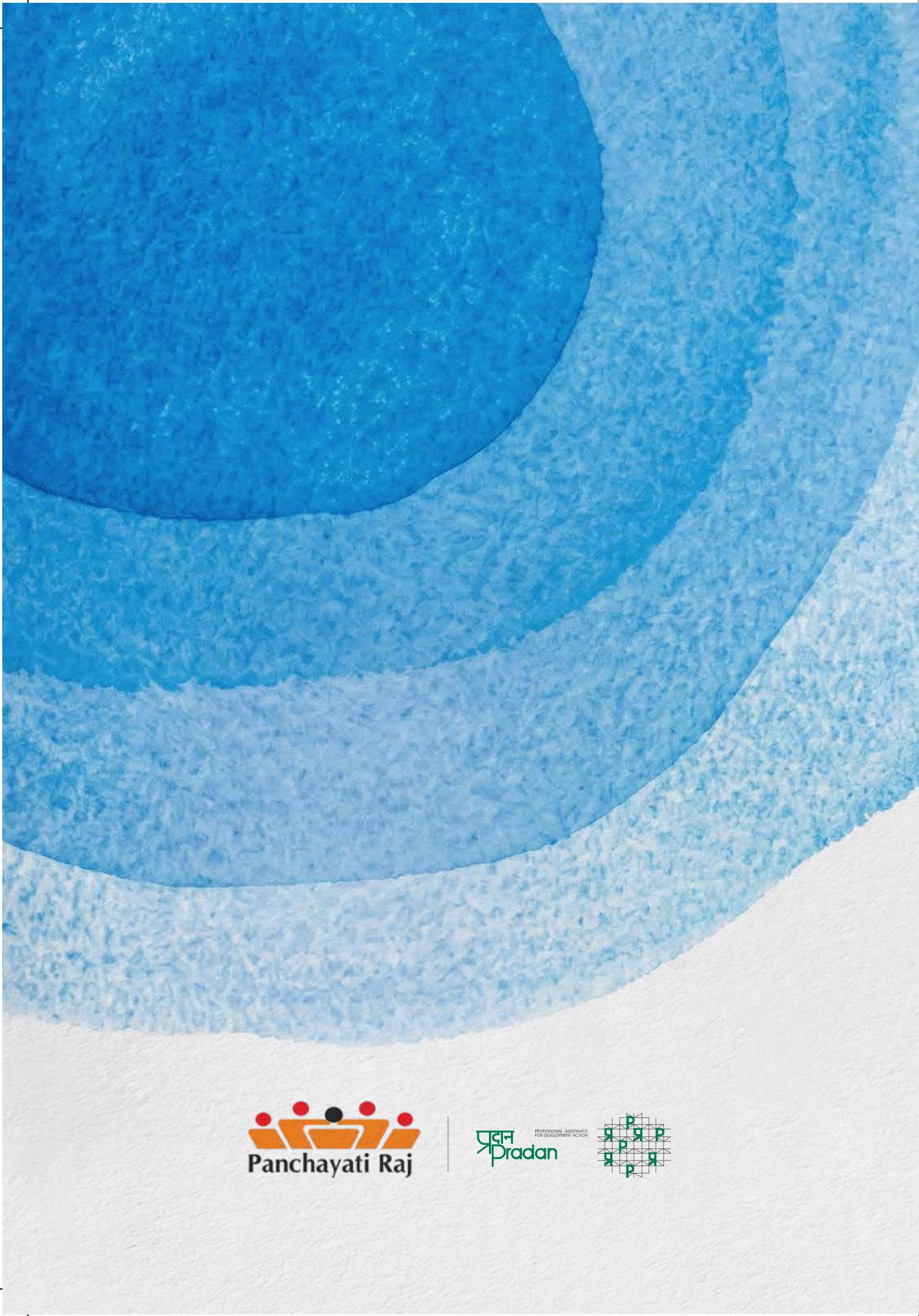
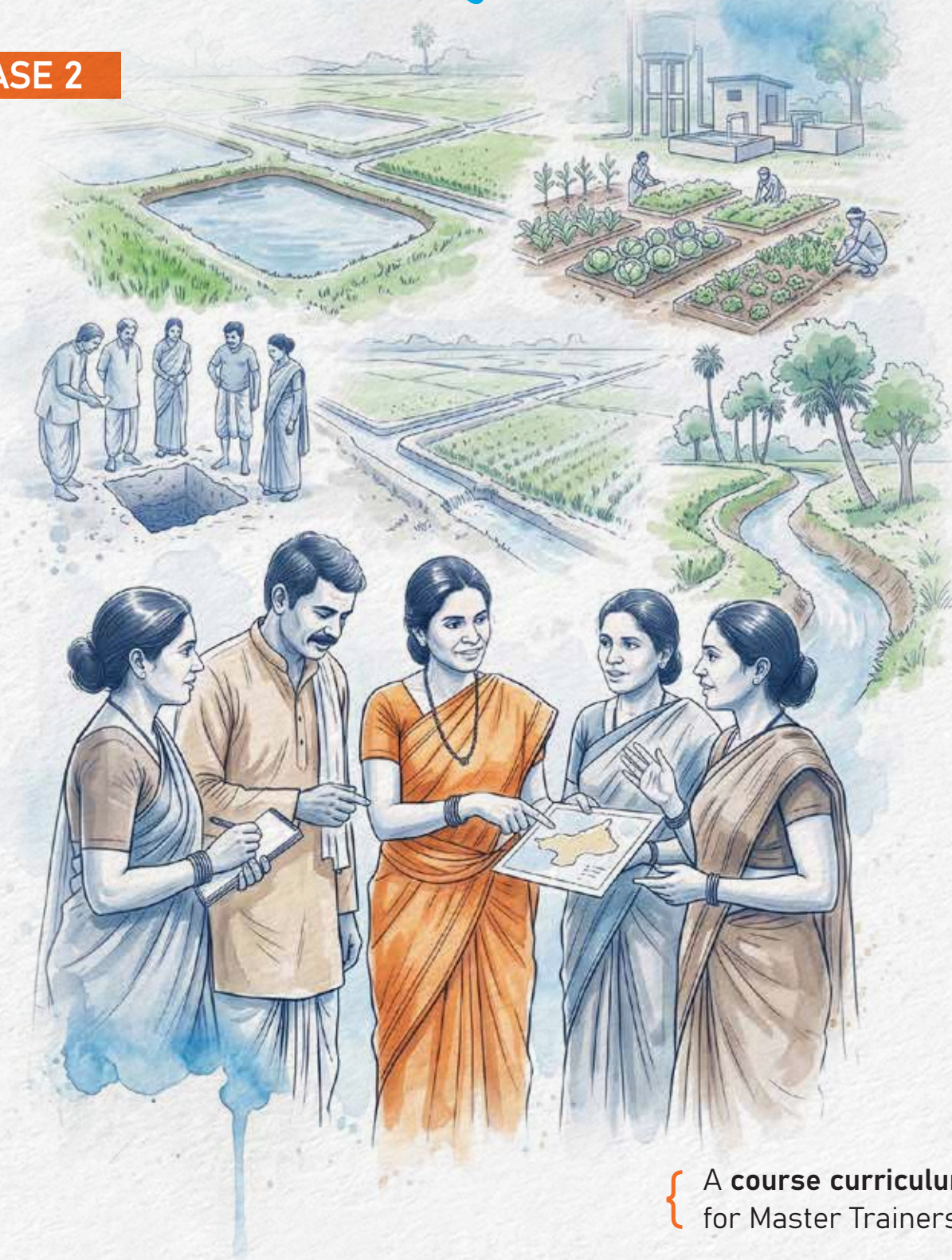




TRAINING MANUAL FOR
**WATER SUFFICIENT
PANCHAYATS**

PHASE 2





TRAINING MANUAL FOR
**WATER SUFFICIENT
PANCHAYATS**

PHASE 2

विवेक भारद्वाज, भा. प्र. से.
सचिव
Vivek Bharadwaj, IAS
Secretary



भारत सरकार
पंचायती राज मंत्रालय
डॉ. राजेन्द्र प्रसाद रोड,
कृषि भवन, नई दिल्ली - 110001
Government of India
Ministry of Panchayati Raj
Dr. Rajendra Prasad Road,
Krishi Bhawan, New Delhi-110001

Foreword

Water is the foundation of rural livelihoods, agriculture, health, and economic prosperity. Increasing climate variability, declining groundwater levels, erratic rainfall, and growing demand for water have intensified water stress across many parts of the country. The burden of water scarcity is often borne disproportionately by women, small and marginal farmers, and vulnerable households. These emerging challenges call for integrated, community-led, and landscape-based water resource planning.

The Ministry of Panchayati Raj, Government of India has consistently emphasized strengthening Gram Panchayats (GPs) as institutions of self-governance capable of preparing participatory, and integrated Gram Panchayat Development Plans (GPDPs). The People's Plan Campaign (PPC) provides an important opportunity for GPs to prepare context-specific development plans that respond to local priorities while contributing to national development goals.

GPs have a critical role in planning and implementing activities related to drinking water, minor irrigation, watershed development, agriculture, sanitation, fisheries, and management of community assets. The Localized Sustainable Development Goal – 4 (LSDG -4) Water-Sufficient Gram Panchayat and GPDP provides a unique opportunity to prepare and integrate holistic plans that respond to local needs while ensuring sustainable management of natural resources.

Recognizing the importance of water security in local planning, the Ministry has launched the Water Sufficient Gram Panchayat Campaign under PPC to support Gram Panchayats in preparing scientifically informed and community-owned water security plans that can be integrated into the GPDP. The success of this initiative depends on a strong cadre of capable trainers and resource persons who can facilitate community-led planning processes and support Gram Panchayats in making informed decisions.

This State Resource Person Training Manual has been developed to build the knowledge, perspectives, and facilitation skills of master trainers who will lead the cascading capacity-building programme across States, Districts, Blocks, and GPs. The manual combines conceptual understanding with practical tools, field exercises, and participatory methodologies to strengthen local planning and implementation.

I appreciate the efforts of PRADAN for the development of this manual. I am confident that this manual will serve as a valuable resource for trainers and practitioners engaged in strengthening water security across the country. I also wish to place on record the efforts made by Shri Sushil K. Lohani, Additional Secretary and Shri Vipul Ujjwal, Director along with the MoPR team for making this critical intervention a reality. I extend my best wishes to all the Department of Panchayati Raj (DoPRs), State Resource Persons (SPRs), Panchayati Raj Institutions (PRIs) for the successful implementation of the Water Sufficient Gram Panchayat Initiative.

Vivek Bharadwaj
(Vivek Bharadwaj)

Tel.: 011-23389008, 23074309 Fax : 011-23389028 E-mail : secy-mopr@nic.in

सुशील कुमार लोहानी, आई.ए.एस.
अपर सचिव

Sushil Kumar Lohani, IAS
ADDITIONAL SECRETARY

Tel.: 011-23725301
Email: s.lohani@nic.in



पंचायती राज मंत्रालय
भारत सरकार
टॉवर - II, 9वां तल
जीवन भारती बिल्डिंग,
नई दिल्ली - 110001
MINISTRY OF PANCHAYATI RAJ
GOVERNMENT OF INDIA
Tower-II, 9th Floor
Jeevan Bharti Building
New Delhi - 110001



Foreword

Water Sufficient Gram Panchayat is about enabling Gram Panchayats and communities to understand their water resources, assess present and future needs, make informed choices, and collectively plan for sustainable water security. Through the Gram Panchayat Development Plan (GPDP), Panchayats are increasingly leading local development. Since water is closely linked with agriculture, livelihoods, health, sanitation, natural resources, climate resilience, and social equity, effective water planning requires both sound technical understanding and active community participation.

The Ministry of Panchayati Raj, Government of India has initiated the Water Sufficient Gram Panchayat Campaign with the belief that every Gram Panchayat should be equipped to prepare its own Water Security Plan based on community priorities, comprehensive water budgeting, and integrated natural resource management. Achieving this vision requires capable facilitators who can train and guide resource persons at block and district levels and support in training the communities on water security plan development. State Resource Persons will play a pivotal role in this initiative.

This manual serves as a comprehensive guide for organizing and facilitating the training of State Resource Persons (SRPs) or Master Trainers (MTs) on Water Sufficient Gram Panchayat. The course adopts a practice-oriented approach. Participants will learn to estimate water availability and demand, undertake water budgeting, analyse local water challenges, identify suitable interventions, promote climate-resilient agricultural practices, integrate gender and social inclusion into planning, and facilitate convergence among various development programmes. Equal emphasis has been placed on field-based learning, practical exercises, and real-life application so that the concepts learnt during training can be translated into effective action at the Gram Panchayat level.

I acknowledge PRADAN for their valuable efforts in developing this practical learning resource. I am confident that the State Resource Persons trained through this programme will become catalysts for strengthening decentralized water governance and enabling Gram Panchayats to build resilient, water-secure, and climate-responsive communities, and contribute meaningfully to the vision of **Viksit Bharat @2047**.

I wish all the participants every success in this important endeavour.

Sushil Kumar Lohani
(Sushil Kumar Lohani)



Foreword

Water has always shaped the history, culture, livelihoods, and prosperity of our villages. It sustains agriculture, nourishes ecosystems, supports rural economies, and determines the health and well-being of communities. Yet, across many parts of the country, water is increasingly becoming a source of uncertainty. Climate variability, changing rainfall patterns, declining groundwater, and competing demands for water remind us that ensuring water security is no longer simply a developmental priority, but it is fundamental to building resilient and self-reliant Gram Panchayats (GPs).

The journey towards a Water Sufficient Gram Panchayat begins with a change in perspective. It requires communities to understand their water resources, collectively analyse their present and future needs, make informed decisions, and steward water as a shared resource. Sustainable water management is ultimately a process of strengthening local institutions, collective responsibility, and informed local governance.

Panchayati Raj Institutions (PRIs), through the Gram Panchayat Development Plan (GPDP), can integrate water management, agriculture, livelihoods, sanitation, and climate resilience into a unified planning process. With active community participation and technical support, Gram Panchayats can become key drivers of sustainable water governance.

This is where the role of State Resource Persons (SRPs) or Master Trainers (MTs) assumes great significance. They can play a crucial role in building a cadre of quality resource persons within the states to strengthen the perspective, vision, and knowledge of PRIs, Community-Based Organisations (CBOs), and the wider community.

This manual has been developed to support that journey. It combines technical knowledge with participatory learning approaches, and more importantly, it seeks to nurture confidence, curiosity, and critical thinking among trainers so that they can inspire similar learning processes.

I appreciate the contributions of PRADAN for the preparation of this manual. Their experience has enriched this learning resource and strengthened its practical relevance.

I extend my best wishes to all the participants for a meaningful learning journey and successful field implementation.


(Vipul Ujwal)



MESSAGE

India has made significant strides in rural development over the past two decades, yet challenges related to livelihoods, water security, and climate resilience affects women and smallholder farmers often disproportionately. These challenges are particularly acute in the rainfed regions of India, where agriculture depends largely on monsoon rainfall and is increasingly vulnerable to changing climate conditions.

Addressing these realities requires sustainable approaches that recognise the interlinkages between economy, ecology, and equality. It calls for integrated planning, sustained investments in institutions, knowledge systems, and infrastructure, along with strong collaboration among government departments, Panchayati Raj Institutions, community-based organisations, civil society, and the private sector. Where such efforts converge, the outcomes have been transformative and enduring.

Water security is placed at the heart of decentralized planning through different initiatives of Ministry of Panchayati Raj and Ministry of Rural Development, Government of India such as the People's Plan Campaign (PPC), Gram Panchayat Development Plan (GPDP), Localisation of Sustainable Development Goals (LSDGs), Viksit Bharat – Guarantee for Rozgar and Aajeevika Mission (Gramin) (VB-G RAM G), and other rural development programmes. Together, these initiatives provide a unique opportunity for Gram Panchayats to adopt an integrated approach towards achieving Water Sufficient Gram Panchayats.

Our experience has consistently reinforced one important lesson—that sustainable water security is achieved when communities understand their water resources, analyse their needs, make collective decisions, and take ownership of conserving and managing water as a shared resource. Strong community institutions, informed communities, and capable facilitators are at the heart of this transformation.

This State Resource Person Training Manual has been developed to build perspectives, facilitation skills, and confidence among trainers who will support Gram Panchayats in preparing scientifically informed, participatory, and gender-responsive Water Security Plans through practical field experiences, participatory methodologies, and locally relevant tools.

I hope this manual becomes more than a training resource—it inspires innovation, strengthens local leadership, and contributes to building Gram Panchayats that are not only water sufficient but also climate resilient, inclusive, and future-ready.



(Saroj Kumar Mahapatra)

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Acronyms

AAP	Annual Action Plan
BLCC	Block Level Coordination Committee
BLF	Block Level Federation
CBO	Community-Based Organization
CLF	Cluster Level Federation
CSR	Corporate Social Responsibility
DLCC	District Level Coordination Committee
FC	Finance Commission
GIS	Geographic Information System
GP	Gram Panchayat
GPCC	Gram Panchayat Coordination Committee
GPDP	Gram Panchayat Development Plan
GPHD	Gram Panchayat Help Desk
GPEC	Gram Panchayat Executive Committee
GPPFT	Gram Panchayat Planning Facilitation Team
IEC	Information, Education and Communication
IFC	Integrated Farming Cluster
INRM	Integrated Natural Resource Management
JJM	Jal Jeevan Mission
KSY	Kishan Samriddhi Yojana
MIS	Management Information System
MGNREGS	Mahatma Gandhi National Rural Employment Guarantee Scheme
MLA LAD	Member of Legislative Assembly Local Area Development Fund
MP LAD	Member of Parliament Local Area Development Fund
NMNF	National Mission on Natural Farming
NRM	Natural Resource Management
NRLM	National Rural Livelihoods Mission

OSR	Own Source Revenue
PDMC	Per Drop More Crop
PMKSY	Pradhan Mantri Krishi Sinchayee Yojana
PRI	Panchayati Raj Institution
SHG	Self-Help Group
VB G-RAM-G	Viksit Bharat – Guarantee for Rozgar and Aajeevika Mission (Gramin)
VO	Village Organization
VPRP	Village Poverty Reduction Plan
VWSC	Village Water and Sanitation Committee
WDC	Watershed Development Component
WER	Women Elected Representative
WUG	Water User Group



PHASE 2: ADVANCED PHASE ON PLANNING, CONVERGENCE AND IMPLEMENTATION

INTRODUCTION

Phase 2 (Advanced phase on planning, convergence and implementation) of the Water Secure Gram Panchayat Planning Training Program is designed to build upon the learning, experiences, and field engagement undertaken by participants during Phase 1 and the inter-phase assignment period. While Phase 1 focused on developing conceptual understanding and practical skills related to water security planning, the inter-phase period provided participants with an opportunity to apply these lessons in real-world settings by facilitating planning exercises in selected Gram Panchayats.

The purpose of Phase 2 is to create a platform for reflection, consolidation of learning, and preparation for the next stage of implementation. Through structured presentations, peer learning exercises, group discussions, and practical planning activities, participants will critically examine their experiences from the field, identify key challenges and successes, and learn from the diverse approaches adopted across different states and contexts.

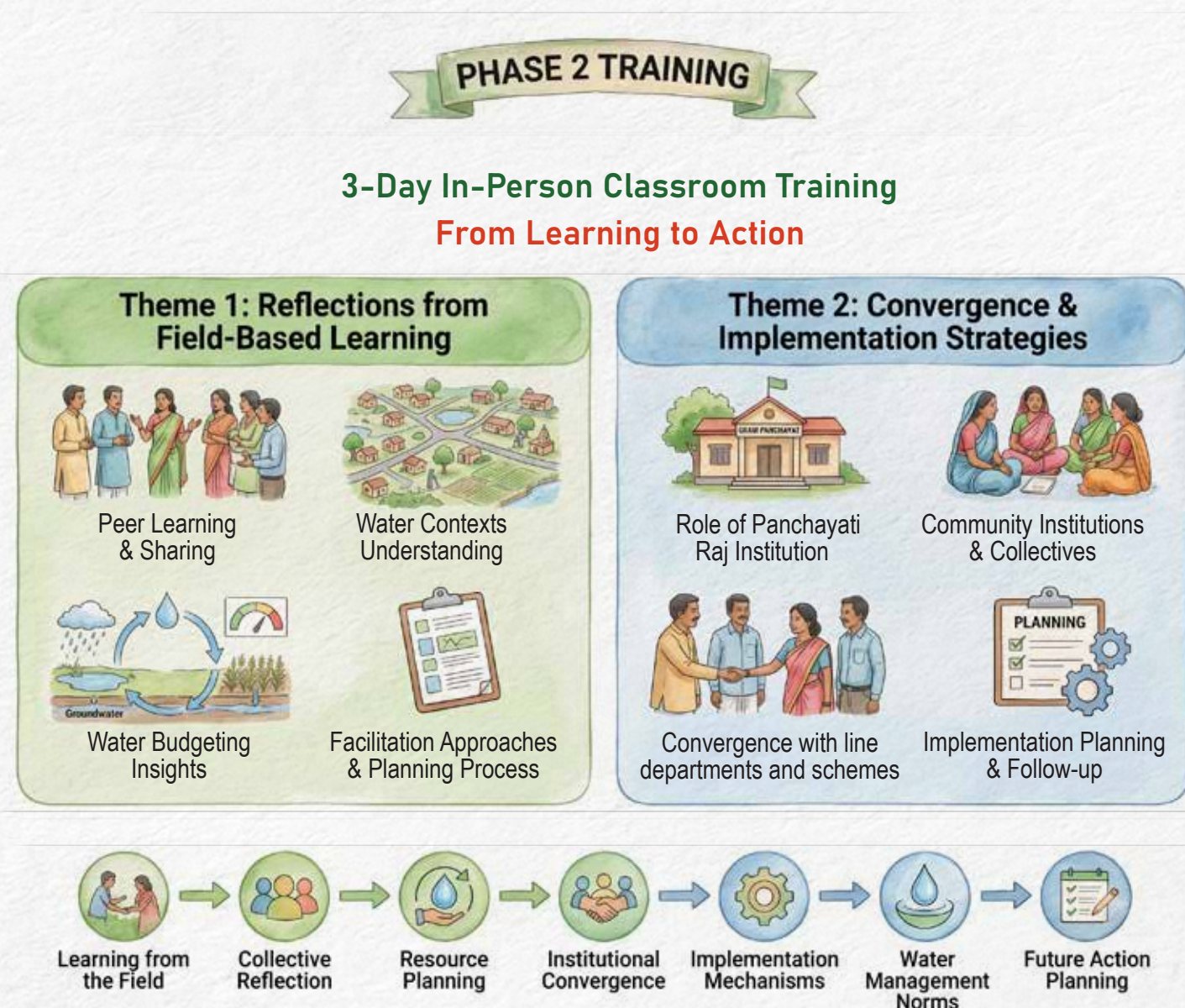
The training also focuses on strengthening participants' understanding of convergence-based planning and implementation. Participants will explore how Gram Panchayats can mobilize and leverage resources available through various government schemes, community institutions, and local governance mechanisms to translate water security plans into actionable interventions. Special emphasis is placed on resource envelope planning, institutional convergence, implementation mechanisms, monitoring systems, and the development of community-led water management norms.

Recognizing that sustainable water security requires collective action and long-term engagement, Phase 2 further prepares participants to play the role of facilitators, mentors, and resource persons in their respective states.

The program encourages participants to develop realistic action plans for future engagement and identify strategies to enable Gram Panchayats, community institutions, and women's collectives in implementing Water Secure Gram Panchayat Plans.

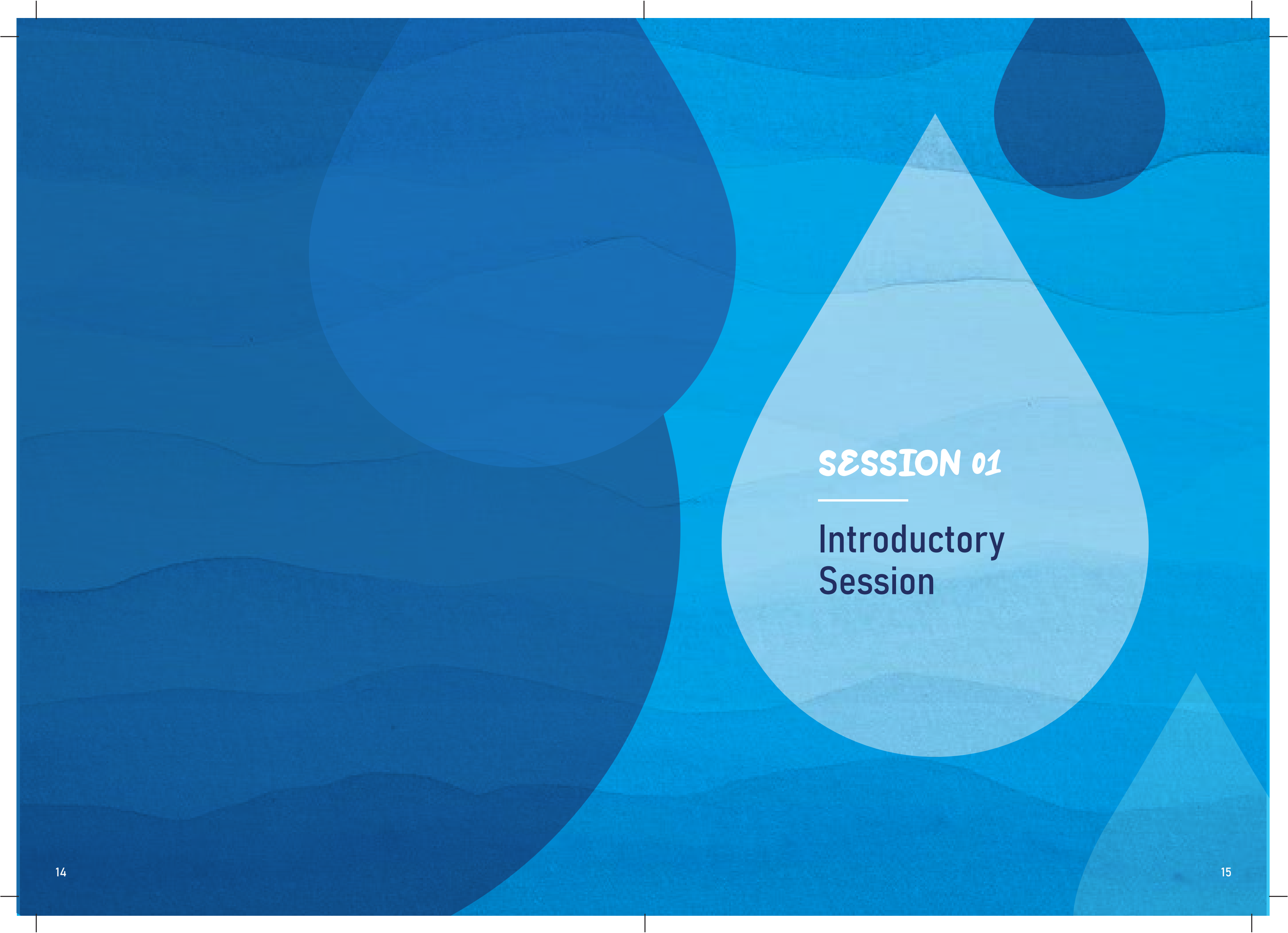
By the end of Phase 2, participants are expected to

have enhanced their knowledge around planning, convergence, implementation, monitoring, and community-led governance processes that contribute towards building water-secure, resilient, and livelihood-oriented Gram Panchayats.



TRAINING CURRICULUM OVERVIEW (PHASE 2):

Day	Session	Topic	Duration
Day 1 (first half)	Introductory and Reflective Session	Introduction and Reflection of Inter-phase 1 Experiences	1 hour 15 minutes
Day 1 (first half and second half)	Learning from Inter-Phase Assignment	Reflection and Learning from Inter-Phase Assignment	4 hours
Day 2 (first half)	Community led processes and collective action	Community Led Processes and Collective Action	30 mins
		PRI-CBO Collaboration	1 hour
Day 2 (first half)	Resource Envelope	Resource Envelope and Convergence of Government Schemes	2 hours
Day 2 (second half)	Convergence and implementation	Convergence and implementation- Steps and Mechanism	1 hour 30 mins
Day 2 (second half)	Water management norms	Defining Water Asset Management Norms	1 hour 30 mins
Day 3 (first half)	Recap		30 mins
Day 3 (first half)	Action Planning	Developing Master Trainer Action Roadmap	1 hour 45 minutes
Day 3 (first half)		IEC briefing	30 mins
Day 3 (second half)	Felicitation and Feedback	Assessment	30 mins
Day 3 (second half)		Felicitation	30 mins
Day 3 (second half)		Training Feedback	15 mins
CLOSURE			

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SESSION 01

Introductory Session

Enable reflection on past learning, surface insights and challenges, reconnect participants, and transition toward Phase 2 planning, convergence, and implementation

Session Design

Topic	Duration	Content	Activity
Introduction and sharing of inter-phase 1 experiences	1 hour 15 minutes	Individual introduction, Objective sharing for phase 2, Enable reflection on past learning, surface insights and challenges, reconnect participants.	Activity 1: Introduction and Objective Sharing Activity 2: Postcards and Gallery Walk

ACTIVITY 1: Introduction and Objective Sharing

DURATION: 30 minutes

OBJECTIVE:

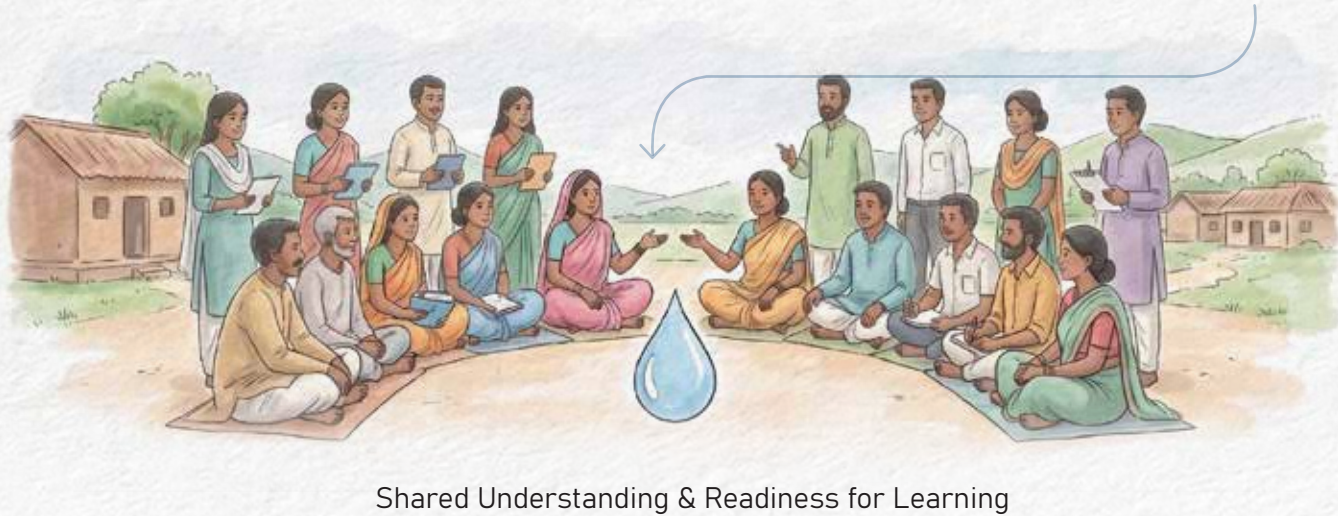
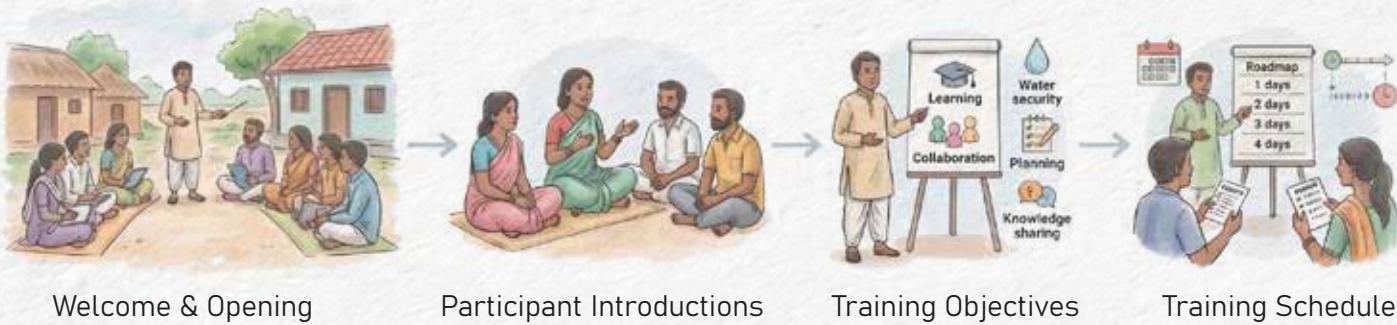
Introduce the participants to each other, share the objective and schedule of the phase 2 training

METHOD:

Step 1: Welcome and Opening: The facilitator welcomes all participants to Phase 2 of the training program and briefly acknowledges their participation in Phase 1, online learning modules, and inter-phase assignments. The facilitator creates a positive and participatory learning environment by encouraging interaction and engagement throughout the training.

Step 2: Participant Introduction: The facilitator invites participants to introduce themselves. Participants may share their -

- A. Name and location of work, along with department
- B. Role in this program
- C. One key learning or experience from the inter-phase period



Step 3: Sharing Training Objectives: The facilitator presents the objectives of Phase 2 training and explains that this will be a three-day program which will focus on –

- Reflecting on learning and experiences from the inter-phase assignment
- Strengthening understanding of Water Secure Gram Panchayat Planning processes
- Facilitating peer learning and cross-state knowledge exchange
- Building understanding of convergence mechanisms, institutional roles, and implementation processes
- Developing practical approaches for translating plans into actionable interventions for water security

The facilitator clarifies any questions raised by participants regarding the training objectives.

Step 4: Overview of Training Schedule: The facilitator presents the three-day training agenda, highlighting the key sessions, activities, and expected outputs. Participants are briefed on training norms, and timings.

The facilitator concludes by emphasizing that the training is designed as a collaborative learning space where participants can share experiences, learn from each other, and prepare for the next phase of implementation and action.

ACTIVITY 2: Postcard and Gallery Walk

DURATION: 45 minutes

OBJECTIVE:

- To help participants reflect on their learning journey (trainings, online courses, field application, and assessments on water budgeting).
- To surface key learnings, challenges, and insights from the past phase.
- To reconnect participants emotionally and intellectually after a gap.
- To create a bridge toward Phase 2, focusing on water security planning, convergence, and implementation.

MATERIALS REQUIRED:

Postcard-sized sheets (or A4 sheets folded in half), sketch pens/markers, tape or board space (for display) during gallery walk.

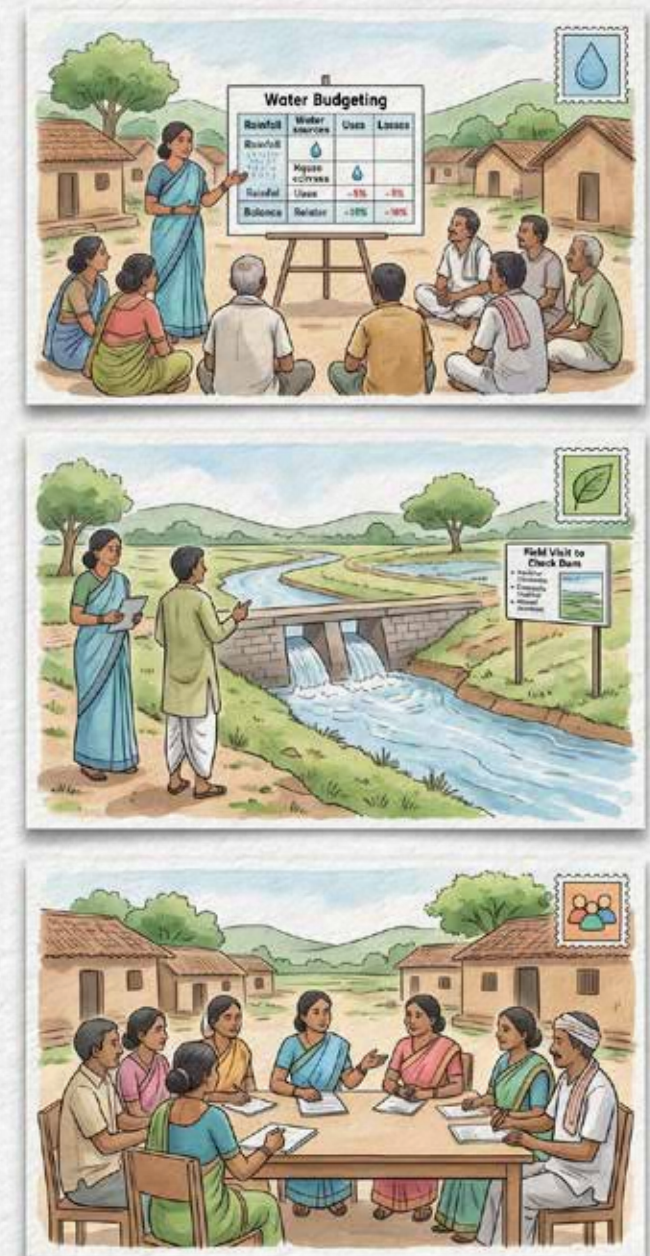
METHOD:

Step 1: The facilitator sets the context, welcomes participants back and acknowledges them since Phase 1. Briefly highlight what they have engaged with (online courses, water budgeting assessments, field-level experiences). Now the facilitator introduces the activity: The session will begin by reconnecting with their journey—what the participants saw, learned, and experienced—and then move toward what lies ahead in Phase 2.

Step 2: The facilitator introduces the Postcard Concept explaining that each participant will create a “postcard from their field experience.” Show a sample format (verbally or visually).

The Front (Visual Side): A drawing, symbol, or short phrase representing a key field experience or learning
The Back (Message Side): Participants complete the prompts like “In last one month, I discovered...”; One key learning, one challenge or insight, “Now I am ready to...”

The facilitator must encourage simplicity for more expression, not artistic skill.



Over the last 4 months, I discovered...

One key learning (Then)

One challenge or insight (Now)

Now I am ready to...

use these learnings to plan better, involve more stakeholders and work on solutions through convergence.

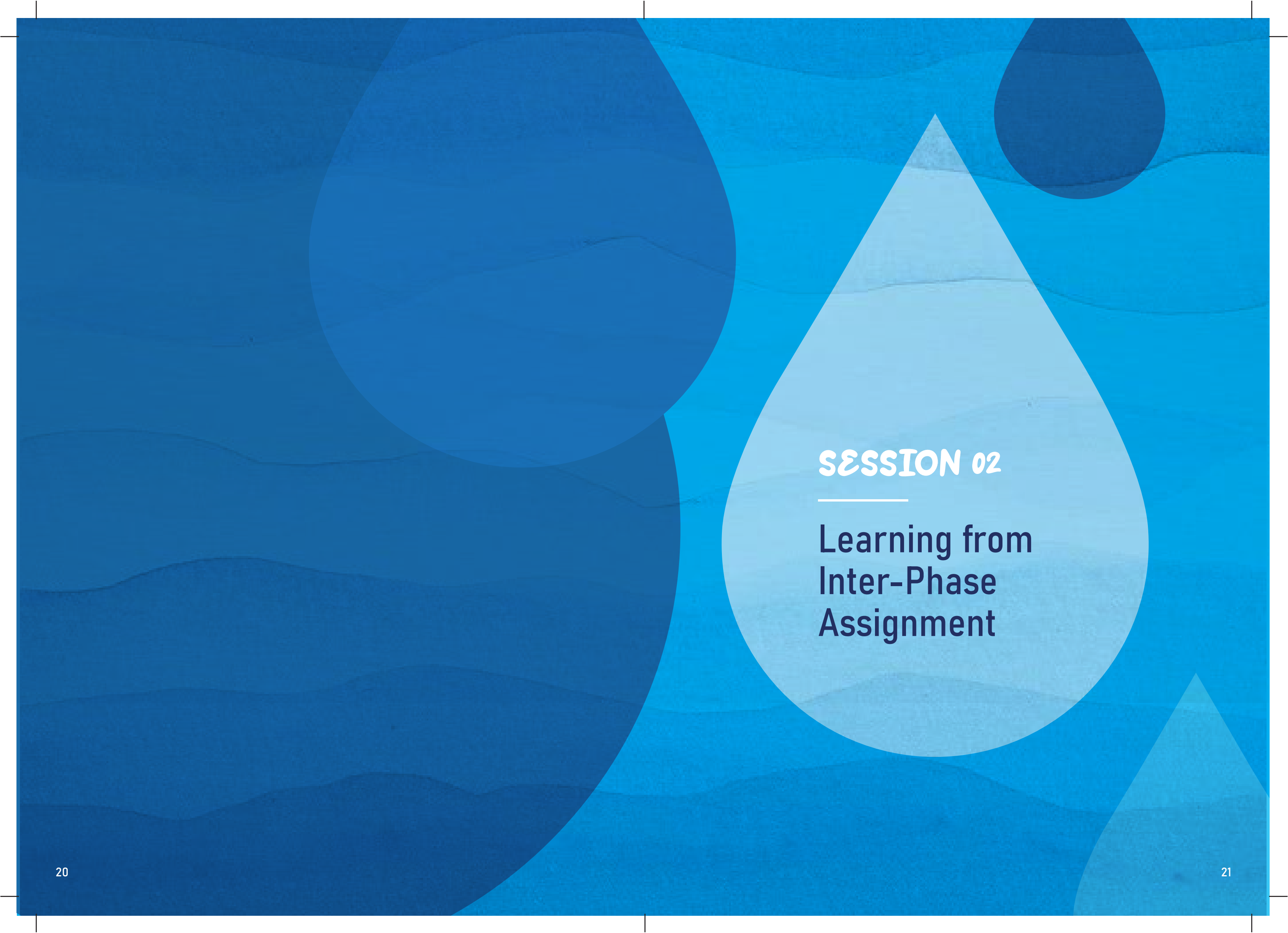
Step 3: The facilitator now distributes materials and asks participants to:

Reflect quietly on their journey. Draw or describe their experience on the front. Write their message on the back using the prompts.

Step 4: The facilitator asks the participants to stick the post card on the board in the gallery for the gallery walk

Step 5: The facilitator invites everyone for gallery walk where each participant goes through the post cards by their fellow participants.

Step 6: The facilitator then synthesises the emerging patterns from the sharing like – What did the participants learn? What challenges remain? What they are ready to do next? and conclude the session with the facilitator’s sharing.



SESSION 02

Learning from Inter-Phase Assignment

In this session each pair jointly presents their work in their respective Gram Panchayats. They present the process through which they did the Water Secure Gram Panchayat Planning for water sufficient gram panchayats- shares their reflection, learning and hurdles.

Session Design

Topic	Duration	Content	Activity
Reflection and learning from Inter-Phase Assignment	4 hours	State wise pair wise presentation followed by discussion	Activity 1: Reflection and Synthesis of the Interphase Assignment

ACTIVITY 1: Reflection and Synthesis of the Interphase Assignment

DURATION: 4 hours

OBJECTIVE:

Participants will reflect on their field experiences, synthesise key learnings from the interphase assignment, identify common challenges and good practices, and jointly build a collective understanding to strengthen Water Secure Gram Panchayat Planning.

MATERIALS REQUIRED:

Projector, Laptop, Chart papers, Sticky notes (3 colours), Sketch pens and markers, Tape, Pair reflection template (printed), Mega-plenary synthesis template (printed on chart)

ROOM ARRANGEMENT:

Large hall arranged into: Two sub-group spaces (7-8 participant pairs each- chairs arranged in circles- One facilitator assigned to each group) and the large plenary (main presentation area, projector, display wall for synthesis charts)

METHOD:

Step 1: Before participants arrive from gallery walk, the facilitator must display the agenda, arrange two breakout spaces and keep reflection templates on each table.

Step 2 (15 Minutes): Facilitator welcomes participants. Reconnect them with the purpose of the interphase assignment. The facilitator shares that over the last month the participants moved from being trainees to becoming facilitators in real villages. The day's session is not about reporting success or failure. It is about learning from practice.

Step 3 (30 Minutes): Participants sit with the same partner with whom they completed the assignment. Distribute/ display the Pair Reflection Sheet. Each pair prepares one consolidated reflection.

Step 4 (120 Minutes): Participants divide into two sub-groups. Each group contains 7-8 pairs (which means 14-16 participants). Each pair receives 15 minutes where they present.

PAIR PRESENTATION TEMPLATE

- 01 Village and Gram Panchayat context**
 - Brief introduction to the village and Gram Panchayat
 - What are the major water-related issues faced by the community?
 - Which households or social groups are most affected by water scarcity?
 - How do geography and livelihoods influence water availability and demand?
- 02 Process followed for Water Secure Gram Panchayat Planning**
 - Sequence of planning activities
 - Tools used (Social Map, Resource Map, Water Budget, Transect Walk, etc.)
 - How did you mobilise villagers?
 - What livelihood aspirations emerged?
 - Which planning tool helped most?
 - Which tool was difficult to facilitate?

03 Community participation and stakeholder engagement

- How did PRI members respond?
- How were SHGs involved?
- How were youth and vulnerable groups involved?
- Which activity/strategies generated maximum community participation?
- Who was missing from the process?

04 Water budgeting and planning exercises conducted

- Water availability estimation
- Water demand estimation
- Water deficit/surplus analysis
- What surprised the community during the water budgeting exercise?
- Did the exercise change community perceptions about water use?

05 Key findings and proposed interventions

- Priority interventions
- Water harvesting structures proposed
- Groundwater recharge measures
- Drinking water and agriculture and livelihood interventions

06 Challenges encountered

- What was the biggest challenge?
- How did you overcome it?
- Which challenge still remains unresolved?
- What support would have made the process easier?

07 Innovations and good practices

- What worked exceptionally well?
- What innovation emerged from the community?
- Which practices can be replicated elsewhere?
- What made these practices successful?

During sub-group sharing the facilitator can probe questions like: What made people attend? Who did not attend? How did you convince them? Who spoke most? Who remained silent? How did you encourage women's voices? Did villagers prioritise livelihoods? How were vulnerable households included? Which calculation created discussion? Did people understand deficit and surplus? What observations changed the planning? Was there consensus? How were disagreements resolved? What challenged you most as a facilitator?

Step 5: The facilitator instructs that each sub-group selects two volunteers who listen throughout discussions and note down the important points for sharing in the plenary. These volunteers will present the key points from their sub-group to the plenary.

Facilitator should ensure that the volunteers represent different backgrounds or genders where possible.

Step 6 (30 Minutes): Volunteers prepare one presentation for their mega-plenary. Other participants assist if required. Provide them with a synthesis template.

SYNTHESIS PRESENTATION FRAMEWORK:

- What happened: Key activities undertaken, important experiences
- What worked well: Successful approaches, innovations and its learnings
- What did not work well: Bottlenecks, and challenges and its learnings
- What should we do differently: Improvement for future, innovation to try next time, support and resources required.

Step 7 (40 Minutes): Each sub-group gets 20 minutes (15-minute presentation+ 5-minute questions).

Step 8 (10 Minutes): The facilitator concludes by synthesising the overall learning.

Facilitator's note:

The facilitator must encourage storytelling- participants should narrate real experiences rather than read reports. Avoid dominant presenters and invite quieter participants to share. Do not allow criticism of individuals; focus on lessons and solutions and probe beyond activities.

The facilitator must also capture emerging good practices. Throughout the session, maintain a visible "Wall of Good Practices" where facilitators note innovative approaches shared by participants. This becomes a valuable reference for the remaining training program and can later inform future facilitator manuals. This design keeps all 15-16 pairs actively engaged, promotes peer learning instead of sequential reporting, and concludes with a synthesis of field evidence that naturally transitions into the subsequent technical sessions.



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SESSION 03

Community Led Processes and Collective Action

This session helps participants understand why collective strength is important for effective planning and implementation

Session Design

Topic	Duration	Content	Activity
Community led processes and collective action	30 mins	Understanding strength of collective action. Map village collectives	Activity 1: Video Show
PRI-CBO collaboration	1 hour	Highlighting participation of women's collectives and leadership in water governance & practice PRI-CBO collaboration for water security planning	Activity 1: Case Clinic: Understanding PRI-CBO collaboration

TOPIC 1: Community led processes and Collective Action

Water is a shared resource. Conservation efforts by a single farmer are not enough if others drawing from the same aquifer continue to over-extract. Although agriculture is practiced on private land, it must be managed collectively. What happens on one farm directly affects others. For instance, if upper lands are not treated with soil conservation measures, it can lead to siltation in downstream fields. Similarly, flood irrigation for paddy in upper fields can make it difficult for adjacent farmers to cultivate pulses or millets.

This highlights that the issue is not limited to individual plots but concerns the management of the entire landscape. For example, a series of farm ponds across a watershed can significantly enhance water retention. Rainwater that would otherwise leave the village within minutes during heavy rainfall can instead be captured and stored. As water moves through multiple ponds—each storing a portion of

the runoff—it gets more time to percolate into the soil, increasing groundwater recharge and extending moisture availability over weeks or even months.

Therefore, ensuring water security and sustainable natural resource management requires collective action. Planning processes must be inclusive, bringing together people across occupations, genders, community institutions, and age groups—each offering valuable perspectives and roles in managing and regenerating resources. No single individual can address these challenges alone. Communities must come together, while also mobilizing support from external actors. This includes engaging with government departments, stakeholders, and relevant schemes through active collaboration and coordination to strengthen local efforts.

Participation and leadership of women's collectives

In India, around 80 percent of rural women are engaged in agriculture and allied activities. Overall women form over 60 percent of the India's agricultural workforce. Since generations, women have been collecting and managing water needs of the households. Women are the backbone of agriculture and also hold huge traditional knowledge and wisdom to manage and care about natural resources – but due to structural barriers and gendered stereotypes, their views remain underrepresented, they remain under-recognised and under-resourced in the farming and livelihood domains. They are the key actors in natural resource management, climate resilience and sustainable farming, so it becomes crucial to enhance their

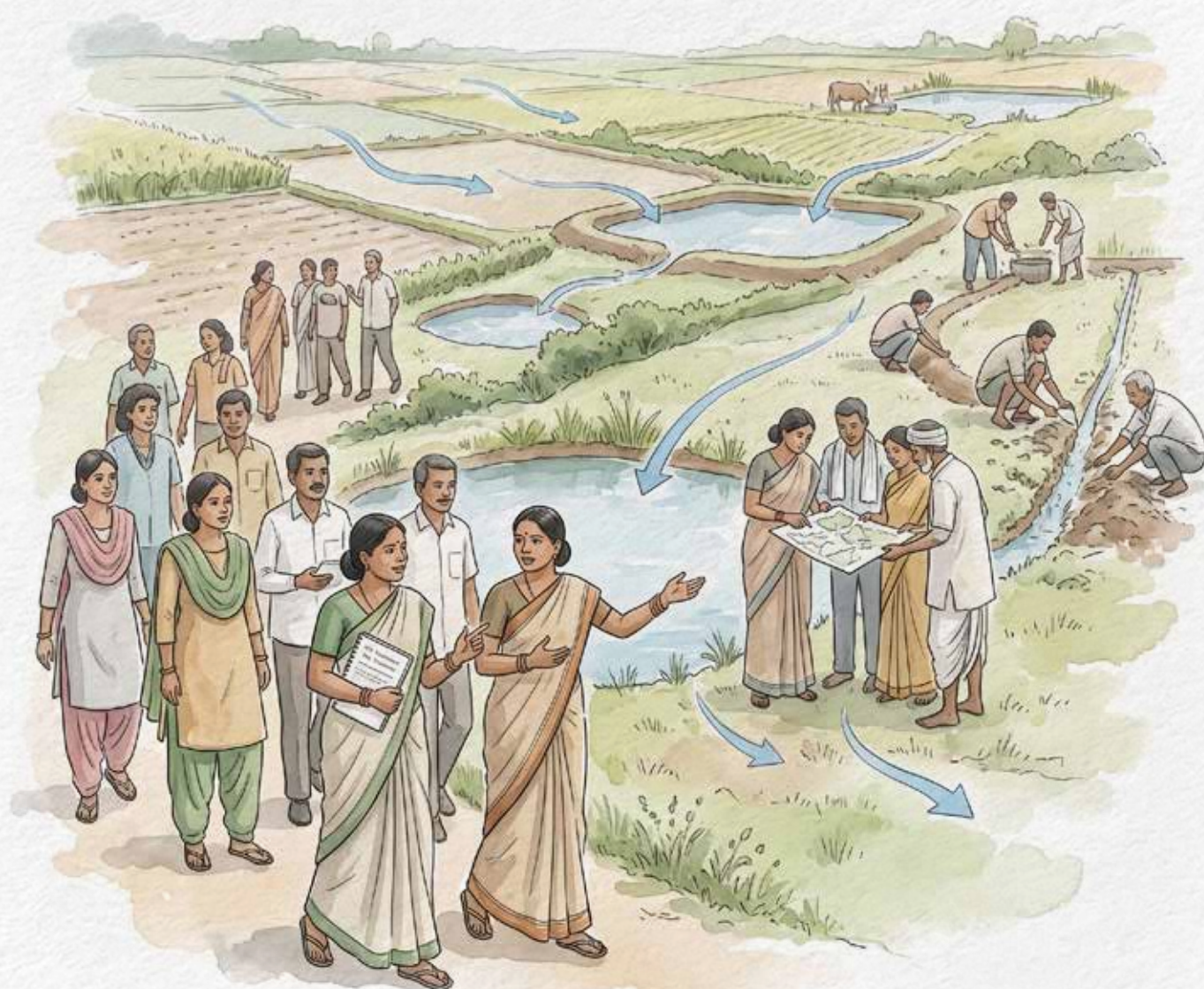
access to information, and their confidence and agency to participate in local governance including natural resources, water governance and livelihood related decision making.

India's DAY-NRLM is one of the largest community mobilization efforts in the world, organizing more than 80 million poor women in over 7.4 million SHGs—building their savings, promoting sustainable livelihoods, and enhancing empowerment. Women collectives have huge potential to mobilise and collectivise women for issues impacting their lives such as water needs for drinking, sanitation, livestock, farming etc. Drawing from the experiences in several states, women collectives have shown their leadership in planning as a

bottom-up inclusive plan, involving the active participation of women from marginalised households and integrating them in the panchayat plan. Collectivisation, mobilisation and capacity building of women around their roles within water-agriculture systems to build consciousness, confidence and aspiration and knowledge and skills can enhance their voices and decision making in the local level planning.

Women collectives such as village organisation, or Gram Panchayat Level Federations, have critical

roles in developing livelihood integrated quality natural resource management and water security plans. Involvement and leadership of women collectives along with the PRIs can facilitate enhanced inclusion of vulnerable households, better transparency and dissemination of information. This will lead to preparation of a contextualized and local need-based plans, which will surface the priorities of local people. This will enhance ownership and accountability of the community towards planning, monitoring, implementation and utilization.



ACTIVITY 1: Video Show on Collective Action

DURATION: 30 minutes

OBJECTIVE:

Developing understanding on need for collective action

MATERIALS REQUIRED:

Projector, screen and sound system

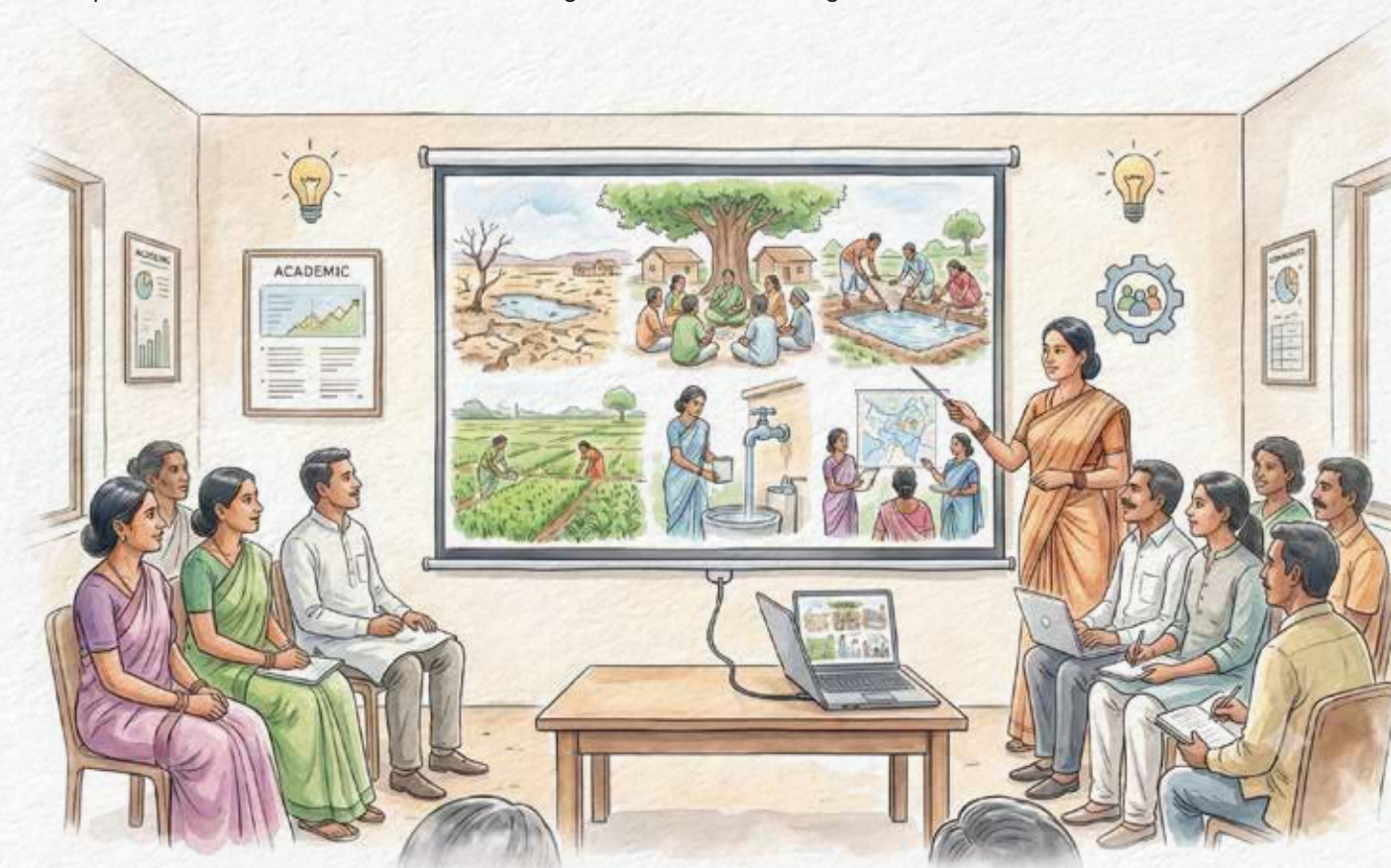
VIDEO LINK:



VIDEO DESCRIPTION:

The video, *"Toofan Aala – Satyamev Jayate Water Cup Anthem"* by Paani Foundation, captures the power of collective action and community resilience in the face of challenges. The video highlights how individuals, when united by a shared purpose, can drive meaningful change at the grassroots level. Through compelling visuals, it showcases people, administration, and NGOs coming together to tackle the pressing issue of water scarcity.

The story emphasizes the importance of participation, mutual support, and inclusive decision -making, demonstrating how collective efforts can transform adversity into opportunity. It serves as an inspiring example of how communities can come together to build stronger, more sustainable futures.



QUESTIONS FOR DISCUSSION:

1. What is one word or feeling that came to your mind after watching the video?
2. What was the main problem the community was trying to solve together?
3. What helped people come together and work as a group in the video?
4. In your context, what is one issue that people could solve better through collective action?
5. Which are some of the collectives in your village?
6. What do they do? Have you seen or been part of a similar collective effort in your village/community?

Facilitator's note:

The facilitator must introduce community-based organisations like SHGs, VOs, BLFs, GPLFs, FPCs. A brief on what they do, how they operate and how their collective efforts can strengthen Panchayat Development Plans.



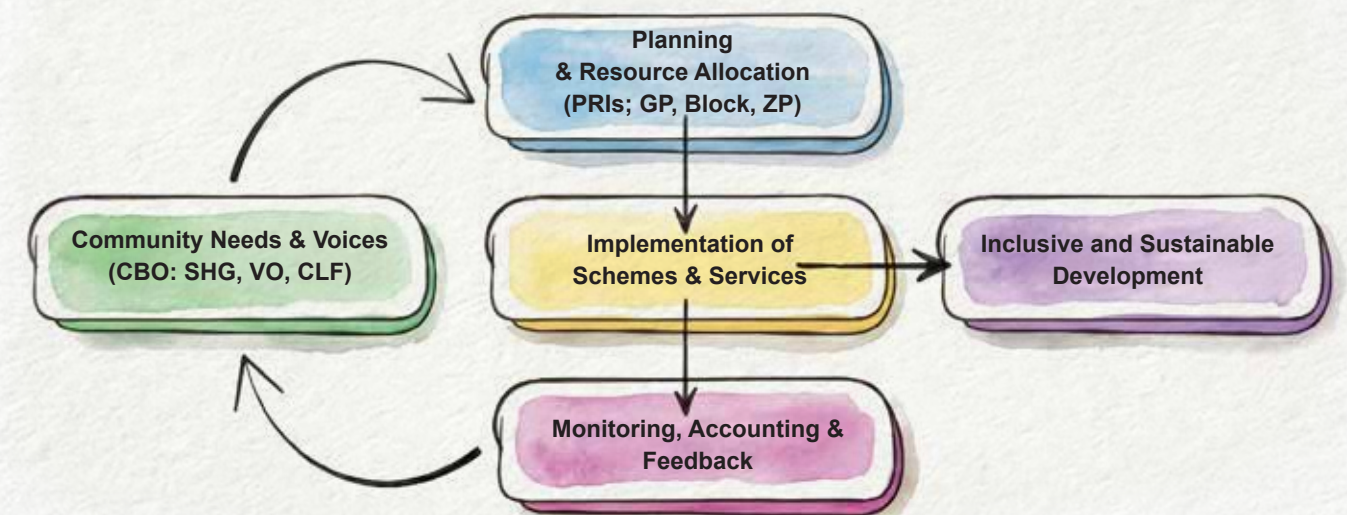
TOPIC 2: PRI-CBO Collaboration

Understanding PRI-CBO Collaboration

PRI-CBO Collaboration (collaboration between Panchayati Raj Institutions and Community-Based Organizations like Self-Help Group (SHG), Village Organization (VO), Cluster Level Federation (CLF)) means infusing the CBOs at each tier of formal local governance structures (PRIs) so that they can jointly work to strengthen access to entitlements, basic facilities & infrastructure, livelihood assets and enhance public participation in local governance. This collaboration strengthens women's participation in local governance and

community priorities, particularly priorities of women, marginalized sections and ultra-poor families are heard in Gram Sabha and planning processes. When women-led CBOs bring ground-level understanding of needs through mobilization, community solidarity and enhancing voices of women and marginalized communities, and PRIs hold the mandates, resources, and schemes; together they enable need based planning and effective convergence of schemes with monitoring and feedback loops.

PRI-CBO Collaboration Framework



Key Components

- 01 Ensuring women led institutions are formally included in local planning process which promotes women's active role in Gram Sabha and PRI decision making. This increased representation of women as leaders in local planning and governance.
- 02 Amplifying voices of marginalised groups so that most vulnerable are not excluded, it reduces the power imbalances by institutionalising the participation of CBOs.
- 03 Prioritizing and aligning budgets and resources with needs identified in the participatory planning that directly benefits women and marginalized groups and addresses livelihood-related issues. This can be achieved through PRI-CBOs orchestrating convergence of line departments at the Gram Panchayat.

- 04 Developing quality plan and implementing effectively by incorporating knowledge and priorities of women and marginalised groups in the local planning process (GPDP). The enhanced awareness of schemes and participatory planning increases ownership of community.
- 05 Enhancing transparency, accountability, and feedback by empowering panchayat through citizens' support, open access to plan and its status to citizen, institutionalize participation of CBOs in monitoring, tracking, and feedback loops.

Focus Areas

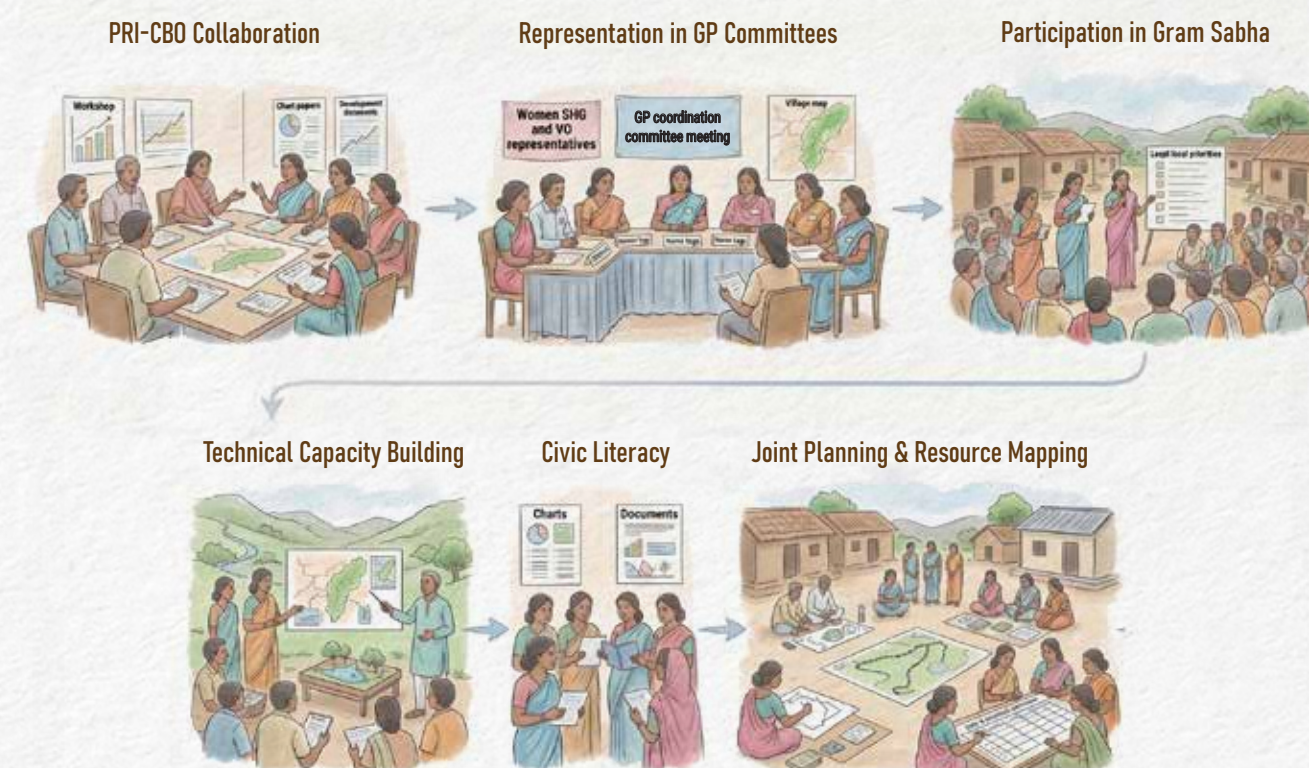
- 01 VO facilitates women's participation in Gram Sabha and GPDP planning process with focus on entitlements and livelihoods
- 02 VO representative as a member in Gram Sabha Standing Committee
- 03 VO representative as one of the office bearer of Gram Kosh
- 04 VO representative as a member Gram Panchayat Coordination Committee (GPCC)
- 05 VO representative as a member in Gram Panchayat Executive Committee (GPEC)
- 06 CLF/BLF representative should hold position in Block Level Coordination Committee? (BLCC)

Strategies and Processes

Strengthening capacities of PRIs and CBOs for participatory local planning

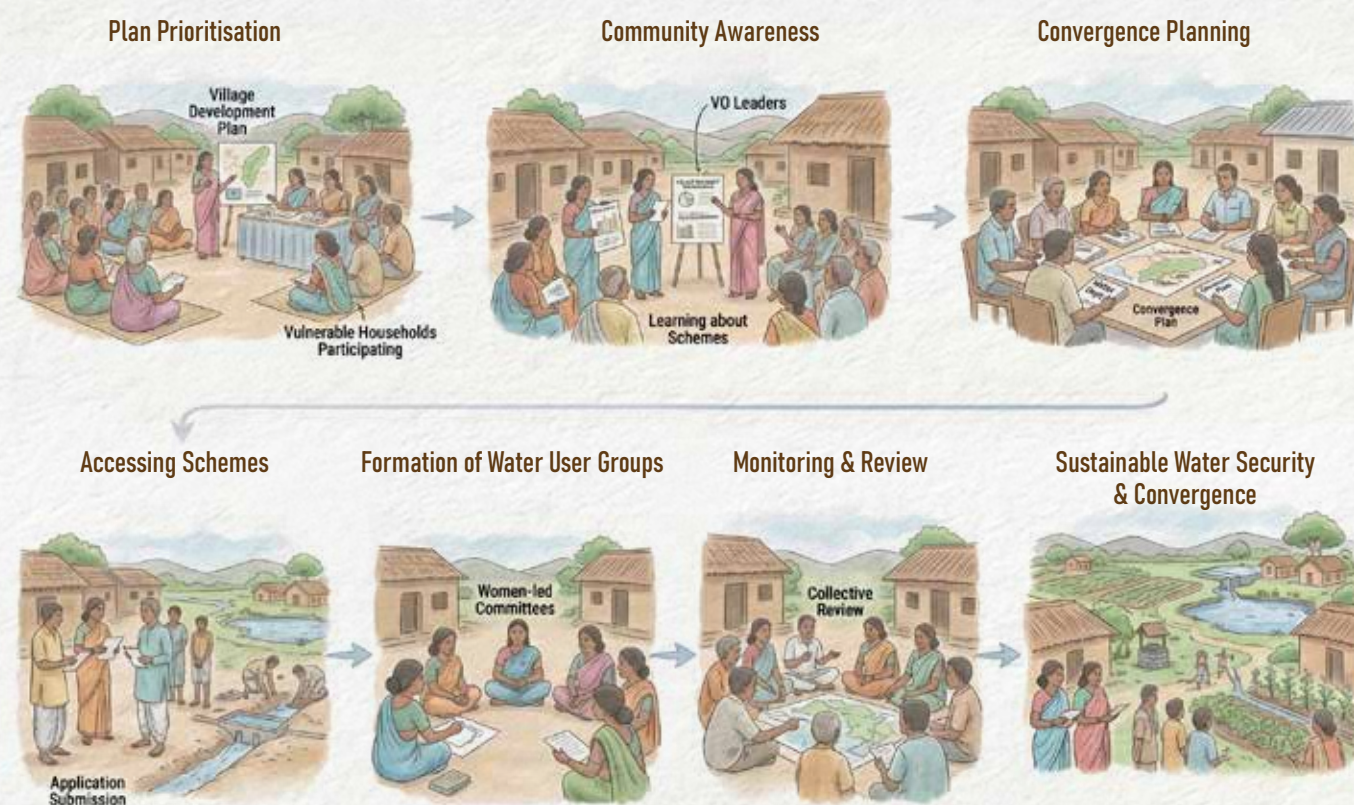
- **Workshop/meeting on space for collaboration** between PRI and CBOs (women collectives) in various government schemes and GPDP, with focus on plan development of NRM and water security-based livelihood enhancement plan for women and marginalised groups. Here, PRI and CBO jointly identify strength of each other and come up together with a common agenda and action plan.
- **Finalizing representation of VO or SHG in GP committees** such as Gram Panchayat Planning Facilitation Team (GPPFT) and Gram Panchayat Coordination Committee (GPCC) as structured platforms for collaboration between PRIs, VOs and frontline workers. Conducting orientation of VOs and its sub-committees around these GP committees.
- **Integrating SHGs in participatory planning process** (encouraging their role in GPDP or INRM based livelihood planning process) and their participation in Gram Sabha. Placing the agenda with Gram Sabha and Gram Sabha gets oriented on the agenda and gets ready to prepare plan
- **Organizing technical training of SHGs and PRIs** around INRM and watershed technologies of soil, water, land and forest conservation, technical understanding of structural and vegetative measures for conservation including plantation, water harvesting structures, rejuvenation works, use of GIS/cadastral map and improved livelihood techniques.
- **Conducting civic literacy training of SHGs** on mandates, eligibility criteria of schemes, rights and entitlements, documentation/application procedures, and functions of PRIs in governance.

- **Joint participation of PRI and VO members in planning exercises** including social mapping and wealth ranking to identify vulnerable households for prioritization, resource mapping to understand status of natural resources and its potential for livelihoods, transect walk for site selection with social and technical feasibility, intervention plan finalization and activity mapping for management of natural resources for livelihood enhancement of vulnerable and marginalised households.



Strengthen implementation and convergence platforms

- Year wise prioritization of plan (prioritizing women, small and marginal farmers, ultra-poor households) in the Gram Sabha and display of plans at GP and VO offices for mass awareness.
- Conducting awareness program at VO level and Gram Sabha to raise awareness of schemes, and its implementation procedures so that applications can be made as per plan.
- Operationalize the Gram Panchayat Coordination Committee (GPCCs) for orchestrating the convergence of line department which includes preparing the resource envelope considering all line departments, sharing of plans to line department, submission of required formalities for accessing the schemes (for water assets), tracking and monitoring the implementation vis-à-vis the plan and taking the corrective actions.
- Formation of water user groups (constituting all women or at least 50 percent women as members and leaders of the group) for community based or group-based assets.
- Formation of forums/reconstituting committees with VO members as representative and re-defining the roles for joint action plans, implementation, reviews and monitoring.



ACTIVITY 1: CASE CLINIC – Understanding PRI-CBO Collaboration

DURATION: 1 hour

OBJECTIVE:

To help participants understand and appreciate the importance of PRIs and CBOs working together for promoting inclusive planning, effective implementation and social accountability. It also helps to understand the roles and complementarities of PRIs and CBOs, and how together they can facilitate improved access to government schemes, livelihoods, natural resource management, water security, and community assets.

MATERIALS REQUIRED:

Printed case sheets (1 per group)/ display the cases one by one through PPT, chart paper / A4 sheets, markers

METHOD:

Step 1: Divide participants into groups of 4–6 members

Step 2: Introduce the activity explaining that in real situations, neither the Gram Panchayat nor community groups can solve all problems alone. This activity will help us understand what each can do—and what only collaboration can achieve. Briefly introduce the 3 lenses relating it to their field experiences

- What PRIs can do alone
- What CBOs can do alone
- What requires collaboration

Step 3: Give each group one case. (A few samples are shared below)

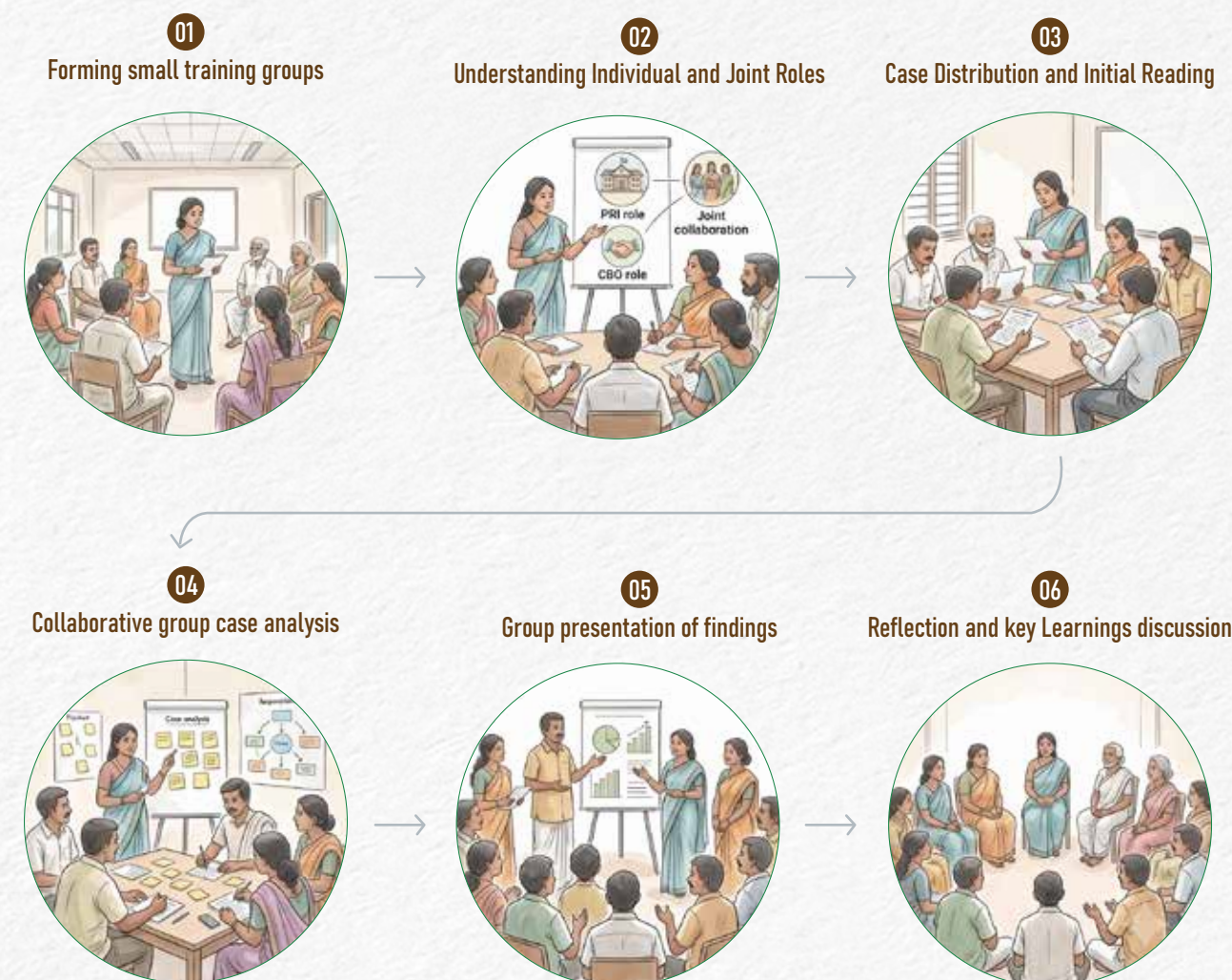
Step 4: Now ask groups to discuss and fill the template with the following column headers: Issue/ Cases; PRI Role; CBO Role; Joint Action (Collaboration).

Here, the facilitator prompts deeper thinking:

1. Why the problem exists?
2. Does PRI-CBO working together improve the situation? If yes, How?
3. Who needs to do what?

Step 5: Quick sharing by each group. Encourage concise sharing.

Step 6: Conclude with synthesis & key messages.



Key message

When women-led CBOs bring ground level understanding of needs through mobilization, community solidarity, enhancing voices of women and marginalised communities, facilitating community ownership and monitoring and PRIs hold the mandates, resources, and schemes, activating GP level monitoring; together they enable knowledge building, need based planning and effective convergence of schemes with monitoring and feedback loops.

Conclude explaining development outcomes improve when institutions don't work in isolation but build on each other's strengths.

SAMPLE CASES

Case 1: Fragmented Planning Instead of Saturation-Based Development

A Gram Panchayat prepares its plan but works are scattered across the Panchayat—one farm pond in one hamlet, a few plantations work in another, and a check dam elsewhere. While individual assets are created, they are not much effective and faces challenge like drying up, low water retention. Many vulnerable households continue to face irrigation and livelihood constraints despite years of investments.

Case 2: Limited Participation of Women and Vulnerable Households

Gram Sabha meetings are regularly conducted, but participation is largely limited to influential households and community leaders. Women, landless households, Scheduled Tribes, Scheduled Castes, and other vulnerable groups rarely express their needs. Consequently, many priorities related to livelihoods, water access, social protection, and productive assets remain absent from village plans.

Case 3: Approved Plans but Weak Implementation

Several works related to water conservation, irrigation, and livelihoods have been planned. However, implementation is slow or not done as per plan. There is no mechanism for community-based monitoring of implementation and convergence.

Case 4: Assets Created but Livelihood Benefits Remain Limited

Over the past few years, several productive assets such as farm ponds, irrigation structures, plantations, and livestock sheds have been created. However, many households are unable to fully utilize these assets. Expected livelihood outcomes are not being achieved.

Case 5: Women Participate but Do Not Influence Decisions

Women attend Gram Sabha meetings in significant numbers and often sit through the discussions. However, priorities of whose work will be submitted and taken up at first, are largely decided by a few vocal members, and women's voice or views on this gets limited attention during final decision-making and prioritization.

Case 6: Planning Without Reliable Data

The Gram Panchayat prepares plans every year but lacks updated information on village resources, vulnerable households, completed works, ongoing works, convergence opportunities, water availability, water demand, and livelihood status.

Case 7: Eligible Households Unable to Access Schemes

Many households in the Gram Panchayat are eligible for schemes related to irrigation, horticulture, livestock, fisheries, housing, social protection, and livelihoods. However, a large number of vulnerable households are unable to access these because they face difficulties in identifying suitable schemes, preparing applications, obtaining required documents, completing technical formalities.



Facilitator's note:

Keep discussions focused and time-bound. Avoid letting participants stay at a theoretical level—push for practical examples. Reinforce that: Collaboration is not automatic—it must be intentionally built. Both PRI and CBOs bring distinct but complementary strengths.



Sample Cases & Responses:

Case No.	Issue	Scenario	PRI's Role	CBOs' Role	Joint Action (Collaboration)
1	Fragmented Planning Instead of Saturation-Based Development	Scattered works fail to address village needs comprehensively.	Organising planning events, awareness of community on cluster-based and technical approaches, hold mandates of plan preparation and submission	Technical awareness and mobilisation, jointly conducting the planning steps to facilitate quality, identification and inclusion of vulnerable, VPRP	Joint local development planning in a cluster approach and in a saturation model, so that it improves the water status in a landscape.
2	Limited Participation of Women and Vulnerable Households	Planning meetings are dominated by a few influential people while vulnerable households remain unheard.	Ensure representation of SHGs in standing committees/Gram Sabha; organize dedicated Mahila Sabhas.	Mobilize women and marginalized groups; motivate women to speak in gram sabha and forums	Conduct joint social mapping and wealth ranking to accurately identify and prioritize vulnerable households.
3	Approved Plans but Weak Implementation	Work implementation is delayed or poorly executed.	Activate executive committees; track and monitor scheme execution vis-à-vis the plan. Enhance the visibility of plans for the community.	Active participation of women in monitoring and tracking the progress and mobilisation	Activate the GPCC to review progress, coordinate line departments, and take corrective actions.
4	Assets Created but Livelihood Benefits Remain Limited	Livelihood assets exist but are underutilized	Lease out Panchayat assets to SHGs or promote women water user groups. Engage with department for livelihood convergence.	Provide training to SHG women on livelihood enhancement, link women to department and panchayat	Jointly develop livelihood plans, resource envelope for convergence, mobilize for technical capacity building
5	Women Participate but Do Not Influence Decisions	Women attend Gram Sabha meetings but their priorities are rarely reflected in final decisions.	Facilitate gender-responsive governance; allot budget allocations to women-led priorities.	Actively demand inclusion of women's needs in the final GPDP, build leadership and confidence among WERs	Secure strategic positioning of women leaders within formal GP committees, conducting prioritisation process
6	Planning Without Reliable Data	Panchayat lacks updated information on resources, vulnerable households, work status	Maintain official gender-disaggregated data and status reports, updating data regularly	Assist Panchayats to maintain records, identify gaps, creating awareness about updated data	Joint data collection, validation, data supported decision making and monitoring
7	Eligible Households Unable to Access Schemes	Families struggle with documentation and applications.	Set up and fund formal institutional support structures like a Help Desk at the Panchayat level. Organise awareness events.	Disseminate information on schemes, conduct civic literacy training and handhold women on application processes	Establish a Gram Panchayat Help Desk (GPHD) run by appointed VO members to ease application processes.



The background is a deep blue with several large, overlapping organic shapes in lighter shades of blue. A large, light blue teardrop shape is positioned on the right side, containing the text. Another large, dark blue teardrop shape is in the top right corner. The overall design is modern and minimalist.

SESSION 04

Resource Envelope

This session helps to build an understanding of realising the water secure gram panchayats plans developed through different sources and types of fund available at Gram Panchayat level.

Session Design

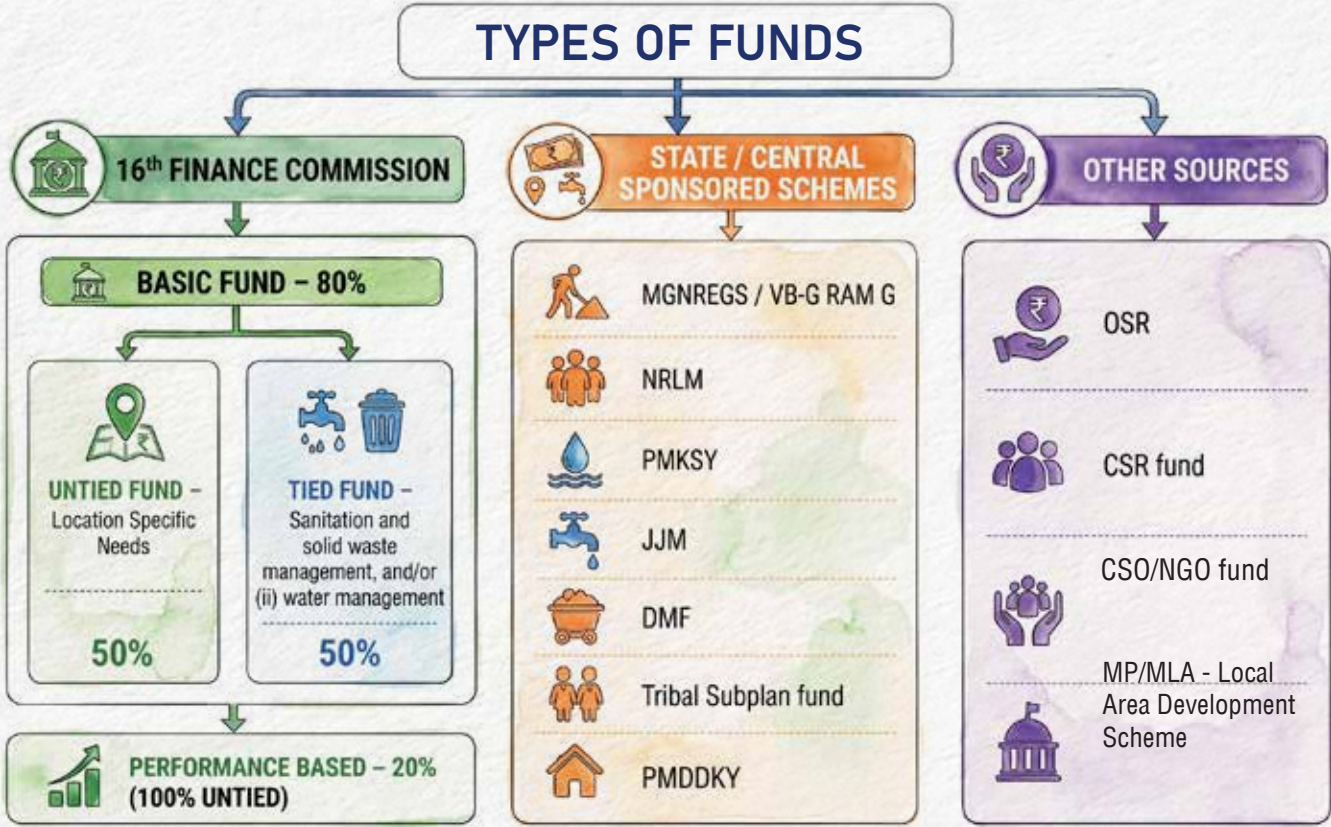
Topic	Duration	Content	Activity
Resource Envelope and Convergence of Government Schemes	2 hours	To enable participants to develop convergence-based GPDP resource planning linking funds, livelihoods, and water security interventions.	Activity 1: Presentation on Resource Envelope Activity 2: Build the Budget Basket

TOPIC 3: Resource Envelope

The resource envelope is the estimation of total financial requirement of the plans developed under the Gram Panchayat Development Plan (GPDP) planning process and the estimation of the total funds available to the Gram Panchayat for the fiscal year covering Central/State Finance Commission Grants, Centrally Sponsored Schemes (e.g. Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS or VB-G RAM G), National Rural Livelihoods Mission (NRLM), Jal Jeevan Mission, Pradhan Mantri Krishi Sinchayee Yojana (PMKSY) etc.) and Own Source Resource. This helps the Gram Panchayat and the committees to bifurcate the plans into year wise planning and map the plans with the schemes or different sources of funds. It supports the development of a further action plan for implementation.

Preparing the Resource Envelope includes -

- 01 Estimate the budget**
Calculate the total investment required to implement the plan. This includes the cost of creating assets for water-secure areas, based on land use and a saturation approach.
- 02 Map departments and schemes**
Identify potential funds available at Gram Panchayat, block and district levels. Map which departments and schemes can support different activities in the plan.
- 03 Include OSR sources**
List all possible revenue sources of the Gram Panchayat, such as taxes (house tax, water tax), user charges, fees, and income from common property resources (ponds, markets, community assets). Calculate how much revenue can be generated annually from these sources. Use OSR funds to support key gaps in the plan, especially for activities not covered under schemes.



Note: The percentages mentioned for Basic and Performance Based Funds are as per the 16th Finance Commission recommendations.

Sample Template for Resource Envelope

Estimated Available Fund – Current Fiscal Year (At Gram Panchayat)			
S.no	Source	Scheme Type	Amount (Rs)
1	16th Finance Commission	Tied	
2	16th Finance Commission	Untied	
3	MGNREGS / VB-G RAM G	Partial Untied	
4	Own Source Revenue (OSR)	Untied	
5	PMKSY	Partial Untied	
Total			Rs. 1,00,00,000

Estimated Funds Required (For GPDP – 3-4-year plan)			
S.no	Name of the beneficiary	Detail of Plan	Amount(Rs.)
1	Sunita Korram/Pankaj Korram	Farm Pond (23m*23*3m)	
2	Hemlal Jurri/Sukhlal	Farm Pond (20m*20*3m)	
3	Pushpa Netam/Premlal	Dugwell	
4	Beneficiary 4	Plantation (0.4 hectare)	
5	Beneficiary 5	Farm Pond (23m*23*3m)	
6	Community work 1	Tanks (40m*30m*3m)	
7	Community work 2	Tap Connection	
8	Community work 2	Pond Renovation	
9	Group (15 family)	Solar Lift Irrigation	
10	Beneficiary 6	Drip system	
Total			Rs. 3,00,00,000

Mapping the schemes – Year 1 (As per prioritization and funds available)				
S.no.	Name of the beneficiary	Detail of Plan	Scheme	Amount(Rs.)
1	Pushpa Netam/Premlal	Dugwell	MGNREGS/ VB-G RAM G	
2	Beneficiary 4	Plantation (0.4 hectare)	MGNREGS/ VB-G RAM G	
3	Beneficiary 5	Farm Pond (23m*23*3m)	MGNREGS/ VB-G RAM G	
4	Community work 2	Tap Connection	16th FC	
5	Beneficiary 6	Drip system	PMKSY	
6	Community work 2	Pond Renovation	OSR	
Total				Rs. 1,00,00,000

TOPIC 4: Convergence of Government Schemes

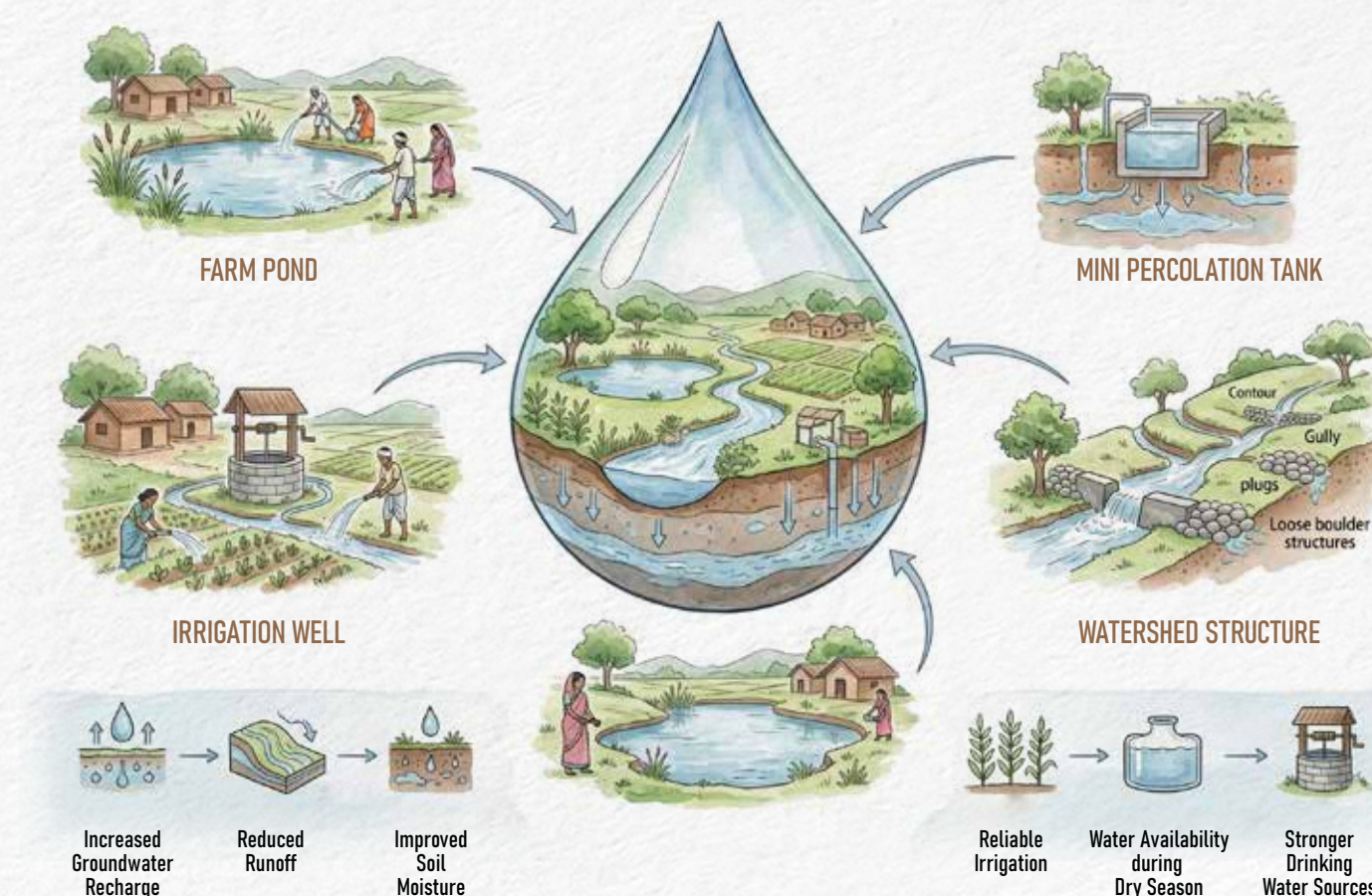
A water secure village is essential for sustainable agriculture, improved livelihoods, climate resilience, and year-round availability of water for irrigation, livestock, and domestic needs. Across India, water security can be achieved through a convergence-based approach by leveraging various schemes like Viksit Bharat – Guarantee for Rozgar and Aajeevika Mission (Gramin) (VB G RAM G) Scheme, NRLM of Ministry of Rural Development, Watershed Development programs, program of the Department of Agriculture & Farmers Welfare, Department of Drinking Water & Sanitation, Department of Renewable Energy and Department of Panchayati Raj Institutions.

The strategy focuses on ridge-to-valley treatment, rainwater harvesting, groundwater recharge, efficient irrigation systems, safe drinking water access, micro-irrigation, natural farming, and community participation. Convergence of these schemes enables creation of durable assets, optimum utilization of available water resources, and strengthening of livelihoods of rural households. A holistic village-level planning approach can ensure that every drop of rainwater is conserved, stored, and productively utilized for agriculture, drinking water, livestock, and allied activities.

1. Water Harvesting and Groundwater Recharge

VB G RAM G Scheme and watershed development programs can be utilized for creating decentralized water harvesting and recharge structures. These

interventions help reduce surface runoff, increase groundwater recharge, and improve soil moisture availability across agricultural lands.

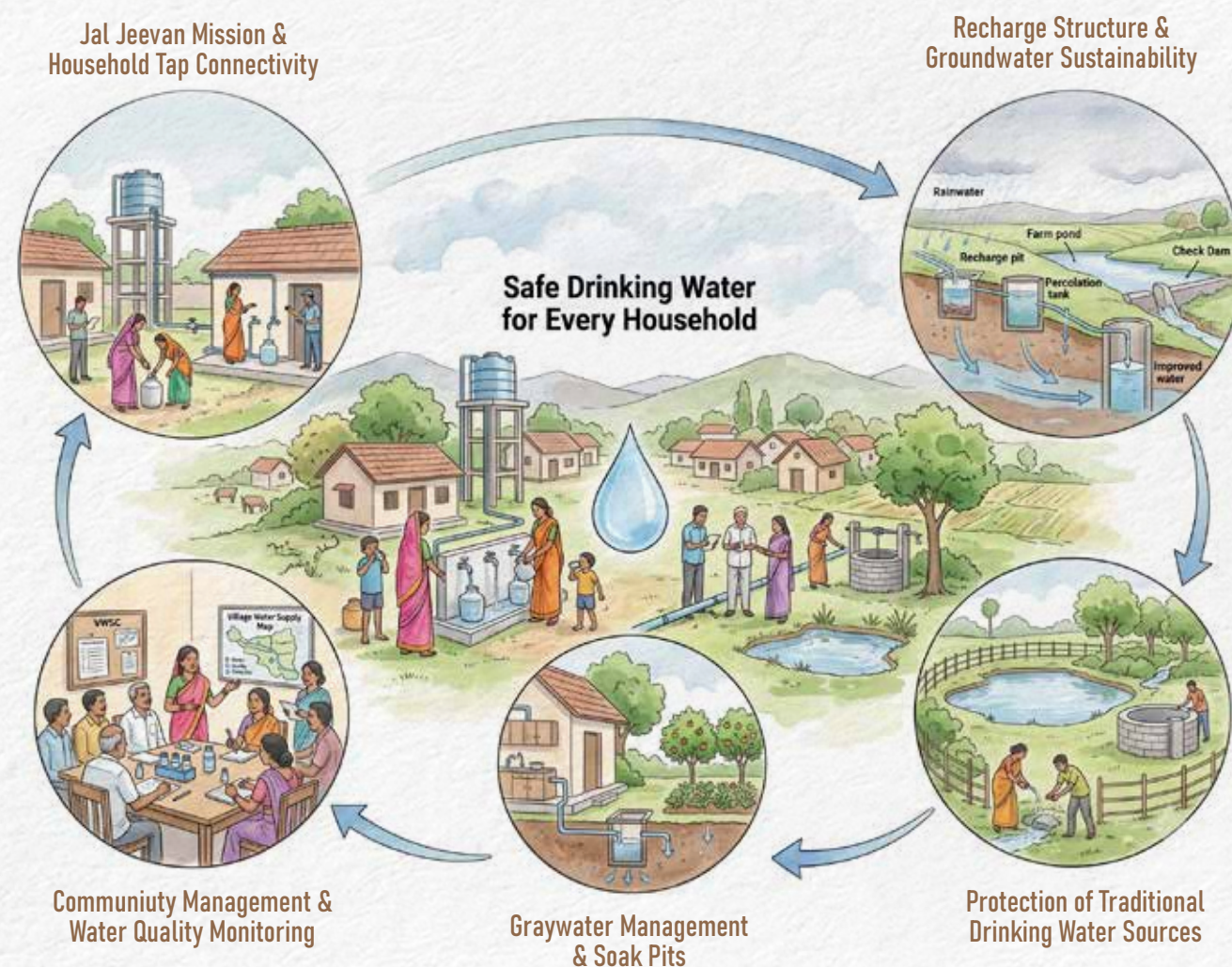


- **VB G RAM G Scheme – Farm Pond** can support individual and community farm ponds for rainwater storage and protective irrigation.
- **VB G RAM G Scheme – Mini Percolation Tank** can help recharge groundwater and improve water availability in nearby wells and agricultural fields.
- **VB G RAM G Scheme – Irrigation Well** can provide assured irrigation support to small and marginal farmers.
- Watershed development programs under **PMKSY – Watershed Development Component (WDC)** and similar state watershed initiatives can support contour trenches, check dams, gully plugs, loose boulder structures, drainage line treatment, and ridge area treatment to reduce runoff and increase infiltration.
- Programs related to renovation, restoration, and deepening of ponds and traditional water bodies can improve local water storage capacity.

These interventions collectively help restore the hydrological balance of villages and ensure water availability during dry periods. Improved groundwater recharge also strengthens sustainability of drinking water sources such as wells, hand pumps, and piped water supply systems.

2. Drinking Water Security and Source Sustainability

Ensuring safe and adequate drinking water is a critical component of water secure villages. Conservation and recharge activities can significantly improve sustainability of rural drinking water sources.



- Convergence with Jal Jeevan Mission (JJM) and other rural drinking water programs can strengthen household tap water connectivity and village water supply infrastructure.
- Recharge structures created under VB G RAM G Scheme and watershed program can improve groundwater levels and enhance sustainability of drinking water sources.
- Renovation and protection of traditional water bodies, wells, springs, and community water sources can improve drinking water availability during summer months.
- Greywater management and soak pits at household and community level can reduce waterlogging and improve groundwater recharge.
- Gram Panchayats and Village Water & Sanitation Committees (VWSCs) can be involved in operation, maintenance, and water quality monitoring of drinking water systems.

Integration of water conservation and drinking water schemes ensures long-term source sustainability and equitable access to safe drinking water for all households.

3. Enhancing Green Cover and Soil Moisture Conservation

Increasing vegetation and tree cover improves soil moisture retention and reduces erosion. Plantation and soil conservation activities also contribute to ecological restoration and climate resilience.

Orchard Plantation on Uplands



Soil & Moisture Conservation



Healthy Green Landscape

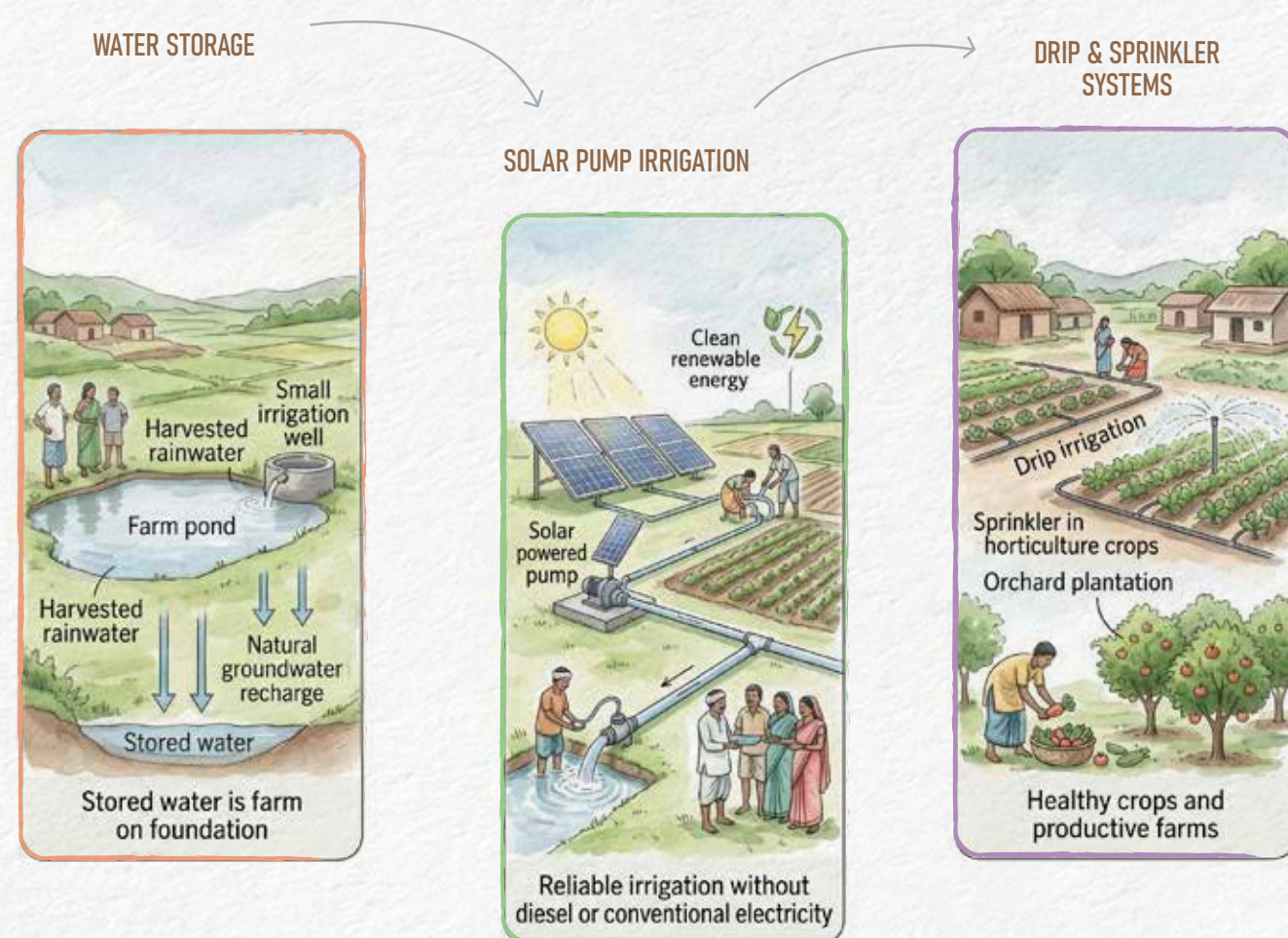


- VB G RAM G Scheme – Fruit orchard-based agro-forestry block plantation on uplands, cultivable wasteland and degraded lands like Birsa Harit Gram Yojana in Jharkhand.
- Watershed interventions can complement plantation activities through ridge area treatment and soil conservation measures.
- Plantation of fodder trees, timber species, medicinal plants, and multipurpose species can improve ecological balance and strengthen livelihoods.

Improved vegetative cover reduces land degradation, enhances groundwater recharge, and provides additional income opportunities through horticulture and allied activities.

4. Assured Irrigation through Solar and Micro-Irrigation Systems

Stored water becomes productive only when farmers have access to efficient irrigation facilities. Promotion of decentralized irrigation and micro-irrigation systems can significantly improve water-use efficiency, cropping intensity, and agricultural productivity.



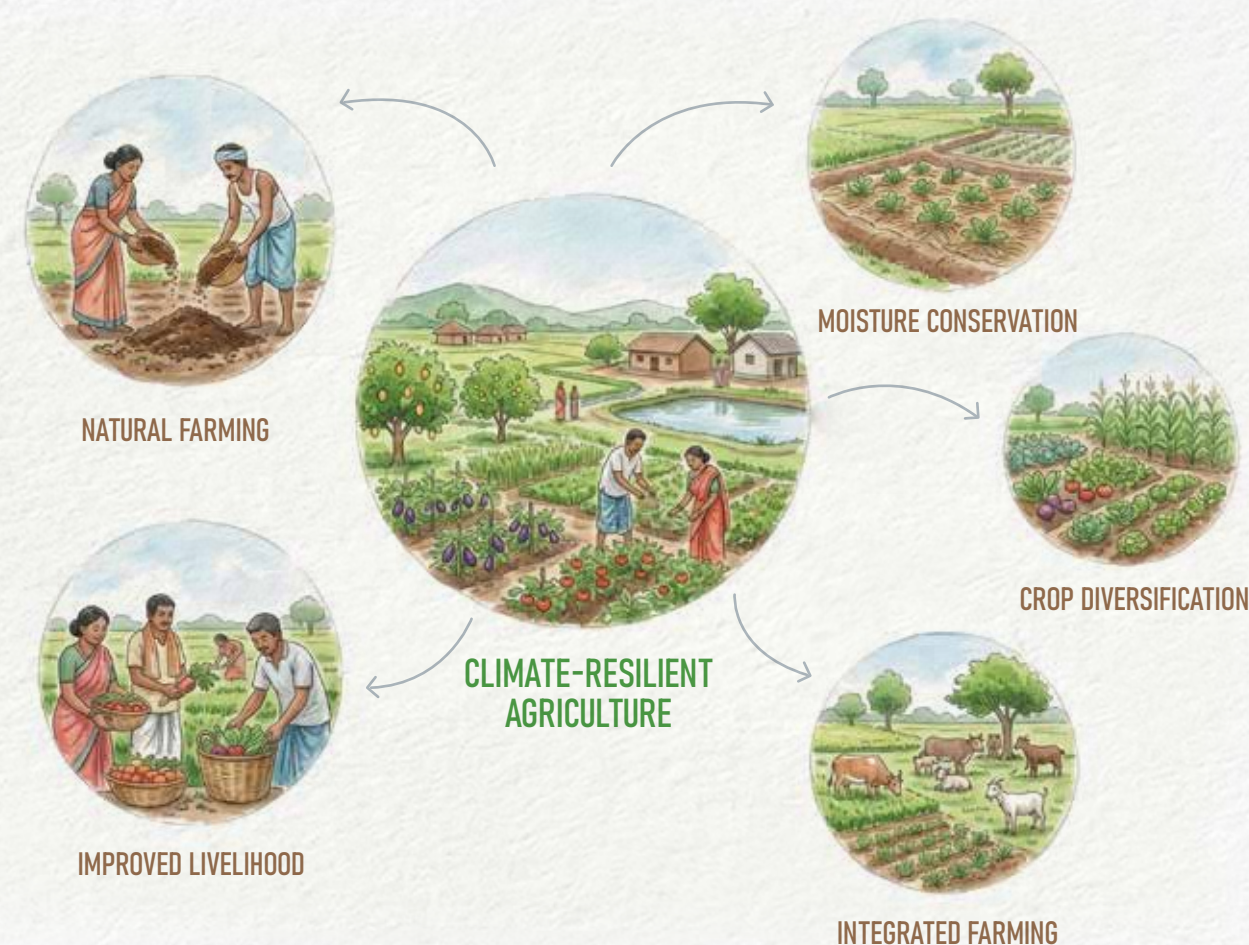
- Solar pump schemes under renewable energy programmes like Kisan Samridhi Yojana (KSY) can support installation of solar-powered irrigation systems for farmers and farmer groups.
- PM-KUSUM can provide standalone solar pumps for individual farmers and community irrigation systems.
- Distribution of agricultural equipment, including pump sets and irrigation tools, can support efficient utilization of stored water.
- Per Drop More Crop (PDMC) can promote micro-irrigation systems such as drip and sprinkler irrigation for efficient water utilization in horticulture and agricultural crops.

The Per Drop More Crop initiative can play a critical role in improving water-use efficiency, reducing irrigation losses, and maximizing productivity from limited water resources. Adoption of drip and sprinkler irrigation systems can especially benefit horticulture, vegetable cultivation, and plantation-based farming.

These interventions can ensure year-round irrigation while reducing dependence on diesel and conventional electricity. Solar-based and micro-irrigation systems also promote environmentally sustainable agriculture and reduce irrigation costs for farmers.

5. Promoting Sustainable and Climate-Resilient Agriculture

Water security should lead to improved agricultural productivity and sustainable farming systems. Efficient utilization of conserved water is critical for long-term sustainability.



- **National Mission on Natural Farming (NMNF)** can promote low-cost, water-efficient, and climate-resilient agriculture practices.
- Farmers can be encouraged to adopt mulching, mixed cropping, organic inputs, moisture conservation, and integrated farming techniques.
- Crop diversification towards horticulture, vegetables, pulses, oilseeds, fodder crops, and allied activities can improve income and water-use efficiency.

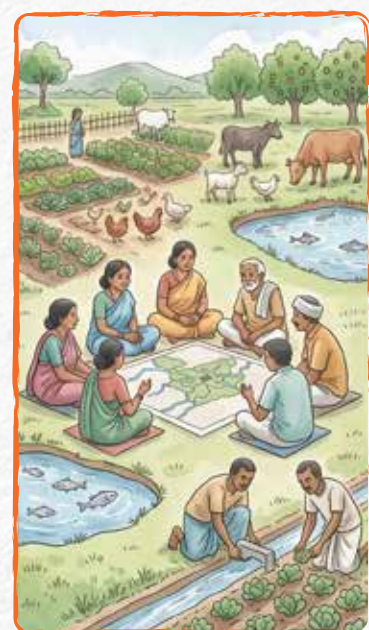
These practices improve soil health, reduce water demand, and strengthen resilience against climate variability and drought conditions.

6. Community Institutions and Livelihood Promotion

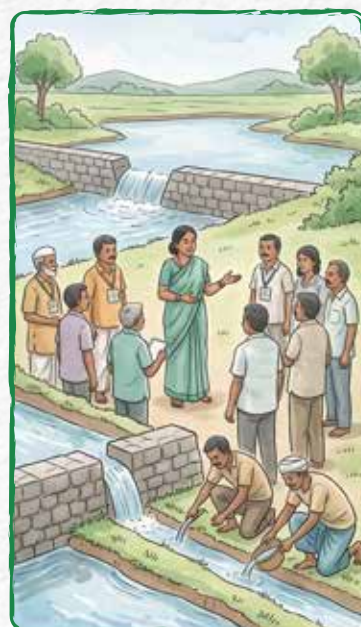
Strong community institutions are critical for sustainable management of water resources. Community participation ensures ownership, maintenance, and equitable utilization of assets created under various schemes.

- **NRLM – Integrated Farming Cluster (IFC)** and SHG-based livelihood initiatives can support integrated farming systems, nutrition gardens, livestock, fisheries, and irrigation-based livelihoods.

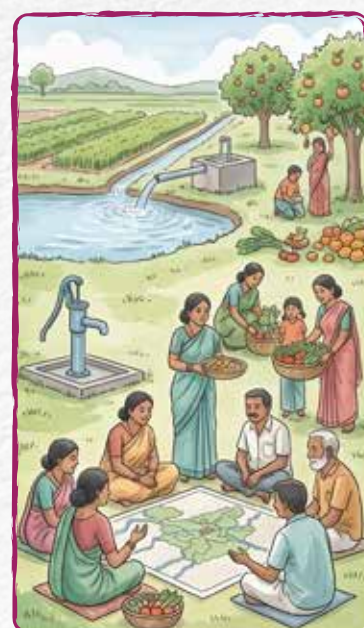
INTEGRATED FARMING



COMMUNITY WATER MANAGEMENT



SUSTAINABLE LIVELIHOOD



- Water User groups and water management committees can be formed for operation, maintenance, and equitable water sharing.

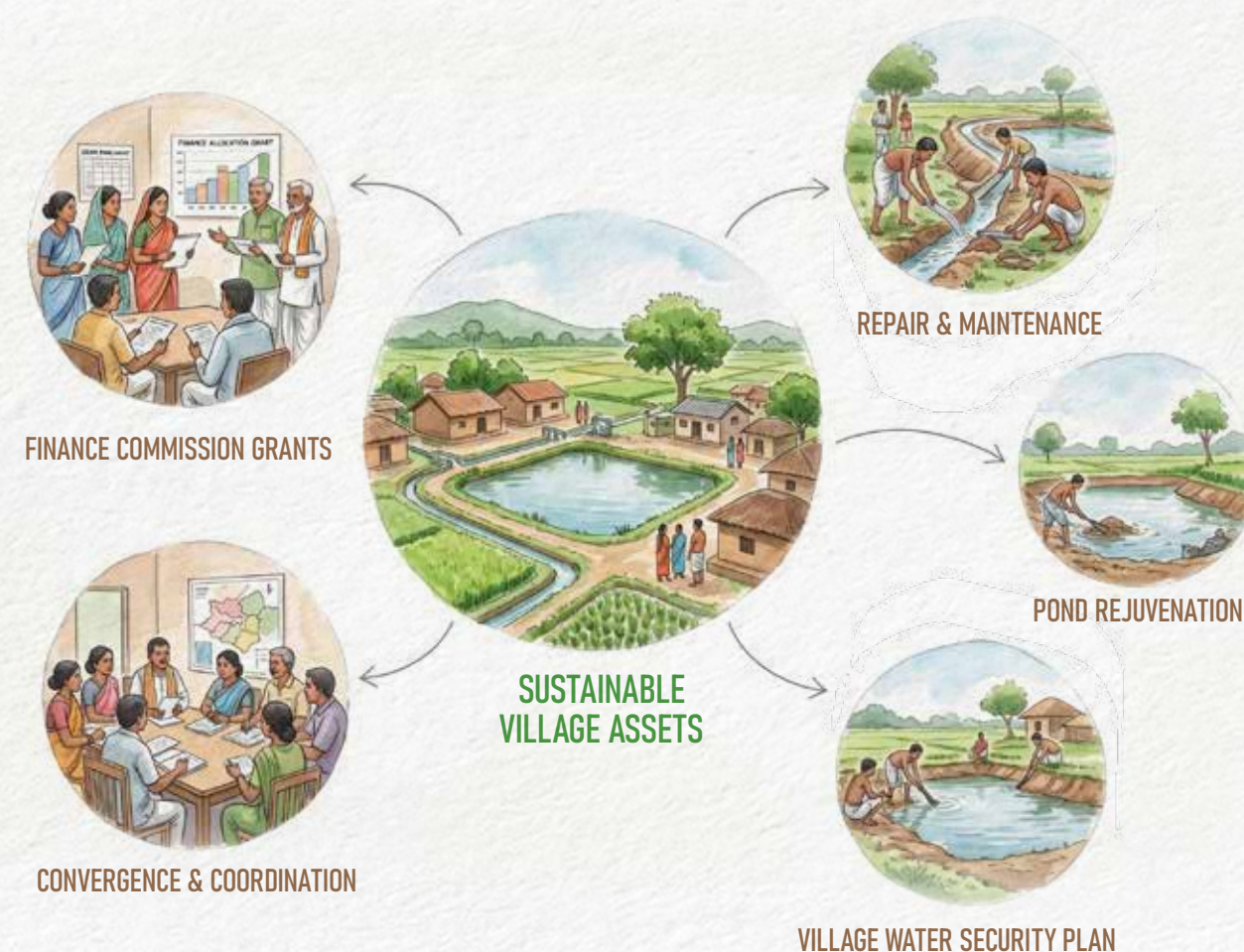
Involvement of SHGs, VO, CLF, farmers' groups, Village Water & Sanitation Committees, and Gram Panchayats can strengthen collective planning and long-term sustainability of village water security initiatives.

7. Strengthening Village Infrastructure and Maintenance

Local governance institutions can ensure long-term sustainability of assets. Regular maintenance and rejuvenation of water structures are essential for sustained benefits.

- **XV and XVI Finance Commission Grants** available with Panchayati Raj Institutions can support repair, maintenance, and strengthening of water-related infrastructure.
- Panchayats can utilize available untied grants for village-level water conservation, drainage management, rejuvenation of ponds, and maintenance of common assets.

Gram Panchayats can play a central role in preparing Village Water Security Plans and ensuring convergence among departments and community institutions.



ACTIVITY 1: Presentation on Resource Envelope

DURATION: 1 hour

OBJECTIVE:

To enable participants to develop convergence-based GPDP resource planning – linking funds, livelihoods, and water security interventions

MATERIALS REQUIRED:

PPT on Resource Envelope

METHOD:

Step 1- Facilitator presents the PPT in an interactive way bringing in live experiences from the field and engaging participants on the same

Step 2- Doubts and Clarifications

Refer to Presentation Deck

ACTIVITY 2: Build the Budget Basket

DURATION: 1 hour

OBJECTIVE:

By the end of the activity, participants will be able to understand the concept of a Resource Envelope, roughly estimate funding needs for GPDP activities, map activities with appropriate schemes/funds identify funding gaps and understand the role of Own Source Revenue (OSR) in filling gaps and practice convergence-based planning.

MATERIALS REQUIRED:

Sample village case sheet, templates, marker/ pens, chart paper, A3 sheet, calculator (optional)

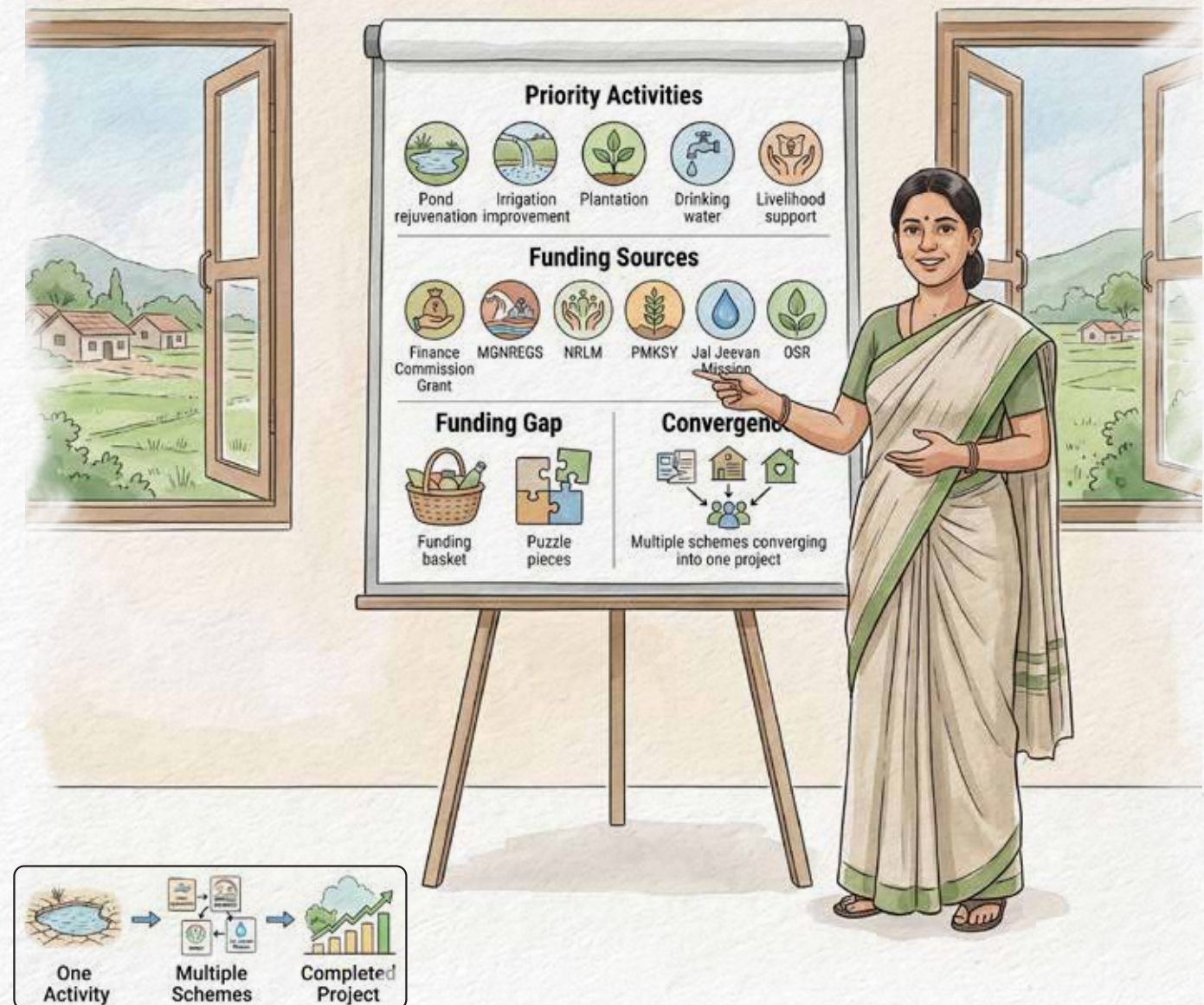
METHOD:

Step 1: The facilitator introduces the scenario saying, “Your Gram Panchayat has prepared a development plan. Now the GP must estimate how much money is needed and identify where the funds will come from. You act as a Gram Panchayat Planning Committee. Your task is to prepare a simple Resource Envelope.”

Step 2: Each participant receives a template, paper, pen.

Step 3: Now the facilitator presents cases one by one and asks the participants to “Build the Budget Basket”. The facilitator posts or displays the cases asks to participants to:

- **Prioritize Activities:** Choose which activities are most urgent.
- **Estimate Funding Requirement:** Assign approximate budget amounts.
- **Match Funds/Schemes:** Decide which scheme can support which activity? Whether convergence is required?
- **Identify Gaps:** Find activities not fully covered.
- **Use OSR:** Decide where OSR can be used strategically.



Step 4: The facilitator encourages sample sharing for each case from different participants.

Step 5: Facilitator summarizes key learning:

- One activity may need multiple schemes
- Not every activity is scheme-funded
- OSR helps bridge gaps
- Resource envelope supports realistic planning
- Convergence improves implementation
- Knowledge on schemes helps to select the schemes

Step 6: The facilitator may probe for some reflection- closing questions.

- Which activities were hardest to fund?
- Which schemes were most flexible?
- Where was convergence necessary?
- How did OSR help?
- What challenges may arise in real GP planning?

Facilitator's note:

Key Points to Emphasize for the facilitator:

1. Resource Envelope is Not Just a Budget. It links: *Needs, Schemes, Departments, Local revenue*
2. Convergence is Essential: *No single scheme can solve all issues.*
3. OSR is Important: *Encourage participants to think beyond government schemes.*
4. Planning Must Be Realistic: *Not all activities can happen in one year.*
5. Focus on Decision-Making: *There are no "perfect" answers.*



Cases	Situation	Proposed Activities
Village 1	• Rainfed farming • Declining groundwater • Seasonal migration • Low irrigation coverage	• Farm ponds • Check dam repair • Drip irrigation • Plantation • Women SHG goat rearing
Village 2	• Drinking water shortage • Women travel long distances for water • Youth unemployment • Poor village pond maintenance • SHG-led nutrition garden	• Drinking water pipeline • Pond rejuvenation • Fishery promotion • Skill training for youth
Village 3	• Waterlogging • Damaged roads • Crop losses • Poor sanitation • High vulnerability of women-headed households	• Drainage improvement • Raised community platform • Duck rearing • Household toilets • Kitchen gardens

The background features a series of horizontal, wavy lines in various shades of blue, creating a sense of depth and movement. Overlaid on these waves are several large, semi-transparent geometric shapes: a large circle on the left, a large teardrop shape in the center-right, and a smaller circle in the top right. The overall color palette is monochromatic, ranging from deep navy to bright cyan.

SESSION 05

Convergence and Implementation

This session introduces the different bodies important for implementation, the steps for implementation and how convergence aids in actualizing the plans successfully.

Session Design

Topic	Duration	Content	Activity
Convergence and Implementation Mechanisms	1 hour 30 minutes	This session introduces the different bodies important for implementation and how convergence aids in actualising the plans successfully	Activity 1: Presentation on Convergence and Implementation Steps

TOPIC 5: Convergence and Implementation Mechanisms

Coordinated efforts for effective convergence and implementation ensure that the plans don't remain on paper. Focused action for effective implementation and convergence helps complete plans on time. It brings in the required investments, ensures quality of assets, and builds trust and accountability among villagers. Good plans only matter if they are implemented well. Convergence ensures plans actually translate into outcomes on the ground. No single scheme is enough. Convergence brings together funds and expertise from different departments and institutions. When people see results, their confidence in institutions increases. It brings together Panchayats, community

institutions, and line departments, improving coordination, clarity of roles, and accountability. When schemes and resources are combined, the overall impact is much higher. For example, a farm pond is more useful when linked with irrigation, cropping, and livelihood support.

To ensure effective implementation and convergence, knowledge and skill building of all the involved actors is essential. A dedicated fund should be kept/allocated for building capacity of the key actors facilitating the implementation and convergence.

Institutional Structure for Implementation and Convergence

The GP structure is facilitated to define and distribute roles and responsibilities among members of the organisation so that it can achieve its goals. It includes streamlining the processes of internal coordination and decision-making. GP structures include mechanisms to ensure collaboration within the GP, as well as between the GP and other stakeholders. These include

mechanisms such as the GP Executive Committee (GPEC), GP Coordination Committee (GPCC), and project-specific ones such as the Village Water and Sanitation Committee (VWSC), PRI-CBO forums and Block Coordination Committee (BCC). Clarity on their vision and mission provides the required direction to these GP bodies. The institutions require both perspective and skills to achieve their goals.



Gram Panchayat Coordination Committee (GPCC)

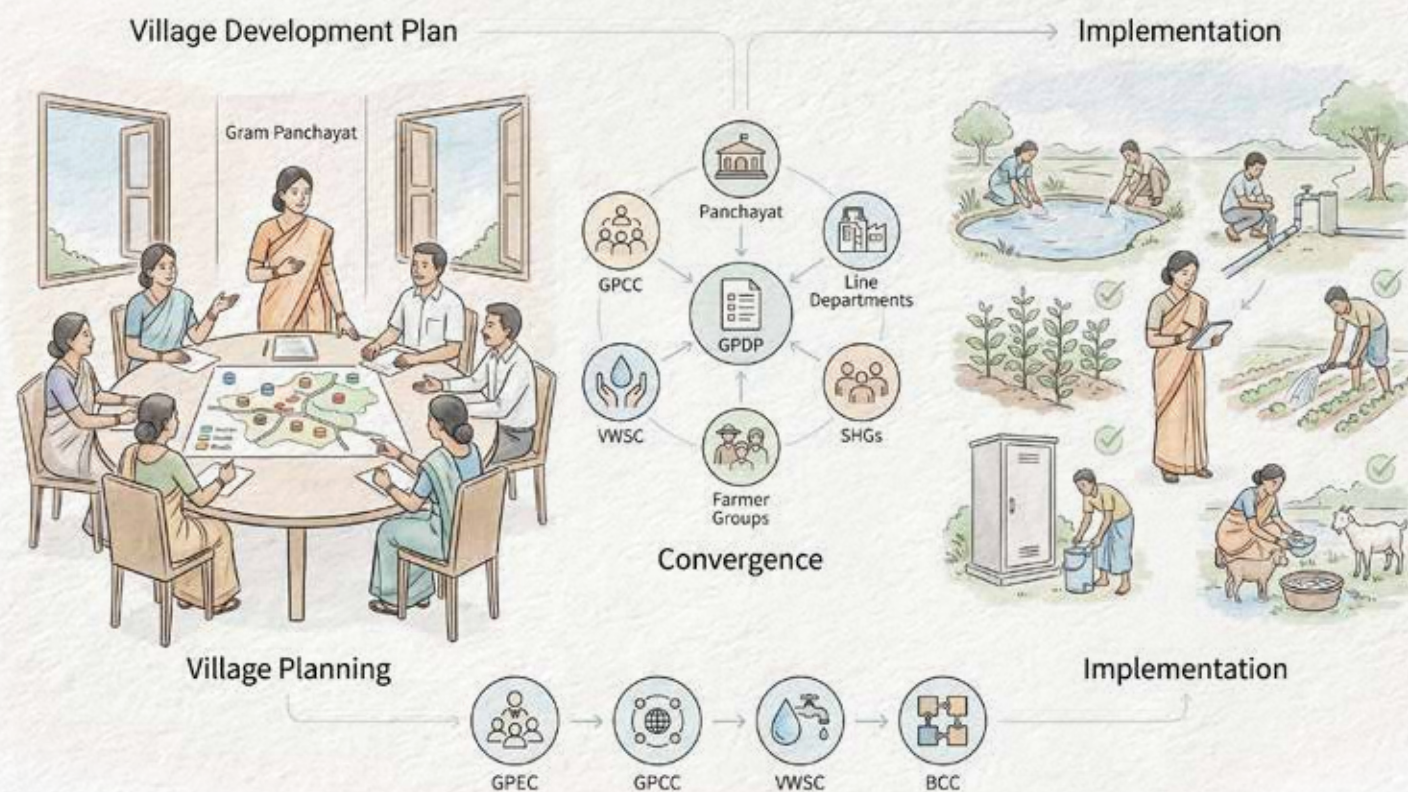
The primary goal is to facilitate better coordination and collaboration among stakeholders, ensuring resources are effectively mobilized for the GPDP. These committees typically include members of Panchayati Raj Institutions (PRIs), representatives from Village Development Committees, Self Help Groups or Village Organization, and Farmer Producer Groups (at least 50 percent women members). It is chaired by the Mukhiya/Sarpanch,

the other participants are government functionaries from different departments operating in the GP area. It aligns plans, schemes, and resources from different sources. It also supports the monitoring and review of plans in terms of resource mobilisation, implementation as per plan and prioritisation and convergence of funds in a saturation and integrated approach.

Village Water and Sanitation Committee (VWSC)

The Village Water and Sanitation Committee (VWSC) is a committee at the village level that looks after drinking water supply and sanitation services. It works under the Gram Panchayat and plays a key role in planning, managing, and maintaining water systems in the village. It monitors regular and safe

drinking water supply to all households. It takes care of handpumps, pipelines, tanks, and other water assets. It consists of members from Gram Panchayat, women representatives/ women collective leaders (at least 50%), community leaders.



TOPIC 6 – Steps of Convergence and Implementation

Once the planning and resource envelope are finalized, the Gram Panchayat Executive Committee (EC) and Coordination Committee (CC) should prepare an action plan for implementation through collaboration and convergence.

Convergence means bringing together different schemes, departments, funds, and stakeholders to work on a common goal in a coordinated way. Instead of each department working separately, convergence ensures they plan together, fund together, and implement together.

GPCC along with departments should come together and need to facilitate the convergence process and prepare the joint implementation plan at Gram Panchayat. For example, if farm ponds are planned, the construction can be supported through VB G-RAM-G (or earlier MGNREGS). Fishery activities in these ponds can be supported by schemes from the

Fisheries Department. As nearby fields benefit from improved soil moisture, they can promote multi-cropping of pulses, oilseeds, or vegetables using improved technologies can be supported by Agriculture or Horticulture Department.

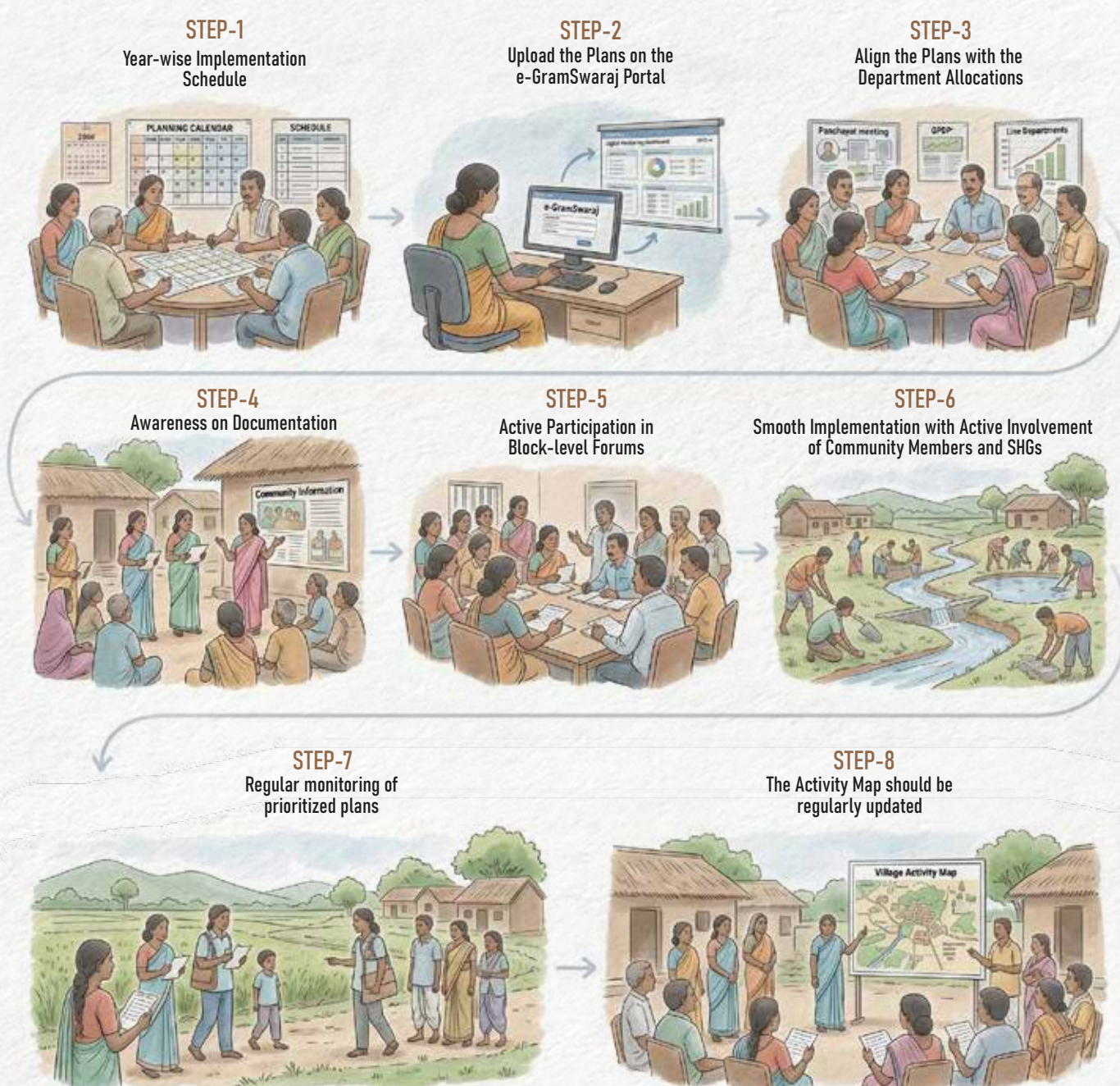
Similarly, if the community plans a solar lift irrigation system to support 40–50 farmers over 40 acres, multiple departments can work together. The solar panel can be installed with support of Renewable Energy Department schemes, trenching and basic infrastructure can be done through VB-G RAM G, and suitable crops or plantation models can be promoted through Agriculture and Horticulture Departments' schemes. In addition, funds for components like pipelines can be mobilized through credit-linked schemes, community contributions, Own Source Revenue (OSR), CSR funds, or MP/MLA LAD funds.



Following steps can be taken by the Gram Panchayat and its committees for effective convergence and implementation –

Step 1 – Once the planning and resource envelope are finalized, the Gram Panchayat should begin by preparing a **year-wise implementation schedule** based on the identified priorities. This process should clearly define the roles and responsibilities of members within the Gram Panchayat Coordination Committee (GPCC), Executive Committee (GPEC), standing committees, and other GP functionaries. Having clarity on who will do what and when ensures smoother execution and accountability during implementation.

Step 2– The next step is to **upload the plans on the e-GramSwaraj portal**, ensuring that all entries are complete and are of good quality. This includes detailed household-level planning as well as activities linked to schemes from various line departments. Proper data entry helps to bring all plans onto a single platform, improving visibility, transparency, and ease of monitoring at the Gram Panchayat, block, and district levels. Enable the GP to develop and use a GP Management Information System (MIS) to track both plans and their implementation. This comprises basic activities, targets and monthly achievements.



Step 3 – Organising meetings with line departments to set a joint target, **align the plans with the department allocations**. Regular communication and partnership enable access to different knowledge and skills, information on programs, funds and other opportunities relevant to the GP. GPCC or GPEC should regularly share the GPDP plans with all the details to the line departments. It is also important to understand the procedures, requirements, and formalities for applying to different schemes. These meetings should include women collective leaders.

Step 4 – **Awareness needs to be generated within the community with support of women collectives on how files are prepared and processed for accessing different schemes**. People should understand the steps involved, the documents required, and how proposals move through the system. Along with this, proper systems should be followed for preparing and submitting files to line departments, and maintaining records of all submissions to ensure tracking and follow-up.

Step 5 – **Active participation in block-level forums** is also important. These platforms help ensure that Gram Panchayat plans are included in departmental targets. They also provide an opportunity to raise issues, discuss grievances, and follow up on the sanctioning of works. It is important to include women collective leaders in such block level forums. Inclusion of this agenda in monthly block level meeting is important for coordination around implementation of plans.

The discussion should focus on the convergence of departments and completion of the Annual Action Plan (AAP) with all required details. It should also review the progress of file submission, sanctioning of plans, and completion status of households compared to what was planned in the AAP. A status sheet should be maintained to track each activity, clearly marking stages of works (file submitted, sanctioned, initiated, completed), livelihood integration etc.

Step 6 – Once works are sanctioned, the Gram Panchayat should facilitate **smooth implementation with active involvement of community members and SHGs**. This helps build ownership and ensures that the work is carried out effectively on the ground.

Step 7 – **Regular monitoring of prioritized plans is essential** to ensure that implementation follows the priorities set in the Gram Sabha and Panchayat meetings. Special focus should be given to ensuring that plans benefiting women, small and marginal farmers, and ultra-poor households are implemented properly and on time.

Step 8 – **The Activity Map should be regularly updated** based on the progress of implementation. This helps clearly identify which works were planned and which have been completed. It also shows the command area and impact of the implemented works, making it easier to track coverage, avoid duplication, and plan further interventions. It should be regularly shared in the Gram Sabha.

Monitoring and Review

Monitoring includes measuring progress of inputs, outputs and outcomes. Monitoring should not focus only on inputs or outputs, but also on outcomes, because inputs and outputs tell you what was done, while outcomes tell you what actually changed.

- Inputs are the resources used—such as funds, materials, or labour.
- Outputs are the activities completed—such as number of ponds constructed or trainings conducted.

These are important, but they do not show whether the effort has made a real difference.

Outcomes, on the other hand, reflect the impact of those activities on people and resources. For example:

- Has water availability increased?
- Are farmers able to grow a second crop?
- Has household income improved?
- Are women and vulnerable groups benefiting?

Focusing on outcomes helps understand whether the plans are actually solving the problem and improving lives, not just completing activities.

Gram Panchayat Coordination Committee (GPCC), Block Level Coordination Committee (BLCC) and District Level Coordination Committee (DLCC) plays crucial roles in convergence, and monitoring.



At GP Level

There should be a monthly meeting at the Gram Panchayat level to track the progress of the plan using a consolidated sheet. This includes updating the sheet and reviewing the status of works. It should also check whether implementation is aligned with the prioritized plan and ensure that no particularly needy households are left out. The quality and functionality of assets, such as ponds and irrigation systems, should be reviewed, and activity maps and records should be updated regularly. The minutes of these meetings should be shared in the Gram Sabha to improve transparency and community participation.

Annexure: GP MIS Sheet – both Planning and Implementation Sheets for tracking



At Block Level

It is effective to conduct a coordination meeting every month at block level. It focuses more on the coordination and support across Gram Panchayats. The block reviews progress across GPs, compares performance, and helps resolve issues related to approvals, funds, and technical support. It plays an important role in aligning GP plans with departmental targets and facilitating convergence between different schemes and departments. Block-level forums also address grievances, reduce delays, and provide technical guidance and capacity support to Panchayats to strengthen implementation.

Checklist of key indicators which should be tracked regularly – To be Attached



At District Level

It is effective to conduct at least one coordination meeting every quarter or half yearly at district level. The district reviews overall progress across blocks and focuses on the larger impact of interventions, such as improvements in water availability, livelihoods, land use, assets for women etc. It ensures effective use of resources and convergence among departments at scale. The district also identifies gaps, reallocates resources if required, and guides planning.

Checklist of key indicators which should be tracked regularly - To be Attached

These steps should be regularized in a systematic manner ensuring implementation on a sustained basis.

ACTIVITY 1: Presentation on Convergence and Implementation Steps

DURATION: 1 hour

OBJECTIVE:

Introducing the different bodies important for implementation and how convergence aids in actualizing the plans successfully

MATERIALS REQUIRED:

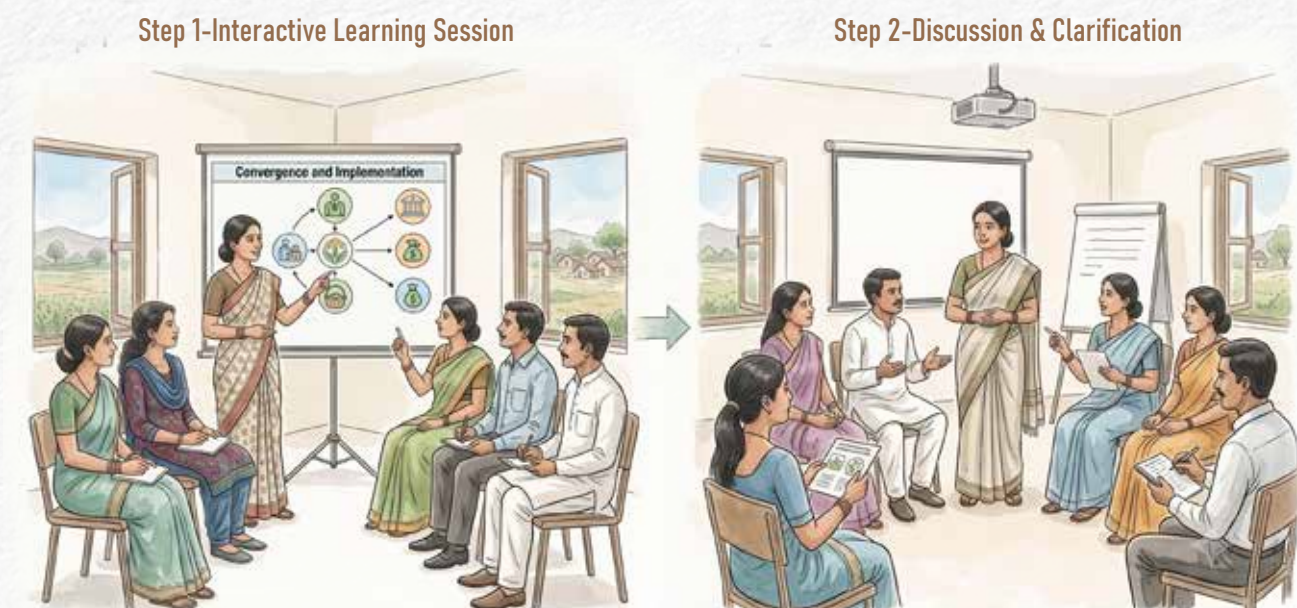
PPT on Resource Envelope

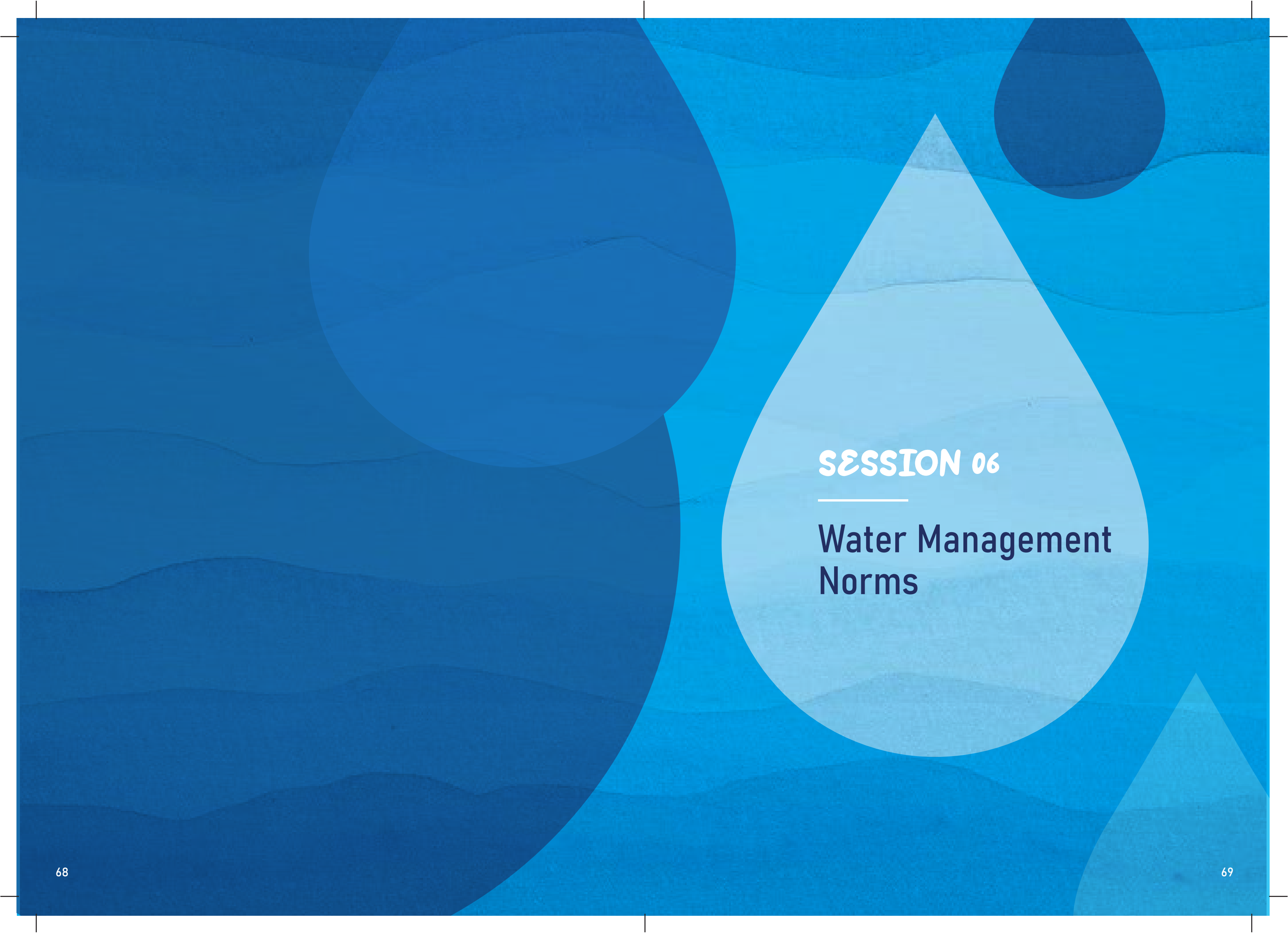
METHOD:

Step 1- The facilitator presents the PPT in an interactive way bringing in live experiences from the field and engaging participants on the same.

Step 2- Doubts and Clarifications

Refer the Presentation Deck





SESSION 06

Water Management Norms

This session enables participants to collaboratively develop practical and equitable water management norms for community-owned water systems.

Session Design

Topic	Duration	Content	Activity
Water Management Norms	1 hour 30 minutes	To help participants develop practical and inclusive water management norms for collective water systems through problem-solving and group decision-making.	Activity 1: Build the Water Rules

TOPIC 7: Water Management Norms

Water management norms are village-level rules that guide how water resources are used and maintained. These are not just rules – they are a collective agreement for managing a shared resource. These norms are essential to ensure equitable, efficient and sustainable use of water, and will lead toward water security for all. Only execution of plans won't help in isolation, proper use of water resource and its equitable distribution to vulnerable sections is crucial. Their success depends on participation, regular monitoring, fairness and community ownership.

The Gram Panchayat Committee (GPCC or VWSC or GPEC) needs to facilitate the formulation of such norms after deliberations and discussion with villagers, elderly people, women's groups, youth and finalizing and approving it in the Gram Sabha.

The first set of norms should relate to water use priority to help in times of water shortage. A common priority order may be:



The second set of norms should address equity in water distribution.

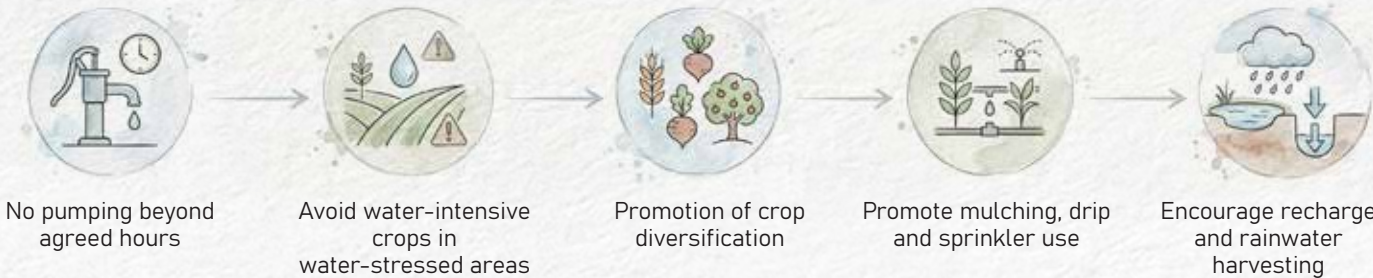
Examples:

1. Small and marginal farmers must receive fair access
2. Borewell usage should be regulated particularly in *rabi* and summer seasons
3. Common water structures such as dams, ponds should not be privately controlled, leasing them out should be prioritized for groups of interested women, youth and farmers from vulnerable households for their livelihood such as farming, fishery etc.



The third set of norms should focus on water conservation.

Examples:



The fourth set of norms should focus on protection of commons and recharge zones.

Examples:



The fifth set should focus on maintenance responsibilities.

For example:



These rules should be clearly defined and documented in the Gram Sabha or meeting minutes register. Display these norms in public places such as panchayat bhawan or community hall.

Fix regular review meetings (may be monthly or seasonal). Gram Panchayat should define a process to resolve the water related disputes (such as over water sharing or timing).

For example, in case of any conflicts, there should be provision for verbal or written complaint to the Gram Panchayat or VWSC or GPCC (the designated committee). This will be then verified with facts after hearing the matter from both the parties. Referring

to the agreed water management norms, arriving at a fair and practicable solution, and in case of complicated and major dispute it can be presented in Gram Sabha.

These norms require behavioral changes within the community, so awareness campaigns should be regularly conducted, using wall paintings, meetings, demonstrations etc. for building a culture of "water as a shared resource". Water norms are effective only when they are understood, accepted, and monitored by the committees along with community members.

ACTIVITY 1: Build the Water Rules

DURATION: 1 hour 30 minutes

OBJECTIVE:

To help participants develop practical and inclusive water management norms for collective water systems through problem-solving and group decision-making.

MATERIALS REQUIRED:

Scenario cards (printed/ displayed), chart papers, markers, tape/pins, sample norm categories poster (optional), coloured sticky notes.

METHOD:

Step 1: Introduction to Water Norms.

The facilitator explains that water management norms are community-agreed rules for fair, sustainable, and conflict-free water use and maintenance.

The facilitator briefly introduces five categories of norms:

1. Water use priority
2. Equity in water distribution
3. Conservation practices
4. Protection of common resources
5. Operation and maintenance responsibilities

The facilitator explains that participants will now act as village-level water user groups managing a collective solar lift irrigation system.

Step 2: Divide participants into subgroups of 6-8 participants.

Each subgroup represents: A Water User Group (WUG), PRI members, SHG members, farmers, youth representatives, vulnerable households

Step 3: Scenario-Based Norm Building. Each group reads the scenario cards and discusses:

1. What is the core problem?
2. Why is it happening?
3. What rule/norm can prevent this problem?
4. Who will monitor the rule?
5. What action should be taken if the rule is violated?

Participants write their agreed norms on chart paper under headings:



The facilitator encourages groups to ensure:



SAMPLE SCENARIO CARDS

Water Use & Equity Scenarios



1

Some farmers run the solar lift irrigation system for long hours, leaving tail-end farmers without water.



2

A few large farmers continue growing water-intensive summer crops despite water shortages.



3

Women vegetable farmers request irrigation access, but male farmers prioritize field crops.



4

A farmer illegally extends a pipeline from the common irrigation line to his private field.



5

Fishery groups want water retention in the pond, while downstream farmers demand water release for irrigation.

Operation & Maintenance Scenarios



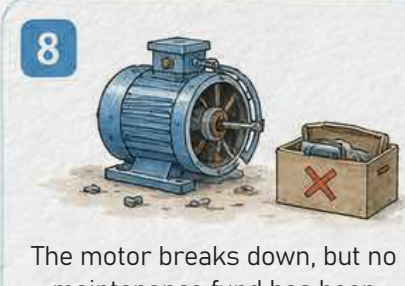
6

The filtration unit gets clogged frequently because nobody cleans it regularly.



7

The solar panels are covered with dust, reducing water pumping efficiency.



8

The motor breaks down, but no maintenance fund has been collected from users.



9

Only one person knows how to operate the irrigation system, and he migrates for work during summer.



10

Bund damage after heavy rainfall causes water leakage from the storage pond.

Step 4: Presentation & Collective Reflection

Each group presents:

1. Their scenarios
2. The norms they developed
3. Their monitoring system

The facilitator notes recurring themes and highlights: Equity, Shared ownership, Accountability, Sustainable use, Women's leadership and Conflict resolution

Facilitator's note:

Key Learning Points to Reinforce

1. Water systems fail without agreed community norms.
2. Infrastructure alone cannot ensure water security.
3. Collective systems require collective responsibility.
4. Rules must be practical, locally accepted, and enforceable.
5. Maintenance planning is as important as infrastructure creation.
6. Women, small farmers, and vulnerable households must have decision-making space.

Watch For

1. Over-dominance of powerful farmers
2. Punitive norms without collective ownership
3. Ignoring operation and maintenance
4. Lack of monitoring mechanisms
5. Exclusion of vulnerable groups



SESSION 07

Action Planning

This session prepares participants with future course of action .

Session Design

Topic	Duration	Content	Activity
Future Course of Action	1 hour 45 minutes	Preparation of future course of action.	Activity 1: Developing Master Trainer Action Roadmap
IECs briefing	30 minutes	Briefing about the IEC materials and its distribution	Activity 1: Presentation

ACTIVITY 1: Developing Master Trainer Action Roadmap

DURATION: 1 hour 45 minutes

OBJECTIVE:

By the end of this session, participants will reflect on their learning journey and transformation throughout the program, internalize their role as Master Trainers in enabling Water Sufficient Gram Panchayats, develop an individual six-month action roadmap for mentoring, training and supporting village planning processes and build a shared sense of responsibility, leadership and commitment towards strengthening community institutions and creating sustainable impact.

MATERIALS REQUIRED:

Half Chart Paper for Master Trainer Action Canvas (one per participant), Coloured cards (one per participant), Sticky notes, Sketch pens/markers, Tape, Stickers or coloured dots/ bindis for gallery walk, chart papers, "Water Sufficient Gram Panchayat Banner

METHOD:

Step 1: (15 minutes): Looking Back – Reflecting on the Journey

The facilitator invites all participants to stand in a large circle and requests everyone to close their eyes for one minute and silently reflect on their journey through the program.

Guide the reflection using prompts such as:

- Think about the first day of this program.
- Recall your first field visit.
- Remember your inter-phase assignment.
- Think about preparing a village water budget.
- Remember working with villagers, PRIs and women's collectives.
- Recall one moment that changed the way you think about village planning.

After the reflection, ask participants to pair with someone they have interacted with the least during the program. Each participant shares: *"What has been my biggest learning or turning point during this journey?"* Allow 2 minutes per participant. After the pair discussion, invite 3–4 volunteers to share highlights in the plenary.

Step 2: (10 minutes): My Identity as a Master Trainer

For this, the facilitator distributes one coloured card to each participant and asks them to complete the following statement: *"As a Master Trainer, I am..."*. Encourage participants to write one word or one short sentence for e.g. A facilitator, A mentor, A systems builder, A catalyst for change, A bridge between institutions and communities, A lifelong learner. Participants place their cards on the chart paper under the heading: "Who We Are Becoming" The facilitator reads a few cards aloud and reflects on the diversity of leadership roles represented within the room.

Step 3: (45 minutes): Developing my master trainer action roadmap

Distribute the Master Trainer Action Canvas (half chart paper) to each participant. Explain that this roadmap will guide their work over their next steps as they begin supporting Water Sufficient Gram Panchayat initiatives.

Participants individually complete the Action Canvas covering:

1. **My Vision:** What kind of Gram Panchayats do I want to help build?
2. **My Role:** How will I contribute?
(Possible roles include: Trainer, Mentor, Technical Resource Person, Institution Builder, Facilitator, Coach)
3. **My First 100 Days:** Identify immediate actions after returning to the field.
 - a. Conduct State/ District training
 - b. Mentor district/block-level teams
 - c. Facilitate Gram Panchayat water budgeting
 - d. Support integration of water secure plan in GPDPs
 - e. Strengthen inclusive planning and governance
 - f. Facilitate PRI-CBO convergence
4. **Capacity Building Targets:** Participants identify the approximate number of stakeholders they aim to support like District Resource Persons, PRI-CBOs, Gram Panchayats, etc.
5. **Anticipated Challenges:** Participants identify three likely challenges.
6. **My Strategies:** Participants write practical strategies for addressing the identified challenges.
7. **My Commitment:** Participants complete the sentence: "I commit to..."; Encourage concise and action-oriented commitments.

Step 4: (45 minutes): Gallery Walk and Peer Appreciation

Participants display their completed Action Canvases around the room. Invite everyone to walk around silently and review the plans prepared by others. Each participant receives three coloured stickers or dots or bindis. Ask them to:

- Place stickers on ideas they find particularly inspiring.
- Write one suggestion or encouraging comment on a sticky note and place it on another participant's Action Canvas.

The facilitator encourages participants to observe different approaches while appreciating the collective strength of the cohort.

Step 5: (10 minutes): Collective Commitment

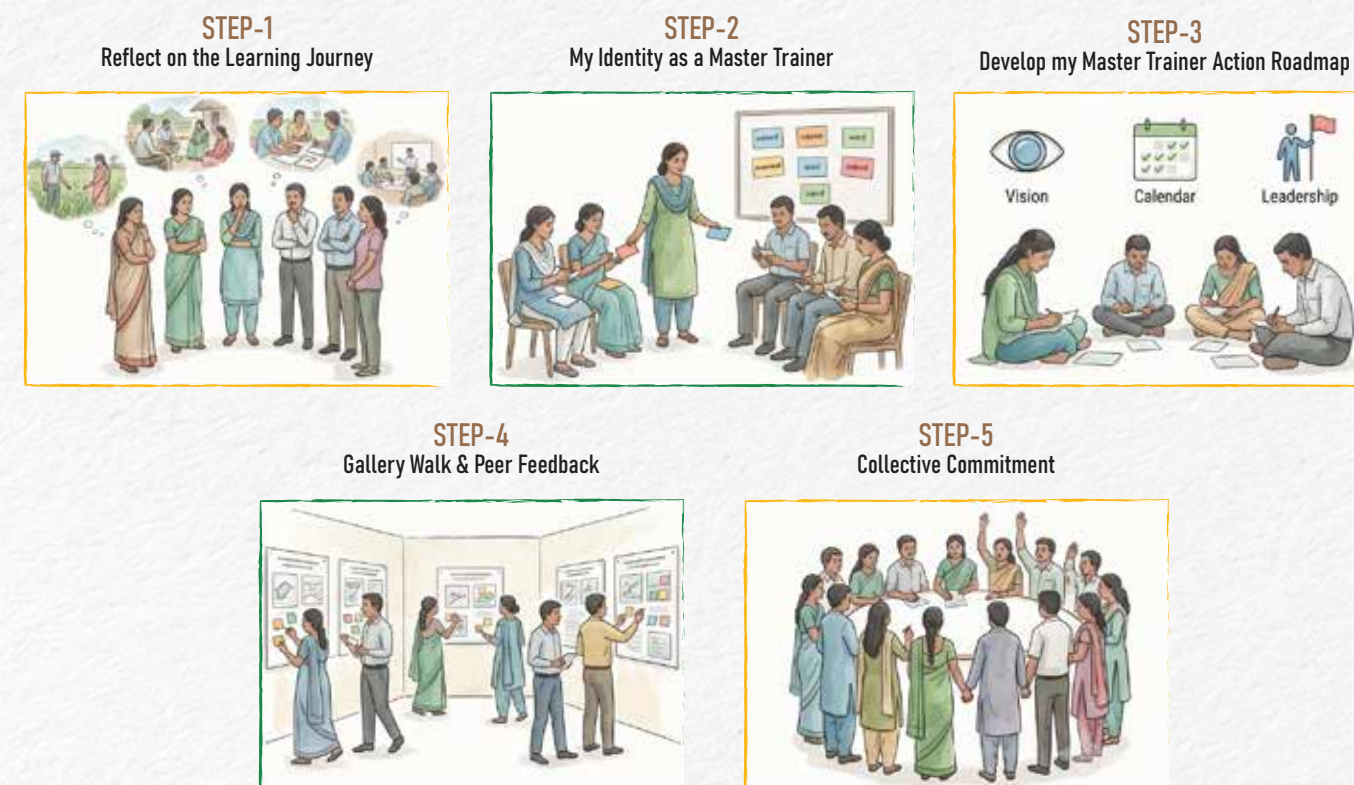
Invite participants to stand together in a circle. Place the Water Sufficient Gram Panchayat banner, and facilitate a collective reflection by slogan-based asking:

- 1 Who builds a Water Sufficient Gram Panchayat?
Response: The community.
- 2 Who strengthens community institutions?
Response: We do.
- 3 Who will carry this movement forward?
Response: We will.

Invite every participant to sign the "Master Trainers' Charter" displayed in the room.

The Charter may read:

"We commit to strengthening people, institutions and systems that enable every Gram Panchayat to become water sufficient, gender responsive and resilient. We will lead with integrity, inclusion, collaboration and continuous learning."



Facilitator's note:

1. This is a closure and transition session, not an evaluation session. Focus on the future rather than revisiting technical content.
2. Encourage participants to think beyond conducting trainings and reflect on their broader role as mentors, facilitators and institution builders.
3. During the Action Roadmap exercise, encourage participants to set realistic and measurable commitments that they can begin implementing immediately after the program.
4. Ensure every participant contributes during the reflection activities and receives peer appreciation during the gallery walk.
5. Reinforce that the ultimate measure of success is not the number of trainings delivered, but the number of empowered Gram Panchayats, strengthened institutions and communities that move towards water security through collective action.
6. End the session with energy and optimism. Acknowledge the participants as a network of Master Trainers who will continue supporting one another beyond the training program and collectively contribute to building Water Sufficient Gram Panchayats.





ACTIVITY 2: IEC briefing

DURATION: 30 min

OBJECTIVE:

1. To familiarize participants with the IEC materials developed under the program.
2. To explain the purpose and use of each material

MATERIALS REQUIRED:

IEC kits/materials, projector, sample copies of IEC products.

METHOD:

The facilitator introduces the IEC materials and explains their purpose through presenting on screen. Facilitators clarify questions regarding the user of the IEC materials, its usage, dissemination etc.



