

# **Annual Report 2018 -2019**



**J&K IMPARD**

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**Jammu and Kashmir Institute of Management,  
Public Administration and Rural Development  
Main Campus: Maulana Azad Road , Srinagar  
Regional Centre: Sidhra, Jammu**

## **MESSAGE FROM THE DIRECTOR GENERAL**



I am pleased to place before you the Institute's Annual Report for the year 2018-19 which provides a bird's eye view of the activities undertaken by us during the year. It has now been for more than three and a half decades of our concerted efforts, that the Institute has created a niche for itself in administrative circles and has benefited a large number of trainees by updating their levels of knowledge and developing skills in them. Equally a large number of fresh recruits, who enter into KAS and other services, are given Foundational training to fine-tune their personalities for meeting immediate requirements of the job they get to do in Government.

I am confident that after going through this Annual Report, you will recount the milestones which this Institute has achieved in its voyage of the year in organizing 281 capacity building programmes for the Government functionaries on various issues of government which included a four week's Institutional training programme for IAS Probationers, batch 2017 and a four month's Foundation training for KAS probationers, batch 2014. Besides, 14 Training Programmes for elected representatives of Urban Local Bodies were also organized by the Institute in order to enable them to discharge their legitimate duties and responsibilities effectively. We further extended our outreach by organizing on-line training for the front-line functionaries working in Government departments.

We stand committed to serve better and improve our performance to the best satisfaction of our clientele. This Annual Report will also be available on our official web site for the convenience of all stakeholders.

**Sd/-**

**Shri Manoj Kumar Dwivedi (IAS)  
Director General**

**Date:**

**Place: Srinagar**

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## **CHAPTER 1**

### **ABOUT THE INSTITUTE**

J&K Institute of Management, Public Administration and Rural Development (J&K IMPARD) is an apex training Institute established in the year 1982 as a Government Department and subsequently registered as an autonomous Society under J&K Registration of Societies Act, 1998. The Institute was established with a view to provide in-service training to the Government employees and also to undertake Action Research in areas of crucial importance to the Administration of J&K. As such, the Institute undertakes research on strategically important contemporary issues to explore and suggest policy options, having bearing on governance and issues of interest to the public. The Institute endeavours to impart knowledge, sharpen the skills and bring in required attitudinal changes amongst its trainees/ clientele. The overriding objective is to create high quality manpower in different echelons of the Administration. The Institute has played a pivotal role in shaping the thinking and perspectives of those working in the Government. The role of the Institute has assumed greater significance in view of the rapid advancement in technology, economy and managerial practices around the world to which J&K cannot remain immune.

#### **Objectives**

The objectives of the Institute as listed in its Memorandum of Association (MoA) are as follows:

- To create an awareness regarding the need for application of management Principles and Techniques in all sectors of national life;
- to carry out research in the fields of Management and Administration and adopt knowledge developed in advanced countries to suit Indian conditions;
- to develop and lay down standards of proficiency in Management and Administration;
- to disseminate knowledge on Management through Seminars, Workshops, Conferences, Journals and other Publications;
- to impart knowledge and skills to the practicing managers and administrators through teaching and training;

- to assist in the application of management concepts and techniques through consultancy and extension services;
- to foster and assist in the development of the profession of management and make it a genuine instrument for economic development and social change; and
- to provide for and promote the study and deal with relevant fields and factors contributing to the improvement of economic development and social well-being of the people with special reference to those in rural areas.

## **Organizational Structure of the Institute**

The Executive Council (EC), highest decision making body of the Institute, is responsible for the management, administration and control of affairs of the Institute, and its income and properties in accordance with the rules of the Society and regulations, orders and instructions issued from time to time. The composition of the Committee is as follows:

1. Hon'ble Governor of Jammu and Kashmir	Chairman*
2. Chief Secretary of Jammu and Kashmir State	Vice Chairman
3. Director General, J&K IMPARD	Member Secretary
4. Principal Secretary to Govt., Finance Department	Member
5. Principal Secretary to Govt., Planning and Dev. Deptt.	Member
6. Principal Secretary to Govt., ARI & Trgs. Department	Member
7. Secretary to Govt., Rural Development	Member

**\*The requisite amendments in the constitution of IMPARD Executive Council for replacing J&K State by UT of J&K and the Hon'ble Governor of J&K by the Hon'ble Lt. Governor of the UT of J&K are being made in due course.**

In order to supervise the functioning of the Institute on behalf of its Executive Council through its meetings to be convened after every six months in a year, a Subcommittee of the Executive Council has been formed having the following constitution:

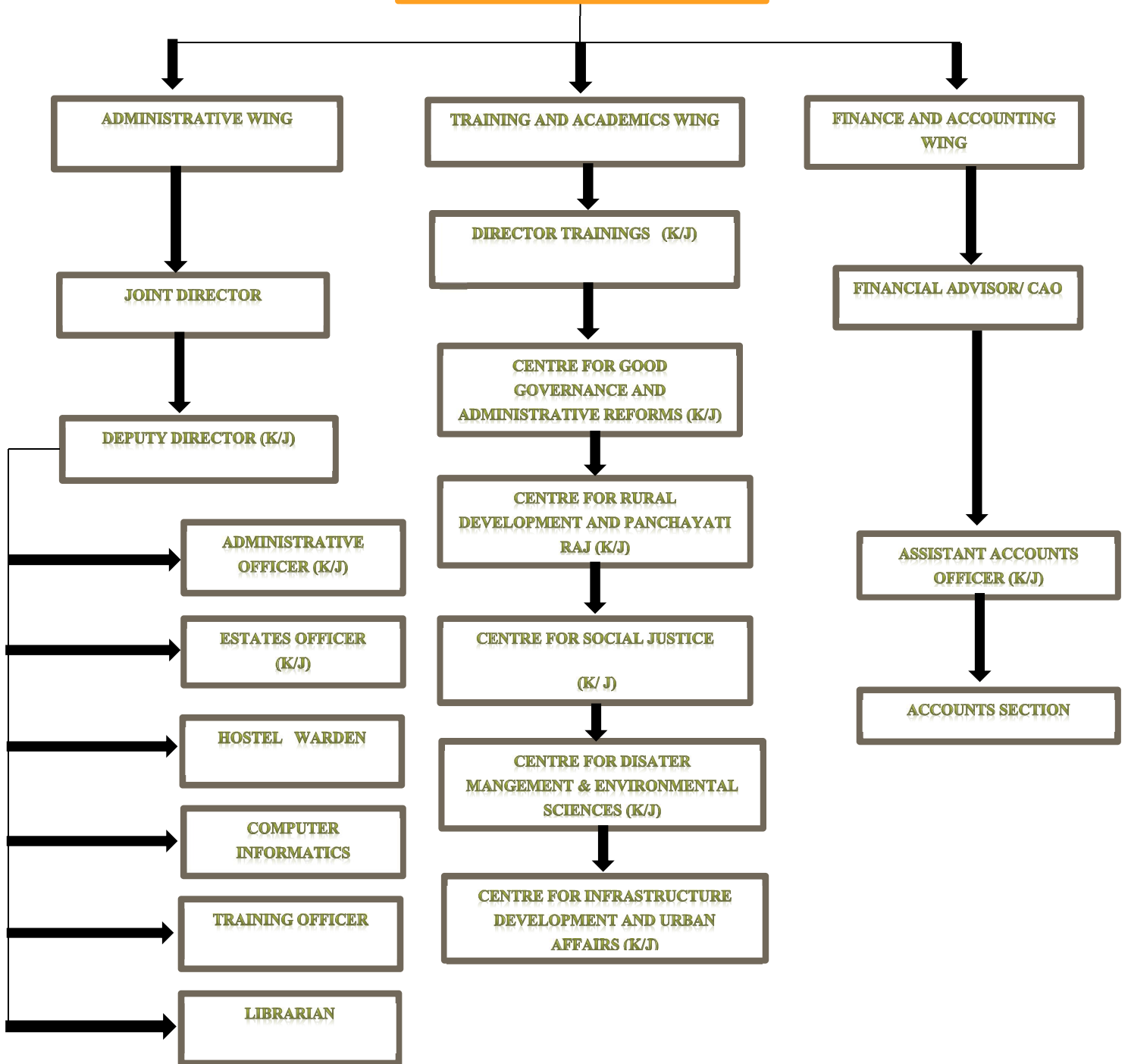
1. Chief Secretary of Jammu and Kashmir	Chairman
2. Director General, J&K IMPARD	Member Secretary
3. Principal Secretary to Govt., Finance Department	Member
4. Principal Secretary to Govt., ARI & Trgs. Department	Member

Exexutive Council of the Institute and its Sub Commiittee has all powers to undertake various functions as enshrined in the Memorandum of Association of the Institute.

## **Organizational Structure**

A graphic representation of the organizational structure of the Institute is portrayed on next page:

**DIRECTOR GENERAL**



**Legends:**

K = Kashmir J= Jammu

**Table 1****Training Programmes Conducted during the year 2018-2019**

S. No.	Name of the Training Programme	Schedule	Venue	No of participants attended			Course Coordinator	Remarks
				M	F	Total		
1.	Orientation Programme on e-Tendering	April 02-05, 2018	Jammu	13	11	24	Dr. Neena Bhalla	In House
2.	Direct Trainer Skills	April 09-12, 2018	Jammu	16	02	18	Dr. Sunita Zalpuri	In House
3.	Food Adulteration and its Safety	April 09-12, 2018	Srinagar	25	04	29	Dr. Humara Yaqoob	In House
4.	Workshop on Protection of Women from Domestic Violence	April 09-12, 2018	Srinagar	21	23	44	Dr. Jahan Ara Jabeen	In House
5.	ToT on Gram Panchayat Development Plan	April 09-12, 2018	Srinagar	16	03	19	Dr. M. Ashraf Dar	In House
6.	Stress Management for Women Employees	April 16-19, 2018	Srinagar	0	23	23	Dr. Samia Jabeen	In House
7.	Combating Drug Addiction in Society	April 16-18, 2018	Srinagar	19	0	19	Dr. Bilal Ah. Bhat	In House
8.	Sensitization Programme on Recent Financial Reforms in the Govt.	April 23-25, 2018	Srinagar	11	02	13	Dr. S. K. Islam	In House
9.	Disaster Preparedness & School Safety Plan	April 23-26, 2018	Srinagar	36	02	38	Dr. G. M. Dar	In House
10.	Swachh Bharat Abhiyan in Urban Areas	April 23-26, 2018	Jammu	14	05	19	Ms. Manju Kapoor	In House
11.	Foundation Training Programme for Probationers of J&K Administrative Service (KAS), Batch 2014 (Session 2018)	March 19 -21 July, 2018	Jammu/ Srinagar	27	06	33	Institutional Course	Sponsored by J&K GAD
12.	e-Governance	May 01-05, 2018	Srinagar	14	02	16	Dr. Sunita Zalpuri	In House
13.	Office Communication as per the Manual of Secretariat Procedure	May 02-05, 2018	Srinagar	07	02	09	Ms. Nighat Amin	In House
14.	Social Welfare Administration	May 07-11, 2018	Srinagar	13	03	16	Dr. Bilal Ah. Bhat	In House
15.	12 days Induction Training Programme for Frontline Govt. Functionaries	May 07-19, 2018	Distt. Head Quarter Kargil	28	12	40	Dr. Samia Jabeen	Sponsored by DOPT, GoI
16.	(SAKSHAM) Mission Water Conservation	May 08-12, 2018	Srinagar	22	0	22	Dr. B.A. Kumar	Sponsored by MORD, GOI
17.	Digital India Mission	May 09-11, 2018	Srinagar	05	0	05	Er.S. N. Buch	SCTP DoPT, GoI
18.	Sustainable Urban Transport	May 14-18, 2018	Srinagar	21	0	21	Dr. Humara Yaqoob	In House
19.	Solid & Liquid Waste Management	May 14-17, 2018	Srinagar	15	0	15	Dr. Shafia Wani	In House
20.	Behavioural Skills for Frontline Functionaries in Government	May 14-16, 2018	Jammu	23	06	29	Dr. Jyoti Sadhu	In House
21.	Workshop on Public Financial Management System (PFMS)	May 14-18, 2018	Jammu	30	05	35	Dr. Neena Bhalla	In House



22.	Gender Responsive Governance	May 14-18, 2018	Jammu	10	05	15	Dr. Sunita Zalpuri	In House
23.	Swachh Bharat Abhiyan	May 21-24, 2018	Jammu	12	05	17	Ms. Manju Kapoor	In House
24.	Re-Engineering Public Administration	May 21-25, 2018	Srinagar	12	01	13	Dr. Ruquaya Amin	SCTP DoPT, GoI
25.	Rural Entrepreneurship Development	May 21-25, 2018	Srinagar	16	01	17	Dr. B.A. Kumar	In House
26.	Four Weeks Institutional Trainings for IAS Probationers Batch 2017-18	May 21, 2018	Srinagar	02	0	02	Dr. S. K. Islam	In House
27.	ToT for Voluntaries of Nehru Yuva Sangathan	May 24-25, 2018	Srinagar	36	06	42	Dr. Bilal A. Bhat	Ministry of Youth Affairs and Sports, GoI
28.	Best Practices in Implementation of RTI	May 28 -31, 2018	Srinagar	18	0	18	Dr. Jahan Ara Jabeen	In House
29.	Mission Water Conservation (SAKSHAM)	May 28 – June 01, 2018	Jammu	21	0	21	Dr. Ruchi Gupta	NIRD & PR
30.	Participatory Decentralized Planning for Effective Service Delivery	May 28 -June 01 , 2018	Srinagar	33	04	37	Dr. M. Ashraf Dar Local Coordinator	Organized by NIRD&PR (GOI)
31	Planning and Management of NRLM	June 04-6, 2018	Srinagar	17	0	17	Dr. M. Ashraf Dar	In House
32.	Orientation Programme for DDO's	June 04-07, 2018	Srinagar	34	3	37	Dr. Neena Bhalla	In House
33.	Community Based Disaster Management	June 04-07, 2018	Srinagar	11	6	17	Dr. G.M.Dar	In House
34.	Prime Minister's Fasal Bima Yojana-Challenges in the Implementation of the Scheme	June 11-14, 2018	Srinagar	22	4	26	Dr. B. A. Kumar	In House
35.	Sustainable Development Goals and Gram Panchayats	June 18-21, 2018	Srinagar	09	01	10	Dr. B.A.Kumar	SCTP DoPT, GoI
36.	National Service Scheme and Disaster Management	June 18-22, 2018	Srinagar	05	08	13	Dr. G.M.Dar	In House
37.	Labour & Employment Issue in Rural Areas	June 18-21, 2018	Srinagar	06	02	08	Dr. Shafia Wani	In House
38.	Bio-Medical Waste Management	June 25-27, 2018	Srinagar	18	12	30	Dr. Humera Yaqoob	In House
39.	Planning and Management of Primary Health Centres	June 25-28, 2018	Srinagar	13	07	20	Dr. Bilal Ahmad Bhat	In House
40.	Gram Panchayat Development Plan and SDGs	June 25-27, 2018	Srinagar	32	02	34	Dr. Ruchi Gupta	In House
41.	SAKSHAM	June 25-29, 2018	Srinagar	16	0	16	Course Team, RD&PR	MORD, NIRD Hyderabad
42.	SBM with a focus on Water and Sanitation	June 25-29, 2018	Srinagar	16	02	18	Dr. Shafia Wani	In House
43.	Municipal Solid Waste Management	June 25-27, 2018	Jammu	11	02	13	Ms. Manju Kapoor	In House
44.	Geo Spatial Technologies for planning and management of PMGSY & ROADS	June 25-29, 2018	Srinagar	25	0	25	Dr. B. A. Kumar, Local Coordinator	Organized by NIRD&PR (GOI)
45.	Induction Training Course for Frontline Government Functionaries from the Department of Education	June 26-10 July, 2018	District Leh.	16	18	34	Dr. Samia Jabeen	Sponsored by DOPT, GoI

46.	SWACHH Bharat Mission	July 02-4, 2018	Srinagar	13	01	14	Dr. Ruchi Gupta	In House
47.	ToT on Human Resource Management for Local Leadership	July 02-04, 2018	Srinagar	28	09	37	Dr. Bilal Ah. Bhat	Sponsored by Rajiv Gandhi National Institute of Youth Service & Sports, GoI.
48.	Panchayat Enterprises Suite	July 02-04, 2018	Srinagar	19	0	19	Er. Sadat Nizam Buch	In House
49.	Strategic Planning in Government	July 09-12, 2018	Srinagar	09	01	10	Dr. Ruquaya Amin	In House
50.	Swachh Bharat Abhiyan in Urban Areas	July 16-18, 2018	Jammu	14	06	20	Dr. Neena Bhalla	In House
51.	Sustainable Food Security and Nutrition the Role of Forests and Agriculture Landscape.	July 16-19, 2018	Srinagar	26	0	26	Dr. Bilal Ah. Bhat	In House
52.	Office Management	July 16-20, 2018	Jammu	16	07	23	Ms. Manju Kapoor	In House
53.	Mission Water Conservation	July 16-20, 2018	Jammu	44	0	44	Dr. Reva Sharma/ Dr. Ruchni Gupta	NIRD & PR
54.	Strengthening of Rural Livelihoods through PRI	July 17-21, 2018	Srinagar	27	02	29	Dr. Shafia Wani (Local Coordinator)	Organized by NIRD&PR, GOI
55.	Labour and Employment Issues in Rural Areas	July 23-25, 2018	Srinagar	15	05	20	Dr. Shafia Wani	In House
56.	Sustainable Tourism Management in J&K	July 23-27, 2018	Srinagar	09	04	13	Dr. Humera Yaqoob	In House
57.	Mission Water Conservation (SAKSHAM)	July 23-27, 2018	Srinagar	18	0	18	Dr. B. A. Kumar	Sponsored by MoRD/ NIRD
58.	Effective and Responsive Administration	July 30 - Aug. 02 , 2018	Srinagar	18	01	19	Dr. Ruquaya Amin	In House
59.	Mobilization of Resources for Gram Panchayat	July 30 - Aug. 03 , 2018	Srinagar	16	02	18	Dr. M. Ashraf Dar (Local Coordinator)	Organized by NIRD&PR, GOI
60.	Purchase Procedures in Govt.	July 30-Aug 03, 2018	Jammu	15	05	20	Ms. Manju Kapoor	In House
61.	Mission Water Conservation (SAKSHAM)	July 30-Aug 03, 2018	Jammu	32	0	32	Dr. Reva Sharma/ Dr. Ruchni Gupta	NIRD & PR
62.	Planning for Sustainable Livelihoods	August 01-03, 2018	Srinagar	15	0	15	Dr. B. A. Kumar, Associate Professor	SCTP DoPT, GoI
63.	Urban Infrastructure Project & their Management	August 07-09, 2018	Srinagar	20	0	20	Dr. Humera Yaqoob	SCTP DoPT, GoI
64.	Ethics and Values in Public Governance	August 06-08, 2018	Jammu	31	03	34	Dr. Sunita Zalpuri	DOPT, GoI
65.	SAKSHAM	August 06-10, 2018	Srinagar	18	02	20	Course Team	NIRD/ MORD, GoI
66.	Office Procedures and Financial Administration for Rural Development	August 08-10, 2018	Jammu	27	02	29	Dr. Jyoti Sadhu	In House
67.	Workshop Community Based Disaster Management (CBDM) Strategy	August 16-17, 2018	Srinagar	25	0	25	Dr. G. M. Dar	Centrally sponsored scheme Sustainable Reduction in Disaster Risk ( SRDR)

68.	Office Management for Section Officers	August 2018	27-30,	Srinagar	06	01	07	Ms. Nighat Amin	In House
69.	Police Management	August 2018	27-31,	Srinagar	13	02	15	Dr. Ruquaya Amin	In House
70.	Natural Resource Management through MGNREGA and IWMP	August 2018	28-30,	Jammu	28	04	32	Dr. Ruchi Gupta	Sponsored by DoPT, GoI
71.	Workshop on Updation of DDMP	August 2018	30-31,	Leh	43	0	43	Dr. G. M. Dar	Centrally Sponsored Scheme- Sustainable Reduction in Disaster Risk ( SRDR)
72.	Swachh Bharat Abhiyan in Urban Areas	September 2018	04-06,	Jammu	09	04	13	Dr. Neena Bhalla	In House
73.	Disaster Vulnerability and Development	September 2018	04-07,	Srinagar	14	01	15	Dr. G. M. Dar	In House
74.	Developing Positive Work Culture in Govt. Organizations	September 2018	04-07,	Srinagar	16	01	17	Dr. Samia Jabeen	In House
75.	Sexual Harassment at Work Place	September 2018	04-07,	Srinagar	12	13	25	Dr. Jahan Ara Jabeen	SCTP DoPT, GoI
76.	Rural Transformation through Development Administration	September 2018	04-07,	Srinagar	08	05	13	Dr. B. A. Kumar	In House
77.	Empowerment of Woman Issues and Concerns	September 2018	10-14,	Srinagar	07	06	13	Dr. Sunita Zalpuri	In House
78.	Crises Management through Managerial interventions	September 2018	10-13,	Srinagar	08	0	08	Dr. S. K. Islam	In House
79.	Civil Conduct Rules and Financial Management	September 2018	10-13,	Jammu	22	01	23	Ms. Manju Kapoor	In House
80.	Convergence Approaches of RD Programmes under GDPD	September 2018	10-14,	Srinagar	09	0	09	Dr. Mohammad Ashraf Dar	In House
81.	Mission Water Conservation (SAKSHAM)	September 2018	10-14,	Jammu	32	02	34	Dr. Reva Sharma/ Dr. Ruchni Gupta	NIRD & PR
82.	Departmental Vigilance System	September 2018	12-14,	Srinagar	20	01	21	Dr. Ruquaya Amin	In House
83.	Workshop on Updation of DDMP	September 2018	13-14,	Kargil	48	03	51	Dr. G. M. Dar	Centrally Sponsored Scheme ( SRDR)
84.	Workshop on Children Rights and Child protection in J&K	September 2018	17-19,	Srinagar	12	05	17	Dr. Bilal Ahmad Bhat	SCTP DoPT, GoI
85.	Promotion of Rural Tourism	September 2018	17-19,	Srinagar	11	01	12	Dr. Shafia Wani	<b>SIRD</b>
86.	Right to Information	September 2018	17-19,	Srinagar	24	01	25	Dr. Jahan Ara Jabeen	In House
87.	Emotional Intelligence at Workplace	September 2018	17-19,	Srinagar	21	01	22	Dr. Humera Yaqoob	SCTP DoPT, GoI
88.	e-Participation in Government	September 2018	17-19,	Srinagar	07	03	10	Dr. Ruquaya Amin	SCTP DoPT, GoI
89.	Orientation Programme for Accounts Officers	September 2018	17 – 20,	Jammu	20	02	22	Dr. Neena Bhalla	In House
90.	Workshop on Updation of DDMP	September 2018	18-19,	Baramulla	31	05	36	Dr. G. M. Dar	Centrally Sponsored Scheme ( SRDR)
91.	Proactive Disclosure under RTI	September 2018	18 – 20,	Jammu	10	01	11	Dr. Sunita Zalpuri	In House

92.	Social Defence Issue for Panchayti Raj Functionaries	September 24-26, 2018	Srinagar	34	01	35	Dr. Jahan Ara Jabeen	Sponsored by National Institute of Social Defence Ministry of Social Justice, (GOI)
93.	Public Administration System	September 24-28, 2018	Srinagar	07	01	08	Dr. Ruquaya Amin	In House
94.	SAKSHAM	September 24-28, 2018	Leh	15	15	30	Dr. B.A. Kumar Local Coordinator	Sponsored by MORD, GoI
95.	Strengthening of Rural Livelihood through PRIs	September 24-28, 2018	Srinagar	11	04	15	Dr. Mohammad Ashraf Dar	In House
96.	Workshop on CBDM	September 24-26, 2018	Baramulla	31	02	33	Dr. G. M. Dar	Centrally Sponsored Scheme Under Sustainable Reduction in Disaster Risk (SRDR)
97.	Digital India	September 24 – 28, 2018	Jammu	11	0	11	Dr. Sunita Zalpuri	In House
98.	Workshop on Training Needs Analysis on Capacity Building about IT for Govt. Organizations	September 28, 2018	Srinagar	12	00	12	Dr. S. K. Islam	In House
99.	Gender Responsible Governance in Rural Administration	Oct.03-05, 2018	Srinagar	19	03	22	Dr. Shafia Wani	In House
100.	Workshop on Updation of DDMP	Oct.03-04, 2018	District Hqrs .Kupwara	43	01	44	Dr. G. M. Dar	Centrally Sponsored Scheme (SRDR)
101.	COMMIT	Oct.04, 2018	Srinagar	24	0	24	Dr. Samia Jabeen	DoPT, GoI
102.	COMMIT	Oct. 06 <sup>th</sup> 2018	Jammu	19	0	19	Dr. Sunita Zalpuri	DoPT, GoI
103.	Entrepreneurship Development through Govt. Schemes	Oct.08-10, 2018	Srinagar	06	02	08	Dr. S. K. Islam	In House
104.	Governance and Management Policies in School Education System with Special Focus on RMSA in J&K.	Oct.08-12, 2018	Srinagar	02	13	15	Dr. Bilal Ah. Bhat	In House
105.	Induction Training Programme Front –Line Govt. Functionaries	Oct. 08-22, 2018	Distt. Headquarter, Leh	03	34	37	Dr. Samia Jabeen	DoPT, GoI
106.	Orientation Programme on e-Tendering	Oct. 09-11, 2018	Jammu	09	0	09	Dr. Neena Bhalla	In House
107.	Mission Water Conservation (SAKSHAM)	Oct. 09-13, 2018	Jammu	33	01	34	Course Team of RD & PR (Dr. Reva Sharma / Dr. Ruchi Gupta)	NIRD & PR
108.	National Social Assistance Programme (NSAP)	Oct.15-17, 2018	Srinagar	17	01	18	Dr. M .Ashraf Dar	In House
109.	Planning for Sustainable Dev. in Cities	Oct.15-19, 2018	Srinagar	07	02	09	Dr. Humara Yaqoob	In House
110.	Secretariat Assistants Training Course (SATC) IN RESPECT OF Senior Assistants of Head of the Departments/ Offices	October 15 <sup>th</sup> 2018 to 14 <sup>th</sup> January, 2019	Jammu	30	0	30	Dr. Jyoti Sadhu	Sponsored by JK GAD
111.	Secretariat Assistants Training Course (SATC) IN RESPECT OF Senior Assistants of Head of the Departments/ Offices	October 15 <sup>th</sup> 2018 to 14 <sup>th</sup> January, 2019	Srinagar	35	10	45	Dr. Ruquaya Amin Ms. Nighat Amin	Sponsored by JK GAD
112.	Civil Service Regulations in J&K	Oct.22-25, 2018	Srinagar	13	01	14	Ms. Nighat Amin	In House
113.	Administrative Reforms in J&K	Oct.22-26, 2018	Srinagar	10	0	10	Dr. Ruquaya Amin	In House
114.	Social Accountability and Social Audit	October 22 <sup>nd</sup> to November 20 <sup>th</sup> 2018	Jammu	12	04	16	Course Team of RD & PR (Dr. Reva Sharma / Dr. Ruchi Gupta)	NIRD & PR

115.	Financial Management for Higher Education	Oct. 22 <sup>nd</sup> to 26, 2018	Jammu	08	03	11	Dr. Neena Bhalla	In House
116.	Gender Budgeting	Oct. 24 <sup>th</sup> to 26 <sup>th</sup> , 2018	Jammu	04	05	09	Dr. Sunita Zalpuri	In House
117.	Gender Responsive Governance	Oct. 29 <sup>th</sup> - Nov 2 <sup>nd</sup> , 2018	Srinagar	04	14	18	Dr. Jahan Ara Jabeen	In House
118.	Social Security Scheme for the aged and other disabled people in J&K	Oct.29-31, 2018	Srinagar	02	06	08	Dr. Bilal Ah.Bhat	In House
119.	Pradhan Mantri Awas Yojna (PMAY)	Oct.29-31, 2018	Jammu	06	06	12	Ms. Manju Kapoor	In House
120/	Disaster Risk Reduction	Oct.29 - Nov,1 <sup>st</sup> 2018	Srinagar	13	0	13	Dr. G. M. Dar	In House
121.	Workshop on PFMS	November 12 - 16, 2018	Jammu	23	01	24	Dr. Neena Bhalla	In House
122.	Urban Environmental Sustainability	Nov.19-21, 2018	Srinagar	18	01	19	Dr..Humera yaqoob	SCTP DoPT, Gol
123.	Community Participation and Social Audit	Nov.19-22, 2018	Srinagar	04	21	25	Dr. Jahan Ara Jabeen	In House
124.	Digital India Mission	Nov.19-22, 2018	Srinagar	39	02	41	Er. S. N. Buchh	In House
125.	Participatory Forest Management	Nov 26-30, 2018	Srinagar	50	0	50	Dr. Jahan Ara Jabeen	In House
126.	Solid Waste Management	Nov. 26-28, 2018	Jammu	06	06	12	Ms. Manju Kapoor	In House
127.	Agriculture & Food Security in J&K- Role of National Food Security Mission	Nov 26-30, 2018	Srinagar	18	01	19	Dr.Bilal Ah. Bhat	In House
128.	Workshop on Personality Development & Life Skills	Nov 26-28, 2018	Srinagar	20	01	21	Dr. S.K.Islam	In House
129.	Administrative Law and Good Governance	Nov. 26-30, 2018	Jammu	06	05	11	Dr. Sunita Zalpuri	In House
130.	COMMIT	Nov. 28-29, 2018	Srinagar	20	01	21	Dr. Samia Jabeen	DoPT, Gol
131.	Financial Management for Higher Education	Dec. 03-07, 2018	Jammu	03	11	14	Dr. Neena Bhalla	In House
132.	Leadership skills for higher and Middle Level Administrator	Dec. 03-06, 2018	Jammu	07	03	10	Dr. Sunita Zalpuri	In House
133.	Foundation course for Newly Elected Representatives of Urban Local Bodies	Dec. 03-06, 2018	Srinagar	18	15	33	Dr. Jahan Ara Dr. S.K Islam	Sponsored J&K Housing & Urban Development Department
134.	Foundation course for Newly Elected Representatives of Urban Local Bodies	Dec. 03-06, 2018	Jammu	36	1	37	Dr. Neena Bhalla/ Ms. Manju Kapoor	Sponsored J&K Housing & Urban Development Department
135.	COMMIT	Dec. 4 <sup>th</sup> , 2018	Srinagar	04	0	04	Dr. Samia Jabeen	DoPT,Gol
136.	COMMIT	Dec. 6-7, 2018	Jammu	18	15	3	Dr. Sunita Zalpuri	DoPT, Gol
137.	COMMIT	Dec. 6-7, 2018	Srinagar	14	25	39	Dr. Samia Jabeen	DoPT, Gol
138.	Foundation course for Newly Elected Representatives of Urban Local Bodies	Dec. 06-08, 2018	Srinagar	21	12	33	Dr. Jahan Ara Dr. S.K Islam	Sponsored J&K Housing & Urban Development Department

139.	Foundation course for Newly Elected Representatives of Urban Local Bodies	Dec. 06-08 ,2018	Jammu	37	0	37	Dr. Neena Bhalla/ Ms. Manju Kapoor	Sponsored J&K Housing & Urban Development Department
140.	COMMIT	Dec. 10-11 , 2018	Jammu	14	12	26	Dr. Sunita Zalpuri	DoPT, Gol
141.	COMMIT	Dec. 10-11 , 2018	Srinagar	11	10	21	Dr. Samia Jabeen	DoPT, Gol
142.	Foundation course for Newly Elected Representatives of Urban Local Bodies	Dec. 10-12 , 2018	Srinagar	30	11	41	Dr. Jahan Ara Jabeen Dr. S.K Islam	Sponsored J&K Housing & Urban Development Department
143.	Foundation course for Newly Elected Representatives of Urban Local Bodies	Dec. 10-12 , 2018	Jammu	49	0	49	Dr. Neena Bhalla/ Ms. Manju Kapoor	Sponsored J&K Housing & Urban Development Department
144.	Skill Development Mission for Rural Youth	Dec.10-13, 2018	Srinagar	17	05	22	Dr. M. Ashraf Dar	In House
145.	Challenges & Strategies for Women Empowerment in J&K	Dec. 10-14, 2018	Srinagar	07	02	09	Dr. Bilal Ahmad Bhat	In House
146.	e-Government Initiatives in J&K	Dec.10-14, 2018	Srinagar	07	01	08	Er. S. N. Buch	In House
147.	COMMIT	Dec.12-13, 2018	Srinagar	06	10	16	Dr. Samia Jabeen	DoPT, Gol
148.	COMMIT	Dec. 13-14 , 2018	Jammu	18	07	25	Dr. Sunita Zalpuri	DoPT, Gol
149.	Foundation course for Newly Elected Representatives of Urban Local Bodies	Dec. 13-15 , 2018	Srinagar	21	09	30	Dr. Jahan Ara Dr. S.K Islam	Sponsored J&K Housing & Urban Development Department
150.	Foundation course for Newly Elected Representatives of Urban Local Bodies	Dec. 13-15 , 2018	Jammu	44	0	44	Dr. Neena Bhalla/ Ms. Manju Kapoor	Sponsored J&K Housing & Urban Development Department
151.	Foundation course for Newly Elected Representatives of Urban Local Bodies	Dec. 17-19 , 2018	Jammu	37	0	37	Dr. Neena Bhalla/ Ms. Manju Kapoor	Sponsored J&K Housing & Urban Development Department
152.	COMMIT	Dec17-18, 2018	Jammu	29	0	29	Dr. Sunita Zalpuri	DoPT, Gol
153.	COMMIT	Dec.18 & 21, 2018	Srinagar	05	06	11	Dr. Samia Jabeen	DoPT, Gol
154.	Convergence of Schemes for Sustainable Development	Dec. 17-20, 2018	Srinagar	27	02	29	Dr. Shafia Wani	In House
155.	SAKSHAM	Dec. 17-21, 2018	Srinagar	12	01	13	Dr. B. A. Kumar	In House
156.	COMMIT	Dec19-20. , 2018	Srinagar	09	04	13	Dr. Samia Jabeen	DoPT, Gol
157.	COMMIT	Dec 19-20, 2018	Jammu	04	15	19	Dr. Sunita Zalpuri	DoPT, Gol
158.	Land Agrarian Act and Acquisition Act	Dec. 20-21, 2018	Srinagar	18	0	18	Dr. S. K. Islam	In House
159.	Foundation course for Newly Elected Representatives of Urban Local Bodies	Dec. 20-22 , 2018	Srinagar	22	09	31	Dr. Jahan Ara Jabeen Dr. S.K Islam	Sponsored J&K Housing & Urban Development Department
160.	Foundation course for Newly Elected Representatives of Urban Local Bodies	Dec. 20-22 , 2018	Jammu	41	0	41	DR. Neena Bhalla/ Ms. Manju Kapoor	Sponsored J&K Housing & Urban Development Department
161.	Foundation course for Newly Elected Representatives of Urban Local Bodies	Dec. 24-26 , 2018	Srinagar	18	12	30	Dr. Jahan Ara Jabeen Dr. S.K Islam	Sponsored J&K Housing & Urban Development Department
162.	Foundation course for Newly Elected Representatives of Urban Local Bodies	Dec. 24-26 , 2018	Jammu	44	0	44	Dr. Neena Bhalla/ Ms. Manju Kapoor	Sponsored J&K Housing & Urban Development Department

163.	Workshop on Updation of DDMP for District Srinagar	Dec. 26-27, 2018	Srinagar	09	03	12	Dr. G. M. Dar	Under Centrally Sponsored Scheme on SRDR
164.	COMMIT	Dec 24-26, 2018	Srinagar	11	06	17	Dr. Samia Jabeen	DoPT, Gol
165.	Foundation course for Newly Elected Representatives of Urban Local Bodies	Dec. 27-29 , 2018	Srinagar	28	06	34	Dr. Jahan Ara Jabeen Dr. S.K Islam	Sponsored J&K Housing & Urban Development Department
166.	Foundation course for Newly Elected Representatives of Urban Local Bodies	Dec. 27-29 , 2018	Jammu	35	0	35	Dr. Neena Bhalla/ Ms. Manju Kapoor	Sponsored J&K Housing & Urban Development Department
167.	COMMIT	Dec. 31, 2018 – Jan 1 <sup>st</sup> , 2019	Srinagar	08	09	17	Dr. Samia Jabeen	DoPT, Gol
168.	Foundation course for Newly Elected Representatives of Urban Local Bodies	Dec. 31, 2018 – Jan 2, 2019	Srinagar	18	08	26	Dr. Jahan Ara Jabeen Dr. S.K Islam	Sponsored J&K Housing & Urban Development Department
169.	Foundation course for Newly Elected Representatives of Urban Local Bodies	Dec. 31, 2018 – Jan 2, 2019	Jammu	41	0	41	Dr. Neena Bhalla/ Ms. Manju Kapoor	Sponsored J&K Housing & Urban Development Department
170.	SAKSHAM	Dec. 31, 2018 – Jan 4, 2019	Srinagar	21	01	22	Course Team	Sponsored by NIRD
171.	SAKSHAM	Dec. 31, 2018 – Jan 4, 2019	Jammu	36	0	36	Course Team	Sponsored by NIRD
172.	Monitoring and Evaluation of RD Projects	Jan 01 -03, 2019	Srinagar	07	03	10	Dr. M. Ashraf Dar	In House
173.	Panchayat Enterprise Suite	Jan 01 -03, 2019	Srinagar	16	05	21	Er. S. N. Buch	In House
174.	Workshop on Protection of Human Rights in J&K: Role of Police	Jan 01 – 04, 2019	Srinagar	28	0	28	Dr. Bilal A. Bhat	In House
175.	COMMIT	Jan 02 -03, 2019	Srinagar	03	07	10	Dr. Samia Jabeen	DoPT, Gol
176.	Foundation course for Newly Elected Representatives of Urban Local Bodies	Jan 03 -05, 2019	Srinagar	20	11	31	Dr. Jahan Ara Dr. S.K Islam	Sponsored J&K Housing & Urban Development Department
177.	Sensitization of Government Functionaries on Issues Relating to Minorities	Jan 07 – 09, 2019	Srinagar	06	04	10	Dr. Jahan Ara Jabeen	SCTP DoPT, Gol
178.	District Level Orientation Programme on Disaster Management	Jan 07 – 09, 2019	Srinagar	25	01	26	Dr. G. M. Dar	In House
179.	COMMIT	Jan 07 – 08, 2019	Srinagar	17	03	20	Dr. Samia Jabeen	DoPT, Gol
180.	Foundation course for Newly Elected Representatives of Urban Local Bodies	Jan 07 -09, 2019	Jammu	34	0	34	Dr. Neena Bhalla/ Ms. Manju Kapoor	Sponsored J&K Housing & Urban Development Department
181.	Mission Water Conservation (SAKSHAM)	Jan 07 – 11, 2019	Jammu	26	0	26	Course Team	NIRD/PR
182.	Financial Management for Higher Education Department	Jan 07 – 11, 2019	Jammu	03	11	14	Dr. Neena Bhalla	In House
183.	COMMIT	Jan. 09 -10, 2019	Srinagar	16	03	19	Dr. Samia Jabeen	DoPT, Gol
184.	COMMIT	Jan. 10 -11, 2019	Jammu	15	05	20	Dr. Sunita Zalpuri	DoPT, Gol
185.	Geo-Spatial Applications in Rural Development	Jan. 10 -12, 2019	Srinagar	27	0	27	Dr. B. A. Kumar	In House

186.	COMMIT	Jan. 14 -15, 2019	Srinagar	16	02	18	Dr. Samia Jabeen	DoPT, Gol
187.	COMMIT	Jan. 14 -15, 2019	Jammu	15	10	25	Dr. Sunita Zalpuri	DoPT, Gol
188.	Social Audit	Jan. 14 – 16, 2019	Jammu	14	01	15	Dr. Shafia Wani	SCTP/DoPT, Gol
189.	Sensitization of Government Functionaries on Issues Relating to Minorities	Jan 14 – 16, 2019	Jammu	11	0	11	Dr. Rachna Dutt	DoPT, Gol
190.	Public Relation Skills for Administrators	Jan. 14 – 17, 2019	Srinagar	17	01	18	Dr. S. K. Islam	In House
191.	ToT on Community Based Disaster Management	Jan. 14 – 17, 2019	Srinagar	23	04	27	Dr. G. M. Dar	Centrally Sponsored Scheme Under Sustainable Reduction in Disaster Risk (SRDR)
192.	Certificate (Orientation) and Assessment of Master Resource Persons	Jan. 15 – 18, 2019	Jammu	49	0	49	Course Team of RD & PR	MoRD/ NIRD & PR
193.	Certificate (Orientation) and Assessment of Master Resource Persons	Jan. 15 – 18, 2019	Jammu	45	0	45	Course Team of RD & PR	NIRD/ PR
194.	Beti Bachao Beti Padhao	Jan. 16 – 18, 2019	Srinagar	09	11	20	Dr. Jahan Ara Jabeen	SCTP DoPT, Gol
195.	COMMIT	Jan. 16 – 17, 2019	Srinagar	18	0	18	Dr. Samia Jabeen	DoPT, Gol
196.	COMMIT	Jan. 17 – 18, 2019	Jammu	18	05	23	Dr. Sunita Zalpuri	DoPT, Gol
197.	COMMIT	Jan 21 -22, 2019	Srinagar	14	02	16	Dr. Samia Jabeen	DoPT, Gol
198.	COMMIT	Jan. 21 – 22, 2019	Jammu	09	11	20	Dr. Sunita Zalpuri	DoPT, Gol
199.	Workshop on Updation of DDMP	Jan. 21 – 23, 2019	Srinagar	32	0	32	Dr. G. M. Dar	SCTP/ DOPT, Gol
200.	ToT Programme for Master Resource Persons for the training of Elected Representatives of Panchayati Raj Institutions in J&K	Jan. 21 – 24, 2019	Srinagar	45	0	45	Dr. M. Ashraf Dar Local Coordinator	Sponsored by MoRD/ NIRD Hyderabad
201.	Certificate (Orientation) and Assessment of Master Resource Persons	Jan. 21 – 24, 2019	Jammu	46	0	46	Course Team of RD & PR	NIRD/ PR
202.	Certificate (Orientation) and Assessment of Master Resource Persons	Jan. 21 - 24, 2019	Jammu	50	0	50	Course Team of RD & PR	NIRD/ PR
203.	ToT Programme for Master Resource Persons for the Training of Elected Representatives of Panchayati Raj Institutions in J&K	Jan. 21 – 24, 2019	Srinagar	37	0	37	Course Team of RD & PR	MoRD/ NIRD Hyderabad
204.	Mission Water Conservation (SAKSHAM)	Jan. 21 -25, 2019	Srinagar	12	02	14	Course Team of RD & PR	Sponsored by MoRD /NIRD Hyderabad
205.	Training Techniques	Jan. 21 -25, 2019	Jammu	13	03	16	Ms. Manju Kapoor	NIRD/PR
206.	Citizen Centric Administration & Governance	Jan. 21 -25, 2019	Jammu	15	04	19	Dr. Rachna Dutt	DoPT, Gol
207.	COMMIT	Jan. 23 -24, 2019	Srinagar	19	0	19	Dr. Samia Jabeen	DoPT, Gol
208.	AWASOFT and its Applications	Jan. 23 -25, 2019	Srinagar	14	02	16	Er. S. N. Buch	In House



209.	COMMIT	Jan. 24 -25, 2019	Jammu	11	09	20	Dr. Sunita Zalpuri	DoPT, Gol
210.	Updation of DDMP	Jan. 28 - 29, 2019	Srinagar	19	0	19	Dr. G. M. Dar	Under Centrally Sponsored Scheme on SRDR
211.	COMMIT	Jan. 28 -29, 2019	Srinagar	14	02	16	Dr. Samia Jabeen	DoPT, Gol
212.	Certificate (Orientation) and Assessment of Master Resource Persons	Jan. 29 – Feb. 01, 2019	Jammu	39	03	42	Course Team of RD & PR	MoRD/ NIRD
213.	Certificate (Orientation) and Assessment of Master Resource Persons	Jan. 29 – Feb. 01, 2019	Jammu	38	06	44	Course Team of RD & PR	MoRD/ NIRD
214.	COMMIT	Jan. 30 -31, 2019	Srinagar	17	0	17	Dr. Samia Jabeen	DoPT, Gol
215.	COMMIT	Jan. 30 -31, 2019	Jammu	23	0	23	Dr. Sunita Zalpuri	DoPT, Gol
216.	ToT Programme for Master Resource Persons for the training of Elected Representatives of Panchayati Raj Institutions in J&K	Jan. 30 – Feb. 02, 2019	Srinagar	46	03	49	Course Team od RD & PR	MoRD/ NIRD Hyderabad
217.	ToT Programme for Master Resource Persons for the training of Elected Representatives of Panchayati Raj Institutions in J&K	Jan. 30 – Feb. 02, 2019	Srinagar	50	01	51	Course Team od RD & PR	MoRD/ NIRD Hyderabad
218.	Planning and Implementation of RKVY	Feb. 04 -06, 2019	Srinagar	07	01	08	Dr. B. A. Kumar	In House
219.	Implementation of National Food Security Act in J&K State	Feb. 04 -06, 2019	Srinagar	27	03	30	Dr. Bilal A.Bhat	In House
220.	COMMIT	Feb. 04 -05, 2019	Srinagar	08	02	10	Dr. Samia Jabeen	DoPT, Gol
221.	COMMIT	Feb. 04 -05, 2019	Jammu	14	08	22	Dr. Sunita Zalpuri	DoPT, Gol
222.	Combating Corruption	Feb. 04 -06, 2019	Jammu	12	0	12	Dr. Rachna Dutt	In House
223.	Workshop on DDMP	Feb. 06 -07, 2019	Srinagar	26	09	35	Dr. G. M. Dar	Under Centrally Sponsored Scheme on SRDR
224.	Sexual Harassment at Workplace	Feb. 05 -07, 2019	Jammu	13	09	22	Dr. Jahan Ara Jabeen	DoPT, Gol
225.	Certificate (Orientation) and Assessment of Master Resource Persons	Feb. 04 - 08, 2019	Jammu	56	04	60	Course Team of RD & PR	NIRD/PR
226.	COMMIT	Feb. 06 – 07, 2019	Srinagar	15	01	16	Dr. Samia Jabeen	DoPT, Gol
227.	ToT Programme for Master Resource Persons for the training of Elected Representatives of Panchayati Raj Institutions in J&K	Feb. 05 -08, 2019	Srinagar	59	0	59	Course Team od RD & PR	MoRD/ NIRD Hyderabad
228.	COMMIT	Feb. 11 - 12, 2019	Srinagar	14	01	15	Dr. Samia Jabeen	DoPT, Gol
229.	COMMIT	Feb. 11 - 12, 2019	Jammu	04	16	20	Dr. Sunita Zalpuri	DoPT, Gol
230.	Participatory Approach for Preparation of District Development Plan	Feb. 11 - 14, 2019	Srinagar	26	01	27	Dr. M. Ashraf Dar	In House
231.	Building Transparency and Accountability in Government	Feb. 11 - 14, 2019	Jammu	31	07	38	Dr. Rachna Dutt	In House

232.	COMMIT	Feb. 13 - 14, 2019	Srinagar	18	0	18	Dr. Samia Jabeen	DoPT, Gol
233.	COMMIT	Feb. 13 - 14, 2019	Jammu	05	14	19	Dr. Sunita Zalpuri	DoPT, Gol
234.	Child Labour and Role of Voluntary Organizations	Feb. 14 - 15, 2019	Srinagar	18	6	24	Dr. Bilal Ahmad Bhat	In House
235.	Workshop on DDMP	Feb. 18 - 19, 2019	Srinagar	30	02	32	Dr. G. M. Dar	Under Centrally Sponsored Scheme on SRDR
236.	Secretariat Assistants Training Course (SATC) in respect of Sr. Assistance	Feb. 18 – May 21, 2019	Srinagar	32	09	41	Ms. Nighat Amin	Sponsored by JK GAD
237.	Secretariat Assistants Training Course (SATC) in respect of Sr. Assistance	Feb. 18 – May 21, 2019	Jammu	16	04	20	Dr. Jyoti Sadhu	Sponsored by JK GAD
238.	Foundation Course in respect of Jr. Assistants	Feb. 18 – May 21, 2019	Srinagar	33	08	41	Ms. Nighat Amin	Sponsored by JK GAD
239.	Foundation Course in respect of Jr. Assistants	Feb. 18 – May 21, 2019	Jammu	39	05	44	Dr. Jyoti Sadhu	Sponsored by JK GAD
240.	COMMIT	Feb. 18 - 19, 2019	Srinagar	18	0	18	Dr. Samia Jabeen	DoPT, Gol
241.	COMMIT	Feb. 20 - 21, 2019	Srinagar	19	0	19	Dr. Samia Jabeen	DoPT, Gol
242.	COMMIT	Feb. 25 - 26, 2019	Srinagar	19	0	19	Dr. Samia Jabeen	DoPT, Gol
243.	COMMIT	Feb. 25 - 26, 2019	Jammu	17	01	18	Dr. Sunita Zalpuri	DoPT, Gol
244.	Building Trust & Credibility	Feb. 25 – 27, 2019	Srinagar	09	03	12	Dr. Samia Jabeen	In House
245.	Right to Information	Feb. 25 – 27, 2019	Jammu	20	04	24	Dr. Rachna Dutt	In House
246.	SAKSHAM	Feb. 25 – March 01, 2019	Srinagar	09	0	09	Dr. B. A. Kumar	Sponsored by MoRD/ NIRD Hyderabad
247.	COMMIT	Feb. 27 - 28, 2019	Srinagar	19	0	19	Dr. Samia Jabeen	DoPT, Gol
248.	COMMIT	Feb. 27 - 28, 2019	Jammu	17	05	22	Dr. Sunita Zalpuri	DoPT, Gol
249.	COMMIT	March 01 – 02, 2019	Jammu	23	04	27	Dr. Sunita Zalpuri	DoPT, Gol
250.	COMMIT	March 05 -06, 2019	Jammu	22	06	28	Dr. Sunita Zalpuri	DoPT, Gol
251.	Micro Enterprises and Livelihood in Rural Areas	March 05 – 07, 2019	Srinagar	06	04	10	Dr. B. A. Kumar	SCTP/ DoPT, Gol
252.	Urban Infrastructure Projects and their Management	March 05 – 07, 2019	Srinagar	08	02	10	Dr. Humera Yaqoob	In House
253.	Workshop on Updation of DDMP	March 05 – 06, 2019	Srinagar	22	01	23	Dr. G. M. Dar	Under Centrally Sponsored on SRDR
254.	COMMIT	March 05 – 06, 2019	Srinagar	10	04	14	Dr. Samia Jabeen	DoPT, Gol
255.	Integrating MGNREGS Labour Budget with GPDP	March 05 – 07, 2019	Jammu	21	03	24	Dr. Ruchi Gupta	NIRD/ PR
256.	Citizen Centric Adm. & Governance	March 05 – 07, 2019	Jammu	10	0	10	Dr. Rachna Dutt	In House

257.	COMMIT	March 07 - 08, 2019	Srinagar	15	03	18	Dr. Samia Jabeen	DoPT, Gol
258.	COMMIT	March 07 - 08, 2019	Jammu	19	05	24	Dr. Sunita Zalpuri	DoPT, Gol
259.	Schemes and Policies for the Development of SCs, STs, & OBCs in J&K- role of SC-ST Sub Plan	March 05 - 08, 2019	Srinagar	04	0	04	Dr. Bilal A. Bhat	In House
260.	COMMIT	March 11 - 12, 2019	Srinagar	18	0	18	Dr. Samia Jabeen	DoPT, Gol
261.	Right to Information	March 11 - 13, 2019	Jammu	21	02	23	Dr. Rachna Dutt	In House
262.	Financial Management in Govt.	March 11 -13, 2019	Jammu	12	02	14	Ms. Manju Kapoor	In House
263.	Drug Abuse Prevention for School Education Department	March 12, 2019	Srinagar	14	01	15	Dr. Jahan Ara Jabeen	In House
264.	Sustainable Livelihood Approach in IWMP	March 12 -14, 2019	Srinagar	09	04	13	Dr. M. Ashraf Dar	SCTP /DoPT, Gol
265.	COMMIT	March 13 - 14, 2019	Srinagar	13	05	18	Dr. Samia Jabeen	DoPT, Gol
266.	Workshop on Updation of DDMP	March 13 - 14, 2019	Srinagar	29	02	31	Dr. G. M. Dar	Under Centrally Sponsored Scheme on SRDR
267.	COMMIT	March 15 - 16, 2019	Jammu	07	17	24	Dr. Sunita Zalpuri	DoPT, Gol
268.	Sustainable Tourism Management in J&K	March 18 -20, 2019	Jammu	07	04	11	Dr. Humera Yaqoob	In House
269.	Operational Issue of PMAY	March 18 – 21, 2019	Srinagar	30	02	32	Dr. Shafia Wani	In House
270.	Workshop on CBDM Strategy	March 18 – 19, 2019	Srinagar	35	02	37	Dr. G. M. Dar	In House
271.	COMMIT	March 18 - 19, 2019	Srinagar	14	01	15	Dr. Samia Jabeen	DoPT, Gol
272.	EOT	March 18 -22, 2019	Jammu	19	04	23	Dr. Reva Sharma	DoPT, Gol
273.	COMMIT	March 19 - 20, 2019	Jammu	17	04	21	Dr. Sunita Zalpuri	DoPT, Gol
274.	COMMIT	March 20 -22, 2019	Srinagar	14	0	14	Dr. Samia Jabeen	DoPT, Gol
275.	Workshop on Updation of DDMP	March 25 - 26, 2019	Srinagar	15	0	15	Dr. G. M. Dar	Under Centrally Sponsored Scheme on SRDR
276.	COMMIT	March 25 -26, 2019	Jammu	20	02	22	Dr. Sunita Zalpuri	DoPT, Gol
277.	Right to Information	March 25 -27, 2019	Jammu	18	0	18	Dr. Sunita Zalpuri	J&K Information Commission
278.	Recruitment and Reservation Rules in Govt.	March 26-28, 2019	Srinagar	10	02	12	Dr. Ruquya Amin	In House
279.	COMMIT	March 27 - 28, 2019	Srinagar	15	0	15	Dr. Samia Jabeen	DoPT, Gol
280.	COMMIT	March 27 - 28, 2019	Jammu	07	12	19	Dr. Sunita Zalpuri	DoPT, Gol
281.	Workshop on Updation of DDMP	March 28 - 29, 2019	Srinagar	09	0	09	Dr. G. M. Dar	Under Centrally Sponsored Scheme on SRDR
				5376	1068	6444		

## CHAPTER II

### EXECUTIVE SUMMARY

Training as an instrument of Human Resource Development has been acknowledged as a panacea for enhancing efficiency and effectiveness of an organization. While ensuring activation of human mind, it energizes the latent faculties of employees to harmonize their individual goals with the organizational goals and helps them in performing their roles well within the framework of allotted tasks and responsibilities. Besides being responsible for professionalization of the processes prevalent in the organizations, training provides a means of strengthening the knowledge base of all public servants and equips them with necessary knowledge, skills and behavioural patterns in order to enhance their leadership qualities and administrative capabilities leading to improved performance. A number of capacity building activities in the category of Induction, Foundation, Refresher, Orientation and Extension training programmes are being conducted by the Institute every year with varying durations of 1 day to 4 weeks. The trainee-participants in these programmes are provided with Certificates of participation by the Institute. During the financial year 2018 - 2019, the Institute conducted 281 Capacity Building Programmes, the details of which are shown at **Table 1**. These programmes included both long as well as short duration courses. The short duration courses comprised of Capacity Building / Refresher/ Orientation courses, mostly of 3 days' and 4 days' duration. However, in addition to this, following long duration programmes were also conducted:

- 4 weeks' Institutional Training Programme for IAS Probationers of Batch 2017;
- 4 months' Foundation Training Programme for Jr. Scale J&K Administrative Services (KAS) Batch 2014 Session 2018;
- 60 working days' Secretariat Assistants Training Programme for Sr. Assistants and Foundation Programmes for Jr. Assistants; and
- 2 weeks' Induction Training Programmes for Frontline Govt. Functionaries.

Some of the emerging issues of governance on which the training was conducted by the Institute are as follows:

- SWACHH Bharat Mission
- Right to Information
- e- Governance

- Food Security and Safety
- Gram Panchayat Development Plan & SDG's
- Disaster Management
- Gender Responsive Governance
- e- tendering
- Issues Relating to Minorities
- Ethics and Values in Public Governance
- Management of State Finances etc.

The training courses mainly covered the emerging issues of public governance and policy implementation to enable the governance system to become more transparent, efficient, effective, accountable and responsive to the needs and aspirations of citizens and be aligned to human values in a democratic society. Out of 281 training activities, 163 were sponsored by different Ministries/ Departments/ Agencies including the Department of Personnel and Trainings (DoPT), Ministry of Personnel, Public Grievances and Pensions, Govt. of India; National Institute of Social Defence, Ministry of Social Justice and Empowerment, Govt. Of India; National Institute of Rural Development & Panchayati Raj, Hyderabad, Ministry of Rural Development, Govt. of India; Department of Employment, Govt. of J&K; Department of Housing and Urban Development etc.

Out of the total number of training programmes, 184 were conducted at the Institute's Main Campus, Srinagar whereas 97 programmes were conducted at the Regional Centre, Jammu in which 6,444 participants including 5,376 males and 1,068 females received training. The Institute also organized some out- house training courses which were conducted at District Headquarters of Leh, Kargil, Baramulla and Kupwara.

The funds position of the Institute in terms of the details of receipts and expenditures incurred on different activities undertaken during the financial year, 2018-19 are given at **Table 2**.

## CHAPTER III

### SPECIAL FOCUS TRAINING ACTIVITIES

#### **Swachh Bharat Abhiyan (SBA):**

SBA is a nation-wide cleanliness drive launched officially by GOI on 2<sup>nd</sup> October, 2014 which includes elimination of open defecation through the construction of household owned and community owned toilets, conversion of insanitary toilets to pour flush toilets, eradication of manual scavenging, Municipal Solid Waste Management, bringing about a behavioural change in people regarding healthy sanitation practices, generating awareness among citizens about sanitation and its linkages with public health, and strengthening of urban local bodies to design, execute and operate systems to fulfil these objectives. The mission is expected to contribute to India reaching Sustainable Development Goals (SDG 6) established by the UN in 2015. Under SBM, besides other components, the main focus is on IEC to ensure that sanitation as an issue is mainstreamed with the general public at large. Keeping in view the importance of the subject, the Institute laid special emphasis on the relevant training activities. During the financial year 2018-2019, five training courses, four at the Regional Centre, Jammu under the coordinatorship of Dr. Neena Bhalla, Ms. Manju Kapoor and Dr. Ruchi Gupta and one at Srinagar by Dr. Shafia Wani were conducted for both Urban as well as Rural Sectors.

#### **Disaster Management:**

Owing to its unique geo-climatic features, Jammu and Kashmir has been experiencing both natural and human-induced disasters from times immemorial as a result of which huge investments made over centuries have been washed away within seconds. Apart from earthquakes, fires and famines in the past, the region has a long history of devastation due to floods in which the unprecedented floods of September 2014 had many lessons to teach. In order to analyse the problem and workout Disaster Risk Reduction Strategies from the community perspective, the National Disaster Management Authority (NDMA) launched a Centrally Sponsored Scheme on Sustainable Reduction in Disaster Risk (SRDR) in 10 most multi-hazard vulnerable districts, 2 each in 5 identified states

(Uttarakhand, Assam, Bihar, Himachal Pradesh and Jammu and Kashmir). The two districts in Jammu and Kashmir included Anantnag and Poonch. However, some of the activities under the Scheme were extended to other districts especially focussing on Capacity building of different stakeholders. The broad objective of the Scheme is to involve the stakeholders at the district and lower levels including the volunteers and community members in different activities to address Disaster Risk Reduction on a Sustainable basis. It was in this direction that the Divisional Administration Kashmir (Divisional Disaster Management Authority, Kashmir) sponsored a series of events under SRDR wherein a total of 18 events were targeted out of which 16 were completed by end of March, 2019. As such the Centre for Disaster Management & Environmental Studies of the Institute organised a series of events under 3 banners viz Updation of District Disaster Management Plan, Community Based Disaster Management Strategy, and ToT on CBDM. Some of the activities were organised at District Headquarters of Leh, Kargil, Kupwara and Baramulla under the coordinatorship of Dr. G.M. Dar. The participants included district, sub district and other grass root level functionaries as well as the representatives of NGOs and Voluntary Organisations besides some elected representatives of PRI's. A total of 463 participants including 421 males and 42 females attended these 16 events.



**Workshop on 'Updation of DDMP' w.e.f. August 30-31, 2018 at District Head Quarter, Leh**

## **Transforming India through Strengthening PRIs by Continuous Training and e-Enablement:**

In partial fulfilment of the requirements under the Pan India, the Institute organized a series of nine Training Programmes in collaboration with National Institute of Rural Development (NIRD&PR) and Department of Rural Development on ‘Transforming India through Strengthening PRIs by Continuous Training and E-Enablement’ for the officers/officials of Rural Development Department. The training series aimed at capacity building of the officers/ officials on various aspects of functioning of Panchayati Raj Institutions including provisions of J&K Panchayati Raj Act-1989 and the operational aspects thereof, and the instruments of devolution of powers and functions to Halqa Panchayats and their execution. During the training, an assessment of the trainees was made on different parameters in order to utilize their services as Departmental Resource Persons (DRPs) to enable them to further train the PRIs in the cascading mode.



**Training Course on ‘Transforming India through Strengthening PRIs by Continuous Training and E-Enablement’ – Session in Progress.**



## **Evaluation of Training:**

Training is an important component of human resource development and needs to be carried out effectively and efficiently in a systematic manner. There has been a lot of emphasis by policy planners and thinkers on monitoring and evaluation for taking corrective measures either in planning or implementation of the programmes for overall organizational effectiveness. Evaluation helps to measure the effectiveness of training and ensures that the training is able to fulfil the competency gaps within the organization in a cost effective manner. In order to sensitize the participants about the requirement and potential benefits of Evaluation of Training and its application, a five days training course was conducted on the subject w.e.f March 18 – 22, 2019 under the coordinatorship of Dr. Reva Sharma. Various subjects like EoT Matrix & EoT Models suggested by Easterby Smith, Hamblin and Krikpatrick were discussed during the training course. Towards the end of the training course, the participants made presentations on the assignment given to them.



## **Gram Panchayat Development Plan:**

In order to achieve economic development and social justice, the Gram Panchayats are constitutionally mandated for preparation of Gram Panchayat Development Plans

(GPDP) within the available resources. The Gram Panchayat Development Plan (GPDP) need to be comprehensive and based on participatory process involving the community particularly Gram Sabha, and shall be in convergence with schemes of all allied Central Ministries / Line Departments related to 29 subjects listed in the Eleventh Schedule of the Constitution. The convergence assumes greater significance in view of the fact that Panchayats can play an important role for effective implementation of flagship schemes on subjects of National Importance for transformation of rural India. In order to guide the trainees for effective participatory planning at the grass root level for GPDP and to discuss the role of Gram Panchayats in attainment of SDGs, the Institute conducted three programmes, two at Srinagar and one at Jammu on Gram Panchayat Development Plan under the separate coordinatorship of Dr. M. Ashraf Dar and Dr. Ruchi Gupta.

### **Prevention of Drug Abuse:**

States assume obligations and duties under international law to respect, protect and fulfil human rights which directs the States to take positive action towards generating awareness amongst the people about harmful effects of drug use. Therefore, the efforts for wellbeing of the particular section of the society are vital and require immediate and suitable intervention. The adolescents across the country are grappling with the drug addiction problem. Ineffective policies, lack of awareness programmes and increasing presence of drug peddlers are contributing to the problem. Keeping in view the need to address the issue, the Institute conducted 2 workshops on Prevention of Drug Abuse and Combating Drug Addiction under the coordinatorship of Dr. Jahan Ara Jabeen and Dr. Bilal A. Bhat. The workshops were attended by the officers/ officials from different Departments of the State including Police, Revenue, Social Welfare, Education etc. The workshops focussed on the role of various organizations for combating drug addiction in society in relation to various legal and constitutional provisions. Another similar activity on ‘Social Defence Issues for the Functionaries of Panchayati Raj Institutions’ was also conducted by the Institute for the officers/ officials of different Development Departments.



**Prevention of Drug Abuse and Combating Drug Addiction**

### **Sensitization of Government Functionaries on Issues Relating to Minorities:**

Because of a different socio-economic background, minorities have to grapple with various issues and problems. In order to build an understanding about the issues relating to minorities and to discuss various programmes and schemes for the development of minorities and their impact on the social, economic and educational status of minorities, two training courses of three days duration were conducted, one each at Srinagar and Jammu from January 07-09, 2019, and January 14 -16, 2019 under the coordinatorships of Dr. Jahan Ara Jabeen and Dr. Rachna Dutt respectively. Both the training courses were sponsored by the Ministry of Personnel, Public Grievances and Pensions, Department of Personnel and Trainings, GoI.

### **Institutional Training Programme for IAS/ KAS Probationers:**

As part of its regular activity, the Institute organizes long duration training to fresh recruits of Indian Administrative Services (IAS) and J&K Administrative Services (KAS). During the financial year 2018-19, a Four Weeks' Training Programmes for IAS Probationers, batch 2017 was organized by the Institute at its Main Campus, Srinagar from

May 21 to June 14, 2018 under the Coordinatorship of Dr. Khursheed-ul-Islam, Associate Professor, Centre for Good Governance & Administrative Reforms. The training aimed at discussing various State specific issues and the relevant laws. During the training, the probationers interacted with the then Hon'ble Governor, Shri N.N. Vohra and the then Hon'ble Chief Minister, Ms. Mehbooba Mufti and other renowned administrators of the erstwhile state of Jammu and Kashmir.



**Hon'ble the then Governor, Shri N. N. Vohra interacting with Batch 2017-18 IAS Probationers Mr. Bilal Mohi-ud-din Bhat and Mr. Santosh Gunwantrao Sukhadev along with the Course Coordinatorship Dr. S. K. Islam.**

The Four Months 'Foundation Training Programme for Probationers of J&K Administrative Service (KAS) batch 2014 session 2018 was also conducted by the Institute from March 19, 2018 to July 20, 2018. The training programme was attended by 33 KAS Probationers. The programme was aimed at enhancing professional knowledge and skills needed for efficient performance in the organization and also inculcate right attitude amongst the officer trainees towards the delivery of services.

### **Ethics and Values in Public Governance:**

Ethics in public governance is critical in realizing the promises and assurances of democracy and plays a key role in smooth functioning of governance system. Therefore, the effective operation of democratic government requires that public officials and employees are independent, impartial, and responsible to the people. There is a general perception that

standards in public life are on decline which has resulted in the loss of trust and confidence in public Institutions. This perception has brought these Institutions under pressure to perform to the best satisfaction of public. Therefore, in order to enhance the ethical standards amongst officials and to restore integrity of public institutions to promote better governance, the Institute organized a three days training course on the subject w.e.f August 06 – 08, 2018 under the coordinatorship of Dr. Sunita Zalpuri at Regional Centre, Jammu. The training course aimed at describing the integrated framework of Ethical Governance (Self, Stakeholders, Environment) and its implications on their role.



### **Comprehensive Online Modified Modules on Induction Training (COMMIT):**

On-line training sponsored by DoPT, Government of India, was launched by the Institute at its main campus, Srinagar on 4<sup>th</sup> October, 2018 for non-gazetted (Class B & C) Government employees working in J&K. The training was inaugurated by Mr. B.P. Acharya, IAS, Director General of MCR, HRD Institute of Telangana, a Nodal Agency to execute the training in the States, setting a target of training 5000 employees by the end of March, 2019. The programme, developed by Department of Personnel & Training (DoPT), GOI in collaboration with United Nations Development Programme (UNDP), was launched in line with Prime Minister's vision of 'Induction Training Programme' for cutting edge

level government functionaries. The objective of the programme is to provide online training to the Government employees in soft skills to improve customer orientation, quality of service delivery to the citizens, promote good governance and citizen centric administration. From October, 2018 to March 2019, forty three training courses were conducted by the Institute at its Main Campus, Srinagar and Regional Centre, Jammu under the coordinatorship Dr. Sunita Zalpuri and Dr. Samia Jabeen. The series is being conducted under the overall supervision of Dr. Mushtaq Ahmad Khan, Director Trainings (K) as the Nodal Officer at the State Level. In all, 706 employees of different departments in J&K were registered, out of which 635 employees completed their training during the period 2018-19.



### **Foundation Training for Elected Representatives of Urban Local Bodies:**

Since the democratic decentralization has assumed a greater significance in the present day world, the role of Local Self Government Institutions has become important particularly to ensure a more participative governing structure in the country. These governing bodies play a pivotal role in development process, bringing in efficiency in the conduct of business etc. In the erstwhile J&K State, the Urban Local Bodies polls were held

after a gap of 13 years, posing a challenge to the elected functionaries to deliver efficient public services. Therefore, it was obligatory on part of the Government to build their capacities to enable them to discharge their legitimate duties and responsibilities effectively. Keeping this objective in view, the Institute was given the responsibility to train elected representatives of Urban Local Bodies. As a prelude, an Action Plan was prepared and accordingly a series of ‘Foundation Training Programmes’ was conducted both at Srinagar and Jammu Campuses of the Institute. This training series was inaugurated by Shri K.B. Agarwal, Financial Commissioner, Housing & Urban Development Department at the Regional Centre, Jammu and Dr. Mushtaq Ahmad Khan, Director Trainings at the Main Campus Srinagar. A total of 14 programmes were conducted in the month of December, 2018, of which 7 programmes were conducted at Main campus, Srinagar under the Joint Coordinatorship of Dr. Jahan Ara Jabeen and Dr. Sheikh Khursheed ul Islam, Associate Professors and an equal number of programmes were conducted at Regional Centre, Jammu under the coordinatorship of Dr. Neena Balla and Ms. Manju Kapoor.



**Foundation Training for Elected Representatives of Urban Local Bodies**

### **Right to Information:**

Right to Information is a historic legislation with one of the major objectives to promote transparency and accountability in the working of every public authority by

enabling citizens to access information held by or under the control of public authorities. The Act, a major step for combating corruption and improving administrative functioning, is a powerful tool for citizens to seek information about the functioning of the governance as a matter of right. Therefore, it was imperative that all the echelons of administration in general and the APIOs, PIOs and 1<sup>st</sup> AAs in particular across all the departments/public bodies are sensitized to the importance of this legitimate right of the citizenry and its effective implementation. In this regard the Institute has been continuously organizing the training courses on the subject and during the year 2018-19, a series of 5 training courses on Right to Information, three at Srinagar and two at Jammu, were conducted under the coordinatorship of Dr. Sunita Zalpuri, Dr. Jahan Ara Jabeen and Dr. Rachna Dutt.



**Training Programme on 'Right to Information' being held at IMPARD,  
Srinagar**



## CHAPTER IV

### FACULTY DEVELOPMENT

- Dr. Mushtaq Ahmad Khan, Director Training, IMPARD Kashmir; Dr. Reva Sharma, Director Trainings, IMPARD Jammu; and Mr. Tariq Ahmad Kakru, Dy. Director, IMPARD Kashmir attended a two days Conference on '*Strengthening the Processes for Identification & Replication of Innovations in Public Systems*' organized by Centre for Innovations in Public Systems (CIPS), Hyderabad from April 23-24, 2018. The main objective of the Conference was to bring the Country's most aspiring minds together to identify pressing local and national problems, ideas, solutions, develop replication methodologies and suggest policy interventions to spur innovations in respective States. Attending this conference enabled the participating officers to gain a deeper understanding of innovations that have been making a significant positive impact on the outputs and outcomes in selected sectors across the country. Following this Conference, these officers also attended a National Conference on '*Twenty Five years of Panchayati Raj*' organized by Kerala Institute of Local Administration (KILA) on 25<sup>th</sup> and 26<sup>th</sup> April, 2018 at Thiruvananthapuram. This Conference was organized as part of Silver Jubilee celebrations of Panchayati Raj. Among others, the Conference was attended by Mr. Mani Shankar Aiyar, former Union Minister of *Panchayati Raj*, Mr. Jai Ram Ramesh, former Union Minister of Rural Development, Mr. Thomas Isaac, Finance Minister, Govt. of Kerala, etc.
  
- Dr. B. A. Kumar, Associate Professor attended a workshop at NIRD&PR, Hyderabad on June 04-05, 2018. The Workshop was meant to finalize the Framework/ Guidelines for *Rashtriya Gramin Swaraj Abhiyan* (RGSA).
  
- Dr. S. K. Islam, Associate Professor participated in a discussion on *Accessible Elections: Inclusion of Persons with Disabilities* organized by Chief Electoral Officer, J&K on June 07, 2018 at Hotel Sarovar, Poloview Srinagar.

- Dr. S. K. Islam, Associate Professor, participated in a panel discussion on *Prasar Bharati* (All India Radio), Srinagar on *Donations for the Marginalized* which was broadcasted on June 08, 2018.
  
- Dr. Jahan Ara Jabeen, Associate Professor conducted a session on Consumer Awareness organized by the Department of Food Civil, Supplies and Consumer Affairs, Kashmir on the eve of *National Consumer Day*.
  
- Dr. Khursheed ul Islam, Associate Professor attended a Seminar on Ethical Finance – The importance of managing finance with an ethical approach on June 23, 2019 organized by ASPIRE Plus.org at the Auditorium of Deptt. of Information and Public Relations Srinagar.

## CHAPTER V

### INFRASTRUCTURE DEVELOPMENT

#### **New Academic Block**

The construction work of the Academic Block, being carried out by J&K Project Construction Corporation at IMPARD Main Campus, Srinagar at a cost of 1136.25 lakh, is in its full swing and is expected to be completed by ending September, 2019.



#### **Installation of Street Lights**

An amount of Rs. 12.44 lacs was spent on installation of street lights at IMPARD Regional Centre, Jammu as against an approved amount of Rs. 16.58 lacs. The Project work was executed by PWD (R&B), Jammu.

#### **Construction/ Renovation at IMPARD, Srinagar/ Jammu**

- An amount of Rs. 25.32 lacs was approved for execution of various works at IMPARD Srinagar including Rs. 5.07 lacs for face lifting, Rs. 2.15 lacs for painting

of G. S. roofing Sheets, Rs. 10.72 lacs for distempering and painting of Administrative Block, Rs.4.08 lacs for construction of damaged back side boundary wall of Academic Block and Rs. 3.30 lacs for plastering and white washing of existing boundary. The wooden flooring of almost all the rooms has been completed through R&B Construction Division.

- An expenditure of Rs.19.46 lacs was made for painting and minor alterations of Administrative- cum- Faculty Block at Regional Centre, Jammu.
- Construction of Chain Link fencing of the Periphery of the IMPA Premises at Regional Centre Jammu was completed at a cost of Rs.45.26 lacs.
- For Landscaping of the Premises at Jammu Campus, Rs. 12.72 lacs were spent as against the approved/ estimated amount of Rs. 17.29 lacs.
- A total expenditure of Rs. 24.34 lac was made on various works carried out at IMPARD Jammu including 3.60 lacs for construction of drain, Rs. 13.26 lacs for construction of Walkways and Rs. 7.48 on laying of flooring in the premises.
- An expenditure of Rs. Rs. 5.41 has been made on construction of 04 no.s of water storage tanks and an amount of Rs. 5.29 lacs has been spent on construction of 3 Rain Shelters in Jammu Campus of the Institute.
- Construction of Car Parking and Development of inner Roads at IMPARD Srinagar at an estimated cost of Rs. 143.67 lacs was started in the month of October, 2018 and more than 50% of the work on the project has been completed so far. The Project has been funded by the Government of J&K under Capex Budget.



*Construction of Car Parking in progress at IMPARD Srinagar*

### **Transfer of Muhafiz Khana Building**

The old Muhafiz Khana Building along with land under and appurtenant thereto measuring 01 kanal has been transferred to the Institute for its bonafide use. An amount of Rs. 88.00 lacs have been placed at the disposal of Public Works (R&B) Department by the Department of Law, Justice and Parliamentary Affairs for repair and renovation of the building.

**TABLE 2**

**DESCRIPTION OF THE RECEIPTS AND PAYMENTS  
FOR THE YEAR 2018-2019**

		<b>Receipts</b>				<b>Payments</b>	
<b>A.</b>		<b>Opening Balance</b>		<b>A.</b>		<b>Non-Plan</b>	
		Cash Head Office	3743.75			Salary	Salary
		Cash Sub-Office	0.00			TE	1096255.00
		Bank A/c No: 10489	117075184.83			Electricity Charges	1530418.00
		Bank A/c CD 228	71307.93			OE/Hot and Cold Charges	3135761.22
		Bank A/c No: 1633 (Jammu)	4019899.20			Med. Re-imburement	93149.00
		Bank A/c No: 47753	3850000.00			Maintt. of Vehicles	469973.00
		Cash Balance Ex-Dy. Director (Jmu)	111230.35			Up keeping /outsourcing	1322257.00
		MORD A/c No: 47742 (Non-Recc)	39983399.00			POL	882839.00
		RGPSA A/c No: 47749	2765381.00			Trg. PRT	2638039.00
		Recurring A/c No:47776	3106475.00			Books	28525.00
			<b>170986621.06</b>			Telephone	429005.00
						Stationary and Publication	316031.00
						Pension/Commutation	15131995.00
						Leave Salary	2308825.00
						Gratuity	3832388.00
							<b>173419918.22</b>
<b>B.</b>		<b>Receipts from State Government</b>		<b>B.</b>		<b>Plan Capital</b>	
		Grant-in-Aid Non-Plan	16500000.00			Machinery Equipment	333803.00
		Grant-in-Aid Plan	1500000.00			Furniture/Fixture	898997.00
						Capex Budget	4656000.00
						Establishment of Facilitation centre	5670.00
							<b>5894470.00</b>
		KAS Probationers	1800000.00				
						<b>Other Expd. From State Govt.</b>	
						IAS Coaching	162533.00
						KAS Probationers	1054262.00
							<b>162533.00</b>
							<b>1054262.00</b>

C. Receipts from Govt. of India				C. Ministry of Personnel (DOPT)				
		<b>Ministry of Personnel (DOPT)</b>			i)	Specific Trg. Progs. (SCTP)	10599477.00	
		Unadjusted against advance of Rs:500000/- A/c No:47753	361184.00		<b>361184.00</b>	ii)	Induction Training Series A/c NO:47753	2581755.00
					iii)	Payments made out of Rs:500000/-	138816.00	
					iv)	Accountability RTI	237529.00	
					v)	Induction Training Series 2014-15	10000000.00	
					vi)	Machinery Equipments	1146361.00	
					Vii)	Investments	14893611.00	<b>39597549.00</b>
D. Ministry of Rural Development (GOI)				D. Ministry of Rural Dev. (GOI)				
	i)	Recurring Grant (2018-19)	2250000.00		i)	Recurring Grant (2018-19)	4180100.00	
	ii)	Recurring Grant Interest 47776	42855.00		ii)	RGPSA	2750000.00	
	iii)	Trg. Prog. on Master Resource Persons for PRI's for J&K A/c No:47749	2608937.00		iii)	Trg. Prog. on Master Resource Persons for PRI's for J&K A/c No:47749	1279064.00	
	iv)	Interest A/C No:47749	49308.00		iv)	Const. of Hostel Building	561000.00	
	v)	Unadjusted against advance of Rs:800000/- A/C No: 47749	431265.00		v)	Payments made out of Rs:800000/-	368735.00	
	vi)	Non-Recurring Grant Interest A/c No:47742	1043744.00		vi)	Non-Recurring Grant A/c No:47742	1150000.00	
	vii)	Master Resource Persons	356275.00		vii)	Master Resource Persons	356275.00	
	viii)	Trg. Prog. on Transforming India	273760.00		viii)	Trg. Prog. on Transforming India	348260.00	
	ix)	Trg. Prog. of Social Audit	254062.00		ix)	Trg. Prog. of Social Audit	254062.00	
	x)	Trg. Prog. on Geo. Spatial Tech.	75300.00		x)	Trg. Prog. on Geo. spatial Tech.	75300.00	
	xi)	Trg. Prog. Time and Study	273760.00		xi)	Trg. Prog. Time and Study	2240.00	
	xii)	Trg. Prog. on Participatory Decentralized Planning	92000.00		xii)	Trg. Prog. on Participatory Decentralized Planning	92000.00	
	xiii)	Trg. Prog. on Rajiv Gandhi National Youth Service and Sports	100700.00		xiii)	Trg. Prog. on Rajiv Gandhi National Youth Service and Sports	100700.00	
	xiv)	Trg. Prog. on Mobilization of Resources for Gram Panchayat	96000.00		xiv)	Trg. Prog. on Mobilization of Resources for Gram Panchayat	44479.00	
	xv)	Trg. Prog. on Strengthening of Rural Livelihood through PRI's	100000.00		xv)	Trg. Prog. on Strengthening of Rural Livelihood through PRI's	73161.00	
	xvi)	Transfer from RGPSA	2750000.00		xvi)	Machinery Equipments	1559208.00	

						xvii)	Trg. Prog. on Planning and Water Shed Mgt.	24143.00	
						xviii)	Trg. Prog. on Data Base and ITC Tools	71350.00	
						xix)	Trg. Prog. NIRD 2016	3438.00	
						xx)	Transfer to SIRD (-)	53365.00	
						xxi)	Trg. Prog. on Project work and Convergence MGNIRGA	202650.00	
						xxii)	Trg. Prog. on SAKSHAM	732673.00	
						xxiii)	BRGF Equipments	5518000.00	30043473.00
							<b>Ministry of Home and Child Development</b>		
							Gender Budgeting	500301.00	500301.00
		National Institute of Social Defence	159850.00	159850.00			National Institute of Social Defence	102125.00	102125.00
<b>E.</b>		<b>Other Agencies (State Govt.)</b>			<b>E.</b>	<b>Other Agencies</b>			
	i)	Nehru Yuva Kandra(NYKS)	80000.00	80000.00		i)	Trg. Prog. of Div. Com. Srinagar	178289.00	
						ii)	Trg. Prog. of Art and Culture Deptt.	79565.00	
						iii)	Trg. Prog. of Employment Deptt.	809108.00	
						iv)	Trg. Prog. of Social Welfare Deptt.	1640.00	
						v)	Trg. Prog. of National Humen Rights Comm.	79350.00	
						vi)	Trg. Prog. of NYKS	80000.00	
						vii)	Trg. Prog. of Information Deptt.	50000.00	
						viii)	Inf. technology TG for KAS Officers	3472906.00	4750858.00
<b>F.</b>		<b>Other Receipts</b>			<b>F.</b>	<b>Other Expenditures</b>			
		Rent received on A/C of Hostel Accomd.	1133985.00			Hostel expenditure	282414.00		
		Interest earned (Normal)	5879206.00			Misc. Receipts Tfr. to Reserve Fund	12248038.96		
		Misc. Receipts	1477546.00			Debit Head Receipts Srinagar	40659.00		
		Debit Head Receipts Srinagar	73671.00			Debit Head Receipts Jammu	302197.00		
		Debit Head Receipts Jammu	55728.60			suspense Expenses (Misc.)	13891600.00		
		Encashment of FDR's	60000000.00			Reserve Fund (Expd.)	71656513.00		
		Reserve Fund	50000000.00			Interest Tfr. to Reserve Fund	21189879.78		119611301.74
		Debit Head 47753	8078.00						



		Debit Head 47749	11694.00	<b>118639908.60</b>					
					<b>G.</b>		<b>Closing Balance</b>		
							Cash Head Office	2900.75	
							Cash Sub-Office	0.00	
							Bank A/c No: 10489	55667768.83	
							Bank A/c CD 228	821307.93	
							Bank A/c No: 1633 (Jammu)	4219771.84	
							Bank A/c No: CD 2222 (Jammu)	0.00	
							Cash Balance Ex-Dy. Director (Jmu)	111230.35	
							MORD A/c No: 47742 (Non-Recc.)	29527143.00	
							RGPSA A/c No: 47749	1393996.00	
							MORD A/c No: 47776 (Recc.)	1176375.00	
							DOPT A/c No:47753	1268245.00	
								<b>94188738.70</b>	<b>94188738.70</b>
		<b>Grand Total Rs:</b>		<b>469325529.66</b>					<b>469325529.66</b>

## OUR FOSTERS

An officer of the rank of Commissioner/ Secretary to Government and above heads J&K IMPARD and so far the Institute has had illustrious members of the Service heading it. The following officers have held this position since the inception of the Institute:

**TABLE 3**

S.No.	Name of the Officer	Designation	From	To
1.	Dr. M. Zaheer	Director	01-03-1982	31-07-1983
2.	Mr. M.L. Koul, IAS	Director	01-08-1983	31-10-1983
3.	Mr. Parvez Dewan, IAS	Director	01-11-1983	21-08-1984
4.	Mr. N.A Kamili, IAS	Director	22-08-1984	04-09-1986
5.	Mr. S.S Rizvi, IAS	Director	05-09-1986	31-10-1986
6.	Mr. Vijay Bakaya, IAS	Director	01-11-1986	28-06-1987
7.	Mr. Amit Kushari, IAS	Director	29-06-1987	25-03-1991
8.	Mr. Ghulam Abbas Shah, IAS	Director	25-03-1991	10-01-1992
9.	Mr. S.R Sharma, IAS	Director	10-01-1992	01-02-1993
10.	Mr. B.S. Jaswal, IAS	Director	01-02-1993	03-01-1994
11.	Mr.H.H.Tyabji, IAS	Chief Commissioner/ Direct General	03-01-1994	01-09-1994
12.	Mr.G.J Nehvi, IAS	Director	01-09-1994	25-07-1995
13.	Mr. P.L Raina, IAS	Director	25-07-1995	04-12-1996
14.	Mr. Ajit kumar, IAS	Director	04-12-1996	06-09-1997
15.	Mr. S.V Bhave, IAS	Director	06-09-1997	11-12-1997
16.	Mr. Verghese Samuel, IAS	Director	11-12-1997	20-02-1998
17.	Mr. A.R Parray, IAS	Director	17. 20-02-1998	18-06-1998
18.	Mr. M.L. Koul, IAS	Fin. Commissioner / Director General	18-06-1998	28-02-2002
19.	Mr. R.K Jerath, IAS	Director	01-03-2002	06-05-2002
20.	Mr. Sudhir S. Bloeria, IAS	Director	06-05-2002	08-08-2002
21.	Mr. A.R. Parray, IAS	Director	08-08-2002	13-08-2002
22.	Mr. B.R. Singh, IAS	Director	13-08-2002	01-12-2002
23.	Mr. K.B.Pillai, IAS	Director	02-12-2002	31-05-2004
24.	Mr. Atal Dulloo. IAS	Director	01-06-2004	14-06-2004
25.	Mr. S.L Bhat, IAS	Director	15-06-2004	31-07-2005
26.	Mr. S. Maria Desalphine, IAS	Director	12-09-2005	11-06-2006
27.	Mr. Khurshid A. Ganai, IAS	Director General	12-06-2006	10-07-2006
28.	Mr. Amit Kushari, IAS	Fin. Commissioner/	11-07-2006	06-02-2007

		Director General		
29.	Mr. Khurshid A Ganai, IAS	Director General	19-02-2007	21-03-2007
30.	Mr. Pankaj Jain, IAS	Director General	22-03-2007	12-06-2007
31.	Mr. Madhav Lal, IAS	Director General	14-06-2007	24-03-2008
32.	Mr. Pramod Jain, IAS	Director General	25-03-2008	05-02-2009
33.	Mr. Mohd Iqbal Khanday, IAS	Director General	06-02-2009	08-01-2010
34.	Mr. Abdul Hamid, IAS	Director General	08-01-2010	31-05-2011
35.	Mr. R.K Jerath, IAS	Director General	31-05-2011	16-02-2012
36.	Mr. Pramod Jain, IAS	Director General	17-02-2012	17-05-2012
37.	Mr. Sheikh Ejaz Iqbal, IAS	Director General	18-05-2012	17-07-2012
38.	Dr. Pawan Kotwal, IAS	Director General	18-07-2012	23-12-2012
39.	Mr. B.B. Vyas, IAS	Director General	24-12-2012	17-07-2014
40.	Mr. P.K Tripathi, IAS	Director General	04-08-2014	12-01-2015
41.	Mr. M.A. Bhukhari, IAS	Director General	12-01-2015	16-03-2015
42.	Mr. Suresh Kumar, IAS	Director General	17-03-2015	22-04-2015
43.	Mr. M.A. Bukhari, IAS	Director General	22-04-2015	19-05-2015
44.	Ms. Nirmal Sharma, IAS	Director	19-05-2015	10-09-2015
45.	Dr. Arun Kumar, IAS	Vice Chairman & Director General	10-09-2015	30-12-2016
46.	Mr. Lokesh Dutt Jha, IAS	Director General	02-01-2017	13-02-2017
47.	Ms. Vineeta Gupta, IAS	Director General	14-02-2017	07-05-2017
48.	Mr. Pramod Jain, IAS	Vice Chairman & Director General	08-05-2017	20-12-2017
49.	Mr. Khurshid Ahmad Shah, IAS	Director General	21-12-2017	15-05-2018
50.	Mr. Lokesh Dutt Jha, IAS	Vice Chairman & Director General	16-05-2018	15-05-2019
51.	Mr. Manoj K. Dwivedi, IAS	Director General	16-05-2019	10-09-2019
52.	Mr. Farooq Ahmad Lone, IAS	Director General	11-09-2019	30-06-2020
53.	Mr. Manoj K. Dwivedi, IAS	Director General	01-07-2020	

**TABLE 4**  
**FACULTY IN THE INSTITUTE**

S. No.	Faculty	Designation
<b>Centre for Good Governance and Administrative Reforms</b>		
1.	Dr. Mushtaq Ahmad Khan	Director Trainings/ Professor
2.	Dr. Sunita zalpuri	Professor
3.	Dr. Khursheed-ul- Islam	Associate Professor
4.	Dr. Ruqaya Amin	Associate Professor
5.	Ms. Nighat Amin	Research Officer
<b>Centre for Rural Development and Panchayati Raj</b>		
1.	Dr. Reva Sharma	Director Trainings/ Professor
2.	Dr. Shafia Wani	Assistant Professor
3.	Dr. Muhammad Ashraf Dar	Assistant Professor
4.	Dr. Ruchi Gupta	Assistant Professor
5.	Dr. Jyoti Sadhu	Research Officer
<b>Centre for Social Justice</b>		
1.	Dr. Jahan Ara Jabeen	Associate Professor
2.	Dr. Bilal Ahmad Bhat	Assistant Professor
<b>Centre for Disaster Management and Environmental Sciences</b>		
1.	Dr. Gulam Muhammad Dar	Associate Professor
<b>Centre for Infrastructure Development and Urban Affairs</b>		
1.	Dr. Neena Bhalla	Associate Professor
2.	Dr. Manju Kapoor	Assistant Professor
3.	Dr. Samia Jabeen	Assistant Professor
4.	Dr. Humera Yaqoob	Assistant Professor

**TABLE 5****OFFICERS IN THE INSTITUTE**

<b>S. No.</b>	<b>Officers</b>	<b>Designation</b>
1.	Dr. Farooq Ahmad Lone, IAS	Director General
2.	Mr. Parvez Sajad Ganai	Joint Director
3.	Mr. Amit Kumar	Financial Advisor/ CAO
4.	Tariq Ahmad Kakro	Deputy Director (K)
5.	Ms. Supriya Kohli	Deputy Director (J)
6.	Er. Sadat Nizam Buchh	Computer Informatics Officer
7.	Mr. G. M. Rather	Pvt. Secretary to DG
8.	Mr. Bilal Ahmad Mir	Estates Officer
9.	Mr. Gulam Nabi Mir	Administrative Officer
10.	Mr. Waseem Javaid Mir	Administrative Officer (J)
11.	Mr. M. Yaqoob Khan	Training Officer
12.	Mr. Chaman Lal Pandita	Estates Officer
13.	Mr. Hakeem Altaf	Hostel Warden
14.	Mr. Ramesh Chander	Hostel Warden

