



Goa Institute of Public Administration and Rural Development.

VISION DOCUMENT

October 2020

Ella Farm, Old Goa.



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Vision document

1. Introduction:

Goa Institute of Public Administration and Rural Development was functioning at Ela Farm, Old Goa since December 1999. It was earlier known as Goa Institute of Rural Development & Administration was established by converting existing Extension Training Centre (ETC) into S.I.R.D. and has been functioning at the site of old E.T.C. It functioned from February 1999 to December 1999 as a government department and was made into autonomous institute from December 1999 on lines of similar institutes in other states (as per the pattern of Govt. of India). GIRDA was further dissolved and a new Institute known as Goa Institute of Public Administration & Rural Development was formed on 1st January 2014, as an autonomous body registered under the Society's Act of 1860. GIPARD also functions as the Administrative Training Institute for the State of Goa. It also functions as the State Institute for Rural Development and Panchayati Raj.

2. Vision:

To be among the top five training institutions in the country in Rural Development, Panchayati Raj and Public Administration, financially self –sustaining, with capacities and infrastructure of training, research, publication and consultancy in the areas of development administration studies, public policy and governance, through collaborative initiatives with national, international and inter-governmental institutions.

3. Objectives:

1. To achieve excellence in decentralized governance and development administration training.
2. To impart training to government officials and non officials functionaries directly or indirectly involved in the process of administration and rural development to be responsive to the needs of the citizens.

3. To create an awareness of the potentialities of modern management service as a major instrument for rural development and better administrative services and practices.
4. To promote better understanding of professional requirements including the need for value based management.
5. To develop effective methods, so as to change the attitude of the government employees towards efficient service delivery.
6. To organize and conduct special training courses, symposia, workshops, seminars, departmental examination etc. and various other activities like consultancy, model pilot projects, research - both operational and policy related. etc.
7. To undertake systematic policy oriented research to assist and support the Government in evolving more effective and evidence based policies, programmes and public sector management systems in Goa.
8. To serve as the policy making body to work out, test, validate and implement training strategies for all employees of Government of Goa including those at administrative and managerial level.
9. To strive constantly to improve our competencies of training, research and consultancy in public systems and governance.

4. Activities of the Institute:

- A. Training and capacity building:
- B. Research studies
- C. Consultancy

5. Short Term Goals Targets: FY April 2020 - March 2021:

1. To lay the foundation for the new building for GIPARD in Ella farm.
2. To impart training programmes as under.

Sr No	Programmes	Target group	No of programmes	Target no
i.	Panchayati Raj	Sarpanchas, Panchas and committees, Secretaries	30	1200
ii.	Rural Development	SHGs	50	2500
iii.	Administration	Officers and officials	20	800
iv.	Other programmes as per request	Officers, officials	10	500
v.	One major action research	Four villages	-	-
Total			110	5000

3. Certificate Course on Community Engagement and Rural Development with Goa University. This year the second batch has commenced by GIPARD in association with Goa University.

5.1. Strategy for implementation:

The Training Calendar for every Financial Year is prepared in the month of February and submitted to the Board of Governors for approval. These programmes are divided in various categories viz, Panchayati Raj, Administration, Women's Development, Rural Development, Disaster Management, e governance, etc and the various Strategic Development Units in the Institute are assigned the training programmes. Training Needs Analysis are undertaken to make the training need based and work oriented. A review of the activities is undertaken by the Board of Governors annually.

Research activities:

The topics for research are identified by the SDUs and the proposals are submitted to the funding agencies within or outside the State departments. The duration of the study is generally upto a year.

6. Medium Term Goals. Targets FY April 2021- March 2022:

1. To commence training programmes in the areas of water management, climate change, Sustainable Development Goals.
2. To make operational the new building for training programmes in Ella Farm.
3. To impart training programmes as under and increase the number of programmes and participants every year by atleast 15%.
4. Institutional tie ups and networking.

Sr No	Programmes	Target group	No of programmes	Target no
i.	Panchayati Raj	Sarpanchas, Panchas and committees (immediately after panchayat elections)	88	4000
ii.	Rural Development	SHGs, Village Organisations	100	5000
iii.	Administration	Officers and clerical staff	125	5000
iv.	Others	As per request	50	2000
Total			323	16000

6.1. Strategy for implementation:

Training:

A Training Needs Assessment (TNA) will be undertaken with departments and based on these inputs, the Training Calendar will be prepared for the Financial Year in the month of February and submitted to the

Board of Governors for approval. A Systematic Approach to Training (SAT) will be followed as mandated under the training norms. This includes TNA, Conduct the programme, reviewing feedback and doing the necessary course corrections if required. The trainings will be allocated to the respective SDUs as well as partner institutions such as colleges.

7. Long Term Goals: April 2022 onwards.

1. Training programmes on new areas of concern for the state and increase the target participants to atleast 20%.
2. Action Research in areas of concern for the state.
3. Degree courses - Degree courses: In addition to the training programmes, the Institute intends to run degree courses in development administration and decentralised governance by seeking affiliation from Goa University.
4. Expand the existing SDUs into Schools of Learning.
5. Increase the number of training programmes to Public Sector Undertakings.

7.1. Strategy for implementation:

Training:

A Training Needs Assessment (TNA) will be undertaken with departments and based on these inputs, the Training Calendar will be prepared for the Financial Year in the month of February and submitted to the Board of Governors for approval. A Systematic Approach to Training (SAT) will followed including TNA, Conduct the programme, reviewing feedback and doing the necessary course corrections if required. The trainings are conducted by the SDUs.

Certificate / Degree courses:

The Institute would identify the areas which are of concern and those which the youth can take up as a career. The affiliation would be sought from Goa University.

Action Research activities:

The topics for research would be identified by the SDUs / Schools of Learning and the proposals would be submitted to the funding agencies within or outside the State departments. The duration of the study would be for a period of three years.