

Annexure II

SIRD

The State Institute of Rural Development (SIRD) is the premier training Institute under the aegis of Panchayati Raj Department and working for the capacity building of officials, elected officials and non-officials working in the field of Panchayati Raj and Rural Development. It has been playing its own modest and credible role in the State by facilitating qualitative changes in programme implementation of various schemes through a process of training research, action research, consultancy, information dissemination (IEC) and information building. It is also associated with the formulation of communication strategy under various programme by way of developing annual report, A.V. materials, print materials and publicity of above in local languages.

Training Achievements of SIRD

Year	Prog. Conducted	Trainees			Total Trainees
		Officials	Elected Rep.	NGOs & others	
2001-2002	94	1455	495	163	2113
2002-2003	49	692	319	257	1268
2003-2004	77	1260	1655	111	3026
2004-2005	105	2696	2541	183	5420
2005-2006	103	3751	2492	372	6615

Year	Inhouse SIRD		Off-Campus SIRD		ETCs		ITP (PR/SIRD)	
	No. of Prog.	Participants	No. of Prog.	Participants	No. of Prog.	Participants	No. of Prog.	Participants
2003-2004	57	1506	20	1520	64	1136	10	26,000 approx.
2004-2005	53	2894	30	2436	69	1157	8	17,000 approx.
2005-2006	71	3054	32	3561	61	1052	6*	10,000 approx.

* More ITPs could not be taken up due to shifting of ITP Studio from Cuttack to Bhubaneswar.

The Existing Infrastructural Training of SIRD includes 2 – 3 Training Halls, 2 – 3 Class Rooms. These Training Halls and Class Rooms are not with the state of Art facilities for taking up participatory training, more like class room / lecture type.

The Faculties of SIRD comprises of two Assistant Director and six numbers of Instructors and one Jr. Instructor. These Faculty members are being deputed there from various line departments and three among them belongs to SIRD cadre.

As regards to hostel facilities although there is good infrastructure but it requires utmost renovation and repairs for giving healthy living and hospitality to the inmates visiting SIRD for training.

The library & reading room is there with around 15,000 books but it lacks proper management and man power to make it more reader-friendly.

On the whole, though SIRD has infrastructure but this infrastructure need to be become more service-friendly with respect to training.

Extension Training Centre (ETC)

There are three Regional Training Centres under the administrative control of SIRD which are known as Extension Training Centre (ETC) located at Bhubaneswar, Bhawanipatna (Kalahandi) and Keonjhar covering the 30 districts under respective Regional Development Commissioners.

These ETCs are presently available with one Faculty and 4 – 5 numbers of supporting staffs. These ETCs requires utmost attention to make it more viable centre for training.

The Faculties assigned with the ETCs responsibilities are at the level of Departmental BDO who can hardly discharge their duties as trainer.

As regards to infrastructure each ETC is having with 2 – 3 class rooms, not with state of ART training equipments. In spite of above stated shortcomings, it is further observed that SIRD and three ETCs can play a vital role in facilitating basic orientation training to the newly elected PRI members during the year 2007-08 because it has the patronage of PR Department, Govt. of Orissa.

In the above backdrop, it is becoming very important to create the **quality training module, study material** and over & above a **cadre of resource persons** who can be the master trainer for taking up capacity building programme designed for them under this project at the district/block/govt. level either by GO or VOs.

The SIRD being the only major player in the PR Department for taking up training programme for elected representative has to orient its role and action programme under the project plan.

SWOT ANALYSIS

Strength

- Primary training institute for the PRIs in Orissa.
- Infrastructural Training of SIRD includes 2 – 3 Training Halls, 2 – 3 Class Rooms.
- Faculties of SIRD comprises of two Assistant Director and six numbers of Instructors and one Jr. Instructor.
- Hostel/Residential facilities for the trainees
- SIRD, Bhubaneswar is associated as nodal agency in organising training programme on Training Development Communication Channel (TDCC) Network
- A good library facility with over 15000 books

Weakness

- Has the history of training only 2500 PRI members in a calendar year.
- Lacks service friendly management.
- Not an autonomous body in itself.
- Needs support for handling this type of project.
- Infrastructure needs renovation.

Opportunities

- Government keen for the capacity building of the PRIs and SIRD as the primary training institutes.
- Emerge as the one of its kind institute for the training and capacity building not only in the state but also in the country.
- Will be the only institute with a huge pool of resource persons and resources.

Threats

- Government interfering in the management decision making process.

UNDP

UNDP works with countries in bringing governments closer to people and enabling better access to justice and public administration. This work supports efforts to develop greater capacity for the delivery of basic services.

The focus of UNDP's work in democratic governance in India includes supporting the Government of India in building capacities of Panchayati Raj Institutions (PRIs) or the Local Self-Government institutions in rural areas and urban local bodies to support improvements in service delivery and the achievement of development goals. Please refer www.undp.org for further information.

Some of the potential partnering organizations along with their strengths and weaknesses are given below:

Name of the Institutions	Strengths	Weaknesses
APICOL	Leadership in APICOL is the great differentiator and the dynamism of the leader has improved its delivery and the flexibility in the decision making process. APICOL has not done it procedurally but due to the dynamism of its leader and his relationship with its Board. It is a niche player provides the market linkage and escort service. It is also a single window facility for subsidy.	Key weakness seems to be the dependency on the person than the process, even though some of the internal processes are in place whether it would be transferable to next leader only time will say. Its planning process is by and large top-down and there is very little proactiveness.
CENDERET	CENDERET has good infrastructure, regional spread, and competence in research as well as implementation support. It also has access to good human resources and good centralized infrastructure. Its leadership is clear on roles and mandates. It is already linked with Watershed through LSTs and is part of the think tank.	Its weakness is the non-transparent internal process and sometimes that might affect the networking and collaboration. It is part of the XIM system and does not have required autonomy.
CYSD	CYSD is a strong civil society organization. Core strength lies in training and action research. It has committed workforce and visionary leadership. It has three centres addressing different aspects of empowerment. It also has strong infrastructure base and it is a truly networked organization.	Its weakness however, is actually coming out of one of its strengths of separate delivery channel. Complex organization structure is a weakness when it comes to decision making even though internal systems are in place to address some of these concerns.
IMAGE	It is the apex training institution of the agriculture department and by virtue of its mandate has legitimacy. It also has reasonably good infrastructure. It also has fairly good linkage and access to external funds.	Its weakness is the adequate program delivery, quality curriculum and research base. Most of its curriculum is driven by a few projects they execute. Lack of core human resources and being on deputation from various departments they have very little institutional ownership.

ORSAC	ORSAC is a leading institution as far as remote sensing is concerned. It has cutting edge technology and also requisite infrastructure. It can provide a perfect linkage for the geomatics component and also data for M & E. It is also having good linkage.	Paucity of infrastructure for training, human resources and proper planning and control system can be termed as the key weakness.
OUAT	OUAT's strength again lies in having full-fledged extension and research wings and also its captive research base and linkage. It is also spread out all over Orissa and even has reasonable research infrastructure.	Its prominent weaknesses are governance, coordination and even the rigidity in the system. This affects planning and since financial resources are easily available, the institution is not proactive enough.
WALMI	WALMI is focused on irrigated agriculture and also does some amount of action research in these areas. It also has good infrastructure, though not well maintained. It is also an apex training body under water resources department.	WALMI has a problem of governance, inadequate balance between technical and administrative resources. It also has very little networking ability and lacks dynamism.
WTCER	It is a credible organization and regional institution in the sector with strong research capability, good infrastructure, and human capital. It is also having strong networking ability and proactive leadership.	Its weakness is the large and complex ICAR system, where flexibility in decision making is a problem. Even though it has good infrastructure it is not easy for other stakeholders to access and process of procurement might be bottleneck.

Organizations, such as, Gram Vikas, Agragami, Sambandh, PRADAN, IRCS, SVA, Lokdrushti, Viswaas, Vikalph, Parivartan, Dapta, Antoday, WIDA, Sabuj Vikalp, Viswa, MASS, FARR, OPDSC, Ama Sangathan etc have their own infrastructure and are regularly conducting training programmes for various stakeholders on different thematic areas. However there is no standardized common approach nor common curriculum / text for specific thematic areas followed by any of these agencies. This apart, all these agencies conduct trainings with their set of available resource persons; there is no impact evaluation of these training programmes either in terms of quality of content or curriculum or resource persons. With support in building their resource person's base and standard curriculum and text, many of these agencies can be groomed as good training delivery institutions.