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**ASSESSMENT OF TRAINING PROGRAMMES**

**RURAL SANITATION PROJECT**

*Library*  
IRC International Water  
and Sanitation Centre  
Tel +31 70 30 888 80  
Fax +31 70 36 888 84

**AJMER DISTRICT (95-96)**

**FINAL REPORT**

For  
UNICEF, Jaipur

August, 1996

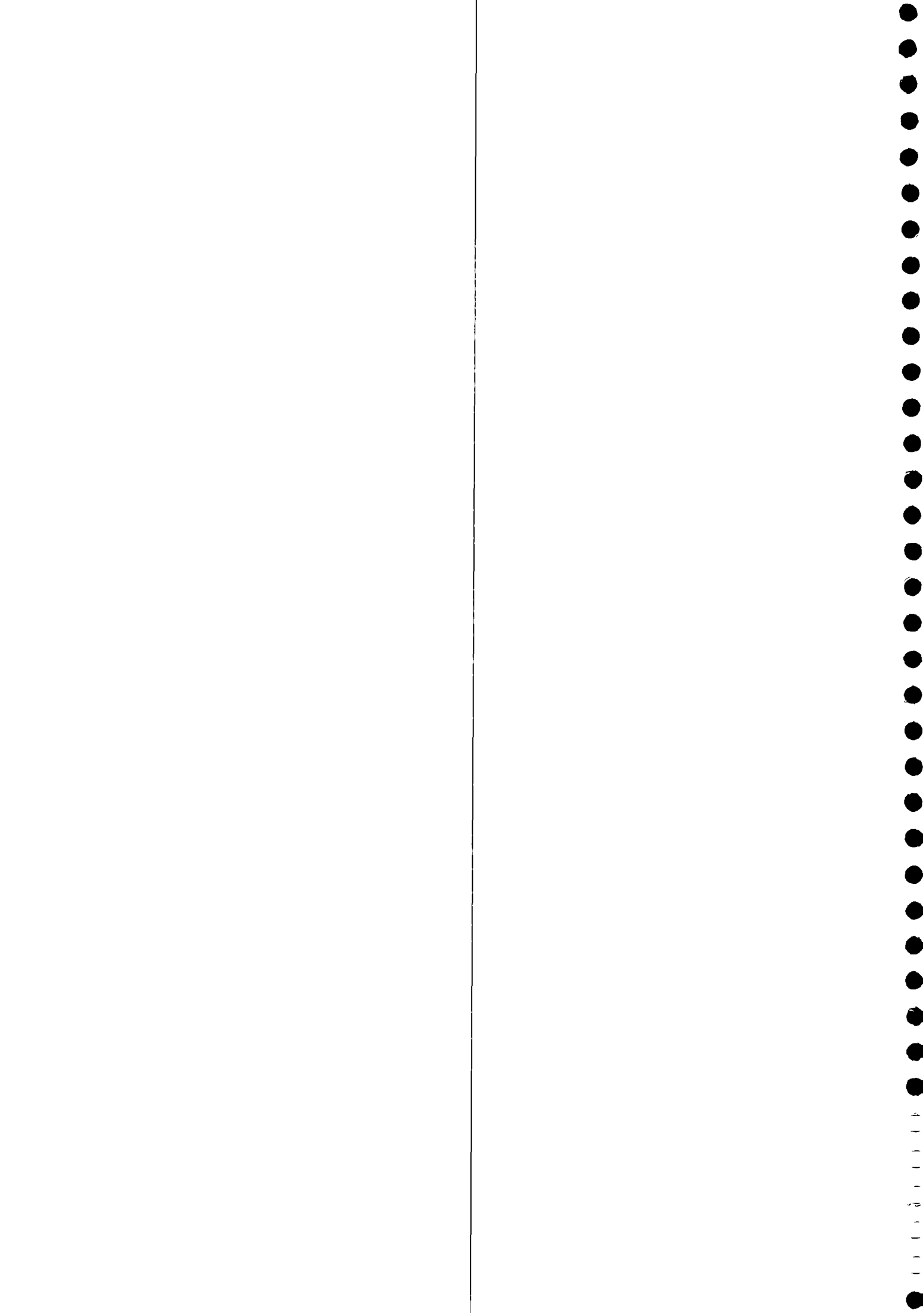
Gopal Lal Nag  
Consulting Engineer  
C-56 Lal Kothi Marg,  
Bapu Nagar, Jaipur 302 015



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# **SUMMARY OF RECOMMENDATIONS**

## **1. IDENTIFICATION OF NGO'S FROM DIVISIONAL/ DISTRICT HEADQUARTERS**

One of the important objectives of the project is to develop appropriate trained manpower at different levels of project implementation so that the district has its own trained team to plan , organize and conduct various trainings. 19 NGO's were identified for conducting training in the state and 16 out of them are Jaipur based , one from Udaipur , one from Alwar and one from Kumer. Each NGO was asked to conduct training in about 4 to 5 districts. It is suggested that in order to achieve the above said objective action may be taken to identify more number of NGO's from different parts of the state and preferably from divisional / district head quarters other than Jaipur.

## **2. MONITORING OF FUNCTIONARIES TRAINED**

The monitoring system at the state level is weak and it does not ensure that the functionaries selected for the training have received the specific training or not. The information about the functionaries selected in the district and about those trained is not transmitted to the Training Coordinator. No responsibility for selection of trainees and for monitoring of the training programme has been specified for the CEO. After completion of training , the training report is submitted by the concerned NGO to the Training Coordinator directly and no information is available in this respect at the district level. It is suggested that proper monitoring system may be developed at the state level and CEO may be made responsible for monitoring the trainings in the district. He shall ensure that all the selected functionaries attend the training in the second batch in case they fails to do so in the first batch.

## **3. ACTION FOR BACK LOG**

Not a single selected village is having all the trained functionaries. There is a big backlog of functionaries from selected villages of 1995-96 requiring training. There may be villages selected in earlier years , having similar backlog of trained functionaries. It is suggested that action may be taken to work out the backlog and the training programme for future may necessarily include the untrained functionaries of the selected villages.

## **4. IDENTIFICATION OF CORE GROUP OF RESOURCE PERSONS**

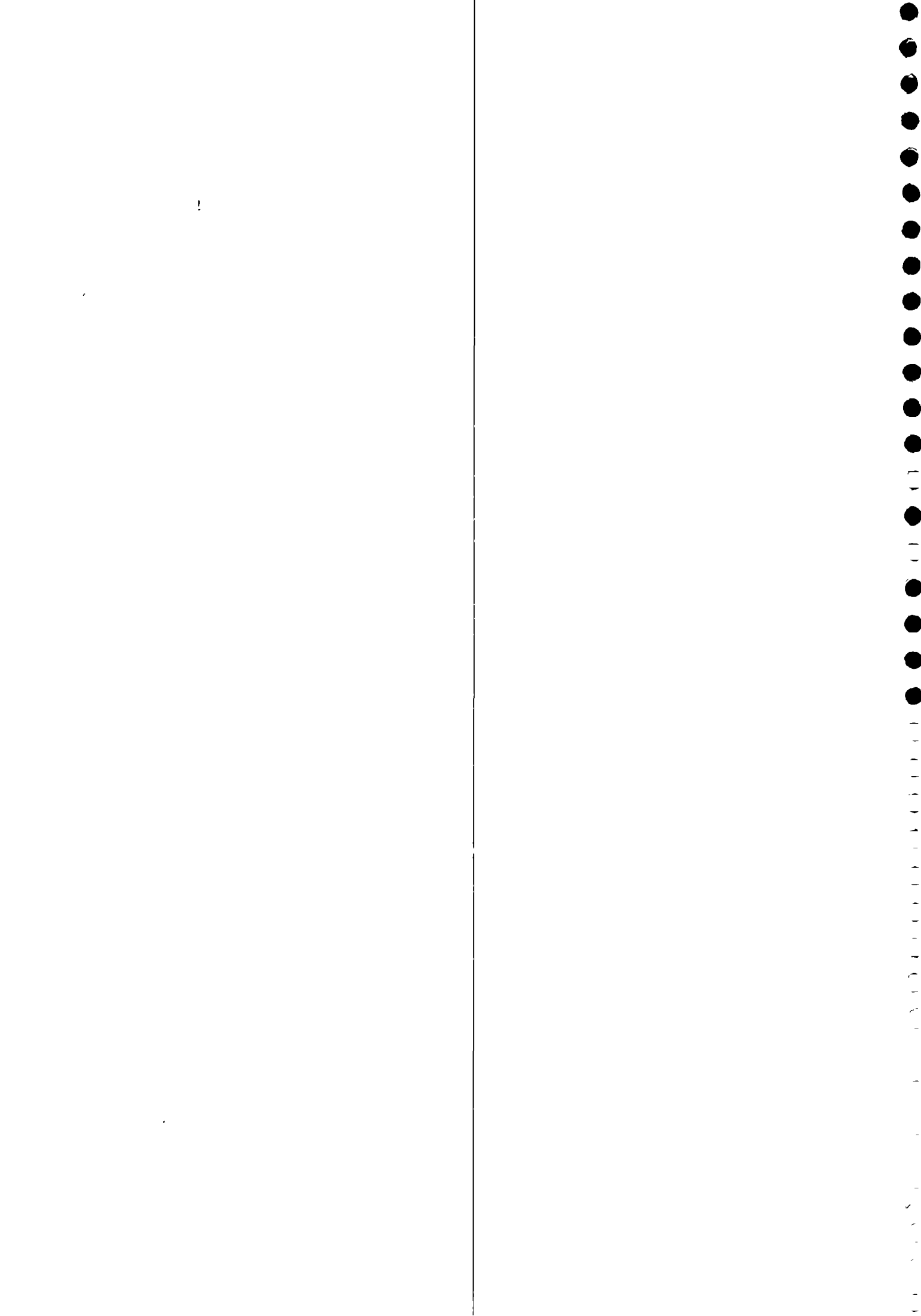
At present the NGO's involved in training are not fully geared / equipped to train and some of the Resource Persons are not appropriate. It is suggested that a core group of Resource Persons is identified at each district. The NGO's may also be reoriented for the trainings. The district level trainings may be arranged at each district with the help of such identified core group of resource persons and the NGO's.

## **5. MAINTENANCE OF RECORD FOR FUNCTIONARIES TRAINED**

The quantitative analysis has revealed that there are discrepancies in the number of functionaries trained , and names of unauthorized persons appear in the lists of trainees. It is felt that proper scrutiny of the information submitted by the NGO's is not conducted. It is suggested that detailed instructions may be issued by the department with regard to scrutiny of the list of trainees and other informations furnished by NGO's and for maintaining proper record of functionaries trained in each district.

## **6. TRAINING MATERIALS DISTRIBUTED**

Important training materials such as Maintenance of Latrines , Sarpanch Manual , School Sanitation , VSM Manual and Maintenance of Hand Pumps have not been distributed to the concerned functionaries. It is suggested that the Training Coordinator and the CEO may be made responsible to ensure availability of the training materials at the training camps before starting the trainings. It is also suggested that while selecting sites for training camps BDO should ensure availability of electric supply so that the NGO's are able to display audio visuals.



## **7. COURSE CONTENTS AND ITS RELEVANCE**

It is gathered that details of the course contents adopted / followed by the Resource Persons , were neither prepared by the department / NGO's nor the same were supplied to the resource persons . It is suggested that detailed course contents may be prepared and made available to the resource persons so that uniformity of the same is achieved in all the districts . Different detailed course content for the same subject may be worked out for different functionaries according to their level of understanding and the expected out come in the programme implementation .

## **8. SELECTION OF TRAINEES**

For selection of trainees like VSM and Masons Gram Sabha should have been called in the selected villages in presence of BDO and Project Officer [ RSP] but this was not done. Proper selection of the trainees was not carried out and in absence thereof the desired functionaries from selected villages could not attend the trainings . The prescribed number of trainees was some how achieved . It is suggested that detailed instructions may be issued by the department prescribing the procedure for selection of different functionaries and the training schedule should start only when selection process is complete

## **9. SELECTED VILLAGE - ONE UNIT**

The analysis reveal that there is no village where all the functionaries are trained . There are only 5 [31.25%] villages where Mason , VLW , and Sarpanch have been trained and surprisingly in 2 [ 12.5% ] villages no one has been trained . Proper response of the village population can be expected only when all the 6 functionaries are trained . It is suggested that village may be taken as one unit and CEO may be made responsible to ensure training of all the 6 functionaries in the selected villages .

## **10. PREPARATORY DISCUSSION BEFORE TRAINING**

The quality of trainings conducted depend on the knowledge , competence and orientation provided to the resource persons in TOT . To ensure proper and useful training it is suggested that a preparatory discussion prior to the training , is held with the expected resource persons and the NGO so that the departmental and UNICEF authorities may explain to them the purpose and the expected out-come of the specific training

## **11. SANITARY LATRINES**

It is observed that 87% latrines are not having footrests . Provision of footrests ensures confidence in the children and ultimately increases adoption and use by the family members . It is suggested that footrests may be provided now

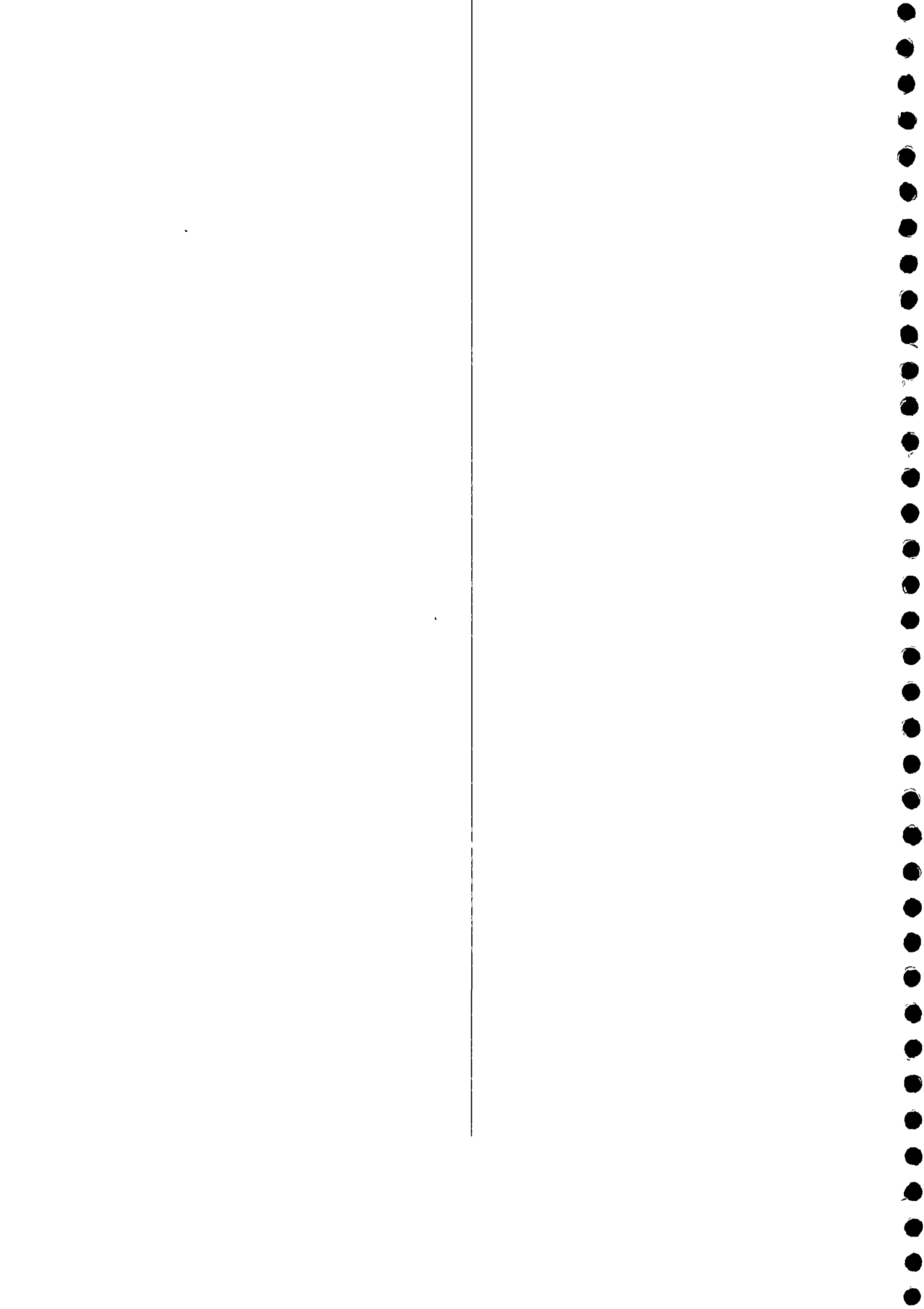
The leaching pits have been provided in the drainage line and there are chances of the leaching pits getting flooded during rains . It is suggested that extra layer of earth may be provided over the top of the leaching pits so that the top of the pit cover is higher than the surrounding ground levels .

## **12. BATHING PLATFORM**

It was observed in Kalesara Village that the drainage pipe from the bathing platform is not properly placed in the soakage pit resulting in the over flow of water . It is suggested that this defect may be corrected now in this particular village.

## **13. RE-ORIENTATION TRAINING FOR MASONS**

It is suggested that reorientation training of Masons may be arranged at village level with the objective to identify and highlight the common defects in the construction activities undertaken . This would enable the trained Masons to refresh their knowledge . This would also enable the block and village level functionaries to keep a track of trained Masons and to decide about the necessity of training more Masons for the village





# CONTENTS

## CHAPTER - I INTRODUCTION

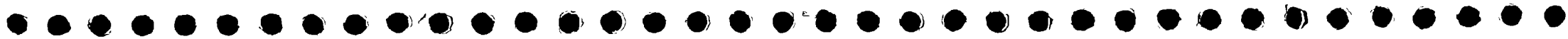
1 1	Back Ground	1
1 2	Rural Sanitation Project- Rajasthan	1
1 3	Objectives Of The Study	1
1 4	Methodology	2
1 4 1	Quantitative Analysis Of Trainings Conducted	2
1 4.2	Qualitative Analysis Of Trainings Conducted	2
1 4.3	Sampling Design	2

## CHAPTER - II TRAINING PROGRAMME - PLANNING AND MANAGEMENT

2 1	Training Programme - Planning	3
2 2	Key Role Players	3
2 3	Monitoring and Management	4

## CHAPTER - III STATUS OF TRAININGS PLANNED AND CONDUCTED

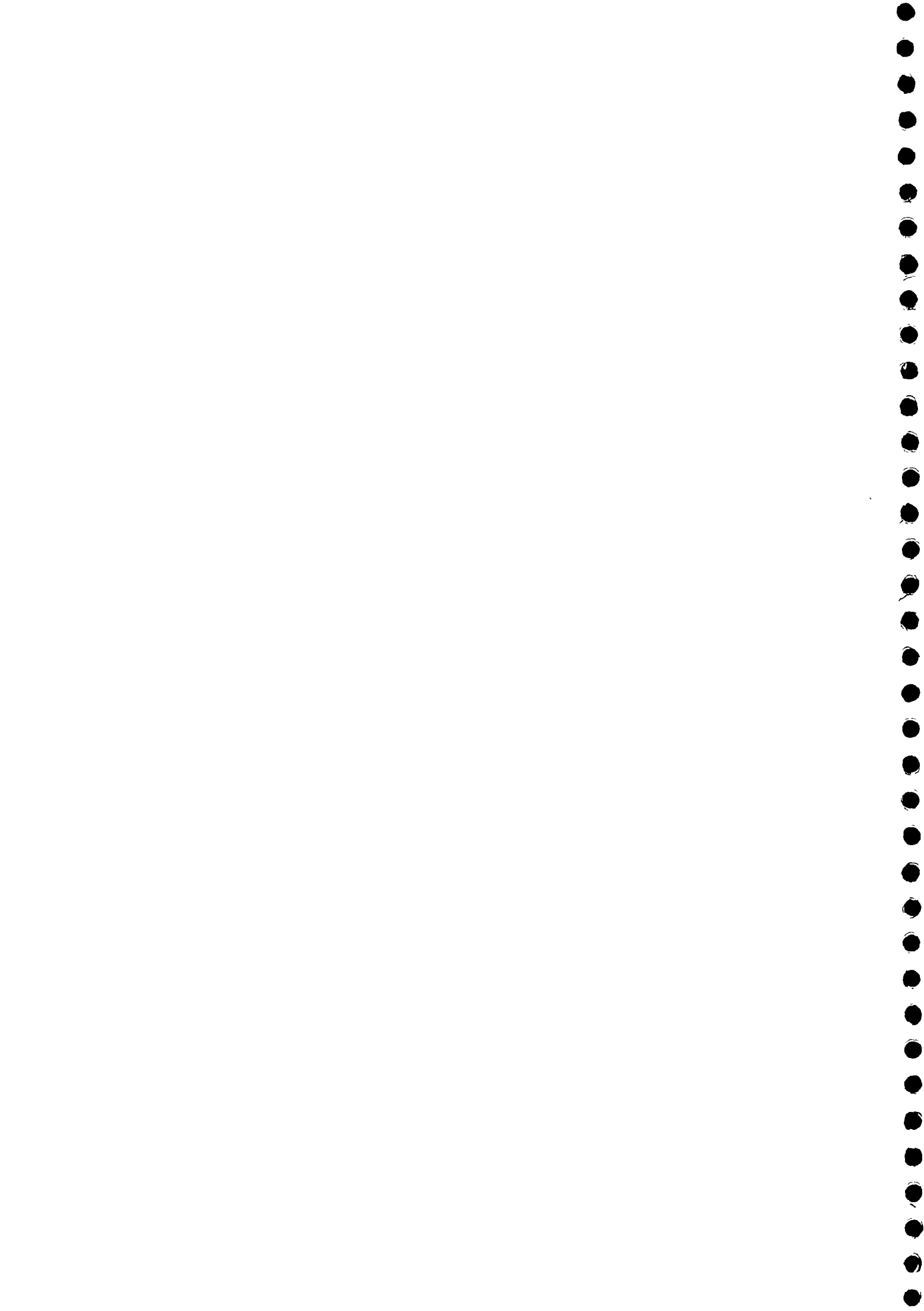
3 1	Departmental Publications	5
3 2	Quantitative Analysis - State Level Trainings	5
3 2 1	Training Of Trainers [ TOT ]	5
3 2 2	Training Of Engineers	6
3 2 3	Training Of Project Officers	6
3 2 4	Training Of NGO's	6
3 3	Quantitative Analysis-District Level Trainings	7
3 3 1	Targets And Achievements	7
3 3.2	Selection Of Trainees	8
3 3 3	Discrepancies in the number Of Functionaries Trained	8
3 3 4	Masons Training	9
3 3 5	Sarpanch Training	9
3 3 6	Village Level Worker [ VLW ] Training	10
3 3 7	Teachers Orientation	11
3 3 8	ICDS/Medical/Agriculture Workers Orientation	12
3 3.9	Village Sanitation Motivator Training	12
3 3 10	Whole Village Approach	13
3.4	Qualitative Analysis	14
3.4 1	Impact of Training	14
3 4 2	Quality Of Construction Of Sanitary Unit	14
3 4 2 1	Quality Of Construction of Sanitary Latrines	14
3 4 2 2	Quality of Construction of bathing Platform	15
3 4 3	Location of Sanitary Unit	16
3 4 4	Adoption And Practice Of Sanitary Units	16
3 4 5	Personal Hygiene And Hand Washing Practice	16
3 4 6	Training Contents ,Topics Covered and Its Relevance	17
3 4 7	Training Materials Provided and Distributed	17
3 4.8	Audio Visuals Used Or Not,	18

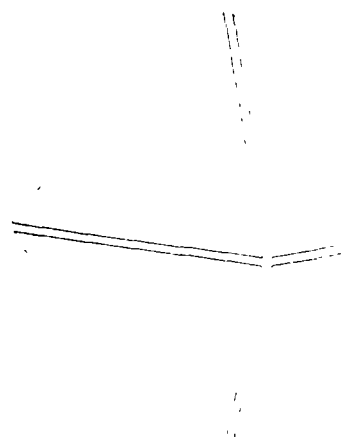


## CHAPTER - IV CONCLUSIONS AN RECOMMENDATIONS

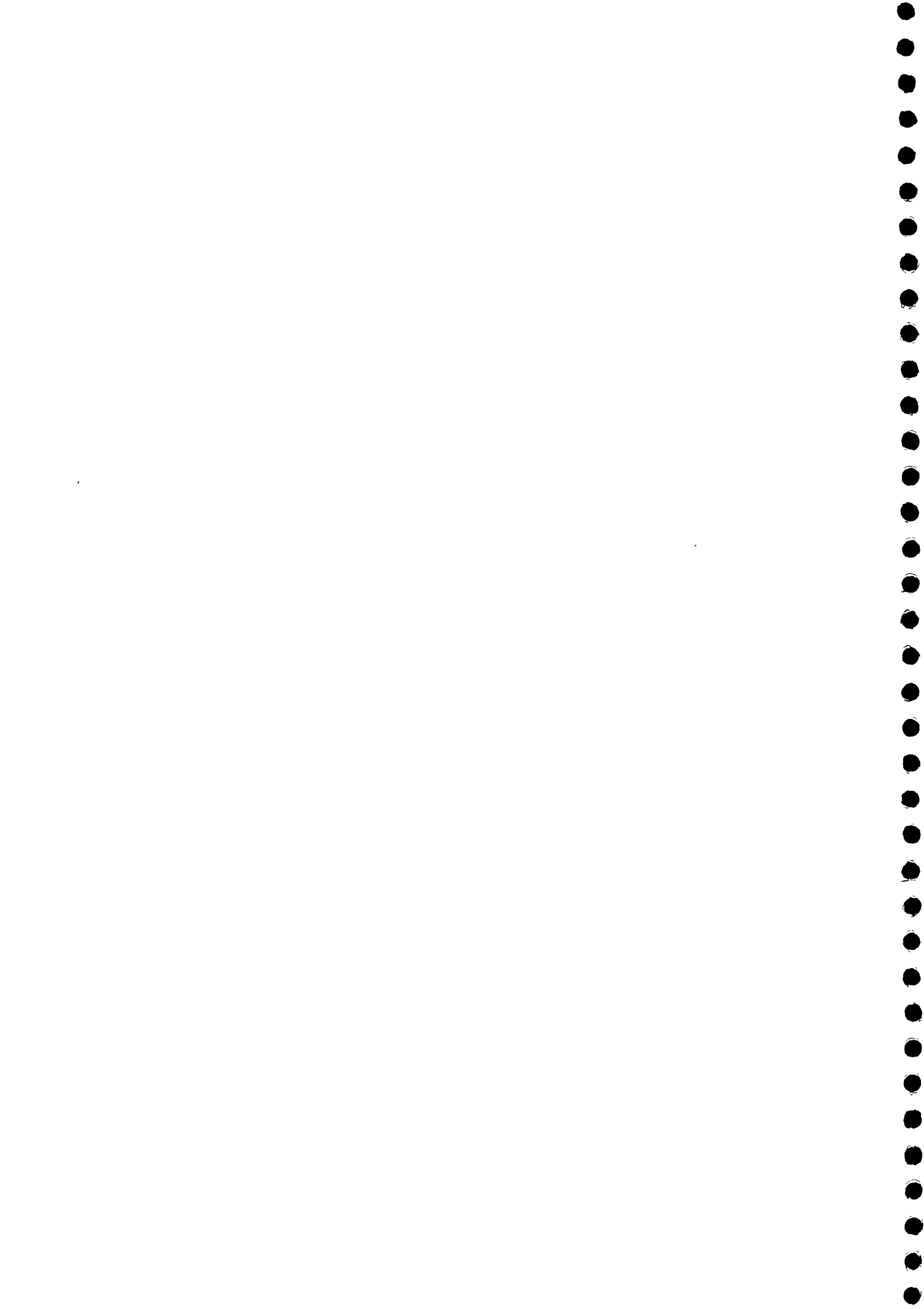
	<i>State Level Issues</i>	
4 1	Identifications of NGO's	19
4 2	Monitoring of Trainees	19
4 3	Action for Backlog	19
4 4	Identification of Core Group of Resource persons	20
4 5	Maintenance of Records for Functionaries Trained	20
4 6	Training Materials Distributed	20
4 7	Course Content and Its Relevance	21
	<i>District and Block Level Issues</i>	
4 8	Selection of Trainees	21
4 9	Selected Village is One Unit	21
4 10	Preparatory Discussion Before Training	22
	<i>Issues Regarding Sanitary Facilities Constructed</i>	
4 11 1	Sanitary Latrines - Footrest	22
4 11 2	Sanitary Latrines - Leaching Pits	22
4 12	Bathing Platform	22
4 13	Re-orientation Training of Masons	22

## ANNEXURES





# **INTRODUCTION**



## CHAPTER - I

### INTRODUCTION

#### 1.1 BACK GROUND

The absence of basic sanitary facility such as latrine and lack of near by source of safe drinking water , lead to serious adverse effects on the health of children in particular and the community in general . It is the women , who has to bear the burden of carrying drinking water over long distances and wait until dark to go out to the fields to ease themselves . Situation gets aggravated in case of sick and pregnant women . Rural Sanitation Programme [RSP] together with Rural Water Supply Programme [RWSP] was designed as a catalyst for breaking the vicious circle of disease , morbidity and poor health arising from unsanitary conditions and water borne diseases .

In 1987 the RSP was included in the state Sector under Minimum Needs Programme [MNP] . This programme was focused only on provision for latrines . In Eighth Five Year Plan [1992-97] , it was decided that sanitation be taken as package of related services rather than just construction of latrines . The rural sanitation programme , at present addresses issues other than disposal of human waste excreta, viz liquid and solid water disposal , food hygiene, and personal , domestic as well as environmental hygiene.

#### 1.2 RURAL SANITATION PROJECT - RAJASTHAN

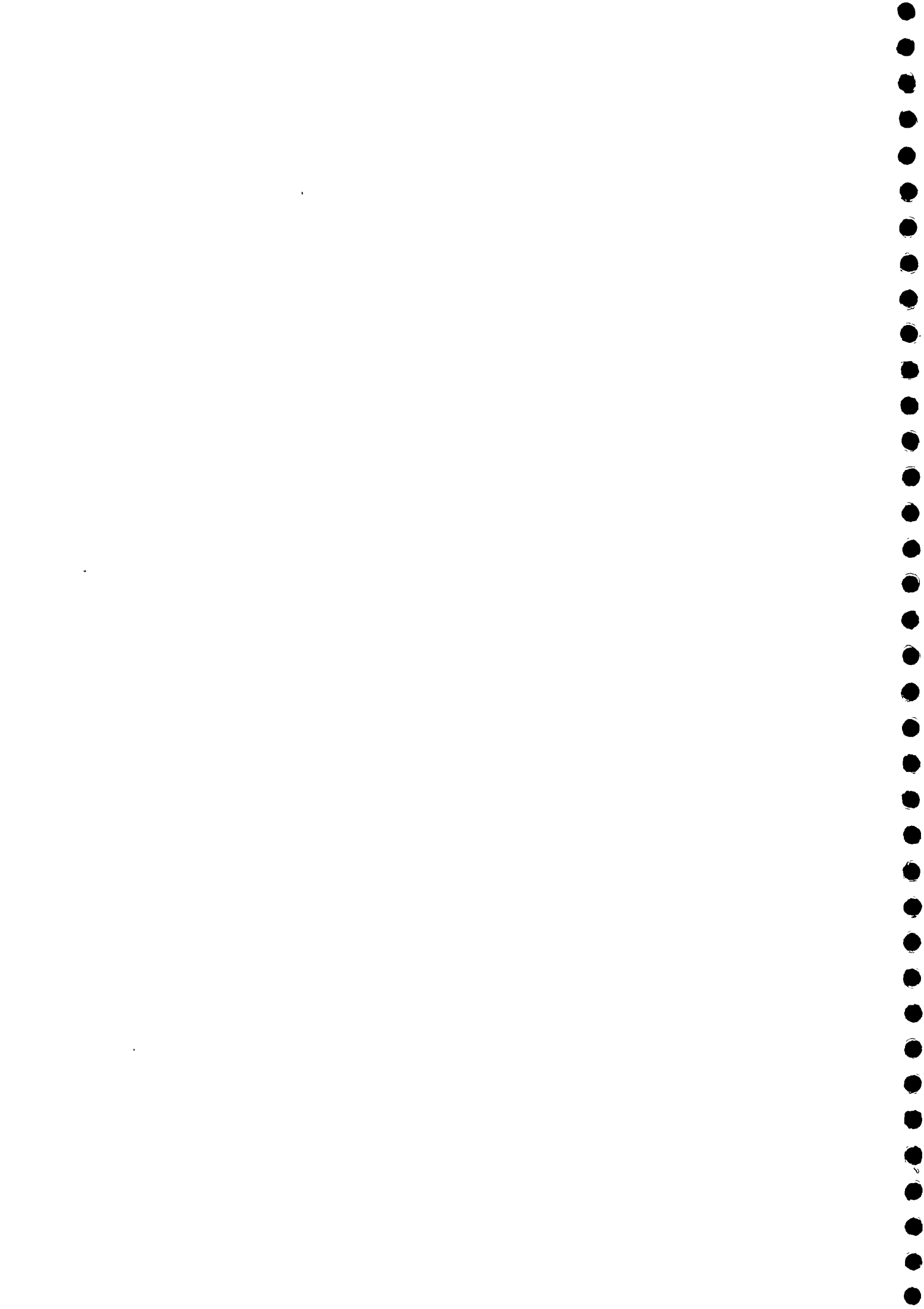
Rajasthan is one of the States covered under RSP with UNICEF assistance . The targets set by the Govt of Rajasthan is to achieve coverage of 25% by 2000 A D . This programme is in operation in all the 31 districts and 237 blocks of Rajasthan . A Rural Sanitation Programme - Plan of Action [ RSPPOA ] was prepared by GOR in Nov. 1992 and is in operation with UNICEF assistance in the selected districts .

One of the important objectives of this RSPPOA is to develop appropriate trained manpower at different levels of project implementation so that the district has its own trained team to plan , organize and conduct various training . A yearly plan of action for 1995-96 has been prepared by Rural Development and Panchayati Raj Deptt and district-wise targets have been prescribed . This yearly plan has prescribed training programme for different categories of functionaries . Target for Ajmer District has been fixed as 17 trainings as indicated in table no 3 .

#### 1.3 OBJECTIVE OF THE STUDY

UNICEF has proposed to conduct assessment of the trainings planned and conducted for different functionaries of Ajmer District during the year 1995-96 . It is desired to assess the following in particular

- [1] Impact of the training
- [2] Quality of construction of the sanitary units & sanitation facilities
- [3] Location of the sanitary units within the house or outside
- [4] Adoption and practice of these facilities
- [5] Personal hygiene & hand washing practices
- [6] Training contents , topics covered & its relevance
- [7] Training material provided and distributed to the trainees and its use by them
- [8] Audiovisuals etc used or not , if yes, how effective & relevant were these





## **1.4 METHODOLOGY**

In light of the objectives stated above , the present assessment endeavors to assess the status of the RSP training programmes conducted with reference to the selected villages and targets prescribed . The primary information about the trainees , Resource Persons used and training materials distributed was collected from the NGO's responsible for conducting the training , and from the record maintained by the department at State and District level . The information regarding quality of the trainings conducted and sanitary units constructed was compiled with the help of qualitative research techniques under which in-depth interviews through structured questionnaires were held with the trained functionaries working in the villages , the beneficiaries , the state/ district level officers

### **1.4.1 QUANTITATIVE ANALYSIS OF TRAININGS CONDUCTED**

On the basis of data collected from different sources discrepancy observed , was recorded . Analysis of the trainings conducted has been worked out with reference to the selected villages and targets laid down in the yearly plan for 1995-96 . Analysis has been worked out for each category of functionary and also on the basis of whole town approach

### **1.4.2 QUALITATIVE ANALYSIS OF TRAININGS CONDUCTED**

In depth interviews were held through structured questionnaires which are designed separately for 1) State/ District level officers 2) Trainees, 3) beneficiaries . The questionnaire is aimed to assess the quality of training particularly the issues mentioned at para 1.3 . The analysis is worked out for the specific issues . On the basis of information collected through the questionnaire for the beneficiary , the quality of sanitary units constructed , their maintenance , use and the issues relating to personal hygiene , have been worked out .

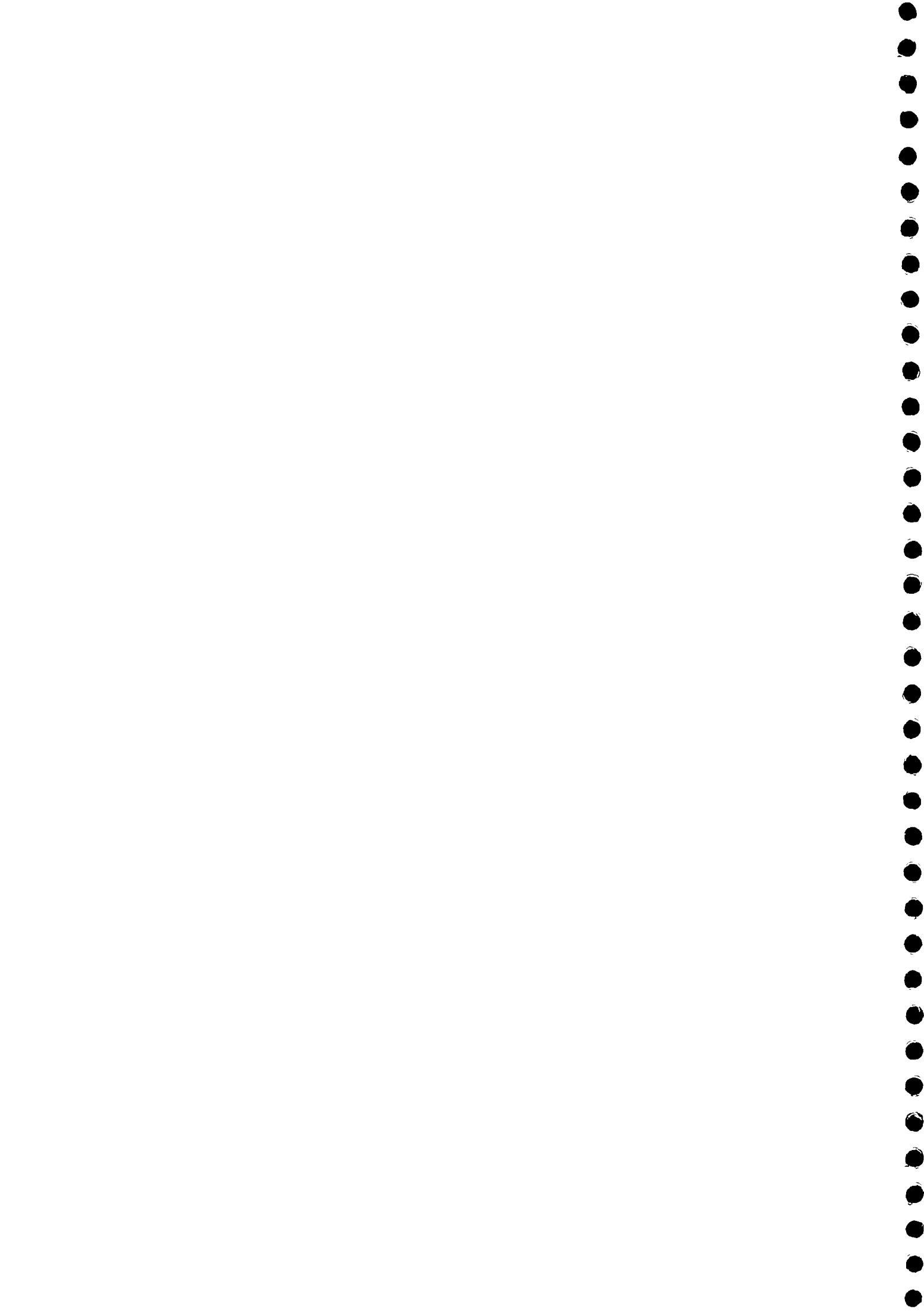
### **1.4.3 SAMPLING DESIGNS**

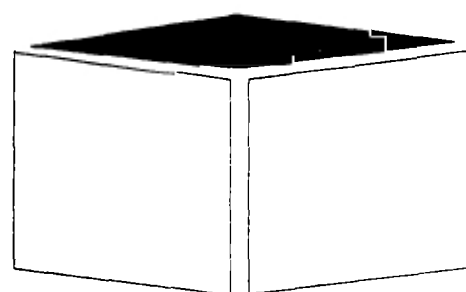
There are 8 blocks in Ajmer district out of which 4 [50%] blocks namely Pisagan, Masuda, Bhinai and Silora have been identified for the assessment and the same have been coloured in the maps attached

During 1995-96 it was decided by the state govt. to select two villages from each block . Village profile of all the 8 villages has been worked out on the basis of survey reports prepared by Block Development officers and, is attached as Annexure-IA to Annexure-IH. All the 8 villages of the selected 4 blocks were included for field visits .

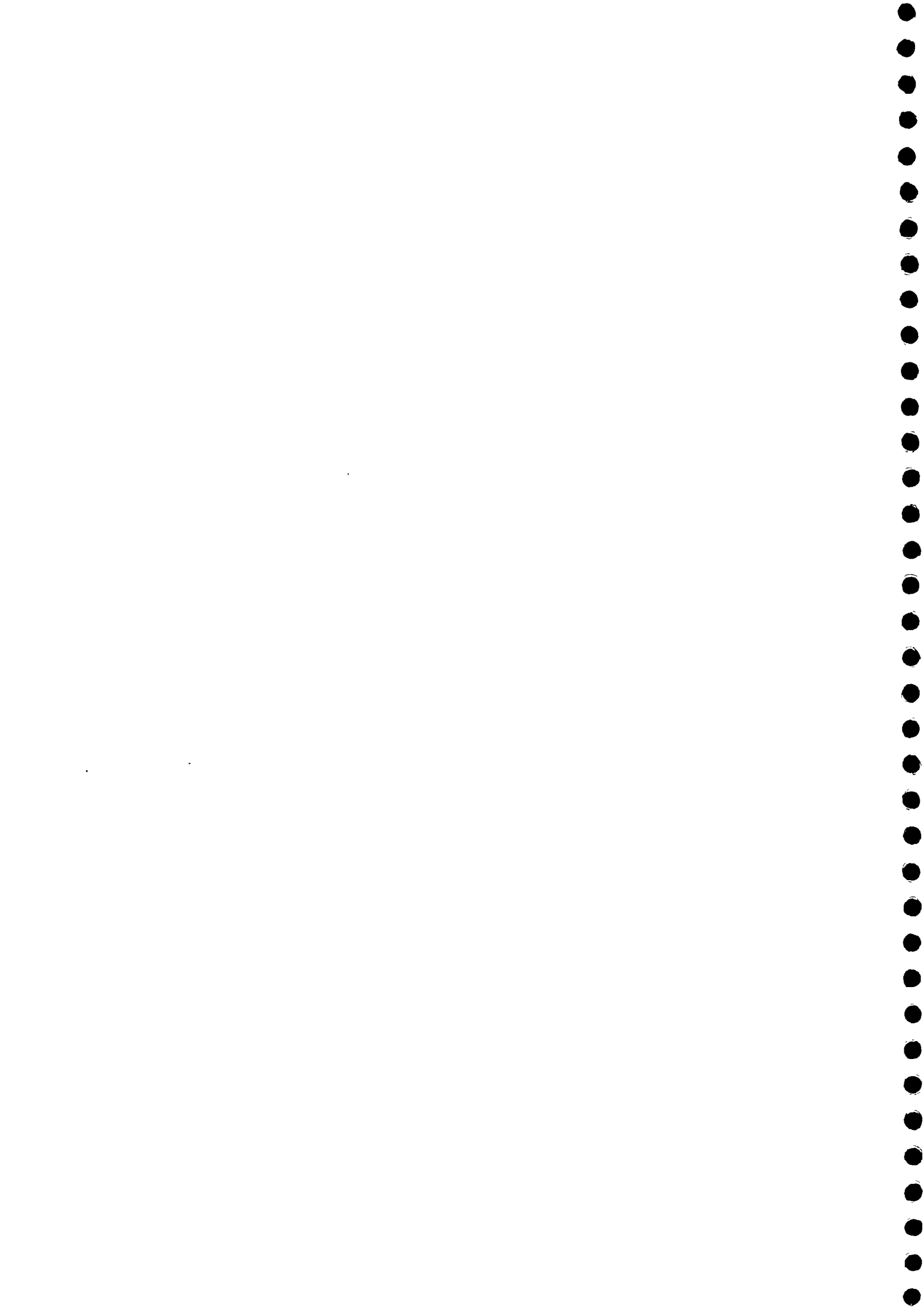
In depth interviews through structured questionnaires were held with the following functionaries

- [1] Village level - 100% of the functionaries trained namely Mason, Sarpanch , VLW, Teacher, ICDS worker and VSM living in or available in the sample villages
- [2] Block level- All the BDO's , Junior Engineers & Pradhan of the sample blocks if trained
- [3] District level - CEO, AEn, PO[RSP] , CMHO, Executive Engineer [PHED], DEO,DRDA's PO, Zila Pramukh, ADM [Dev ] if trained
- [4] Training of trainers - Project officer,AEN, BDO as trainers along with the relevant officials of the NGO's
- [5] Beneficiary - Out of the 8 villages identified for survey , since no construction work has been done in 2 villages , field visits were arranged in remaining 6 villages and interviews were held with 5 beneficiaries in each village





**TRAINING PROGRAMME -  
PLANNING AND MANAGEMENT**



## CHAPTER - II

### TRAINING PROGRAMME - PLANNING AND MANAGEMENT

#### 2.1 TRAINING PROGRAMME PLANNING

At the state level, the RD & PR deptt. finalises the list of NGO's involved / likely to be involved in the training programme. This department then identified & selected the NGO's for the proposed trainings for 95-96 . The selection is based on the past experience of NGO , their strength of faculty and available infra structure .

A Training of Trainers [TOT] is arranged at the State level wherein all the resource persons of the identified NGO's are provided training with a view to familiarize them about the concept , necessity and programme implementation procedure and imparting detailed knowledge of different subjects related with the programme.

Training of Project Officers and Training of Engineers working in the districts is arranged at the state level . These trainings are arranged with the objective to familiarize them with different components of the sanitation package and the technical knowledge involved in their construction

Another list of NGO's who wish to participate in the awareness activities at the district / village level is prepared by the Rural Development and Panchayati Raj Department . A training of NGO's is arranged at state level by the department with the objective to familiarize them about the objectives and implementation procedure ; about the effects of environment on the health of individuals and the society ; develop their knowledge about the construction and maintenance of the sanitation units ; to develop their knowledge and communication skills to motivate the villagers for acceptance of the sanitation units .

After consultation with the district level functionaries a detailed programme of training is prepared by the Training Coordinator RD & PR Department. The programme specifies , the dates , location , NGO conducting the training and the blocks from where trainees shall be drawn . The training programme is circulated to the BDO's for selection of trainees and to arrange their attendance at the training camps .

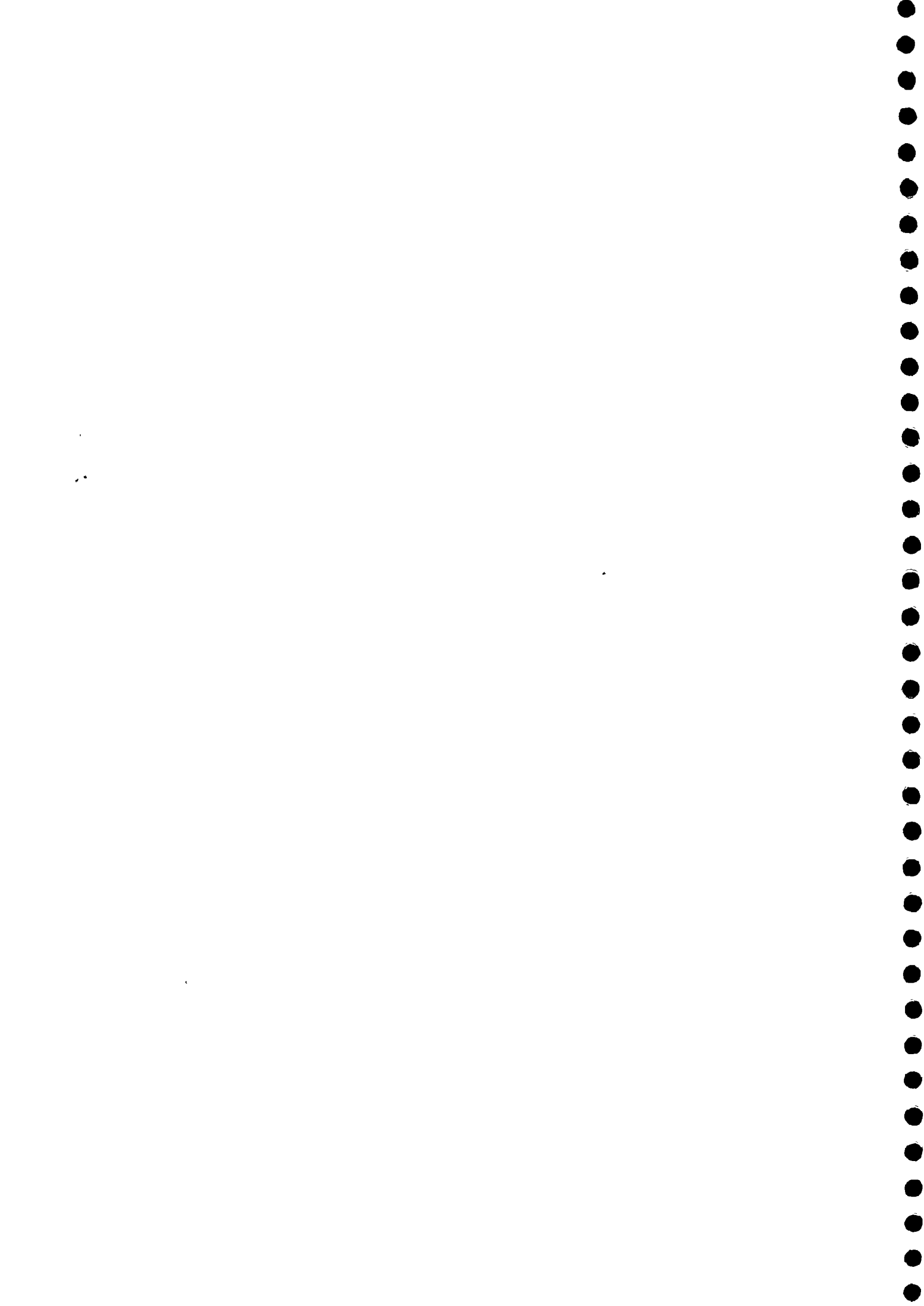
The NGO's whom specific trainings are allotted , make all the arrangement for transporting the resource persons to the training camps ; conducting the training schedule , distributing the training materials ;lodging and boarding arrangements for the trainees except the accommodation which is done by the BDO.

#### 2.2 KEY ROLE PLAYERS

Key role players involved in the training programme are arranged in 3 tier network . At State level , Department of Rural Development and Panchayati Raj which includes Senior Town Planner, Training Coordinator and Project Officers ,is responsible for planning , implementation and monitoring of the training programme .

The Project Officer UNICEF interacts with the state Govt. functionaries and the Project Officers [RSP] at district level to ensure training programme , development of learning aids , providing and distribution of training material .

The second tier comprises of district level functionaries . The Chief Executive Officer [CEO] assisted by Project Officer RSP is responsible for implementing the training programme in the district .



At the third tier i.e. block level , the Block Development Officer [ BDO] assisted by Junior Engineer and extension officer in-charge RSP is responsible for selection of trainees , for ensuring attendance of the trainees and for arranging accommodation at training sites

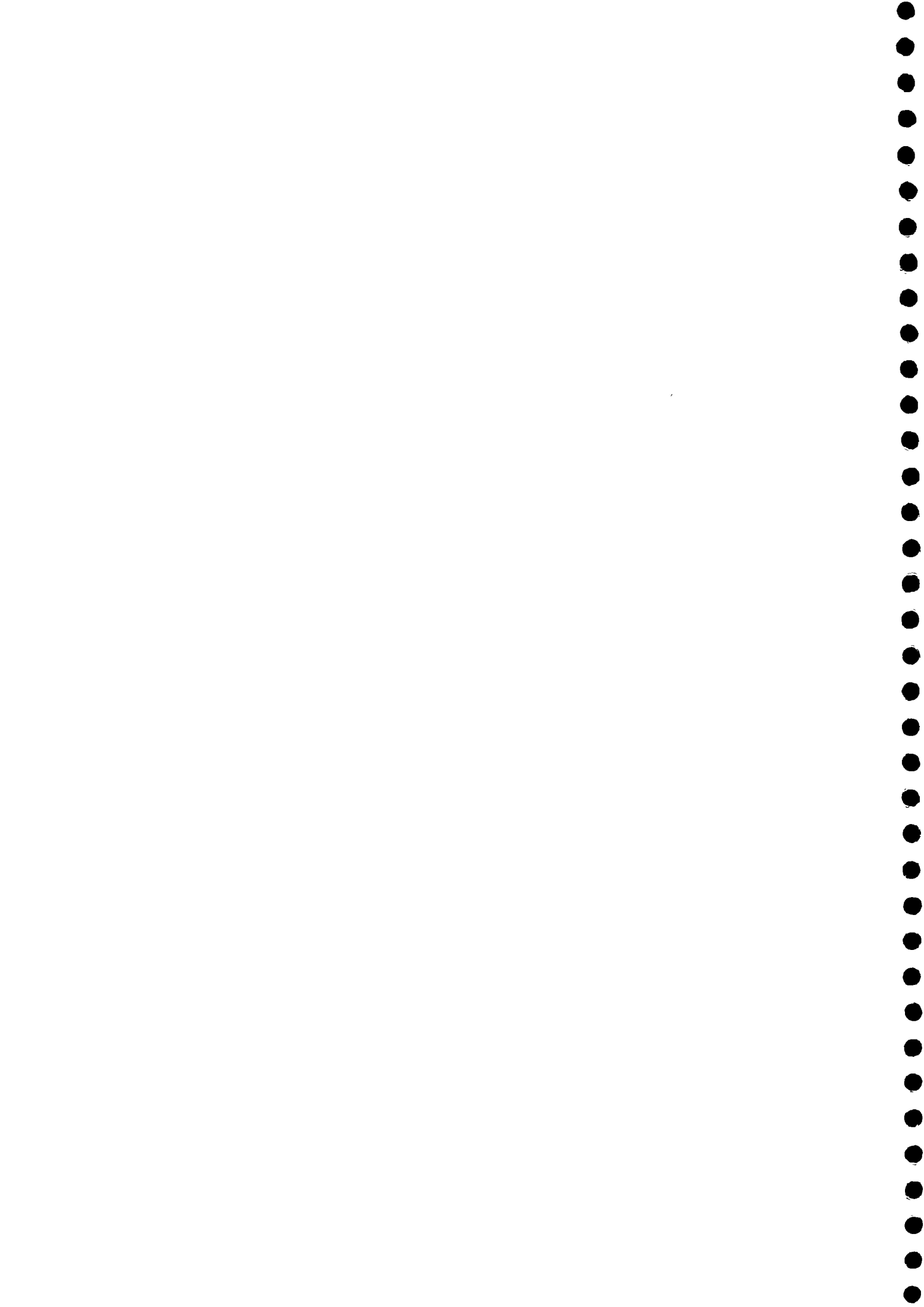
In the villages where trainings are arranged functionaries like VLW ,Sarpanch and Extension Officer In-charge RSP are the trainees as well as the key role players for assistance conducting the training programme

### **2.3 MONITORING AND MANAGEMENT**

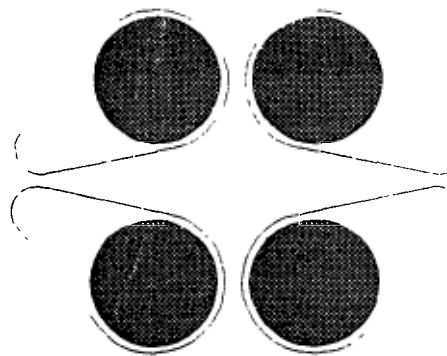
The Training Coordinator RD & PR Department monitors the training programme at the state level . The training schedules for all the functionaries are finalised by him for each district after discussion in the district level officers meetings . The NGO's whom the trainings are allotted for different districts are informed for the same and the training materials are distributed at the state level. Training Coordinator ensures that the NGO's reach the training camps on the appointed dates and where necessary alternative arrangements are made by him . After completion of the specific training , the NGO concerned submits the training report to the RD & PR Department . The training report is verified by the concerned BDO .

The Chief Executive Officer [CEO] is of course responsible for arranging trainings but it was observed that he is not involved in the monitoring of the same .

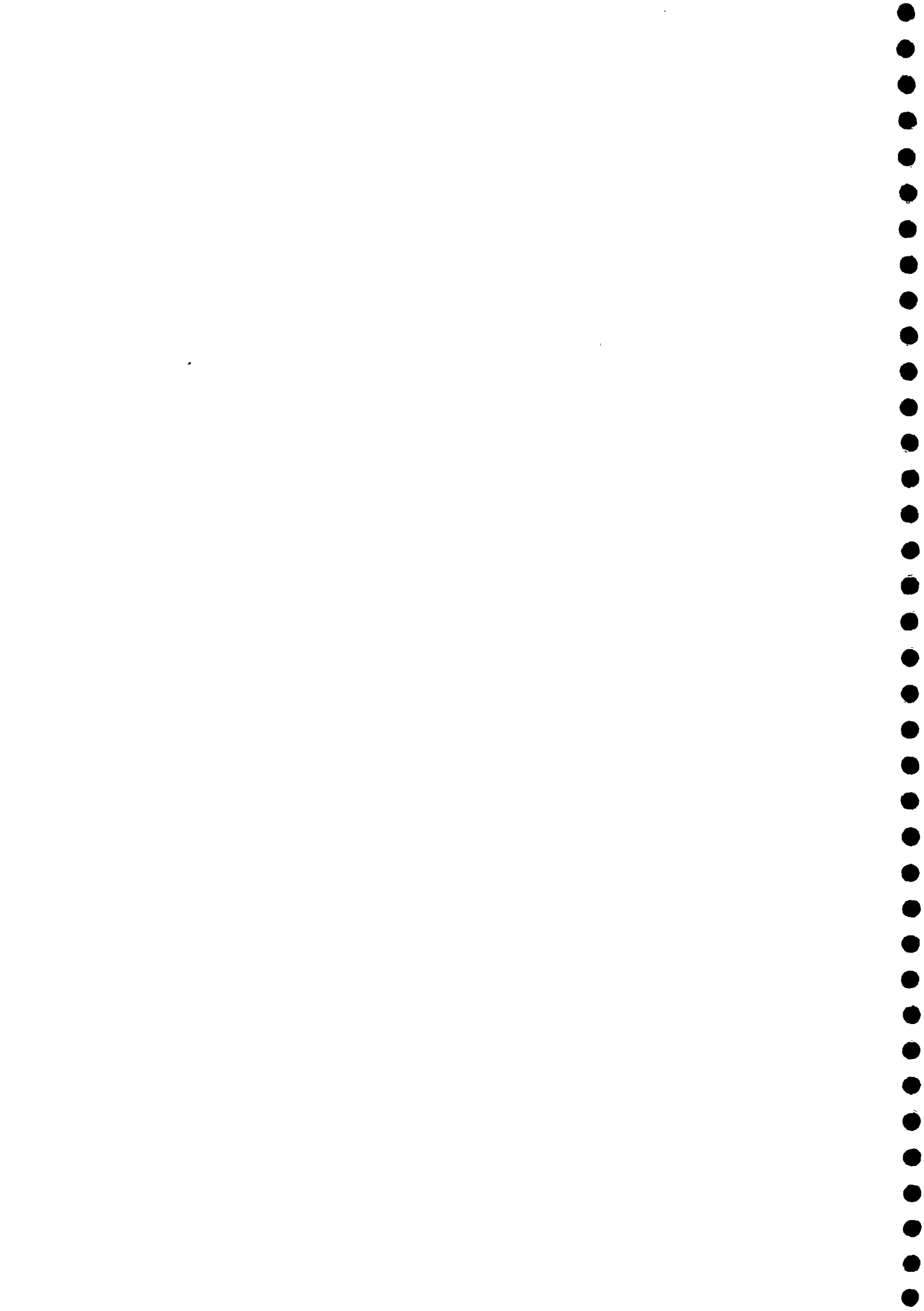
All the data regarding trainings conducted , resource persons used , resource persons trained , training materials distributed , NGO's trained and all other data relating to the trainings is gathered and stored by the Training Coordinator . No data is generated at the district level .







**TRAININGS** **STATUS**  
**OF**  
**CONDUCTED**



## CHAPTER -III

### STATUS OF TRAININGS PLANNED AND CONDUCTED

#### 3.1 DEPARTMENTAL PUBLICATIONS

Department of Rural Development and Panchayati Raj has published the following booklets for reference and guidance in the training programme

- [1] KRIYANVAYAN NIRDESIKA
- [2] VIBHINN ESTARON PAR PRASHIKSHAN
- [3] TAKNIKI NIRDESIKA - FOR MASONS
- [4] TAKNIKI NIRDESIKA - FOR DLO'S
- [5] SWACHATA SANCHAR
- [6] JEENEY KA TARIKA

The booklet KRIYANVAYAN NIRDESIKA contains detailed guidelines for implementation of the RSP programme. The booklet VIBHINN ESTARON PAR PRASHIKSHAN has been prepared for conducting trainings. It prescribes objectives, duration, subject matter, resource persons, training materials & detailed training schedules. The booklet TAKNIKI NIRDESIKA - FOR MASONS contains detailed construction procedure and drawings for sanitary latrine with leaching pits, bathing platform with soakage pit, soakage pit for hand-pump, garbage pit and smokeless chuhla. The booklet TAKNIKI NIRDESIKA - FOR DLO'S contains design and drawings for all the sanitation components as mentioned in the similar booklet for masons except that this booklet does not have the construction procedure. The publication SWACHATA SANCHAR details different mediums of communication and its necessity. This has been prepared to improve the communication skills of VSM and Teachers. The publication JEENEY KA TARIKA contains the diseases caused by open defecation, how they spread and the preventive measures.

#### 3.2 QUANTITATIVE ANALYSIS STATE LEVEL TRAININGS

The following state level trainings have been conducted

- [1] Training of Trainers - 2
- [2] Training of NGO's - 2
- [3] Training of Project Officer - 1
- [4] Training of Engineers - 1

The status of the trainings conducting is as under .

##### 3.2.1 TRAINING OF TRAINERS [ TOT ]

Four day training of trainers was conducted in batches, one by Indian Institute of Rural Development [IIRD] and the other by Marudhara Academy wherein 119 participants were trained.

Since this study is restricted for Ajmer District only, it is not possible to comment whether, all the trained Resource Persons have been utilized as trainers. As far as Ajmer is concerned, the utilization is indicated in table no 1 below. It is interesting to note that the list of trainees include the names of the Chairman, Director, and Secretary of IIRD and they have worked as Resource Persons in the same Training [TOT].



TABLE NO. 1

**- RESOURCE PERSONS TRAINED**

NGO	FACULTY MEMBERS	
	TRAINED	UTILIZED
I-India	10	6 [ 60 % ]
Rastriya Manav Vikas Sansthan [RMVS ]	5	5 [ 100 % ]

Despite the clear directives that only trained Resource Persons should be used ,the above NGO's conducting the trainings have utilized trained and untrained resource persons as indicated in the table no 2 below

I-India has used Shri Ram Dayal Verma , Dr S L Sharma and Smt Kusum Tandon as untrained Resource Persons It is claimed by the NGO that Shri Ram Dayal Verma is a trained Resource Person and Dr S L is a renowned Doctor whereas Smt Kusum Tandon is District Adult Education Officer , Ajmer Name of Shri Ram Dayal Verma does not find entry in the list supplied by the NGO conducting Training of Trainers Details of the resource persons used is at Annexure-IV

TABLE NO. 2

**- RESOURCE PERSONS UTILIZED**

NGO	TRAINED	UNTRAINED	TOTAL
I-India	17 [85%]	3 [15%]	20
RMVS	13 [100%]	-	13

**3.2.2 TRAINING OF ENGINEERS**

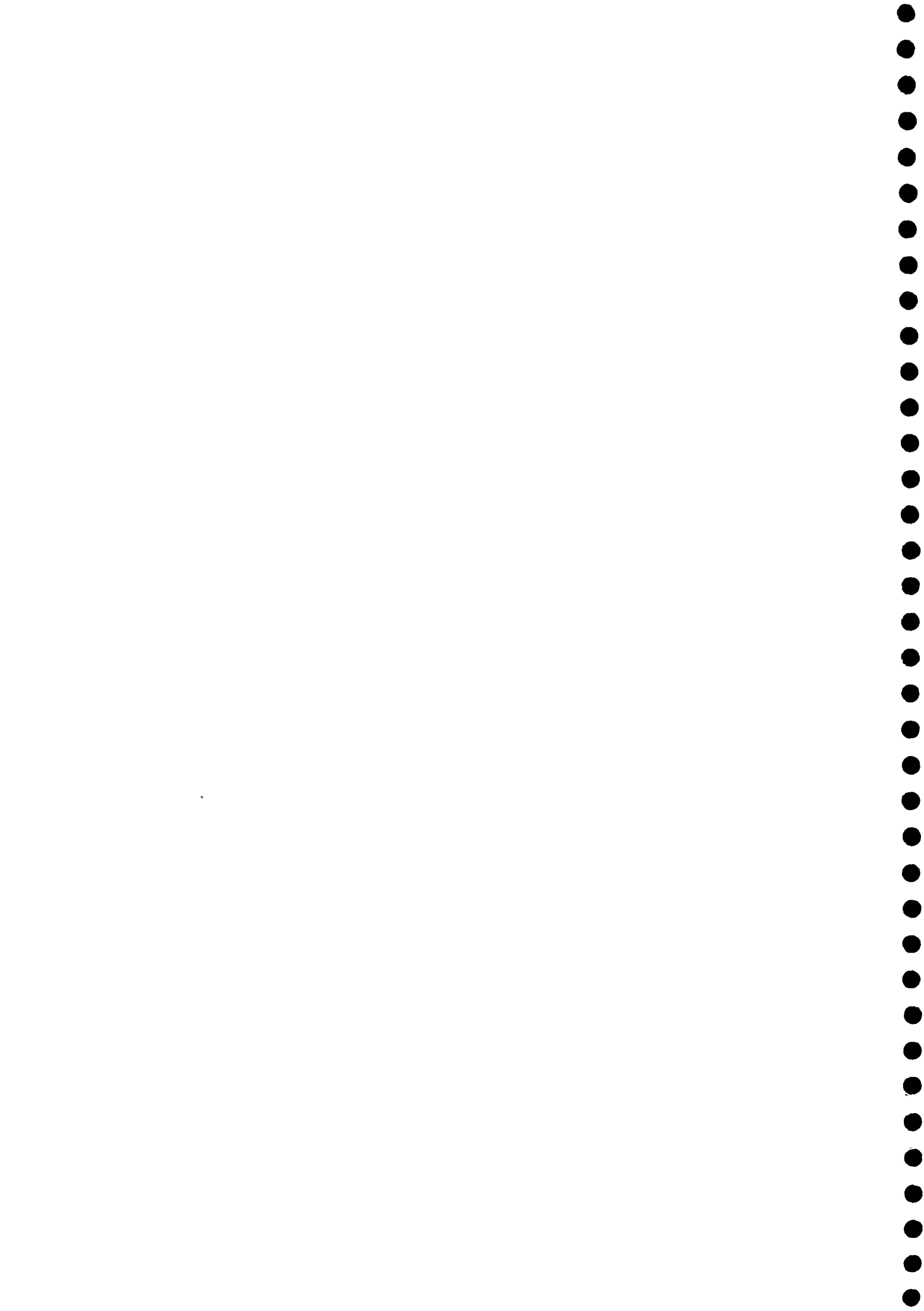
3 day Training of Engineers was conducted by Indian Institute of Rural Development wherein 51 A En 's / J.En 's working in different blocks have participated Only one J En Shri Bal Krishan Sharma of Pisagan block is from Ajmer district . Surprisingly this sole trained J En has been transferred to Municipal council Beawar And there is no trained A En/J En available in Ajmer district Without a single trained technical personnel , how the programme shall be implemented is an important issue for consideration .

**3.2.3 TRAINING OF PROJECT OFFICERS**

4 day training of Project Officers was organized by IIRD wherein 34 trainees have participated From Ajmer district Shri M L Mittal and Shri R A Sharma have participated Shri M L Mittal is working as Project Officer RSP and Shri R A Sharma is working as Project Officer Smoke - less Chuhla

**3.2.4 TRAINING OF NGO'S**

4 Day training of NGO's was conducted by IIRD and Marudhara Academy wherein 84 trainees have participated It is not possible to comment in what manner the trained faculty members of the NGO's have been utilized in the RSP programme No NGO working in Ajmer district could find its entry in the trainings conducted



### 3.3 DISTRICT LEVEL TRAININGS

#### 3.3.1 TARGETS & ACHIEVEMENTS

13 trainings have been arranged in Ajmer district as against the targets of 17 as indicated in table no 3

**TABLE NO. 3 - TRAINING PROGRAMME - TARGETS AND ACHIEVEMENTS**

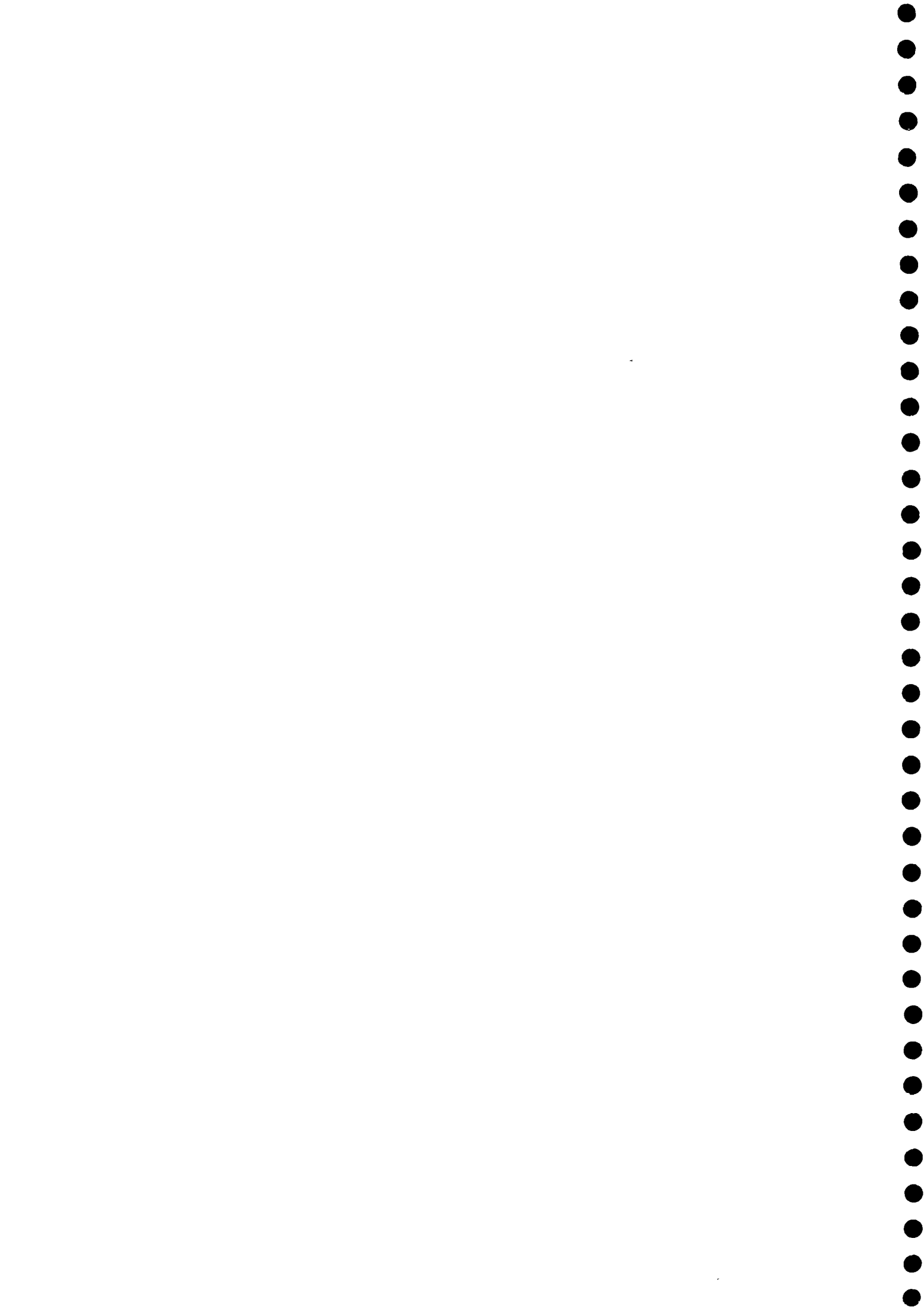
S N	TRAININGS	TARGETS	ACHIEVEMENT
1	District level orientation	1	1
2	VLW training	2	2
3	Teacher's orientation	2	2
4	Mason's training	2	2
5	ICDS workers orientation	2	2
6	Sarpanch training	2	2
7	VSM training	2	2
8	Pradhan/Pramukh orientation	1	-
9	Technical Engineers orientation	1	-
10	Scouts/NCC workers orientation	1	-
11	NGO's orientation	1	-
		17	13

Trainings / orientation have been arranged in 2 batches for each functionary so that trainees from 4 blocks may participate in each batch Table no 4 indicate the total no of trainees and those trained from selected villages The instructions dated 6/9/95 [ Annexure-II ] provide guidelines for selection of trainees from the selected villages and from other villages The functionaries from the selected villages who have received training is disappointing Masons trained are 24 [ 51% ] , Sarpanch 9 [30%] , VLW 10 [ 29.4% ] , teachers 11 [18.33%] , ICDS workers 3 [ 5.77%] and VSM 14 [ 36.84%]

**TABLE NO. 4 - TRAINING PROGRAMME - TRAINEES FROM SELECTED VILLAGES**

S N	FUNCTIONARY	TOTAL	SELECTED VILLAGE
1	MASONS	47	24 [51%]
2	SARPANCH	30	9 [30%]
3	VLW / P EXTENSION OFFICER	34	10 [29.4%] 9 [100.0%]
4	TEACHERS / E EXTENSION OFFICERS	60	11 [18.33%] 11 [100.0%]
5	ICDS/HEALTH WORKER	52	3 [5.77%]
6	VSM	38	14 [36.84%]

#### 3.3.2 SELECTION OF TRAININGS





Selection of trainees from the selected villages is one of the important steps proposed before finalising the training schedules. Amongst the 6 village level functionaries proposed for training Village Sanitation Motivator [ VSM ] and Mason are the most important functionaries. The guide lines provide that selection of VSM and Mason may be done while preparing the survey reports for the selected villages. GRAM SABHA is called in the selected villages and the village population is made aware of the programme and during this process selection of two Masons and two VSM's [one male and one female ] is done. VSM plays a important role in the programme development and its implementations. Therefore BDO and PO [ RSP ] may ensures selection in their presence in the GRAM SABHA. During selection of VSM , it may be kept in mind that the person is involving in the programme implementation with a motto of self less service , enjoys social reputation , and is literate. Similarly during the process of selection of Mason it may be kept in view that the Mason is neither of higher category nor of lower category but should be of medium category of Mason and priority may be given if he is from IRDP family. He should be conversant with the construction technology and is available after the training for programme implementation. Selection of one Teacher from each selected village is equally important. Teacher plays important role in this programme. He conveys the messages regarding personal hygiene , home and school sanitation and clean environment. Teachings conveyed by the teacher have a lasting impact on the students. The Village Level Worker [ VLW ] and the Sarpanch of the selected villages are trained necessarily and without exception. It is also proposed to have orientation training of Village based Workers of WDP , ICDS , DW CRA, Health Department and Agriculture Department so that they may convince the female population to adopt and use the sanitary latrines and may also convey the information about different components of sanitation package. The instructions dated 6/9/95 [ Annexure-II ] have also repeated the selection guidelines.

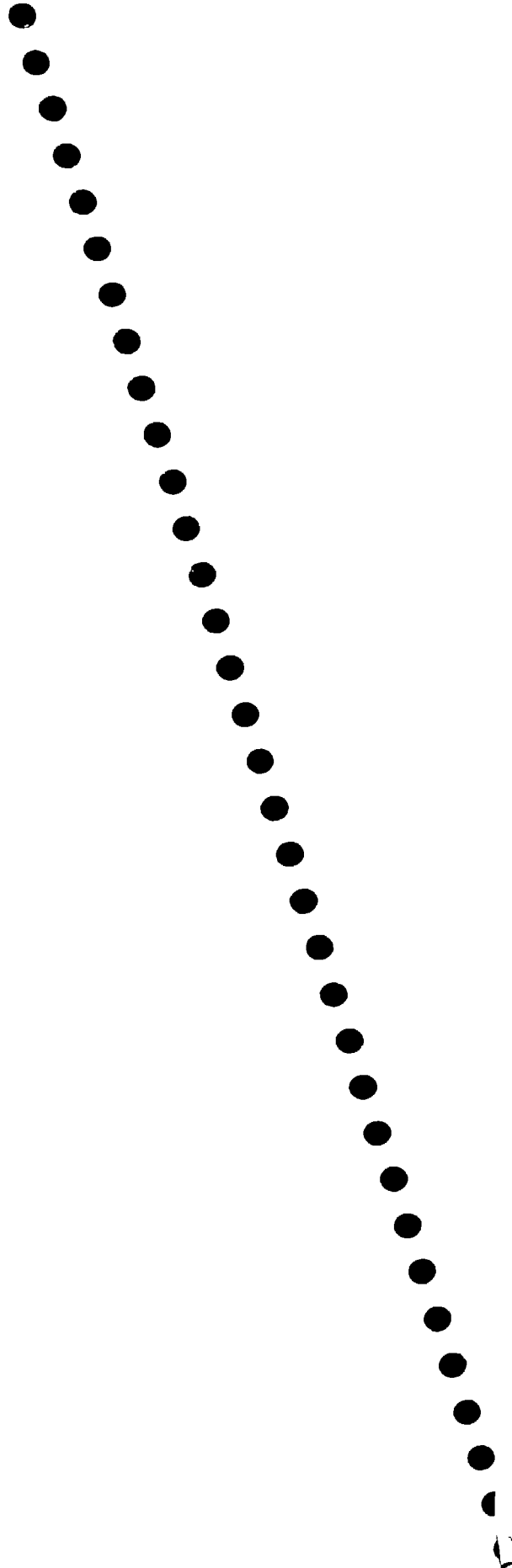
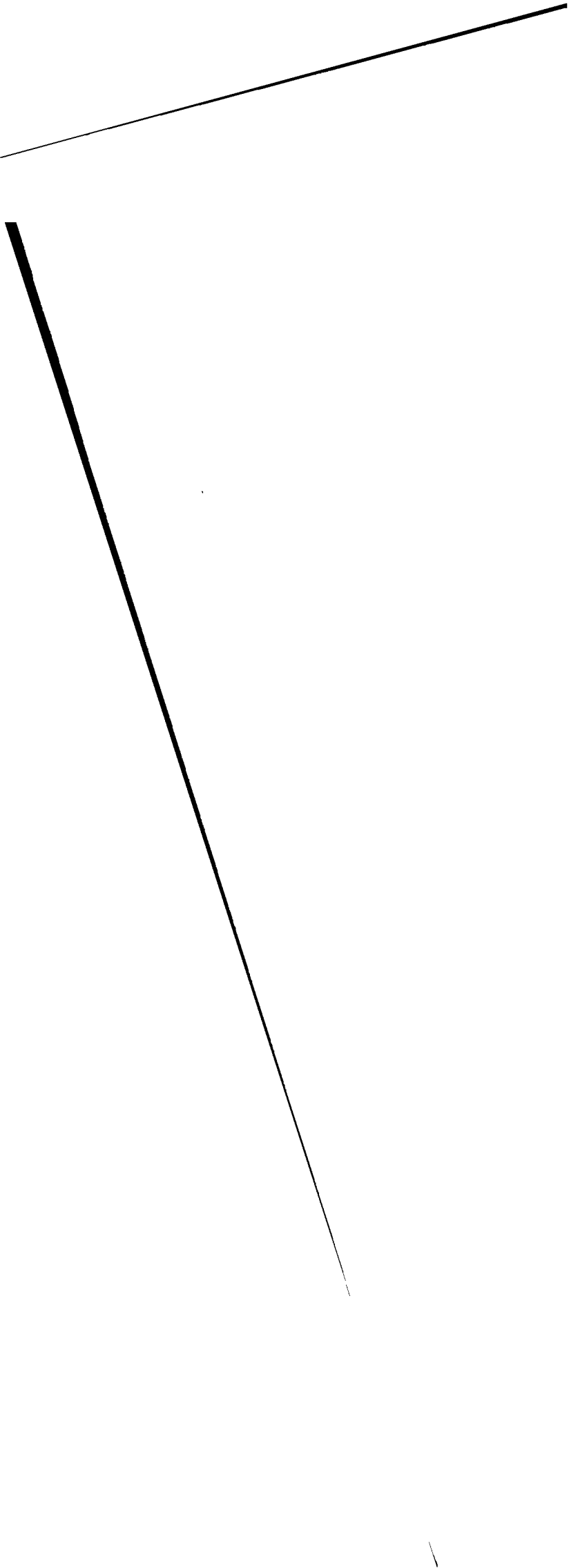
During field visits it was observed that no importance seems to have been given to the selection of trainees and little efforts were made by BDO's in this direction. They have discharged their duty by simply writing letters to the concerned Sarpanch / VLW and that too on the day the trainings were to start. In this context letter dated 18/19 9 95 [ Annexure-III ] from BDO , Masuda is worth notice.

Due to non appropriate identification and selection of the trainees , the benefit of the trainings conducted could not be felt / observed in a visible manner in the project areas.

### 3.3.3 DISCREPANCY IN THE NUMBER OF FUNCTIONARIES TRAINED

Lists of trainees trained at different training camps by the NGO's conducting the training was called for and the same was supplied by the NGO's. Similar list was also supplied by the Project Officer [RSP] Ajmer. Efforts were made to collect similar information from the Training Coordinator RD & PR Departments but the same could not be arranged by him. The lists supplied have been studied and discrepancy in number of trainees have been observed as indicated in the Annexure-V. UNICEF has also supplied the number of trainees from their record. The discrepancies observed are as under

- 1 The NGO I-India has mentioned the names of Sarpanch Shri Majid Khan of Kayam Pura and Smt Hiri Devi of Badlaya at serial no 19 and 20 of their list for Srinagar camp but the same does not appear in the list supplied by PO
- 2 The NGO RMVS has included the name of Shri M L Mittal Project Officer [RSP] in their lists for Teachers training at both the camps and thus the correct number is 80
- 3 In case of VSM training the NGO 's list for Bhunai camp includes the names of Smt Sakuntala Devi of Katsura , Smt Ratan Devi and Smt Mohini Devi of Kania but the same do not appear in the list of P O. In the list for Ganaheda camp name of Shri Kishan Lal appears twice at serial no 24 and 26. The correct no is 39



- 4 In case of ICDS / Health/ Agriculture Workers training the NGO's lists for Bhinai and Silora camp include the name of Shri M.L. Mittal P.O. which seems to be an omission. In addition to this the list for Silora camp provide additional names from serial no. 18 to 25 which do not appear in the list of P.O. Since signatures of these trainees are available in the list, there is no reason for not accepting the same. The correct number is thus 52.

### 3.3.4 MASONS TRAINING

The instructions dated 6/9/95 specify that one mason from each selected village and 3 from other villages may be selected by BDO's. 5 day training was arranged at Sonkhia and Mangliawas wherein 47 masons have participated. The masons from selected villages are 24 [51%]

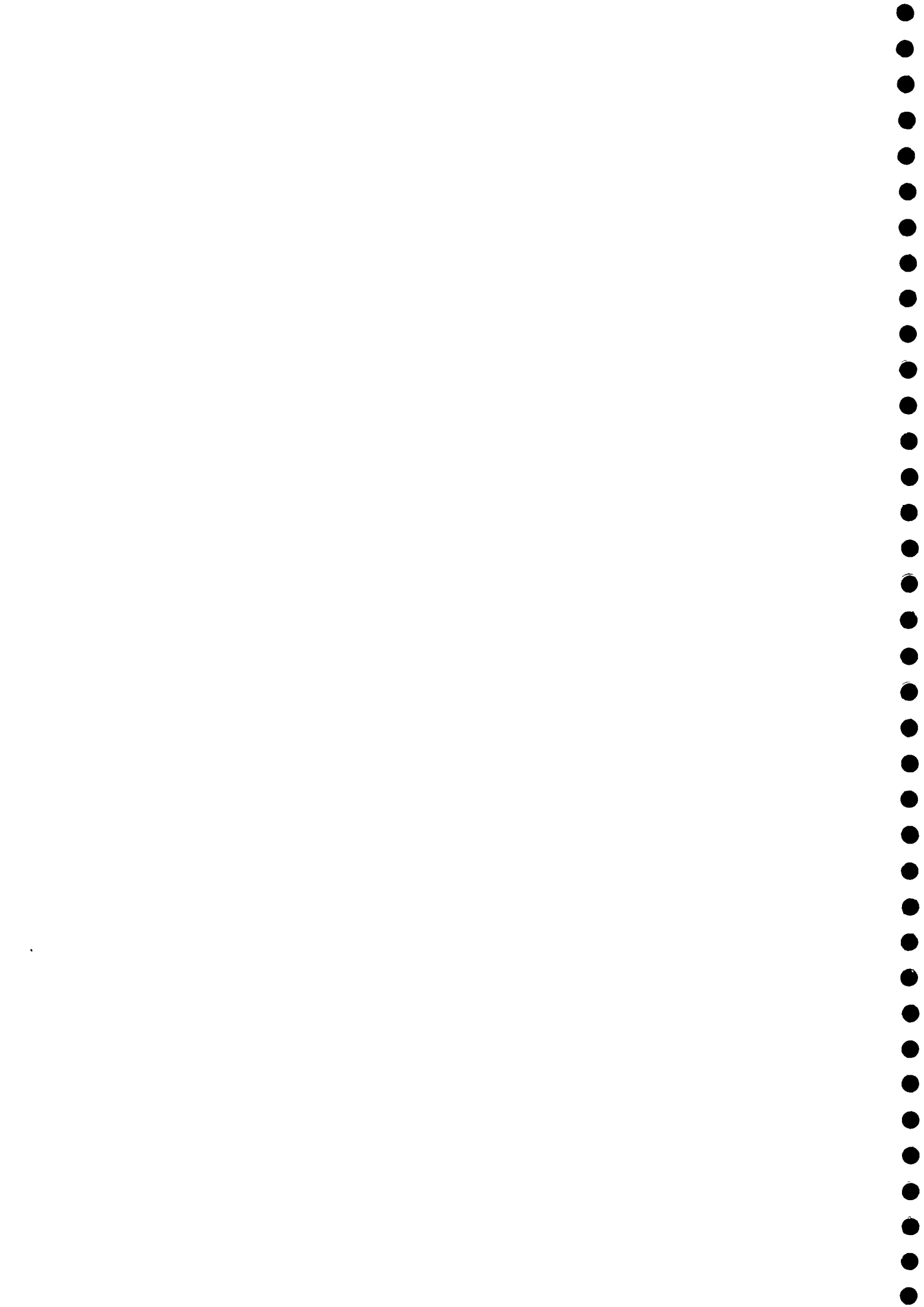
Important aspect of this training is that no mason has participated from Katsura, Sandolia, Piprolia, Devgaon, Khempura and Badlaya villages and more than one mason has attended from other selected villages as indicated in the table no. 5 below. In the absence of a trained Mason in the village, no construction work is possible and therefore, no activity was visible during field visits in Piprolia and Khempura villages.

**TABLE NO. 5 - VILLAGES AND MASONS - TRAINED**

S N	BLOCK	VILLAGE	NO TRAINED
1	ARAJ	KATSURA	-
		SANDOLIA	-
2	BHINAI	SONKHLIA	2
		PIPROLIA	-
3	JAWAJA	KISHANPURA	2
		KOTDA	2
4	KEKRI	MEWDAKALAN	3
		DEVGOAN	-
5	MASUDA	JALIA-II	4
		KHEMPURA	-
6	PISAGAN	MANGLIAWAS	4
		KALESRA	1
7	SILORA	HARMADA	2
		SILORA	2
8	SRINAGAR	SRINAGAR	2
		BADLAYA	-

### 3.3.5 SARPANCH TRAINING

2 day training of Sarpanch was arranged at Srinagar and Masuda wherein 30 Sarpanch have attended. This training was exclusively arranged for Sarpanchs of the selected villages only. 9 Sarpanchs from selected villages have participated. Whereas Sarpanch of remaining 7 villages have not been trained as shown in the table no. 6 on the next page.



**TABLE NO. 6 - VILLAGES AND SARPANCH -TRAINED**

S N	BLOCK	VILLAGE	TRAINED
1	ARAI	KATSURA	-
		SANDOLIA	-
2	BHINAI	SONKHLIA	YES
		PIPROLIA	-
3	JAWAJA	KISHANPURA	YES
		KOTDA	YES
4	KEKRI	MEWDAKALAN	-
		DEVGOAN	-
5	MASUDA	JALIA-II	-
		KHEMPURA	YES
6	PISAGAN	MANGLIAWAS	YES
		KALESRA	YES
7	SILORA	HARMADA	YES
		SILORA	YES
8	SRINAGAR	SRINAGAR	-
		BADLAYA	YES

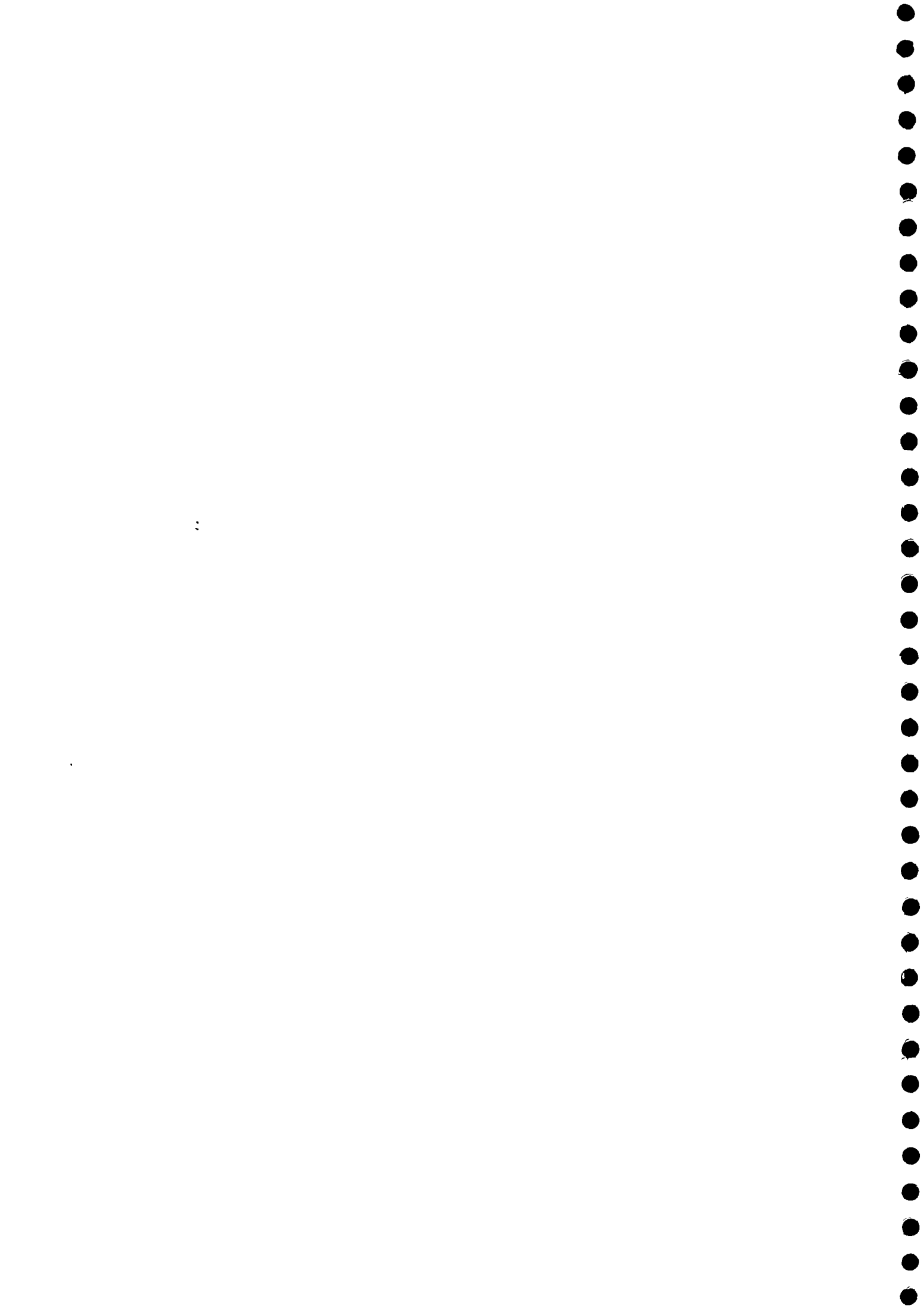
**3.3.6 VILLAGE LEVEL WORKERS / PANCHAYAT EXTENSION OFFICER TRAINING**

Two day training was organized at Sursura and Kadera wherein 34 VLW and 9 Extension Officers and 2 Gramodhyog Extension Officers and 1 Incharge Jan Jagran Kendra have participated It was specified that VLW of the selected village shall necessarily attend the training and in addition Panchayat Extension Officer / Extension Officer in-charge of the RSP shall also attend 10 [29.4%] VLW's of the selected villages have attended the training Thus VLW's of 6 selected villages are not trained as indicated in table no 7 below During field visit it was informed that VLW's of Silora and Harmada have retired after attending the training The Panchayat Extension Officer and Extension Officer in-charge RSP who have attended the training are 9 [100.0%] but the Extension Officer in-charge of RSP of Jawaja block is not trained

VLW is a very important functionary of this programme He works as a link between the village population and the block level authorities and he performs all the functions of arranging building materials for the construction activity and of solving the administrative problems of the programme In the absence of a trained VLW, there is no one in the village community to play this crucial role

**TABLE NO. 7 -VILLAGES AND VILLAGE LEVEL WORKER [VLW] - TRAINED**

S N	BLOCK	EXT OFFICERS	VILLAGE	VLW
1	ARAI	YES	KATSURA	YES
			SANDOLIA	-
2	BHINAI	YES	SONKHLIA	YES
			PIPROLIA	-
3	JAWAJA	NO	KISHANPURA	YES
			KOTDA	-



S N	BLOCK	EXT OFFICERS	VILLAGE	VIEW
4	KEKRI	YES	MEWDAKALAN DEVGOAN	YES -
5	MASUDA	YES	JALIA-II KHEMPURA	YES YES
6	PISAGAN	YES	MANGLIAWAS KALESRA	YES -
7	SILORA	YES	HARMADA SILORA	YES [RETIRED] YES [RETIRED]
8	SRINAGAR	YES	SRINAGAR BADLAYA	- YES

### 3.3.7 TEACHERS ORIENTATION

One day orientation was arranged at Arai and Jawaja where 60 teachers and 11 Education Extension Officers and 5 Coordinators, Post Literacy Programme 1 JEn and 3 others have participated. Out of the 60 teachers, 11 [18.3%] are from selected villages, thus leaving 5 villages from where no teacher is trained. The 11 Education Extension Officers receiving training are from 6 blocks and Education Extension Officer from 2 blocks namely Bhinai & Masuda are not trained as indicated in table no 8 below.

The role played by Teachers in this programme is to convey the messages regarding personal hygiene, home and school sanitation and clean environment. The messages conveyed through the students, reach the parents in a more convincing manner. In the absence of a trained teacher in the selected villages, the school sanitation is continued to be ignored. During field visits, the negative impact of this fact was clearly visible.

**TABLE NO. 8 - VILLAGES AND TEACHERS - TRAINED**

S N	BLOCK	EXTENSION OFFICERS	VILLAGE	TEACHER
1	ARAI	YES	KATSURA	YES
2	BHINAI	-	SANDOLIA SONKHLIA PIPROLIA	- - -
3	JAWAJA	YES	KISHANPURA KOTDA	YES YES
4	KEKRI	YES	MEWDAKALAN DEVGOAN	YES YES
5	MASUDA	-	JALIA-II KHEMPURA	YES -
6	PISAGAN	YES	MANGLIAWAS KALESRA	YES -
7	SILORA	YES	HARMADA SILORA	YES YES
8	SRINAGAR	YES	SRINAGAR BADLAYA	YES YES





### 3.3.8 ICDS/ MEDICAL / AGRICULTURE WORKERS ORIENTATION

This training is designed for the village based workers of [1] ICDS , [2] DWDA, [3] Medical and health , [4] Agriculture departments and [5] DWCRA One day orientation was arranged at Silora and Bhinai wherein 52 trainees have attended These trainees include one ANM of Jaha -II and 2 Assistant Agriculture Officers of Harmada and Srinagar villages Thus the representation of selected villages is hardly 3 [5.77% ]

Agriculture Department has deputed 17 trainees which include 15 Assistant Agriculture Officers and two Agriculture Supervisors as indicated in Annexure-VI None of these officers / officials are village based functionaries and hardly any support / contribution can be expected from them This fact needs to be considered in future trainings

### 3.3.9 VILLAGE SANITATION MOTIVATOR [ VSM ] TRAINING

This training is designed for VSM's from selected villages only [ one female and one male ] Two day training was arranged at Ganeheda and Srinagar wherein 38 VSM's and one Sarpanch have participated Interestingly 14 [36%] VSM are from selected villages and 25 [64%] are from other villages The 14 trained VSM are from 8 villages and from the remaining 8 villages no VSM is trained as indicated in table no 9

Village Sanitation Motivator [VSM] is a very important functionary in the programme He/she remains in direct contact with the population and motivates them to adopt and use the sanitary latrines Programme implementation can not be conceived without a VSM in the village The vacuum created due to non -existence of a VSM in the villages of Piprolia and Khempura is clearly visible

**TABLE NO. 9 - VILLAGE SANITATION MOTIVATOR - TRAINED**

S N	BLOCK	VILLAGE	NO. TRAINED
1	ARAI	KATSURA	1
		SANDOLIA	-
2	BHINAI	SONKHLIA	2
		PIPROLIA	-
3	JAWAJA	KISHANPURA	2
		KOTDA	2
4	KEKRI	MEWDAKALAN	-
		DEVGOAN	-
5	MASUDA	JALIA-II	3
		KHEMPURA	-
6	PISAGAN	MANGLIAWAS	1
		KALESRA	1
7	SILORA	HARMADA	-
		SILORA	2
8	SRINAGAR	SRINAGAR	-
		BADLAYA	-



### 3.3.10 WHOLE VILLAGE APPROACH

Under the training programme different functionaries working at village level are included. Some of the functionaries like VLW, Mason and Sarpanch are directly involved in the construction activity and the other functionaries like teacher, VSM and ICDS workers are motivating the village population for understanding the need & for adopting sanitation packages. The Rural Sanitation Programme is getting momentum where all the 6 functionaries are trained. Where the first 3 functionaries like Mason, VLW and Sarpanch are trained, the programme is getting speed with sustained efforts of the Sarpanch and VLW. Where only VLW and masons are trained the programme is taking shape but with difficulties. It would be wrong to expect any progress where one or more functionaries other than the first three are trained. It is worth notice that no activity has started in villages namely Sandolia and Piprolia where no functionary is trained.

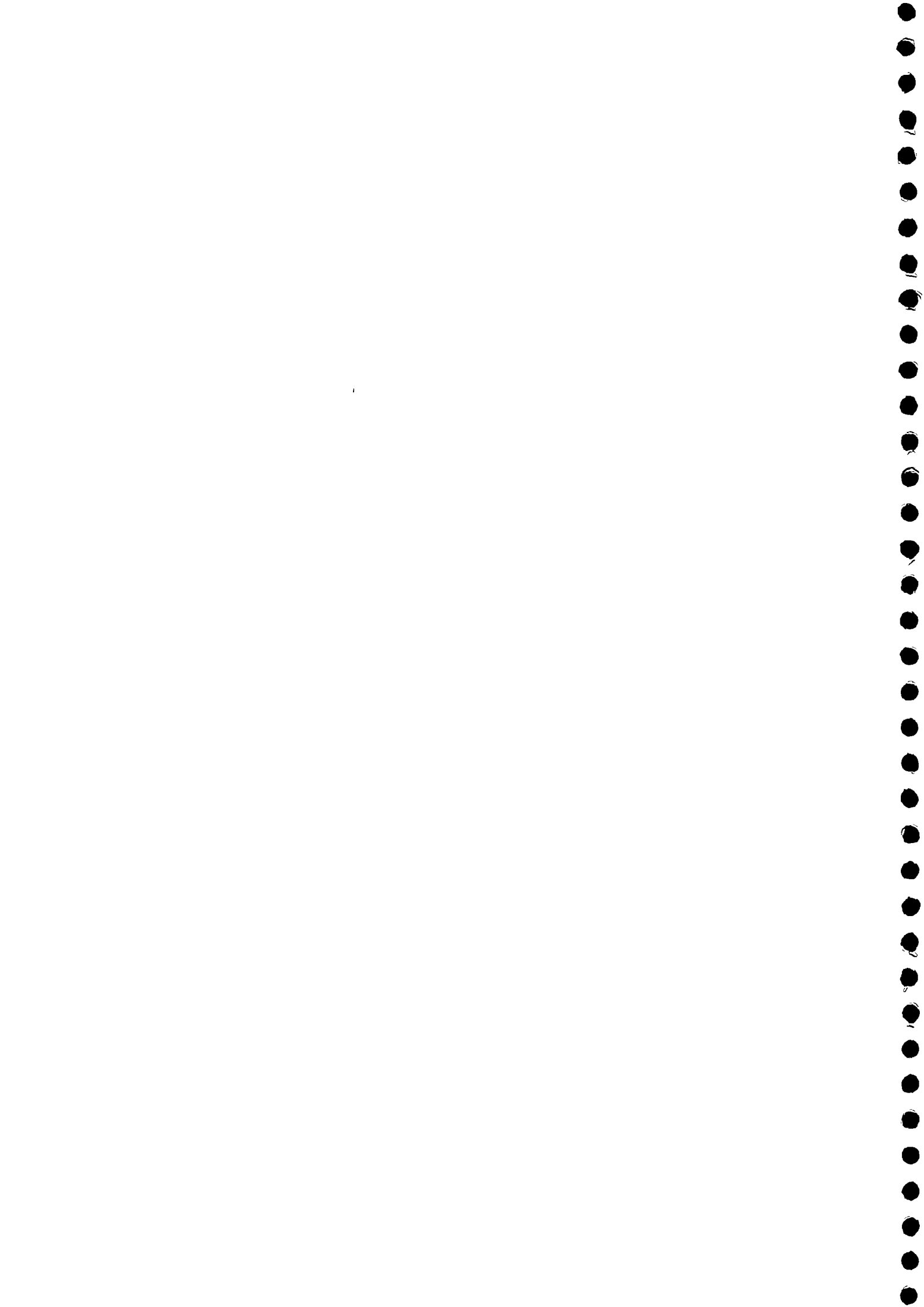
On the basis of above analysis, the training programme in the selected villages may be divided in five categories

Category -I	Where all functionaries trained	- Nil
Category -II	Where mason, VLW and Sarpanch trained	- 5 [31.25%]
Category -III	Where VLW and mason trained	- 2 [12.5%]
Category -IV	Where other functionaries trained	- 7 [43.75%]
Category -V	Where no one is trained	- 2 [12.5%]

The above categorisation is substantiated during field visits and it was observed that the programme implementation was more or less smooth in the selected villages of Sonkhlia, Mangliawas, Harmada and Silora [Category-II]. Whereas in village Jalia-II, where Sarpanch is not trained, programme is taking shape due to sustained efforts of the VLW and positive attitude of the Sarpanch. The implementation of the programme is finding difficulties in village Kalesra where VLW is not trained. The progress achieved is because of the efforts of Panchayat Extension Officer incharge RSP of Pisagan block. It is gathered that no VLW has been posted in this village and another VLW is looking after the affairs of this village for two days in a week.

**TABLE NO. 10 - VILLAGES AND FUNCTIONARIES TRAINED**

S.N	VILLAGE	MASON	SARPANCH	VLW	TEACHER	ICDS	VSM	CAT
1	KATSURA	-	-	YES	YES	-	YES	IV
2	SANDOLIA	-	-	-	-	-	-	V
3	SONKHLIA	YES	YES	YES	-	-	YES	II
4	PIPROLIA	-	-	-	-	-	-	V
5	KISHANPURA	YES	YES	YES	YES	-	YES	II
6	KOTDA	YES	YES	-	YES	-	YES	IV
7	MEWDAKALAN	YES	-	YES	YES	-	-	III
8	DEVGOAN	-	-	-	YES	-	-	IV
9	JALIA-II	YES	-	YES	YES	YES	YES	III
10	KHEMPURA	-	YES	YES	-	-	-	IV
11	MANGLIAWAS	YES	YES	YES	YES	-	YES	II
12	KALESRA	YES	YES	-	-	-	YES	IV
13	HARMADA	YES	YES	YES	YES	YES	-	II
14	SILORA	YES	YES	YES	YES	-	YES	II
15	SRINAGA	YES	-	-	YES	YES	-	IV
16	BADLAYA	-	YES	YES	YES	-	-	IV



### **3.4 QUALITATIVE ANALYSIS**

For assessing the quality of trainings conducted interviews through structured questionnaires were held with 6 masons , 4 VLW , and 4 extension officers , 6 Sarpanch , 2 Teachers , 5 ASM and 31 beneficiaries . The following assessment is based on the replies received from the above trainees and the beneficiaries

#### **3.4.1 IMPACT OF TRAINING**

On the basis of experience gained during field visit of 6 villages , it may be said that the training programme for RSP has a positive impact on the village population in the following manner

- [1] A trained mason is available in the village who can be relied upon for construction of Low Cost Latrine , bathing platform with soakage pit , garbage pit etc
- [2] Knowledge about details of materials required for different units of the sanitation package and places of their availability ,is available in the village through the trained VLW and Sarpanch
- [3] The village population is ,at present , not fully aware about the necessity of the programme , spread of disease through open defecation , inconvenience to the women folk and benefits in adopting the sanitation package but at the same time the desired message has reached the village population and they are able to see and watch the units constructed in the houses of identified persons living below poverty line
- [4] The quality of life of the house holder where sanitary unit is complete has definitely improved . They are taking bath daily and regularly using the latrines constructed . The houses are clean . The personal hygiene has improved significantly

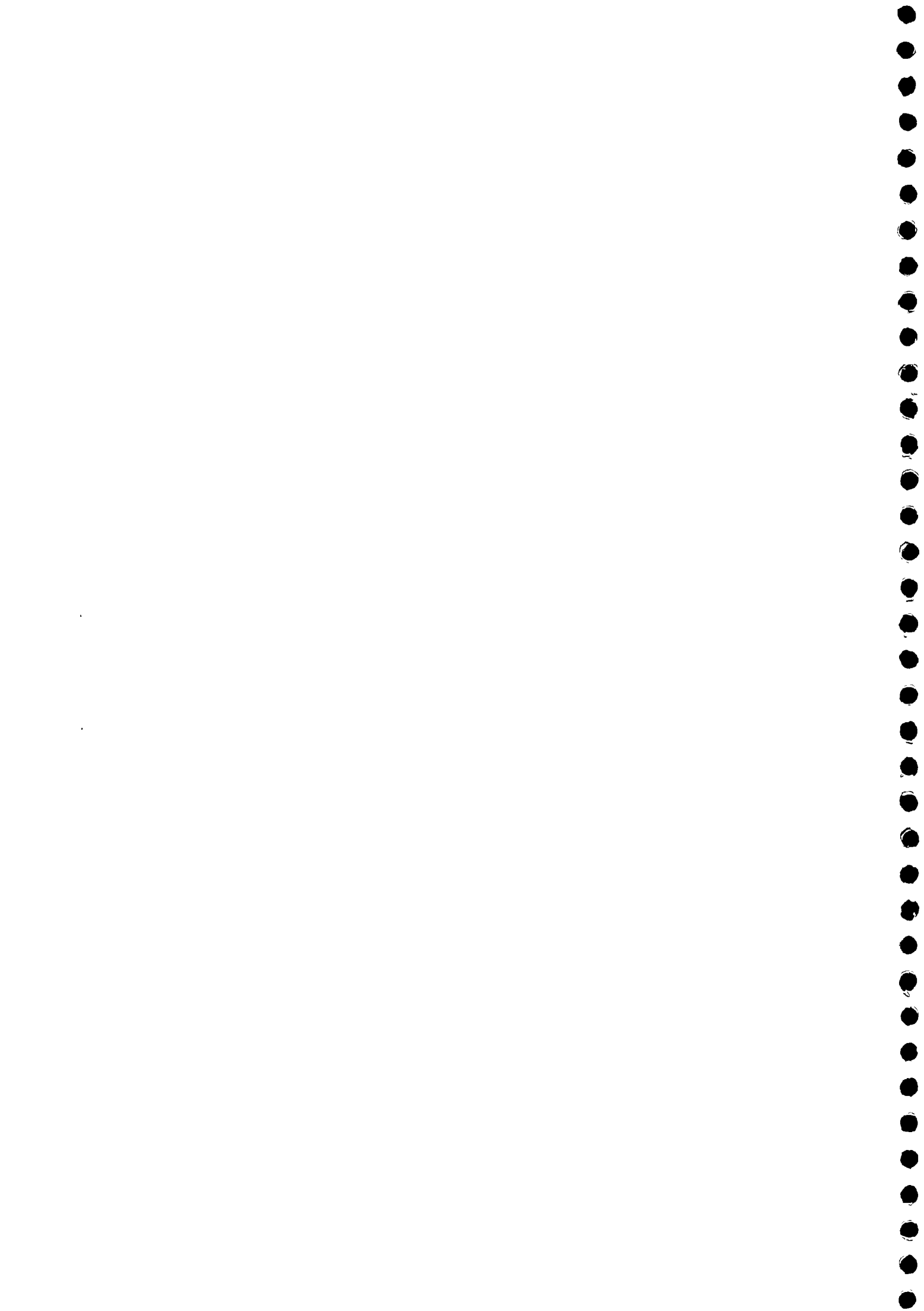
#### **3.4.2 QUALITY OF CONSTRUCTION OF SANITARY UNIT AND SANITATION FACILITIES**

In the selected villages of Ajmer district , construction of low cost latrine and bathing platform with soakage pit has been under taken . The other sanitation facilities like garbage pit , village sanitary complex for women, have not been taken up . It is interesting to note that the sanitary units have been completed up to roof level in all the villages . The bathing platform has also been completed as a bath room with roof and connected to a soakage pit . Invariably both the units have been taken up jointly in the form of latrine and bathroom units

##### **3.4.2.1 SANITARY LATRINES**

31 sanitary latrines were visited in 6 survey villages . It was observed that all of them were having fiber glass pan and trap . Pans made of other materials like Ceramic , Mosaic chips and Cement concrete are also available in the market . The pans made of cement and mosaic chips are of-course cheap but its maintenance is not easy and require use of acid and the brush more frequently to remove the stains . The ceramic pans are easy to maintain but its life is less compared to fiber glass pans . Because of easy maintenance ,the fiber glass pans are always neat and clean and are easily accepted by the users . By adopting fiber glass pans in this programme , its implementation shall be smooth. All the 31 latrines are having patti roof . 18 [ 58%] are having door shutters and 13 [42%] are having no shutters , 4 [13%] are having cement concrete foot rest and 27 [87%] have no footrest , Pit covers of 5[ 16%] were found with open joints and 25 [ 80%] were having sealed joints . One leaching pit was found to have been converted as septic tank by the house owner

The latrines are being used even without proper shutters and by providing thick door curtains made of gunny bags . Absence of footrest reduces its acceptance and its use particularly



by children as they feel unstable while sitting on the pan. Action is needed to provide footrest. The pit covers should necessarily be sealed otherwise, foul odor leaks through the open joints and thus reduces use of the latrine unit.

**TABLE NO. 11 - SANITARY LATRINE COMPLETED**

VILLAGE	ROOFING		DOOR SHUTTERS		FOOTREST		PITSEALED	
	YES	NO	YES	NO	YES	NO	YES	NO
MAGLIAWAS	5	-	3	2	-	5	2	3
KALESRA	5	-	1	4	1	4	5	-
JALIA-II	5	-	1	4	1	4	4	1
SILORA	5	-	5	-	-	5	5	-
HARMADA	5	-	3	2	1	4	4	1
SONKHLIA	6	-	5	1	1	5	5	1*
	31	-	18	13	4	27	25	5+1*

NOTE - \* One leaching pit converted into septic tank

### 3.4.2.2. BATHING PLATFORM WITH SOAKAGE PIT

25 bath rooms of size 3'3" x 3'3" have been constructed. In addition bathing space is provided in 3 sanitary units with separate soakage pit to drain bathroom water, 16 [64%] bath rooms are complete with patti roofing and 9 [36%] are having open platform. Out of the 16 bathrooms having roof, 9 [56%] are having shutters & 7 [44%] are having no shutters as indicated in table no 12.

Provision of a bathroom in the house-hold provides a impact on the social status of the family and the house lady in particular. Now they can regularly take bath according to their convenience. The habit of taking bath occasionally has now changed over to daily bath and better personal hygiene. The latrine & bathroom units have been constructed close to each other. This is a good idea in itself. Three families of Silora have moved a step further by providing latrine cum bath room which resembles like toilets built in urban areas.

**TABLE NO. 12 - BATHING PLATFORM WITH SOAKAGE PIT**

VILLAGE	ROOFING	OPEN PLATFORM	DOOR SHUTTER	
			YES	NO
MAGLIAWAS	5	-	3	2
KALESRA	5	-	1	4
JALIA-II	2	3	1	1
SILORA	1	1	1	-
HARMADA	3	1	3	-
SONKHLIA	-	4	-	-
	16 [64%]	9 [36%]	9 [56%]	7 [44%]





### 3.4.3 LOCATION OF SANITARY UNITS

Location of sanitary unit is important as the same determines the extent of its use by the house-lady and children. This also indicates involvement of the women folk in the programme. The sanitary units built within the house campus are mostly attached with the existing house & few of them are in detached location within the campus. The units built outside the campus are 10 to 15m away from the campus. The units built within the campus are 28 [90%] & outside the campus are 3 [10%] as indicative in table no 13.

The sanitary units built as attached with the existing building are extensively used where as the utility of the detached units is relatively less. The sanitary units built outside the campus have lost their purpose as these units are not used during night hours by the women folk.

**TABLE NO. 13 - LOCATION OF SANITARY UNITS**

VILLAGE	WITHIN CAMPUS	OUTSIDE CAMPUS
MAGLIAWAS	4	1
KALESRA	5	-
JALIA-II	5	-
SILORA	4	1
HARMADA	5	-
SONKHLIA	5	1
	28 [ 90%]	3 [ 10%]

### 3.4.4 ADOPTION AND PRACTICE OF SANITARY UNITS

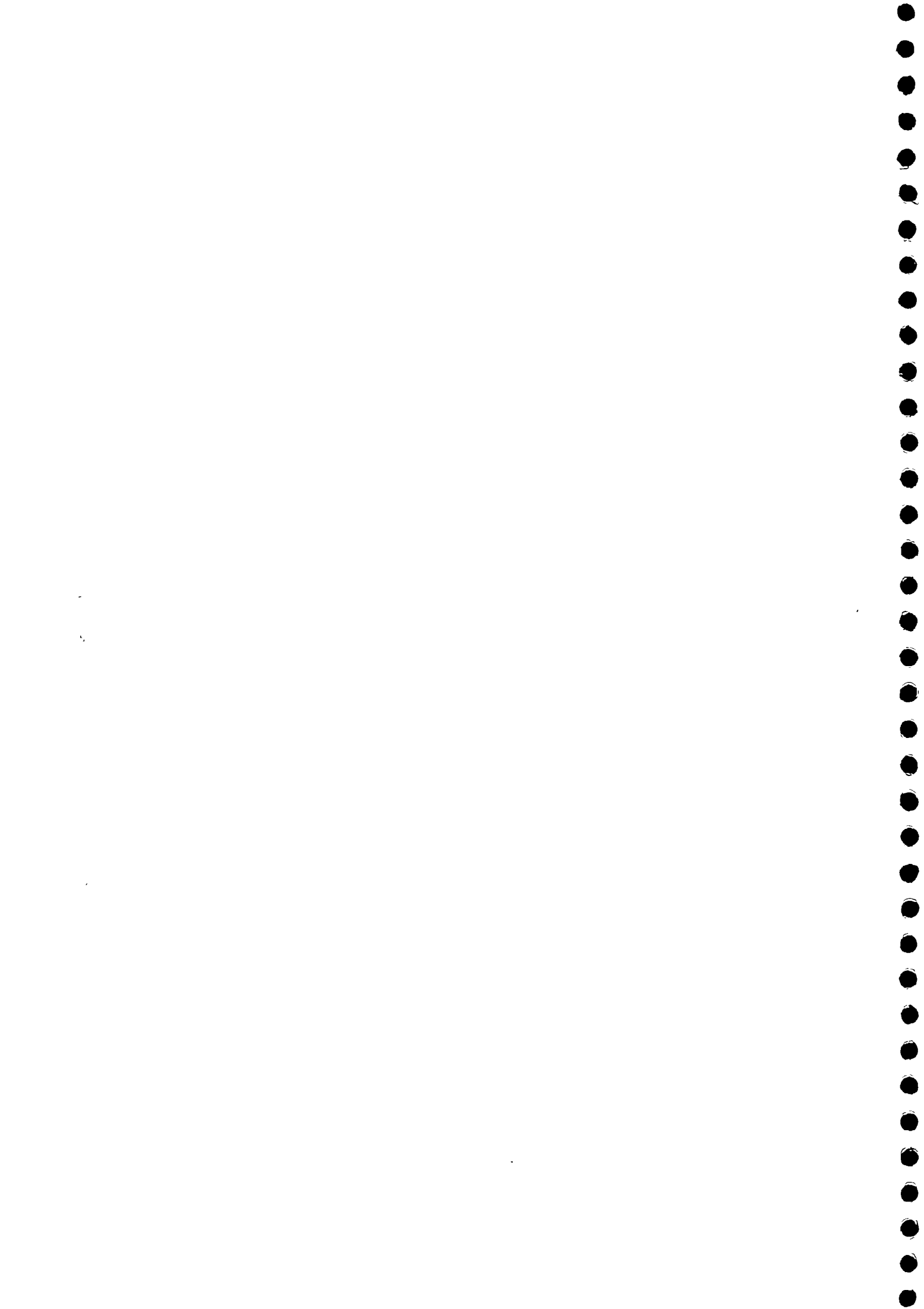
After completion of the sanitary units, 25 [80.5%] house-holders are using the units and 6 [19.5%] are not using the same. Out of the 25 house holders using the units, 17 [68%] are cleaning the units themselves and 8 [32%] have arranged sweeper for cleaning as indicated in table no 14.

**TABLE NO. 14 - SANITARY UNITS USED AND ITS CLEANING**

VILLAGE	USED	NOT USED	SELF CLEANING	SWEEPER
MAGLIAWAS	3	2	2	1
KALESRA	2	3	2	-
JALIA-II	5	-	4	1
SILORA	5	-	1	4
HARMADA	4	1	3	1
SONKHLIA	6	-	5	1
	25	6	17	8

### 3.4.5 PERSONAL HYGIENE AND HAND WASHING PRACTICE

Construction of sanitary units has been carried out in the IRDP families. The monthly income of such families is below the prescribed poverty line. During field visits, the standards of



personal hygiene of such IRDP families were assessed. All the survey families are having daily bath and are using the soap for washing of hands and clothing. Except one, all of them have developed the habit of cutting nails. This indicates healthy trend even in the IRDP families. The other families above the poverty line are expected to have adopted similar habits of personal hygiene. The standards of personal hygiene observed in the survey villages is indicated in Table no. 15 below.

**TABLE NO. 15 - VILLAGES AND PERSONAL HYGIENE**

VILLAGE	DAILY BATHING	CUTTING OF NAILS	USE OF SOAP
MANGLIWAS	5	5	5
KALESRA	5	5	5
JALIA-II	5	5	5
SILORA	5	5	5
HARMADA	5	5	5
SONKHLIA	5	4	5
	30	29	30

#### 3.4.6 TRAINING CONTENTS , TOPICS COVERED AND ITS RELEVANCE

The training contents for each training are contained in the booklet VIBHINN ESTARON PAR PRASHIKSHAN. The NGO's conducting the trainings have explained that the training contents and topics have been mentioned in the booklet and they have followed the same without exception. During interviews held with the trainees they were asked about the course contents adopted and their suggestions for improvement. All the trainees have expressed that the course contents was complete to the best of their knowledge and no improvements was suggested. It was not possible to assess the methodology adopted by the Resource Persons and whether any other teaching tools other than the class room lectures were adopted.

#### 3.4.7 TRAINING MATERIALS PROVIDED AND DISTRIBUTED TO THE TRAINEES

The training materials required to be provided to the trainees have been mentioned in the booklet VIBHINN ESTARON PAR PRASHIKSHAN. Information about training materials distributed was gathered from the NGO's conducting the training and from the trainees. It is observed that the trainees have received the training materials shown as distributed by the NGO with the exception of one trainee, Progress Extension Officer of Silora block who denies to have received the booklet " Technical Guidelines " .

The training materials proposed to be distributed as per the above booklet and those actually distributed, are indicated in Annexure-V.II. It may be observed that some of the important booklets such as Maintenance of Latrines , Sarpanch Manual , School Sanitation , VSM Manual and Maintenance of Hand Pumps have not been distributed at all . The following training materials have not been delivered to the trainees. This omission may be taken-care-of in future trainings.

- [1] The booklet on "maintenance of latrines " was not distributed as prescribed for training for DLO, Sarpanch , Teachers , VSM , TOT and Engineers
- [2] The booklet " Sarpanch Manual " was not distributed in Sarpanch training
- [3] The prescribed performa for Monthly Progress Report [Form-I], Application Form [form-4] Beneficiary Card [form -5] were not supplied in VLW and VSM trainings

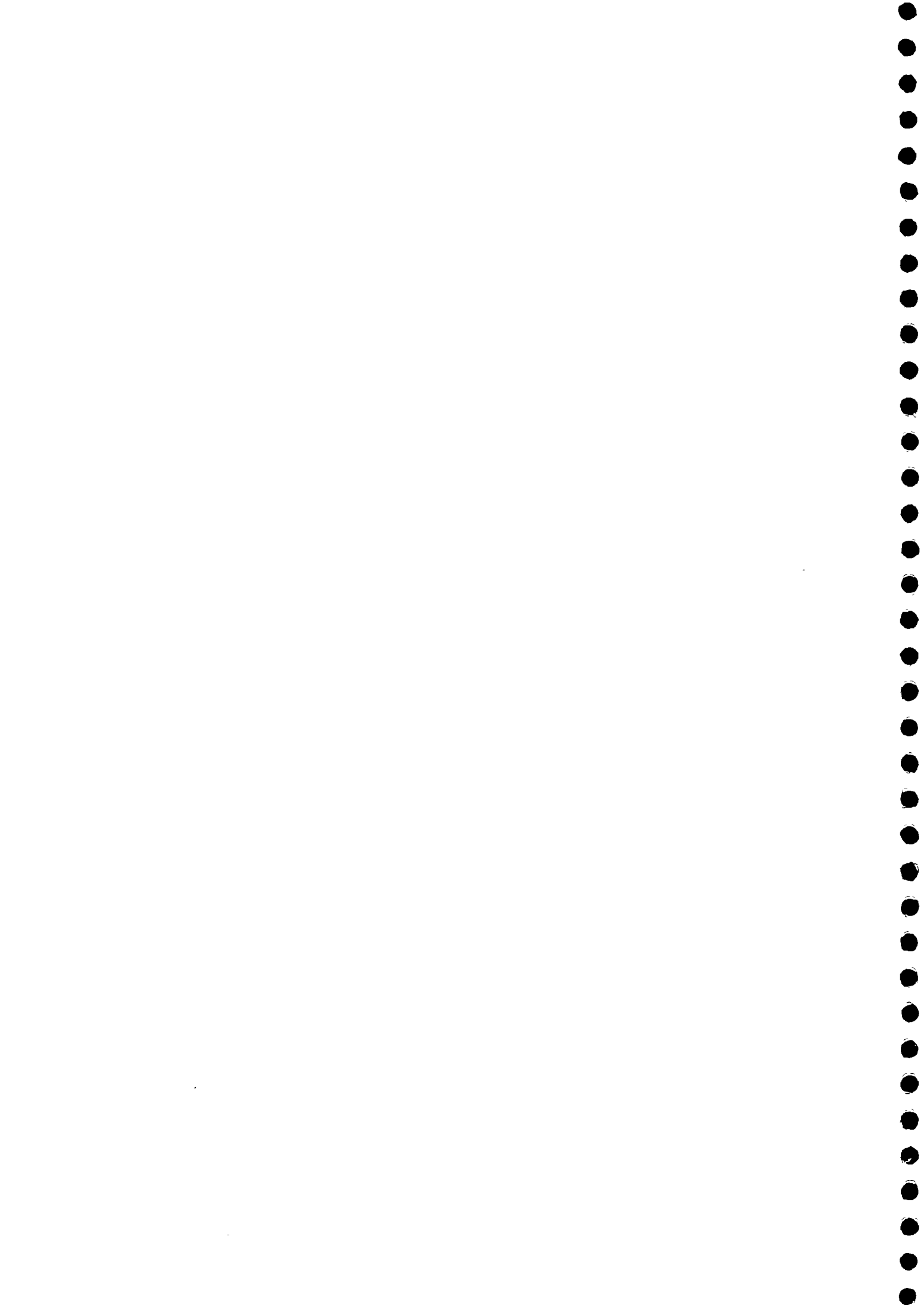


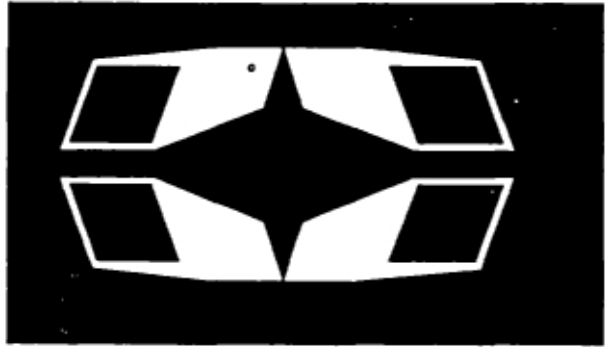
- [4] The booklet " School Sanitation " was not distributed in Teachers training
- [5] The booklet " VSM Manual ", Monthly Diary, Hand Bills for village population were not distributed to VSM
- [6] The publication " Maintenance of Hand Pump " was not distributed to Sarpanch and VSM
- [7] The publication " Village Facility Park - Different Designs" was not distributed to TOI and Engineers

#### **3.4.8 AUDIO VISUALS USED OR NOT , WHETHER EFFECTIVE AND RELEVANT**

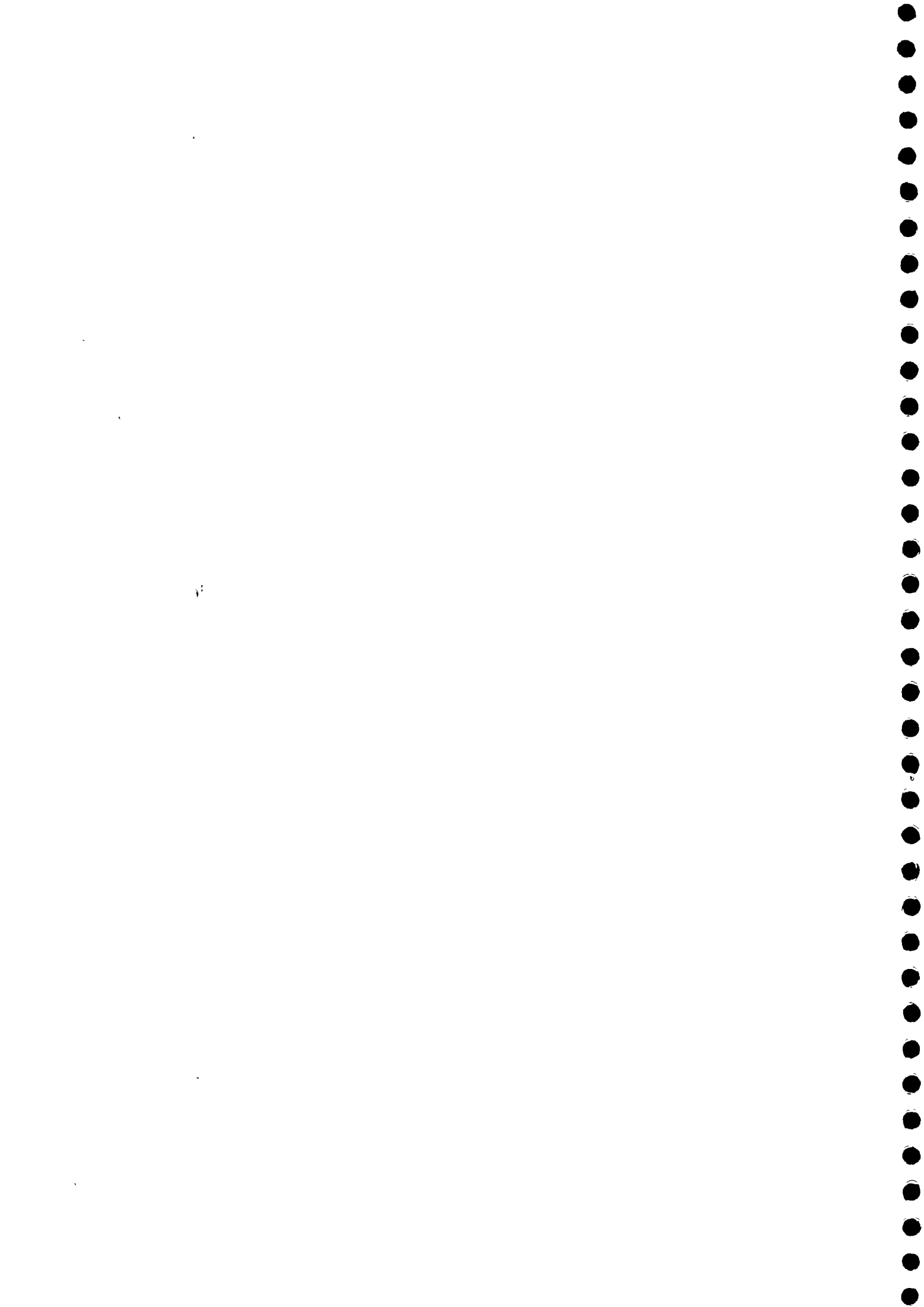
Audio visuals were used in case of training for VLW at Sursura and Kadera and for teachers at Arar. In rest of the trainings for Masons , Sarpanch , VSM , and ICDS workers no audio visuals were shown

The trainees who participated in VLW and Teachers training have confirmed that the audio visuals were effective and relevant





**CONCLUSIONS  
AND  
RECOMMENDATIONS**





## CHAPTER - IV

### CONCLUSIONS AND RECOMMENDATIONS

#### STATE LEVEL ISSUES

##### 4.1 IDENTIFICATION OF NGO'S FROM DIVISIONAL / DISTRICT HEAD QUARTERS

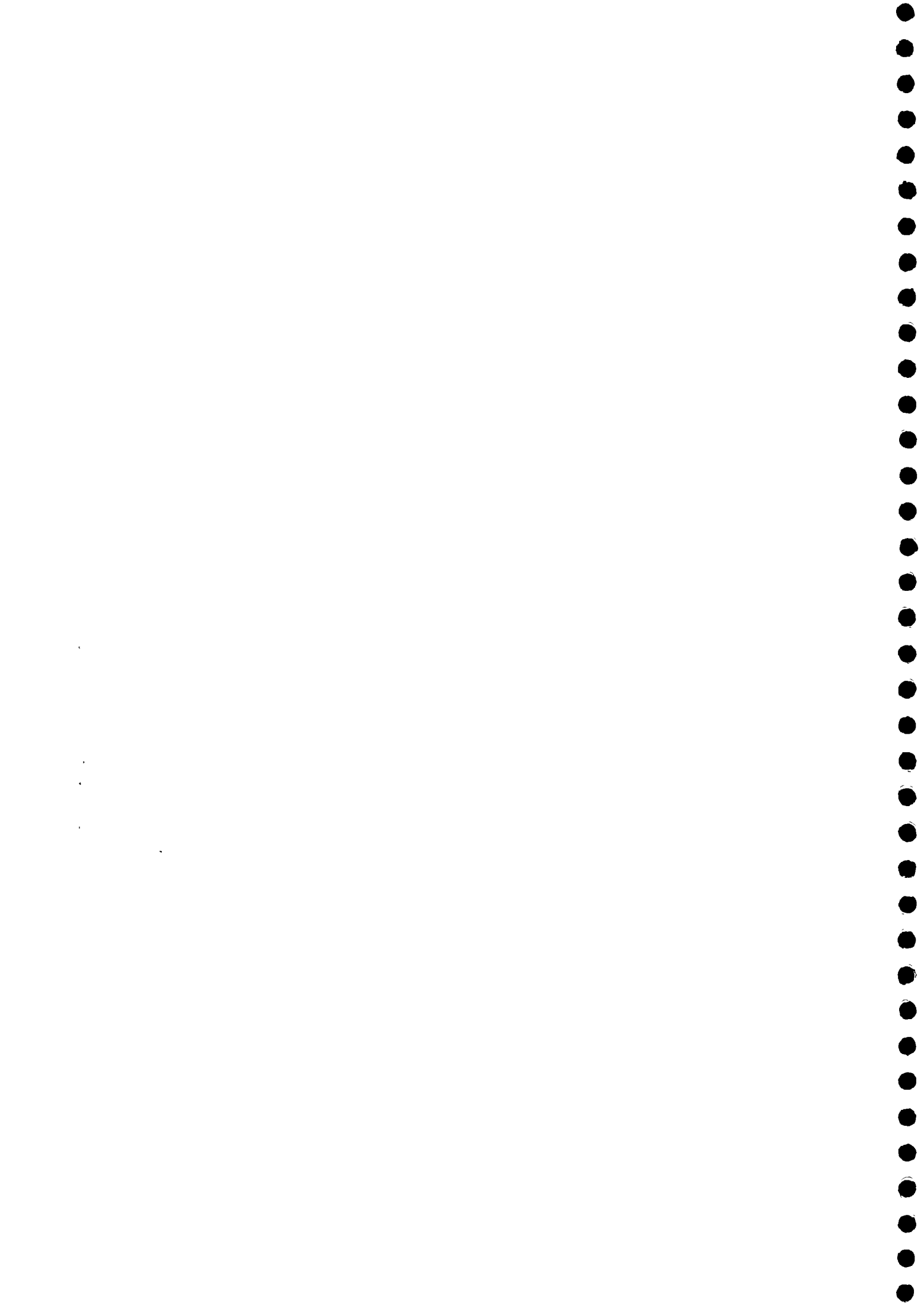
At para 7.1 of the " RSPPOA - Nov. 92 " it has been mentioned that one of the objective of the project is to develop appropriate trained manpower at different levels of project implementation so that the district has its own trained team to plan , organize and conduct various trainings . But the picture which has immersed is something different . The number of NGO's identified for conducting training at village level and whose Resource Persons were trained in the Training Of Trainers [ TOT ] is 19 . Out of the above , 16 NGO's are Jaipur based , one from Udaipur , one from Alwar and one from Kumer . For conducting training in one district 25 to 30 Resource Persons are required . As such the identified NGO's were asked to conduct trainings in about 4 to 5 districts . It is felt , that the 19 NGO's are not sufficient . Moreover , their is a need to identify more NGO's from other divisional / district headquarters . Interestingly no NGO has been identified from Ajmer which is a divisional headquarter . It is suggested that action may be taken to identify more NGO's and particularly from other divisional / district headquarters .

##### 4.2 MONITORING OF TRAINEES -SELECTED AND TRAINED

The present monitoring system at the state level is weak and it does not ensure that functionaries selected for different trainings have received the specific training or not . The list of functionaries selected for the training in the district is not forwarded to Training Coordinator . Similarly , the list of functionaries trained is also not transmitted. The Chief Executive Officer [CEO] has been made responsible to ensure trainings on specified dates and to ensure attendance of the selected participants . Responsibility about monitoring of the training programme and selection of trainees has not been specified. There is no system of monitoring at the district level except that the Project Officer RSP is present in all the trainings conducted . After completion of the training , the training report in the prescribed performa is submitted by the NGO directly to the Training Coordinator . At the district level , there is no information available about the functionaries selected for training from the selected villages and from other villages . There is no information about the functionaries selected and trained . It is suggested that proper monitoring system may be developed at state level in respect of trained functionaries . The Chief Executive Officer of the district may also be involved in the monitoring system and made responsible for monitoring of the trainings in the district. He shall ensure that selected functionaries attend the trainings in the second batch, in-case they fail to do so in the first batch.

##### 4.3 ACTION FOR BACKLOG

The assessment has revealed that none of the villages selected during 95-96 have been provided with all the trained functionaries without which the RSP programme is likely to receive major setback. There may be villages selected in earlier years , who have not been provided with trained functionaries . While initiating planning for future trainings , the present backlog of trained functionaries in all the selected villages may be worked out. The training programme for future may necessarily include the untrained functionaries of the selected villages .



#### **4.4 IDENTIFICATION OF CORE GROUP OF RESOURCE PERSONS**

The faculty members of the NGO's at present involved in the training , are not sufficient and appropriate who have received the TOT training . It is also felt that the NGO's are not fully geared / equipped to train , and some of the Resource Persons used by them are not appropriate . It is suggested that core group of Resource Persons are identified at each district and few at state level. The NGO's may also be fully reoriented for the trainings . It would then be possible to organized trainings at each district with the help of identified Resource Persons and the NGO's.

#### **4.5 MAINTENANCE OF RECORDS FOR FUNCTIONARIES TRAINED**

The quantitative analysis of the trainings conducted reveal the facts that names of the Chairman, Director and Secretary of the NGO conducting TOT appear in the list of trainees as well as in the list of resource persons for the same training ; name of Project Officer RFP has been included in the list of trainees for training of Teachers and for training of ICDS workers ; name of a particular VSM has appeared twice in the list of trainees for Ganaheda camp ; the list of trainees for VLW training include 2 no. Gramodhyog Extension Officers and 1 incharge Jan Jagran Kendra ; the list of trainees for Teachers training include 1 J.En , 1 Siksha Karmi Sahyogi ; 1 Lok Jumbish worker and 1 APO ; list of trainees for VSM training include 1 Sarpanch .

The above facts convey that the list of trainees submitted by the NGO's are not scrutinized by the departmental authorities and proper record of the functionaries trained does not appear to have been maintained by the department . It is suggested that detailed instructions may be issued by the department with regard to scrutiny of the list of trainees furnished by the NGO's and for maintaining proper record of functionaries trained in the district and in the selected villages . The system may provided for suitable entry when the trained functionary is transferred or retired . The system may also provide for scrutiny and verification of the trainees at district level . Proper record management at district and state level would help in selection of trainees and to work out backlog of trained functionaries .

#### **4.6 TRAINING MATERIALS DISTRIBUTED**

The training materials distributed during the training is not appropriate . The important training materials such as Maintenance of Latrines , Sarpanch Manual , School Sanitation , VSM Manual and Maintenance of Handpumps have not been distributed to any of the concern functionaries . Training materials are very important from the point of view of the expected outcome of the specific training . The training materials assist the functionary in delivery of the assigned job and serve for future references . It is suggested that Training Co-ordinator and CEO may be assigned specific responsibility to ensure availability of the training materials at the training camp before start of the specific training and to procure the same well in advance of the district training schedule .

It was observed during field visits that the NGO conducting the training had arranged for the audio visuals i.e. VCR , Audio Cassettes and Television but the same could not be displayed as electric supply was not available at the training sites . This is a serious lapse in trainings conducted . It is suggested that while selecting training camps , it may be ensured that the electric supply is available at the training site.



#### **4.7 COURSE CONTENT AND ITS RELEVANCE**

Efforts were made to find out the details of the course content adopted by resource persons but the trainees were not able to say anything in this respect probably because of their low level of understanding and the subject being completely new . Efforts were made to interview the Resource Persons used by the NGO's but the NGO's did not cooperate and the resource persons were not made available for interview . However, it was gathered that details of the course content adopted by the Resource Persons were neither prepared nor the same were available with them . Even during TOT details of the course content were not prepared and supplied to the Resource Persons . What was actually conveyed to the village level functionaries is a matter of guess-work . It is just possible that different versions of the same course may have been conveyed to same class of functionaries in different camps. It is felt that details of the course content should be prepared and made available to the Resource Persons so that a uniform course content is followed in the trainings . Different details for the same subject are to be prepared for different functionaries so that the same suits the level of their understanding and the expected outcome from the specific functionary . It is suggested that details of the course contents are prepared for the subjects suitable for each functionary . UNICEF assistance may be taken in preparing the details of the course content .

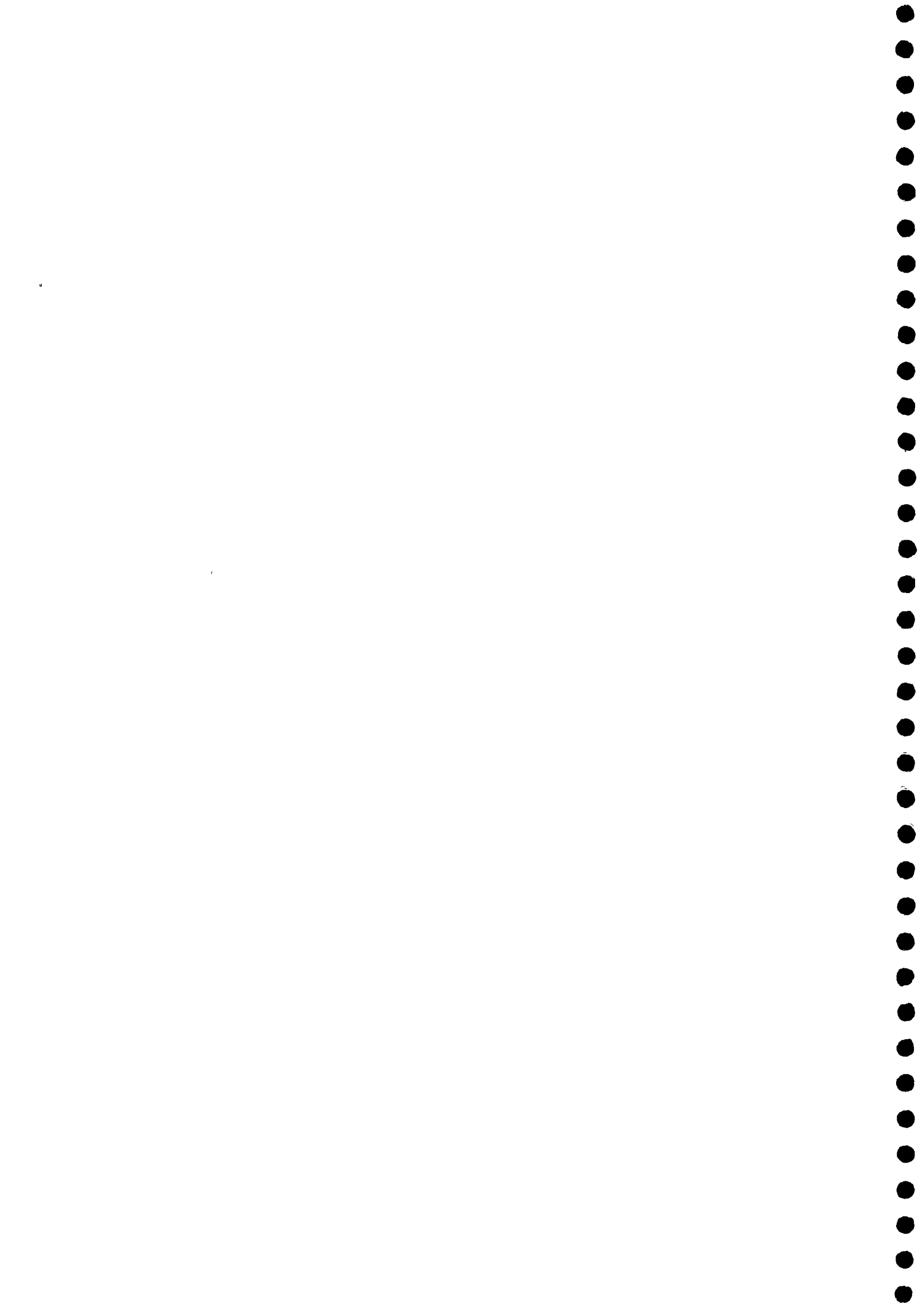
### **DISTRICT AND BLOCK LEVEL ISSUES**

#### **4.8 SELECTION OF TRAINEES**

The training programme for Ajmer district was finalized in the DLO meeting on 6/9/95 and the trainings were scheduled to start from 18/9/95 onwards . 12 days time was available with the BDO's for selection of trainees. Most of the BDO's have consumed this time in writing letters to VLW and Sarpanch . For selection of trainees like VSM and Masons " Gram Sabha " should have been called in the selected villages in the presence of BDO and Project Officer RSP . This was not done . In the absence of proper selection of the trainees , the desired functionaries from selected villages could not attend and functionaries from other villages related and / or not related with the RSP have attended the trainings .It was informed that neither the NGO conducting the training nor the Project Officer RSP was knowing about the proposed participants of the specific training . The prescribed number of trainees was , somehow achieved . It is suggested that detailed instructions may be issued by the deptt. with regard to selection of functionaries . In future the training programme may start only when the selections are complete .

#### **4.9 SELECTED VILLAGE IS ONE UNIT**

The analysis at para 3.3 indicates that there is no village where all the functionaries are trained , there are 5 [31.25%] villages where Mason , VLW , and Sarpanch have been trained and there are 2 [12.5%] villages where no one is trained . This is a disappointing picture . The programme objective is to train all the 6 village level functionaries . Only there after proper response of the village population can be expected. It is suggested that selected village may be treated as one unit and CEO may be made responsible to ensure training of all the six functionaries in the selected villages.



#### **4.10 PREPARATORY DISCUSSION BEFORE TRAINING**

Training of the village level functionaries is carried out by the NGO deputed for the same. The quality of trainings conducted depend on the knowledge , competence and orientation provided to the resource persons in TOT . To ensure proper and useful training , it is suggested that a preparatory discussion prior to the training is held with the expected resource persons and the organizing NGO so that the Departmental and UNICEF authorities may explain to them the purpose and expected outcome of the specific training . This shall provide an opportunity to the Resource Persons to short out any misunderstanding which could not be answered during TOT .

### **ISSUES REGARDING SANITARY FACILITIES CONSTRUCTED**

#### **4.11.1 SANITARY LATRINES - FOOT-REST**

It gives pleasure to observe that 100% latrines constructed are having the super structure complete with roofing. 80.5% latrines are being used and 58% are having door shutters. It was observed that 87% latrines are not having foot-rest. Provision of foot-rest would ensure confidence in the children and ultimately increase adoption and use by the family members. The concerned VLW may take steps to provide CC foot-rest in the latrines.

#### **4.11.2 SANITARY LATRINES - LEACHING PIT**

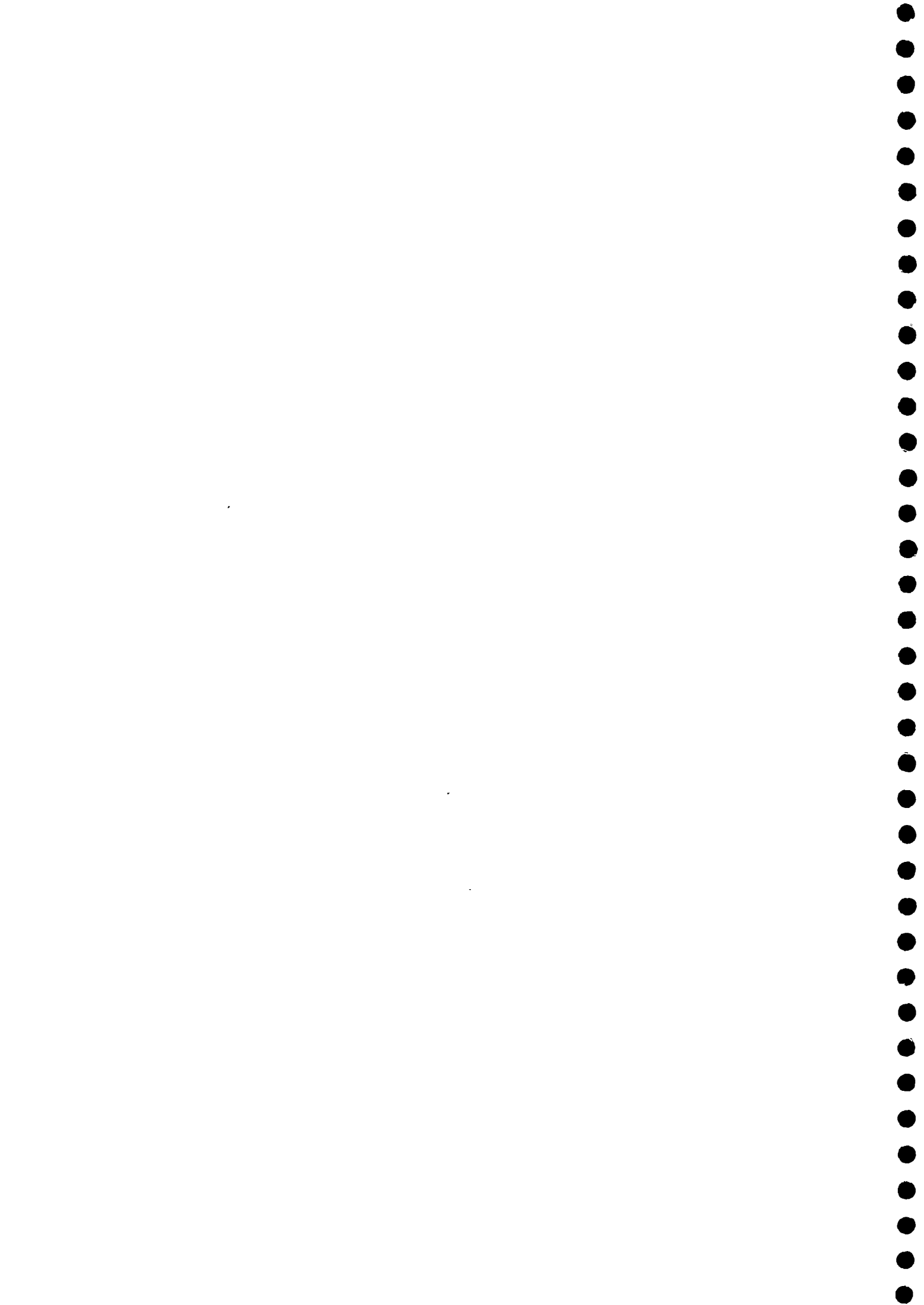
The design and construction details of sanitary latrines made available to the masons specify that the leaching pits may be covered with 3" thick layer of earth over it. During field visit it was observed that the leaching pits have been completed as per drawings but there are chances of rain water to enter the pits as most of the pits are located in the drainage line of the court-yard. The top of the leaching pit should be kept 4" to 6" higher than the surrounding ground levels to avoid rain water entering the pits. This aspect has been neglected in all the latrines constructed. It is suggested that this defect may be corrected now by providing 6" layer of earth over the existing leaching pits ,so that the top of the pit cover is higher than the surrounding ground levels .

#### **4.12 BATHING PLATFORMS**

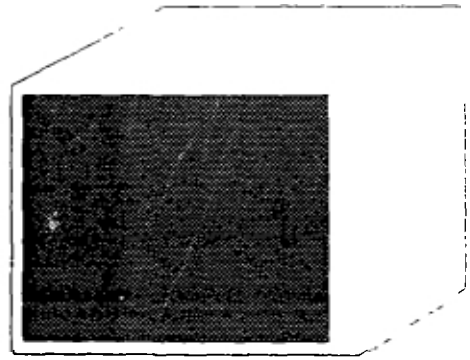
The bathing platform with soakage pit have been constructed as per drawings and design details made available to masons. During field visit of village KALESRA it was observed that the drainage pipe from the bathing platform is not properly placed in the soakage pit resulting in overflow of the water from the soakage pit and dampness around the soakage pit. This has happened because of defective construction and lack of understanding by the trained mason. This defect in the particular village may be corrected now. In future trainings this aspect may be given more stress.

#### **4.13 REORIENTATION TRAINING OF MASONS**

In view of the above conclusions , it is suggested that reorientation training may be arranged for the trained Masons of the selected villages . Such trainings may be arranged at the village level with the objective to identify and highlight the common defects observed in the construction activities . This would enable , the trained Masons to refresh their knowledge and to correct themselves with regard to common mistakes . This would also enable the block and village level functionaries to keep a track of the trained Masons and to decide about the necessity of training more Masons for the village .







**ANNEXURES**



## LIST OF ANNEXURES

ANNEXURE - IA	Village Profile - Sonkhlia	1
ANNEXURE - IB	Village Profile - Piproha	2
ANNEXURE - IC	Village Profile - Jalia II	3
ANNEXURE - ID	Village Profile - Khempura	4
ANNEXURE - IE	Village Profile - Mangliawas	5
ANNEXURE - IF	Village Profile - Kalesra	6
ANNEXURE - IG	Village Profile - Harmada	7
ANNEXURE - IH	Village Profile - Silora	8
ANNEXURE - II	Letter dated 6-9-95 from training co-ordinator	9
ANNEXURE - III	Letter datedd 19-9-95 from BDO Masuda	13
ANNEXURE -IV	Resource Persons Trained & Utilized	14
ANNEXURE - V	No Of Functionaries Trained	15
ANNEXURE - VI	Trainees deputed by Agriculture Deptt	16
ANNEXURE - VII	Training Materials Distributed	17



## VILLAGE PROFILE

1	Village	SONKHLIA		
2	Village Code No.	N. A.		
3	Panchayat Samiti	BHINAI		
4	District	AJMER		
5	Population	S C	-	424
		S.T	-	43
		Other	-	1402
		Total	-	1869
6	Houses	Pacca	-	180
		Kacha	-	68
7	Drinking water sources	PSP	-	N A
		Hand Pump	-	8
		Wells	-	9
8	Communications	Connected by B/T road [1KM] from Nasirabad -Kekri road [S.H]		
9	Major occupation	Agriculture		
10	Village sanitation	Existing latrines - 3		
11	L C S constructed	100 units		

SOURCE Survey Reports by BDO



## VILLAGE PROFILE

1 Village	PIPROLIA		
2 Village Code No	N. A.		
3 Panchayt Samiti	BHINAI		
4 District	AJMER		
5 Population	S C	-	264
	S T	-	101
	Other	-	946
	Total	-	1311
6 Houses	Pacca	-	75
	Kacha	-	78
7 Drinking water sources	PSP	-	N A
	Hand Pump	-	7
	Wells	-	2
8. Communications	Connected by B/T road [0.5KM] from Nasirabad - Kekri road [S H]		
9 Major occupation	Agriculture		
10 Village sanitation	Existing latrines - 15		
11. L C S constructed	Nil		

SOURCE Survey Reports by BDO

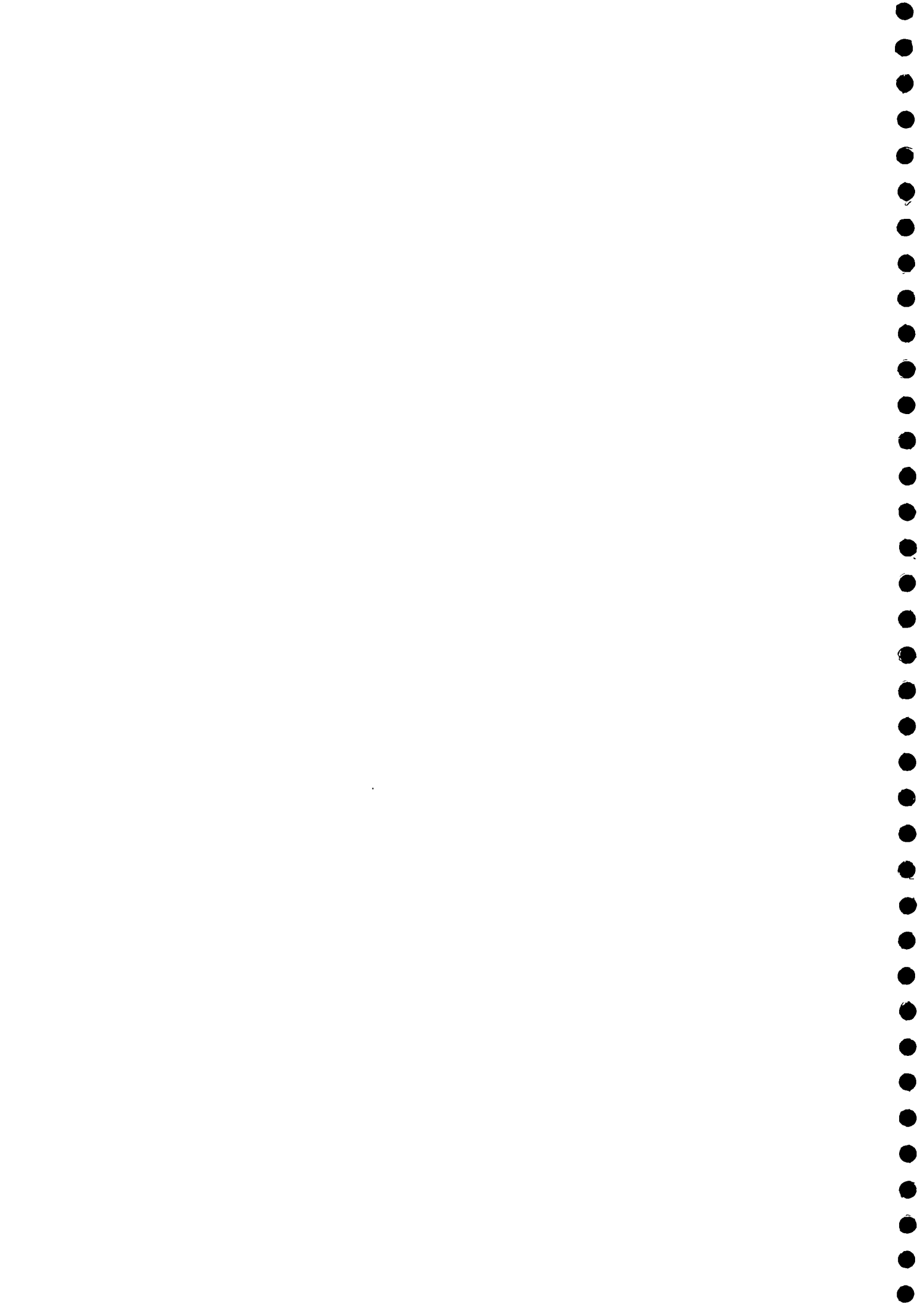




## VILLAGE PROFILE

1	Village	JALIA -II		
2	Village Code No.	1015		
3	Panchayt Samiti	MASUDA		
4	District	AJMER		
5.	Population	S.C	-	783
		S.T	-	138
		Other	-	4593
		Total	-	5514
6	Houses	Pacca	-	950
		Kacha	-	250
7.	Drinking water sources	PSP	-	N A
		Hand Pump	-	N A
		Wells	-	N A
8.	Communications	Connected by B/T road [12KM] from Nasirabad -Bhilwara road		
9.	Major occupation	Agriculture		
10.	Village sanitation	Existing latrines -150		
11	L C S constructed	40 units		

SOURCE Survey Reports by BDO



## VILLAGE PROFILE

1	Village	<b>KHEMPURA</b>			
2	Village Code No	<b>1016</b>			
3	Panchayt Samiti	<b>MASUDA</b>			
4	District	<b>AJMER</b>			
5	Population	S C	-	41	
		S.T	-	119	
		Other	-	960	
		Total	-	1110	
6	Houses	Pacca	-	155	
		Kacha	-	80	
7	Drinking water sources	PSP	-	N A	
		Hand Pump	-	N A	
		Wells	-	N A	
8	Communications	Connected	by	B/T road	[5KM] from
		Masuda			
9	Major occupation	<b>Agriculture</b>			
10	Village sanitation	<b>Existing Latrines - Nil</b>			
11.	L C.S constructed	<b>Nil</b>			

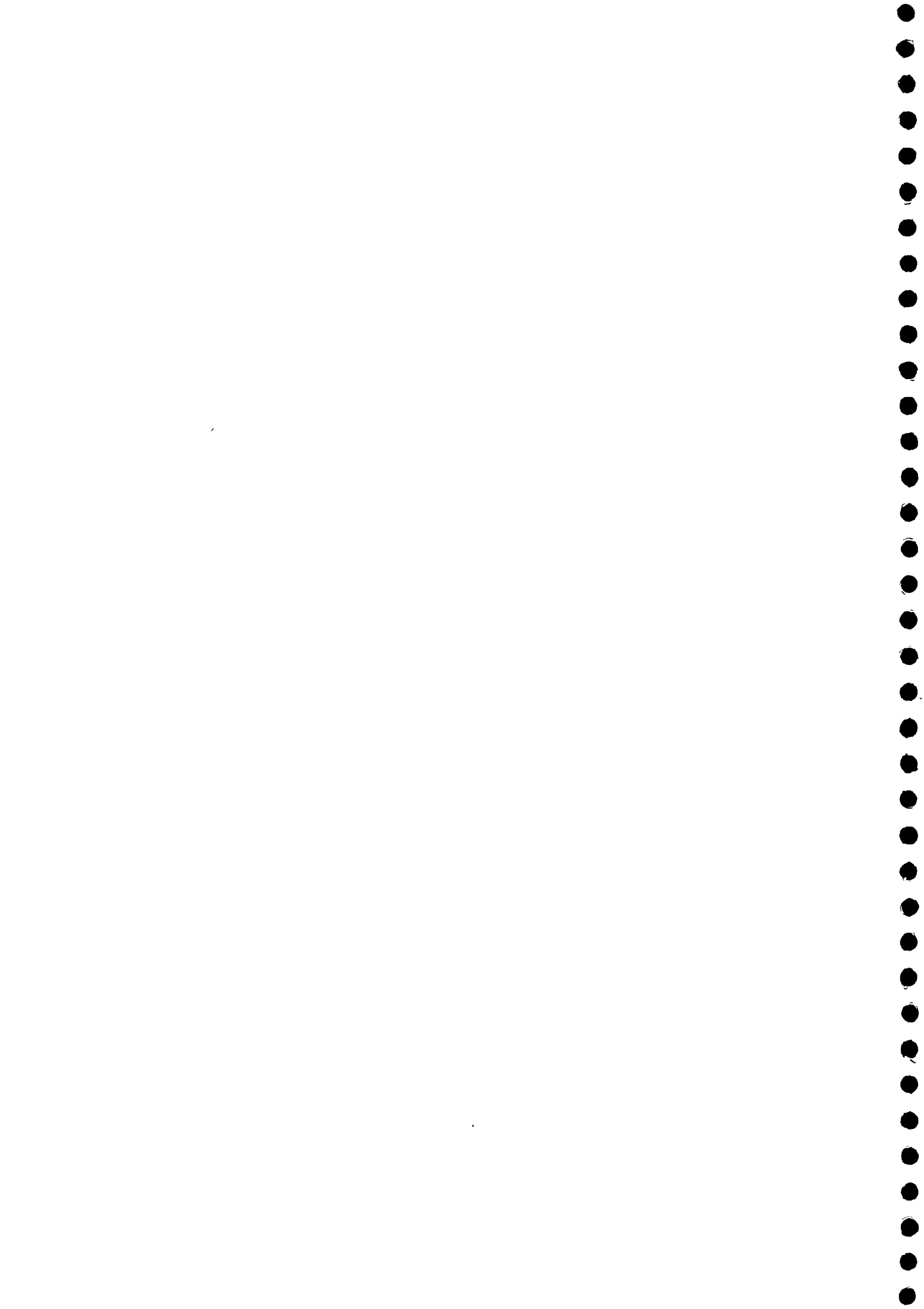
SOURCE Survey Reports by BDO



## VILLAGE PROFILE

1	Village	<b>MANGLIAWAS</b>		
2	Village Code No	<b>1009</b>		
3.	Panchayt Samiti	<b>PISAGAN</b>		
4	District	<b>AJMER</b>		
5.	Population	S.C	-	104
		S T	-	16
		Other	-	1949
		Total	-	2089
6	Houses	Pacca	-	299
		Kacha	-	65
7.	Drinking water sources	PSP	-	6
		Hand Pump	-	11
		Wells	-	4
8	Communications	Located on Ajmer Beawar road N H 8		
9	Major occupation	Agriculture		
10.	Village sanitation	N.A		
11	L C.S constructed	25 units		

SOURCE Survey Reports by BDO



## VILLAGE PROFILE

1	Village	KALESRA		
2	Village Code No	1010		
3	Panchayt Samiti	PISAGAN		
4	District	AJMER		
5	Population	S C	-	650
		S T	-	nil
		Other	-	1807
		Total	-	2457
6	Houses	Pacca	-	317
		Kacha	-	172
7	Drinking water sources	PSP	-	N A
		Hand Pump	-	5
		Wells	-	5
8.	Communications	Located on approach road to Pissagan from Mangliwas		
9.	Major occupation	Agriculture		
10	Village sanitation	Existing latrines - 10		
11.	L C.S constructed	30 units		

SOURCE : Survey Reports by BDO

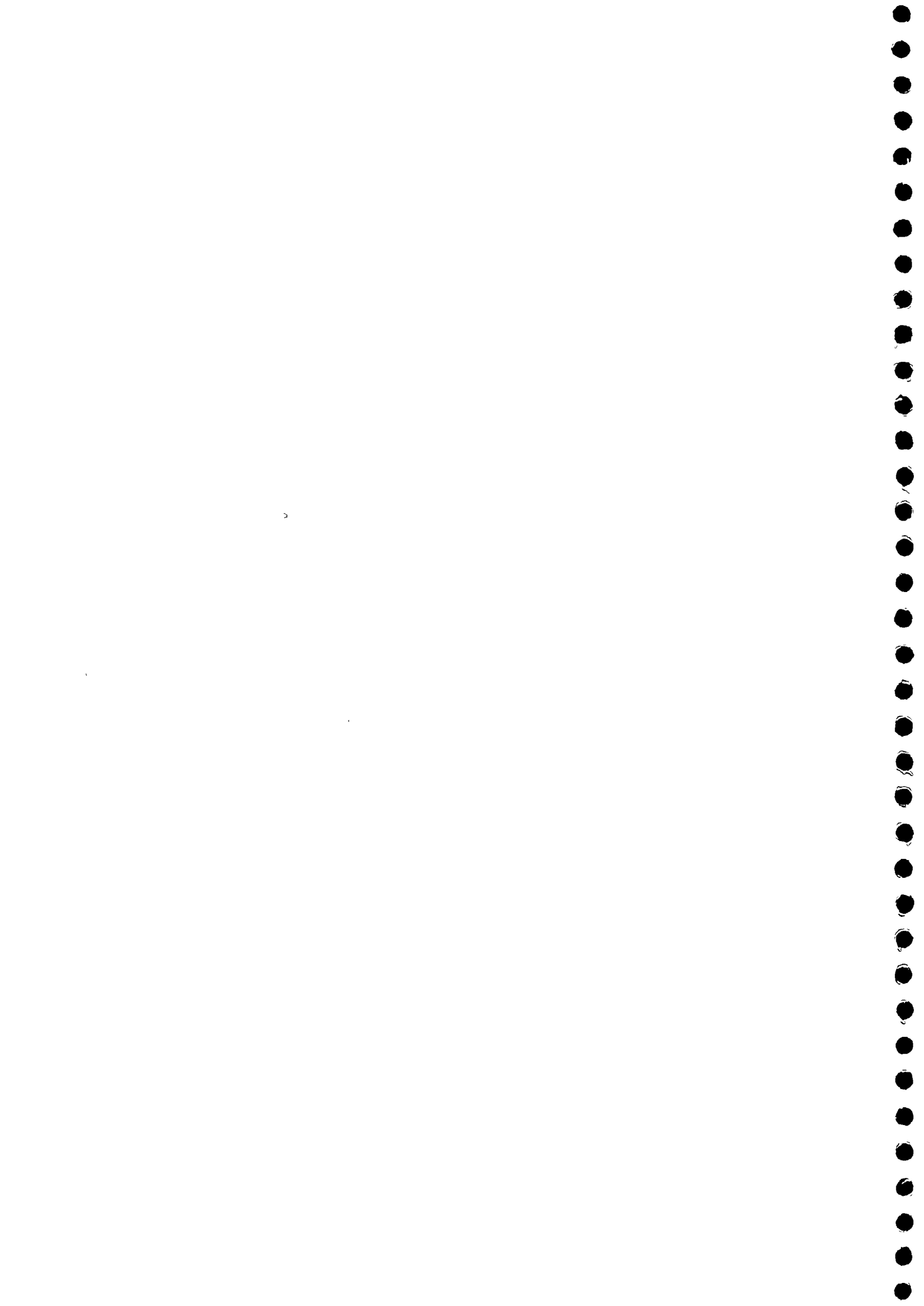




## VILLAGE PROFILE

1	Village	HARMADA		
2	Village Code No	1013		
3	Panchayt Samiti	SILORA		
4	District	AJMER		
5	Population	S.C	-	878
		S T	-	37
		Other	-	3484
		Total	-	4399
6	Houses	Pacca	-	696
		Kacha	-	400
7	Drinking water sources	PSP	-	20
		Hand Pump	-	22
		Wells	-	6
8	Communications	Connected by B/T road [1KM] from Jaipur - Ajmer Road N H 8		
9	Major occupation	Agriculture		
10	Village sanitation	Existing latrines - 60		
11	L C S constructed	40 units		

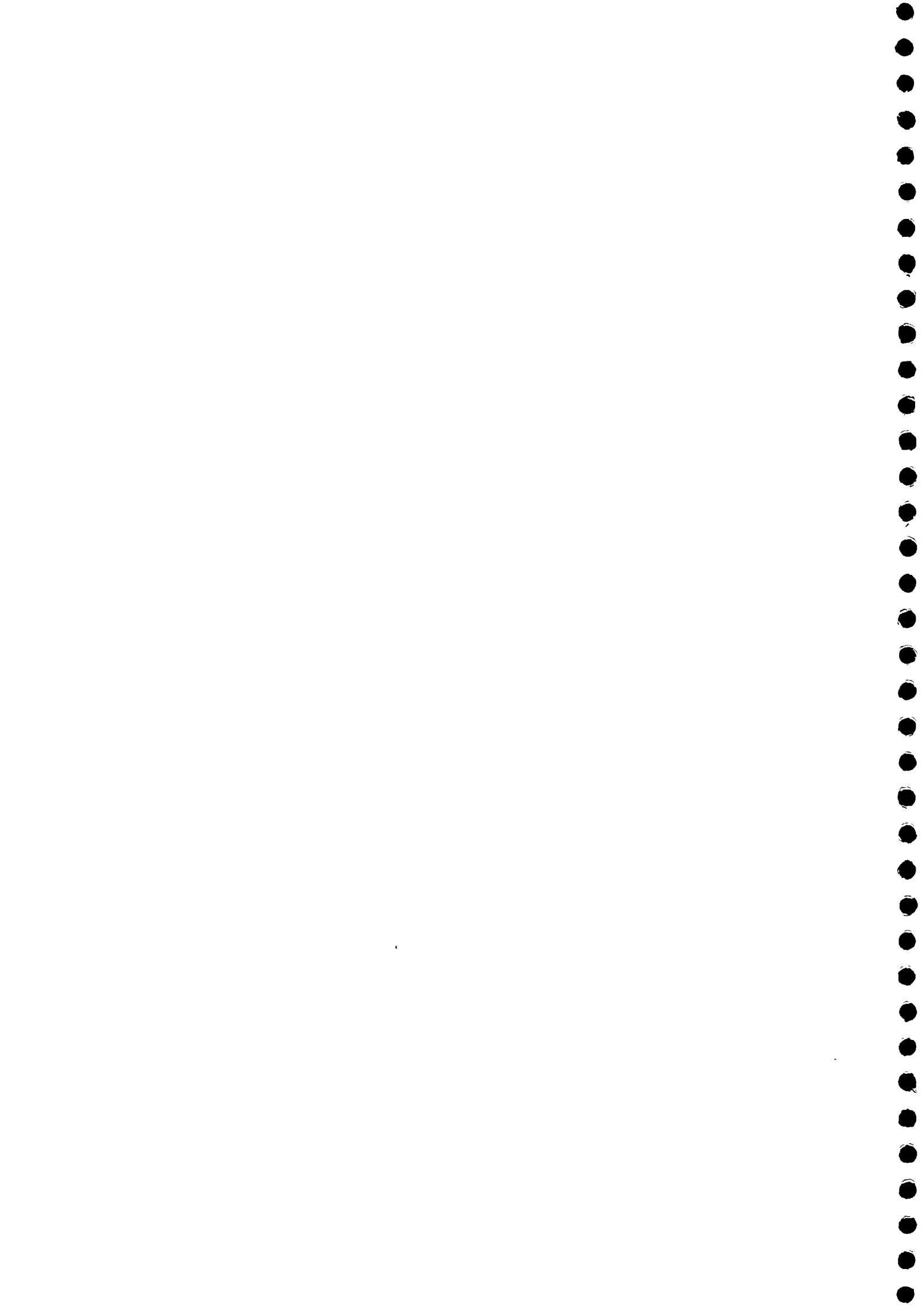
SOURCE Survey Reports by BDO



## VILLAGE PROFILE

1	Village	SILORA		
2	Village Code No	1014		
3	Panchayt Samiti	SILORA		
4	District	AJMER		
5	Population	S.C	-	49
		S.T	-	nil
		Other	-	914
		Total	-	963
6	Houses	Pacca	-	150
		Kacha	-	50
7	Drinking water sources	PSP	-	Nil
		Hand Pump	-	Nil
		Wells	-	13
8	Communications	Located on Kisangarh Nasirabad Bye-Pass road		
9	Major occupation	Agriculture		
10	Village sanitation	Existing latrines - 5		
11	L C S constructed	44 units		

SOURCE Survey Reports by BDO



ग्रामीण विकास एवं पंचायती राज विभाग  
 पत्र सं 4/ पार सा व/पी जी/प्रशासन/95/581 दिनांक 6.9.95  
 मुख्य कार्यकारी अधिकारियों एवं सीओ,  
 जिला पंचायत अजमेर

विषय : ग्रामीण स्वच्छता कार्यक्रम के अन्तर्गत आयोजित  
दिये जाने वाले प्रशासन/अभियान

ग्रामीण स्वच्छता कार्यक्रम के प्रयास में हेतु कार्यक्रम की  
 विस्तृत जानकारी प्रशासन/पार सा व/पी जी/प्रशासन/95/581 को उपलब्ध कराने  
 की दृष्टि से दिनांक 6.9.95 को जिला स्तरीय अभियान का आयोजन  
 किया गया। अभियान के दौरान विभिन्न प्रशासनिक के आयोजनों  
 की तिथियाँ व प्रशासनिक स्थल यहाँ उपरान्त निम्नानुसार निर्दिष्ट  
 किये गये :-

क्रम सं	प्रशासन	प्रशासन आयोजित करने वाली संस्था का नाम	प्रशासन तिथि	प्रशासन स्थल	प्रशासन समिति के क्षेत्रीय भाग क्षेत्र
1	2	3	4	5	6
1	हरणों का प्रशासन	I-India	19-23/9/95	सोअलिधा (मिनाय)	गजपुरा, अजमेर, अजमेर, अजमेर
		I-India	9-13/10/95	भांगलिधादास (पीसांगन)	पीसांगन, श्रीनगर, गजपुरा, सिलोरा
2	हरणों का प्रशासन	I-India	21.9.95	श्री नगर पंच.	श्रीनगर, सिलोरा, पीसांगन, अजमेर
		I-India	6.10.95	गजपुरा प.स.	गजपुरा गजपुरा, अजमेर
3	गजा सेवा पार. अधिकारियों का अभियान	I-India	18-19/9/95	गुरपुरा (सिलोरा)	सिलोरा, अजमेर, श्रीनगर, पीसांगन
		I-India	18-19/10/95	वडेडा (वेवरी)	जवाजा, महुडा, मिनाय, वेवरी
4	अध्यापकों का अभियान	RMSVS	22.9.95	अजमेर प.स.	सिलोरा, श्रीनगर, अजमेर, वेवरी
		RMSVS	7.10.95	जवाजा प.स.	जवाजा, महुडा, पीसांगन, मिनाय
5	महिला बाल विकास प्रशिक्षण कार्य के अभियान	RMSVS	23.9.95	सिलोरा प.स.	सिलोरा, अजमेर, श्रीनगर, पीसांगन
		RMSVS	10.10.95	मिनाय पंच.	मिनाय, वेवरी, महुडा, जवाजा
6	ग्रामीण स्वच्छता अभियान	I-India	7-8/10/95	गजपुरा (पीसांगन)	पीसांगन, जवाजा, महुडा, वेवरी
		I-India	10/10/95	अजमेर (अजमेर)	अजमेर, अजमेर, सिलोरा, जवाजा



विभिन्न प्रशासनों के आयोजन हेतु निम्नांकित कार्यवाही सुनिश्चित करें करनी होगी :-

1- कारीगरों का प्रशिक्षण :-

यह एक द्वितीय तृतीय आयातीय प्रशिक्षण होगा । प्रत्येक प्रशिक्षण में लगभग 25-30 कारीगर भाग लेंगे । पंचायत समिति के चयनित गांवों से 1-1 कारीगर एवं क्षेत्र से 3-3 कारीगर पंचायत समितिकार चयनित कर प्रशिक्षण में भागवाने होंगे । कारीगरों का चयन विभागीय निर्देशों के अनुसार विकास अधिकारी एवं परियोजना अधिकारी को सुनिश्चित करना होगा । चयनित कारीगर निर्धारित तिथि से एक दिन पूर्व अपराह्न प्रशिक्षण स्थल पर उपस्थित होंगे । इसी कारण भाग लेने वाले कारीगरों को 6 दिन का मानदेय रु 60/- प्रतिदिन की दर से दिया जावेगा । भाग लेने वाले कारीगरों को उनके गांव से प्रशिक्षण स्थल गति तब आने वाले का यात्रा खर्च भी देय होगा । भाग लेने वाले कारीगरों को यह स्पष्ट कर दिया जाये कि वे निर्माण कार्य संबंधी औजार साथ लेकर आये क्योंकि कारीगरों को प्रशिक्षण के दौरान निर्माण कार्य करना होगा । इसी प्रकार विस्तार आदि भी साधा लेकर जाये । जो कारीगर बिना औजारों के प्रशिक्षण स्थल पर पहुँचें उन्हें प्रशिक्षण में शामिल नहीं किया जावेगा ।

पंचायत समिति कार्यवाही, विनाय क्षेत्र के उक्त चयनित गांव में यह प्रशिक्षण आयोजित किया जावेगा अतः स-1 पंचायत समिति के विकास अधिकारी को यह सुनिश्चित करना होगा कि प्रशिक्षण तिथि से तीन दिन पूर्व पेदेम इकाई निर्माण हेतु वांछित सामग्री कम से कम 15 तात्कालिकों के द्वार पर, चयनित प्रशिक्षण संस्था में । जिस प्रशिक्षण संस्था में पूर्व में सख्खा इकाई निर्मित न हो । एवं पेयजल स्त्रोतों पर पेदेम इकाई निर्माण हेतु वांछित निर्माण सामग्री उपलब्ध हो ताकि प्रशिक्षण अवधि में कारीगरों को पर्याप्त कार्य मिलता रहे । इस पंचायत समिति के कनिष्ठ अधिकारी पूर्ण प्रशिक्षण अवधि में प्रशिक्षण स्थल पर उपलब्ध रहेंगे । चयनित प्रशिक्षण गांव के गांव से एक भी अधिकारी को प्रशिक्षण स्थल पर वांछनीय सहयोग हेतु मौजूद रहेंगे । इसी प्रकार अन्य पंचायत समितियों के कनिष्ठ अधिकारी भी अन्तिम चार दिन इस प्रशिक्षण में उपस्थित रहेंगे । एवं अपने क्षेत्र के कारीगरों को प्रशिक्षण में तदनीची मार्गदर्शन देगे । कनिष्ठ अधिकारियों की उपस्थिति अनिवार्य होगी ।

2- सरपंचों का प्रशिक्षण :-

यह एक द्वितीय तृतीय आयातीय प्रशिक्षण होगा । इस प्रशिक्षण में चयनित गांवों के सरपंच भाग लेंगे, उन्हें निर्धारित तिथि में प्रशिक्षण स्थल पर उपस्थित होने हेतु यथा समय





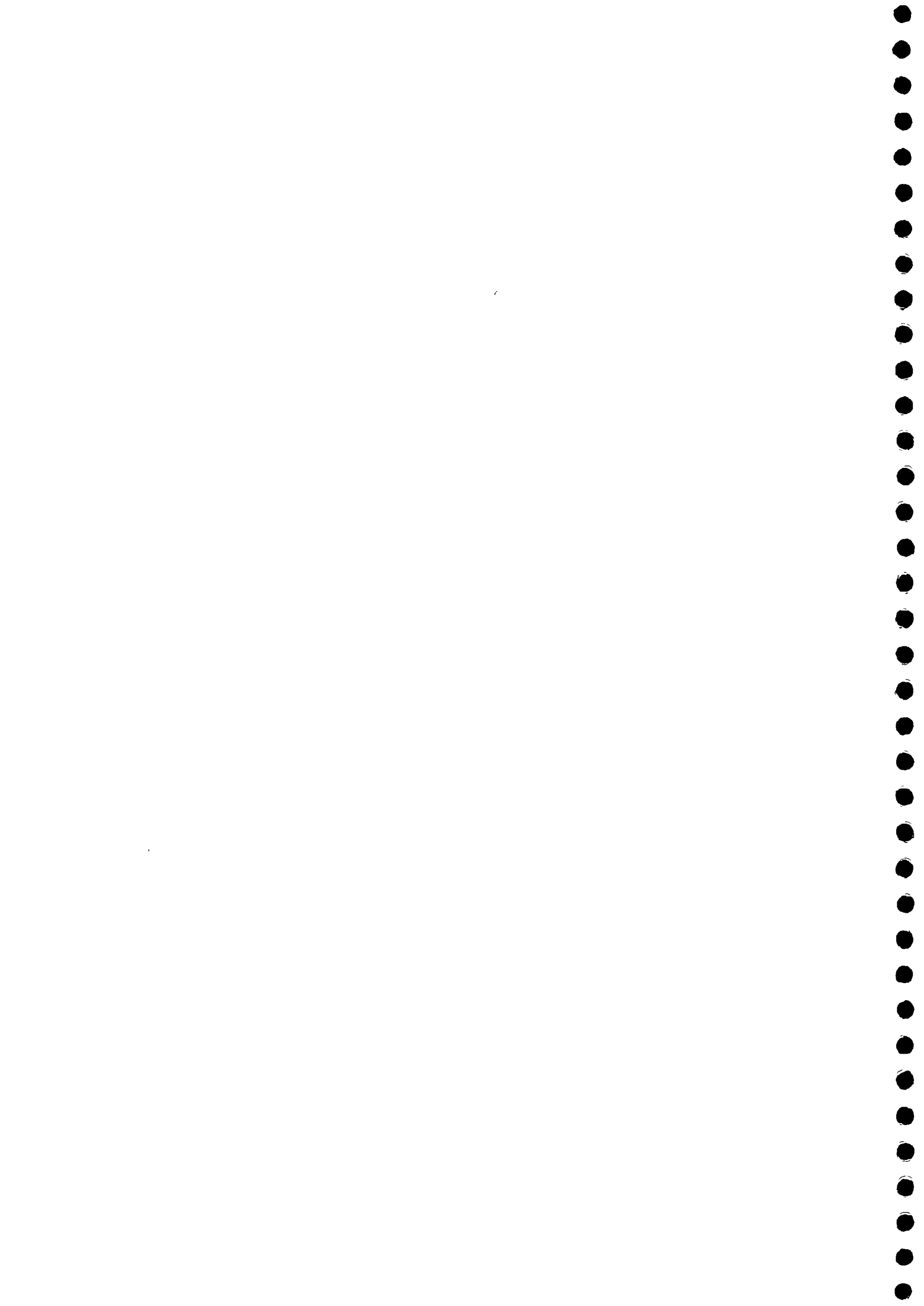
अधकत कराये ।

3- अध्यक्षों का प्राधिकरण :- यह एक द्वितीय गैर आवासीय प्राधिकरण होगा । इस प्राधिकरण में समस्त पंचायत समितियों के शिक्षा प्रचार अधिकारी भाग लेंगे । इनके अधीनस्थ पंचायत ग्रामों में एक एक अध्यक्ष भी इस प्राधिकरण में भाग लेंगे । अध्यक्षों का मनोन्मन संबंधित विचार अधिकारी को सुनिश्चित करना होगा । जैसे अध्यक्षों का इस प्राधिकरण में क्या कार्य प्रयोजित किया जाये जो पंचायत ग्राम में ही निष्पादित करे हो । एवं उनका इस कार्यक्रम के क्रियान्वयन में सहयोगात्मक रहा रहा हो । इस प्रकार शिक्षा विभाग के अधिकारी भी अपने अधीनस्थ तालुक स्तर के शिक्षा अधिकारियों को इस प्राधिकरण में भाग लेने हेतु निर्देशित करेंगे । जिनके अधिकारियों को भी कार्यक्रम की विस्तृत जानकारी मिले तब वे विभाग के लिये निर्धारित लक्ष्यों की प्राप्ति में सहयोग कर सकें । शिक्षा विभाग अधिकारी । मात्र । द्वारा ----- सम्भागी, शिक्षा विभाग अधिकारी । छात्रा । द्वारा ----- सम्भागी, शिक्षा प्रौढ विभाग अधिकारी द्वारा ----- मनोनात किए जायेंगे ।

4- ग्राम सेवकों का प्राधिकरण :- यह दो द्वितीय आवासीय प्राधिकरण होगा । इस प्राधिकरण में पंचायत समिति स्तर पर इस कार्यक्रम के प्रभारी अधिकारी जो सामान्यतः पंचायत प्रचार अधिकारी होंगे, भाग लेंगे । यदि पंचायत समिति स्तर पर पंचायत प्रचार अधिकारी के स्थान पर कोई अन्य प्रचार अधिकारी इस कार्यक्रम के प्रभारी हैं तो उस स्थिति में दोनों प्रचार अधिकारी इस अधिनियम में भाग लेंगे ।

इसी प्रकार पंचायत ग्रामों के संबंधित ग्राम सेवक भी इस प्राधिकरण में अनिवार्य रूप से भाग लेंगे । प्रचार अधिकारी एवं ग्राम सेवक वर्तमान में कार्यक्रम की अपने क्षेत्र में क्रियान्वयन की स्थिति, निर्धारित लक्ष्य आदि की सूचना याचना लेकर आवे ताकि कार्यकारी योजना पर विस्तृत पर्याप्त की जा सके ।

5- स्वच्छता प्रेरकों का प्राधिकरण :- यह दो द्वितीय आवासीय प्राधिकरण होगा । इस प्राधिकरण में पंचायत ग्रामों की पंचायत स्वच्छता प्रेरक भाग लेंगे । प्रत्येक पंचायत ग्राम में दो स्वच्छता प्रेरक जिनमें एक महिला हो भाग लेगी । प्रेरकों का पंचायत विभागीय निर्देशनों के अनुसार किया जाये । प्राधिकरण में भाग लेने वाले पंचायतियों को उनके ग्राम से प्राधिकरण स्थित ग्राम तक आने/के लिये वास्तविक उस विराया देय होगा । वरन्तु सम्भागीयों को यह स्पष्ट करदे कि रात्रि विभाग हेतु स्वयं के विस्तृत आदि लेकर पहुँचें ।



6- महिला बाल विकास, पितृत्वा एवं कृषि विभाग कार्यकर्ताओं का प्रशिक्षण :-

यह एक द्विदिवसीय गैर आवासीय प्रशिक्षण होगा। इस प्रशिक्षण में संबंधित विभाग के टाण्ड स्तर के कार्यकर्ता भाग लेंगे। प्रिनस मनोनयन संबंधित विभाग के जिला स्तरीय अधिकारियों द्वारा बैठक में लिये गये निर्णयानुसार वेधा प्रावेगा। विभिन्न विभागों द्वारा निम्नानुसार सम्भागियों का मनोनयन किए जाने का निर्णय लिया गया :-

	संख्या	मैदाय
1- महिला एवं बाल विकास विभाग	6	4
2- जिला महिला विकास अभिकरण	4	4
3- पितृत्वा एवं स्वास्थ्य विभाग	10	10
4- कृषि विभाग	18	916 (2 Area & Gramin) from each block
5- धाकरा	2	2
6- अन्य		

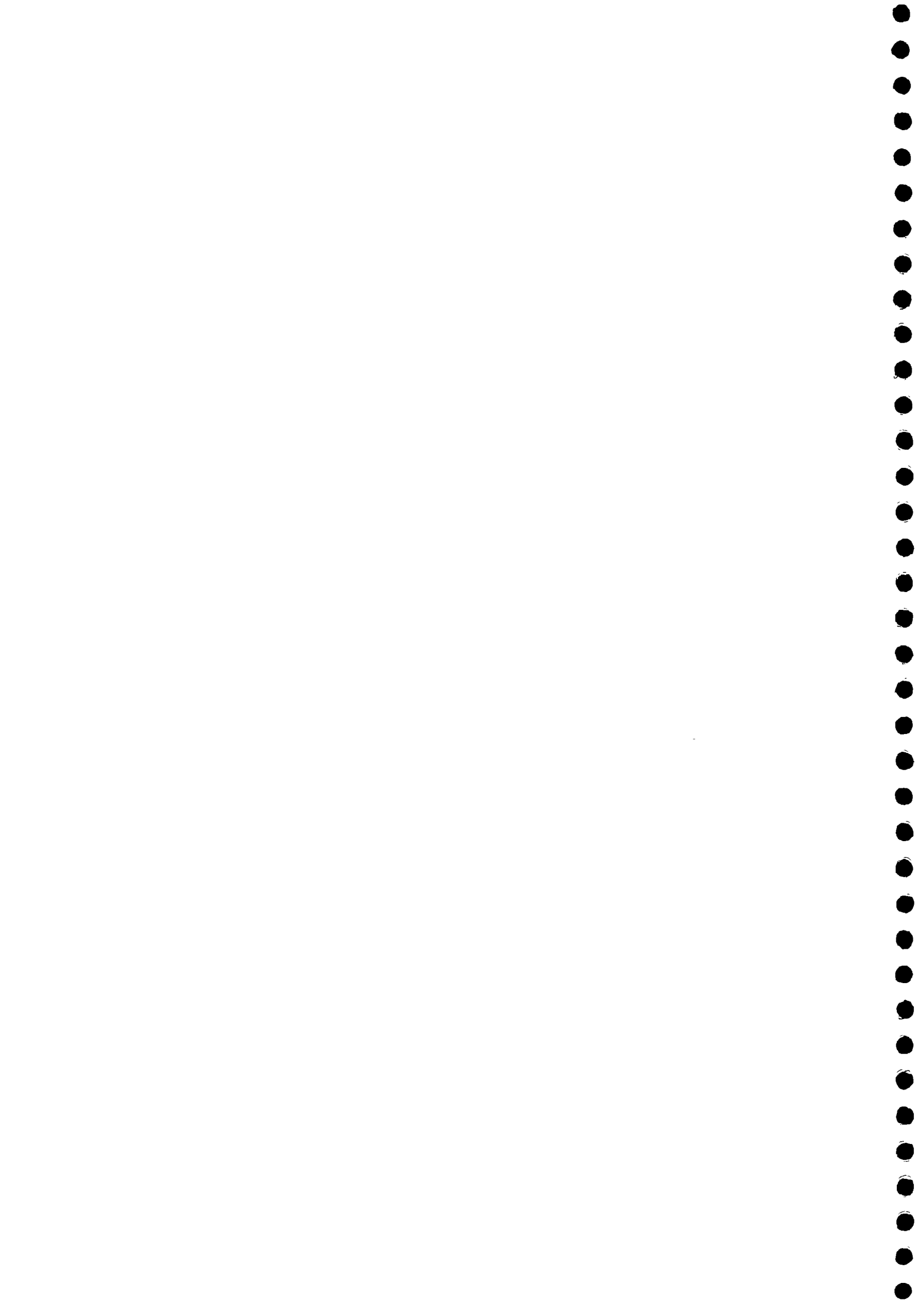
विभिन्न प्रशिक्षणों के आयोजन में प्रशिक्षण स्थल की उपलब्धता एवं स्थानीय व्यवस्था का निश्चय दायित्व संबंधित पदायत समितों के विकास अधिकारी का होगा। संबंधित विकास अधिकारी किन्हे क्षेत्र में प्रशिक्षण आयोजित किया जा रहा है प्रशिक्षण संस्था को धारित सदस्यों प्रदान करेंगे। आवासीय प्रशिक्षण की स्थिति में बिहार आदि की व्यवस्था संभागी द्वारा स्वयं की प्रावेगी। अतः यह बिन्दु संभागी के मनोनयन के समय स्पष्ट करना होगा।

कृषि उपरोक्तानुसार विभिन्न प्रशिक्षणों का आयोजन सुनिश्चित करें !

। आर० के० भारद्वाज ।  
प्रशिक्षण समन्वयक  
। अधिकांशिकी अभियंता ।

- प्रतिनिधि :-
- 1- सचिव कुमठन कनिसेक 8, विपिन लाइन्स जयपुर को सूचनाएँ
  - 2- विभागाध्यक्ष अधिकारी पदायत समिति ----- को भोजपुर अनुरोध है कि आपके क्षेत्र में आयोजित किए जा रहे प्रशिक्षण में उपरोक्तानुसार व्यवस्था सुनिश्चित करने का प्रयत्न करें।
  - 3- प्रशिक्षण संस्था
  - 4- -----

। आर० के० भारद्वाज ।  
प्रशिक्षण समन्वयक  
। अधिकांशिकी अभियंता ।



कार्यक्रम संख्या / 95-96 / 69.66-10-9-95  
 ग्राम / ग्राम पंचायत / 7011-50

विषय:- ग्रामीण स्वच्छता कार्यक्रम के अन्तर्गत आयोजित किये जाने वाले प्रशिक्षण कार्य ।

उपरोक्त विषयान्तर्गत ग्रामीण स्वच्छता कार्यक्रम के आयोजित किये जाने वाले प्रशिक्षण निम्नानुसार निर्धारित किये गये हैं । कतः प्रशिक्षण स्थल पर स्थिति को प्रशिक्षण हेतु मध्य पर निजाने का कट करें । कारीगरों को 18 तारीख को मध्यान्ध पश्चात म्य डिस्त्रिक्ट व बाजार के मोजा है । प्रशिक्षणार्थी एवं प्रशिक्षण नहीं होना चाहिये ।

स्वच्छता प्रेरकों में स्थित ग्राम से दो प्रेरक होंगे जिसमें एक महिला होगी । इन्हें ग्राम तक जाने जाने का बस किराया देय होगा तथा रात्रि निवास हेतु स्थल के डिस्त्रिक्ट वाइ लेकर प्रहृक्ता है ।

क्र.सं. प्रशिक्षण प्रशिक्षण तिथि प्रशिक्षण स्थल वि. विवरण

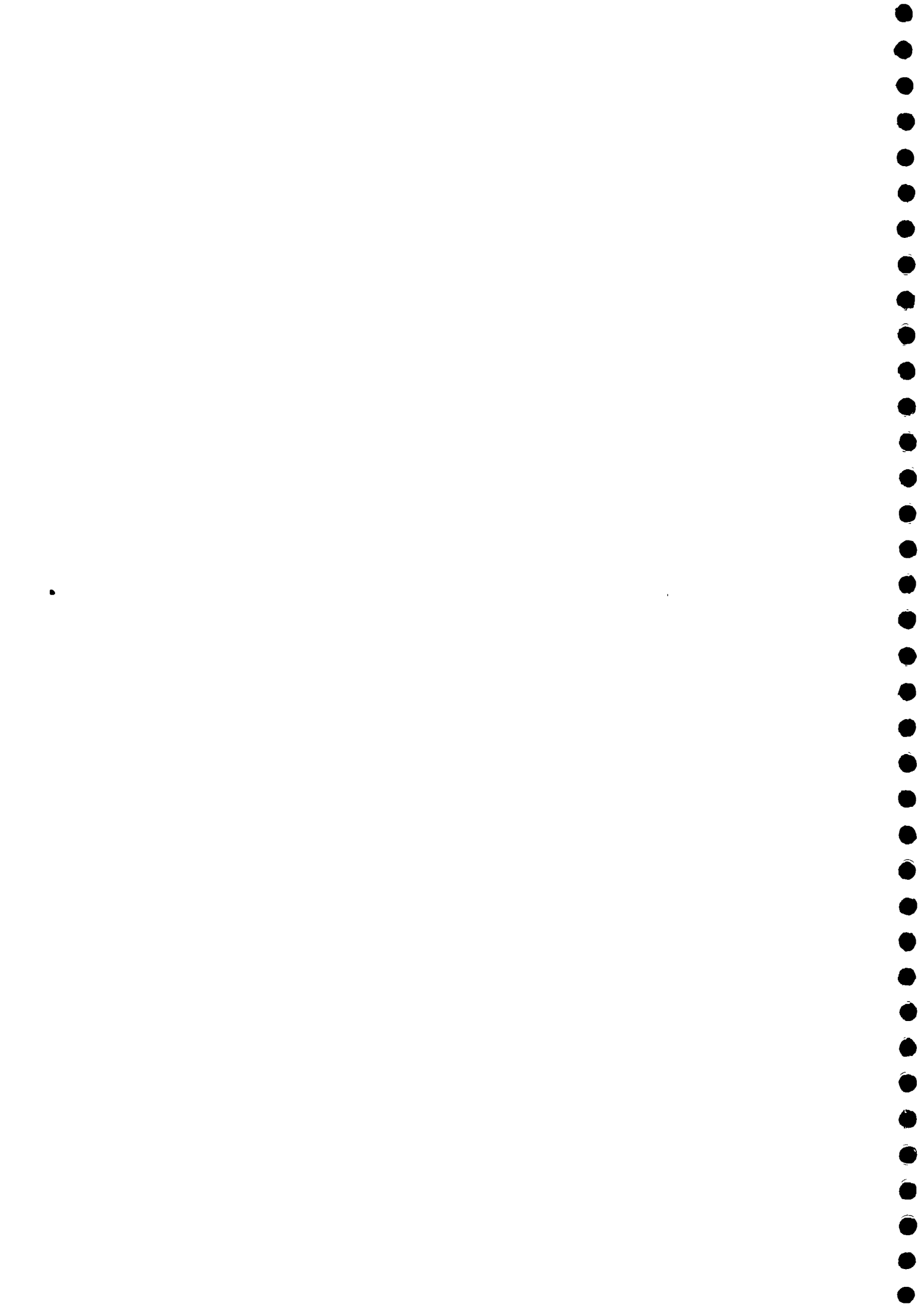
- 1- कारीगरों का प्रशिक्षण 19 से 23-9-95 राजकीय मिनाय
- 2- प्रेरकों का प्रशिक्षण 6-10-95 पंचायत समित मसदा
- 3- ग्रामपंचायत कारी 18 व 19-10-95 कादेडा & केवडी का अंशान्विन (अतिरिक्त)
- 4- अध्यापकों का अंशान्विन 7-10-95 पंचायत समित जवाजा (अतिरिक्त)
- 5- ग्रामीण स्वच्छता प्रेरकों 7 व 8-10-95 गाहेडा & पीसागन का अंशान्विन (अतिरिक्त)

विकास अधिकारी  
 पंचायत समित मसदा & अजमेर

क्र.सं. / स्वच्छता / 95-96 / 7011-50 दिनांक-16-9-95

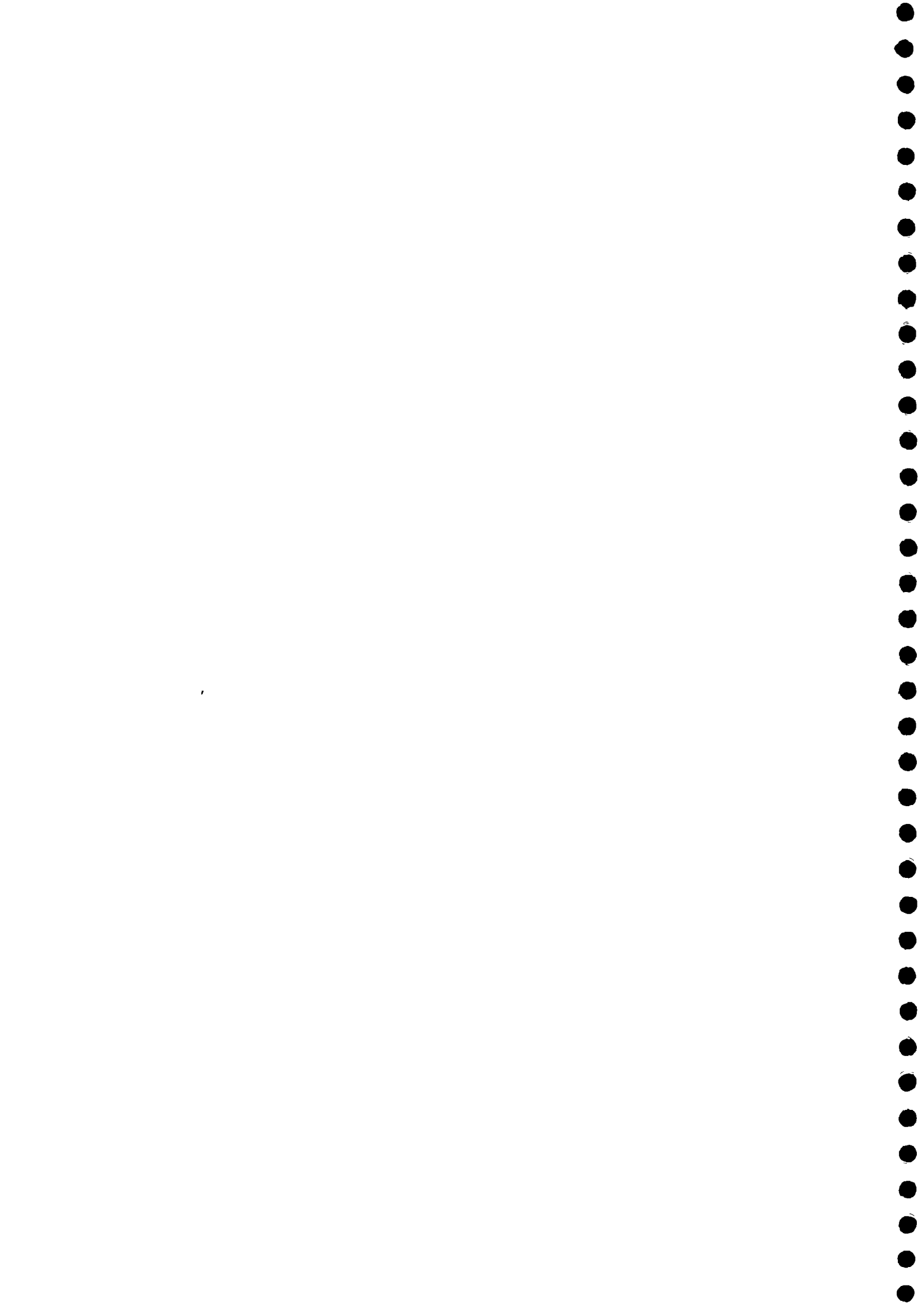
प्रतिपत्ति:- 1- श्री..... को प्रेषित कर रहा है कि उक्त प्रशिक्षण में नियत स्थल पर मध्य पर पहुँचने का कट करें ।

विकास अधिकारी  
 पंचायत समित मसदा & अजमेर



## RESOURCE PERSONS - TRAINED & UTILIZATION

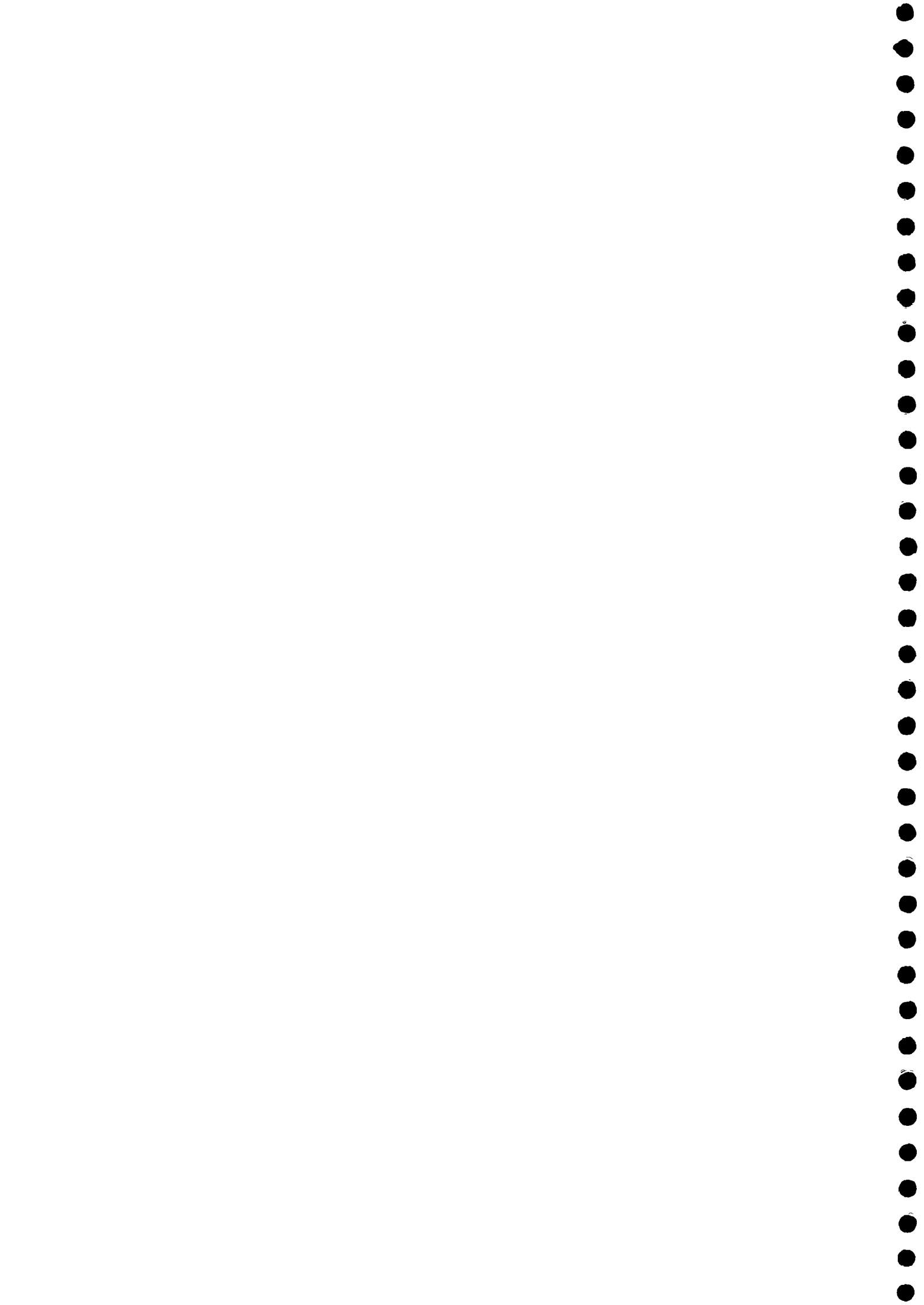
T.O.T. Trained	Utilization	
	Trained	Untrained
<p><b><u>I - India</u></b>            1 Manav Sotriya            2. Dr B.S. Bhatti            3. G.S. Nathawat            4 Dr. Vivek Agarwal            5 P. Goswami            6. O.P. Bhardwaj            7 Raja Ram Bhadu            8 Dr V.G Kamthan            9. Smt. Abha Goswami            10. B.S Jangid</p> <p><b><u>RMVS</u></b>            1 Arvind aswana            2. D S Lavaniya            3 Deen Dayal Sharma            4. Brj Mohan Istwal            5. Dr. Satish Chanrda</p>	<p><b><u>I - India</u></b>            1. Manav Sotriya            2 Dr B.S. Bhatti            3 G S. Nathawat            4 Dr. Vivek Agarwal            5 P. Goswami            6. O P. Bhardwaj  <b><u>OTHER NGO</u></b>            1 Shushil Katiyar            2 Upendra Singh            3. A S. Khan            4 Satya Pal            5. Arvind Daswana  <b><u>DEPARTMENTAL</u></b>            1. Rajesh Bharadwaj T.C.            2. V.K. Chaturvedi P.O.            3. Ashok Sharma J.En.            4. K.C. Agarwal CEO            5 M.L.Mittal P O            6. R A. Sharma P.O.</p> <p><b><u>RMVS</u></b>            1 Arvin Daswana            2 D.S. Lavaniya            3 Deen Dayal Sharma            4 Brj Mohan Istwal            5. Dr. Satish Chandra  <b><u>OTHER NGO</u></b>            1 Prem Narain Sharma            2 G S. Nathawat            3 R P. Jangid            4 Anand Singh            5 Dr. S.N Rai  <b><u>DEPARTMENTAL</u></b>            1 Dr Prakash Upadhaya BDO            2 J K. Sharma BDO            3 M L. Mittal PO</p>	<p><b><u>I - India</u></b>            1 Ram Dayal Verma            2 Dr S L Sharma            3 Kusum Tandon</p>





**NO. OF FUNCTIONARIES TRAINED**  
**[INFORMATION FROM DIFFERENT SOURCES]**

S.N.	FUNCTIONARY	CAMP	NGO	P.O	UNICEF
1	Mason	Sonkhlia Mangliawas	20	20	47
			27	27	
			---	---	
			47	47	
2	Sarpanch	Masuda Srinagar	10	10	30
			20	18	
			---	---	
			30	28	
3	VLW	Kadera Sursura	21	21	46
			25	25	
			---	---	
			46	46	
4	Teachers	Arai Jawaja	50	49	80
			32	31	
			---	---	
			82	80	
5	VSM	Srinagar Ganaheda	17	14	43
			26	25	
			---	---	
			43	39	
6	ICDS/Health Workers	Bhinal Silora	29	28	54
			25	16	
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			54	44	



## TRAINEES DEPUTED BY AGRICULTURE DEPARTMENT

S N	CAMP	TRAINEES	DESIGNATION	POSTING
1	BHINAI	1 Ramesh Chandra Arora	A A O	Sarana
		2 Chand Mohammed	-do-	Kadera
		3 Santoosh Kumar Tanwar	-do-	Jawaja
		4 Devi Singh Rathore	-do-	Kekri
		5 Bhanwar Lal Chowdhary	-do-	Bhinai
		6 Vinod Kumar Chajed	-do-	V Nagar
		7 Bhagwan Singh Rathore	-do-	Kherwa
		8 Ganga Ram Mehra	-do-	BeawarII
		9 Rafiq Ahemad Ansari	-do-	Jawaja
		10 Satya Narayan Ojha	A S	Sobdi
		11 Abdul Sattar	-do-	Jawaja
2	SILORA	1 Sital Prasad Mathur	A A.O	Ganeheda
		2 Jai Prakash Pal	-do-	Akodia
		3 Mahendra Kumar Mehta	-do-	Gagwana
		4 Om Prakash Tripathi	-do-	Saradhna
		5 Devkaran shergadiya	-do-	Harmada
		6 Pratap Singh Chuhan	-do-	Srinagar

A A.O. Assistant Agriculture Officer

A S Agriculture Supervisor



**TRAINING MATERIALS DISTRIBUTED**

SN	Training	Prescribed	Distributed
1.	<b>DLO Orientation</b>	1 Implementation Guidelines 2. Technical Guidelines- for DLO 3 Latrine Maintenance Booklet	1 Implementation Guide lines 2. Technical Guidelines 3 Folder, Pen, Note Book
2.	<b>Masons Training</b>	1 Technical Guidelines for Masons. 2 Measuring Tape	1. Technical Guidelines 2. Measuring Tape. 3. Canvas Bag, Pen, Note Book
3.	<b>Sarpanch Training</b>	1 Sarpanch Manual 2. Cards for Beneficiary Persons 3 Booklet for Maintenance of Latrines , and Hand Pumps. 4. Flash Cards for RSP.	1 Implementation Guidelines 2. Set of 6 Flash Cards - -Towards a Better Health 3 Folder, Pen, Note Book
4.	<b>Village Level Worker Training.</b>	1 Implementation Guidelines 2 Progress Performa, Application forms , Beneficiary Cards. 3 Technical Guidelines.	1 Implementation Guidelines 2 Technical Guidelines 3 Pen, Folder, Note Book
5.	<b>Teachers Orientation.</b>	1 School Sanitation Booklet 2. Booklet for Maintenance of Latrines 3 Set of 6 Flash Cards for Sanitation.	1 Pen, Folder, Note Book 2 Set of 6 Flash Cards
6.	<b>VSM Training</b>	1 VSM Manual. 2 Set of 6 Flash Cards for Sanitation. 3 Maintenance of Latrines. 4. Set of Film Chart on 8 Subjects. 5. Maintenance of Hand Pumps. 6. Hand Bill for Village Population. 7. Monthly Diary, Beneficiary Cards & Post Cards. 8. Rural Sanitation Mart. (Soap, Napkins etc.)	1 Set of 6 Flash Cards - - Towards a Better Health 2. Nail Cutter. 3. Pen, Note Book. 4. Canvass Bags
7.	<b>ICDS Workers.</b>	N.A.	1. Pen, Folder, Note Book.
8.	<b>Training for Trainers</b>	1. Implementation Guidelines. 2 Technical Guidelines - for DLO 3 Maintenance of Latrines. 4 Village Facility Park - Different designs. 5 'Apka Dost / Apka Gaon' - Hand Pumps. 6 Flash Charts. 7 Flip Book. 8 Hand Bills.	1. Implementation Guidelines. 2. Flip Booklet. 3. Hand Bills. 4. Technical Guidelines 5. 'Swaschata Sanchar' 6 Flash Charts. 7. Maintenance of Latrines. 8. Hand Pump Posters
9.	<b>Training of Engineers</b>	1. Implementation Guidelines. 2 Technical Guidelines - for DLO 3. Maintenance of Latrines 4 Village Facility Parks - Different Designs	1. Implementation Guidelines 2 Technical Guidelines - for DLO



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