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संयुक्त सचिव
VIKAS ANAND, IAS
Joint Secretary



सत्यमेव जयते



पंचायती राज मंत्रालय
भारत सरकार
11वीं मंजिल, जीवन प्रकाश बिल्डिंग,
25, के.जी. मार्ग, नई दिल्ली-110001
MINISTRY OF PANCHAYATI RAJ
GOVERNMENT OF INDIA
11th Floor, Jeevan Prakash Building
25, K.G. Marg, New Delhi-110001

DO No. M-11015/383/2021-CB

May 30, 2023

Dear Madam/Sir,

Thirty years have passed since the passing of 73rd Constitutional Amendment Act and the Panchayats, across the nation, are moving away from the conventional system of agency functions. Numerous innovative programs have been initiated by the Panchayats which could be replicated widely. It is in this context that peer learning gains momentum.

2. Developing Panchayat Learning Centres (PLC) in the beacon Panchayats has been conceptualised in the RGSA. The NCBF 2022 also stipulates the need for instituting PLCs in the best performing Panchayats which would serve as panchayat training centres for the newly elected members. It would help them have a clear understanding on how to perform well and get inputs for replication of best practices in the PLCs.

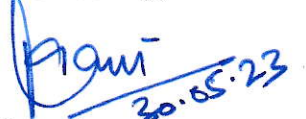
3. From 2018-19 to 2022-23, under the RGSA scheme, MoPR has approved 669 GPs to function as PLC (**Annexure I**). However, lack of proper guidelines and related issues make their function slow and sometimes non-effective. Undoubtedly, there is a need to strengthen the PLCs with clear mandate. While the NCBF 2022 has laid down clear guidelines in this regard (**copy at Annexure-II**), an SoP has also been prepared for the same (**copy at Annexure-III**).

4. I, therefore, would like to request your personal intervention in making the sanctioned PLCs functional as well as to identify the model panchayats for creating new ones. A short write up on the activities taken up by the PLCs of your state may also be provided to the Ministry at the earliest.

With warm Regards

Yours sincerely,

Encl.: As above


(Vikas Anand)

To: Addl. CS/ Pr. Secretary/Secretary, Panchayati Raj Department, all States/UTs

Copy to: Director of SIRD&PRs, all States/UTs

Annexure-11: Converting Beacon GPs as Learning Centres for Training and Experiential Learning

1. Background

Modified RGSA has already conceptualised Panchayat Learning Centre (PLC) for arranging exposure visits from other Panchayats. The proposed PLC in the Framework will be exactly on the same lines of PLC already included in RGSA, but with substantial functions of becoming a training centre. It is not envisaged to give any financial incentive to function as PLC but attempted to create a self-funded, own source of revenue generation activity which can create pride among the functionaries of PLC. It is envisaged to enable a PLC to rope in identified/certified resource persons to take care or coordinate the immersion programme. It is envisaged to create at least one PLC in each block in the next five years. This is also in consonance with the feedback received from functionaries in the survey, who overwhelmingly demanded "experiential learning" instead of only classroom learning.

2. Objectives

A well-governed beacon GP, over a while, can become a training ground in the form of a Panchayat Learning Centre (PLC) for the ERs and functionaries of not-so-strong GPs in the neighbouring areas. In the PLC, they can get immersion training for 4-5 days on Panchayat Governance, preparation of GPDP, mainstreaming of Localised SDGs, etc., by physically participating in the day-to-day activities of the PLC and get acquainted with the effective functioning of the PLC through experiential learning and in Peer Learning mode. Details of the concept are given below.

3. Mode of Operation/Process of PLC

The new ERs and functionaries of the not-so-strong GPs, preferably where elections have been recently held, but their induction level orientation has not yet been done, may be attached in batches of 10-15 participants to the PLC for their orientation through experiential learning in Peer Learning mode. GP level sectoral officials selected Gram Sabha members and community leaders also can join the learning event in the PLC for 4-5 days to see the mode of operation, understand, participate in the meetings and interactions, observe the developmental activities of the PLC, and thus get hands-on experience through learning by doing, get motivated for converting their GP into a future PLC. The trainees will stay in the same GP, i.e. the PLC, as guests in houses of selected residents of the PLC and learn the socio-cultural setting of the GP along with Panchayat-related issues. The boarding and lodging of the trainees will be on the model of "Home Stay" as an economic activity for the host residents' households in the PLC.

4. Features of PLC

A PLC must be a well-governed GP, which might have received one or more awards from Governments, which has capable leadership and has achieved substantial progress towards economic development and social justice for its people and/or has implemented/has been implementing innovative and economic development projects and is willing to facilitate the process of learning for the leadership in other GPs in the neighbouring area. The process of learning to be followed by a PLC will comprise no formal training but presentation on what the PLC has been doing to achieve success, demonstration of how the PLC has been achieving success in the field and motivating the visiting GP functionaries to believe that the latter also can achieve success.

5. Who are to Function as Trainers in PLC?

The experiential learning process in a PLC will be facilitated by a resource person or a Young Fellow, or one or more experienced Panchayat leaders (working or retired) who have been assisting the PLC to achieve success. Indeed, the Panchayat body will function as trainers, rather than facilitators, who will provide support to the not-so-strong GPs to witness their governance by participating in the meetings, discussions, field visits, conduct of Gram Sabha, Ward Sabha, Mahila Sabha and Bal Sabha, awareness camps, participatory planning process, implementation of No-Cost Voluntary Activities, involvement of communities, mobilisation of Own Source Revenue, involvement of Volunteers as 'Panchayat Bandhu', etc.

6. Who are to Attend as Trainees/Learners?

The ERs and functionaries, including employees of the visiting GPs, members of GP Planning Facilitation Teams, Ward Planning Facilitating Teams, GP level sectoral officials, selected Gram Sabha members, community leaders of the GPs, SHG Leaders, and such other persons chosen by the visiting GPs whose contributions to the process of GP governance, preparation of GPDP and mainstreaming of Localised SDGs in GPs will be helpful.

7. Who will Bear the Cost?

The provisions of modified RGSA for the training of ERs and functionaries of PRIs can be used for boarding and lodging costs, and part of it can also be given as an incentive to the PLC. The expenditure on this account can be met from the admissible activity of the exposure visit component of revamped RGSA.

8. Can NGO-supported GPs Become PLCs?

Yes. The simple criteria will be laid down for selecting GPs to be providing support in the capacity of PLCs and grooming them as learning centres over some time by positioning a facilitator in the form of a Young Fellow by the Governments or by the NGOs.

9. Activity for the Batch of Learners

The learning period in the PLC by a visiting GP should have adequate activities that can enrich the learners' experiential learning. The learning period should have pre-arranged Gram Sabha/Ward Sabha/Mahila Sabha/Bal Sabha, a Panchayat Committee/General Body meeting, a Standing Committee meeting, process demonstration of GPDP formulation, a social audit activity, launching of developmental activities, inspection of works executed, an SHG-Panchayat interaction on livelihood activities, etc. These activities are only indicative and can be expanded by the imagination of the PLC and as per the learning needs of the visiting GP. The PLC can be made as the centre of local learning on various human development aspects in the Panchayat.

10. Why Should a GP Become PLC?

It is an achievement for a GP to reach a stage of functioning as PLC. It is also a recognition of the leadership of the GP functioning as PLC. The part of the eligible grant under Revamped RGSA will be paid to the PLC as the fee, and becomes a source of OSR. For example, if the suitable amount per trainee per day is Rs.800, about Rs.250 can be the payment for the home stay household per day, Rs.450 can be the fee for the PLC, and Rs.100 can be utilised towards expenses for the participant trainees/learners. Thus, if

15 trainees/learners get trained for four days, the revenue for the PLC will be Rs. 27000/- per batch. If four batches are managed in 3 months, the revenue of the PLC for the season will be Rs.162000, which will be a good source of OSR for the GP functioning as PLC and the RGSA resources are actually getting ploughed back to the GPs and the people. If PLC is proactive and markets itself well, two batches of training can be arranged every month, which can fetch them about Rs.3.2 lakh in a year and can add to the pool of the own resources of the GP. More than anything, the pride associated with the PLC that they are training neighbouring Panchayat leadership will be the ultimate incentive.

SOP for Panchayat Learning Centres (PLC)

The revamped RGSA has conceptualized Panchayat Learning Centres(PLC) for organizing exposure visits and allied activities from other Panchayats. Some of the states have already created inventory of success stories and best practices. Such Panchayats which have done exemplary work on different thematic areas can be developed into PLCs. A well governed Gram Panchayat can become the training ground in the form of PLC for ERs and functionaries of not so strong panchayats in the neighboring area promoting experiential learning. To begin with, minimum one PLC is to be set up at the district level and scale it up further at the block level for peer learning.

1. Identification of PLCs

- Award winning Panchayats at National/State level.
- Beacon Panchayats already gained recognition / Panchayats utilizing innovative models / exemplary work in any theme LSDG.
- DPC or Zilla Panchayat with the State Governments approval may be involved in the process of selection and Identification.
- The overall supervision and monitoring is vested with the SIRDs.

2. Organizing Committee at GP Level

- Sarpanch (Chairman)
- Resource person/young fellow (Vice Chairman)
- Chairpersons of the Standing Committees of the GP as members
- 2-3 Experts identified by the Panchayat.
- G.P. Secretary – Convenor.

3. Activities of PLCs

- Host exposure visits for other Panchayats to showcase best practices under different themes.
- Organize properly structured face to face classes and field visits.
- Organize demonstrations classes in the following areas:
 - a) Functioning of Gram Sabha.
 - b) Panchayats Committee meeting.
 - c) Standing Committee meeting.
 - d) Lively hood activities.
 - e) GPDP preparation.
 - f) Leadership.
 - g) Local specific programs.
 - h) Low cost no cost activities.
 - i) Prepare annual calendar with brief write up on best practices in the G.P, along with profile, report, and short films.

4. Duration:

- Duration can be 2-3 days (Panchayat may decide): It should be residential in nature, with stay arrangements for all participants in the GP area itself in the form of home stay.

5. Cost Norms:

- Under revamped RGSA, there is a provision of Rs. 7 lakhs for setting a PLC
- The part of the eligible grant under Revamped RGSA will be paid to the PLC as the fee and becomes a source of OSR. For example, if the suitable amount per trainee per day is Rs.800, about Rs.250 can be the payment for the home stay household per day, Rs.450 can be the fee for the PLC, and Rs. 100 can be utilized towards expenses for the participant trainees/learners. Thus, if 10 trainees/learners get trained for 3 days, the revenue for the PLC will be Rs. 13500/ per batch. If four batches are managed in 3 months, the revenue of the PLC for the season will be Rs.54000, which can be a good source of OSR for the GP functioning as PLC and the RGSA resources are getting ploughed back to the GPs and the people. If PLC is proactive and markets itself well, two batches of training can be arranged every month, which can fetch them substantial revenue in a year and can add to the pool of the own resources of the GP. More than anything, the pride associated with the PLC that they are training neighboring Panchayat leadership will be the ultimate incentive.
- When exposure program is finalized, SIRD shall transfer the requisite amount to the host PLC as per norms.

6. Other steps:

- When the PLC is ready to organize programme, it will inform the SIRD with the proposed dates/number of participants.
- SIRD should prepare a list of active PLCs and their programmes with dates to be circulated among Panchayats/other state SIRDs in advance.
- The host PLC will get the willingness from Panchayats/States through concerned SIRD.
- Further communication in this regard will be done by host PLCs.

7. Follow up activities:

- Support the participating panchayats in their future course of action for replication of best practices.

State/UT wise Panchayat Learning Centre (PLC) approved under Rashtriya Gram Swaraj Abhiyan since 2018-19 to 2021-22

Sl. No	Name of the State/UTS	2018-19	2019-20	2020-21	2021-22	2022-23
1	Andaman & Nicobar Islands	1	1	1	1	2
2	Andhra Pradesh	2	1	3	10	9
3	Arunachal Pradesh	2	1	0	22	23
4	Assam	8	3	1	2	2
5	Bihar	0	1	1	1	5
6	Chhattisgarh	1	2	2	2	0
7	Daman & Diu Dadra & Nagar Haveli	0	0	0	0	0
8	Goa	0	0	0	0	0
9	Gujarat	2	2	5	5	10
10	Haryana	2	3	0	3	25
11	Himachal Pradesh	1	3	3	5	24
12	Jammu & Kashmir	2	3	2	2	12
13	Jharkhand	2	1	0	0	10
14	Karnataka	2	4	4	10	8
15	Kerala	2	1	2	0	10
16	Ladakh	0	0	2	2	10
17	Lakshadweep	0	0	0	0	
18	Madhya Pradesh	4	4	3	3	9
19	Maharashtra	3	5	3	6	12
20	Manipur	1	1	1	2	4
21	Mizoram	8	8	1	10	9
22	Meghalaya	1	1	1	1	7
23	Nagaland	1	1	1	1	8
24	Odisha	0	0	3	3	9
25	Puducherry	0	2	1	0	
26	Punjab	2	2	2	2	10
27	Rajasthan	4	0	0	0	5
28	Sikkim	2	1	2	10	15
29	Tamil Nadu	3	2	2	2	10
30	Telangana	0	1	1	10	9
31	Tripura	1	1	1	1	9
32	Uttar Pradesh	2	8	5	5	75
33	Uttarakhand	1	0	0	0	9
34	West Bengal	4	2	3	4	9
Total		64	65	56	125	359