

विकास आनन्द, भा.प्र.से.
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

D.O. No. T-11/2/2024-CB

October 25, 2024

Dear Madam/Sir,

As you are aware, there are uniform cost norms for Capacity Building & Training (CB&T) component under Revamped Rashtriya Gram Swaraj Abhiyan (RGSA) at different levels across States/UTs. However, it has been observed that the rates of honorarium/remuneration being provided to the trainers and other resource persons vary significantly across States/UTs.

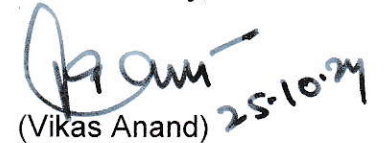
2. As is well known, for effective implementation of the CB&T Component under RGSA, it is crucial to ensure the availability and retention of quality Master Trainers/Resource Persons, which necessitates a standardized rate of honorarium. Inadequate Honorarium/Remuneration may lead to dissatisfaction and de-motivation among trainers which, in turn, may impact the quality of training and overall outcome of Capacity Building and Training of the stakeholders under RGSA.

3. Hence, the matter was placed before the Central Empowered Committee (CEC) in its meeting held on 3rd October, 2024 and the Committee accorded its approval to implement Standardized Rates of Honorarium for the Master Trainers, Guest Faculties and Eminent Resource Persons at different levels (excluding the faculty Members/Trainers engaged on regular or contractual basis in the Training Institutes) across States/UTs. However, these standard rates shall not be applicable to the programs conducted by Institute of Excellence (IoE) / Institute of Rural Management Anand (IRMA)/ Indian Institute of public Administration (IIPA) which have their own rates of honorarium. **The relevant extract of the Minutes of the CEC Meeting is annexed.**

4. I, therefore, would like to request you to consider implementation of aforesaid Standardized Rates of Honorarium for the Capacity Building and Training Programmes being conducted under RGSA and advise the concerned Training Institutes accordingly.

With warm Regards.

Yours sincerely,


(Vikas Anand) 25-10-24

Encl.: As above

To: Addl. CS/Pr. Secretary/Secretary,
Panchayati Raj Department
(All States/UTs)

Copy to: Director, SIRD&PR and PRI Training Institutes (All States/UTs)

File No. K-11011/30/2023-CB-Part(1)

Government of India

Ministry of Panchayati Raj

Minutes of the 8th Central Empowered Committee (CEC) meeting of Revamped Rashtriya Gram Swaraj Abhiyan (RGSA) held on 3rd October, 2024

1. The 8th Meeting of Central Empowered Committee (CEC) of Revamped Rashtriya Gram Swaraj Abhiyan (RGSA) for the year 2024-25 was held on 3rd October, 2024 under the Chairmanship of Secretary, Ministry of Panchayati Raj in Jeevan Bharti Building, New Delhi. All States/ UTs attended the meeting virtually. The list of participants who attended the meeting physically is at Annexure-A.

2. Welcoming the Secretary, MoPR/Chairman of the CEC, Members of CEC and the representatives from State/UT, Joint Secretary (CB), MoPR/Member Secretary, initiated the agenda of the meeting with the permission of the Chair.

Central Agenda: Eight items of the Central Agenda were placed before the CEC for consideration and approval.

Agenda Item No. 1: Standardization of Honorarium for Master Trainers (SLMT/ DLMT/ BLMT), Guest Faculties & Eminent Resource Persons.

1.1 The CEC was apprised that the cost norms for Capacity Building & Training (CB&T) component under RGSA at different level are uniform for all States/UTs. However, it has been observed that the rate of honorarium / remuneration provided to the trainers, faculty and resource persons vary across States/UTs.

1.2 To ensure effective implementation of Revamped Rashtriya Gram Swaraj Abhiyan (RGSA) at the grassroots level, ensuring availability and retention of quality Master Trainers/ Resource Persons is sine qua non for which a reasonable level of honorarium is essential. Inadequate honorarium may also lead to lack of availability of quality resource persons which, in turn, may affect the quality of instruction and delivery of the training sessions. Therefore, a need has been felt for standardization of the rates of Honorarium to eliminate disparity and ensuring the quality of Resource Persons at all levels.

1.3 To ensure uniformity in this regard, a comparative analysis of the rate of Honorarium currently provided by various reputed Training Institutes and Ministries of Government of India had also been carried out and presented before the CEC. The details of the same are at **Annexure-I**.

1.4 Accordingly, the following proposal for standardizing the rates of Honorarium for the Master Trainers, Guest Faculties and Eminent Resource Persons at different level(excluding the faculty Members/Trainers engaged on regular or contractual basis in the Training Institutes) across States/UTs was submitted for consideration of the CEC:

S. N.	LEVEL	Own / in-house faculty	Rate of Honorarium (in Rs.)	Remarks(if any)
A	Resource Persons Categories at State/ District/ Block Level	SLMT	2000/session	No restrictions on the no. of sessions per day
		DLMT	1500/session	
		BLMT	1500/session	
B	Guest Faculties from other Govt Organisations (Officers having 10 years of work experience and domain knowledge)	State Level	3000/session	Not more than one session in a Training Day
		District level	2000/session	
		Block level	1500/session	
C	Eminent Resource Persons	Category A: Joint Secretary and Above in GoI, or equivalent in the State Govt. having domain knowledge	6000/session	Not more than one session in one Training event
		Category B: Director of GoI or equivalent in the State Govt.	4000/session	

Note: The above standard rates shall not be applicable to the programs conducted by IoEs / IRMA/ IIPA which have their own rates of honorarium.

1.5 CEC Decision: CEC considered the proposal and accorded approval for the standardization of the rates of Honorarium for the Master Trainers, Guest Faculties and Eminent Resource Persons at different level (excluding the faculty Members/Trainers engaged on regular or contractual basis in the Training Institutes) across States/UTs, as mentioned in para 1.4 above. However, these standard rates shall not be applicable to the programs conducted by IoEs/IRMA/IIPA which have their own rates of honorarium.



**Standardization of Honorarium
for Master Trainers
(SLMT/DLMT/BLMT), Guest
Faculties & Eminent Resource
Persons.**

**Ministry of Panchayati Raj
Government of India**

1. Introduction:-

- 1.1 In order to equip PRIs to develop as drivers of economic growth and nodes of spatial development, MoPR has launched several portal based initiatives like e-Gram Swraj / Audit Online /TMP / SWAMITVA / Preparation of PDP /Spatial Planning and Mobile Apps based initiatives like Meri Panchayat, GS Nirnay etc. For effective implementation of these initiatives on ground level, intensive training and capacity building activities are indispensable.
- 1.2 For this purpose, all states and UTs are regularly organizing General Orientation Training, Refresher Programme, Panchayat Development Plan Training, and Thematic & Specialized Trainings to capacitate ERs, Executives, Functionaries and other stakeholders working for strengthening the PRIs.
- 1.3 Apart from these regular CB&T activities at State level, MoPR has also taken various initiatives in collaboration with the distinguished and renowned Academic and Training institutes like IIMs, IIPA, IRMA, KALINGA etc. to conduct Management Development Programme(MDP), Faculty Development Programme(FDP), Integrated Development Plan(IDP) etc to ensure holistic, inclusive and wide-ranging exposure to ERs and Functionaries of PRIs.
- 1.4 For effective implementation of above mentioned CB&T activities, cost norms of the admissible activities under Revamped RGSA has been mentioned at **9.1.1**, unit cost per participant per day is mentioned as under:

Unit cost per participant per day for training of ERs & Panchayat Functionaries under Revamped RGSA		
S. No	Component	Cost
1	Training at STATE level ERs, Functionaries, Resource Persons, Master Trainers etc	Rs. 2500/- Per participant per day
2	Training at DISTRICT level ERs, Functionaries, Resource Persons, Master Trainers etc	Rs. 1500/- Per participant per day
3	Training at BLOCK level Clusters of GPs for ERs, Functionaries, Resource Persons, Master Trainers etc	Rs. 1000/- Per participant per day
4	Unit cost for training of ERs & Panchayat Functionaries under RGSA-Virtual/Online mode	Rs 5000/- per day at all levels (expenses towards procurement of platform / devices / resource person remuneration / material cost / organizational expense / development of learning material/documenting good practices etc)

2. Variation in the Rates of Honorarium across States:

2.1 Although It is apparent from the list above that unit cost per participant per day is equally distributed on all levels for **all states** but after having gone through the rate of honorarium provided to the Resource Persons (In-house faculties, Guest Speakers and Eminent Resource Persons etc), it has been noticed that every state has adopted different rate of honorarium for the same level of training. A comparative analysis of the same (w.r.t. few States) is mentioned in the table drawn as under:-

STATE	Category of Resource person or Level of training	Rate of Honorarium
KARNATAKA	For specialist resource persons who conduct sessions at special events held at state level	1500/session
	For expert resource persons, including government officials	800/session
	The honorarium to decentralized training coordinators (DTCs) of the institute	600/session
WEST BENGAL	Honorarium to any external resource person (i.e. other than those who are posted at ETC/DTC for training), if deployed	Rs.200/session (of 1 hour)
		Rs.300/- per half-day session
		Rs.500/- per full-day session
JHARKHAND Rate of Honorarium is decided based on the: - a. Level of the training(State / Block / distt) b. Grade of the Trainers, which is based on their certification (mainly with NIRD&PR), Experience & Qualification	State level training	
	Grade A Trainers	2000/session
	District level trainings	
	Grade A Trainers	1600/session
	Grade B Trainers	1500/session
	Block Level trainings	
	Grade A Trainers	1400/session
	Grade B Trainers	1300/session
	Grade C Trainers	1200/session
MAHARASTRA	SLMT	1500/session
	DLMT	1000/session
	BLMT	1000/session
UTTAR PRADESH	SLMT	2500/session
	DLMT	2000/session
	BLMT	1500/session
	Eminent Resource Person	5000/session

2.2 It can be seen that there is a significant variation in the rate of honorarium given to the Resource Persons at each level in all States.

3. Rate of Honorarium in major Training Agencies of GOI:

3.1 To ensure the uniformity in this regard, a comparative analysis of the rate of Honorarium currently provided by various reputed Training Institutes and Ministries of GOI has been attempted, which is mentioned hereunder: -

S. No	Name of the organization	Date of issuance of OM/Circular/letter	Serving faculty	Superannuated faculty	Eminent Resource Persons	Upper limit (if any)
1	DOPT & LBSNAA	03.02.2009	500/- per session	1000/- per session	4000/- per session	30 days or 60 sessions in a year for Serving Faculties
2	ICAR, Ministry of Agriculture	12.06.2014	500/- per session	-----	1000/- per session	*1000/- per day for in-house & *2000/- per day for guest faculty
3	National Academy of Customs, Excise & Narcotics Ministry of Finance	01.03.2016	1000/- per session	2000/- per session	8000/- per session	-----
4	Department of official language, Ministry of Home Affairs	16.06.2016	500/- per session	-----	1000/- per session	*Rs 5000/- in a financial year (for in-house faculty) *No limit for Guest faculty
5	CENTRAD, Controller General of Defence Accounts	29.03.2017	750/- per session	1500/- per session	4000/- per session	-----
6	ISTM	As per DoPT approved rates along with reimbursement of local travelling expense				

3.2 Further, **National Institute of Rural Development & Panchayati Raj (NIRDPR)** has adopted a policy for engaging National Resource Person (NPR) on Specific Task Contract or Need based Technical Support for meeting the CB&T related needs for MoRD / NLRM / SLRM / NMMU / NIRDPR-Hyderabad & NLRM RC- Guwahati. NIRDPR has adopted a **Grade wise eligibility for emoluments/honorarium for empanelled NPRs**, which is mentioned as under:

S. No.	Category of Resource Person	Years of Experience	Honorarium/day
1	National Resource Person (NPR), Category – “A1”	>20 years	Rs 10000/-
2	National Resource Person (NPR), Category – “A”	>15 years	Rs 7500/-
3	National Resource Person (NPR), Category – “B”	05 years & above	Rs 5000/-
4	National Resource Person (NPR), Category – “C”	>03 years	Rs 3000/-

4. Need for Standardized Rate of Honorarium:

4.1 To ensure effective implementation of Revamped Rastriya Gram Swaraj Abhiyan (RGSA) at the grassroots level, ensuring availability and retention of quality Master Trainers/ Resource Persons is sine qua non in which a reasonable level of honorarium would also be helpful. Inadequate honorarium may also lead to lack of availability of quality resource persons which, in turn, may affect the quality of instruction and delivery of the training sessions.

4.2 Based on **the comparative analysis of all three segments, above** (State Panchayati Raj Institutions / reputed Training Institutes and Ministries of GOI and NIRDPR) and wide variation in the rates of Honorarium given by them to the respective Resource Persons, need is felt for standardization of the Rate of Honorarium to eliminate the disparity and ensuring the quality of Resource Persons at all levels. It is, therefore, proposed to standardize the **Rates of Honorarium** for the Master Trainers.

5. Proposal for Consideration of CEC:

5.1 Accordingly, the following proposal for standardizing the rates of Honorarium for the **Master Trainers, Guest Faculties and Eminent Resource Persons at different level** (excluding the faculty Members/Trainers engaged on regular or contractual basis in the Training Institutes) across States/UTs is submitted for consideration of the CEC:

S. No.	LEVEL	Own / in-house faculty	Rate of Honorarium (in Rs.)	Remarks(if any)
A	Resource Persons Categories at State/ District/ Block Level	SLMT	2000/session	No restrictions on the session per day
		DLMT	1500/session	
		BLMT	1500/session	
B	Guest Faculties from other Govt Organisations (Officers having 10 years of work experience and domain knowledge)	State Level	3000/session	Not more than one session in a Training Day
		District level	2000/session	
		Block level	1500/session	

C	EMINENT RESOURCE PERSONS	Category A: Joint Secretary and Above in Govt, or equivalent in the State Govt. having domain knowledge.	6000/session	Not more than one session in one Training event
		Eminent Person of National Repute	4000/session	
		Category B: Director of Govt or equivalent in the State Govt.		

Note: The above standard rates shall not be applicable to the programs conducted by IEs / IRMA/ IIPA which have their own rates of honorarium.