

Creation of posts for the Tamil Nadu Empowerment & Poverty Reduction Project with funding from World Bank.

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Social Welfare and Nutritious Meal Programme (SW-3) Department

G.O. (Ms) No.79

Dated: 12.05.2004

Read:

1. G.O. (Ms) No.198, Social Welfare & NMP Department, dated 17.10.2003.
2. From the Tamil Nadu Corporation for Development of Women Limited - Letter No.1983/A1/2004, dated 04-05-2004.

**ORDER**

The Chairman and Managing Director, Tamil Nadu Corporation for Development of Women Limited in her letter first read above has stated that the World Bank has approved the Project Concept Design for Rs.650 crore for empowerment and poverty reduction project to be implemented from 2004-2010. The Core Team within Tamil Nadu Corporation for Development of Women Limited has to be formed for preparation of Project and implementation of pilots with specialist from the field of Micro credit, Livelihood, Communication, Institutional Building and Panchayat support. The Core Team is not formed as per the representations of the World Bank and hence the Chairman and Managing Director has requested following posts in the rank of Joint Directors/ Additional Director/Consultants on deputation basis from various Departments and Undertakings or from the open market:

Sl. No.	Name of the post	No. of Posts	Cadre
1	Micro Credit Specialist	1	Addl. Director/ Joint Director
2	Livelihood Specialist	1	Joint Director
3	Communication Specialist	1	Joint Director
4	Rural Development Specialist	1	Joint Director/ Additional Director
5	Institutional Building Specialist	1	Deputy Collector
6	Decentralization Specialist	Existing posts in the Corporation may be allotted	
7	Procurement Specialist		
8	Finance Specialist		
9	Monitoring & Evaluation Specialist		

2. The Chairman and Managing Director, Tamil Nadu Corporation for Development of Women Limited has submitted proposals for filling the above posts as below:

- a) Micro Credit Specialist, Livelihood Specialist and Communication Specialist posts be filled through the open market after advertisement with the remuneration in the range of Rs.20,000 to Rs.30,000/- not exceeding Rs.30,000/- based on their experiences and qualifications as done in the Andhra Pradesh, Maharashtra and Madhya Pradesh initially for a period of one year.

b) The post of Rural Development Specialist may be filled from a Joint Director who will take care of the Rural Development and for liasoning with Government and further follow up action.

c) The post of Institutional Building Specialist may be filled with a young Deputy Collector who will take care of the institutional buildings and for liasoning with Government and further follow up action.

d) The post of Decentralization Specialist, Procurement Specialist, Finance Specialist and Monitoring & Evaluation Specialist may be filled by diverting the existing posts sanctioned under Mahalir Thittam such as Procurement Specialist, Finance Specialist and Monitoring & Evaluation Specialist and Decentralization Specialist.

e) A Section may be created with a Superintendent and two Assistants having Computer Knowledge for the functioning of the Core Team Office.

3. The above proposal has been placed before the Steering Committee and the Steering Committee accepted the proposal subject to the following conditions:

1) In respect of new posts, the qualification, job description and duties and responsibilities should be spelt out clearly.

2) The recruitment to the post of Micro Credit Specialist, Livelihood Specialist and Communication Specialist (Sl.No.1 to 3) should be done by an independent body.

3) In respect of contract appointments, the employment shall be given initially for a period of one year and then considered for extension upto five years depending upon the performance.

4) Instead of two posts viz., Rural Development Specialist and Institutional Building Specialist (Sl.No.4 & 5) one post shall be created at the level of Joint Director.

5) The posts of Decentralization, Procurement, Finance and Monitoring and Evaluation Specialists (Sl.No.6 to 9) shall be filled up by redeployment from other projects implemented by the Corporation. The Corporation should not fill up the old posts. In addition Eight more officers from the Corporation are working with the core team in project preparation.

6) One section for Core Team Office shall be created with the minimum staff.

7) All recruitment should be done by a proper committee.

4. The Government have examined the proposal of the Chairman and Managing Director, Tamil Nadu Corporation for Development of Women Limited with the recommendations of the Steering Committee and decided to accept the recommendations mentioned in para 2 above and sanction is accorded for creation of the following posts subject to the conditions mentioned in para 5 above:

Sl. No.	Name of the post	No. of Posts	Cadre
1	Micro Credit Specialist	1	Addl. Director/ Joint Director
2	Livelihood Specialist	1	Joint Director
3	Communication Specialist	1	Joint Director
4	Rural Development Specialist Institutional Building Specialist	1	Joint Director
5	Decentralization Specialist		Existing posts in the Corporation may be allotted
6	Procurement Specialist		
7	Finance Specialist		
8	Monitoring & Evaluation Specialist		
9	Superintendent	1	
10	Assistants with Computer Knowledge	2	

5. The expenditure for the above posts sanctioned in para 4 above shall be met from the World Bank Fund, for which necessary provisions are made in the FE 2004-2005 under the following head of account:

"2235-Social Security and Welfare. 02-Social Welfare. 103-Women's Welfare Scheme in the Tenth Five Year Plan. LQ-World Bank aided Tamil Nadu Empowerment and Poverty Reduction Project. 09-Grants in Aid 03-Grants for Specific Schemes". (DPC 2235 02 103 LQ 0939).

6. This order issues with the concurrence of Finance Department vide its U.O.No.300/DS(VNP)/04-1 Dated 12.05.2004.

(By order of the Governor)

**C.K. GARIYALI**  
SECRETARY TO GOVERNMENT