



**NILERD** 

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- International training programme on Sustainable Development Goals: An Integrated Approach (07-08-2025 to 20-08-2025)
- International training programme on Financial Inclusion and Digital Transformation - For Women Only (30-10-2025 to 12-11-2025)
- International Training programme on Skill development, Entrepreneurship and Innovation (19-11-2025 to 02-12-2025)
- International Training programme on Digitalisation and Human Resource Management (04-12-2025 to 17-12-2025)
- International Training Programme on Public Policy and Governance (15-01-2026 to 28-01-2026)
- International Training programme on Local Governance and Rural Livelihoods in French Language (05-02-2026 to 18-02-2026)

**ITEC Programme**  
**SESSION OPEN for**  
**2025-26**

**HOW TO APPLY:**  
[HTTPS://WWW.ITECGOI.IN/](https://www.itecgoi.in/)



**ITEC**



## ITEC Training Courses for 2025- 2026

Course title	Dates	Page no.
ITP on Sustainable Development Goals: An Integrated Approach	7 <sup>th</sup> -20 <sup>th</sup> August 2025	3-5
ITP on Financial Inclusion and Digital Transformation (For women only)	30 <sup>th</sup> October- 12 <sup>th</sup> November 2025	6-9
ITP on Skill Development, Entrepreneurship and Innovation	19 <sup>th</sup> November- 2 <sup>nd</sup> December 2025	10-14
ITP on Digitalization and Human Resource Management	4 <sup>th</sup> -17 <sup>th</sup> December 2025	15-17
ITP on Public Policy & Governance	15 <sup>th</sup> -28 <sup>th</sup> January 2026	18-20
ITP on Local Governance and Rural Livelihood (in French Language)	5 <sup>th</sup> -18 <sup>th</sup> February 2026	21-24

## **Sustainable Development Goals: An Integrated Approach**

7<sup>th</sup> -20<sup>th</sup> August 2025

### **Context**

Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs. Although this is a vague statement open to interpretation, it has proved durable and provides a goal to which many people aspire, though it provides no guidance on how to get there nor how to assess progress toward sustainable development.

The **Sustainable Development Goals (SDGs)** are a collection of 17 interlinked global goals to transform our world. They were designed to be a “blueprint to achieve a better and more sustainable future for all” and part of the United Nations 2030 Agenda for Sustainable Development. They were agreed by 193 countries in September 2015.

Each of the 17 goals strives for the universal reduction of climate change and poverty, and the improvement of education, health, and economic growth. United Nations describes the SDGs as seeking to “protect the planet, and improve the lives and prospects of everyone, everywhere.”

The SDG’s provide worldwide guidance for addressing each of these goals. Crises within the SDG’s are faced by most countries and can only be addressed if we work as one global community. The 17 SDGs are integrated—they recognize that action in one area will affect outcomes in others, and that development must balance social, economic and environmental sustainability.

The training programme on SDGs emphasises on this integrated approach with the main aim to help participants from all levels of government to acquire relevant skills, competence and sensitivities towards meeting the SDGs.

### **Objective**

The main objectives are the programme is to orient the participants towards 17 SDGs; provide a platform to discuss the challenges faced by participating countries, impact information about various roles and responsibilities of elected representatives; acquaint the participants with various guidelines of development programmes; share the usage of new tools & technologies.

### **Course Content**

- ☞ Introduction to Sustainable Development Goal and Targets
- ☞ Review of Progress made by Different Countries, Current initiatives undertaken by Governments for achievement of SDGs.
- ☞ Indicators and Mapping of Government Schemes with SDG Goals: A case study of India.
- ☞ Localisation of SDGs and role of State Level Department & District Level Officers.
- ☞ Budgeting SDGs
- ☞ Role of Key Partners in achieving SDGs.
- ☞ Way Forward: Visit to Best Practices

**Expected Learning Outcome of the Training:** At the end of the course participants would be able to understand the role of different key players in attainment of SDG Goals, the progress made by different countries, What indicators to use for mapping SDGs with national goals and how to budget SDGs.

**Mode of Learning:** Interactive lectures, Group Discussion, Case Study, Panel Discussions, Study visits to think tanks, research organizations and state and local governance bodies.

### Course content and tentative schedule

Week - 1	
Day 1	Registration
	Inauguration of the Programme Sustainable Development Goals: An Introduction Country Presentation on progress and achievements in SDGs
Day 2	An understanding of 17 SDG Goals
	Review of progress made by participating countries: Discussion on ranking of participating countries on SGD Index
Day 3	HOLIDAY
Day 4	HOLIDAY
Week - 2	
Day 5	Need of reliable and accessible data for attainment of SDGs
	Global interconnections: A reflection on impact of Covid-19 and Russia- Ukraine war on achievement of SDGs
Day 6	Ending Hunger and Poverty: initiatives undertaken by Governments and what needs to be done
	Promoting Health and Wellbeing: Targets, Indicators and initiatives of different countries

Day 7	Indian Initiatives for Promoting Health and Well being
	Waste Management: Implications for SDG achievement
Day8	Need for strong institutions for combating Violence and promoting peace
	Education as a tool for accelerating achievement of SDG Goals
Day 9	Sustainable Cities and Communities: Smart Cities in India
	Reduced Inequalities: Overview of Social and Gender inequality
Day 10	HOLIDAY
Day 11	HOLIDAY
Week - 3	
Day 12	Skill Development Initiatives in India
	SDG Goals: Indian initiatives (SDG Index, Mapping of SDGs and Schemes)
Day 13	Environmental Sustainability: Issues and Challenges
	Discussion on Country Experiences
Day 14	Understanding the challenges to energy access and its correlation to the many facets of development
	Monitoring and evaluation of Government Schemes under SDGs
	Valedictory

B. Name/Title of the Course	International Training Programme on “ <b>Financial Inclusion and Digital Transformation (For women only)</b> ”
C. Course Dates with Duration in Weeks	30 <sup>th</sup> October– 12 <sup>th</sup> November 2025 2 Weeks (14 days)
D. Eligibility Criteria for Participants  1. Educational Qualifications 2. Work Experience required, if any 3. Age Limit  <i>[<b>note:</b> ITEC norms is 25-45 years]</i> 4. Target Group <i>[Level of participants and target ministries/departments etc. may be indicated]</i>	1. Bachelor’s Degree or its equivalent from a recognized University.  2. 2 years of work experience in the banking or financial sector or handling various financial benefit schemes/programs of the government  3. 25-45 years.  4. Senior/middle-level Officers in ministries/Govt. dept./universities/academic institutions/ international or multi-governmental NGO and bodies
E. Synopsis & Objectives of the Course	<p>Financial inclusion is one of the powerful instruments to reduce poverty and improve the quality of life of people. It is directly or indirectly linked to at least 7 of the 17 Sustainable Development Goals- eliminating extreme poverty (SDG 1), reducing hunger (SDG 2), achieving good health and well-being (SDG 3), fostering quality education (SDG 4), enhanced women empowerment (SDG 5), promoting shared economic growth (SDG 8), promoting innovation and sustainable industrialisation (SDG 9) and SDG 10 on reducing inequality.</p> <p>Recently, there has been a rapid adoption of emerging digital technology and innovative financial models that have transformed public services making it more efficient and relevant for the targeted population. The use of IT-based digital technologies makes public service delivery faster and smoother, making life simpler and more productive. The course is designed to cover basic and advanced issues in the field of developmental finance and digital technology and their applications in the field of good governance and financial inclusion.</p> <ul style="list-style-type: none"> <li>➤ To familiarize the participants with different tools for financial inclusion</li> <li>➤ To give exposure to the process of integrating and interconnecting of masses to the digital and financial world</li> </ul>

	<ul style="list-style-type: none"> <li>➤ To share knowledge of best practices and successful initiatives in the domain of financial inclusion and digital technology</li> <li>➤ Capacity building of participants to devise a roadmap for efficient digital systems and policies</li> <li>➤ To give real-world exposure to ground-level works in financial inclusion and digital technology that are transforming lives and empowering populations</li> </ul>
F. Instructional Strategy	<ul style="list-style-type: none"> <li>➤ Interactive lectures, group discussions, panel discussions, case studies, interaction with implementing teams and domain experts</li> <li>➤ Exposure visits to the Ministry of Electronics and Information Technology (MeITY), Unique Identification Development Authority of India (UIDAI), National Informatics Centre (NIC) and National Knowledge Network (NKN), NITI Aayog and field visits to micro-finance institutions and groups</li> <li>➤ Educational visit to historical places in Delhi, Jaipur and Agra</li> </ul>
G. Learning Outcomes	<ul style="list-style-type: none"> <li>➤ Contribute to an effective and inclusive financial architecture</li> <li>➤ Appreciating the role of digital financial services such as digital banking, insurance, digital payments</li> <li>➤ Capacity building of the participants in designing, monitoring and analysing financial interventions</li> <li>➤ Understand the role of different institutions in achieving a successful financial governance structure</li> <li>➤ Learn to design a roadmap for National Financial Inclusion Strategies</li> <li>➤ Contribute to enhancing the efficiency of governance and service delivery through digital technology.</li> <li>➤ Contribute to innovative solutions to development challenges involving digital technology</li> <li>➤ Appreciate the role of digital technology in start-ups and e-commerce</li> <li>➤ Appreciate the importance, challenges and new developments in the world of cybersecurity</li> </ul>
H. Course Contents / Syllabus <i>[please attach course details / profile in word format for uploading on ITEC website]</i>	<p><b>Theme1:Financial Inclusion: Concept, Issues and Policies</b></p> <ul style="list-style-type: none"> <li>• Financial inclusion: its meaning and significance and role of institutions</li> <li>• National policies and strategies for financial inclusion in India</li> <li>• Introduction to various sectoral schemes</li> <li>• Micro-credit, SHGs, rural banking in India</li> <li>• Insurance and NBFC sectors in India</li> </ul> <p><b>Theme2:Financial Inclusion: Information, Implementation, and Analysis</b></p> <ul style="list-style-type: none"> <li>• National E-governance Plan</li> <li>• Digital India Mission&amp; MyGov Initiative</li> <li>• Role of Information and Digital Technology in financial inclusion</li> </ul>

	<ul style="list-style-type: none"> <li>• Role of FinTech's in advancing insurance, credit and financial inclusion</li> </ul> <p><b>Theme3: Digitalisation: Concept, Issues, and Applications in Financial Inclusion</b></p> <ul style="list-style-type: none"> <li>• Introduction to digitalisation and digital transformation of Indian economy</li> <li>• Application of Digital technology in online service delivery, direct benefit transfer and e-commerce</li> <li>• Introduction to the issues of cyber-security and data protection</li> </ul>
I. Mode of Evaluation of performance of the participants	<p>➤ The participants will be evaluated continuously through individual assignments; participation in various activities and preparation and presentation of a term paper towards the end of the course.</p>

### Tentative Schedule

(Topics to be covered)

<b>First Week</b>	
Day 1	<i>Registration and inauguration (first half)</i> <ul style="list-style-type: none"> <li>• Financial inclusion: concept, issues and its relevance in the global context</li> <li>• Financial sector reforms and Financial Inclusion in India</li> </ul>
Day 2	<ul style="list-style-type: none"> <li>• Financial inclusion in Education sector (scholarships)</li> <li>• Financial inclusion in health sector</li> <li>• Financial inclusion in MSME sector</li> </ul>
Day 3	<ul style="list-style-type: none"> <li>• Role of SEWA in deepening financial inclusion in India, specific to microfinance</li> <li>• Financial inclusion and women empowerment (SHGs)</li> </ul>
Day 4 (Saturday)	Local sightseeing in Delhi
Day 5 (Saturday)	Off
Day 6	<ul style="list-style-type: none"> <li>• State of India's Digital Economy", February 24, 2023, 09:00 – 20:30 hrs</li> <li>• Strengthening Cyber Security in Digital World: Issues, Challenges and the Initiatives in India</li> </ul>
Day 7	<ul style="list-style-type: none"> <li>• Role of public insurance companies in meeting requirement for the poor and middle class</li> <li>• Role of India Post in meeting the financial needs of the poor and middle class in the country</li> </ul>
Day 8	<ul style="list-style-type: none"> <li>• Role of RBI in leading the financial ecosystem and deepening financial inclusion in the country</li> <li>• Role of NABARD in deepening financial inclusion in rural areas</li> </ul>
Day 9	<ul style="list-style-type: none"> <li>• Role of public sector banks (including SBI) in meeting financial requirements of the poor, middle class and industry</li> <li>• Role of private sector banks in meeting financial requirements of the poor, middle class and industry</li> </ul>
Day 10	<ul style="list-style-type: none"> <li>• Role of NBFC in meeting the requirements for the poor and middle class in financial inclusion ecosystem in the country</li> </ul>



	<ul style="list-style-type: none"> <li>• The role of Mission LiFE in promoting environmentally friendly lifestyle at the global level</li> <li>• Digitalisation of Tax system in India</li> </ul>
Day 11(Saturday)	Visit to Taj Mahal (Agra)
Day 12 (Sunday)	OFF
Day 13	<ul style="list-style-type: none"> <li>• Government e-Marketplace: Introduction to GeM portal</li> <li>• Application of digital technology in direct benefit transfer (DBT)</li> <li>• Visit to Unique Identification Development Authority of India (UIDAI)</li> <li>• Visit to National Museum</li> </ul>
Day 14	Valedictory

B. Name/Title of the Course	International Training Programme on “ <b>Skill Development, Entrepreneurship and Innovation</b> ”
	November 19 <sup>th</sup> to December 2 <sup>nd</sup> , 2025
C. Course Dates with Duration in Weeks	2 Weeks (14 days)
D. Eligibility Criteria for Participants  1. Educational Qualifications  2. Work Experience required, if any  3. Age Limit  <i>[<b>note</b>: ITEC norms is 25-45 years]</i>  4. Target Group <i>[Level of participants and target ministries/departments etc. may be indicated]</i>	5. Bachelor’s Degree or its equivalent from a recognized University. 6. 2 years work experience  7. 25-45 years.  8. Senior/middle level Officers in ministries/Govt. dept./universities/academic institutions.
E. Synopsis & Objectives of the Course	<p>Skill development is crucial for harnessing demographic dividend, increasing labour productivity and incomes. and faster economic growth. Developing economies are endowed with abundant human resources but to utilise these resources profitably, skill development, promoting new entrepreneurs and nurturing potential for innovation is essential. There is a huge gap in access to skill and entrepreneurship opportunities between developed and developing economies. Keeping all this in view, India in recent years has embarked on massive skill-building, entrepreneurship development and innovation exercises that are highly relevant for other countries. This training programmes is not only an opportunity of show case India’s achievement but also to develop a partnership with other countries for human development based on mutual learning, understanding and contribution in the field of skills training, entrepreneurship and innovation.</p> <p><b>Objectives:</b></p> <ul style="list-style-type: none"> <li>• Appreciate the role of skills, entrepreneurship and innovation in emerging economies</li> <li>• Developing an understanding of the application of digital technology in building a successful system of skill development, entrepreneurship and innovation</li> </ul>

	<ul style="list-style-type: none"> <li>• Capacity building of the participants for designing efficient and effective policy, eco-systems, and programmes for skill development, entrepreneurship and innovation</li> <li>• financial architecture, implementation and assessment framework for skills, entrepreneurship and innovation</li> <li>• Exposure to successful programmes and schemes of the Government of India on skill development, entrepreneurship and innovation</li> <li>• Exposure to successful entrepreneurs, start-ups and innovators in different sectors</li> <li>• Appreciate the role of grassroots-level innovation and social innovation for bringing positive change</li> </ul>
F. Instructional Strategy	<ul style="list-style-type: none"> <li>• Interactive sessions with Delegates from Ministry of Skill Development and Entrepreneurship, Ministry of Education, Ministry of Science and Technology, Ministry of Micro, Small and Medium Enterprises, NITI Aayog, National Skill Development Corporation, successful entrepreneurs National Skill Development Agency, successful entrepreneurs and innovators, Confederation of Indian Industries (CII), Federation of Indian Chamber of Commerce and Industries (FICCI), PHD Chamber of Commerce (PHDCC), Small Industries Development Bank of India (SIDBI) and In-house faculty of NILERD</li> <li>• Exposure visits to National Skill Development Corporation (NSDC), National Small Industries Corporation (NSIC), National Skill Development Agency (NSDA), Council for Scientific and Industrial Research (CSIR), model PMKK, ITI and in-house training facilities of renowned industries.</li> <li>• Interactive and practical sessions with group exercises, presentations, flipped classroom sessions, working with case studies, best practices etc.</li> <li>• Hybrid session that combines physical classroom and online lecture to reach out to a greater audience</li> <li>• Use of audio visual medium and informative video clips to make the sessions more interactive.</li> </ul>
G. Learning Outcomes	<ul style="list-style-type: none"> <li>• Contribute to designing an efficient skill development framework</li> <li>• Contribute to developing a vibrant start-up ecosystem</li> <li>• Fostering and accelerating entrepreneurship and innovation in local economy</li> <li>• Identify the structural challenges to skill, entrepreneurship and innovation and find sustainable solutions</li> </ul>

	<ul style="list-style-type: none"> <li>Contribute towards a growing knowledge-based economy where skill, entrepreneurship and innovation are integral parts</li> </ul>
<p>H. Course Contents / Syllabus [please attach course details / profile in word format for uploading on ITEC website]</p>	<p><b>Introduction to Skill development ecosystem in India:</b> Role of different agencies- MSDE, NSDC, NSDA, District Skill Committees</p> <p><b>Government initiatives:</b> <i>Long term:</i> Industrial Training Institutes <i>Short term:</i> PMKVY 4.0, DDUGKY, RKVY, Recognition of Prior Learning (RPL), Integration of Skill development in school and university curriculum (National Education Policy, Role of UGC, RMSA and CBSE etc.)</p> <p><b>Role of industry and private sector in skilling:</b> Apprenticeship, On-the-job training, Dual learning, Interaction with Sectoral Skill councils (SSCs)</p> <p><b>Skill development and entrepreneurship</b> Government schemes- Credit and market linkage (Pradhan Mantri Mudra Yojana etc.), E-commerce (BHIM UPI, Digital India Programme), Women Entrepreneurship (Women Entrepreneurship Platform of NITI Aayog, Bhartiya Mahila Bank), Rural Entrepreneurship (Pradhan Mantri Employment Generation Programme etc.), Promotion of MSMEs (Credit Guarantee Trust fund for Micro and Small Enterprises etc.)</p> <p><b>Start-ups in India:</b></p> <ul style="list-style-type: none"> <li><i>Government Initiatives for encouraging start-ups:</i> Start-up India, ASPIRE</li> <li>Role of Private industry in promoting start-ups</li> <li><i>Sectoral exposure: Successful Start-ups in the following sectors:</i> Healthtech, Fintech, Edutech, Agrotech, Emerging sectors: Biotechnology and climate smart technology</li> </ul> <p><b>Innovation:</b></p> <ul style="list-style-type: none"> <li><i>Ecosystem of innovation in India:</i> Innovation Policy of India, Institutional Architecture for Innovation in India, Patenting and innovation</li> <li>Government schemes linking innovation and entrepreneurship (New Gen Innovation and Entrepreneurship Development Scheme, Promoting Innovations in Individuals, Start-ups and MSMEs)</li> </ul>

	<p>scheme (PRISM), Support for International Patent Protection etc.)</p> <ul style="list-style-type: none"> <li>Grassroot level innovation: Innovation in social sector- Education, health, climate smart technology</li> </ul>
I. Mode of Evaluation of performance of the participants	The participants will be evaluated on continuous basis through individual assignments; participation in various activities and preparation and presentation of a term paper towards end of the course.

### Tentative Schedule

First Week	Theme skill development
Day 1	<p><i>Registration and inauguration (first half)</i></p> <ul style="list-style-type: none"> <li>Importance of skill development: demographic divided, productivity, economic growth</li> <li>Introduction to Skill development ecosystem in India: Role of different agencies- MSDE, NSDC, NSDA, District Skill Committees,</li> </ul> <p><i>Government initiatives:</i></p> <ul style="list-style-type: none"> <li><i>Long terms:</i> Industrial Training Institutes</li> <li><i>Short terms:</i> PMKVY 4.0, DDUGKY, RKVY</li> <li>Recognition of Prior Learning (RPL)</li> <li>Integration of Skill development in school and university curriculum (National Education Policy, Role of UGC, RMSA and CBSE etc.)</li> </ul>
Day 2	<p><i>Application of Information Technology in skills:</i></p> <ul style="list-style-type: none"> <li>Skill Information Management Systems (SMIS)</li> <li>Digital learning platforms,</li> <li>Online skill training, assessment and certification</li> <li>Blended/ hybrid courses (online+ physical)</li> <li>Digital job portal (National Career Service, ASEEM)</li> </ul>
Day 3 (Saturday)	Local sightseeing in Delhi
Day 4 (Saturday)	Off
Day 5	<p><i>Role of industry and private sector in skilling:</i></p> <ul style="list-style-type: none"> <li>Apprenticeship,</li> <li>On-the-job training,</li> <li>Dual learning</li> <li>Interaction with Sectoral Skill councils (SSCs)</li> </ul> <p><i>Assessment of skill needs: Introduction to</i></p> <ul style="list-style-type: none"> <li>Environmental Scan</li> <li>Skill gap analysis</li> <li>Tracer studies</li> </ul>
Day 6	<p><i>Skill development and entrepreneurship</i></p> <p>Government schemes</p> <p>Credit and market linkage (Pradhan Mantri Mudra Yojana etc.)</p> <p>E-commerce (BHIM UPI, Digital India Programme)</p> <p>Women Entrepreneurship (Women Entrepreneurship Platform of NITI Aayog, Bhartiya Mahila Bank)</p> <p>Rural Entrepreneurship (Pradhan Mantri Employment Generation Programme etc.)</p>

	Promotion of MSMEs (Credit Guarantee Trust fund for Micro and Small Enterprises etc.)
Day 7	India in the Global Start-up map Unicorns Semicorns <i>Start-ups in India: Selected Issues</i> Incubation for Start-ups Funding for start-ups: Angel investors, venture capital and others From Start-up to scale-up
Day 8	<i>Government Initiatives for encouraging start-ups:</i> <ul style="list-style-type: none"> <li>• Start-up India</li> <li>• ASPIRE</li> <li>• Dairy Entrepreneurship Development Scheme etc.</li> </ul> Role of Private industry in promoting start-ups <i>Sectoral exposure: Successful Start-ups in the following sector</i> Healthtech Fintech Edutech Agrotech Emerging sectors: Biotechnology and climate smart technology
Day 9	Visit to Industrial in-house training centre, Model Pradhan Mantri Kaushal Kendra (PMKK), National Skill Development Corporation, National Skill Development Agency
Day 10 (Saturday)	Visit to Taj Mahal (Agra)
Day 11	OFF
Day 12	<i>Ecosystem of innovation in India</i> <ul style="list-style-type: none"> <li>• Innovation Policy of India</li> <li>• Institutional Architecture for Innovation in India</li> <li>• Patenting and innovation</li> </ul> Grassroot level innovation Innovation in social sector- Education, health, climate smart technology
Day 13	<i>Innovation and entrepreneurship</i> <ul style="list-style-type: none"> <li>• Role of innovation ecosystem for accelerating start-ups</li> <li>• Government schemes linking innovation and entrepreneurship (New Gen Innovation and Entrepreneurship Development Scheme, Promoting Innovations in Individuals, Start-ups and MSMEs scheme (PRISM), Support for International Patent Protection etc.)</li> </ul> Visit to National Research and Development Corporation, Council for Scientific and Industrial Research, National Small Industries Corporation
Day 14	Valedictory

A. Name of the Institute	NATIONAL INSTITUTE OF LABOUR ECONOMICS RESEARCH AND DEVELOPMENT
B. Name/Title of the Course	International Training Programme on “ <b>Digitalization and Human Resource Management</b> ”
C. Course Dates with Duration in Weeks	(4 <sup>th</sup> to 17 <sup>th</sup> December 2025)  2 Weeks
D. Eligibility Criteria for Participants  1. Educational Qualifications  2. Work Experience required, if any  3. Age Limit  <i>[note: ITEC norms is 25-45 years]</i>  4. Target Group <i>[Level of participants and target ministries/departments etc. may be indicated]</i>	9. Bachelor’s Degree or its equivalent from a recognized University.  10. 2 years work experience  11. 25-45 years.  12. Senior/middle level Officers in ministries/Govt. dept./universities/academic institutions.
E. Synopsis & Objectives of the Course	It is a well-known fact that digital India is the outcome of many technological advancements and government initiatives towards creating an empowered India in terms of better governance, transparency, fast value delivery process and developing competency in an emerging world. These strides towards digital India has put Indian people at competitive place in terms of digitalized governance in the world after achieving great heights in terms of space, medical, innovation etc. The 'Digital India' programmed an initiative of honorable Prime Minister Shri. Narendra Modi, will emerge new progressions in every sector and generates innovative endeavors for next generation. HR is not treated as a single function. It’s a collection of highly specialized capabilities each with distinct objectives, tasks and needs. There is an ever-increasing pressure on Human Resource (HR) function to support strategic goals and to focus on value adding activities. Organizations have realized the growing importance of using Information Technology (IT) in leveraging their Human Resource (HR) functions. The digitalization revolution relies on cutting edge information technology, ranging from Internet- enabled Human Resources Information Systems (HRIS) to corporate intranets and portals. The driving forces are intensifying competition, need to manage workforce on a global level, to improve HR service delivery and to bring cost savings. After

	<p>introducing digitalization the work of HR department totally changes they worked more effectively as well as minimum cost. And they are satisfied their function. Digitalization is helpful in recruiting and training also.</p> <p>In view of the above context, the proposed training programme will enable the participants to understand the use of digital technology in delivering efficient HRM activities. And also give a practical orientation on the impact of the changing digital technology on different HRM activities in relation to the changing workforce.</p>
F. Instructional Strategy	<ul style="list-style-type: none"> <li>✓ Interactive and practical sessions with group exercises, presentations, flipped classroom sessions, working with case studies, best practices etc.</li> <li>✓ Hybrid session that combines physical classroom and online lecture to reach out to a greater audience.</li> <li>✓ Use of audio visual medium and informative video clips to make the sessions more interactive.</li> <li>✓ Exposure Visit to <b>e-Governance, Ministry of Electronics &amp; Information Technology (MEITY), iGOT Karmayogi Bharat, Department of Personal Training (DoPT), National Career Service, Ministry of Labour and Employment.</b></li> </ul>
G. Learning Outcomes	<p>At the end of the training programme the participants can work on the real-world situation to develop the skills industry-leading expertise, and hands-on experience needed to start heading the digital transformation of HR.</p>
H. Course Contents / Syllabus <i>[please attach course details / profile in word format for uploading on ITEC website]</i>	<ul style="list-style-type: none"> <li>☞ <b>Introduction</b> <ul style="list-style-type: none"> <li>○ Role &amp; Importance of Digitalization in HRM</li> <li>○ An Overview of Digital Transformation in HRM</li> </ul> </li> <li>☞ <b>HR Tech (Digital Strategy &amp; Transformation)</b> <ul style="list-style-type: none"> <li>○ Human Resources Information Systems (HRIS)</li> <li>○ Human Capital Management Systems (HCMS)</li> <li>○ Applicant Tracking Systems (ATS)</li> <li>○ Benefits Administration (BA)</li> <li>○ Learning Management Systems (LMS)</li> <li>○ Employee Self-Service (ESS)</li> </ul> </li> <li>☞ <b>HR Process Automation</b></li> </ul>



	<ul style="list-style-type: none"> <li>○ Talent management (TM) software:</li> <li>○ Workforce management (WFM) software</li> <li>○ Payroll management software:</li> <li>○ Performance management software:</li> <li>○ Learning and management systems (LMS) tools</li> </ul> <p>☞ <b>HR Analytics</b></p> <ul style="list-style-type: none"> <li>○ India's HR Tech market</li> <li>○ Adoption of contactless hiring solutions in organizations.</li> <li>○ Digitalization and Cyber security</li> <li>○ AI's role in recruitment</li> <li>○ Freelance economy/ Gig Economy</li> </ul> <p>☞ <b>Digital Skills for the Changing Workforce</b></p> <ul style="list-style-type: none"> <li>○ Skill Development and HRM</li> <li>○ Use of cloud-based tools, such as cloud developer tools</li> <li>○ Use of online collaboration, accounting, and customer relationship management (CRM) software</li> <li>○ Technical support skills</li> <li>○ Cyber security skills</li> <li>○ Machine learning</li> <li>○ Cloud architecture design</li> </ul>
I. Mode of Evaluation of performance of the participants	The participants will be evaluated on continuous basis through individual assignments; participation in various activities and preparation and presentation of a term paper towards end of the course.

A. Name of the Institute	National Institute of Labour Economics Research and Development
B. Name/Title of the Course	International Training Programme on Public Policy & Governance
C. Course Dates with Duration in Weeks	January 15 - 28, 2026 2 Weeks
D. Eligibility Criteria for Participants 1. Educational Qualifications 2. Work Experience required, if any 3. Age Limit 4. Target Group	13. Bachelor's Degree or its equivalent from a recognized University. 14. 2 years work experience 15. 25-45 years. 16. Senior/middle level Officers in ministries/Govt. dept./universities/academic institutions.
E. Synopsis & Objectives of the Course	<p>Public policy across the world is in a state of flux. The traditional way of looking at policy process has changed dramatically with an increasing role of different actors, both locally and globally. This has led to a demand for stronger link between research and policy issues and thus, a need for public policy education for bureaucracy. Technological, Environmental, Demographic and Socio-cultural changes are now redefining public policies as never before. All these have given rise to debates on good governance. The role of government in governance has been diluted due to involvement of other agencies/actors i.e. markets and civil society.</p> <p>In this background, an understanding of public policy and governance becomes imperative for those involved in the process. NILERD envisaging this need is offering a 2 week course on Public Policy and Governance.</p> <p><b>Objectives</b></p> <ul style="list-style-type: none"> <li>• Understand the nature and meaning of public policy and governance.</li> <li>• Learn the theories and methods of public policy and governance.</li> <li>• Describe the process of public policy formulation.</li> <li>• Understand the role of various agencies in public policy formulation.</li> <li>• Analyse various public policies in India; and</li> </ul>

	<ul style="list-style-type: none"> <li>• Reflect on the challenges in public policy formulation and implementation.</li> </ul>
F. Course Contents / Syllabus	<p>The training programme would be divided into three modules/sections</p> <ol style="list-style-type: none"> <li><b>1. Understanding the meaning of Public Policy and Governance</b> <ul style="list-style-type: none"> <li>• The meaning of public policy and governance, theories and methods,</li> <li>• Various dimensions of Public Policy,</li> <li>• process of public policy making- role of the government, bureaucracy, parliament, courts, political parties, corporate sector, interest groups, citizens, and NGOs in the policy processes.</li> </ul> </li> <li><b>2. Public Policy: Learnings from India</b> <ul style="list-style-type: none"> <li>• Public Policy and Transparency in Governance: PFMS, Aadhar, DBS</li> <li>• Public Policy as a tool for Gender Equality: Beti Bachao, Beti Padoos and Ujjwala Yojana</li> <li>• Public Policy and Financial Inclusion: Jan Dhan Yojana, Digital Financial Inclusion</li> <li>• Public Policy and Health: Ayushman Bharat and Swachh Bharat Mission</li> <li>• Public Policy and Employment Generation: MNREGA</li> </ul> </li> <li><b>3. Federalism and Public Policy</b> <ul style="list-style-type: none"> <li>• Centre-state-local government functionality and relationship and the challenges in effective implementation of public policies.</li> </ul> </li> </ol>
G. Learning Outcomes	<p>The learner would be able to:</p> <ul style="list-style-type: none"> <li>• Develop effective and equitable solutions to public policy and governance challenges.</li> <li>• Critically examine Policy Engagement and Impact.</li> <li>• Develop policy leadership, expertise and research skills.</li> </ul>
H. Instructional Strategy	<p>The training programme would use following training strategies: Interactive lectures, Group Discussion, Panel Discussion, Case Study, Interaction with implementing</p>

	teams in various ministries/departments to understand the functionality and effectiveness of the policy.
I. Mode of Evaluation of performance of the participants	The participants will be evaluated on continuous basis through individual assignments; participation in various activities and preparation and presentation of a term paper towards end of the course.

### Tentative Schedule

	Topics
Day 1	Registration, Inauguration Introduction to Public Policy and its importance
Day 2	Concept of Good Governance and its role in policy formulation & implementation Theories and Methods of Public Policy
Day 3	Process of Public Policy Formulation Economics of Public Policy
Day 4	Leadership and Ethics for Public Policy makers Social diversity's impact on public policy features and governance
Day 5	Importance and Use of Data in Public Policy Formulation Statistical & Quantitative Analysis/ Evidence based Public Policy formulation
Day 6	Public Policy as a tool for Gender Equality: Beti Bachao, Beti Padoos and Ujjwala Yojana Public Policy and Financial Inclusion: Jan Dhan Yojana, Digital Financial Inclusion
Day 7	Public Policy and Health: Ayushman Bharat and Swachh Bharat Mission Public Policy and Employment Generation: MNREGA and other relevant Schemes
Day 8	Public Policy and Transparency in Governance: PFMS, Aadhar, DBS Public Policy and Skill Development: PMKVY
Day 9	Public Policies as agents of Social Change Monitoring & Evaluation of Public Policies
Day 10	Role of central, state and local governments in policy Implementation Challenges in implementation of public policies

B. Name/Title of the Course	International Training Programme on “ <b>Local Governance and Rural Livelihood (in French Language)</b> ”
Prospective dates:	5 <sup>th</sup> -18 <sup>th</sup> February 2026
C. Course Dates with Duration in Weeks	2 Weeks (14 days)
D. Eligibility Criteria for Participants  1. Educational Qualifications  2. Work Experience required, if any  3. Age Limit  <i>[<b>note:</b> ITEC norms is 25-45 years]</i>  4. Target Group <i>[Level of participants and target ministries/departments etc. may be indicated]</i>	Senior and middle-ranked government officers in ministries/ departments/ local administration/ academic institutions/ autonomous bodies/ multi-lateral organisations Education: Graduate and above Experience: Minimum 2 years Age: 25-45 years
E. Synopsis & Objectives of the Course	<p><b>Synopsis:</b></p> <p>Livelihood promotion is important for poverty alleviation, reducing unemployment, protection against shocks and risks and hence is considered as an important area of good governance. Local governments can play a significant role in improving livelihoods by providing services, infrastructure and economic opportunities. The more organised and resilient are local institutions in providing essential services and goods to rural poor and vulnerable groups, the better the livelihood opportunities for households. Effective and participatory local governance is useful for strengthening livelihoods, sharing resources and mitigating risks and vulnerability. Enhancing livelihood quality and options is the key component of any rural development policy. India is considered as a role model for local self-governance. The local-level governments in India work ceaselessly and execute various welfare programmes at the grassroots. These institutions implement many livelihood programmes that have set examples of efficiency, transparency and effectiveness. India is also leader in the context of group-based livelihood projects. Many SHGs/ micro-finance groups are working at the grassroots level. This training programme has been especially designed for capacity building of officers from foreign countries with an interest in rural development, local governance, and livelihood issues.</p> <p><i>Objectives of the course:</i></p>

	<ul style="list-style-type: none"> <li>• Capacity building of participants in designing roadmaps for strengthening local institutions that are participatory and democratic in nature and functions;</li> <li>• Learn about designing and implementing livelihood programmes, risk mitigation and enhancing resilience through local institutions;</li> <li>• Exposure to new and emerging areas for gainful employment in agriculture/ animal husbandry/ rural non-farm and MSME in rural areas;</li> <li>• Exposure to various initiatives by local governments for livelihood security for women and weaker sections/groups;</li> <li>• Exploring the role of cooperatives, SHGs, etc. in enhancing livelihood security and reducing vulnerability;</li> <li>• Exposure to effective policies, measures and incentives for increasing participation, accountability and transparency in the operations of local institutions;</li> <li>• Create awareness of the role and complementarity of government and non-government sectors in enhancing livelihood at the grassroots level.</li> </ul>
F. Instructional Strategy	<ul style="list-style-type: none"> <li>• Interactive sessions with experts from public sector, private sector and NGOs</li> <li>• Livelihood experts and development professionals from the NGO sector such as BASIX, Pradan, Self Employed SEWA, BAIF etc. and peoples' representatives in local government</li> <li>• Interactive and practical sessions with group exercises, presentations, flipped classroom sessions, working with case studies, best practices etc.</li> <li>• Hybrid session that combines physical classroom and online lecture to reach out to a greater audience</li> <li>• Use of audio-visual medium and informative video clips to make the sessions more interactive.</li> </ul>
G. Learning Outcomes	<ul style="list-style-type: none"> <li>• Identify the major factors for developing strong, participatory, community-based local institutions;</li> <li>• Preparing roadmaps for strengthening local governance;</li> <li>• Contribute to designing efficient livelihood promotion programmes</li> <li>• Fostering and protecting the livelihood of weaker and marginalised sections</li> <li>• Identify pathways for gainful self-employment in the rural, agricultural and small business sectors;</li> </ul>

	<ul style="list-style-type: none"> <li>Identify the bottlenecks and challenges for implementing welfare policies and the role of local governance in overcoming the barriers</li> </ul>
H. Course Contents / Syllabus [please attach course details / profile in word format for uploading on ITEC website]	<p>The course will be delivered in three modules-</p> <p><b>Module1:</b> <i>local government and institutions- constitution, functions and reforms</i></p> <p>Role and functions of local governments, constitutional and statutory provisions, devolution of power, capacity building, transparency in public dealing, strengthening peoples participation, taxation and revenue, technology and self-governance</p> <p><b>Module2:</b> <i>Livelihood generation through self-employment and entrepreneurship: role of local government</i></p> <p>Strengthening and diversifying rural livelihoods, strengthening and utilising locally available talents, skills, markets, resources and facilities for livelihoods, common property resources: development and management, harnessing technology, risk mitigation, empowering women and marginalised communities</p> <p><b>Module3:</b> <i>Wage employment programmes and local governments</i></p> <p>Designing effective wage employment programmes, protecting workers' rights, living and minimum wages, skill and capacity development, engagement of civil society, transparency and audit.</p>
I. Mode of Evaluation of the performance of the participants	The participants will be evaluated on a continuous basis through individual assignments; participation in various activities and preparation and presentation of a term paper towards the end of the course.

#### Tentative Schedule

(Topics to be covered)

First Week	
Day 1	<p><b>(first half) Registration and inauguration</b></p> <p><b>(Second half)</b></p> <p>Local self-governance:</p> <ul style="list-style-type: none"> <li>Decentralisation and devolution of power and responsibilities</li> <li>Capacity building of local institutions and representatives</li> </ul>

	<ul style="list-style-type: none"> <li>• Effective strategies for community engagement</li> <li>• Administrative and legislative reforms</li> <li>• Transparency and</li> </ul>
Day 2	<b>Sustainable livelihoods-</b> <ul style="list-style-type: none"> <li>• Concepts, definitions and models</li> <li>• Livelihood diversification: challenges and pathways</li> <li>• Risk mitigation (such as climate change, social unrest and conflicts)</li> <li>• Introduction to Livelihood Promotion Schemes such as Deendayal Antyodaya Yojana/ National Rural Livelihood Mission)</li> </ul>
Day 3 (Saturday)	Local sightseeing in Delhi
Day 4 (Sunday)	OFF
Day 5	<b>Strengthening local livelihoods: the role of local institutions</b> <ul style="list-style-type: none"> <li>• Enhancing marketing of local products</li> <li>• Improving credit delivery</li> <li>• Skill development: Rural Self Employment Training Institutes, PMKVY</li> <li>• Management of natural resources for livelihood</li> </ul>
Day 6	<b>Rural livelihood opportunities</b>  <b>Livelihood promotion and security in agriculture</b> (technology start-ups in agri. sector, knowledge dissemination, value chain, climate insurance, agri. banking, infrastructure, market reforms, ASPIRE scheme) <b>Development of Rural livelihoods</b> (Opportunities in rural food processing sector, rural banking and infrastructure, Pradhan Mantri Employment Generation Programme, Project LIFE, National Livestock Mission - Entrepreneurship Development & Employment Generation (NLM-EDEG) <b>Livelihood generation in MSME sector:</b> Small business development, value chain, branding and marketing, promotional schemes (Vocal for Local etc.), credit and finances
Day 7	<b>Visit to the Office of Development Commissioner, MSME</b> (Exposure to MSME Development Schemes such as- RAMP Programme, technology upgradation, Credit guarantee, market promotion, skill development etc.)
Day 8	<b>Public employment programmes</b> <ul style="list-style-type: none"> <li>• Tackling poverty and unemployment</li> <li>• Design and implementation</li> <li>• Monitoring and social audit</li> <li>• Exposure to MGNREGA</li> </ul>
Day 9	<b>Visit to NRLM Office (NDCC II)</b>
Day 10 (Saturday)	<i>Visit to Taj Mahal, Agra</i>
Day 11 (Sunday)	OFF
Day 12	<b>Entrepreneurship development and local institutions</b> <ul style="list-style-type: none"> <li>• SHG, JLG, and microfinance</li> <li>• Farmers groups and cooperatives</li> <li>• Exposure to KVIC, PMEGP and Mudra loans</li> <li>• Exposure to Common Service Centres (CSC)</li> <li>• Exposure to Udyam Portal</li> </ul>
Day 13	<b>Harnessing technology for rural livelihood</b> <b>Engagement of civil society and community-based organisations for rural livelihood</b>
Day 14	Valedictory



