



SIPARD Update
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Newsletter for the month of January 2025

Induction Training Programme of Tripura Civil Service Officers [2024 Batch]

The State Institute of Public Administration and Rural Development launched the 6-month Induction Training Programme for newly recruited Tripura Civil Service Officers on December 2, 2025. After a gap of 3 years, the State Government has recruited 30 young Tripura State Civil Service Officers of whom 20 are men and 10 are women. Of the 30, 28 have had some or the other work experience in both Government and private sector.



The budding Officers are very bright, energetic and enthusiastic. Their Induction Training is from 2nd December 2024 to 23rd May 2025. During their Induction Training of 6 months, they will undergo 2 months training on administrative, financial matters, laws, disciplinary matters, familiarization to TTAADC, various major line Departments etc. In February 2025, they will be with the Regional Survey Training Institute (RSTI) followed by District attachment for 45 days and 30 days of exposure visit to IIM, Kolkata, BIPARD Gaya, YASHADA Pune and ATI Mysore.

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Training Courses Conducted During December, 2024

SIPARD, the Administrative Training Institute in the state, provides training programmes in key areas prioritized by both the Central and State Governments. These programmes are designed for senior and middle-level officials, PRI representatives, members of CBOs and NGOs, as well as other key stakeholders. The main objective of these training sessions is to enhance the knowledge, skills, and attitudes of the participants, thereby improving the performance of various departments and organisations. The courses cover a diverse range of topics under broad themes such as Social Development, Rural Development, Gender Studies, Public Administration, and Information Technology. In December 2024, the Institute successfully conducted 36 training programmes, benefiting a total of 938 trainees.

Sl. No	Title of the course	Duration (In days)	Date of Training	Sponsored By	No. of Trainees	Course Director
1	Tripura Accounts cum Administrative Training Section - A	6	8th July to 08th Dec.	Finance Department	58	SM
2	Tripura Accounts cum Administrative Training Section - B	6			48	SM
3	Gender Issues in Development	3	2nd - 4th Dec.	DoPT	24	VS
4	TCS Induction Training 2024	23	2nd - 31st Dec.	GA(P&T), GoT	30	ES
5	Role of Women in Community Development	3	3rd - 5th Dec.	DoPT, GoI	25	ES
6	Addressing on Human Issues	3	4th - 6th Dec.	DoPT, GoI	24	ES
7	Gender Equility in Development	3	5th - 7th Dec.	DoPT, GoI	25	VS
8	RTI Act and Good Governance Batch - 1	3	5th - 7th Dec.	DoPT, GoI	20	AC
9	RTI Act and Good Governance Batch - 2	3	5th - 7th Dec.	DoPT, GoI	17	AC
10	Gender Equality in Development	3	9th - 11th Dec.	DoPT, GoI	23	VS
11	Social Inclusion and Equity Sustainable for Social Development Governance	3	9th - 11th Dec.	DoPT, GoI	42	ES
12	Financial Inclusion and Microenterprise Development For Sustainable Development	3	10th - 12th Dec.	DoPT, GoI	30	ES
13	Financial Inclusion and Microenterprise Development For Sustainable Development	3	11th - 13th Dec.	DoPT, GoI	30	ES
14	Cybercrime and Cyber Security Batch - 1	3	11th - 13th Dec.	DoPT, GoI	19	AC
15	Cybercrime and Cyber Security Batch - 2	3	11th - 13th Dec	DoPT, GoI	19	AC
16	Writershop on Development Strategy for the North Eastern State	2	12th - 13th Dec.	NIRD&PR, NIRC	25	SM
17	Emotional Intelligence for Effective Workplace Excellence Batch - 1	3	16th - 18th Dec.	DoPT, GoI	20	AC
18	Emotional Intelligence for Effective Workplace Excellence Batch - 2	3	16th - 18th Dec.	DoPT, GoI	19	AC

Training Courses Conducted During November, 2024 Contd...

Sl. No	Title of the course	Duration (In days)	Date of Training	Sponsored By	No. of Trainees	Course Director
19	Three days training for officials of Land Port Authority Of India	3	16th - 18th Dec.	SOLC&W	24	SD
20	Disaster Preparedness and Management at Local Level (Batch-I)	3	16th - 18th Dec.	DoPT, Gol	20	ES
21	Disaster Preparedness and Management at Local Level (Batch-II)	3	16th - 18th Dec.	DoPT, Gol	16	ES
22	Promoting Gender Equality	3	16th - 18th Dec.	DoPT, Gol	23	VS
23	Gender Responsive Governance	3	16th - 18th Dec.	DoPT, Gol	15	SM
24	Environmental Sustainability in Rural Areas	3	17th - 19th Dec.	DoPT, Gol	28	ES
25	Gender Sensitivity & Inclusive Governance	3	17th - 19th Dec.	DoPT, Gol	34	ES
26	ToT Programme on Induction Training for Newly Recruited Employees of TRESP	2	18th - 19th Dec.	TRESP	28	RM
27	Digital Literacy for Panchayat Officials	3	19th - 21st Dec.	DoPT, Gol	27	RM
28	Mentoring Skills	3	19th - 21st Dec.	DoPT, Gol	15	AC
29	Personal Growth and Team Building Batch - 1	3	19th - 21st Dec.	DoPT, Gol	15	AC
30	Personal Growth and Team Building Batch - 2	3	19th - 21st Dec.	DoPT, Gol	15	AC
31	Promoting Gender Equality	3	19th - 21st Dec.	DoPT, Gol	25	VS
32	Menstrual Hygiene Management for Working Women in Government	3	19th - 21st Dec.	DoPT, Gol	27	SM
33	Induction Training for Newly Recruited Employees of TRESP	2	20th - 21st Dec.	TRESP	34	RM
34	Induction Training for Newly Recruited Employees of TRESP	2	23rd - 24th Dec.	TRESP	33	RM
35	Health Literacy and Sanitation for Schools	3	26th - 30th Dec.	DoPT, Gol	24	SM
36	Induction Training for Newly Recruited Employees of TRESP	2	30th - 31st Dec.	TRESP	37	RM
	TOTAL	129			938	

“Technology holds immense potential for driving progress on the SDGs and empowering lives globally. May humanity harness it together for a brighter and better future.”

-Shri Narendra Modi Hon'ble Prime Minister, Govt. of India

Training Report: December, 2024

News from the Social Development Desk



**Disaster Preparedness and Management at The Local Level
from 16-18.12.2024 (Batch-I & II)**

In December 2024, the Social Development Desk of SIPARD Organized a total of 10 Training Programmes of these, nine were Sponsored by the Department of Personal and Training (DoPT), Government of India while one sponsored by the General Administration (Personnel & Training (GA(P &T) Government of Tripura. The Programmes were Conducted under the guidance of Dr. Elizabeth L. Sangliana, Assistant Professor (SG), Social Development, SIPARD.

Of the 10 programmes in December 2024, seven were conducted in 'Off Campus' mode in the different Block Head-quarters in the state and 3 were in-house programmes conducted in the SIPARD Campus. Nine of the trainings conducted were on various issues like Disaster Preparedness and Management, Women in Development, Human Rights, Social Inclusion and Equity, Transparency and Accountability, Digital Literacy etc. These programmes were attended by 251 participants who were middle level officials from various development related line departments.



**Inclusion and Equity for Sustainable Social Development
and Governance from 9-11.12.2024 at Ompi R.D Block**



**Gender Sensitivity and inclusive policies in Government
from 19-21.12.2024 at Raishyabari RD Block**

The tenth programme is an ongoing Induction Training programme of 30 newly recruited Tripura Civil Service Officers of 2024 Batch. The induction or foundation programme is currently ongoing since the 2nd of December 2024. The programme is likely to go on till the 23rd of May 2025. So far in December 2024, the foundation course has covered matters of Administrative, Financial and Disciplinary in nature.

Off Campus Training courses of Social Development Desk



Role of Women in Community Development during 3-5.12.2024 at Salema R.D Block

Addressing Human Rights during 4th -6th December 2024 at Tulashikar R.D Block



Enhancing Transparency and Accountability in Panchayat from 11-13.12.2024 at Jubarajnagar RD Block

Environmental Sustainability in Rural Areas from 17-19.12.2024 at Chandipur R.D Block



December 2024 Training Report from the Gender Studies Desk

In December 2024, the Gender Studies Department Successfully conducted five training programs under the guidance of Dr. Vandana Sinha, Course Director. All the five training program were sponsored by the Department of Personnel & Training, Government of India. A three-day training program was conducted on the topic “Gender issues in Development” from 2nd to 4th December 2024, few sub-topics discussed in the training were Government Policies, Provisions and Programme for Development of Women, Constitutional & Legal Safeguard to Women, etc. The participants were teachers from the Secondary Education Department.



Topic: Gender Issues in Development
sponsored By : DoPT
Conducted By: SIPARD
Date: 02-04/12/2024

On the topic of “Gender Equality in Development” training program were held for two groups of participants: PGT& GT teachers on 5th-7th Dec & 9th-11th December 2024, respectively. The sub-topics for the said programs were Handling of students in Classrooms concerning relevant provisions of: the JJ Act, POCSO Act, Right to Education and Rules, Benefits & Challenges for Women in Political Participation, etc.

On the topic “Promoting Gender Equality” two training program were held for PGT& GT teachers on 16th-18th Dec & 19th-21st December 2024, , with 23 & 25 participants in each batch. Few sub-topics in the program were Impact of Forest Degradation on Women, Constitutional & Legal Safeguard to Women , Sexual harassment of women at work place, etc.



Topic: Gender issues in Development.
Sponsored By: DoPT, GOI
Conducted by: SIPARD
Date : 2nd to 4th Dec, 2024

Training courses of Gender Studies Desk



The training was enriched by resource persons from diverse backgrounds, including advocates, entrepreneurs, college professors, former Pradhan, Joint Director of SW & SE and Consultant each offering unique insights into legal, social, and economic aspects of women's empowerment. Through ice-breaking session, interactive case studies, and presentation of informative video, participants gained practical knowledge on different aspect of gender related issues.



Some Glimpses of the Training Courses



Induction Training Programme for the Newly Recruited TRESP officials

The Government of Tripura, with assistance from the World Bank, is implementing the **Tripura Rural Economic Growth and Service Delivery Project (TRESP)** through the Tribal Welfare Department. This initiative aims to enhance socioeconomic development and improve the quality of life for rural communities in targeted tribal-dominated blocks using an integrated approach. As the training partner for TRESP, the **State Institute of Public Administration and Rural Development (SIPARD)** conducted induction training for newly recruited project employees in four batches during December 2024.

The training program was launched on **18th December 2024**, in the presence of **Shri Subhashish Das**, Director of the Tribal Welfare Department and Project Director of TRESP. Other distinguished attendees included **Shri Gajendra Varma**, Chief Operating Officer of TRESP; **Dr. Elizabeth L. Sangliana**, Head of the Research Wing at SIPARD; **Janab Abdur Rahaman Chowdhury**, Training Specialist of TRESP; and **Dr. Rajib Malakar**, Course Director for the programmes.



A total of 131 participants were trained across four batches. These participants represented various project units, including District Project Management Units (DPMUs), Block Project Management Units (BPMUs), Project Implementation Units (PIUs), and Technical Support Agencies (TSAs).

December 2024 Training Report from the Rural Development Desk

- The **first batch** (18th–19th December) trained 28 officials from DPMUs, PIUs, and TSAs in a **Training of Trainers (ToT)** format. This program aimed to prepare participants as master trainers to conduct similar training sessions at district and block levels through a cascading approach.
- The remaining three batches were conducted for BPMU-level officials:
 - **Second batch:** 34 officials (20th–21st December)
 - **Third batch:** 32 officials (23rd–24th December)
 - **Fourth batch:** 37 officials (30th–31st December)

The Chief Operating Officer and Training Specialist of TRESP played a key role in supporting the Course Director during the programme's design and implementation phases. Senior TRESP officers, TSA experts, SIPARD faculty, and officers from other line departments were engaged as resource persons, ensuring high-quality and effective sessions.

Some Glimpses of the Induction Trainings

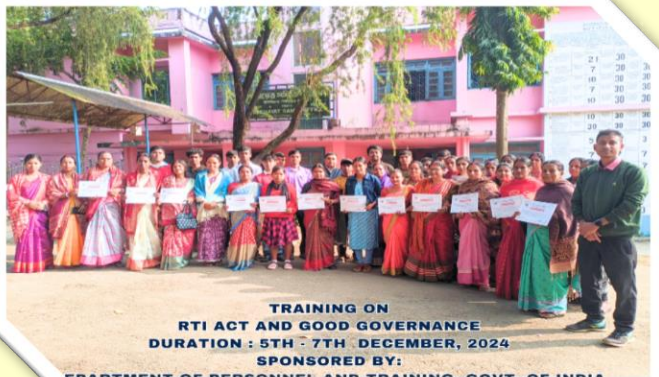


From the Desk of Computer Application

In December 2024, the Institute successfully conducted five different training courses under the Department of Computer Application. Sponsored by the Department of Personnel & Training (DoPT), Government of India, these programs aimed to enhance participants' knowledge and skills across various sectors. A total of 159 trainees attended these courses, which were specifically designed to equip government officials with essential office management skills and competencies.



Training on Cybercrime and Cyber Security



Training on Right to Information Act 2005



Activities during Mentoring Skills Course



Training on Emotional Intelligence for Effective Workplace Excellence

December 2024 Report from the Public Administration Desk

During the month of December, the Public Administration Wing of SIPARD conducted five training programmes. A **Writershop on “Development Strategy for North-Eastern States: Priority Areas, Concerns and the Way Forward”** for the various officials in the various categories State Government Department for two days on 12th and 13th December, 2024. The training was sponsored by NIRD & PR, NERC. The writeshop was attended by 25 participants, MK Shrivastava, Dr. R Murugesan was the resource persons from NIRD & PR, NERC, and Dr. Sudakhina Mitra Assistant Professor (SG) Head Public Administration from SIPARD, Shri Sushanta Dutta, Head, School Of Logistics, Waterways And Communication stationed in SIPARD.



The two discussions on the development and progress of the northeastern states was enlightened by the insights of the administrators and academicians attending the Writershop addressing key issues, identifying opportunities, and implementing strategic initiatives for holistic growth.



The Public Administration Wing of SIPARD conducted training program on **Gender Responsive Governance** during 16th – 18th December, 2024 for the various officials in the various categories State Government Department. Department of Personnel and Training sponsored the training. 15 participants attended the training. The training focused to promote gender SMART governance, fostering equality and inclusivity in leadership and decision-making processes. It focused on creating governance framework that is sensible to gender dynamics, ensure equal opportunities and representation for all genders.

The Public Administration Wing of SIPARD for the first time has conducted training programme on **Menstrual Hygiene Management (MHM)** for the working women in various categories of State Government Department during 19th – 21st December, 2024. Department of Personnel and Training sponsored the training. 15 participants attended the training. The training aimed to equip the women participants with knowledge, resources, and support needed to manage their menstrual health effectively in the workplace. Moreover, the training also highlighted on Advocacy of Male counterpart for effective MHM.



Menstrual Hygiene Management for Working Women
Sponsored by: DoPT, Govt. of India
Organised by: SIPARD
Date: 19th ~ 21st December, 2024



Health Literacy and Sanitation for Schools
Sponsored by: DoPT
Organised by: SIPARD
Date: 26th ~ 30th December, 2024

“Health Literacy & Sanitation for Schools (Batch I & II)”

Training programme on “Health Literacy & Sanitation for Schools (Batch I & II)” during 26th – 30th December, 2024 for the School Teachers. 38 participants in total attended the training. The training was designed to improve health literacy and sanitation practices in schools, empowering both male and female with the knowledge and skills to maintain good health and hygiene

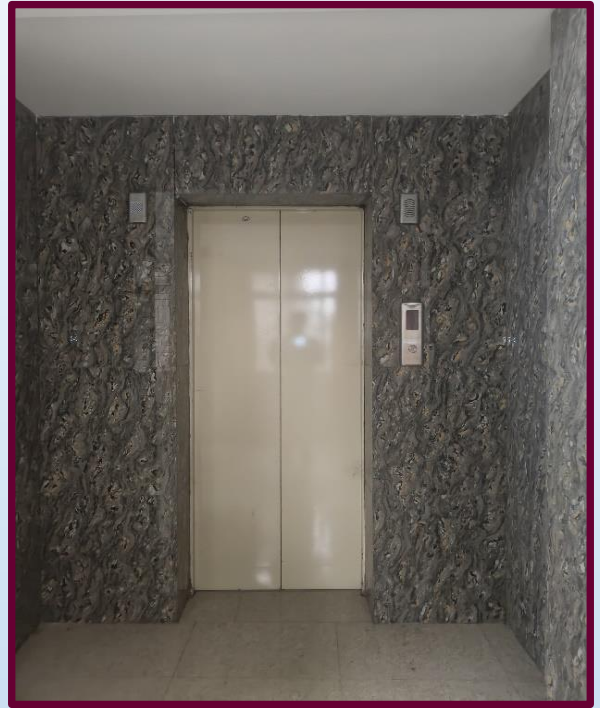


Health Literacy and sanitation for Schools Batch-II
Sponsored by: DoPT
Organised by: SIPARD
Date: 26th ~ 30th December, 2024

I. SIPARD's Administrative Building Gets Accessible with Passenger Lift

The SIPARD Administrative building, a three-story structure, has taken a significant step towards inclusivity by installing a passenger lift. This move aims to provide equal access to physically challenged individuals and senior citizens, ensuring they can utilize the first and second floors without any obstacles.

Implemented by the RD Engineering Wing of the Government of Tripura, the lift's trial run has been successfully completed using a temporary electric service connection. This development demonstrates SIPARD's commitment to creating a more accessible and inclusive environment for all.



II. SIPARD's State-of-the-Art Indoor Sports Complex Nears Completion

A cutting-edge building housing an indoor badminton court, tennis court, squash court, and indoor gym is nearing completion at SIPARD. The civil work on the building is almost finished, with the water supply and sanitary installations currently underway.

The RD Engineering Wing is also implementing this project, which will provide a multi sports facility for guests, trainees, officials, and others to enjoy various indoor games throughout the year.

Upon completion, this indoor sports complex will:

- Offer a range of recreational activities, promoting physical fitness and well-being
- Provide a platform for training and development in various sports disciplines
- Enhance the overall experience for guests and trainees at SIPARD
- Foster a sense of community and camaraderie among users

The completion of this project will mark a significant milestone in SIPARD's commitment to providing exceptional facilities and services.

Sports Complex –Under Construction Stage



III. SIPARD's Transformation: A Vibrant Oasis Unveiled

The SIPARD complex has undergone a stunning transformation, unveiling a breathtakingly beautiful landscape. Following the meticulous rejuvenation of the rose garden and strategic hedge tree planting around the lawn, the entire complex has been revitalized.

This winter season, the gardens and surrounding areas have burst into vibrant colors, showcasing a stunning array of flora. The revitalized rose garden, in particular, has become a picturesque haven, adding to the complex's charm.

The beautification efforts have not only enhanced the aesthetic appeal of SIPARD but also created a serene and peaceful atmosphere, conducive to learning, growth, and relaxation



A Transformative Beginning: Induction Training Program for Tripura Civil Service (Grade-II) Officers, Batch of 2024

Smt Nilanjana Bhattacharjee, TCS –II (Prob.), Trainee Officer)

The induction training program for the Tripura Civil Service (Grade-II) officers, Batch of 2024, was inaugurated with grandeur and purpose at SIPARD on December 2, 2024. This meticulously planned program aimed to equip officers with the knowledge, skills, and values necessary for efficient and ethical governance. Thirty nos. of vibrant young minds from different educational backgrounds and geographical parts of Tripura got inducted during this program with the enthusiasm to serve the State of Tripura with immense propensity and empathy.

Inaugural Ceremony: Setting the Tone

The program commenced under the esteemed presence of the Chief Secretary of Tripura, Shri Jitendra Kumar Sinha, IAS, who inaugurated the event with an inspiring address. His words underscored the significance of public service and the pivotal role of administrators in shaping the state's future.



The welcome address was delivered by Dr. P. K. Chakraborty, IAS, Director (I/C) of SIPARD. He warmly greeted us and encouraged us to embrace the training as an opportunity for personal and professional growth. The ceremony concluded with a heartfelt vote of thanks by Shri Saurav Das, Deputy Director of SIPARD, who acknowledged the dedication of the organizing team and the enthusiasm of the participants.

Academic Excellence: A Strong Foundation

The core of the induction program was its robust academic structure, designed to provide a comprehensive understanding of governance and administration. Sessions were led by resource persons from diverse fields of administration and education along with judiciary, each an expert in their domain. Topics covered included:

- **Public Administration and Policy:** Understanding the principles, frameworks, and challenges of governance.

- **Law and Ethics:** Sessions on constitutional provisions, legal frameworks, and the ethical responsibilities of civil servants.
- **Developmental Administration:** Insights into rural and urban development, with a focus on inclusive and sustainable growth.
- **Leadership and Decision-Making:** Practical strategies for effective leadership in complex scenarios.

Interactive discussions, case studies, and group activities such as doing Yoga added depth to the learning experience, enabling us to connect theoretical knowledge with real-world applications.

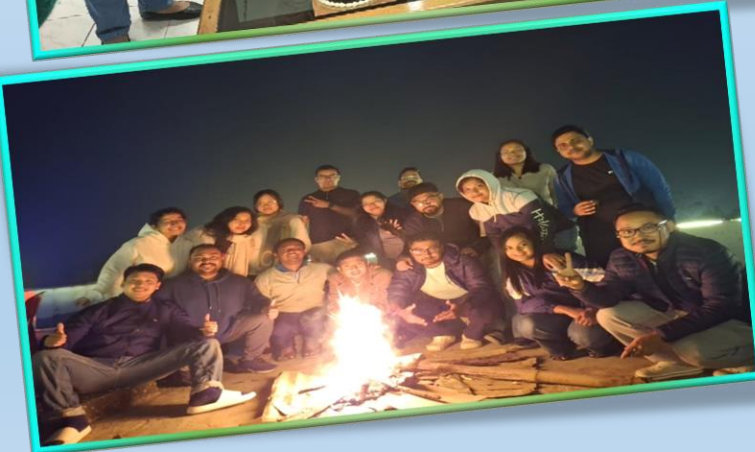


Field Visits: Bridging Theory and Practice

One of the standout features of the program was the excursion to Maheshkhola Gram Panchayat. This field visit offered a unique perspective on rural governance, allowing we officers to observe community dynamics and development initiatives firsthand. Such practical experiences reinforced the relevance of classroom learning and highlighted the importance of grassroots engagement. Apart from that the visit to Treasury-1 & Treasury-2 were also quite insightful with respect to the exposure of we trainee officers to the treasury system and transactions by the Govt of Tripura.



Building Bonds Beyond the Classroom



The training program also fostered a sense of community among us. Celebrations of batch mate's birthdays and a memorable New Year's Eve at SIPARD were moments of joy and camaraderie. Recreational activities such as indoor and outdoor sports, shared cooking sessions, and informal gatherings added a personal touch to the rigorous schedule.