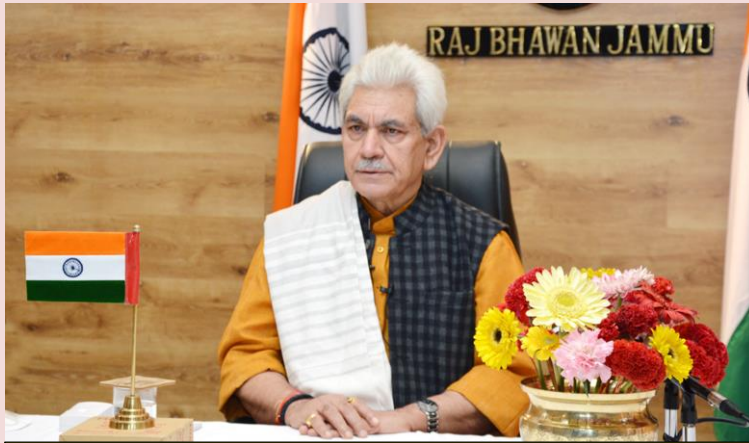




IMPARD Newsletter

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H.E. Shri Manoj Kumar Sinha, Lt. Governor, and Chairman, IMPARD Executive Council



Shri Arun Kumar Mehta, IAS, Chief Secretary to Govt. of Jammu and Kashmir, & Vice-Chairman IMPARD Executive Council



Shri Manoj Kumar Dwivedi, IAS, Commissioner/Secretary, General Administration Department, J&K Government

From the Desk of DG



The highlight of this quarter, July-September 2021, was the two-day Regional Conference on "Replication of Good Governance Practices" in a semi-virtual mode at Srinagar from July 1 – 2, 2021. The Conference was organised by J&K IMPARD on behalf of Government of Jammu & Kashmir in collaboration with the Department of Administrative Reforms and Public Grievances (DARPG), Ministry of Personnel, Public Grievances and Pensions.

The purpose of the Conference was to enable the participating officers to learn and share best practices implemented in the Union Territory or the rest of the country.

The DARPG and the Government of J&K have successfully collaborated in a number of administrative innovations such as digitization of files, and implementation of e-Office in the Secretariat. The purpose of this collaboration is augmentation of efficiency in the working of Government functionaries at all levels.

In addition, the National Centre for Good Governance (NCGG) has also collaborated with J&K IMPARD and J&K branch of Indian Institute of Public Administration (IIPA) so as to organise capacity building programmes for hundreds of civil servants working with Government of Jammu and Kashmir.

During the July 2021 Regional Conference on Replication of Good Governance Practices, in which 750 Officers participated, a resolution was unanimously adopted titled *Behtar Nizam-e-Hukumat – Kashmir Aelamia*.

The purpose of the Resolution (*Behtar Nizam-e-Hukumat – Kashmir Aelamia*) was to underline the significance of citizen-centric governance. All the dignitaries who spoke on the occasion stressed on human aspect of governance. Special mention must be made of His Excellency, the Lt. Governor of the Union Territory of J&K, Shri Manoj Sinha, who laid stress on speedy decision making so that the common man reaps the advantages of all the citizen-centric schemes launched by the Government. His excellency said that behind every file, every single note, there are people. Human beings are not machines. Whatever they do or decide not to do in a particular moment impacts a large section of the public. So, one should put human touch in his working. This would, he said, help us to move towards building an egalitarian society. Government institutions, various schemes and programmes of social welfare can have the right impact only when the benefits reach the last person standing in the queue.

The purpose of the Conference was to enable the participating officers to learn and share best practices implemented in the Union Territory or the rest of the country.

Saurabh Bhagat, IAS,
Director General,
J&K IMPARD

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Special Training Events

Secretariat Assistants Training

Since Senior Assistants and Junior Assistants are the frontline functionaries of the Government of the Union Territory of J&K, their capacity building has always remained a priority with J&K IMPARD. Therefore, IMPARD provides medium duration training to Senior Assistants and Junior Assistants of various departments of J&K Government to familiarize them with the provisions of Manual of Secretariat Procedure; Civil Services Regulations; Financial Code & General Financial Rules(GFR)-2017; Employees' Conduct Rules; Classification, Control, & Appeal Rules; Computer Basics; and demography and geography of the UT of J&K. They are also taught ethics, values, and teamwork.



This quarter IMPARD organised four Secretariat Assistants Training Courses from July 01 to August 31, 2021. These include: i) "Secretariat Assistants Training Course for Senior Assistants" conducted at Srinagar and co-ordinated by Dr. Rukaya Amin, Associate Professor; ii) "Secretariat Assistants Training Course for Junior Assistants" conducted at Srinagar and co-ordinated by Ms. Nighat Amin, Research Officer; iii) "Secretariat Assistants Training Course for Senior Assistants of Civil Secretariat" conducted at Jammu and co-ordinated by Ms. Manju Kapoor, Assistant Professor; iv) "Secretariat Assistants Training Course for Junior Assistants of Civil Secretariat" conducted at Jammu and co-ordinated by Dr. Jyoti Sadhu, Research Officer.

In addition, one more such training course titled "Secretariat Assistants Training Course for Senior and Junior Assistants of Sheri-Kashmir Institute of Medical Sciences (SKIMS)" is in progress. It was inaugurated by Shri Saurabh Bhagat, IAS, Director General, IMPARD, on September 6, 2021. It is scheduled to end on November 05, 2021.



Secretariat Assistants Training Course for Senior Assistants of Civil Secretariat conducted from July 01 to August 31, 2021 at IMPARD Regional Centre, Jammu

COMMIT – Comprehensive Online Modified Modules for Induction Training

COMMIT – Comprehensive Online Modified Modules for Induction Training - is a self-contained specimen of induction training. Induction training plays a very important role in preparing new entrants in Government service for fulfilling their responsibilities. In order to develop efficiency of Government functionaries especially the new entrants, the Department of Personnel and Trainings (DoPT), Government of India, has come up with the initiative of Blended Training Programme called "Comprehensive Online Modified Modules for Induction Training (COMMIT)". This blended training module allows officers to take advantage of convenience of an online training course while retaining the benefits of face-to-face classroom experience. The advantages of such a programme are infusion of new opportunities to officers, who have had limited or no training, to build the requisite skills, knowledge and attitude; and offer the convenience of online learning combined with the social and instructional interaction.

COMMIT series of induction programmes is a regular feature of training activities at IMPARD. Dr. Samia Jabeen, Assistant Professor, co-ordinated eleven COMMIT course with technical support from Er. Rasif Majid, System Administrator, and Mr. Mohammad Ashraf Parray, Senior Assistant. These courses were conducted on

following dates: June 30-July 01; July 05-06; July 07-08; July 12-13; July 14-15; July 26-27; July 28-29; September 20-21; September 22-23; September 27-28; and September 29-30.



Training Course on COMMIT held w.e.f. July 05-06, 2021, at IMPARD Srinagar

Swachh Bharat Mission (SBM) Open Defecation Free (ODF) Plus

The Prime Minister of India launched the Swachh Bharat Mission (SBM) on 2nd October 2014. Under the mission, all villages, Gram Panchayats, Districts, States and Union Territories in India committed themselves to become "open-defecation free" (ODF) by 2 October 2019, the 150th birth anniversary of Mahatma Gandhi, by constructing over 100 million toilets in rural India. To ensure that open defecation free behaviours are sustained, no one is left behind, and that solid and liquid waste management facilities are made accessible.

SBM is moving towards the next Phase – ODF Plus with the goal of reinforcing and sustaining ODF behaviours and focussing on providing interventions for safe management of solid and liquid waste especially in villages including households, schools, Panchayat Ghar, and Anganwadi Centre.

In order to sensitize officers about the issues involved in SBM (ODF plus), IMPARD conducted Training Course on "Management of SBM (ODF Plus)" from July 05 – 09, 2021 under the co-ordinatorship of Dr. Shafi Wani, Assistant Professor.



Training Course on SBM ODF (Plus) held w.e.f. July 05-09, 2021, at IMPARD Srinagar

Induction Training for JKAS Probationers

IMPARD organised Training Courses for 267 JKAS Probationary Officers of Batch-2019 to overcome the deficiencies that had resulted due to abandoning their training amid Covid-19 Pandemic which spread in India in March 2020.

At Srinagar, IMPARD organised "One Month's Online Training Course for JKAS Probationers, Batch-2019" from July 15 to August 13, 2021, under the co-ordinatorship of Dr. G. M. Dar, Associate Professor and Dr. Khurshid Ul Islam, Associate Professor. The Probationers attended the Training Course from their respective places of work for three hours in the morning after which they attended to their routine office work in their respective districts of posting.

The Training Course was conducted on Zoom virtual platform.

Shri Saurabh Bhagat, IAS, Director General, J&K IMPARD, formally inaugurated the Training Course. While welcoming the Probationary Officers, he highlighted the New Training Policy for JKAS, and spoke about various initiatives being taken by IMPARD for improving the content, quality, and methodology of training in the Institute.

The topics covered during the Training Course included Financial Management, General Provident Fund Rules, Medical Attendance Rules, Budget Formulation, Land Revenue Act, Land Acquisition and Compensation, Right to Information, Role of Administration in Ensuring Safe Environment, e-Office, District Administration, General Financial Rules(GFR)-2017, Health Services, Leadership qualities, Government e-Market Place (GeM), Vigilance, Youth Services, Prevention of Sexual Harassment at Work Place, Internal Audit System, Documentation, Drafting Skills, etc.

As a follow up, IMPARD conducted offline evaluatory Training Courses both at Srinagar and Jammu offices.

These included “One Week’s Offline Training Course for JKAS Probationary Officers, Batch-2019” (in two groups, A & B comprising 104 Probationers) at IMPARD Regional Centre, Siddhra, Jammu. The Training Course for Group A was conducted from August 16-21, 2021; and for Group B from August 23-27, 2021. Dr. Neena Bhalla, Associate Professor, and Dr. Ruchi Gupta, Assistant Professor, co-ordinated the Training Courses under the supervision of Dr. Reva Sharma, Director Trainings (J).

During the Training Courses the Officer Trainees got opportunities to interact with eminent senior officers who included Shri B. R. Sharma, IAS, Chairman, Public Service Commission; Shri V. Srinivas, IAS, Special Secretary, Department of Administrative Reforms and Public Grievances (DARPG); Shri Manoj Kumar Dwivedi, IAS, Commissioner/Secretary, General Administration Department, J&K Government; and Lt. General (retired) Syed Atta Husnain, Chancellor, Central University of Kashmir.



JKAS Probationers at J&K IMPARD, Main Campus, Srinagar

Likewise, at its Main Campus, M. A. Raod, Srinagar, IMPARD conducted “One Week’s Offline Training Course for JKAS Probationary Officers, Batch-2019” (in two groups, 1st & 2nd). Dr. J. A. Jabeen, Dr. G. M. Dar, and Dr. Khurshid Ul Islam, Associate Professors, co-ordinated the Training Courses. Shri Anand Jain, IPS, Director, J&K Anti-Corruption Bureau; Shri V. K. Singh, IPS, Additional Director General Prisons, and Dr. Kanchan Negi, International Trainer, among others, interacted with the Probationers.

These Training Courses were also evaluatory in nature.



JKAS Probationers at J&K IMPARD, Regional Centre, Jammu

Financial Management for Higher Education

Financial Management signifies planning, organising, and controlling of money matters in an organisation. Financial Management in Government in general and in Higher Education Department in particular has assumed greater importance with the inception of digital transactions on platforms like the GeM – (Government e-Market Place). In order to orient the officers of Higher Education Department to e-Procurement, General Financial Rules (GFR), Public Financial Management System (PFMS), etc., IMPARD conducted a Training Course on “Financial Management for Higher Education” from July 05-09, 2021, under the co-ordination of Dr. Neena Bhalla, Associate Professor. Twenty-one officers from Higher Education Department attended the Training Course.



Training Course on “Financial Management for Higher Education” held w.e.f. July 05-09, 2021, at IMPARD Regional Centre, Jammu

Life Style Skills

Life Style Skills refers to the ability of positive behaviour to deal with challenges of life. When referred to in terms of governance, the Government functionaries need to be inculcated with a sense of balance in their psychological set-up. This means they should possess emotional, and spiritual balance which are needed in various aspects of life like time management, stress management, goal setting at the work place.

It was in this backdrop that IMPARD conducted a Training Course on “Life Style Skills” from August 09-13, 2021, under the co-ordination of Dr. Samia Jabeen, Assistant Professor.

The Training Course was all about the Art of Better Living even when the work is stressful in these Covid-19 Pandemic times.



Training Course on “Life Style Skills” held w.e.f. August 09-13, 2021, at IMPARD Main Campus, Srinagar

Regional Conference on “Replication of Good Governance Practices”

Good governance includes running the Government in a way that meets its short- and long-term goals, to do which technology is the best tool. Use of technology has enabled the Government to move towards paperless work which in turn has enabled it to curb corruption and inordinate delay in public services delivery. Governance best practices include building a strong cadre of best functionaries, aligning strategies with goals, being accountable, having a high level of ethics and integrity, defining roles and responsibilities, and so on.

With a view to strengthen commitment to Good Governance practices, the Government of Jammu and Kashmir, in collaboration with Department of Administrative Reforms & Public Grievances (DARPG), Ministry of Personnel, Public Grievances and Pensions, organised a two-day Semi-Virtual Regional Conference on “Replication of Good Governance Practices” from July 01-02, 2021, at SKICC in Srinagar, Kashmir, in which 750 officers from 10 States and Union Territories participated.

J&K IMPARD, under the leadership of Shri Saurabh Bhagat, IAS, Director General, performed the role of Nodal Agency on behalf of Government of Jammu and Kashmir. On June 30, 2021, Shri Saurabh Bhagat, IAS, Director General, personally supervised the arrangements for the Conference. He took a meeting at SKICC, Srinagar, with the representatives of concerned Departments like General Administration, Information, IT, NIC, Hospitality & Protocol, SKICC. He asked them to designate a nodal officer each for close coordination.



Regional Conference on “Replication of Good Governance Practices” held from July 01-02, 2021, at SKICC, Srinagar

Interactive Session on RTI

The Institute organized an Interactive Session on Right to Information Act, 2005, for JKAS (Probationary) officers batch 2019, APIOS, PIOs, FAAs on July 27, 2021.

Shri Neeraj Kumar Gupta, IAS (Retd.), Central Information Commissioner was the Chief Guest on the occasion. Shri Saurabh Bhagat, IAS, Director General, IMPARD & Shri Narinder Singh Bali, Secretary to J&K Government, Forest Ecology & Environment Department, were also present.

Speaking on the occasion Shri Neeraj Kumar Gupta said that the RTI is a wonderful platform that can act as a feedback mechanism for all the Government Departments and other establishments of public importance. He added that RTI should be treated as a yardstick of effective governance and should be analysed for its efficient functioning and transparency.

While highlighting different provisions of RTI Act, 2005, through a powerpoint presentation, Shri Neeraj Kumar underlined the importance of proper monitoring of RTI applications, functioning of PIOs and other appellate authorities. He further said that RTI is a tool for empowering the citizens of the country and making them aware of the progress and prospects of administration. He further said that RTI is an instrument of self-actualization and recognition with public authorities and they should not act as tools of obstruction of information and only claim exemptions in bona fide cases.

Shri Saurabh Bhagat, IAS, Director General IMPARD, while speaking on the occasion, highlighted the role of IMPARD in organizing training programmes and interactive sessions which are useful for the budding officers in the field. He also added that the Institute will keep on organizing such programmes which will act as tools for improving governance and administrative machinery in the Union Territory of Jammu and Kashmir.



Shri Neeraj Kumar, IAS (Retd.), Central Information Commissioner, conducting the Interactive Session on RTI Act, 2005, on July 27, 2021

Mid-Career Capacity Building Training for Senior Officers of J&K Government

During the two-day Regional Conference on "Replication of Good Governance Practices" held at SKICC, Srinagar, from July 1-2, 2021, J&K Government adopted a resolution titled "Good Governance – *Behtar Nizam-e-Hukumat Kashmir Aelamia*". It also signed an MoU with National Centre for Good Governance (NCGG) and Department of Administrative Reforms and Public Grievances and Pensions (DAR&PG), Government of India.

Concurrently, J&K IMPARD adopted New Training Policy for Jammu and Kashmir Administrative Services (JKAS) officers. Under this policy IMPARD organised "Mid-Career Capacity Building Training" for the first batch of thirty senior JKAS officers of 1999 batch at Lal Bahadur Shastri National Academy of Administration (LBSNAA), Mussorie, from August 21-30, 2021. The Training was focussed on Public Policy, Ethics in Administration, Health Governance, Land Acquisition, Climate Change, Electoral Reforms, Smart City, and Urban Housing.



Mid-Career Capacity Building Training for Senior JKAS Officers held from August 21 – 30, 2021, at LBSNAA

Online Training Session on Motivation for Mid-Career Bureaucrats of the Neighbouring Country of Maldives



Shri Saurabh Bhagat, IAS, DG, J&K IMPARD, conducting Online Training Session on Motivation for Mid-Career Bureaucrats of the Neighbouring Country of Maldives on September 28, 2021

Shri Saurabh Bhagat, IAS, Director General, J&K IMPARD, conducted, on September 28, 2021, an online training session on "Motivation for Mid-Career Bureaucrats" of the Neighbouring Country of Maldives. This was part of Capacity Building Programme in Field Administration" for the civil servants of that country. The Training Programme was sponsored by Ministry of External Affairs, Government of India, and was organized by Government of Maldives in collaboration with National Centre for Good Governance (NCGG) and Lal Bahadur Shastri National Academy for Administration (LBSNAA). A total of thirty bureaucrats from various Departments of Government of Maldives participated.

Shri Saurabh Bhagat, IAS, conducted the Session with the object to increase outreach and collaboration between J&K IMPARD and other institutions of the country and abroad.

Adieu



Farewell party organised by J&K IMPARD officers at Regional Centre, Jammu, in honour of retiring colleagues Dr. Sunita Zalpuri, Professor, who superannuated in the month of April 2021; and Shri Shadi Lal Koul, Head Assistant, who superannuated in the month of May 2021



Shri Saurabh Bhagat, IAS, DG IMPARD and other employees bidding adieu to retiring officials Mr. Farooq Ahmad Khan, Sr. Library Assistant, Mr Ab. Rashir Dar, Electrician & Mr. Barkatullah Khan, Watch & Ward Assistant, who superannuated in the month of August 2021

Photo Gallery



Shri Saurabh Bhagat, IAS, DG IMPAD, unfurling the Tri-Colour on Independence Day 15th August 2021, at M. A. Road, Srinagar



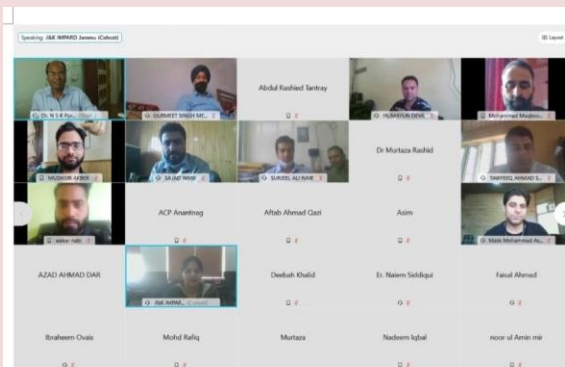
JK Police personnel presenting Guard of Honour on Independence Day 15th August 2021, at IMPARD, Srinagar



Shri Saurabh Bhagat, IAS, Director General presiding over joint valedictory function of Training Courses: "Planning & Management of Samagra Shiksha in J&K" and "Orientation Course for Gram Rozgar Sevaks (GRS)" at IMPARD Srinagar on July 30, 2021



Training Course on "Innovations in Rural Education" held w.e.f. July 14-16, 2021 at IMPARD, Jammu



Online Training Course on "Spatial Planning for Block/Model Cluster Panchayat Development" held in collaboration with NIRD&PR, Hyderabad, w.e.f. August 10-12, 2021 at IMPARD, Jammu



"Secretariat Assistants Training Course for Junior Assistants" held w.e.f. July 01 to August 31, 2021, at IMPARD, Jammu

Training Activities

S.No.	Title of the Training Course	Date	Venue	No. of Participants	Course Coordinator	Mode of Conduct
1.	COMMIT (Comprehensive Online Modified Modules for Induction Training)	June 30 – July 01, 2021	Srinagar	13	Dr. Samia Jabeen, Assistant Professor	Offline
2.	Regional Conference on "Replication of Good Governance Practices"	June 30 & July 01-02, 2021	SKICC, Srinagar	750	Shri Saurabh Bhagat, IAS, Director General	Semi-Virtual
3.	Secretariat Assistant Training Course for Senior Assistants	July 01 – August 31, 2021	Srinagar	104	Dr. Ruquaya Amin, Assistant Professor	Offline
4.	Secretariat Assistants Training Course for Junior Assistants	July 01 – August 31, 2021	Srinagar	110	Ms. Nighat Amin, Research Officer	Offline
5.	Secretariat Assistants Training Course for Senior Assistants of Civil Secretariat	July 01 – August 31, 2021	Jammu	80	Ms. Manju Kapoor, Assistant Professor	
6.	Secretariat Assistants Training Course for Junior Assistants of Civil Secretariat	July 01 – August 31, 2021	Jammu	96	Dr. Jyoti Sadhu, Research Officer	
7.	COMMIT	July 05 – 06, 2021	Srinagar	09	Dr. Samia Jabeen, Assistant Professor	Offline
8.	Orientation Training on Gram Panchayat Development Plan (GPDP)	July 05 – 08, 2021	Srinagar	09	Dr. M. Ashraf Dar, Assistant Professor	Offline
9.	Office Discipline & Conduct Rules for Government Employees	July 05 – 08, 2021	Jammu	12	Ms. Manju Kapoor, Assistant Professor	
10.	Career Counselling & Employment Opportunities	July 05 – 09, 2021	Srinagar	09	Dr. S. K. Islam, Associate Professor	Offline
11.	Management of Swachh Bharat Mission (SBM) Open Defecation Free (ODF Plus)	July 05 – 09, 2021	Srinagar	09	Dr. Shafia Wani, Assistant Professor	Offline
12.	Financial Management for Higher Education	July 05 – 09, 2021	Jammu	21	Dr. Neena Bhalla, Associate Professor	
13.	COMMIT	July 07 – 08, 2021	Srinagar	12	Dr. Samia Jabeen, Assistant Professor	Offline
14.	COMMIT	July 12 – 13, 2021	Srinagar	09	Dr. Samia Jabeen, Assistant Professor	Offline
15.	Best Practices in the Implementation of RTI ACT	July 12 – 14, 2021	Srinagar	18	Dr. J. A. Jabeen, Associate Professor	Offline
16.	e-initiatives in Rural Development Department	July 12 – 15, 2021	Srinagar	10	Er. S. N. Buch, Senior Informatics Officer	Offline
17.	Orientation Training for Food Safety Officers	July 12 – 15, 2021	Srinagar	08	Dr. Humera Yaqoob, Assistant Professor	Offline
18.	Stress Management for Women Employees	July 12 – 15, 2021	Srinagar	27	Dr. Samia Jabeen, Assistant Professor	Offline
19.	COMMIT	July 14 – 15, 2021	Srinagar	12	Dr. Samia Jabeen, Assistant Professor	Offline
20.	Innovations in Rural Education	July 14 – 16, 2021	Srinagar	25	Dr. Ruchi Gupta, Assistant Professor	
21.	One Month's Training Programme for JKAS Probationers of 2019 Batch	July 15 – August 14, 2021	Srinagar	264	Dr. G. M. Dar, Associate Professor; & Dr. S. Khurshid Ul Islam, Associate Professor	Online
22.	COMMIT	July 26 – 27, 2021	Srinagar	08	Dr. Samia Jabeen, Assistant Professor	Offline
23.	COMMIT	July 28 – 29, 2021	Srinagar	13	Dr. Samia Jabeen, Assistant Professor	Offline
24.	Planning and Management of <i>Samagra Shiksha</i> in J&K	July 26 – 30, 2021	Srinagar	33	Dr. Bilal Ahmad Bhat, Assistant Professor	Offline
25.	Orientation Course for <i>Gram Rozgar Sevaks</i>	July 26 – 30, 2021	Srinagar	16	Dr. B. A. Kumar, Associate Professor	Offline
26.	Financial Management for Higher Education Department	July 26 – 30, 2021	Jammu	20	Dr. Neena Bhalla, Associate Professor	
27.	Digital India Mission	August 02 – 04, 2021	Srinagar	12	Er. S. N. Buch, Senior Informatics Officer	Offline
28.	Two-Day Orientation Workshop on 15 th Finance Commission & its Conversions	August 01 – 02, 2021	Srinagar	07	Dr. M. Ashraf Dar, Assistant Professor	Offline
29.	Community Based Disaster Management in Gram Panchayats	August 02 – 04, 2021	Jammu	28	Dr. Ruchi Gupta, Assistant Professor	
30.	Development of Smart Cities	August 09 – 11, 2021	Srinagar	10	Dr. Humera Yaqoob, Assistant Professor	Offline
31.	Participatory Administration and Collective Decision Making	August 09 – 12, 2021	Srinagar	15	Dr. J. A. Jabeen, Associate Professor	Offline
32.	Life Style Skills	August 09 – 13, 2021	Srinagar	17	Dr. Samia Jabeen, Assistant Professor	Offline
33.	Online Training Programme on Spatial Planning for Block/Model Cluster Panchayat Development	August 10 – 12, 2021	Jammu	45	Dr. Ruchi Gupta, Assistant Professor	Online
34.	One Week's Training for JKAS Probationers of 2019 Batch (Group 1st)	August 16 – 21, 2021	Srinagar	89	Dr. J. A. Jabeen, Associate Professor; Dr. G. M. Dar, Associate Professor; & Dr. S. Khurshid Ul Islam, Associate Professor	Offline
35.	One Week's Training for JKAS Probationers of 2019 Batch (Group A)	August 16 – 21, 2021	Jammu	50	Dr. Neena Bhalla, Associate Professor; & Dr. Ruchi Gupta, Assistant Professor	Offline
36.	One Week's Training for JKAS Probationers of 2019 Batch (Group B)	August 23 – 27, 2021		53	Dr. Neena Bhalla, Associate Professor; & Dr. Ruchi Gupta, Assistant Professor	Offline
37.	One Week's Training for JKAS Probationers of 2019 Batch (Group 2 nd)	August 23 – 28, 2021	Srinagar	83	Dr. J. A. Jabeen, Associate Professor; Dr. G. M. Dar, Associate Professor; & Dr. S. Khurshid Ul Islam, Associate Professor	Offline
38.	One-Day Extension Training for Sarpanchs of Anantnag District	September 08, 2021	Srinagar	60	Dr. Shafia Wani, Assistant Professor	Offline
39.	Managerial Skills for Non-Managers	September 13 – 15, 2021	Srinagar	09	Dr. M. Ashraf Dar, Assistant Professor	Offline
40.	Secretariat Assistants Training Course for Senior Assistants/Junior Assistants of SKIMS – (ongoing)	September 06 – November 05, 2021	Srinagar	31	Dr. Ruquaya Amin, Associate Professor	Offline
41.	Disaster Preparedness with Special Reference to Earthquakes	September 06 – 09, 2021	Srinagar	10	Dr. G. M. Dar, Associate Professor	Offline
42.	Training of Trainers (ToT) on Menstrual Hygiene Management	September 13 – 15, 2021	Srinagar	15	Dr. Shafia Wani, Assistant Professor	Offline
43.	Service Rules & Regulations in Government	September 13 – 17, 2021	Jammu	19	Dr. Neena Bhalla, Associate Professor	
44.	COMMIT	September 20 – 21, 2021	Srinagar	11	Dr. Samia Jabeen, Assistant Professor	Offline
45.	Social Welfare Administration	September 20 – 21, 2021	Srinagar	11	Dr. Bilal A. Bhat, Assistant Professor	Offline
46.	COMMIT	September 22-23, 2021	Srinagar	09	Dr. Samia Jabeen, Assistant Professor	Offline
47.	Solid Waste Management & Disposal	September 20 – 24, 2021	Srinagar	15	Dr. Humera Yaqoob, Assistant Professor	Offline
48.	Online Workshop-cum-ToT on Good Governance Through Community Participation in Rural Development Tools and Techniques	September 20 – 24, 2021	Jammu	49	Dr. Ruchi Gupta, Assistant Professor, & Dr. M. Ashraf Dar, Assistant Professor	
49.	COMMIT	September 27 – 28, 2021	Srinagar	08	Dr. Samia Jabeen, Assistant Professor	Offline
50.	COMMIT	September 29 – 30, 2021	Srinagar	15	Dr. Samia Jabeen, Assistant Professor	Offline
51.	Participatory Rural Appraisal & Rapid Rural Appraisal for BDOs	September 28 – October 01, 2021	Srinagar	10	Dr. M. Ashraf Dar, Assistant Professor	Offline
52.	Communication Skills and Community Mobilization	September 29 – October 01, 2021	Srinagar	09	Dr. S. K. Islam, Associate Professor	Offline