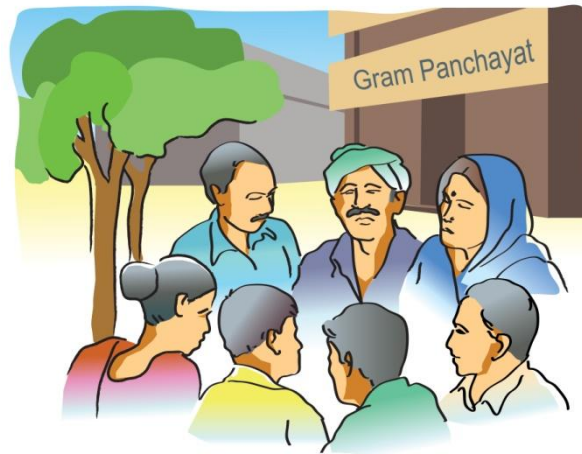
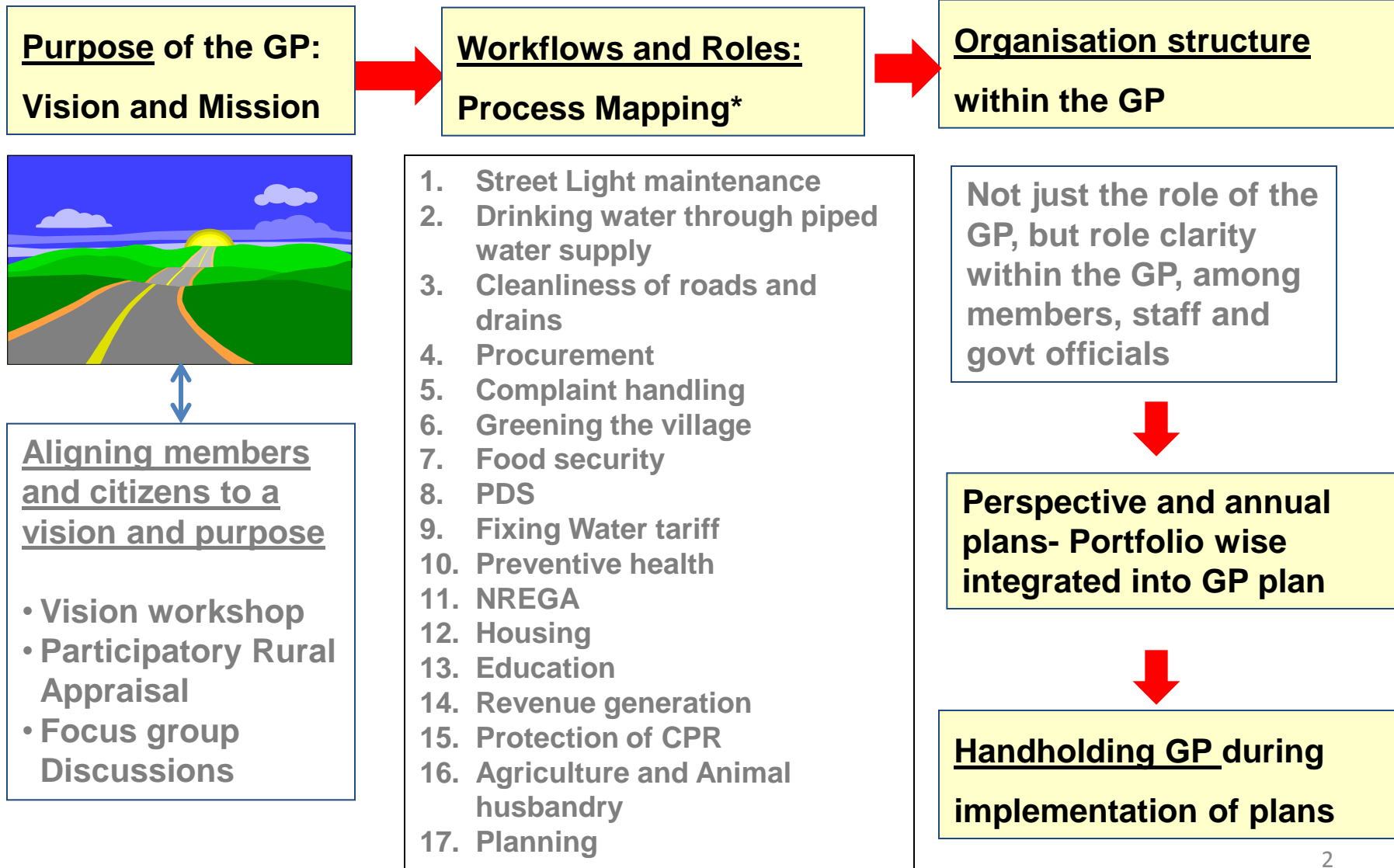


Arghyam's Gram Panchayat Organisation Development project



Our journey towards strengthening the GP organisation



* Roles - Responsibility Accountability, Collaboration and Information providing

Example: Dibburhalli Panchayat- Our Vision and Values

Our Vision

Namma Panchayat, Namma Theermana, Namma Abhiruddhi

“Our Panchayat, Our Decisions, Our Prosperity”



Our Values

We, as Panchayat members will strive to abide by the core values of Building Trust and Unity, Courage and Transparency, Citizen Participation and Service Orientation, acting as role models for others.

O'Mittur's Mission

- *Our key stakeholders are our citizens. We will constantly strive to understand their needs and aim towards improvement in governance and delivery of services.*
- *To work towards this, we will strengthen the GP – both physically and institutionally. The GP office will be a citizen friendly and beautiful place with availability of basic facilities for visiting citizens, office bearers and members.*
- *We will display unity and decorum among members and ensure transparency and accountability in our functioning. We will focus on financial strengthening through setting appropriate tariff rates and ensuring collection.*
- *We will work with government officials to leverage various schemes and programmes as well as help eligible citizens to access information and funds.*

Process mapping threw up many operational issues facing the GP

- Gaps between number of taps installed by PRED and requirement of citizens
- Few watermen go for training as costs are to be borne by GPs
- Lack of awareness regarding role of line departments
- Inadequate gram thana land for housing
- Encroachment of Common properties
- Need for bye-laws for revenue generation



Further, the exercise highlighted need for augmenting GP structure

- As against common stereotype, a GP is involved in endless activities in the GP
- GP members hold themselves accountable and face lot of pressure due to citizen expectations
- Lack of structure results in continuous fire fighting, at times members spending money out of their pockets to address problems
- Active and aware members assume many responsibilities. Wards of weaker members sometimes suffer

Principles followed while developing structure (1)

Governance

- Enable GP to work as a self governing body, where people's representatives are empowered to take the lead
- Help distribute power and responsibilities between Adhyaksha and other members

Service delivery

- Help the GP respond to needs of all citizens, irrespective of the wards they belong to
- Enable better liaison with other agencies especially line depts. and sub-GP bodies

Principles followed while developing structure (2)

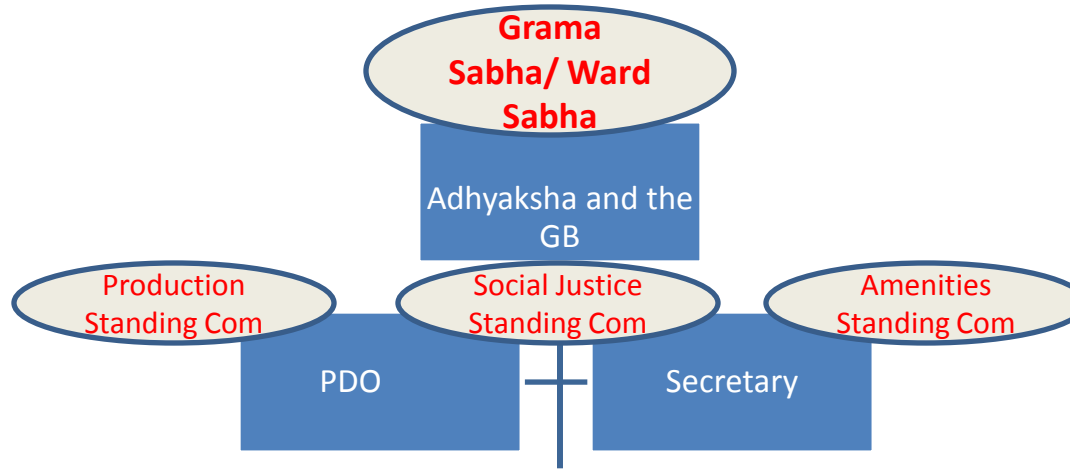
Build local capacities

- Help optimally utilize and strengthen capacities of elected members, staff and citizens
- Enable higher citizen participation

Be aligned to the State Act

- Enable work to be done by the Standing Committees

Together with Panchayat members, we arrived at this organisation structure for these two GPs



The structure helps us get more from existing institutions

Example of Head- Amenities I

Departments and programmes

- Taluka Panchayat:
- Panchayat Raj Engineering Department
- Mines and Geology Department
- Statistics/ Revenue Department

- Takula Panchayat, Junior Engineer
- Department of Health
- Nirmal Bharat Abhiyan

- Taluka and District Health offices
- Public Health Centre
- Aroghya Raksha Samiti

Function: Drinking Water- piped water supply

Function: Cleanliness of roads and drains, sanitation

Function: Preventive health

Sub GP bodies and staff

VNHSC, Waterman, Bill Collector

VNHSC

ANM, ASHA/
Anganwadi worker,
VNHSC

Benefits

Benefits being observed (1)

As per members

- More effective revenue generation efforts
- Early resolution of issues and small jobs such as repair of pump, distribution of saplings etc.
- A more effective GP- Members feel accountable, staff have more role clarity, collective rather than individual planning
- Better coordination with line departments and sub-GP bodies – we know what to expect from them – Asked PWD (ZP) for works they are doing in our GP..
- As an individual- there is more focus and clarity, am able to use my ideas, resolve problems

Benefits being observed (2)

As per Secretary

- Earlier most of the decision made by Adhakasha and political strong GP members. Presently, decisions are made collectively
- Improved attendance in meetings, there is much more interest
- Secretary's job has become easier

As per NGO

- GP members work as a team
- Members are equipped with facts, so line departments find it easier to work with them
- Going beyond government programs

Our key recommendations

A step by step approach for strengthening the organisation

- Align members, staff and citizens to a long term vision and purpose which is not just a sum of government programs
- Build awareness of detailed work processes, roles of GP and linked agencies, and operational issues at the GP, through an interactive methodology such as process mapping
- Augmenting the structure, to enable GP to function as a self governing organisation
- Portfolio wise Perspective and Annual plans integrated into a GP plan

However, some changes are needed in the larger environment (1)

- Create provisions for GPs to better leverage government institutions
 - Service MoUs between GPs and line departments, based on GP's perspective and annual plans, stating mutual expectations and funds flow
 - Parallel bodies such as SDMC, BVS etc. to be accountable to the GP
- Allocate funds for administrative needs of the GP – infrastructure, manpower, expenses etc.
 - Service fee for delivering agency functions (1-3% of Program fund)?

However, some changes are needed in the larger environment (2)

- Create incentives for members to assume more responsibilities,
 - Create provision for proportionate compensation to GP members for work done
- Targeted training from SIRDs and other institutes
 - Provision for portfolio wise training
 - Organizational skills, such as networking, relationship building etc.
 - Members to have a say in deciding training efforts

Thank you