaints Committee (ICC), and Role and responsibilities of ICC members. The programme was attended by 22 participants from different Departments.



5. A two days MoRD sponsored Training Programme on Women's Rights and Entitlement through RD and PR Scheme was held on 8th and 9th June, 2023 at the Conference Hall, Room No. 232, Collectorate Building South Goa. The objective of the programme was to provide awareness to the trainees on key legislations related to Women, their entitlements and information on various schemes. The programme was attended by 30 participants including Community Resource Persons, Block Resource Persons and SHG members of South Goa District.

6. Training Programme for Social Audit Facilitators under PM POSHAN / Mid Day Meal Scheme on 15th June, 2023. The aim of the training was to explain about the Social Audit under PM POSHAN / Mid Day meal Scheme, so as to carry out the Social Audit Activity of collecting data from the selected schools. The programme was attended by 45 participants including B. ED students from Vidya Prabodhini College, Porvorim Goa.



7. A 03 days Training Programme on Incident Response System (IRS): Basic and Intermediate was held from 20th to 22nd June, 2023 in collaboration with National Institute of Disaster Management (NIDM), Delhi. The objective of training on IRS was to pre-designate Officers to perform various duties during a disaster, as well as train them in their respective roles. A total of 48 participants attended the programme, which consisted of Doctors from Directorate of Health Services, Directorate of Animal Husbandary, Mamlatdars, Jt. Mamlatdar, Dy. Range Forest Officers, Officials from Defence Ministry from Lucknow, Uttar Pradesh, and other Officers / Officials from various Government Departments. The participants interacted well during the sessions.



Induction Training on the Mental Health Care Act, 2017 was held on 17th & 18th July, 2023 at Lecture Hall, The Institute of Psychiatry and Human Behavior (IPHB), Bambolim Goa. The programme aimed to provide an overview of the key features and provisions of the Mental Healthcare Act 2017, and to familiarize the participants with the roles and responsibilities of various stakeholders involved in the delivery of mental healthcare and services, such as mental health professionals, mental health establishments, appropriate government, Central and State Mental Health Authorities, and Mental Health Review Boards. The programme was attended by 38 participants including the Mental Health Review Board Members, Doctors, Social Workers & Other Officials. The Resource Persons were from Indian Law Society, Pune.



9. MoRD sponsored Training Programme on Women's Rights and Entitlement through RD and PR Scheme was held on 3rd and 4th August, 2023 at GIPARD, Ella Farm, Old Goa.

The aim of the programme was to provide awareness to the trainees on key legislations related to Women, their entitlements and information on various schemes. The programme was attended by 41 participants including Community Resource Persons, Block Resource Persons and SHG members of North Goa District



10. Training Programme on Child Centric Disaster Risk Reduction was held from 16th to 18th August, 2023. The objective of training on was to build the knowledge, skills, perspectives and capacities of the participants towards zero tolerance for children at risk during Disasters. A total of 55 participants attended the programme, which consisted of Doctors from Directorate of Health Services, Directorate of Animal Husbandry, Professors, Teachers and other Officers / Officials from various Government Departments. The participants interacted well during the sessions.



11. A 01 day Training on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 for the Staff of Electricity Department was held in two batches on 22nd August, 2023 and 23rd August, 2023 at GIPARD, Ella Farm, Old Goa. The aim of the programme was to equip the participants with knowledge on Sexual Harassment, Provisions of the POSH Act, 2013, Constitution of Internal Complaints Committee (ICC), and Role and responsibilities of ICC members. The programme was attended by 76 participants including ICC Members of the Electricity Department.



12. 02 batches of a one day Workshop on Sevottam and The Goa (Right of Citizens to Time Bound Delivery of Services) Act, 2013 was held on 7th and 8th September, 2023 at GIPARD, Ella Farm, Old Goa. The aim of the programme was to identify the need for improvement in delivery of Public Services to the citizens. A total of 49 participants attended the workshops from the selected Government Departments.



13. 02 batches of a one day Workshop on Sevottam and The Goa (Right of Citizens to Time Bound Delivery of Services) Act, 2013 was held on 19th and 20th October, 2023 at GIPARD, Ella Farm, Old Goa. The aim of the programme was to identify the need for excellence in Public Service Delivery and to create awareness among the participants for providing timely services to the citizens. A total of 51 participants attended the workshops from the selected Government Departments.

14. A 03 Days DoPT, Govt. of India, Sponsored Training Programme on Managing Stress at Work and Home was held on 21st to 23rd November, 2023 at GIPARD, Ella Farm, Old Goa. The aim of the programme was to define stress, list out the sources of stress and suggest strategies to survive in a stressful environment at work and home. The programme was attended by 40 participants from selected government department.



15. 02 Batches of One day Training Programme on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 was held on 22nd & 23rd November, 2023 for the staff of Electricity Department. The aim of the training was to equip the participants with knowledge on Sexual Harassment, Provisions of the PoSH Act, 2013 Constitution of Internal Complaints Committee (ICC), and role and responsibilities of IC members. A total of 79 participants attended the programme.



16. 04 batches of a one-day Workshop on Sevottam and The Goa (Right of Citizens to Time Bound Delivery of Services) Act, 2013 was held on 7th, 12th (two batches simultaneously on 12th December, 2023) and 14th December, 2023 at GIPARD, Ella Farm, Old Goa. The aim of the programme was to identify the need for excellence in Public Service Delivery and to create awareness among the participants for providing timely services to the citizens. A total of 134 participants attended the workshops from the selected Government Departments.

17. Road Safety Training Programme for Lead Agency Staff and other Stake holders was held on 12th and 13th December, 2023. A total of 25 participants attended the programme.

The participants were from various Government Offices, such as Directorate of Health Services, Police Department, Public Works Department, Directorate of Education and Directorate of Transport.

19. A 03 Days DoPT, GoI, Sponsored Training Programme on Management of Adolescent Problems in School was held from 13th to 15th December, 2023 at GIPARD, Ella Farm, Old Goa. The aim of the programme was to state the concerns of adolescents and assist the trainees to act as facilitators in providing the necessary help to them. The programme was attended by 27 participants including Headmistresses, Counsellors from various schools and members of NGOs.

20. A 03 Days DoPT, GoI, Sponsored Training Programme on Enhancing Public Relations and Collegial Harmony in the Nursing Profession was held from 20th to 22nd December, 2023 at Hospicio Hospital, Margao Goa. The aim of the programme was to assist the hospital staff to develop good Public Relations with the public, subordinates and colleagues at workplace. The programme was attended by 30 participants from the South Goa District Hospital, Margao.

21. One day Training programme on Protection of Children from Sexual Offences (POCSO) Act, 2012 and Child Offences and Child Welfare (under Gender Campaign 2.0 Nayi Chetna) on 21st December, 2023.

21. 06 batches of a one day Workshop on Sevottam and The Goa (Right of Citizens to Time Bound Delivery of Services) Act, 2013 was held on 4th, 11th, 18th and 24th January, 2024 (two batches simultaneously on 11th and 18th January, 2024) at GIPARD, The aim of the programme was to identify the need for excellence in Public Service Delivery and to create awareness among the participants for providing timely services to the citizens. A total of 152 participants attended the workshops from the selected Government Departments.



22. One day Training programme on Protection of Children from Sexual Offences (POCSO) Act, 2012 and Child Offences and Child Welfare

(under Gender Campaign 2.0 Nayi Chetna) on 9th January, 2024. The programme was attended by 46 participants who were Group Members, CRPs, BRPs, VOs, etc. under the NRLM Scheme.

23. 02 batches of a one day Training programme on Domestic Violence Act, 2005 and POSH Act, 2012 (under Gender Campaign 2.0 Nayi Chetna) on 23rd and 24th January, 2024 for both Districts respectively. The programme was attended by 103 participants who were Group Members, CRPs, BRPs, VOs, etc under the NRLM Scheme.



24. A 03 Days DoPT, GoI, Sponsored Training Programme on Management of Adolescent Problems in School was held from 10th to 12th January, 2024 at GIPARD, Ella Farm, Old Goa. The aim of the programme was at the end of this programme, the trainees will be able to state the concerns of adolescents and act as facilitators in providing the necessary help to them. The programme was attended by 17 participants who were Headmistresses, Counsellors and NGOs from various schools



25. A 03 Days DoPT, GoI, Sponsored Training Programme on Prevention of Violence against Women and Children was held from 17th to 19th January, 2024 at GIPARD, Ella Farm, Old Goa. The programme was attended by 31 participants from various Government Departments.

26. 04 batches of a one day Training programme on Self Defence and Safety of Women (under Gender Campaign 2.0 Nayi Chetna) on 19th, 25th 29th and 30th January, 2024 for both District respectively. The programme was attended by 140 participants who were Group Members, CRPs, BRPs, VOs, etc under the NRLM Scheme.

27. 04 batches of a one day Workshop on Sevottam and The Goa (Right of Citizens to Time Bound Delivery of Services) Act, 2013 were held on 2nd and 15th February, 2024 (two batches simultaneously at the Government College of Commerce and Economics, Borda, Margao Goa. The aim of the programme was to identify the need for excellence in Public Service Delivery and to create awareness among the participants for providing timely services to the citizens. A total of 85 participants attended the workshops from the selected Government Departments.



28. A 03 Days DoPT, GoI, Sponsored Training Programme on Prevention of Violence against Women and Children was held from 7th to 9th February, 2024 at GIPARD, Ella Farm, Old Goa. The programme was attended by 26 participants from various Government Departments and NGOs.



A 03 Days DoPT, GoI, Sponsored Training Programme on Issues Relating to Family Welfare was held from 14th to 16th February, 2024 at GIPARD, Ella Farm, Old Goa. The aim of the programme was to impart knowledge to the participants on the various aspects of Family Welfare for a Healthy and Happy family. The programme was attended by 23 participants from various Government Departments and NGOs.

MoRD sponsored Training Programme on Women's Health and Menstrual Hygiene was held on 5th and 6th March, 2024 at GIPARD.

The programme was attended by 20 participants including Community Resource Persons, Block Resource Persons and SHG members (NRLM) of North Goa District.



D. Public Administration Sector:

1. GIPARD conducted an In- Service Training Programme on CCS Rules & APARs for the Staff of the Directorate of Animal Husbandry & Veterinary Services in 02 batches consisting of 51 Officers in total. The said training programme was conducted for one day per batch i.e. 3rd and 4th April, 2023 for Batch -I & Batch – II respectively at GIPARD. This training programme aimed at enhancing participants knowledge and skills to process and examine cases related to APARs and CCS Rules. Subject expert Smt. Jayashree Chellamani, Former Under Secretary, Department of Personnel & Training, GoI was invited as Resource Person. Various classroom exercises and interactive sessions enhanced the training experience of the participants.



2. Induction Training Programme under Goa Chief Minister's Fellowship Programme 2023-24 commenced from 3rd April, 2023 at GIPARD. This training Programme is being attended by 10 Fellows who have been awarded Fellowship for the FY 2023-24. The said training programme is being conducted for a duration of 30 days and will end on 12th May, 2023. This training aims at providing an in depth understanding about Goan Ethos, contemporary issues, Research Methodology, Public Administration, Indian Constitution, etc. and provide a broad exposure to the structure and functioning of the Government and enhance various soft skills of the Fellows. Subject experts from within and outside the state are being invited to deliver sessions.



3. In- Service Training Programme for Prison Warders (Batch - VI) commenced from 10th April, 2023 at GIPARD. This training programme is being attended by 17 Prison Warders for a duration of 30 days. The syllabus of this Training Programme consists of topics in the areas of Prison Administration, Indian Constitution, Laws, Contemporary issues Personality Development etc. which are being conducted through interactive lectures, practical sessions, assignments, debates, discussions, study visits, etc and the same are being delivered through interactive sessions, field visits, assignments, etc.



4. Workshop on Cyber Crimes for the Head Masters / Head Mistresses of Government High Schools - A half day session on Cyber Crimes was organized on 17th April, 2023 for the Head Masters and Head Mistresses of North and South Goa High Schools of Education Department. A total of 36 participants attended the session. Dr. Harold Da Costa, Practicing Lawyer conducted the sessions. The objective of the session was to make the participants aware of the nature of cybercrime and the precautionary measures which schools can adopt to avoid the commission of such crimes.



5. Workshop on Cyber Crime for Public Prosecutors (Digital Evidence) for Directorate of Prosecution was held on 18th April, 2023 at GIPARD. A total of 35 participants attended the training. Dr. Harold D'Costa, Practicing Lawyer conducted the sessions, which included topics on Digital Evidence, Seizure of electronic devices, Case Laws, etc. Ms. Poonam Bharne, Director of Prosecution, attended the valedictory session and expressed her gratitude to GIPARD for conducting the programme for her officers.



6. Staff Development Programme was conducted for the Staff of GIPARD on 21st April, 2023. Dr. Kuntal Chakravarty, Recognized Trainer, GoI conducted the said programme through interactive sessions on Organizational Behaviour and Self-Awareness which were followed by some psychometric tests that helped the Staff introspect themselves and be aware of their strengths and weaknesses.

7. Induction Training Programme under Goa Chief Minister's Fellowship Programme 2023-24, was held from 3rd April to 12th May, 2023 (for a duration of 30 days) at GIPARD. This training Programme was attended by 10 Fellows who have been awarded Fellowship for the FY 2023-24. This training aimed at providing an in depth understanding about Goan Ethos, Contemporary Issues, Research Methodology, Public Administration, Indian Constitution, etc. and provide a broad exposure to the structure and functioning of the Government and enhance various soft skills of the Fellows. Subject experts from within and outside the state were invited to deliver sessions. During the training period the Fellows attended a 03 days Research Methodology workshop at Goa Institute of Management (GIM) along with other study visits. During the training period, the Fellows performance was assessed through various Assignments and Presentations. On completion of the Induction training, the Fellows are attached to Departments related to their selected thematic areas for a duration of 11 months.



8. Training Programme for Prison Warders (Batch - VI) was held from 10th April to 17th May, 2023 at GIPARD. This training programme was attended by 17 Prison Warders for a duration of 30 days. The syllabus of this Training Programme consisted of topics in the areas of Prison Administration, Indian Constitution, Laws, Contemporary issues Personality Development etc. which were conducted through interactive sessions, practical, assignments, debates, discussions, site visits, etc. A study trip was organized to YERAWADA Central Jail, Pune from 12th to 14th May, 2022. A guided visit to the Jail gave 1.a detailed understanding about its infrastructure, administration, functionalities and management to the Prison Warders followed by a guided visit to YERAWADA Open Jail. Interactions with Prison staff of Pune helped the Prison Warders get clarity on various aspects of the prison administration and management. Various historical and site visits in the state of Goa and Maharashtra were an added attraction during the course of training. Classroom assignments and examinations on Goa Prison Rules 2021, Cr.PC, IPC, Role of Jail Staff & Police were conducted to test the trainees understanding.



9. GIPARD organized a Career Awareness Seminar on 23rd May, 2023 for a group of 47 participants from various Institutions. The objective of this seminar was to create awareness among participants regarding available career options and help them in identifying their career objectives. Sessions on importance of choosing the right careers, discipline specific career options, careers in civil & defence services, hospitality sector, farming, sports, self employment, etc. were delivered by resource persons with expertise in the concerned field. The Question & Answer session with insightful discussions at the end of every session helped the participants gain a better understanding of the several domains available to be explored. Participants were motivated to pursue their passion, dream big, decide without pressure, work hard and be content.



10. GIPARD conducted a Training Programme for Officials of the Employees State Insurance Scheme in 02 batches consisting of 50 Officials in total. The said training programme was conducted for a duration of 03 days per batch i.e. 24th to 26th May, 2023 for Batch -I & 29th to 31st May, 2023 for Batch – II at GIPARD. This training programme aimed at empowering the participants with knowledge and understanding of Office Procedures, CCS Rules, Fundamental Rules & Supplementary Rules (FRSRs), Financials Matters, Service Matters and other Soft Skills. Various classroom exercises and interactive sessions enhanced the training experience of the participants.

11. A one day Training Programme on Right to Information Act, 2005 was organized for the PIOs and APIOs on 1st June, 2023 at GIPARD. 39 Participants attended the same. The Sessions included topics on the important provisions of the Act, procedural aspects of dealing with RTI applications, etc. PIOs from Agriculture Department, Food & Drugs Administration, Directorate of Skill Development and Entrepreneurship, etc. attended the programme.



12. 2 batches of Training Programme on Right to Information Act, 2005 was organized for the PIOs and APIOs of Electricity Department on 2nd June, 2023. Sh. P. Kachare, Addl. Collector, Govt. of Maharashtra, and Sh. B. Yoganath Singh, Master Trainer, DoPT, GoI, New Delhi conducted the sessions during this training programme. The programme was attended by 73 participants.



13. Induction Training Programme for the second batch under Goa Chief Minister's Fellowship Programme 2023-24 commenced from 19th June, 2023 at GIPARD. This training Programme is being attended by 10 Fellows who have been awarded Fellowship for the FY 2023-24. The said training programme is being conducted for a duration of 30 days and will end on 24th July, 2023.

This training aims at providing an in depth understanding about Goan Ethos, contemporary issues, Research Methodology, Public Administration, Indian Constitution, etc. and provide a broad exposure to the structure and functioning of the Government and enhance various soft skills of the Fellows. Subject experts from within and outside the state are being invited to deliver sessions. At the end of this training the Fellows will be sent for a Departmental attachment based on their selected thematic areas for a duration of 11 months.

14. A 03 days Training Programme was held from 6th to 8th June, 2023 for an IAS probationer attached to the North Goa Collectorate. This training focused on various aspects related to Goan History & Ethos, Land Revenue Code, Agriculture, Education, Health, etc. in the state of Goa along with other administrative matters. Inputs and in-depth discussions with subject experts enhanced the learning experience of the participant. Reading material concerning the said topics was also shared with the participant at the end of the training.



15. Second batch of Induction Training Programme under Goa Chief Minister's Fellowship Programme 2023-24, The valedictory session of the Training Programme under Goa Chief Ministers Fellowship Programme 2023-24 was held on 24th July, 2023. The said programme was from 19th June to 24th July, 2023 (for a duration of 30 days) at GIPARD. This training Programme was attended by 10 Fellows who have been awarded Fellowship for the FY 2023-24. This training aimed at providing an in depth understanding about Goan Ethos, contemporary issues, Research Methodology, Public Administration, Indian Constitution, etc. and provide a broad exposure to the structure and functioning of the Government and enhance various soft skills of the Fellows. Subject experts from within and outside the state were invited to deliver sessions. During the training period the Fellows attended a 03 days Research Methodology workshop at Goa Institute of Management (GIM) along with various study visits. During the training period the Fellows performance was accessed through various Assignments and Presentations. On completion of the Induction training, the Fellows are attached to Departments related to their selected thematic areas for a duration of 11 months.



16. In Service Training Programme for Senior Nurses of Goa Medical College and Hospital, Bambolim has commenced on 31st July, 2023 for a duration of 03 days at GIPARD. 59 Senior Nurses are attending the said training. Sessions on Service Matters, Administration, Finance, Nursing Administration along with other Citizen Centric Laws, Office Procedures are being delivered by Subject Experts. The said training will conclude on 2nd August, 2023.

17. A 03 days In-Service Training Programme was conducted for the Clerical Staff of the Directorate of Sports & Youth Affairs, Govt. of Goa. This training programme was held from 13th to 15th July, 2023 at GIPARD. 18 participants benefited from this training programme. 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 concerning Office Procedure, Administration & Accounts, Service Matters, Computer Applications, Office Etiquette and other Citizen Centric Laws. A short valedictory session was held at the end of the training programme

18. Five days In-Service Training Programme for the Staff of Goa State Minorities Finance & Development Corporation Ltd. was held from 10th to 14th July, 2023 at GIPARD.

This training programme aimed at empowering the participants with knowledge and understanding of Office Procedures, Administration & Finance, Service Matters, etc. 05 participants benefited from this training programme. Subject experts were invited as resource persons to deliver sessions concerning them and their job profile. Certificate was awarded at the end of the training programme.



19. Training Programme on Right to Information Act, 2005 was organized for the PIOs of Education Department on 9th August, 2023. Sh. P. Kachare, Addl. Collector, Govt. of Maharashtra, conducted the sessions during this training programme. The programme was attended by 66 participants.



20. One day workshop in Secretarial Practices was held for the Staff of O/o Postmaster General, Goa Region on 19th August, 2023 at GIPARD. 23 participants benefited from this workshop.

The objective of this workshop was to enhance the subject knowledge and skills concerning secretarial practices and other administrative matters. Sh. Vishal Signapukar, State Resource Person was invited as master trainer for the said workshop.



21. Two days In-Service Training Programme on Administrative Matters was held for the Staff of the Department of Archives on 26th & 27th August, 2023 at GIPARD. This training programme aimed at empowering the participants with knowledge and understanding of Office Procedures, Administration, Service Matters, etc. 44 participants benefited from this training programme.



22. Goa Institute of Public Administration and Rural Development (GIPARD) in association with V.M. Salgaonkar College of Law has conducted 6 programmes under Project POSH

- A comprehensive Training Programme on the law relating to Prevention of Sexual Harassment of Women at workplace for Higher Secondary Schools. The Programmes were held on 1st, 4th, 8th, 11th, 14th and 27th September, 2023 at different locations in the state. The total no of participants were 225. The programme covered different provisions of the Act, as well as the composition and role of the Internal Complaints Committee.

23. 03 days In-Service Training Programme was held for 26 Technical Officers of Water Resources Department, Govt. of Goa. This training was held from 5th to 7th September, 2023 at GIPARD. This training aimed at describing various concepts related to water resources / management, enabling the trainees to enhance their subject knowledge & skills to effectively discharge their duties. Subject Experts like Dr. S. Manivannan, Principal Scientist (Land and Water Management Engineering), ICAR-Indian Agricultural Research Institute, Assam, Dr. Manoj Samuel, Executive Director, Centre for Water Resources Development and Management, Kerala, Dr. Sachin Tendulkar, Chief Executive Officer, Mineral Foundation Goa / State Resource Person, Sh. Sanjay S. Nitave, Faculty, Goa College of Agriculture and Mr. A.W. Rane, Director / Ex-Officio Joint Secretary, Directorate of Civil Aviation delivered sessions and facilitated insightful discussions. A field visit to understand the ground reality of water management was part of the training experience.

24. DoPT, GoI Sponsored Trainer Development Programme on Training Need Analysis (TNA) was held from 04th to 09th September, 2023 (for a duration of 06 days) at GIPARD. The purpose of a TNA is to identify and bridge the knowledge and skills gaps in the workforce to achieve optimal performance. TNA also uncovers the reasons for the gaps and helps determine the different approaches to removing those gaps. 09 participants were trained to be Training Need Analysts. This was a short, intensive course with plenty of activities with emphasis on practice within small groups and practical sessions including field visits. RT-TNA Sh. Arun Kaar was deputed by DoPT, GoI as a facilitator. Participants were encouraged to share their learning experiences with others and give and receive feedback. Comprehensive range of reading material was distributed to participants to support the course activities. At the end of the course, 09 participants were certified as Training Need Analysts by DoPT, GoI. This extensive course benefited the participants to obtain conceptual clarity and skills needed to undertake TNA.

25. Induction Training Programme for Newly Recruited Block Development Officers (BDOs) was organized from 25th September, 2023 at GIPARD. Total 09 participants attended the above cited training programme. The aim of the training sessions was to comprehend the trainees on organizational structure, Acts, Rules & Regulations, Administrative matters, etc which are governing the Government Departments and their functioning.



26. Training Programme on Right to Information Act, 2005 was held in 4 batches for the Electricity Department on 27th and 28th September, 2023. The sessions covered important sections of the RTI Act and case studies. Sh. Yoganath Singh, Visiting Faculty from ATI Mysore, and Sh. Vivek Velankar, Visiting Faculty from ATI Maharashtra (YASHADA) conducted the sessions. A total no of 151 participants attended the programme.



27. Goa Institute of Public Administration and Rural Development (GIPARD) in association with V.M. Salgaonkar College of Law has conducted a programme under Project POSH -

A comprehensive Training Programme on the law relating to Prevention of Sexual Harassment of Women at workplace for Higher Secondary Schools. The Programme was held on 3rd October, 2023. The total no of participants was 225. The programme covered different provisions of the Act, as well as the composition and role of the Internal Complaints Committee.

27. DoPT, Govt. of India sponsored Training Programme on Public Procurement Process, GeM, PFMS & GST was held from 04th to 06th October, 2023 (for a duration of 03 days) at GIPARD. 24 participants which included Asst. Directors, Asst. Labour Commissioner, Asst. Administrative Officer's, Jr. Programmer, Head Clerks, Accountants, Field Assistant, UDCs & LDCs under the Department of Information Technology, Electronics and Communications, Govt. of Goa, benefited from the said training. The objective of this training programme was to enhance competencies of the participants in matters concerning Public Procurement, GeM, PFMS & GST. Sh. Rahul Agarwal, Visiting Faculty, Institute of Secretariat Training & Management, New Delhi was the Master Trainer for the said training programme. The training programme ended with a Valedictory session wherein Dr. Suresh Shanbhogue, Director (Training) GIPARD appreciated the participants for their enthusiastic participation and stressed on the need to be equipped with updated subject knowledge and skills.



29. 12 days Induction Training Programme for the newly recruited LDCs / Jr. Stenographers under the Directorate of Higher Education, Govt. of Goa was held from 5th to 18th October, 2023 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 (2021), Administrative & Accounts matters, Service matters, Computers, Law and other Soft Skills. 41 LDCs & 09 Jr. Stenographers benefited from this training programme. Subject experts were invited as resource persons to deliver sessions on various aspects like Conduct Rules, FRSR, Noting & Drafting, RTI, etc. the participants job profile. Apart from the classroom sessions, the participants visited the Goa Waste Management Corporation at Saligao with an objective to understand the significance of waste segregation especially at workplace. A valedictory session was held at the end of the training programme wherein Dr. Suresh Shanbhogue, Director (Training) GIPARD & Ms. Avelina D'sa E Pereira, Under Secretary (Higher Education) motivated the participants to work dedicatedly and enjoy every task assigned.



30. Induction Training Programme for Newly Recruited Block Development Officers (BDOs) was organized from 25th September, 2023 to 12th October, 2023 at GIPARD. Total 09 participants attended the above cited training programme. The aim of the training sessions was to comprehend the trainees on organizational structure, Acts, Rules & Regulations, Administrative matters, etc which are governing the Government Departments and their functioning. The training course intends to acquaint the trainees on developing generic and domain specific areas to discharge their duties efficiently and effectively. The sessions during the training programme was delivered by various Officials of State Government Department, State Resource Persons and Officials of GIPARD.

The Valediction of the Training Programme was held on 12th October, 2023 in presence of Director Training, Assistant Director and Course Director of the said training programme. Apart from various technical sessions the BDO trainees were engaged with classroom activities, individual assignments, exposure visits, group work; the assessment of the trainees performance was also conducted as per the syllabus designed for the training programme.

31. A 03 days DoPT, Govt. of India sponsored Training Programme on Administrative & Accounts Matters was held from 26th to 28th October, 2023 at GIPARD. 31 LDCs under the Directorate of Agriculture benefited from this training programme. 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. enabled the participants with wholistic subject knowledge. Classroom activities enhanced the training experience of the participants.

32. In-Service Training programme for the Staff of the Department of Archives, Govt. of Goa was held on 28th & 29th October, 2023 for a duration of 02 days at GIPARD. 55 participants (MTS, Binders, Sorters and Watchmen) attended the said training. This training programme aimed at empowering the participants with knowledge, understanding and skills on various topics concerning their job profile.



33. DoPT, GoI sponsored training programme on Pension Matters was held from 1st to 3rd November, 2023 (for a duration of 03 days) at GIPARD. The said training programme was attended by 23 participants which included Head Clerks, Accountants, UDCs & LDCs from the Directorate of Agriculture and Institutions of higher education. 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.. The training ended with a short valedictory session.

34. Project management being an important aspect of administration and management, delivery of projects in a time and cost-effective manner is highly dependent upon the managerial skills and project related proficiency of project managers including non-technical overseeing officials. Due to financial constraints to various government agencies, many government projects today must offer value in a short amount of time and with minimal resources.

There is a need to understand and appreciate key project management factors. With this background a 03 days DoPT, GoI sponsored training programme was conducted on Project Management from 15th to 17th November, 2023 at GIPARD. Topics like Policy perspective in respect of service delivery, Project management and Project Life cycle, Project monitoring and Evaluation, Project Budgeting: estimating cost, Project Risk and Uncertainty Management, Quality Management in Project, Case Studies of Public Service Delivery of India, etc. were covered during the said training. Dr. 34. Roma Mitra Debnath, Faculty, Indian Institute of Public Administration (IIPA), New Delhi and Mr. Pranab Banerjee former Faculty, IIPA were invited as subject experts. Dr. Suresh Shanbhogue, Director, GIPARD and former Director, Civil Aviation shared the case study and learning outcomes of the Manohar International Airport, Mopa. 28 Officers from various Government Departments benefited from the said training.



35. Training Programme on Right to Information Act, 2005 for PIOs & APIOs was held in GIPARD for the (Department of Information & Technology, Higher Education and Health Services) on 16th November, 2023.

The sessions covered important sections of the RTI Act and case studies. Sh. Vivek Velankar, Visiting Faculty from ATI Maharashtra (YASHADA) conducted the sessions. A total no of 24 participants attended the programme.

36. A 03 days DoPT, Govt. of India sponsored training programme on Reservation in Services was held from 23rd to 25th November, 2023 at GIPARD. 37 participants which included Asst. Directors, Dy. Commissioner, Asst. Archivist, Head Clerks, UDCs & LDCs from various Government Departments benefited from this training programme. The objective of this training programme was to develop a broad understanding of the Constitutional provisions and Government Instructions concerning Reservation in Services. Participants shared and exchanged practical day-to-day experiences and difficulties and sought expert advice in handling reservation matters at their respective Departments. Subject experts were invited to deliver sessions along with Mr. Sandeep Mukherjee, Director, Institute of Secretariat Training & Management, New Delhi was invited as a Master Trainer. The training ended with a Valedictory session.



37. 03 days Training of Trainers in Reservation in Services was conducted from 23rd to 25th November, 2023 at GIPARD. 06 trainers underwent a rigorous training under the guidance of Mr. Sandeep Mukherjee, Director, Institute of Secretariate Training & Management, New Delhi and an expert on Reservation. Various sessions and hands on training enabled the trainers to get a better understanding on the topic and the one to one discussions with the subject expert enhanced the learning experience.

38. DoPT, GoI sponsored Training Programme on Conflict Resolution at work place was held at Goa Dental College & Hospitals, Bambolim, Goa from 28th to 30th November, 2023. The sessions were delivered by Dr. Jayashree Fadnavis, HR Trainer from Pune, Ms. Sarita D'Souza, Visiting Faculty, GIM & Ms. Poonam Shirsat, HR expert conducted the sessions related to the Conflict & various strategies in resolution of conflicts. The programme was attended by Medical Officers of Dental College and Teaching Faculty of Institution of Higher Education. Total 30 participants attended the programme.



39. A 03 days DoPT, GoI sponsored training programme on Noting & Drafting was held from 28th to 30th November, 2023

at the State Institute of Health & Family Welfare (SIHFW), Mapusa. 31 participants which included Group 'B' & 'C' Officers/ Officials from various Community Health Centre, Urban Health Centres, Primary Healthcare Centres and the Directorate of Health Services benefited from this training programme. The objective of this training programme was to enhance the subject knowledge and skills concerning Office Management including Noting, Drafting & Forms of Communication. Mr. Bhagaban Padhy, Dy. Director, ISTM, New Delhi was invited as a Master Trainer for the said training. Dr. Suresh Shanbhogue, Director, GIPARD and Dr. P. Dhume, In-Charge, SIHFW appreciated the participants for enthusiastically participating in the said training and stressed on the significance of a strong administrative setup during the valedictory session.

40. A 03 days DoPT, Govt. of India sponsored training programme on Administrative & Pension Matters was held from 28th to 30th November, 2023 at State Institute of Health & Family Welfare, Mapusa. 31 Officers / Officials under the Directorate of Health Services benefited from this training programme. The objective of this training programme was to enhance the subject knowledge and skills concerning administrative and pension matters. Sessions on various topics concerning administrative & accounts matters like Fundamental Rules & Supplementary Rules, Leave Rules, Service Books,

General Financial Rules, 2017, RTI Act, 2005, CCS (Conduct) Rules, 1964, forms of Communications, Noting & Drafting, Pension matters, etc. This enabled the participants with wholistic subject knowledge. Classroom activities enhanced the training experience of the participants. Training ended with a valedictory session wherein certificates of completion were awarded to the trainees by Dr. Suresh Shanbhogue, Director, GIPARD and Dr. P. Dhume, In-Charge, SIHFW, Sh. N.D. Agrawal, former South Goa Collector and Mr. Bhagaban Padhy, Dy. Director, ISTM, New Delhi. who appreciated the participants for enthusiastically participating in the said training programme.



41.. Training Programme on Research Methodology Policy & Administration was held from 5th to 7th December, 2023 in GIPARD. The Programme was conducted by Dr. Roma Mitra, IIPA New Delhi. Total 25 participants attended the Training Programme. The participants were faculty from different colleges in Goa.

42. Two batches of Training for Senior Officers of Goa Civil Service on Vigilance matters (Department of Vigilance) were held on 6th & 7th December and 8th & 9th December, 2023 respectively. Shri Mukesh Chaturvedi, former Director, DoPT & Resource Person at ISTM, New Delhi conducted the session on different aspects of vigilance, role of different Officers, vigilance related procedures, etc. Total 65 participants attended the Training Programme.

43. ToT on Sustainable use & Conservation of Biodiversity at Panchayat level with special reference to the Implementation of Biodiversity Act, 2002 was conducted from 11th to 13th December, 2023, by NIRDPR in collaboration with GIPARD & Goa State Biodiversity Board. The participants were elected representatives, Officials of RD & PR. A total of 35 participants attended the programme. Dr. Jyothis Satyapalan, Professor, NIRDPR, Hyderabad conducted the sessions along with different experts on the subject from Goa.



44. GIPARD organized an online workshop on the theme 'Understanding a Gram Sabha Meeting and its Procedures' on 12th December, 2024. This workshop aimed at creating awareness and clarity on the Gram Sabha Meeting as prescribed by the Goa

Panchayat Raj Act, 1994 and the Goa Panchayats (Gram Sabha Meetings) Rules, 1996 among the teachers and students. Dr. Seema Fernandes, Asst. Director GIPARD conducted the said workshop. 52 Faculty and students from various Institutions of Higher Education were the beneficiaries.



45. 03 days Training Programme was held for 46 Farmers from 26 different Water User,s Association under Tillari Irrigation Project This training was held from 08th to 10th Janaury, 2024 at GIPARD. This training aimed at describing various concepts related to Water User's Association, / management, enabling the trainees to enhance their subject knowledge & skills to effectively discharge their duties. Subject Experts like Mr. Shivanand Naik Gaonkar, Water Management Specialist from Work Division-V Water Resource Department, Govt. of Goa., Mr. Nakul Rane Chairman of Shri Keelbai Pani Vatap Vyavastha Sahakari Saunstha Maryadit Morle Sattari Goa & Chairman of Chharmen under Anjunem Irrigation Project, Ms. Poonam Shirsat, Human Resource Trainer, Mr. Sanjay S. Nitave Faculty, Goa College of Agriculture, Dr. Sachin Tendulkar, Chief Executive Officer, Mineral Foundation Goa / State Resource Person, Mr. Yatin Shirodkar, Mr. D.M. Faizal, Mr. L.S. Gondlekar & Mr. Rajeev Kadam delivered sessions and facilitated insightful discussions. A field visit to understand the ground reality of water management was part of the training experience. Dr. Suresh Shanbhoghue, Director(Training), GIPARD appreciated the efforts of the participants and highlighted the need of continuous training.



46. DoPT, GoI Sponsored Trainer Development Programme on Design of Training (DoT) was held from 08th to 12th January, 2024 (for a duration of 05 days) at GIPARD. The purpose of a DoT is to identify and bridge the knowledge and skills gaps in the workforce to achieve optimal performance. TNA also uncovers the reasons for the gaps and helps determine the different approaches to removing those gaps.13 participants were trained in order to design a good training.

This was a short, intensive course with plenty of activities with emphasis on practice within small groups and practical sessions. Dr. Jyotsna Padiyar Master Trainer was deputed by DoPT, GoI as a facilitator. Participants were encouraged to share their learning experiences with others and give and receive feedback

Comprehensive range of reading material was distributed to participants to support the course activities. At the end of the course, 13 participants were certified as Designer of the Training by DoPT, GoI. This extensive course benefited the participants to obtain conceptual clarity and skills needed to undertake DoT.



47. 05 days Induction Training Programme for the Newly Recruited Lower Division Clerk under Collectorate North Goa Govt. of Goa. was held from 15th to 19th January, 2024 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 (2021), Administrative & Accounts matters, Service matters, Computers, Law and other Soft Skills. 52 LDCs benefited from this training programme. Subject experts were invited as resource persons to deliver sessions on various aspects like Conduct Rules, FRSR, Noting & Drafting, GeM- Government e marketplace, RTI, etc. continuous classroom revisions was undertaken to understand the effectivity of the training & also on the last day the test was conducted to evaluate effectivity of the training. At the end training all the participants were awarded with a certificate for completion of the training.



48. Workshop on Accessing Open Government Datasets was held on 1st February, 2024 at GIPARD. 54 participants attended the said workshop which included Researchers, Professors, Journalists, Librarians, Students and other concerned citizens who are engaged in the public or private sector, Academic Institutes, NGOs, etc. This workshop was designed to familiarize the participants about the various sources through which open Government datasets can be accessed for research and other academic work. Dr. Suresh Shanbhogue, Statistician, Senior Bureaucrat and Director (Training), GIPARD conducted the said workshop and facilitated insightful discussions.



49. Training Programme on Academic Administration & leadership for the Principals of the Directorate of Education was held on 5th February, 2024 at GIPARD. 40 Principals attended the Training Programme. The aim of training programme was to enable trainees to develop leadership skills. Dr. (Capt.) C.M Chitale, Former HoD, Management Studies, from Pune University had conducted session for the above trainees.



50. DoPT, GoI sponsored Training Programme on Administrative Matters for Medical Officers was organized by GIPARD from 6th to 8th February, 2024. The aim of the training programme was to state the Rules under CCS (Conduct Rules), 1964, Develop positive attitude towards work, etc. 24 Medical Officers attended the training programme.

51. GIPARD conducted an Induction training programme for newly recruited 330 Technical Assistants and Junior Engineers under Public Works Department from 7th to 17th February, 2024 (for a duration of 11 days). Dr. Pramod Sawant, Hon'ble Chief Minister, inaugurated the said training in the presence of Dr. V. Candavelou, IAS, Principal Secretary (Finance) & Director General, GIPARD, Mr. Uttam Parsekar, PCE, Dr. Suresh Shanbhogue, Director (Training), GIPARD & Mr. Ashutosh Aapte, Director (Admin), PWD. Hon. CM congratulated GIPARD

for preparing a detailed training module with excellent resource persons and urged the trainees to take full benefit of the training and work sincerely in their respective place of posting. For an effective training experience, trainees were divided into 7 batches based on their professional qualifications and training was held simultaneously at 7 different venues. The objective of this training programme was to enhance subject knowledge, skills & other competencies of the participants by providing clarity in the nature of work and enabling the trainees to understand and apply the provisions of Acts, Rules and Regulations pertaining to Administration and allied activities of a public sector especially PWD.

Trainees underwent a tailored module which was divided into two parts; technical and non technical. Under the technical component focus was laid in understanding the CPWD Works Manual and its allied areas like Quality Control & Assurance, Land Acquisition, Ease of doing Business, E- Procurement, etc. Public Administration, Office Procedure, FRs & SRs, leave rules, CCS (Conduct) Rules, Accounts & Procurement matters, Pension Matters, Office Etiquette, etc. were areas covered under the non-technical component. Subject Experts within and outside Goa were invited as resource persons to deliver sessions and they through their rich field experience, knowledge and classroom discussions enhanced the training experience of the participants.

Trainees undertook a field based project work and gathered and analyzed field information on matters concerning 3 sectors of PWD i.e. Roads & Bridges, Water & Sanitation and Buildings, Electrical & Mechanical. A training Assessment Test on all topics covered during the training period was undertaken and trainees were graded accordingly. Valedictory of the said training was held on 21st February, 2024 at Kautilya Lekha Bhavan, Porvorim. Dr. Puneet Kumar Goel, IAS, Chief Secretary, Secretary PWD & Chairman, GIPARD was the Chief Guest along with Mr. Uttam Parsekar, PCE, Dr. Suresh Shanbhogue, Director (Training), GIPARD & Mr. Ashutosh Aapte. Director (Admin), PWD. Dr. Puneet Kumar Goel congratulated GIPARD & PWD for undertaking a rigorous training and urged the trainees to regularly update themselves and encouraged the participants to venture into new domains. An appreciation certificate was given to all the batch monitors and trainees securing top three positions in the training assessment test were awarded certificates and a memento by the Chief Guest and other dignitaries

52. A Training Programme on Administrative & Accounts Matters was held for Staff of two Govt. Departments i.e. Department of Environment and Climate Change & Department of Information & Technology. The said training was held on 02nd & 03rd February, 2024 (for a duration of 2 days) at GIPARD. 30 trainees including Junior Engineers, Executive Assistants, Site Supervisors, Upper Division Clerks,

Environmentalist Scientific Assistance, Data Entry Operators etc. from both the Departments benefited from the said training. The objective of this training programme was to enable the trainees to understand and apply the provisions of Acts, Rules and Regulations pertaining to Administration and allied activities of a Government Department / Institution. Subject experts were invited to deliver sessions on various topics concerning administrative & accounts, Office Etiquettes, Time Management, Fundamental Rules & Supplementary Rules, Leave Rules, Service & Pension Matters, General Financial Rules, 2017, RTI Act, 2005, CCS (Conduct) Rules, 1964, forms of Communications, Noting & Drafting, etc. which enabled the participants with wholistic subject knowledge. Training Assessment Test was conducted to evaluate effectivity of the training and trainees were graded accordingly.



53. A three days Workshop on Survey Methods and Data Analysis using JAMOVI was held from 27th to 29th February, 2024. The workshop was attended by 15 academicians from colleges IPHB, GIPARD, etc. The team consisting of Dr. Asha Kamath, Incharge Director, Professor HoD of Data Science, Dr. Shreemathi Maya

Professor, Dr. Vani Lakshmi R, Assistant Professor (Senior), Mrs. Bhagyajyothi Rao, Assistant Professor conducted the sessions on all 3 days. During the workshop sessions including introduction to survey research, Jamovi, sample test, Scale Development, Linear Regression using Jamovi, sampling and sample size in survey research.



54. A ToT on Prevention of Sexual Harassment Act was organized by GIPARD in Collaboration with V.M. Salgaoncar College of Law, Miramar on 28th February, 2024. The objective of the programme was to develop a team of Master Trainer on POSH for undertaking similar programmes at school level. The programme was attended by 15 participants and was conducted by Dr. M.R. Prasad, Professor of Law, V.M. Salgaoncar College.

55. Training Programme on Drone Technology for the students of Sanjay Centre for Special Education was held from 20th to 30th March, 2024. 25 students participated in the above programme. Squadron Leader Varsha Kukreti (Retd.) and Group Captain MJ Augustine Vinod (Retd.), Vishist Sewa Medal were the Resource Persons for the above Training Programme.



Other Activities:

1. GIPARD conducted the Following Examinations :-

1) Departmental Examination for the Officers in the cadre of Mamlatdar / Jt. Mamlatdar / Vigilance Officer was conducted on 5th May 2023.

2) Departmental Examination for the Junior Scale Officers (Deputy Superintendent of Police) of Goa Police Service was conducted from 10th to 12th May, 2023

3) Departmental Examination for the post of State Tax Inspectors in the Office of Commercial Tax was conducted from 29th May to 2nd June, 2023.

4) Study Tour cum NGO Visit was organised by GIPARD from 6th to 9th June, 2023, for Assistant Section Officers of the Central Secretariat Service, New Delhi. The aim was to get exposure about the workings of NGO's and Government Departments. Total 18 Officers were part of the official visit.



2. A Study Visit of one day duration was organized for the Assistant Section Officers (Trainees) of ISTM, New Delhi, on 7th June, 2023 by GIPARD. During this visit, the Trainees visited the Village Panchayat Carambolim to study the implementation of RD schemes viz MGNREGA. A total of 31 trainees attended the programme



3. International Yoga Day was celebrated on 21st June, 2023 by the Institute during which sessions on Yoga and Meditation were held for the staff of GIPARD as well as for the participants of each Training Programmes that were held in GIPARD as well as at the off campus Programmes that were conducted on that day.



4. Study Visit of one day duration was organized for the Assistant Section Officers (Trainees) of ISTM, New Delhi, on 22nd August, 2023 by GIPARD. A total of 25 trainees attended the programme.

5. Course on CERD:- GIPARD has commenced the practical component of the Course on Community Engagement & Rural Development. The course is jointly conducted with the Department of Political Science, Goa University, 15 students are enrolled for the (MA Course). The following activities were conducted as part of the practical component.

6. Visit to the Village Organisation, Pilerne. The students interacted with the SHG members. The concept and role of SHGs and Village Organisations was explained to the students. The need for women groups for development and employment of women in rural areas was discussed by Ms. Anjani Naik, Block Resource Person to the students.

7. Interaction with the PRI members of Village Panchayat Pilerne. The students interacted with the Sarpanch and Panch Members, Village Panchayat Secretary to understand the role of Village Panchayat in the development of Villages. The Secretary explained the working of the Village Panchayat and the role of Elected Representatives and the functionaries. The Zilla Panchayat Member Sh. Sandip Naik interacted with the students & explained the role of Zilla Panchayat in Panchayati Raj System.

8. Visit to Goa Waste Management Corporation, Saligao :- The students were taken to the GWMC to understand the working of the plant in the managing of waste, in the state of Goa.

9. Course on CERD: Training session under Certificate Course on Community Engagement & Rural Development was held on 16th October, 2023. 12 students attended the said training session.

10. Certificate distribution of Immersion Study under NRLM was organised on 19th October, 2023 at GIPARD, Old Goa for those who successfully completed on formation of SHG at Immersion site. The participants shared their experiences and learnings during the course of their training. Dr. Suresh Shanbogue, Director (Training) – GIPARD, handed over the certificates to the participants in the presence of Dr. Seema Fernandes, Assistant Director -GIPARD. Total 30 participants attended the training programme.

11. A lecture on Digital Personal Data Protection Act, by Dr. Sairam Bhat, Professor of Law, National Law School of India, University of Bangalore was organized by GIPARD on 20th October, 2023 for the Junior Scale Officers of Goa Civil Service. The session was live streamed for the benefit of larger audience. Around 250 views were received for the lecture.

12. Celebration of Right to Information Day on 12th October, 2023. GIPARD celebrated the RTI day wherein the trainees at the Institute conducted activities viz Quiz Competition, Awareness Songs and Informative Skits.

13. The Goa State Information Commission in association with GIPARD organized College Level Poster cum Slogan writing competition in commemoration of the RTI Day, 2023 was organized by GIPARD on 9th October, 2023. 48 students from different colleges participated in the competition.

14. Online Public Lecture on Do Children have Rights by Ms. Rina Ray, IAS, Former Secretary of Govt. of India was organized by GIPARD on 3rd November, 2023.

for the Junior Scale Officers of Goa Civil Service. The session was live streamed for the benefit of larger audience. Around 508 views were received for the lecture.



15. Online Public Lecture on Sardar Patel and the Inception of Indian Public Administration by Dr. Bhuvan Lall, An Award Winning Author & Filmmaker, was organized by GIPARD on 14th November, 2023. for the Junior Scale Officers of Goa Civil Service. The session was live streamed for the benefit of larger audience. Around 155 views were received for the lecture.



16. GIPARD has signed Memorandum of Understanding with 9 Colleges under Directorate of Higher Education on 17th November, 2023 at GIPARD in the presence of Dr. Suresh Shanbogue, Director Training, GIPARD. The objective of the MoU is to collaborate with these Institute of Higher Education for the conduct of Training Programme and Research Activities.



17. GIPARD has also signed Memorandum of Understanding with National Institute of Technology, Farmagudi Goa on 29th November, 2023.

18. 03 days Book Exhibition was organized in GIPARD from 18th to 20th December, 2023. Books on Goa and Good Governance were displayed for the exhibition. Around 400 students visited for the Books exhibition.

19. The Annual General Body Meeting (AGM) of the Board of Governors (BoG) of GIPARD Society was held under the chairmanship of Dr. Puneet Kumar Goel, IAS, Chief Secretary & Chairman (GIPARD) on 4th January, 2024 at GIPARD. The Following Members attended the meeting.

1. Dr. V. Candavelou, IAS: Principal Secretary (Finance) Director General GIPARD
2. Sh. Menino D'Souza, IAS: Secretary (Rural Development) Secretary (Panchayats)
3. Sh. Sandip Jacques, IAS: Secretary (Revenue) & Vice President, GIPARD Society
4. Sh. Prasad Lolienkar, IAS: Secretary (Education)
5. Sh. Arun Kumar Mishra, IAS: Secretary (Agriculture)
6. Sh. Paresh M. Faldessai, GCS: Jt. Secretary (Personnel)

7. Representative of MoRD, New Delhi-Ex-officio Member

8. Sh. Srinivas Sajja, Asst. Professor, NIRD&PR (Representative of NIRD&PR)

The Members were appraised of the Training activities undertaken by the Institute for the year 2022-23, besides several Institutional matters and Audit and Annual Report 2022-23, were placed before the Members. The Members complimented the efforts of the Institute and the work put in by the staff. The Members were appraised of the purchase of furniture and Training and Learning Aids, the grading of GIPARD done by NIRD&PR, matters regarding construction of new building.

20. An Exposure visit of Ganpat University, Gujarat was conducted on 20th January, 2024 at GIPARD, Ella Farm, Old Goa. The aim of the Exposure visit was to sensitize the Officials and Students of the University on Architectural procedures followed in the State. A batch of 55 students and 05 faculty members were present for briefing session on Goan Architecture delivered by Shri. Milind Ramani-Practicing Architecture. The exposure visit was attended by 60 participants.



21. Exposure Tour was organized for Officers of ATI Arunachal Pradesh to ATI GIPARD from 24th to 28th January, 2024. The Director and the team of Officials A total 06 Officer and Officials attended the same. The aim of the visit was to sensitize the team on the working of GIPARD. Besides the presentation they were also taken to attend the Gramsabha at Village Panchayat Carambolim after the flag hoisting on 26th January, they also had an interaction with SHG women entrepreneurs.



22. A Study Visit of Sridora Caculo College students, Mapusa was conducted on 13th February, 2024 at GIPARD Ella Farm, Old Goa. During the visit students noticed working of GIPARD staff, nature of activities conducted by GIPARD also interacted with faculties in different areas of Training & Reseach, etc. Total 27 students visited GIPARD.

23. SDU III celebrated the International Women's Day on 8th March, 2024 at GIPARD, Ella Farm, Old Goa. The event was marked with indoor and outdoor activities. The staff was appreciated for the contribution towards the growth of the Institute. All the staff enjoyed the celebration.



24. Review Meet of the ongoing Goa Chief Minister Fellow Programme 2023-24 for 2 Batches was held on 07th & 26th March, 2024 for Batch I & Batch II respectively at GIPARD Chief Minister's Fellows presented their ongoing thematic research work to a panel comprising of Subject Experts, Mentors, Directorate of Planning Statistic & Evaluation Representative & GIPARD Team Batch I and Batch II & will be completing the fellowship on 31st March & Mid-June 2024 respectively.

5. Programmes and Events attended by Officers and Faculty of GIPARD

Dr. Seema Fernandes – Assistant Director

- 1) Attended the first National Training Conclave 2023 on 11th June, 2023. at New Delhi.
- 2) Attended the session on Local Governments in Kerala on 4th November, 2023 at Central Stadium, Thiruvananthapuram, Kerala.
- 3) Attended the Training of Trainers (ToT) on Reservation in Services from 23rd to 25th November, 2023 at GIPARD.
- 4) Attended a study tour to KILA and ATI(IMG) Kerala from 11th to 14th March, 2024.

Ms. Ashwini A. Acharya, Core Faculty of Decentralized Planning and Monitoring and Evaluation

- 1) Attended the Trainers Development Programme on Training Need Analysis (TNA) from 4th to 9th September, 2023 at GIPARD.
- 2) Attended the Workshop Survey Research and Data Analysis using Jamovi, Hybrid Mode from 11th to 13th January, 2024 organized by Manipal Academy of Higher Education (MAHE).

Ms. Sarita Patil, Core Faculty of Rural Development.

- 1) Attended the Trainers Development Programme on Training Need Analysis (TNA) from 4th to 9th September, 2023 at GIPARD.
- 2) Attended the three days Training on Induction Programme to Faculty of SIRDs / ETCs / and other Staff from 10th to 12th October, 2023 at NIRD&PR, Hyderabad.
- 3) Attended the Workshop Tool Development and Survey Data Analysis using Jamovi from 27th to 29th February, 2024 at GIPARD.

Ms. Arlette Mascarenhas, Core Faculty of Women's Development

- 1) Attended the National Seminar on Sevottam at YASHADA Pune on 23rd May, 2023 organized by Department of Administrative Reforms and Public Grievances, New Delhi.
- 2) Attended the first National Training Conclave 2023 on 11th June, 2023, New Delhi.
- 3) Attended the Trainers Development Programme on Training Need Analysis (TNA) from 4th to 9th September, 2023 at GIPARD, Ella Farm, Old Goa.
- 4) Attended Annual Training Conference on 26 / 02 / 2024 at NIDM.
- 5) Attended a one-day Workshop – Training of Trainers for Project POSH on 28th February, 2024 at V.M. Salgaocar College of Law, Panaji Goa.

Ms. Hegel Conchita Da Costa, Core Faculty of Public Administration

- 1) Attended the first National Training Conclave 2023 on 11th June, 2023, New Delhi.
- 2) Attended the Trainers Development Programme on Training Need Analysis (TNA) from 4th to 9th September, 2023 at GIPARD.
- 3) Attended the Training of Trainers (ToT) on Reservation in Services from 23rd to 25th November, 2023 at GIPARD.
- 4) Attended the Design of Training (DoT) from 8th to 12th January, 2024 at GIPARD.
- 5) Attended the Workshop Tool Development And Survey Data Analysis using Jamovi from 27th to 29th February, 2024 at GIPARD.
- 6) Attended a study tour to KILA and ATI(IMG) Kerala from 11th to 14th March, 2024.

6.RESOURCE PERSONS

ADMINISTRATION

1. Shri. Abhay Singh, Rtd. Director, Institute of Secretariat Training and Management (ISTM), New Delhi.
2. Shri. Abhishek Pandey, Manager, UIDAI Regional Officer Mumbai
3. Shri. Adriana Fernandes, Retd. Language Teacher
4. Shri. Agam Aggarwal, Director, National Statistical Systems Training Academy (NSSTA), under MOSPI, Govt. of India
5. Shri. Anand Shrivastava, Under Secretary, Ministry of Road Transport and Highways, Govt. of India
6. Shri. Arjun Jena, Asst. Director, Institute of Secretariat Training and Management (ISTM), New Delhi
7. Shri. Bhagban Padhy, Deputy Director (management Services & Hostel)
8. Shri. Dharmesh G.P.Angle, Dy Superintendent of Police, Police Department
9. Dr. Bhabesh Hazarika, Faculty, National Institute of Public Finance and Policy
10. Dr. H. K. Amarnath, Faculty, National Institute of Public Finance and Policy
11. Dr. Kuntal Chakravarty, Faculty, Bidhan Chandra Krishi Vishwavidyalaya
12. Dr. Pratap Ranjan Jena, Faculty, National Institute of Public Finance and Policy
13. Dr. Roma Mitra Debnath, Associate Professor, Indian Institute of Public Administration (IIPA), New Delhi
14. Dr. Roshan Ara Begum, IAS, Retd. Secretary, Govt. of Assam
15. Dr. Sreenivas Reddy, Professor, Kakatiya University, Warangal, Telangana
16. Dr. Supriyo De, Subject Expert, National Institute of Public Finance and Policy
17. Dr. Y. Durgaprasad, Former Director, Directorate of Planning, Statistics and Evaluation
18. Shri. Jitendra Singh Tomar, Director. National Statistical Systems Training Academy (NSSTA), under MOSPI, Govt. of India
19. Shri. K. K. Pant, Asst. Director (Retd.), Institute of Secretariat Training and Management, New Delhi
20. Shri. Kishore Narayan Pathak, Joint Advisor (Retd.), NITI Aayog, Govt. of India
21. Ms. Mita Choudhury, Faculty, National Institute of Public Finance and Policy
22. Shri. Nafe Singh, Rtd. Assistant Director, Institute of Secretariat Training and Management (ISTM), New Delhi
23. Shri. Nagarajappa Manegar, Rtd. Joint Director, Department of Personnel & Training (DoPT), Government of India
24. Shri. Narayan Moorthy - Former Faculty, ISTM-New Delhi
25. Shri. Naresh Bharadwaj, Joint Director, Institute of Secretariat Training and Management (ISTM), New Delhi
26. Shri. Omprakash Dwivedi, Master Trainer in DoPT, Department of Personnel & Training (DoPT), Govt. of India
27. Shri. Pankaj Rane, Addl. Director, Urban Development
28. Shri. Pralhad Kachare, Ex-Registrar, Former Addl. Collector, YASHADA & Revenue Department, Govt. of Maharashtra
29. Shri. Rahul Agarwal, Guest Faculty, Institute of Secretariat Training and Management (ISTM), New Delhi
30. Shri. Rajesh Saxena, Former Director, ISTM, New Delhi
31. Shri. Sandeep Mukherjee, Director, ISTM, New Delhi
32. Shri. Sanjeev Gupta, Dy. Director, Institute of Secretariat Training and Management (ISTM), New Delhi
33. Shri. Sejal Kumbhare, Legal Assistant Manager, UIDAI Regional Officer Mumbai
34. Shri. Shailesh Kumar Soni, Asst. Director, Institute of Secretariat Training and Management (ISTM), New Delhi
35. Shri. Shashank Thakur - Under Secretary, State Information Commission
36. Shri. Taha Haaziq - Secretary to Commission for Persons with Disability
37. Shri. Vishal Signapurkar - Headmaster, Govt. High School, Mercedes
38. Shri. Vishant S.N. Gaunekar, Addl. Commissioner of Commercial Taxes I

43. Dr. Aamod M. Shirali, Assistant Professor, V. M. Salgaocar College of Law, Miramar, Panaji, Goa
44. Dr. Aditi Rane, Faculty, P.E.S's R. S. N. College of Arts and Science, Farmagudi Goa
45. Dr. B. S. Patil, Associate professor, V. M. Salgaocar College of Law, Miramar
46. Dr. Divya Singhal, Professor, Goa Institute of management
47. Dr. Elgar Noronha, Practicing Lawyer & Visiting Faculty at V.M. Salgaoncar College
48. Dr. Govind Parab, Faculty in Goa Agriculture College Ella Old Goa
49. Dr. Jyotsna Padiyar, Master Trainer, Design of Training
50. Dr. Saswata Barpanda, Associate professor Goa Institute of Management
51. Dr. Shruti Nadkarni, Assistant Professor VVM's G.R.Kare College of Law
52. Dr. Bhakti Naik, Assistant Director Directorate of Higher Education, Govt. of Goa.
53. Dr. Karuna Sharma, Master Trainer, GIPARD
54. Mr. Milind Mhamal, Assistant Professor, Department of Library and Information Science, Goa University
55. Ms. Likita Shetty, Faculty Govt. College Khandola Marcela Goa
56. Ms. Priya Onsker, Assistant Professor V. M. Salgaocar College of Law, Miramar, Panaji, Goa
57. Ms. Suchita Timble, Educator, (Self Employed)
58. Shri. A W Rane, IAS Director of Civil Aviation
59. Shri. Biswajit Banerjee, Deputy Director Institute of Secretariat Training & Management, New Delhi
60. Shri. Girish G. Sawant, Junior Scale Officer Panaji, Goa
61. Shri. Gurudas Desai, Dy. Collector, Tiswadi
62. Shri. N.D Agrawal, Former Collector, South Goa
63. Shri. Sawani Shetye, Archaeologist
64. Shri. Tulshidas Naik, Former Jt. Director of Accounts
65. Shri. Vasudev Walawalkar, Human Resource Trainer
66. Shri. Arunendra Pandey, Director, ARZ
67. Shri. Ashok Desai, Retired Senior Scale Officer of Civil Service
68. Shri. Bosco George (Retd) IPS, Former DIG, Govt. of Goa
69. Shri. Gunjan Gandhi, Dy. Director, Defence Headquarters Training Institute, New Delhi
70. Shri. Om Prakash Kudtarkar, Retd. Suptd. of Police
71. Shri. Ulhas Naik, Joint Director of Accounts
72. Smt. Sanjivani Satardekar, Mamlatdar, Tiswadi

Panchayati Raj

1. Dr. Anagha Bicholkar, Asst Professor, Smt. Parvatibai Chowgule College
2. Dr. Gunaji Desai, Dept. of Konkani, Chowgule College, Margao
3. Dr. Narayan Desai, State Resource Group for Panchayati Raj, GIPARD
4. Dr. Smita Srivastava, Asst. Prof. Sridora Caculo College of Management
5. Ms. Audrey Menezes, State Resource Person for Panchayati Raj, GIPARD
6. Ms. Elsa Fernandes, Faculty, Government Polytechnic, Panaji
7. Ms. Joslyn Esteves, V.P. Secretary, Directorate of Panchayats
8. Shri. Ajay Gaude, Director, Directorate of Sports & Youth Affairs
9. Shri. Kapil Naik, V.P. Secretary, Directorate of Panchayats
10. Shri. Mukund Ukshikar, V.P. Secretary, Directorate of Panchayats
11. Shri. Mulla Warak, V.P. Secretary, Directorate of Panchayats
12. Shri. Nilesh Shirodkar, V.P. Secretary, Directorate of Panchayats
13. Shri. Nitin Shet, V.P. Secretary, Directorate of Panchayats
14. Shri. Peter Martins, V.P. Secretary, Directorate of Panchayats

15. Dr. Jiju P. Alex, Member, State Planning Board, Kerala
16. Dr. Sachin Tendulkar, CEO, Mineral Foundation Goa
17. Shri. Gurudatta Naik, BDO & State Nodal Officer for RGSA Scheme
18. Shri. Mohit Gupta, Consultant, Ministry of Panchayati Raj, Govt. of India
19. Shri. Prasidh Naik, Deputy Director South, Dept. of Panchayats
20. Shri. Purushottam Khedekar, V.P. Secretary, Directorate of Panchayats
21. Shri. Roland Martins, Co Ordinator, GOACAN & State Resource Person, GIPARD
22. Shri. Sanmesh Sawant, V.P. Secretary, Directorate of Panchayats
23. Shri. Sumit Tyagi, Consultant, Ministry of Panchayati Raj (MoPR), Govt. of India
24. Shri. Thaminu Alba Marcelo, V.P. Secretary, Directorate of Panchayats

Rural Development

1. Dr. Amol Waghmare, Secretary, Adim Shakti, Pune, Maharashtra
2. Dr. Dilip Pandharpatte, IAS, District Commissioner, Ahmednagar, Maharashtra
3. Dr. Geeta Velinkar, Scientist, Home Science, KVK Margao
4. Dr. Prashant Naik, Retired, Dy. Director, Animal Husbandry
5. Dr. Rushikesh Pawar, KVK, Margao
6. Dr. S. Sajja, Faculty, National Institute of Rural Development and Panchayati Raj
7. Dr. Sangam Patil, SPM Livelihood, NRLM
8. Dr. Vaishali Patil G, Social Activist, Ankur Trust, Kolhapur
9. Ms. Anita Naik, State Resource Person for NRLM, GIPARD
10. Ms. Bela Shiradar, Sr. CRP, NRLM
11. Ms. Deepa Morajkar, State Resource Person for NRLM, GIPARD
12. Ms. Hema Bugde - Block Resource Person, NRLM
13. Ms. Martha Mascarenhas, State Resource Person for NRLM, GIPARD
14. Ms. Mohini Gaonkar, Community Resource Person, NRLM
15. Ms. Monika B. Salgaonkar, Community Resource Person, NRLM
16. Ms. Nivedita Matkar, Community Resource Person, NRLM
17. Ms. Priti Kerkar, Block Resource Person, NRLM
18. Ms. Shraddha Joshi, State Resource Person for NRLM, GIPARD
19. Ms. Sushma Naik, Community Resource Person, NRLM
20. Ms. Vaishnavi Parab, Block Resource Person, NRLM
21. Ms. Yogini Acharya, Asst. Director, Department of Tribal Welfare
22. Shri. Abhay Tijare, State MIS Coordinator, MGNREGA (MIS), Maharashtra
23. Shri. Galgani Miranda, Assistant Agriculture Officer, Agriculture Dept, Goa
24. Shri. Kashinath Naik, State Resource Person for NRLM, GIPARD
25. Shri. Kishor Bhave, Agriculture Officer, Agriculture Dept. Goa
26. Shri. Krishna Pai Raikar, School of Agriculture, Savoi Verem, Ponda
27. Shri. Prashant Das, Managing Director, FIIRE, Fatorda
28. Shri. S.R Wagh, Retd. Assistant Conservator of Forest, Maharashtra
29. Shri. Sagar Verlekar, Assistant Director, Department of Tribal Welfare
30. Shri. Santoshi Naik, Community Resource Person, NRLM

Law & Legal Issues

1. Adv. Caroline Colaso, Practising Lawyer
2. Adv. Eeshan Usapkar, Practising Lawyer
3. Adv. Emidio Pinho, Practising Lawyer
4. Adv. Savio Travasso, Mediator & Trainer
5. Adv. Zyfern Dias, Visiting Faculty, Salgaonkar Law College & Kare Law College
6. Dr. Harold D'Costa, Practising Lawyer
7. Dr. Ranjana Ferrao, Faculty, V.M Salgaoncar College of Law
8. Dr. Sairam Bhat, Prof. of Law, National Law School of Indian University, Bengaluru
9. Dr. Snehal Goltekar, Addl. Director, Directorate of Panchayats
10. Dr. Sonal Sardessai, Faculty, V.M Salgaoncar College of Law
11. Ms. Sayonara Telles Laad, Judge, Children's Court
12. Ms. Sunita Sawant, Dy Superintendent of Police, Police Department
13. Shri. Kim Couto, Faculty, V.M Salgaoncar College of Law
14. Shri. Pralhad Kachare, Former Addl. Collector, Government of Maharashtra
15. Shri. Prasanna Chawdikar, Practising Lawyer
16. Shri. S.G. Marathe, Former Addl Secretary, Law
17. Shri. Sandhya Ram, Faculty, V.M Salgaoncar College of Law
18. Shri. Sanjeev Joglekar, Environmental Engineer, Goa State Pollution Control Board
19. Shri. Vivek Velankar, Master Trainer RTI, YASHADA Pune

General/ Environment

1. Shri. Anand Jadhav, Dy. Conservator of Forest, Forest Department
2. Shri. Paresh Porob, Assistant Conservator of Forest
3. Shri. Patrick Gonsalves, Senior Land Surveyor, Dept. Land records
4. Shri. Rajendra Kerkar, Environmentalist, Member of the State Biodiversity Board
5. Shri. Sanjeev Sardessai, Environmentalist and Heritage Conservationist
6. Shri. Santosh Ghodge, Trainer, Art of Living
7. Ms. Sujata Gaonkar, Head, Department of Computer Science, Government College, Khandola
8. Shri. Roland Martins, Coordinator, GOA CAN
9. Shri. Pronoy Baidya, Aranya Environment Resher Organisation
10. Shri Francis X Araujo, Rtd. Dy. Conservator of Forest

Management

1. Dr. Pradeep Salgaonkar, Human Resource Trainer
2. Ms. Poonam Shirsat, Human Resource Trainer
3. Ms. Sarita D'Souza, Visiting Faculty, Goa Institute of Management
4. Shri. Raj Amonkar, Faculty, Goa Institute of Management
5. Shri. Vithoba Mhalkar, Faculty, Institute of Psychiatry and Human Behavior

Health/ Women Issues/ Disaster Management

1. Dr. Jagdish A.Cacodkar, Faculty, Goa Medical College
2. Dr. Jorson Fernandes, Trainer in Disaster Management
3. Dr. Jose Noronha, Gynecologist & Faculty SEASON Academy
4. Dr. Kalpa Govekar, Integrated Psychiatrist
5. Dr. Peter Castellano, Cooj Foundation
6. Dr. Wilma D Silva, Psychologist
7. Dr. Yogesh Desai, Homeopathy Doctor, PHC, Corlim
8. Ms. Ana Braganza Vaz, Prof. Institute of Nursing, Bambolim
9. Ms. Ketaki Porob Gaddekar, Psychologist & Transformational Speaker
10. Ms. Prachi Khandeparkar, Counsellor, SANGATH
11. Ms. Rekha D' Silva, Ex Member, Goa State Commission for Protection of Child Rights
12. Ms. Remy Lacerda, State Resource Person, GIPARD
13. Ms. Rohini Diniz, Nutritionist & Dietician
14. Ms. Vandana Kakodkar, Nutritionist & Dietician
15. Shri. Ashok Menon, Director, Fire and Emergency Services

Finance

1. Dr. Suresh Shanbhogue, Director, Civil Aviation Department
2. Shri. Balaji Patil, Sr Audit Officer, O/o Comptroller and Auditor General
3. Shri. Michael M.D' Souza, IAS, Director (Training), GIPARD
4. Shri. Robert Furtado, Sr Audit Officer, O/o Comptroller and Auditor General of Goa
5. Shri. Shailesh Usgaonkar, Chartered Accountant
6. Shri. Vinayak Naik - Former Jt. Director of Accounts

7. Accounts for 2023-24 & Auditors Report

415, Kamat Towers, Patto
Panjim Goa 403001, Tel: 0832 2438313
Mobile : 9421241845
E-mail yatishvernekar@yahoo.com

Vernekar & Co.
Chartered Accountants

Independent Auditors' Report

To,

The Board of Governors

Goa Institute of Public Administration
And Rural Development (GIPARD)
Ella Farm
Old Goa.

Report on the Financial Statements

We have audited the accompanying financial statements of Goa Institute of Public Administration and Rural Development (GIPARD), Which comprise the Balance Sheet as at 31 March 2024, the Statement of Income & Expenditure account and Receipt and payment account for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

The Management of GIPARD is responsible for the matters in with respect to the preparation of these financial statements that give a true and fair view of the financial position, financial performance of GIPARD. In accordance with the accounting principles generally accepted in India. This responsibility also includes the maintenance of adequate accounting records for safeguarding of the assets of the GIPARD and for preventing and detecting the frauds and other irregularities; selection and application of appropriate accounting policies; making judgments and estimates that are reasonable and prudent; and design, implementation and maintenance of internal financial control, that were operating effectively for ensuring the accuracy and completeness of the accounting records, relevant to the preparation and presentation of the financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We have taken into account the provisions of the Act, the accounting and auditing standards and matters which are required to be included in the audit report under the provisions of Society Regulation Act 1980(Central Act XXI of 1860) and the Rules made there under.

We conducted our audit in accordance with the Standards on Auditing which require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material mis-statement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal financial control relevant to GIPARD's preparation of the financial statements that give true and fair view in order to design audit procedures that are appropriate in the circumstances. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of the accounting estimates made by Managements of GIPARD, as well as evaluating the overall presentation of the financial statements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion on the financial statements.

Opinion

In our opinion and to the best of our information and according to the explanations given to us, the aforesaid financial statements, give the information required by the Act in the manner so required and give a true and fair view in conformity with the accounting principles generally accepted in India;

- a) In the case of the Balance Sheet, of the state of affairs GIPARD as at March 31, 2024;
- b) In the case of the Statement of Income & Expenditure, of the Surplus for the year ended on that date; and
- c) In the case of the Receipt & Payment, of the Receipt & Payment for the year ended on that date.

Report on other Legal and Regulatory Requirements

We report that:

a) Administrative Cost (expenses) of GIPARD is divided into 3 components:

- i) Infrastructure and training equipment - 50%
- ii) Staff welfare measures – 30%
- iii) Training Programmes & Research – 20%

The entire amount is to be kept as corpus fund for each component and the interest earned on the amount accumulated on corpuses is to be spent as follow:-

- i) For infrastructure and purchase of training equipment.
- ii) For Staff welfare measures such as LTC, Children Education allowance etc.
- iii) For conducting special Training Programmes & Researches

b) There was reportedly no Meeting of executive committee held during the financial year ended 31.03.2024, while the provisions of GIPARD Rules require at least one meeting in every three months. There was only two meeting of board of Governors during the financial year ended 31.03.2024.

In arriving our opinion, we reported that

- a) We have sought and obtained all the information and explanation which to the best of our knowledge and belief were necessary for the purpose of our audit.
- b) In the opinion, proper books of account as required by law have been kept by the society so far as it appears from our examination of the books of account.
- c) The balance sheet and statement of Income and expenditure and Receipt and Payment account dealt with by the report are in agreement with the books of account.
- d) In our opinion, the aforesaid financials comply with the applicable accounting standards.

Place: Panaji-Goa
Date: 30/09/2024



For Vernekar & Co.

Chartered Accountants

Firm Reg. No. 128776W

Shridhar alias Yatish G. P. Vernekar
Proprietor

Membership No.125550

UDIN- 24125550BKAWKH6685

Significant Accounting Policies & Notes to accounts

A) Significant Accounting Policies

1) Basis of Presentation:

- a) The financial statements have been prepared using historical cost convention and on the basis of going concern, with revenue recognized and expenses accounted on accrual basis.
- b) The accounting policies, not specifically reffered to are consistent with generally accepted accounting principal.

2) Grants / Subsidies:

- a) Grants and subsidies are accounted when expenditure there against is incurred and realization is certain.
- b) Government grant related to revenue is recognized on systematic basis in the income and expenditure account over the period necessary to match with the related costs which are intended to compensate.
- c) Government Grants related to Depreciable fixed assets are treated as deferred income, which is recognized in the income & Expenditure account on systematic and rational basis over the useful life of the assets, I.e., Such grants are allocated to income over the period and in which depreciation on those assets is charged.

3) Revenue Recognition

- a) Revenue is recognized in accordance with AS-9 issued By ICAI.
- b) Revenue from government grants is recognized in accordance with AS-12.
- c) Interest on Investment is recognized on accrual basis.

4) Investments:

Investments are carried at cost.

5) Fixed assets & Depreciation

- a) Fixed assets are valued at historical cost less depreciation.
- b) No deduction has been made from gross value of any fixed assets against any Government grants received.
- c) Depreciation has been provided as per rates specified under the Income tax Act 1961.

6) Retirement benefits to employees

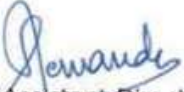
- a) Gratuity: The Society provides for Gratuity, a defined Retirement plan ('the gratuity Plan') covering eligible employees. The Society fully contributes all ascertained liabilities to the GIRDA employees gratuity Fund trust (the trust'). The trustees administer contribution made to the trust and contribution is invested in the scheme with life insurance Corporation of India, as permitted by law India.



- b) Provident Fund: Eligible employees receive benefit from provident fund, which is deferred benefit plan. Both employee and society make monthly contributions to provident fund scheme of Employees provident fund organization of goa. Equal to specified percentage of covered employees salary.

B) Notes to accounts

- 1) Expenditure under various head are apportioned to respective grants based on details provided by society.
- 2) Balance of sundry creditors, Sundry debtors and Unutilized grants are subject to Confirmation & Reconciliation, If Any
- 3) Previous year's figures are reclassified and regrouped where ever necessary to confirm with current year.


(Assistant Director)
Date:
Place: Old Goa, Goa


(Director Training)


(Director General)



For Vernekar & Co.
Chartered Accountants
Firm Reg. No. 128776W


Shridhar alias Yatish G. P. Vernekar
Proprietor
Membership No.125550
UDIN: 24125550BKAWKH6685



GOA INSTITUTE OF PUBLIC ADMINISTRATION AND RURAL DEVELOPMENT
 ELLA FARM OLD-GOA, GOA - 403402
 RECEIPT & PAYMENT ACCOUNT FOR THE PERIOD 1ST APRIL 2023 TO 31ST MARCH 2024

Receipts			
Particulars	Note No	2023-24	2022-23
Opening Balance			
Cash-in-hand		54,105.00	21,058.00
Advance Cash		-	-
Bank Accounts	A	3,54,69,177.71	3,95,12,497.31
		-	-
Grants			
State Recurring Grants	B	2,40,00,000.00	2,40,00,000.00
Centre MoRD Recurring Grants	B	66,08,664.00	1,14,68,500.00
State Non recurring Grants (Capital Grants)	B	2,00,00,000.00	-
Other Grants - Training Grants	C	2,76,73,454.00	2,71,12,415.00
		-	-
Other Receipts			
Administrative Reserve		2,76,51,437.00	87,09,038.00
Maintenance Corpus		40,48,590.00	1,85,25,028.00
Staff Welfare Corpus Reserve		28,40,518.00	4,03,73,143.00
Gratuity Contribution Received		-	-
Training Fees Received	D	73,13,113.00	1,10,01,783.00
Tender fees Received		1,32,000.00	-
		-	-
Advance TDS paid Adjusted		11,542.00	-
Advance expenses paid Adjusted		38,478.00	-
		-	-
Miscellaneous Income		64,461.00	7,001.00
		-	-
Interest Income			
Interest on SB account	E	11,96,634.00	8,42,901.00
Interest on Deposits	F	25,61,867.00	41,39,701.00
		-	-
Branch Accounts		7,24,28,502.00	2,39,20,222.00
		-	-
Investment			
Auto Sweep FD		-	3,39,69,543.00
Fixed Deposit		70,00,000.00	2,90,10,607.00
		-	-
Recoveries From Debtors	G	26,41,307.00	41,74,473.00
		-	-
Total		24,17,33,849.71	27,67,87,910.31

Payment			
Particulars	Note No	2023-24	2022-23
Administrative Fund Expenses			
Administrative Cost		1,03,29,686.00	77,73,538.00
		-	-
Corpus Expenses			
Staff Welfare Corpus		-	4,06,99,898.00
Maintenance Corpus		-	2,46,60,307.00
		-	-
Branch Accounts		7,84,61,324.00	2,39,20,222.00
		-	-
Investment			
Auto Sweep FD		-	90,82,507.00
Fixed Deposits		1,90,00,000.00	7,30,50,000.00

<u>Expenditure</u>			
Action Research	H	-	-
Recurring Grant	H	2,52,50,556.00	1,75,17,665.54
Training programme under DoPT	H	24,70,609.00	26,76,524.00
NRLM Training Expenditure	H	56,44,407.00	22,19,154.00
Right to Information (RTI)	H	15,10,689.00	49,945.00
Grants - Networking Programmes at SIRD - NIRD	H	-	-
Goa Chief Minister Fellowship	H	1,05,62,123.00	12,66,668.00
Rajiv Gandhi Panchayat Sashaktikaran - RGPSA	H	43,16,804.00	1,90,45,622.20
Grants - NIDM	H	-	1,08,000.00
Demand Base Training	H	1,20,15,742.00	50,91,815.90
Tribal Welfare	H	4,52,614.00	12,00,174.00
NIRD & PR Funded	H	5,59,011.00	-
Sevottam Scheme	H	8,66,274.00	-
Miscellaneous Expenditure	H	592.00	371.00
TDS paid		20,662.00	-
Other expenditure		11,58,201.00	-
<u>Repayment of Grant</u>			
DRDA North		-	1,21,800.00
Grants - Certification (Orientation & Assessment) of State Level Master Resource Persons, NIRDPR (2020-21)		-	41,349.00
Dept. of Personnel Trg. DoPT (SCTP)		-	1,91,881.00
Grants for SPRC & DPRC Under RGSA		-	21,37,000.00
<u>Advance Grant Expenditure</u>			
ToT programme on "Effective Utilization of 15th Finance Commission Grants	H	-	68,316.00
Rajiv Gandhi Panchayat Sashaktikarna - RGPSA		-	56,69,395.00
Training programme under DoTP		-	3,61,293.50
<u>Fixed Assets Purchased</u>	I	6,07,367.00	34,91,849.46
Oustanding Expenses Paid		16,845.00	7,76,399.00
Advance paid		1,07,943.00	42,933.00
<u>Closing Balance</u>			
Cash In Hand		40,375.00	20,472.00
Advance Cash		-	33,633.00
Bank Accounts	J	6,83,42,025.71	3,54,69,177.71
Total		24,17,33,849.71	27,67,87,910.31

For Goa Institute of Public Administration and Rural Development




 (Assistant Director) (Director Training) (Director General)

Date:

Place: Old Goa, Goa.

For Vernekar & Co.

Chartered Accountants
Firm Reg. No. 128776W



Shridhar alias Yatish G. P. Vernekar

Proprietor

Membership No.125550



GOA INSTITUTE OF PUBLIC ADMINISTRATION AND RURAL DEVELOPMENT
ELLA FARM OLD-GOA, GOA - 403402
INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDING 31.03.2024

Income			
Particulars	Note No	2023-24	2022-23
Grants			
State & MoRD Recurring Grants	I.1	2,55,69,092.00	1,79,45,354.00
Other Grants -Non Recurring Training Grants	I.2	2,76,85,820.00	2,66,51,561.20
Training Fees	I.3	1,66,58,300.00	1,29,65,203.00
Miscellaneous Income		64.00	7,001.00
Tender fees		1,32,000.00	-
Interest Income			
Interest on SB account		11,85,836.00	8,42,901.00
Interest on Deposits	I.4	68,18,792.00	45,29,277.00
Utilised Administration fund			
Deffered Grant Income	I.5	11,74,409.00	15,26,578.00
Unutilised Grants	I.6	-	1,21,71,315.20
Total		7,92,24,313.00	8,44,12,728.40

Expenditure			
Particulars	Note No	2023-24	2022-23
Administraive Fund Expenses			
Administraive Cost		-	77,73,538.00
Expenditure			
Recurring Grant	I.7	2,52,50,556.00	1,79,45,354.00
Training programme under Do	I.7	25,03,695.00	27,28,758.00
Sevottam Scheme	I.7	8,66,274.00	22,52,394.00
NRLM Training Expenditure	I.7	57,35,302.00	49,945.00
Right to Information (RTI)	I.7	15,10,689.00	12,66,668.00
Goa CM Fellowship	I.7	1,05,76,290.00	1,90,45,622.20
RGSA	I.7	43,26,744.00	1,08,000.00
Grants - NIDM	I.7	-	1,30,66,126.90
Demand Base Training	I.7	1,20,32,742.00	12,00,174.00
Tribal Welfare	I.7	4,52,614.00	-
Other grants	I.7	17,14,212.00	-
Other Operative Expenses			
Miscellaneous expenditure- Capital		-	371.00
Other expenditure		6,458.00	-
Fund Maintenance Charges		-	-
Depreciation On Assets	7	24,07,701.00	26,36,450.00
Surplus(+)/Deficit(-)		1,18,41,036.00	1,63,39,327.30
Total		7,92,24,313.00	8,44,12,728.40

For Goa Institute of Public Administration and Rural Development

[Signature]
 (Assistant Director) (Director Training) (Director General)
 Date: _____

Place: Old Goa, Goa.

For Vernekar & Co.

Chartered Accountants
 Firm Reg. No. 128776W

[Signature]
 Shridhar alias Yatish G. P. Vernekar
 Proprietor
 Membership No.125550



GOA INSTITUTE OF PUBLIC ADMINISTRATION AND RURAL DEVELOPMENT

ELLA FARM OLD-GOA, GOA 403402

BALANCE SHEET AS ON 31st March 2024

CAPITAL FUND AND LIABILITIES	Note No	31st March 2024	31st March 2023
Capital Fund			
Administrative Reserve	1	78,08,615.00	28,67,828.00
Capital Reserve	1	93,29,481.22	1,05,03,890.22
Income & Expenditure Surplus/ Deficit	1	3,68,38,004.82	2,49,96,968.82
Other Reserve	2	7,12,79,135.00	5,88,98,171.00
Unsecured Loans		-	-
Current Liabilities			
(i) Grants	3	9,32,28,337.42	6,73,20,346.42
(ii) Creditors	4	3,25,683.46	1,31,213.46
(iii) TDS Payable	5	1,10,128.00	1,11,200.00
(iv) Other Payable	6	2,03,146.00	2,05,783.00
Total		21,91,22,530.92	16,50,35,400.92
ASSETS			
Fixed Assets			
i) Land	7	10,067.00	10,067.00
ii) Building	7	67,11,039.00	74,56,710.00
iii) Furniture & Electrical Fittings	7	56,22,316.89	60,23,085.89
iv) Plant & Machinery	7	34,86,255.46	37,03,974.46
v) Computers & Computer Softwares	7	7,76,339.60	12,07,805.60
vi) Books	7	48,784.25	53,493.25
Investments	8	11,77,18,659.00	10,14,61,734.00
Current Assets & advances			
a) Security Deposits		4,280.00	4,280.00
b) Balance with Revenue Authorities	9	19,53,221.00	18,75,013.00
c) Other Current Assets	10	1,440.00	1,440.00
d) Debtors and Advances	11	1,07,26,777.00	40,32,817.00
e) Cash in Hand		40,375.00	54,105.00
d) Cash at Bank	12	6,83,42,025.71	3,54,69,177.71
f) Branch/ Division	13	36,80,951.00	36,81,698.00
Total		21,91,22,530.92	16,50,35,400.92

0.00

0.00

For Goa Institute of Public Administration and Rural Development

For Vernekar & Co.

Chartered Accountants
Firm Reg. No. 128776W



(Signature)
(Assistant Director) (Director Training) (Director General)

(Signature)
Shridhar alias Yatish G. P. Vernekar

Date:

Proprietor

Place: Old Goa, Goa

Membership No.125550



8. BANKERS AND AUDITORS

- Canara Bank, Panaji Goa
- Canara Bank, Old Goa
- State Bank of India, Old Goa
- HDFC Bank, Old Goa
- Axis Bank , Panaji Goa

Auditor

- M/s Vernekar & Co, Panaji

List of Programmes Conducted from the Month of April 2023 to March, 2024

Sr. No.	Commencing Date	Ending Date	Type	Title of the Programme	No. of participants
1	03-04-2023	03-04-2023	Demand Based	Training Programme on CCS Rules and APARs for the Staff of the Directorate of Animal Husbandry & Veterinary Services (Batch I)	27
2	03-04-2023	12-05-2023	Demand Based	Training Programme under Goa Chief Minister's Fellowship Programme 2023-2024	10
3	04-04-2023	04-04-2023	Demand Based	Training Programme on CCS Rules and APARs for the Staff of the Directorate of Animal Husbandry & Veterinary Services (Batch II)	26
4	05-04-2023	05-04-2023	RGSA	Training Programme on Planning Process for ZP Members	27
5	10-04-2023	17-05-2023	Demand Based	Training Programme for Prison Warders (Batch -VI)	17
6	17-04-2023	17-04-2023	Demand Based	Workshop on Cyber Crime for Headmasters/Headmistress of Government High School, batch I	21
7	17-04-2023	17-04-2023	Demand Based	Workshop on Cyber Crime for Headmasters/Headmistress of Government High School, batch II	15
8	18-04-2023	18-04-2023	Demand based	Workshop on Cyber Crime for Public Prosecutors (Dte. of Prosecution)	35
9	19-04-2023	19-04-2023	Sevottam	Training of Trainers (ToT) on Sevottam and the Goa (Right of Citizens to time bound delivery of services) Act 2013	18
10	20-04-2023	20-04-2023	Sevottam	Workshop on Sevottam and the Goa (Right of Citizens to time bound delivery of services) Act 2013	23
11	21-04-2023	21-04-2023	ATI	Staff Development Programme for GIPARD Staff	16
12	24-04-2023	24-04-2023	NRLM	Training Programme on Leadership Skills for Office Bearers	45
13	25-04-2023	25-04-2023	NRLM	Training Programme on Leadership Skills for Office Bearers	56
14	25-04-2023	26-04-2023	RGSA	Workshop on Leadership & Communication Skills for Women Elected Representatives - Bardez & Pemem	20
15	27-04-2023	28-04-2023	RGSA	Workshop on Leadership & Communication Skills for Women Elected Representatives – Salcete, Mormugao & Dharbandora	47
16	04-05-2023	05-05-2023	RGSA	Workshop on Leadership & Communication Skills for Women Elected Representatives - Ponda, Quepem, Sanguem & Canacona blocks	48

17	05-05-2023	06-05-2023	RGSA	Workshop on Leadership & Communication Skills for Women Elected Representatives - Tiswadi, Bicholim & Sattari blocks.	48
18	09-05-2023	09-05-2023	Sevottam	Training Programme on Sevottam and The Goa Right of Citizen to time bound delivery of Service Act, 2023	11
19	10-05-2023	10-05-2023	Sevottam	Training Programme on Sevottam and The Goa Right of Citizen to time bound delivery of Service Act, 2023	18
20	11-05-2023	11-05-2023	Sevottam	Training Programme on Sevottam and The Goa Right of Citizen to time bound delivery of Service Act, 2023	11
21	11-05-2023	11-05-2023	ATI	Training Programme on Leadership Skills for Office Bearers	35
22	12-05-2023	12-05-2023	Sevottam	Training Programme on Sevottam and The Goa Right of Citizen to time bound delivery of Service Act, 2023	19
23	12-05-2023	12-05-2023	RGSA	Training Programme for Standing Committee Members of Orlim & Raia Village Panchayats. Salcete block)	8
24	12-05-2023	12-05-2023	ATI	Training Programme on Leadership Skills for Office Bearers	34
25	16-05-2023	16-05-2023	ATI	Training Programme on Leadership Skills for Office Bearers- Latambarcem, Bicholim	27
26	18-05-2023	18-05-2023	RGSA	Training Programme on GDPD and 15th Finance Commission for Panchayat Elected Members & VDC Members.	27
27	18-05-2023	19-05-2023	Demand Based	Foundation Training Programme for Newly Elected Councillors of Ponda & Sanquelim Municipal Councils.	18
28	20-05-2023	20-05-2023	ATI	Training Programme on Leadership Skills for Office Bearers- Borim Ponda	22
29	22-05-2023	26-05-2023	NIRDPR	Training of SHG-VRPs on Social Audit of MGNREGS	27
30	23-05-2023	23-05-2023	ATI	Career Awareness Seminar	47
31	24-05-2023	26-05-2023	Demand Based	Training Programme for the Officials of the Employees State Insurance Scheme (Batch I)	26
32	25-05-2023	25-05-2023	ATI	Leadership skills for Office Bearers of SHG / VO-EC	31
33	27-05-2023	27-05-2023	ATI	Leadership skills for Office Bearers of SHG / VO-EC	39
34	29-05-2023	31-05-2023	Demand Based	Training Programme for the Officials of the Employees State Insurance Scheme (Batch II)	24
35	30-05-2023	31-05-2023	ATI	ToT Programme on Financial Inclusion	18
36	01-06-2023	01-06-2023	CBAI	Training Programme on the Right to Information Act, 2005	39

37	02-06-2023	02-06-2023	CBAI	Training Programme on the Right to Information Act, 2005 (Electricity Department -Batch I)	38
38	02-06-2023	02-06-2023	CBAI	Training Programme on the Right to Information Act, 2005 (Electricity Department -Batch II)	35
39	02-06-2023	02-06-2023	ATI	Training Programme on Leadership Skills for Office Bearers- Shiroda, Ponda	39
40	06-06-2023	06-06-2023	RGSA	Training Programme on Gram Sabha, Mahila Sabha and Bal / Balika Sabha for Elected Panchayat Members, V.P. Secretaries & Anganwadi Workers of Salcete block batch I	70
41	06-06-2023	06-06-2023	ATI	Asst.Section Officer Visit of Central Secretariat, Delhi (ISTM)	18
42	06-06-2023	06-06-2023	Demand Based	Training on Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressl) Act, 2023 for the members of Internal Complaint Committees	22
43	06-06-2023	08-06-2023	Administration	Training Programme for IAS Probationer	1
44	07-06-2023	07-06-2023	ATI	A study visits for Assistant Section Officers / Trainers of ISTM, New Delhi	31
45	08-06-2023	08-06-2023	RGSA	Training Programme on Gram Sabha, Mahila Sabha and Bal / Balika Sabha for Elected Panchayat Members, V.P. Secretaries & Anganwadi Workers of Salcete block batch II	61
46	08-06-2023	09-06-2023	Mord	Training Programme on 'Women's Rights and Entitlement through RD & PR Scheme- South Goa	30
47	10-06-2023	10-06-2023	RGSA	Training Programme on Gram Sabha, Mahila Sabha and Bal / Balika Sabha for Elected Panchayat Members, V.P. Secretaries & Anganwadi Workers of Quepem block	38
48	13-06-2023	13-06-2023	RGSA	Training Programme on Gram Sabha, Mahila Sabha and Bal / Balika Sabha for Elected Panchayat Members, V.P. Secretaries & Anganwadi Workers of Dharbandora & Sanguem block	40
49	15-06-2023	15-06-2023	RGSA	Training Programme on Gram Sabha, Mahila Sabha and Bal / Balika Sabha for Elected Panchayat Members, V.P. Secretaries & Anganwadi Workers of Mormugao block	43
50	15-06-2023	15-06-2023	Demand Based	Training Programme for Social Audit Facilitors under PM Poshan / MDM Scheme	45
51	16-06-2023	16-06-2023	RGSA	Training Programme on Gram Sabha, Mahila Sabha and Bal / Balika Sabha for Elected Panchayat Members, V.P. Secretaries & Anganwadi Workers of Canacona block	48

52	16-06-2023	21-06-2023	NRLM	Training Programme on MCLF vision module 3 -South Goa.	33
53	17-06-2023	17-06-2023	RGSA	Training Programme on Gram Sabha, Mahila Sabha and Bal / Balika Sabha for Elected Panchayat Members, V.P. Secretaries & Anganwadi Workers of Ponda block	60
54	19-06-2023	24-07-2023	Demand Based	Induction Training Programme under Goa The Chief Minister's Fellowship Programme 2023-24 (Batch II)	10
55	20-06-2023	20-06-2023	ATI	Training Programme on Leadership Skills for Office Bearers- Assonora	58
56	20-06-2023	21-06-2023	RGSA	Hands-on Training on Public Financial Management System (PFMS) & eGram Swaraj Application -Salcete block batch I	22
57	20-06-2023	22-06-2023	NIDM	Training Programme on Incident Response System (IRS): Basic and Intermediate	48
58	21-06-2023	21-06-2023	RGSA	Training Programme on Gram Sabha, Mahila Sabha and Bal / Balika Sabha bardez block batch I	47
59	22-06-2023	22-06-2023	RGSA	Training Programme on Gram Sabha, Mahila Sabha and Bal / Balika Sabha bardez block batch II	57
60	23-06-2023	23-06-2023	RGSA	Training Programme on Gram Sabha, Mahila Sabha and Bal / Balika Sabha Pernem block	85
61	23-06-2023	23-06-2023	ATI	Training Programme on Leadership Skills for Office Bearers- Nachinola	45
62	23-06-2023	23-06-2023	ATI	Training Programme on Leadership Skills for Office Bearers- Calangute	34
63	23-06-2023	28-06-2023	NRLM	Training Programme on MCLF vision module 3 -North Goa.	43
64	24-06-2023	24-06-2023	RGSA	Training Programme on Gram Sabha, Mahila Sabha and Bal / Balika Sabha Bicholim block	58
65	26-06-2023	26-06-2023	RGSA	Training Programme on Gram Sabha, Mahila Sabha and Bal / Balika Sabha Tiswadi block	30
66	27-06-2023	27-06-2023	RGSA	Training Programme on Gram Sabha, Mahila Sabha and Bal / Balika Sabha Sattari block	59
67	27-06-2023	28-06-2023	RGSA	Hands-on Training on Public Financial Management System (PFMS) & eGram Swaraj Application Salcete block batch II	34
68	04-07-2023	05-07-2023	RGSA	Hands-on Training on Public Financial Management System (PFMS) & eGram Swaraj Application -Sattari & Dharbandora blocks	34
69	06-07-2023	07-07-2023	RGSA	Hands-on Training on Public Financial Management Sytem (PFMS) & eGram Swaraj Application -Quepem & Canacona blocks	44

70	05-07-2023	05-07-2023	ATI	Training Programme on Leadership Skills for Office Bearers- Panchwadi, Ponda	43
71	06-07-2023	08-07-2023	NRLM	Training Programme for Community Resource Persons under NRLM - South Collectorate	29
72	10-07-2023	12-07-2023	RGSA	Training Programme on SHG-PRI Convergence for SHGs- Tiswadi block	47
73	10-07-2023	14-07-2023	Demand based	Training Programme for the Staff of Goa State Minorities Finance & Development Corporation Ltd.	5
74	11-07-2023	11-07-2023	ATI	Training Programme on Leadership Skills for Office Bearers- Bandora Ponda	54
75	12-07-2023	12-07-2023	ATI	Training Programme on Leadership Skills for Office Bearers- Collem, Dharbandora	40
76	13-07-2023	15-07-2023	Demand based	In-service Training Programme for the Clerical Staff of the Directorate of Sports & Youth Affairs	18
77	13-07-2023	15-07-2023	RGSA	Training Programme on SHG-PRI Convergence for SHGs- Pernem block	79
78	14-07-2023	14-07-2023	Demand based	Workshop on Swachh Survekshan Grameen (SSG) 2023	28
79	17-07-2023	19-07-2023	RGSA	Training Programme on SHG-PRI Convergence for SHGs- Bardez block	41
80	17-07-2023	18-07-2023	Demand based	Induction Training on the Mental Healthcare Act, 2017 for the mental health review board members, Doctors, Social Workers & other Officials.	38
81	18-07-2023	18-07-2023	ATI	Training Programme on Leadership Skills for Office Bearers- Dharbandora	62
82	18-07-2023	19-07-2023	RGSA	Hands-on Training on Public Financial Management System (PFMS) & eGram Swaraj Application - Tiswadi block	31
83	20-07-2023	20-07-2023	ATI	Training Programme on Leadership Skills for Office Bearers- Tiswadi	35
84	20-07-2023	22-07-2023	RGSA	Training Programme on SHG-PRI Convergence for SHGs - Salcete block	68
85	24-07-2023	26-07-2023	RGSA	Training Programme on SHG-PRI Convergence for SHGs - Canacona block	60
86	25-07-2023	25-07-2023	ATI	Training Programme on Leadership Skills for Office Bearers - Camurlim, Bardez	42
87	25-07-2023	09-08-2023	Demand Based	Departmental Training Programme for Mamlatdars /Jt.Mamlatdars	10
88	26-07-2023	26-07-2023	ATI	Training Programme on Leadership Skills for Office Bearers - Assonora, Bardez	66
89	27-07-2023	29-07-2023	RGSA	Training Programme on SHG-PRI Convergence for SHGs- Sanguem block	51
90	28-07-2023	28-07-2023	ATI	Training Programme on Leadership Skills for Office Bearers - Azossim Mandur, Tiswadi	32
91	31-07-2023	02-08-2023	Demand Based	In -service Training Programme for Senior Nurses of Goa Medical College and Hospital	59

92	01-08-2023	05-08-2023	NRLM	ToT Programme on Social Inclusion & Social Development-South	34
93	02-08-2023	02-08-2023	ATI	Training Programme on Financial Inclusion –Bardez	33
94	03-08-2023	04-08-2023	MoRD	Training Programme on "Women Rights and Entitlements through RD and PR Schemes"	41
95	04-08-2023	04-08-2023	ATI	Training Programme on Financial Inclusion - Sirsaim, Bardez	46
96	08-08-2023	08-08-2023	ATI	Training Programme on Financial Inclusion –Calangute, Bardez	29
97	09-08-2023	09-08-2023	Admn	Training Programme on the Right to Information Act, 2005 for PIOs / APIOs (Dte.of Education)	61
98	09-08-2023	09-08-2023	ATI	Training Programme on Leadership Skills for Office Bearers- Bicholim	44
99	10-08-2023	10-08-2023	ATI	Training Programme on Financial Inclusion –Assonora, Bardez	39
100	10-08-2023	12-08-2023	NRLM	Training Programme for Community Resource Persons under NRLM-North	18
101	16-08-2023	18-08-2023	NIDM	NIDM in Collaboration with GIPARD Training Programme on Child Centric Disaster Risk Reduction	55
102	16-08-2023	19-08-2023	NIRD	Regional Training of Trainers (ToT) on Capacity Building (Hands-on) of State Level Master Trainers on eGram Swaraj Portal.	37
103	17-08-2023	18-08-2023	RGSA	Training Programme on Schemes of Government Departments for ERs, V.P. Secretaries & VDC Members of Salcete & Quepem blocks.	75
104	17-08-2023	18-08-2023	Demand based	Workshop on The Prevention of Children from Sexual Offences Act, 2012: Issues and Challenges for implementation	43
105	18-08-2023	18-08-2023	ATI	Training Programme on Leadership Skills for Office Bearers- Mencurem, Bicholim	47
106	19-08-2023	19-08-2023	Administration	Workshop in Secretarial Practice for the Staff of O/o Postmaster General, Goa Region	23
107	21-08-2023	22-08-2023	RGSA	Training Programme on Schemes of Government Departments for ERs, V.P. Secretaries & VDC Members of Ponda, Dharbandora, Sanguem, Mormugao & Canacona blocks.	86
108	22-08-2023	22-08-2023	Demand Based	Training on Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2023 for the staff of Electricity Department	38
109	22-08-2023	22-08-2023	ATI	Training Programme on Leadership Skills for Office Bearers- Neura, Tiswadi	30
110	22-08-2023	22-08-2023	Admin	ISTM Visit	25

111	22-08-2023	24-11-2023	Demand Based	Departmental Training Programme Jr. Scale Officers of GCS	20
112	22-08-2023	26-08-2023	NRLM	Immersion Study under NRLM at v.p. Kalay Sanguem	13
113	22-08-2023	26-08-2023	NRLM	Immersion Study under NRLM at v.p. Bhati Sanguem	20
114	23-08-2023	23-08-2023	Demand Based	Training on Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2023 for the staff of Electricity Department	38
115	23-08-2023	24-08-2023	RGSA	Training Programme on Schemes of Government Departments for ERs, V.P. Secretaries & VDC Members of Pernem & Bardez blocks.	69
116	25-08-2023	25-08-2023	ATI	Training Programme on Financial Inclusion - Latambarcem, Bicholim	28
117	26-08-2023	26-08-2023	Admin	Workshop on Cyber Crime for Judicial Officers	43
118	26-08-2023	27-08-2023	Demand based	In-service Training Programme on Administrative Matters for the Staff of the Department of Archives	44
119	28-08-2023	29-08-2023	RGSA	Training Programme on Schemes of Government Departments for ERs, V.P. Secretaries & VDC Members of Tiswadi, Bicholim & Sattari blocks.	81
120	29-08-2023	29-08-2023	ATI	Training Programme on Financial Inclusion - Siolim Marna, Bardez Goa.	42
121	29-08-2023	29-08-2023	ATI	Training Programme on Leadership Skills for Office Bearers- Goltim Navelim Tiswadi	38
122	01-09-2023	01-09-2023	Admin	Project -POSH A Comprehensive Training Programme on the Law relating to Prevention of Sexual Harassment of Women at workplace	35
123	01-09-2023	02-09-2023	RGSA	Hands-on Training on Public Financial Management System (PFMS) & eGram Swaraj Application Bicholim block	24
124	04-09-2023	04-09-2023	Admin	Project -POSH A Comprehensive Training Programme on the Law relating to Prevention of Sexual Harassment of Women at workplace	32
125	04-09-2023	04-09-2023	ATI	Training Programme on Leadership Skills for Office Bearers- Mauxi, Sattari	32
126	04-09-2023	05-09-2023	RGSA	Hands-on Training on Public Financial Management System (PFMS) & eGram Swaraj Application Bardez block batch I	29
127	04-09-2023	09-09-2023	DoPT	Gol Sponsored Trainer Development Programme on Training Need Analysis	9
128	05-09-2023	05-09-223	ATI	Training Programme on Leadership Skills for Office Bearers- Nagargao, Sattari	61
129	05-09-2023	07-09-2023	Demand based	In-service Training Programme for Technical Officers of Water Resource Department	26

130	05-09-2023	30-09-2023	NRLM	Skill Development Training on Tailoring at Government School Sanvordem, Sanguem	24
131	07-09-2023	07-09-2023	Sevottam	Workshop on Sevottam and the Goa (Right of Citizens to time bound delivery of services) Act 2013	25
132	07-09-2023	12-09-2023	NRLM	Training Programme on Financial Management of CLF	44
133	08-09-2023	08-09-2023	Admin	Project -POSH A Comprehensive Training Programme on the Law relating to Prevention of Sexual Harassment of Women at workplace	42
134	08-09-2023	08-09-2023	Sevottam	Workshop on Sevottam and the Goa (Right of Citizens to time bound delivery of services) Act 2013	24
135	08-09-2023	09-09-2023	RGSA	Hands-on Training on Public Financial Management System (PFMS) & eGram Swaraj Application Bardez block batch II	24
136	11-09-2023	11-09-2023	Admin	Project -POSH A Comprehensive Training Programme on the Law relating to Prevention of Sexual Harassment of Women at workplace	39
137	12-09-2023	13-09-2023	RGSA	Hands-on Training on Public Financial Management System (PFMS) & eGram Swaraj Application Pernem block	36
138	12-09-2023	12-09-2023	ATI	Leadership skills for Office Bearers of SHG / VO-EC -Cotorem Sattari	24
139	14-09-2023	14-09-2023	Admin	Project -POSH A Comprehensive Training Programme on the Law relating to Prevention of Sexual Harassment of Women at workplace. –Vasco	37
140	25-09-2023	12-10-2023	Demand based	Induction Training Programme for Newly Recruited Block Development Officers (BDOs)	9
141	26-09-2023	27-09-2023	NRLM	Training Programme for Sub Committee of VO-Collectorate South	36
142	27-09-2023	27-09-2023	Admin	Course on Community Engagement & Rural Development (CERD)	15
143	27-09-2023	27-09-2023	ATI	Training Programme on Financial Inclusion - Cortalim, Mormugao	31
144	27-09-2023	27-09-2023	Admin	Project -POSH A Comprehensive Training Programme on the Law relating to Prevention of Sexual Harassment of Women at workplace. At Kare College, Margao	40
145	27-09-2023	27-09-2023	DoPT	Training Programme on the Right to Information Act,2005 for PIOs / APIOs (Electricity Department) Batch I	37
146	27-09-2023	27-09-2023	DoPT	Training Programme on the Right to Information Act,2005 for PIOs / APIOs (Electricity Department) Batch II	39
147	27-09-2023	30-09-2023	NRLM	Skill Development Training on Nursery at ZAO, Bicholim	32

148	28-09-2023	28-09-2023	DoPT	Training Programme on the Right to Information Act,2005 for PIOs / APIOs (Electricity Department) Batch I	39
149	28-09-2023	28-09-2023	DoPT	Training Programme on the Right to Information Act,2005 for PIOs / APIOs (Electricity Department) Batch II	36
150	28-09-2023	29-09-2023	NRLM	Training Programme for Sub Committee of VO-V.P.Sucorro	44
151	03-10-2023	03-10-2023	Administration	Project -POSH A Comprehensive Training Programme on the Law relating to Prevention of Sexual Harassment of Women at workplace Posh programme.	40
152	04-10-2023	06-10-2023	DoPT	Training Programme on Public Procurement Process GeM, PFMS & GST	24
153	04-10-2023	06-10-2023	NRLM	Training Programme on AAP & BDP for MCLF	38
154	05-10-2023	18-10-2023	Demand based	Induction Programme for Newly Recruited LDCs & Jr. Stenographers under the Directorate of Higher Education, Govt. Of Goa.	50
155	09-10-2023	09-10-2023	Administration	College Level Poster cum Slogan Writing Competition in Commemoration of the RTI Day, 2023	48
156	16-10-2023	16-10-2023	Administration	Training Sessions under Certificate Course on Community Engagement and Rural Development (CERD)	12
157	19-10-2023	19-10-2023	Sevottam	Workshop on Sevottam and the Goa (Right of Citizens to Time Bound Delivery of Services) Act, 2013	33
158	19-10-2023	19-10-2023	NRLM	Debriefing programme for active women	30
159	20-10-2023	20-10-2023	Sevottam	Workshop on Sevottam and the Goa (Right of Citizens to Time Bound Delivery of Services) Act, 2013	18
160	25-10-2023	27-10-2023	NRLM	Training Programme on VPRP under NRLM at Chowgule College	58
161	26-10-2023	26-10-2023	NRLM	Training Programme on Online Marketing under NRLM- batch I chowgule college	46
162	26-10-2023	26-10-2023	NRLM	Training Programme on Online Marketing under NRLM- batch II chowgule college	51
163	26-10-2023	28-10-2023	DoPT	Training Programme on Administrative & Accounts Matters	31
164	27-10-2023	27-10-2023	NRLM	Training Programme on Online Marketing under NRLM- batch I V.P.Sucorro	72
165	27-10-2023	27-10-2023	NRLM	Training Programme on Online Marketing under NRLM- batch II V.P.Sucorro	45
166	28-10-2023	29-10-2023	Demand based	In-service Training Programme for the Staff of the Department of Archives, Government of Goa.	55
167	28-10-2023	30-10-2023	NRLM	Training Programme on VPRP under NRLM	64

168	30-10-2023	03-11-2023	NIRD	Training on SHG-VRPS on Social Audit of MGNREGS at collectorate south	31
169	01-11-2023	03-11-2023	DoPT	Training Programme on Pension Matters	22
170	02-11-2023	02-11-2023	SAGY	Career Guidance Camp for Children & Youth at Naqueri Betul, Salcete	17
171	02-11-2023	03-11-2023	RGSA	Hands-on Training on Public Financial Management System (PFMS) & eGram Swaraj Application - Sanguem & Mornugao blocks	31
172	04-11-2023	04-11-2023	NRLM	Documentation on Preparation of Kojagiri MCLF - Vision document	26
173	06-11-2023	07-11-2023	RGSA	Hands-on Training on Public Financial Management System (PFMS) & eGram Swaraj Application - Ponda block	55
174	06-11-2023	09-11-2023	NRLM	Training Programme on AAP & BDP for MCLF-Demo	60
175	08-11-2023	09-11-2023	RGSA	Hands-on Training on Public Financial Management System (PFMS) & eGram Swaraj Application for District Level Officers & Master Trainers	28
176	15-11-2023	17-11-2023	DoPT	Workshop on Project Management	28
177	16-11-2023	16-11-2023	Admn	Training Programme on RTI Act, 2005 for PIOs / APIOs	24
178	20-11-2023	22-11-2023	NRLM	Training Programme on Gender Integration & Institutional Mechanism	26
179	21-11-2023	22-11-2023	RGSA	Hands-on Training on Public Financial Management System (PFMS) & eGram Swaraj Application - Salcete block	24
180	21-11-2023	23-11-2023	DoPT	Training Programme on Managing Stress at Work and Home	40
181	22-11-2023	22-11-2023	Demand based	Training Programme on "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 for the staff of Electricity Department	38
182	23-11-2023	23-11-2023	Demand based	Training Programme on "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 for the staff of Electricity Department	41
183	23-11-2023	25-11-2023	DoPT	Training Programme on Reservation in Services	37
184	23-11-2023	25-11-2023	ToT	Training of Trainers on Reservation in Services	6
185	23-11-2023	26-11-2023	NRLM	Training Programme on Gender Integration & Institutional Mechanism at V. P. Sucorro, Bardez	39
186	27-11-2023	29-11-2023	NRLM	Training Programme on Visioning 1 & 2 of CLF at Mandrem, Pemem	24

187	28-11-2023	28-11-2023	RGSA	Training of Trainers (ToT) Programme on Participatory Planning of GPDP / DPDP of Panchayats for Master Trainers	27
188	28-11-2023	30-11-2023	DoPT	Enhancing Public Relations and Collegial Harmony in the Nursing Profession.	35
189	28-11-2023	30-11-2023	DoPT	Training Programme on Conflict Resolution	30
190	28-11-2023	30-11-2023	DoPT	Training Programme on Administrative & Pension Matters	31
191	28-11-2023	30-11-2023	DoPT	Training Programme on Noting & Drafting	31
192	29-11-2023	01-12-2023	NRLM	Training Programme on Maintenance of VO Books & Registers under NRLM	51
193	05-12-2023	07-12-2023	DoPT	Training Programme on Research Methodology Policy & Administration	25
194	06-12-2023	07-12-2023	Demand based	Training Programme on Vigilance Matters (Department of Vigilance) batch I	29
195	08-12-2023	09-12-2023	Demand based	Training Programme on Vigilance Matters (Department of Vigilance) batch II	36
196	07-12-2023	07-12-2023	Sevottam	Workshop on Sevottam and the Goa (Right of Citizens to Time Bound Delivery of Services) Act, 2013	41
197	07-12-2023	09-12-2023	NRLM	Training on Maintenance of Books & Registers of VO	36
198	08-12-2023	08-12-2023	RGSA	Training Programme on Participatory Planning of GPDP & LSDGs of Panchayats for Bardez block batch I	42
199	08-12-2023	08-12-2023	RGSA	Training Programme on Participatory Planning of GPDP & LSDGs of Panchayats for Salcete block batch I	49
200	09-12-2023	09-12-2023	RGSA	Training Programme on Participatory Planning of GPDP & LSDGs of Panchayats for Bardez block batch II	49
201	09-12-2023	09-12-2023	RGSA	Training Programme on Participatory Planning of GPDP & LSDGs of Panchayats for Salcete block batch II	32
202	11-12-2023	11-12-2023	RGSA	Training Programme on Participatory Planning of GPDP & LSDGs of Panchayats for Bardez block batch III	57
203	11-12-2023	11-12-2023	RGSA	Training Programme on Participatory Planning of GPDP & LSDGs of Panchayats for Salcete block batch III	53
204	11-12-2023	13-12-2023	NRLM	Training Programme on Financial Management of CLF-Canacona	20
205	11-12-2023	13-12-2023	NIRD	Training of Trainers on 'Sustainable use and Conservation of Biodiversity at Panchayat level with Special Reference to the Implementation of Biodiversity Act, 2002.	35
206	12-12-2023	12-12-2023	RGSA	Training Programme on Participatory Planning of GPDP & LSDGs of Panchayats for Sattari block	58

207	12-12-2023	12-12-2023	RGSA	Training Programme on Participatory Planning of GPDP & LSDGs of Panchayats for Mormugao block	47
208	12-12-2023	12-12-2023	Sevottam	Workshop on Sevottam and the Goa (Right of Citizens to Time Bound Delivery of Services) Act, 2013 batch I	25
209	12-12-2023	12-12-2023	Sevottam	Workshop on Sevottam and the Goa (Right of Citizens to Time Bound Delivery of Services) Act, 2013 batch II	22
210	12-12-2023	12-12-2023	Administration	Workshop on Understanding a Gram Sabha Meeting and its Procedures	53
211	12-12-2023	13-12-2023	Demand based	Road Safety Training Programme for Lead Agency Staff and other Stake holders	26
212	13-12-2023	13-12-2023	RGSA	Training Programme on Participatory Planning of GPDP & LSDGs of Panchayats for Tiswadi block batch I	43
213	13-12-2023	13-12-2023	RGSA	Training Programme on Participatory Planning of GPDP & LSDGs of Panchayats for Ponda block batch I	35
214	13-12-2023	15-12-2023	NRLM	Training Programme on Visioning 1 & 2 of CLF at Batim, Tiswadi	20
215	13-12-2023	15-12-2023	DoPT	Training Programme on Management of Adolescent Problems in Schools	27
216	14-12-2023	14-12-2023	RGSA	Training Programme on Participatory Planning of GPDP & LSDGs of Panchayats for Tiswadi block batch II	30
217	14-12-2023	14-12-2023	RGSA	Training Programme on Participatory Planning of GPDP & LSDGs of Panchayats for Ponda block batch II	34
218	14-12-2023	14-12-2023	Sevottam	Workshop on Sevottam and the Goa (Right of Citizens to Time Bound Delivery of Services) Act, 2013 batch III	46
219	14-12-2023	16-12-2023	NRLM	Training Programme on Financial Management of CLF-Bardez	32
220	15-12-2023	15-12-2023	RGSA	Training Programme on Participatory Planning of GPDP & LSDGs of Panchayats for Bicholim block batch I	39
221	15-12-2023	15-12-2023	RGSA	Training Programme on Participatory Planning of GPDP & LSDGs of Panchayats for Sanguem block	37
222	16-12-2023	16-12-2023	RGSA	Training Programme on Participatory Planning of GPDP & LSDGs of Panchayats for Bicholim block batch II	26
223	16-12-2023	16-12-2023	RGSA	Training Programme on Participatory Planning of GPDP & LSDGs of Panchayats for Quepem block	49
224	18-12-2023	18-12-2023	RGSA	Training Programme on Participatory Planning of GPDP & LSDGs of Panchayats for Pernem block batch I	65
225	18-12-2023	18-12-2023	RGSA	Training Programme on Participatory Planning of GPDP & LSDGs of Panchayats for Cancoana block	60

226	18-12-2023	20-12-2023	Administration	1st all Goa Youth Gram Sabha Competition 2023	456
227	20-12-2023	20-12-2023	RGSA	Training Programme on Participatory Planning of GPDP & LSDGs of Panchayats for Pernem block batch II	57
228	20-12-2023	20-12-2023	RGSA	Training Programme on Participatory Planning of GPDP & LSDGs of Panchayats for Dharbandora block	39
229	20-12-2023	22-12-2023	DoPT	Training Programme on Enhancing Public Relations and Collegial Harmony in the Nursing Profession	30
230	21-12-2023	21-12-2023	NRLM	Training Programme on Protection of Children from Sexual Offences (POCSO) Act 2012 and Child Offences and Child Welfare (Under Gender Campaign 2.0 Nayi Chetna)	42
231	21-12-2023	21-12-2023	Administration	All Goa Quiz Competition on Good Governance	30
232	21-12-2023	23-12-2023	NRLM	Training Programme on Financial Management of CLF at Bicholim	33
233	22-12-2023	22-12-2023	Administration	Workshop on Commemoration of Good Governance Day at GIPARD	135
234	26-12-2023	28-12-2023	NRLM	Training Programme on Visioning 1 & 2 of CLF, Tiswadi	24
235	28-12-2023	30-12-2023	NRLM	Training Programme on Financial Management of CLF-Saligao, Bardez	49
236	02-01-2024	04-01-2024	NRLM	Training Programme on Financial Management of CLF at Panchawadi, Ponda	22
237	04-01-2024	04-01-2024	Sevottam	Workshop on Sevottam and the Goa (Right of Citizens to Time Bound Delivery of Services) Act, 2013 batch IV	34
238	04-01-2024	06-01-2024	NRLM	Training Programme on Financial Management of CLF at Ambaulim, Quepem	29
239	08-01-2024	10-01-2024	Demand based	Training Programme for Board of Directors of Water Users Association Under Tillari Irrigation Project	46
240	08-01-2024	10-01-2024	NRLM	Training Programme on Visioning 1 & 2 of CLF at Navalim, Bicholim	20
241	08-01-2024	12-01-2024	Demand based	Certification programme for AROs of Assembly Segments	38
242	08-01-2024	12-01-2024	DoPT	Trainers Development Programme on Design of Training (DOT)	13
243	09-01-2024	09-01-2024	NRLM	Training Programme on Protection of Children from Sexual Offences (POCSO) Act, 2012 and Child Offences and Child Welfare (Under Gender Campaign @2.0 Nayi Chetna)	46
244	09-01-2024	11-01-2024	NRLM	Training Programme on Financial Management of CLF at Mandrem, Pernem	27

245	10-01-2024	12-01-2024	DoPT	Training Programme on 'Management of Adolescent of Problems in Schools.	17
246	10-01-2024	12-01-2024	NRLM	Training Programme on Financial Management of CLF at Old Goa, Tiswadi	25
247	11-01-2024	11-01-2024	Sevottam	Workshop on Sevottam and the Goa (Right of Citizens to Time Bound Delivery of Services) Act, 2013 batch V	25
248	11-01-2024	11-01-2024	Sevottam	Workshop on Sevottam and the Goa (Right of Citizens to Time Bound Delivery of Services) Act, 2013 batch V	19
249	15-01-2024	15-01-2024	Demand based	Training Programme on Forest Rights at Dharbandora	39
250	15-01-2024	17-01-2024	NRLM	Training Programme on AAP & BDP for MCLF at Shristhal Canacona	21
251	15-01-2024	19-01-2024	Demand based	Induction Training Programme for Newly Elected Lower Division Clerks under the Collectorate North	52
252	16-01-2024	16-01-2024	Demand based	Training Programme on Forest Rights at Sattari	73
253	17-01-2024	17-01-2024	Demand based	Training Programme on Forest Rights at Sanguem	52
254	17-01-2024	19-01-2024	DoPT	Training Programme on 'Prevention of Violence against Women and Children.	31
255	18-01-2024	18-01-2024	Demand based	Training Programme on Forest Rights at Quepem	27
256	18-01-2024	18-01-2024	Sevottam	Workshop on Sevottam and the Goa (Right of Citizens to Time Bound Delivery of Services) Act, 2013 Batch I	25
257	18-01-2024	18-01-2024	Sevottam	Workshop on Sevottam and the Goa (Right of Citizens to Time Bound Delivery of Services) Act, 2013 Batch II	21
258	18-01-2024	20-01-2024	NRLM	Training Programme on Financial Management of CLF at Goa Velha, Tiswadi	21
259	19-01-2024	19-01-2024	Demand based	Training Programme on Forest Rights at Canacona	40
260	19-01-2024	19-01-2024	NRLM	Training Programme on Self Defence and Safty of Women (Under Gender Campaign 2.0 Nayi Chetna)	36
261	20-01-2024	20-01-2024	Demand based	Training Programme on Forest Rights at Ponda	13
262	20-01-2024	20-01-2024	Demand based	Exposure Visit of Ganpat University, Gujarat	60
263	23-01-2024	25-01-2024	NRLM	Training Programme on Visioning 3 under NRLM at V.P. Borim, Ponda	23
264	23-01-2024	23-01-2024	NRLM	Training Programme on Domestic Violence Act, 2005 and POSH Act at workplace Act, 2013	48

265	24-01-2024	24-01-2024	RGSA	Training Programme on MIS through digital portals and platforms on Thematic GPDP for Panchayats- Bicholim block	26
266	24-01-2024	24-01-2024	NRLM	Training Programme on Domestic Violence Act, 2005 and POSH Act	56
267	24-01-2024	24-01-2024	sevottam	Training Programme on Sevottam and The Goa Right of Citizen to time bound delivery of Service Act, 2023	28
268	24-01-2024	28-01-2024	Demand based	Exposure Tour of ATI Arunachal Pradesh Officials to ATI Goa Institute of Public Administration and Rural Development	6
269	25-01-2024	25-01-2024	NRLM	Training Programme on Self Defence and Safty of Women (Under Gender Campaign 2.0 Nayi Chetna)	12
270	25-01-2024	25-01-2024	RGSA	Training Programme on GPDP preparation and functioning of VDCs.	18
271	29-01-2024	29-01-2024	NRLM	Training Programme on Self Defence and Safety of Women (Under Gender Campaign 2.0 Nayi Chetna)	41
272	30-01-2024	30-01-2024	NRLM	Training Programme on Self Defence and Safety of Women (Under Gender Campaign 2.0 Nayi Chetna)	51
273	30-01-2024	31-01-2024	RGSA	Training of Trainers Programme on Own Source Revenue, Contract Management & Carbon Neutrality for Panchayats	20
274	30-01-2024	31-01-2024	NRLM	Documentation on Preparation of Vision Document of MCLF at Shristal, Canacona	22
275	01-02-2024	01-02-2024	Demand based	Workshop on Accessing open Government Datasets	53
276	02-02-2024	02-02-2024	Sevottam	Training Programme on Sevottam and The Goa Right of Citizen to time bound delivery of Service Act, 2023	24
277	02-02-2024	02-02-2024	Sevottam	Training Programme on Sevottam and The Goa Right of Citizen to time bound delivery of Service Act, 2023	18
278	02-02-2024	03-02-2024	Demand based	Training Programme on Administration & Accounts Matters	30
279	05-02-2024	05-02-2024	Administration	Training Programme on Academic Administration & Leadership	40
280	06-02-2024	08-02-2024	DoPT	Training Programme on Administrative Matters for Medical Officers	24
281	07-02-2024	09-02-2024	NRLM	Training on Financial Management of CLF under NRLM at Navelim, Bicholim	27
282	07-02-2024	09-02-2024	DoPT	Programme on Prevention of Violence against Women and Children	26
283	07-02-2024	17-02-2024	Demand based	Induction Training Programme for Newly Recruited TAs and Engineers under the Public Works Department Batch I	30

284	07-02-2024	17-02-2024	Demand based	Induction Training Programme for Newly Recruited TAs and Engineers under the Public Works Department Batch II	24
285	07-02-2024	17-02-2024	Demand based	Induction Training Programme for Newly Recruited TAs and Engineers under the Public Works Department Batch III	41
286	07-02-2024	17-02-2024	Demand based	Induction Training Programme for Newly Recruited TAs and Engineers under the Public Works Department Batch IV	40
287	07-02-2024	17-02-2024	Demand based	Induction Training Programme for Newly Recruited TAs and Engineers under the Public Works Department Batch V	40
288	07-02-2024	17-02-2024	Demand based	Induction Training Programme for Newly Recruited TAs and Engineers under the Public Works Department Batch VI	93
289	07-02-2024	17-02-2024	Demand based	Induction Training Programme for Newly Recruited TAs and Engineers under the Public Works Department Batch VII	62
290	08-02-2024	08-02-2024	RGSA	Training Programme on Own Source Revenue, Contract Management & Carbon Neutrality for Panchayat -Pernem block	76
291	08-02-2024	08-02-2024	RGSA	Training Programme on Own Source Revenue, Contract Management & Carbon Neutrality for Panchayat -Salcete block	116
292	09-02-2024	09-02-2024	RGSA	Training Programme on Own Source Revenue, Contract Management & Carbon Neutrality for Panchayat -Bardez block	105
293	09-02-2024	09-02-2024	RGSA	Training Programme on Own Source Revenue, Contract Management & Carbon Neutrality for Panchayat -Mormugao & Canacona blocks	48
294	10-02-2024	10-02-2024	RGSA	Training Programme on Own Source Revenue, Contract Management & Carbon Neutrality for Panchayat -Tiswadi block	43
295	10-02-2024	10-02-2024	RGSA	Training Programme on Own Source Revenue, Contract Management & Carbon Neutrality for Panchayat -Ponda & Dharbandora blocks	70
296	12-02-2024	12-02-2024	RGSA	Training Programme on Own Source Revenue, Contract Management & Carbon Neutrality for Panchayat -Bicholim & Sattari blocks	75
297	12-02-2024	12-02-2024	RGSA	Training Programme on Own Source Revenue, Contract Management & Carbon Neutrality for Panchayat -Quepem & Sanguem blocks	29
298	12-02-2024	14-02-2024	NRLM	Training Programme on Visioning 3 of CLF under NRLM, at Saligao, Bardez	41
299	12-02-2024	16-02-2024	MoRD	ToT programme on Basic Training under NRLM	21

300	12-02-2024	16-02-2024	NRLM	Promoting of integrated Farming for Sustainable Livelihood	26
301	13-02-2024	13-02-2024	Administration	Students visit to GIPARD from Sridora Caculo College Mapusa	33
302	14-02-2024	16-02-2024	DoPT	Training Programme on Issues relating to Family Welfare	23
303	15-02-2024	15-02-2024	Sevottam	Training Programme on Sevottam and The Goa Right of Citizen to time bound delivery of Service Act, 2023 batch I	25
304	15-02-2024	15-02-2024	Sevottam	Training Programme on Sevottam and The Goa Right of Citizen to time bound delivery of Service Act, 2023 Batch II	18
305	15-02-2024	17-02-2024	NRLM	Training Programme on Visioning 3 under NRLM at V.P. Assonora, Bardez	36
306	19-02-2024	21-02-2024	NRLM	Training Programme on Visioning 3 of CLF under NRLM at Bicholim block	38
307	21-02-2024	23-02-2024	NRLM	Training Programme on Financial Management of CLF -Dharbandora block	29
308	26-02-2024	27-02-2024	RGSA	TOT Programme on Audit Online for Panchayats	28
309	26-02-2024	29-02-2024	NRLM	Training Programme on Visioning 5 of MCLF under NRLM at Pemem	44
310	27-02-2024	29-02-2024	Administration	Workshop on Survey Methods & Data Analysis using JAMOVl	15
311	28-02-2024	28-02-2024	Administration	ToT Prog on Prevention of Sexual Harassment at V.M. Salgaonkar College	15
312	05-03-24	06-03-24	MoRD	Training Programme on Women's Health and Menstrual Hygiene	20
313	12-03-24	13-03-24	NRLM	Training & Handhold of Lakhpati Didis for CRP /BC/IM-North Goa	45
314	14-03-24	15-03-24	NRLM	Training & Handhold of Lakhpati Didis for CRP /BC/IM-North Goa - South Goa.	44
315	18-03-24	22-03-24	NRLM	Bookkeeping Training for CLF Book Keepers under NRLM	43
316	20-03-24	30-03-24	Administration	Training Programme on Drone Technologies	25
Total					12066



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