

**Training Report**  
**National Rural Livelihoods Mission**  
**National Institute of Rural Development, Hyderabad**

Name of the Programme	Capacity Building Review meeting
Name of the Sponsor	Uttar Pradesh State Rural Livelihoods Mission
Organised by	Uttar Pradesh State Rural Livelihoods Mission
Duration of the programme	3days
Dates	3 to 5 <sup>th</sup> Nov-2015
Total number of Participants	51 in three different days 22districts
Venue of the programme	Uttar Pradesh State Rural Livelihoods Mission office Lucknow
Objectives of the Programme	<ul style="list-style-type: none"> <li>• To Review the status of different blocks in all the areas of Social mobilisation, Institutional building and Financial inclusion.</li> <li>• Assessment of Capacity Building needs at different layers</li> <li>• Provide clarity on the different aspects,issues and suggesting suitable measures to overcome from the problems that are there in the field.</li> </ul>
Participants Profile	Most of the participants are SPMs, State anchor persons of NROs, District Project Mangers, Block project managers&NRLM RC NRLM Team
Methodology	Participatory training method like, small group discussion, ,Case study, interactive lecture, brain storming, PPT Presentation, large group discussions .All the sessions were facilitated in a Participatory manner.
Field Visit organised if organised Details	No
Participants' feedback and Suggestions	<ul style="list-style-type: none"> <li>• Most of the Participants expressed that this kind of review is very much interesting ,informative and use full .</li> </ul>
Observations of the Training team	<ul style="list-style-type: none"> <li>• Most of the participants are committed young professionals having passion to work with the poor.</li> </ul> <p><b>Key observations with regard to the districts under BRLPS partnership</b>  (Reviewed on 3<sup>rd</sup> November 2015: Allahabad, Ambedkar nagar, Azamgarh, Bahraiah, Basti, Bijnour, Chandouli, Lakhmpur Kheiri, Mirzapur and Sonbhadra districts)</p> <ol style="list-style-type: none"> <li>1. The data being reported by districts need more reliable, verifiable and accurate information particularly no.of new SHGs formed, pre-existing ones revived, no.of SHGs opened bank accounts, no.of SHGs eligible for RF and CIF etc. The data captured/projected under loan utilization, loan recovery lack accuracy.</li> </ol>

**Action required:** - Data validation at village and cluster level before coming to block and district. Also, introduction of SHG maasik pratedan as part of SHG bookkeeping needs to be done.

2. It is observed that in some resource blocks (Mirzapur, Shamli districts) SHG books of accounts are not given even after CRP rounds. Due to this, further trainings to the bookkeepers couldn't be organized.

**Action required:-** Timely supply of SHG books. SHG books to be printed and kept ready keeping in view at least 6 months requirement. Books to be available in block headquarters. Training of bookkeepers for 14 days has to be ensured over a period of one year from the date of selection.

3. Identification of Samuh sakhis is happening as per the NRLM guidelines. With regard to their training and positioning them in the village and making payment for their services, there are huge delays in providing structured training to them and channelizing monthly remuneration for their services.

**Action required:-** Samuh sakhis training can be done at district level by inviting master trainers from NRO. DMMU can release 6 months advance (Samuh sakhis payments) to nodal SHG/VO and collect UC. This can also be given as part of VO start up cost wherever VOs are formed.

4. It was observed that there were huge delays in VO formation process. Formation of VO process was not begun even after one year of village entry through CRP rounds. As a result of this, the new group formation and continuous handholding support to the SHGs through samuh sakhis are getting delayed.

**Action required:-** VO formation process shall begin after 5-6 months of village entry. The PRP/staff can start VO formation process and prepare these villages ready for VO formation. For this, the staff needs to undergo training on VO concept and management. UP SRLM shall adopt a robust strategy for VO formation without further delay as any amount of further delay would hamper the performance of the existing SHGs.

**Key observations with regard to the districts under SERP (TS) partnership**

(Reviewed on 4<sup>th</sup> November 2015: Agra, Aligarh, Auraiya, Badaun, Bagpat, Etawah and Shamli districts)

1. In resource blocks, the time of PRPs after CRP rounds is mainly focused on opening of bank accounts, grading of SHGs for RF and CIF etc and very little time (average 3-4 days) is spent on trainings.

**Action required:-** PRPs should spend at least 15 days of their time in trainings (when CRP rounds are not there) and remaining time can go for follow-up work and other project works. There should be monthly review of PRPs at state level/regional level for utilising their services effectively

2. After CRP rounds practically there are no refresher or any other new trainings happening in the way it is planned in the Annual action plan (AAP). Following are the major bottlenecks which are responsible for low amount of trainings done at village/block/district level:

- a. Delay in sanction of budget (at DC-NRLM level) to the sub-block/block for the proposed trainings
- b. Lack of availability of trainers and training infrastructure at block and district level
- c. Enormous delays and cumbersome procedures for reimbursement and settlement of accounts which is discouraging staff to initiate any type of training activities
- d. No delegation of powers and responsibilities at block and sub-block level

3. Delay in VO formation due to the expectation of Sr.CRP arrival for initiating VO formation process. The PRPs and block level staff have no clarity on VO formation

process. As a result of this, the villages couldn't be saturated even after one year of village entry through CRP rounds.

**Action required:-** Closely monitor the saturation process in the village. Fix responsibility of village saturation with eligible families for new SHG formation on the samuh sakhis after giving systematic training (as per NRLM resource block strategy guidelines). Also, quickly form the VO and initiate new SHG formation through VO.

4. No fixed dates for review meetings at block and district levels.

**Action required:-** SMMU to hold a regular monthly review cum planning meeting to see the training plan preparation and implementation in all intensive districts. Once the meeting is over the SPMs should participate in the same exercise at the district level and facilitate the similar process with all the block in the district.

**Key observations with regard to the districts under RGMVP partnership**

(Reviewed on 5<sup>th</sup> November 2015: Hardoi, Deoria, Banda, Hamirpur and Jhalaun districts)

1. As these blocks have huge no. of pre-existing SHGs (about 700 SHGs per block), SHGs training needs assessment to be done and according to the need trainings have to be planned and imparted.

**Action required:-** Identify the internal CRP teams and give proper orientation to take up this task. Based on priority, these villages can be finalized in the Block federation meeting and existing VOs can be involved in this task.

2. Criteria for organizing SHGs, release of RF and CIF to be made more transparent and this information shall be made available to the SHGs and other stakeholders as and when asked. Each VO office can have wall-writings or posters pasted on its walls about this information so that it gives more transparency.

3. Tackling with SHGs which are defunct/non-existing but are being reported into MIS. There are some SHGs which have received RF and CIF but not existing at present. This situation is creating serious gaps in terms of reliability on the MIS data.

**Action required:-** The endorsement of SHGs by Aam sabha/Gram sabha and then only their data should be reported in MIS. A joint exercise by RGMVP field staff and UP SRLM block level staff should undertake this process. The existing VO/Block federation should be involved in this process. In case of any removal of the non-existing groups which were reported as functioning earlier, the VO and BLF shall certify this.

4. There are issues in opening of bank accounts for the eligible SHGs. The field staff of UP SRLM has informed that some VOs after receiving the Revolving fund they were giving RF to SHGs whose bank accounts weren't opened.

**Action required:-** Close monitoring of the RF and CIF disbursement process. Close follow up with the bankers in the Block level and district level bankers meetings. Proper orientation on the RF and CIF guidelines to the VO and BLF shall be taken up on priority basis.

5. It is felt that the representation of SHGs in VO and VOs in the BLF should be for a fixed time for one or two years. As of now there is no fixed membership and the members are coming on rotation basis

6. It is suggested that the performance indicators for RGMVP blocks need to reflect the progress on quarterly or monthly basis. For this, quarterly joint meetings between RGMVP and SPMU of UP SRLM shall be adopted.

7. Loose VOs are there in close to 20% of the villages where there are only 3-4 SHGs for the past two years. There is no indication of new SHG formation although there is potential for new group formation. Efforts should be stepped up by putting samuh sakhis/meeting sakhis and closely monitor to ensure that at least 6 SHGs are there in a VO. In case there is no potential for formation of 6 SHGs in a VO, a cluster approach can be adopted for VO formation (by pooling SHGs from more than one village). This has to be done keeping in view the viability and sustainability of the VOs.

8. It is observed that there is a low amount of bank linkages (sanctioned Vs disbursed) in

the RGMVP blocks. A proper strategy for sensitization of bankers through exposure visits and local follow-up process needs to be adopted.  
After the districts review, a meeting was held with SPMs (Murad Ali, Anil, Om Prakash, Nishikanth Dixit) for exploring the training requirements for staff, community and community cadres.

They have clearly articulated the training needs and expressed their desire to seek the support of NIRD & SIRD in organizing various training and capacity building activities. Following is a snapshot of trainings/capacity building events articulated by UP SRLM (in the order of priority):

Item No.	Training programme	No. of days	Location	Nature of support required from NIRD
1	In-house Induction for newly joined block & district level staff	5	SIRD/SRLM, Lucknow	NIRD can depute senior resource persons to Lucknow
2	Immersion cum exposure to newly joined block & district level staff	10	SERP (AP & TS) location	NIRD to host this event(s)
3	Orientation program to staff on SHG books of records	5	SIRD/SRLM, Lucknow	NIRD can depute SHG bookkeeping trainers to Lucknow
4	Training to staff (block, district and state) on VO concept, VO formation & VO management and VO life cycle	5	SIRD/SRLM, Lucknow	NIRD can depute SHG bookkeeping trainers to Lucknow
5	Training to staff on MCP preparation, appraisal and VO self-reliance through CIF management	5	SIRD/SRLM, Lucknow	NIRD can depute MCP resource persons to Lucknow
6	Orientation program to staff on VO books of records, VO level monitoring arrangement	5	SIRD/SRLM, Lucknow	NIRD can depute VO bookkeeping trainers to Lucknow
7	Training of trainers on VO concept, formation and VO management for select Samuh sakhis (@ 4 per block)	7	SIRD/Regional level	NIRD to identify & depute community level master trainers. NIRD resource persons to supervise these trainings and guide
8	Training to staff on PTM methods and direct trainer skills	7	SIRD/Lucknow	NIRD to depute the resource persons from its empanelled list
9	PTM training for select samuh sakhis (4 per block)	7	SIRD/Regional level	NIRD to depute the resource persons from its empanelled list
10	Exposure visits to 100 bankers	5	NIRD-Hyderabad with field visits in SERP project	NIRD to host this training

			area	
	11	Training on livelihoods planning, Value chain analysis for key livelihoods relevant for rural UP	7	SIRD/Lucknow NIRD to depute the resource persons from its empanelled list
	12	Training to staff (block, district) on documentation & soft skills	5	SIRD/Lucknow NIRD to depute the resource persons from its empanelled list
	<ul style="list-style-type: none"> <li></li> </ul>			
Follow up Action Required	<ul style="list-style-type: none"> <li>Trained staff should train and provide handholding support to others</li> </ul>			