

Training - 2008-09 – Capacity Building Training for Self Help Groups - Skill training for Youth - Panchayat Level Federation Strengthening, Development of Community Resource Persons, IEC materials (preparation of training manual) - Training through Tamil Nadu State Non Governmental Organisation and Volunteers Resource Centre and Staff Training -Approved.

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Rural Development and Panchayat Raj (Cgs-3) Department

G.O. (Ms) No.117

Dated: 11.7.2008  
Read:-

1. G.O. Ms No 135, Rural Development & Panchayat Raj (CGS-II) Department, dated 4.10.2006
2. G.O.Ms.No.151, Rural Development & Panchayat Raj (CGS-II) Department dated 19.10.2006.
3. G.O. (Ms) No. 167, Rural Development and Panchayat Raj Department dated 22.11.2006.
4. G.O. (Ms)No.168, Rural Development and Panchayat Raj Department dated: 22.11.2006.
5. G.O. 132 , Rural Development & Panchayat Raj (CGS I) Department dated 20.7.2007
6. G.O.(Ms) No. 110 Rural Development & Panchayat Raj (CGS-I) Department dated 22.6.2007.
7. G.O. (Ms) No 155 Rural Development & Panchayat Raj (CGS-I) Department dated 5.9.2007.
8. From the Managing Director, TNCDW Ltd D.O.Lr. No. 246/E1/2008 dated 26.5.2008.

**ORDER:**

The Managing Director, Tamilnadu Corporation for Development of Women Ltd. (MD, TNCDW Ltd ) in his letter 8<sup>th</sup> read above has stated that the Corporation implements Mahalir Thittam, the flagship Women empowerment programme of the Government of Tamilnadu. The objective of Mahalir Thittam is to build capacity of poor and disadvantaged women and ensure their socio-economic empowerment. The immediate goal of the Corporation is to ensure that all poor women particularly widows, destitutes and the marginalised are included in Self Help Groups ( SHGs) and are empowered through structured capacity building process. Based on this he has sent the following proposal and requested orders of Government.

**A. Capacity building of SHGs:**

The training cost norms have been approved by the Government as per the G.O. 6<sup>th</sup> read above as detailed below:

S. No.	Training	Modules/days	Training cost per member per day (in Rs.)			
			Member cost	Trainer cost	Logistics cost	Total
1.	SHG member training	4 modules in 4 days	45/-	7.50/-	12.50/-	65.00
2.	A&R Training	3 modules in 6 days	45/-	10/-	12.50/-	67.50

### A.1 SHG member training:

The main objective of this training is to capacitate the SHG members and to inculcate the fundamentals of the SHG concept through systematic modular training. All the SHG members are imparted this basic training. The training consists of four modules and includes topics such as SHG concept, Co-ordination with PRIs, Panchayat Level Federation, Credit Rating & Linkage and Soft Skills. The four modules are imparted in 4 days with one day training for each module.

He has proposed to impart SHG member training to all the members of the 25,000 new groups to be formed during the financial year 2008-09 at an estimated cost of Rs. 8,45,00,000/- (Rupees eight crore and forty five lakhs only).

#### Cost estimation:

25000 SHGs x Average 13 members x 4days x Rs 65/- =Rs.8,45,00,000/-

### A.2. SHG Animator & Representative Training:

The objective of this training is to enhance the capacity of the SHG leaders (Animator and Representative) through modular training in leadership, team building and maintenance of accounts. The Animator and one Representative from all SHGs (ie. two persons from each SHG) are the beneficiaries of this training. This training consists of three modules and is imparted in six days.

He has proposed to impart SHG Animator and Representatives training to Animators and Representatives of the 25,000 new groups to be formed during the Financial year 2008-09 to enable them to acquire leadership skills, team building spirit, effective communication and conflict resolution skills at an estimated cost of Rs. 2,02,50,000/- (Rupees two crore two lakh and fifty thousand only)

#### Cost estimation:

25,000 SHGs x 2 members x 6 days x Rs 67.50/- = Rs. 2,02,50,000/-

### A.3 Enterprise development Training for SHG Women.

Majority of the SHGs undertake economic activities as a group activity which provides them self-employment and supplemental income. Majority of the SHG women

belong to the age group above 35 years. Enterprise development Training will be given to SHG members who are interested in taking up economic activities particularly in urban areas. He has proposed to give Enterprise development training to 4000 SHG women at an average cost of Rs. 5000/- It is only a tentative cost and the actual cost will vary depending on the trade selected and the duration of the training. Selection of trade and institution etc. will be decided by the District level Committee headed by the District Collector. He has estimated cost for this training is Rs. 2,00,00,000 (Rupees Two crores only).

**Cost estimation:**

$$4000 \text{ SHG women} \times \text{Rs. } 5000 = \text{Rs. } 2,00,00,000/-$$

**B. Skill Training for Youth**

Hon'ble Minister for Rural Development and Local Administration has announced on the floor of the Assembly that 25,000 youth will be given skill training in the financial year 2008-09 at a cost of Rs.20 crores. He has proposed to impart skill training to 25000 Youth at an average cost of Rs.8,000/- each at a total estimated cost of Rs.20 crores (Rupees twenty crores only).

**Cost estimation:**

$$25000 \text{ youth} \times \text{Rs. } 8000 = \text{Rs. } 20,00,00,000/-$$

**C. Panchayat Level Federation (PLF) strengthening:**

The Panchayat Level Federation (PLF) provides a common platform for the SHGs to share their experiences and to voice their problems. The PLF can help achieve what individual SHGs cannot by pooling in talent and resources and exploiting economies of scale both in production and marketing. They can also guide and monitor the functioning of SHGs in a Village Panchayat and also train new SHGs. Strengthening of PLFs is the key to achieve sustainability in the long run.

**C.1 PLF Executive Member Training:**

To make the PLF functioning more participatory and democratic, an Executive Committee will be constituted to manage the PLF. It will have a minimum size of 11 members. Building the capacity of PLF Executive Committee members is imperative. PLF Executive Committee need to be oriented on Governance aspects, book keeping etc. The basic training for PLF Executive Committee members will be for a period of three days. He has proposed to impart training to the EC members of the PLFs and to cover 50% of the EC members in the year 2008-09 at an estimated cost of Rs.1,53,30,870/- (Rupees one crore fifty three lakh thirty thousand and eight hundred seventy only).

**Cost estimation:**

$$12618 \text{ PLFs} \times \text{average } 12 \text{ members} \times 3 \text{ days} \times \text{Rs. } 67.50 \times 50\% = \text{Rs. } 1,53,30,870/-$$

## **C.2 PLF Seed Money:**

The Government had announced that seed money of Rs.10,000/- each will be provided to well functioning PLFs. 6367 PLFs had been provided seed money in the last two years. The provision of seed money has had a very positive impact on the PLFs and has induced them to function well. In the current year he has proposed to provide seed money to 4000 PLFs @ Rs.10,000/- each at a total cost of Rs.4,00,00,000/- (Rupees four crores only). The selection of PLFs eligible to receive seed money is done by a committee under the Chairmanship of the District Collector.

### **Cost estimation:**

$$4000 \text{ PLFs} \times \text{Rs}10,000 = \text{Rs.}4,00,00,000/-$$

## **D. Development of Community Resource Persons(CRP)**

In order to make SHGs and PLFs self-reliant and sustainable, from the year 2007-08, Community Resource Persons (CRP) are being developed. These CRPs are drawn from SHGs and PLFs and undertake training of SHG members and their leaders. CRPs are available locally and are able to provide hand holding support to SHGs. Last year, 2500 CRPs were developed and he has proposed to train another 2500 CRPs during 2008-09 at an estimated cost of Rs. 60,00,000/- (Rupees sixty lakhs only). The cost of training one CRP works out to Rs.2400/-

### **Cost estimation:**

$$2500 \text{ CRPs} \times \text{Rs.}2400 = \text{Rs.}60,00,000/-$$

## **E. IEC Material – Preparation of Training Manual.**

The training materials such as CRP training manual, PLF Training modules, Credit Rating Guidelines etc., have to be prepared and printed for training SHGs, CRPs etc. These modules will be used as an effective tool for imparting training by the CRPs as well as the Project staff. He has proposed an expenditure of Rs.42 lakhs (Rupees forty two lakhs only).

## **F. Tamilnadu State Non Governmental Organizations And Volunteers Resource Centre (TNVRC):**

The Tamilnadu State Non Governmental Organizations and Volunteers Resource Centre (TNVRC) is promoted by the Tamilnadu Corporation for Development of Women in the year 2001 for the purpose of capacity building of Government officials, Non Governmental Organisations and Community based organizations. In addition, TNVRC undertakes evaluation and documentation of TNCDW programmes.

During 2008-09, TNCDW is affiliating new NGOs by entering into fresh contract with them. It is necessary to orient the newly affiliated NGOs to Mahalir Thittam. Moreover, credit linkage target of Rs.1600 crores has been fixed for the current year. To achieve this, a series of sensitisation training have to be given to bankers and project staff. TNVRC will focus on conducting training programmes for bankers, new NGOs and project staff in the current year. In addition, it will also undertake evaluation and documentation of TNCDW programmes. He has proposed an expenditure of Rs.40,00,000/- (Rupees forty lakhs only) for training and administrative cost of TNVRC during 2008-09 as detailed below:

S. No.	Item	No. of Trainings	Total cost (Rs.)
1	<b>Project Cost</b> (NGOs training, Bankers training, CRP training, evaluation studies, etc)	56	31,56,750
2	Admin & Staff Cost		8,82,000
	<b>Total</b>		<b>40,00,000</b>

**G. Capacity Building of PMU, PIU and Block Level staff :**

From 2007 Block level staff like Block Development Officer (Village Panchayat), Deputy BDO, Extension Officer (AD) and Rural Welfare Officers have been given the responsibility to monitor the implementation of Mahalir Thittam schemes at Block level. It is necessary to impart training to Block level staff on Mahalir Thittam, especially focusing on credit linkages, credit rating and strengthening PLFs. Moreover 60 new Assistant Project Officers have been recruited from the open market in the year 2007-08. They also need periodic capacity building to be effective.

He has proposed a lumpsum provision of Rs.50 lakhs (Rupees fifty lakhs) for Capacity Building of State/District/Block level staff during 2008-09.

2. To sum up the following activities are proposed at an estimated cost noted against each activity.

S. No.	Details	(Amount in Rupees)
<b>A</b>	<b>Capacity building of SHGs</b>	
A.1	SHG member training	8,45,00,000
A.2	A&R training	2,02,50,000
A.3	Enterprise development training for women	2,00,00,000
<b>B.</b>	<b>Youth Skill Training</b>	20,00,00,000
<b>C</b>	<b>PLF strengthening</b>	
C.1	PLF Executive Committee member training	1,53,30,870
C.2	PLF Seed money	4,00,00,000
<b>D</b>	<b>Development of Community resource persons</b>	60,00,000
<b>E</b>	<b>IEC Material – Preparation of Training manuals</b>	42,00,000
<b>F</b>	<b>Training through TNVRC</b>	40,00,000
<b>G</b>	<b>Staff Training</b>	50,00,000
	<b>Total</b>	<b>39,92,80,870</b>

3. The Managing Director, TNCDW Ltd has requested to sanction Rs.39,92,80,870 (Rupees thirty nine crores and ninety two lakhs and eighty thousand and eight hundred and seventy only) towards Capacity building of SHGs and Youth Skill Training and other activities mentioned above for the year 2008-09 and to authorize the Commissioner of Rural Development and Panchayat Raj, Chennai to draw and disburse the said amount to Tamil Nadu Corporation for Development of Women Ltd. by means of cheque.

4. He has also requested that the Principal Secretary to Government, Rural Development and Panchayat Raj may be authorized to modify guidelines of the schemes in consultation with Managing Director, TNCDW based on operational requirements.

5. The Government after careful consideration of the proposals of the Managing Director, Tamilnadu Corporation for Development of Women Limited accept the proposal and accord sanction and release a sum of Rs.39,92,80,870 (Rupees thirty nine crores ninety two lakhs eighty thousand eight hundred and seventy only ) for taking up the capacity building of SHGs and Youth Skill Training and other activities mentioned at para 2 above during 2008-09.

6. The amount sanctioned in para 5 above shall be debited to the following heads of Account for a sum not exceeding the amount indicated against each head of account.

"2235 Social Security and Welfare - 02 Social Welfare - 103 Women's Welfare - Schemes in the Eleventh Five Year Plan - II. State Plan - LR Imparting Training to Self Help Groups - 09. Grants-in-aid - 03. Grants for specific schemes".

(D.P. Code 2235 02 103 LR 0937)

**Rs.14,99,80,870/-**

"2235 Social Security and Welfare - 02 Social Welfare - 789 Special Component Plan for Scheduled Castes - Schemes in the Eleventh Five Year Plan - II. State Plan - JE. Imparting training to Self Help Groups under Special Component Plan - 09. Grants-in-aid - 03. Grants for specific schemes:

(D.P. Code 2235 02 789 JE 0933)

**Rs.5,00,00,000 /-**

2235 Social Security and Welfare - 02 Social Welfare - 200 Other Programmes - Schemes in the Eleventh Five Year Plan - II. State Plan. JB Assistance to Self Help Groups for youth 09. Grants-in-aid - 03. Grants for specific schemes".

(DPC Code 2235 02 200 JB 0935)

**Rs.11,19,75,000/-**

"2235 Social Security and Welfare - 02 Social Welfare - 789 Special Component Plan for Scheduled Castes - Schemes in the Eleventh Five Year Plan - II. State Plan - JG. Assistance to Self Help Groups for youth under Special Component Plan - 09. Grants-in-aid - 03. Grants for specific schemes:

(DPC Code 2235 02 789 JG 0939)

**Rs.3,73,25,000/-**

2235 Social Security and Welfare - 02 Social Welfare - 103 Women's Welfare - Schemes in the Eleventh Five Year Plan - II. State Plan. LN Assistance to Vocational and skill training programme 09 Grants for specific schemes".

(DPC Code 2235 02 103 LN 0935)

**Rs.5,00,00,000/-**

7. The Commissioner of Rural Development and Panchayat Raj is authorised to draw and disburse the amount sanctioned in para 5 above to the Managing Director, Tamil Nadu Corporation for Development of Women Ltd, by means of cheque. The Managing Director, TNCDW Ltd is requested to send the Utilisation certificate to the Accountant General / Commissioner of Rural Development & Panchayat Raj and Government for records.

8. The Government also authorize the Principal Secretary to Government, Rural Development & Panchayat Raj Department to modify the guidelines of the schemes in consultation with the Managing Director, TNCDW Ltd., based on the operational requirements.

9. This order issues with the concurrence of Finance Department Vide U.O.No. 258/SS(PK)/2008 dated 30.6.2008.

(By Order of the Governor)

**K.ASHOK VARDHAN SHETTY,**  
Principal Secretary to Government .