

**F. No. J-11017/13/2017-RE-VII (354516)**

**Government of India  
Ministry of Rural Development  
Department of Rural Development  
(MGNREGA Division)**

Krishi Bhawan, New Delhi

Dated: 25 April, 2017

To  
The Commissioner-Cum-Secretary/ Secretary/ Pr. Secretary,  
Department of Rural Development and Panchayati Raj,  
All States and UTs

**Subject:** Nomination for State Nodal Officer-Works, (SNO-Works) and for TNA workshop

Madam/ Sir,

Creation of productive assets of prescribed quality and durability for strengthening the livelihood resource base of the poor is one of the prime objectives of Mahatma Gandhi NREGA. Proper planning, execution and timely completion of the works are crucial for achieving the desired objective of the assets created.

- 1) Effective communication between the Ministry and the States will be helpful in addressing above mentioned issues and a State Nodal Officer for works can be a single point of contact for the same. Therefore, you are requested to nominate a State Nodal Officer for Works i.e. 'SNO-Works' preferably having technical background.
- 2) Keeping the Mission Water Conservation (MWC) in the focus, the Ministry is planning to strengthen the State Technical Resource Teams (STRT), District Technical Resource Teams (DTRT) and Block Technical Resource Teams (BTRT) through refresher training with the proper induction with experts from INRM sphere. Prior to the refresher training the Ministry is planning to conduct Training Need Assessment (TNA) workshop on **9<sup>th</sup> May 2017 at Civil Services Officers Institute, (CSOI), Vinay Marg, Chanakya Puri, New Delhi**. Concept note for the same is (Enclosure-1). Therefore, you are requested

to nominate 2 technical officials (one from the State level and one from the field level).

The participants are expected to comprehensively contribute from the State's perspective. Nominations for SNO-Works and for TNA workshop with contact details (Contact number, e-mail id) may be sent to undersigned with copy to [skulsh@gmail.com](mailto:skulsh@gmail.com), [pduberkar@gmail.com](mailto:pduberkar@gmail.com) by 5<sup>th</sup> May, 2017.

Encl; as above

Yours faithfully,



(Raghvendra Pratap Singh)

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## Concept Note for Strengthening the Training of MGNREGS Technical Personnel

One of the core objectives of the MGNREGA is 'Strengthening the Livelihood resource base of the rural poor' through creation of productive assets of prescribed quality. To achieve this, Selection of work, site, planning, design and the execution of each work has to be in a manner as to maximize the outcomes.

To acquaint and train the MGNREGA technical functionaries for all the permissible works under MGNREGA, Ministry of Rural Development facilitates/conducts the training programmes for technical resource personnel at State Levels.

These resource persons, in turn train and prepare District level technical persons and these district level technical resource persons are responsible for building the capacities of the Block level technical personnel. One round of such trainings has almost been completed across the country. The Ministry has developed SAMARTHYA technical training manual and has imparted training on it to 260 State Technical Resource Team (STRT) members from 31 States/ UTs. STRTs have trained 3480 District Technical Resource Team (DTRT) members and 36008 Block Technical Resource Team (BTRT) Members down the line in their respective States/ UTs. These trainings are required to be conducted at regular intervals corresponding to the developments in programme planning. This, not only act as refreshers but also helps in updating capacities of technical personnel.

The Ministry of Rural Development has recently issued "Mission Water Conservation Framework" in consultation with Ministry of Water Resources and Department of Land Resources, for ensuring the convergence and leveraging technical expertise available at different line departments in MGNREGS. The Mission Water Conservation guidelines also make it mandatory to spend 65% of total MGNREGS expenditure on NRM works in identified 2264 water stressed blocks. These water stressed blocks, consist of over exploited/ critical and/or Irrigation deprived Districts based on availability of groundwater and surface water respectively. Ground water recharge structures need to be precisely located with the help of scientific inputs to ensure proper recharge of water into the aquifers. The understanding of geohydrology is useful for identifying the proper location of the water recharge structure. In addition, to ensure the quality, durability and optimal usage of the assets created, in context of the climate change anticipated precipitations must also be considered while checking the structural stability and safety while designing.



Based on different agro-climatic zones and geohydrology, the works may need some region specific preference and/or designing.

Considering the above concerns, the content being used for the training need to be strengthened further. It has also been decided to seek feedback from the states which may result in some more inputs to be considered while strengthening the currently available technical training content.

### **Assessing Scope of Strengthening MGNREGS Technical Trainings**

It has been decided to conduct a workshop to identify the scope of strengthening the existing training content available and facilitate the states to implement the MGNREGA works with lasting impacts on the livelihood. Quality, durability and usefulness of the assets will be the bottom line while preparing such content. Simplification of the terminology used in technical works under MGNREGA is one such component that is being desired as well. A workshop will be organized on 9<sup>th</sup> May, 2017 for identifying the scope of capacity building to strengthen the training content.

### **Methodology of Assessment**

Expected outcomes of the works being taken up needs to have higher impacts on the natural resources and livelihoods. In the context of ever increasing groundwater depletion and lack of surface water availability, capacities of the technical personnel will be assessed and compared with the desired expectation of competencies. Existing competencies of the technical team members from the states would be assessed on:

- Identification of works
  - Understanding the context and needs
  - Identification of work depending on the changes desired (including water harvesting, groundwater recharge and irrigation related works)
- Planning and Site identification
  - Prioritization of identified works based on Ridge to valley concept and other context
  - Site identification for different works depending on topography, geohydrology and other local factors
- Designing of the works
  - Importance of design of individual works
  - Design considerations in different types of works (including but not limited to topography, geohydrology and climate change)
- Implementation of works
  - Points to be taken care of during the implementation, for ensuring the efficacy of the asset being created



**Session plan for the Workshop to be held on 9<sup>th</sup> May, 2017**

S No	Session	Methodology	Duration	Facilitator
1	Opening Remarks	Welcome Address from Dias	10 Mins	Shri Raghavendra Pratap Singh
2	Keynote- Mission Water Conservation	Lecture with PPT- Sharing of objectives and mandates of Mission Water Conservation	20 Mins	Ms Aparajita Sarangi
3	Technical Note on NRM-	Lecture with PPT- Setting up the tone for gearing up the participants for group discussions	30- 45 Mins	CGWB
4	Group Exercise- On Each of the themes mentioned above	Group discussion- facilitated by NRM expert on each of the components mentioned above ( 5-6 groups)	45 Mins	MoRD Officials
5	Presentation by the Groups	Discussion on the ideas discussed and listing out concerns	60 Mins (10 Mins each group)	MoRD Officials
6	Valediction: Conclusion and Way Forward	Compilation of action points and development of training manual base. Listing out take aways	15 Mins	MoRD Officials

Based on the above Analysis, the efforts would be made to seek support from MoWR technical wing to prepare the technical modules as well as to facilitate the trainings to be conducted at the regional levels.



### **Proposed Participants for the Workshop**

The MGNREGA works vertical has prescribed for technical personnel at the State level, District level and Block level. State technical group, largely works in a supervisory role to monitor the quality of assets and suggest design guidelines. Districts and Block level technical personnel actually implement the programme by preparing preliminary designs, estimates and construction of the assets. MGNREGA offers multifarious processes in order to construct an asset. Various stakeholders operate and interact with the technical personnel in construction of each of the assets.

Therefore, those who are directly at the facade end of the programme and understand the ground situations need to be consulted. Therefore, States may be asked to nominate technical personnel who could actually narrate the capacity gaps and support in preparation of the training content on NRM. MoWR technical resource will be leveraged for the technical content, capacity building need assessment and for piloting the training.

Therefore, the tentative participants in the workshop will be;

- Ministry of Rural Development and Ministry of Water Resources
- Technical persons from States
- Technical persons from MoRD partner organizations

### **Expected Outcome**

The workshop will result into the better understanding of the gaps in the capacities of the technical staff at State and ground level especially in reference to the Mission Water Conservation Framework.

This understanding will help Ministry to develop appropriate training content to facilitate the States in their capacity building programmes

