

## 4<sup>th</sup> Operation Plan

# Training Calendar 2009

*Human Resource Development  
Programme*

**GTZ-ASEM  
Training Management Unit**

January 2009

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## 1.0 INTRODUCTION

India and Germany agree that Environmental Management is an important area in the framework of bilateral development co-operation. Environment is one of the important areas in the Indo-German bilateral relations, especially in areas where Germany has comparative advantage with focus on knowledge transfer, technology transfer, exchange of experiences and demonstration projects.

To enhance the success of the previous joint work, the German Agency for Technical Cooperation (GTZ) and the Ministry of Environment and Forests of the Government of India (MoEF) decided to work in a new structure called Advisory Services in Environmental Management (ASEM) focussing on urban and industrial environmental management in India. The new structure is within the scope of the bilateral negotiations between the Republic of India and Federal Republic of Germany held on September 5, 1996 in pursuance of the Agreement of December 31, 1971 between the two Governments regarding Technical Cooperation as amended by the Arrangements of 8<sup>th</sup> February/ 1<sup>st</sup> March 1979.

On May 24, 2002 the Indian Government had conveyed approval for commencement of the orientation phase of the Advisory Services in Environmental Management (ASEM) Programme. The opening phase was for the period 2002 to 2005. In the Indo-German negotiations held in January 2004 and July 2004 it was decided that ASEM Programme would be extended by a second phase. To foster continuity in the ongoing Indo-German Technical Cooperation catering to the requirements of the direct project partners (Ministry of Environment and Forests, Ministry of Urban Development, Ministry of Housing, Urban Poverty and Alleviation and Ministry of Consumer Affairs) and the project intermediaries (Central and State Pollution Control Boards, Urban Local Bodies/ Municipalities etc.), a 2<sup>nd</sup> Phase of ASEM programme was proposed for the period 2009 to 2012. Based on the recommendations of the Expert Mission in April 2008, the second phase of ASEM will start from January 2009 and till December 2012.

With its flexible programme structure, ASEM supports and coordinates projects (technically and financially) providing integrated solutions addressing environmental, economic and social imperatives to create win-win situations for all stakeholders.

ASEM focuses on four major thrust areas, namely, Sustainable Urban Environment, (SUE), Sustainable Industrial Development (SID), Sustainable Consumption and Consumer Protection (SCCP) and Sustainable Environmental Governance (SEG). Additionally, ASEM works on PPP (Public Private Partnership Projects) and Combi-finance projects. The 'Human Resource Development' and 'Climate Change' are cross-cutting thrust areas.

The Human Resource Development Programme (HRDP) caters to the training needs of various Thrust Areas and projects under the ASEM Programme. HRDP is supported by MoEF, GTZ-ASEM and InWEnt. HRDP activities are planned and coordinated through ASEM-Training Management Unit (TMU). For implementation of HRDP, each year an Operational Plan is developed listing the training programmes, objectives, target groups and expected outcomes etc.

The HRDP Operational Plan for 2009 (January to December) is outlined in the current document.

## 1.1 Partners

- **Ministry of Environment and Forests, Government of India**

Established in 1985, the Ministry of Environment and Forests (MoEF) is the central government's nodal agency responsible for planning, promotion, coordination and overseeing the implementation of all environmental activities, including formulation of national policies, standards and regulations.

ASEM is a joint programme of the Ministry of Environment and Forests (MoEF) Government of India and the German Agency for Technical Cooperation (GTZ) on behalf of the German Federal Ministry for Economic Cooperation and Development, focusing on urban and industrial environmental management in India.

The ASEM Programme activities are coordinated by the designated nodal officer of MoEF and Senior Advisor of GTZ. An administrative mechanism will be established at MoEF for planning and coordination of ASEM Programme activities. This includes setting up of Steering Committee, Standing Committee, and Project Coordination Committee etc.

- **Gesellschaft für Technische Zusammenarbeit (GTZ)**

As an international cooperation enterprise for sustainable development with worldwide operations, the federally owned Deutsche Gesellschaft für Technische Zusammenarbeit (GTZ) GmbH supports the German Government in achieving its development-policy objectives. It provides viable, forward-looking solutions for political, economic, ecological and social development in a globalised world. Working under difficult conditions, GTZ promotes complex reforms and change processes. Its corporate objective is to improve people's living conditions on a sustainable basis. It was founded in 1975 as a company. The German Federal Ministry for Economic Cooperation and Development (BMZ) is its major client. The company also operates on behalf of other German ministries, the governments of other countries and international clients, such as the European Commission, the United Nations and the World Bank, as well as on behalf of private enterprises.

GTZ offers its clients competitive, need based and target-oriented services. Its advisory services place emphasis on the building of institutional capacities in order to strengthen public institutions. This includes strengthening of core state functions, allocating market forces and promoting implementation capacity within and between governmental, private and non-governmental organisations.

India has been a priority partner country of German Development Cooperation for more than four decades and is one of the major recipient countries. In 2008, India and Germany are celebrating 50 years of successful development cooperation. The priority areas of cooperation are energy, environmental policy, conservation and sustainable use of natural resources and sustainable economic development.

- **InWent Capacity Building International, Germany**

The InWent Capacity Building International, Germany GmbH is a joint undertaking of the German Federal Government, the Federal State (Länder) Government and Industry. For the cross cutting component, HRDP of the ASEM Programme, InWent Capacity Building International is supporting the capacity building activities.

InWent's practice-oriented training courses and advisory services build competence and human resource development in the ASEM programme. InWent especially supports the Capacity Building for industrial Disaster Risk Management (iDRM) in cooperation with the National Disaster Management Authority (NDMA) and the Disaster Management Institute (DMI), Bhopal.

## 1.2 HRDP Web Platform

The HRDP has a dedicated Web Platform [www.hrdp-net.in](http://www.hrdp-net.in) with intranet access and an Authoring System to enable different training institutions, project coordinators of ASEM and ASEM-TMU to be able to upload information especially related to training modules, objectives, target groups and background information related to the training programme/workshop. The web platform is also enabled for downloading information related to training programme as well as templates and tools for HRD process of ASEM namely training evaluation forms, feedback forms, working papers, background information etc. A special web platform is also developed for industrial Disaster Risk Management (<http://dmibpl.metatraffic.de/>) with intranet access and content management system (CMS). The web platform was prepared in cooperation of InWent, GTZ-ASEM, Disaster Management Institute, Bhopal and Ifanos Concept & Planning /SNTL Publishers, Germany.

The Web Platform contains the information about all the trainings of ASEM. With the experience of the last 3 years the version 2.0 was prepared in cooperation of InWent and GTZ-ASEM, Disaster Management Institute, Bhopal and Ifanos concept & planning/SNTL Publishers, Germany.

The web platforms (ASEM-HRDP and DMI-iDRM) were restructured to avoid potential security problems and to introduce new features like feedback, database of participants, polls related to training programmes and database background of all past and upcoming events.

The highlights the web platform with advanced functions is give below:

- Database structure for all course characterization forms (CCFs) are kept in an SQL database.
- Database for participants and key persons.
- CCF has a function of “application” to the event and tools for administration of applications are available.
- CCF has a function of venue which automatically shows a map.
- Poll function is available which can be adapted as per specific requirements and relevant topics.
- Feedback query system allows specific feedback – the question is automatically sent to selected coordinators (<http://asem.hrdp-network.com/e8451/e8981/e9112/#e9654>)
- Tables for upcoming and past events have improved search functions as per thrust areas and specific projects with yearwise information.
- Layout of teasers is adapted to the design of the platform.
- An internal email system improves communication between authors with database for past emails.
- The project planning tool is available and should be used for the development of training courses by group of authors/trainers.
- New design of the web platform banner with photograph and each folder can have its own banner.
- The ASEM HRDP platform and the iDRM platform are linked at a meta level with compatible functions.

## 2.0 HRDP OPERATIONAL PLAN 2009 – THE PROCESS

The HRDP Operation Plan (OP) is the guiding document for the training programmes and activities planned under the Human Resource Development Programme (HRDP) catering to different Thrust Areas of the ASEM Programme. The OP is developed in the month of December 2008 to January 2009 and holds good for the entire year (January to December 2009). It is modified and adapted time to time depending on the requirements and needs of various projects and activities of the ASEM Thrust Areas. The plan has to be agreed by the Ministry of Environment and Forests, Government of India and GTZ ASEM before its implementation. The OP consists of two parts viz. ‘The Text’ and ‘The Chart’.

### 2.1 Parts of the Operation Plan

- **Text Part**  
The description of different training events (Workshops, Hands-on, Training of Trainers, Skills Trainings, Training-cum-Visit, International Exposure Tours and others). The training events are given a specific code and title with a description of scope, target groups, duration and expected outcomes.

- **Chart Part**

The Gantt-Chart is prepared for each training/workshop with information on the thrust area, project, project coordinator, duration and time and target group.

The Operation Plans are **framework plans** developed with the objective of providing a broad overview of trainings planned under each thrust area. The Operation Plans are updated regularly (quarterly) after continuous interaction with the Project Coordinators of ASEM Programme as per the needs of training/workshops for their better implementation and performance of the project staff working in specific projects of GTZ-ASEM.

The training calendars and background material from all the previous and upcoming training events are documented and announced on a web based management platform for HRDP ([www.hrdp-net.in](http://www.hrdp-net.in)). As soon as the HRDP OP 2009 is approved, it will be uploaded onto the web platform and updated regularly.

## 2.2 Code of Trainings and Type of Training Organization

- **Coding**

For the purpose of Knowledge Management System, a unique **CODE** is given to each training event. This code is used for documentation and reporting in hardcopy, softcopy and on the WEB-platform storage. The code will be given by the Training Management Unit in consultation with the concerned course coordinators/ASEM Technical Coordinators. The Training Management Unit keeps a master code list.

- **General structure of the code**

*<Thrust area abbreviation>|<Year of implementation>|<Project abbreviation>|<Number>*

The number is provided automatically by the web platform and is included only for those training events that were shifted from 2008 to 2009. The code is obligatory for every training programme. This code would be used while referring to the status of implementation, documentation of event including participant list, training reports and event material.

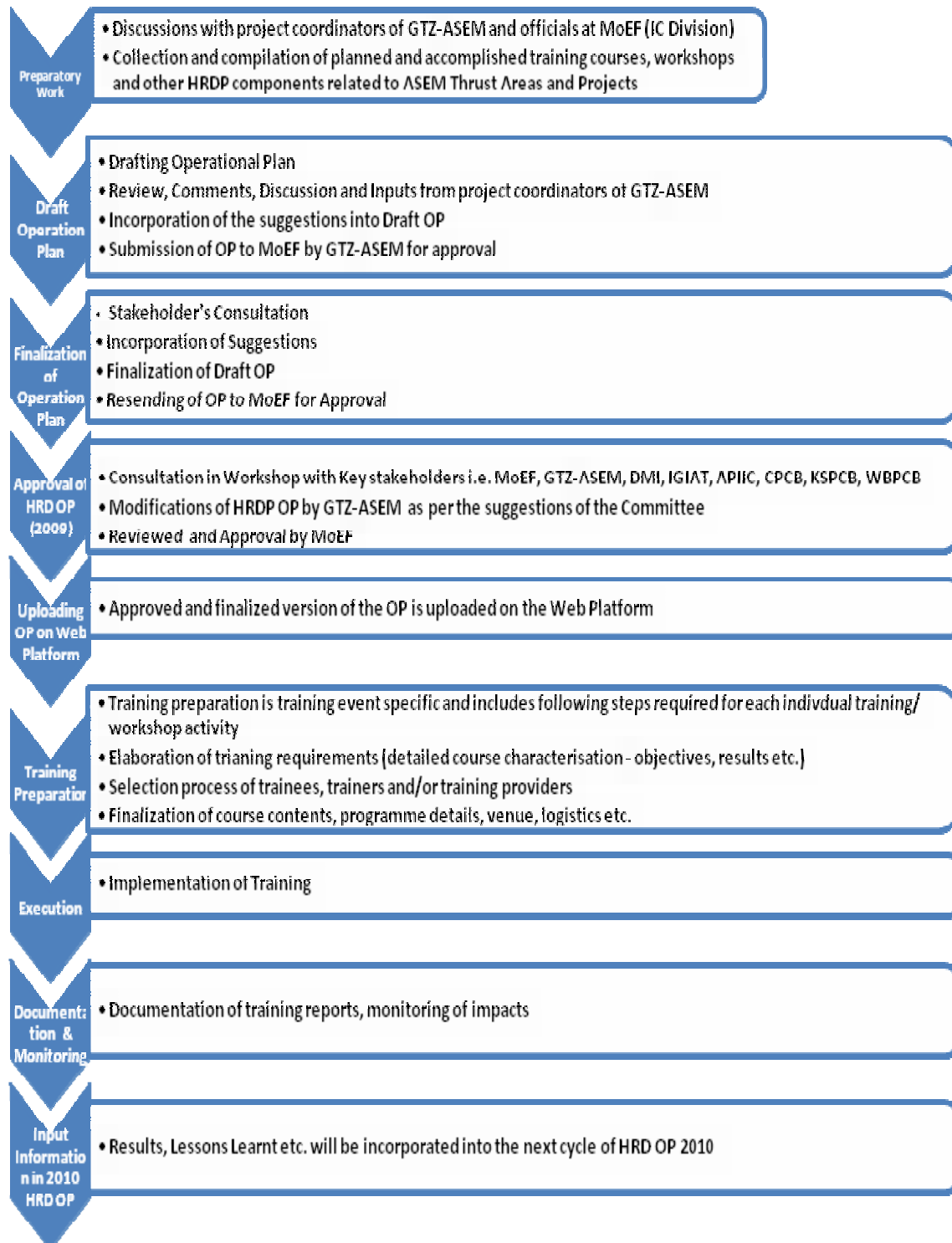
- **Types of Training /organisation:**

The different types of involvement of training providers, managers etc. are reflected in six types of Trainings explained in the Table 1.

**Table 1 Type of Training Programme and Respective Coding**

Code	Type of measure	Role of Training Management Unit	Tasks
<b>OVS</b>	Overseas Training/Study Tour	Document before and after (pro-active involvement of the TMU)	Web presentations, document results (incl. Evaluation)
<b>LFE</b>	Local measure with Foreign Experts		Web presentations, document results (incl. Evaluation) Future: Organise processes of Quality Control
<b>LTP</b>	Local measure with Institutions		
<b>LIH</b>	Local measure organised In-House	Can be full or partial: Workshop/training Organisation in addition to the Documentation	Web presentations, document results – Organisation of activity (incl. Evaluation)
<b>ORG</b>	General Organisation (reports, meetings for coordination and planning)	To be defined for each of them	To be defined
<b>IQU</b>	Internal qualification (incl. other training organisers, training providers etc.)	Request training, define expected results and objectives	Time for attendance, include other persons of the HRD as per objectives and needs

### 2.3 General Sequence of Activities for Preparation of HRDP OP 2009



## 2.4 Considerations for Preparation of HRDP OP 2009

- The training requirements are compiled from the ongoing projects/programmes under ASEM Programme covered under various Thrust Areas catering to various stakeholders viz. CPCB, SPCBs, MoEF, APIIC, KSPCB and WBSPCB etc.
- All training events approved for 2008 but not implemented are shifted (if still relevant) to the HRDP OP 2009. Those events do not need further approval as decided during the Review Meeting of Training Management Unit (TMU) at MoEF dated on 10<sup>th</sup> of September 2008.
- A new Thematic Area of “Pollution Control and Environmental Management” is proposed in the current Operational Plan to support the ASEM Thrust Area on Sustainable Industrial Development (SID) and Sustainable Urban Environment. This Thematic Area is in addition to the Thematic Areas on “Industrial Disaster Risk Management” and “Eco Industrial Parks” introduced earlier. The training programmes under this thematic area would focus on pollution control strategies, pollution load monitoring & analysis and performance evaluation of pollution control systems. The theme will cater to water and air quality management, solid waste management including municipal and biomedical waste, hazardous waste management, environmental impact assessment, urban environmental management, environmental management of aquatic systems etc. The implementation of training programmes would be done through the Centre for Environment and Nature Conservation, Patna University, Patna, with technical support from the GTZ-ASEM’s national and international experts.
- A number of training programmes have been implemented during 2002 to 2007. In the process, several project deliverables and resource material is gathered particularly for the themes on Sustainable Industrial Development, Sustainable Urban Environment, E-waste and Tsunami. It was proposed in OP 2008 to initiate the documentation of these two Thrust areas and two project specific publications so that the resource material could be widely disseminated. The contract was issued to the Centre for Environmental Education (CEE), Ahmedabad for compiling the publications with a team of CEE subject relevant technical experts and authors who can compile the information in the form of a publication for wider audience and target groups. Two meetings were held with the CEE Experts and ASEM project coordinators for finalizing the structure and contents of the publication. The documentation work is still to be completed by CEE Experts.
- Implementation of training programmes would be done through GTZ ASEM’s national and international experts for the training programmes of the ASEM projects. However, for the special thematic areas viz. disaster management, the implementation would be taken up through identified training institutions such as DMI, IGIAT etc.

- The Operational Plans for 2009 for the CPCB-GTZ ASEM Projects are planned to be developed during February 2009. Hence, the training needs of CPCB have not been included in the present HRDP OP. The training requirements of CPCB would be submitted separately to MoEF, as a supplement to this OP, for its approval.

## 2.5 Planning, Approval, Coordination, Implementation Process

The four major steps of HRDP Process are:

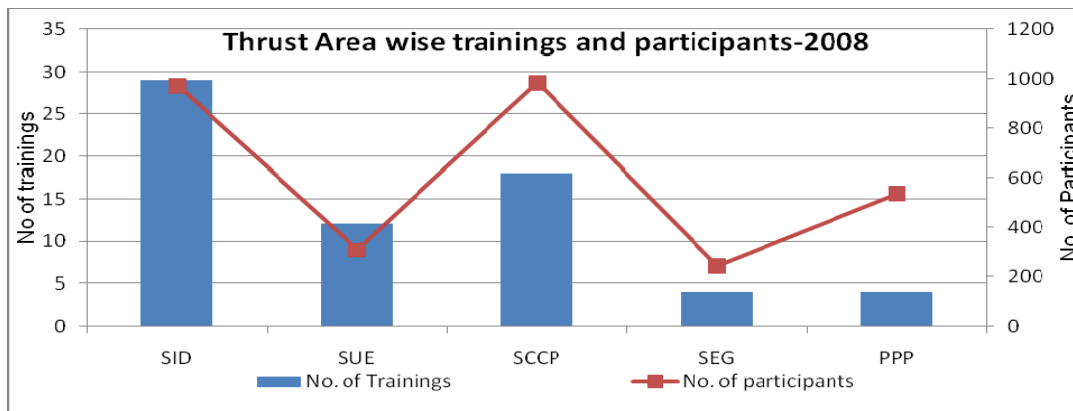
- **Planning**  
This step involves stakeholder consultations with stakeholders of various ongoing projects/programmes, viz. DMI, SPCBs, APIIC, WBPCB, KSPCB etc., assessing the project activities under ASEM Programme and working out training and capacity building needs, and accordingly develop Training Calendar 2009 and HRDP Operational Plan by GTZ ASEM.
- **Approval**  
The Training Calendar 2009 and HRDP OP are submitted by GTZ ASEM to MoEF for review and approval.
- **Coordination**  
GTZ-ASEM project coordinators elaborate the TORs for each of the approved training programmes and identify potential training institutions.
- **Implementation**  
The implementation of training programmes is done by GTZ ASEM through national and international experts/training institutions. For the special thematic areas viz. disaster management, the implementation is taken up through identified training institutions such as DMI, IGIAT. As a follow up of the training programmes, the results, outcomes and information is collected, compiled and documented for further use by the TMU of GTZ ASEM.

The training workshops which were planned in 2008 OP were reviewed to check their accomplishment. Only those further required to be carried forward have been brought forward to the HRDP OP 2009.

## 3.0 SUMMARY OF TRAINING PROGRAMMES CONDUCTED IN THE YEAR 2008

During the year 2008 (January to December), 70 training programmes/ workshops/ visits have been conducted. Summary of the training programmes conducted in 2008 is given in the Table 2 and Figure 1.

**Figure 1 Overview of Trainings Conducted in 2008**



**Table 2 Summary of Training Programmes completed in 2008**

S.No.	Thrust Area	No. of Trainings	No. of participants	Main target groups
1	Sustainable Industrial Development	29	972	Professionals and managers from APIIC, MPIDC, GIDC, IALAs, CPCB Lab Staff, COCA Cola Lab Staff, pottery clusters, Textile Industries, Government, industrial associations, Electroplating Industries, consulting organizations, Developers, NGOs, Safety and Occupational Health Experts, recyclers, Policy Makers, Technology Park and Universities
2	Sustainable Urban Environment	12	305	CPCB, MoEF, ULBs, MoUD, State Urban Departments, State Town and Country Planning, IHC, Municipalities, selected entrepreneurs (waste management etc)
3	Sustainable Consumption and Consumer Protection	18	985	Specific target groups according to the state's priorities, VCO etc
4	Sustainable Environmental Governance	4	240	Policy Makers, Research Institutions, Industry, Academics, NGO Professionals and managers
5	Public Private Partnership	4	535	NGOs, Academic Institutions, Recyclers, Institutions working in hospitals waste management, sewerage board officials and Industries
<b>Total</b>		<b>67</b>	<b>3037</b>	

### 3.1 Trainings Conducted in 2008 under each Thrust area and Project

**Table 3 Number of Trainings conducted in each project with training objectives**

Thrust Area	Project Name & Code	No. of Trg.	Training Objective
<b>Sustainable Industrial Development (SID)</b>	Developing Eco Industrial Estates in Andhra Pradesh	7	Training programmes to APIIC managers, Industrial state authorities. Industrial estate developers, consulting companies etc. on Eco Industrial Estate planning and management
	Madurai Eco Electroplating Park, Karaisalkulum, Tamil Nadu	2	Training on Industrial estate management and training to industries of the Eco Electroplating Park on process improvement, waste minimisation and pollution control
	ASEM Support to WBPCB for Environmental Improvement in Identified Industrial Clusters	3	Training to stakeholders and SPCB in four project clusters on good housekeeping, effluent and water recycling, waste reduction and management, economic benefits, high product quality and process efficiency.
	Eco-Profit	3	Training to volunteering industries on process improvement, resource efficiency, energy efficiency and pollution control.
	Indo-German-Swiss e-Waste Initiative	2	National workshops for stakeholders, Training for government and industry on e-waste management issues
	Indo-European e-Waste Initiative	4	ToE and ToT for the informal recyclers and formal recyclers, key player dialogues with industries, international workshop for stakeholders.
	Disaster Risk Management-DMI	8	The Training programmes for Industries, district and local administration and Industrial State Authorities on disaster/emergency planning, preparedness, response and management
<b>Sustainable Urban Environment (SUE)</b>	Air Pollution Source Apportionment Studies in Urban Areas	1	Exposure cum information visit to Europe of CPCB and the participating institutions. Training programmes for trainers and dissemination workshops for stakeholders
	German TC to Support JNNURM	3	Training of Urban Local Bodies and other relevant stakeholders on Urban Environment, Planning and Management (including urban renewal)
	TC to support Sustainable Urban Environment (Eco-BUDGET, Eco-BUSINESS, EcoCity concepts)	6	Training of Urban Local Bodies and other relevant stakeholders on Urban Environment, Planning and Management (including ecoBUSINESS, ecoBUDGET, ecoCITIES, urban renewal)

	Tsunami Rehabilitation	2	ToT for representatives from NGOs, communities who in turn would train VDCs and the community and Closing workshop with all stakeholder
<b>Sustainable Consumption and Consumer Protection (SCCP)</b>	Strengthening Consumer Protection in India	6	Dissemination of information and training programs including study visits for Government officials at the center and state level and different stakeholders, including employees and office bearers of Panchayats, VCOs, Consumer For a, NCH and CORE and industry PROs, focussing on consumer awareness, protection and ADR.
	Program on Legal Metrology and Consumer Protection	12	Dissemination and training to enforcement officers and people from industry including manufacturers, packers, dealers, on Packaged Commodities Rules and Enforcement Rules; Stakeholders in Weighing Measuring instruments on the Weights and Measures Bill, PPP on Verification of Weights and Measures.
<b>Sustainable Environmental Governance (SEG)</b>	Development of Guidelines for Design, Operation, Tail Gas Treatment and Emission	4	Training programmes and workshops with identified Industry on preparation of e-waste Guidelines.
<b>Public Private Partnership (PPP)</b>	Arsenic Mitigation in West Bengal	3	Awareness of the arsenic problem, PPP implementation mechanism, dissemination of results & publication implementation of solar pumps in ARP, O&M of ARPs.
	Shell (Dieldrin Pesticide Management) (PPP-Shell)	1	To make the stakeholders understanding relevant international conventions like Basel Convention, Rotterdam and Stockholm conventions. Overview of the nature of hazardous chemicals, labeling, storage and safe transportation of hazardous chemicals, health and safety aspects and the use of safety gear (PPE), risks evaluation and necessary safety precautions and the introduction of disposal options and technologies of chemical waste.
<b>Human Resource Development Programme (HRDP) – Supportive Activities</b>	HRDP for Environment (HRDP-ORG)	12	Training to TMU and training institutions to familiarise on the HRDP activities
	Operation Plan Development (HRDP-OP)		Gathering and compilation of the trainings to be organised in the year 2008 and developing timeframe
	Reporting (HRDP-REP)		Information collection from the Course coordinators and compiling. The collected information is put on the web platform for the easy access
	Dissemination and Visibility (HRDP-DIS)		Development and dissemination of the educational materials, newsletters etc
	Internal Capacity		Training to TMU

	Building: Training Management		
	Development of Publications on Eco-cities, Tsunami, E-waste and Eco Industrial Estates		Publications would be compiled on: <ul style="list-style-type: none"> <li>• Sustainable Industrial Development</li> <li>• Sustainable Urban Environment</li> <li>• Tsunami</li> <li>• E-waste</li> </ul>
	Project monitoring - developing the parameters/toolkit for the Project Analysis (DPPA)		Visit to partner institutions for project evaluation, development of toolkit, programme monitoring
	Training Evaluation for the effectiveness (TEE)		Training impact evaluation and development of indicators
	Organising Training Workshops under different thrust areas of ASEM (TW)		6 induction/refresher courses for Scientist/Engineers of State Pollution Control Boards

## 4.0 TRAINING CALENDAR 2009

### 4.1 Project activities & ASEM Programme

The training programmes are developed under each project based activity of ASEM thrust areas as per the training needs assessed in consultation with relevant programme coordinators.

**Table 4 List of Ongoing Projects and Project Coordinators**

Thrust Area: Sustainable Industrial Development (SID)	
Developing Eco-Industrial Estates in Andhra Pradesh (AP)	Ms. Ulrike Killguss/Mr. Raghu Babu
Madurai Eco Electroplating Park, Karaisalkulum, Tamil Nadu	Ms. Ulrike Killguss/Mr. Raghu Babu
Monitoring and Analysis of Voss (Air Lab)	Ms. Ulrike Killguss
ASEM Support to WBPCB for Environmental Improvement in Identified Industrial Clusters	Ms. Ulrike Killguss/Mr. Raghu Babu
Eco-Profit	Mr. Lalit Sharma//Mr. Raghu Babu
Indo-European e-Waste Initiative	Dr. Ashish Chaturvedi /Ms. Ulrike Killguss
industrial Disaster Risk Management	Dr. Rachna Arora/ InWEnt-F. Bemmerlein-Lux
HAWA-KSPCB	Dr. J. Porst
Pollution Control & Environmental Management	Dr. Rachna Arora

<b>Thrust Area: Sustainable Urban Environment (SUE)</b>	
German TIC to Support JNNURM	Dr. Regina Dube/ Ms. Vaishali Nandan
TC to support other cities (EcoBUDGET, EcoBUSINESS)	Dr. Regina Dube/ Ms. Vaishali Nandan
<b>Thrust Area: Sustainable Environmental Governance (SEG)</b>	
Environmental Economics	Dr. Ashish Chaturvedi
<b>Thrust Area: Public Private Partnership (PPP)</b>	
MAHE – Manipal University of Higher Education (Eco Campus)	Ms. Ulrike Killguss
Shell (Dieldrin Pesticide Management)	Ms. Ulrike Killguss
Manipal Enterprises Hospital Waste management	Ms. P. Bineesha
<b>Thrust Area: Sustainable Consumption and Consumer Protection (SCCP)</b>	
Strengthening Consumer Protection in India	Strengthening Consumer Protection in India
Program on Legal Metrology and Consumer Protection	Program on Legal Metrology and Consumer Protection
<b>Thrust Area: Cross Cutting</b>	
Human Resource Development Programme	Ms. Ulrike Killguss/Dr. Rachna Arora

#### 4.2 Trainings Approved in OP 2008 and Carried Over to OP 2009

The following training programmes approved in HRDP OP 2008 but not completed in 2008 are carried forward to HRDP OP 2009.

**Table 5 Trainings/ Workshops Carry Over to OP 2009**

<b>Thrust Area</b>	<b>Project Name &amp; Code</b>	<b>Trainings carry forward to OP 2009</b>
	Developing Eco Industrial Estates in Andhra Pradesh	No trainings to carry forward
	Madurai Eco Electroplating Park, Karaisalkulum, Tamil Nadu	<ul style="list-style-type: none"> <li>• SID-EIE-2008-6b,c</li> <li>• SID-EIE-2008-7a,b,c</li> <li>• SID-EIE-2008-8a,b,c</li> <li>• SID-EIE-2008-9a,b,c</li> </ul>
	ASEM Support to WBPCB for Environmental Improvement in Identified Industrial Clusters	<ul style="list-style-type: none"> <li>• SID-2008-WB-Gal-1 a,b,c</li> <li>• SID-2008-WB-Gal-2 a,b,c</li> <li>• SID-2008-WB-Pot-1 a-b</li> </ul>

<b>Sustainable Industrial Development (SID)</b>		<ul style="list-style-type: none"> <li>• SID-2008-WB-TeX-1 a-b</li> <li>• SID-2008-WB-Cok-1 a-b</li> </ul>
	Eco-Profit	<ul style="list-style-type: none"> <li>• SID-2008-EcoProfit 1 c</li> </ul>
	Indo-European e-Waste Initiative	<ul style="list-style-type: none"> <li>• SID-2007-WM-IGS-3</li> <li>• SID-2007-WM-IEU-2</li> <li>• SID-2007-WM-IEU-5</li> <li>• SID-2007-WM-IEU-7</li> <li>• SID-2007-WM-IEU-8</li> </ul>
	Disaster Risk Management-DMI	<ul style="list-style-type: none"> <li>• SID-2007-EP-EIE-DMI 1</li> <li>• SID-2008-iDRM-reg-1-5</li> <li>• SID-2008-iDRM-1</li> <li>• SID-2008-iDRM-man-2-11</li> <li>• SID-2008-iDRM-info-1-3</li> <li>• SID-2008-iDRM-acc-1-5</li> <li>• SID-2008-iDRM-plan-1-3</li> <li>• SID-2008-iDRM-ToT-1-3</li> <li>• SID-2008-iDRM-spec -2-5</li> <li>• SID-2008-iDRM- HRDP-2-3</li> </ul>
	HAWA-KSPCB	<ul style="list-style-type: none"> <li>• SID-2008-HAWA-1a-b</li> <li>• SID-2008-HAWA-2</li> <li>• SID-2008-HAWA-3</li> <li>• SID-2008-HAWA-4</li> <li>• SID-2008-HAWA-5</li> <li>• SID-2008-HAWA-6</li> </ul>
<b>Sustainable Urban Environment (SUE)</b>	Air Pollution Source Apportionment Studies in Urban Areas	<ul style="list-style-type: none"> <li>• SUE-2008-AQM-IncinS-2</li> <li>• SUE-2008-AQM-SAp-7</li> </ul>
	German TC to Support JNNURM	<ul style="list-style-type: none"> <li>• SUE-2008-JNNURM-1c-j</li> <li>• SUE-2008-JNNURM-2 a-j</li> <li>• SUE-2008-JNNURM-3</li> </ul>
	TC to support Sustainable Urban Environment (Eco-BUDGET, Eco-BUSINESS, EcoCity concepts)	<ul style="list-style-type: none"> <li>• SUE-2008-Eco-1 f-j</li> <li>• SUE-2008-Eco-4</li> <li>• SUE-2008-Eco-5</li> <li>• SUE-2008-Eco-6a-r (18 trgs)</li> </ul>
	Tsunami Rehabilitation	Project Completed
<b>Sustainable Consumption and Consumer Protection (SCCP)</b>	Strengthening Consumer Protection in India	No trainings to be carried over
	Program on Legal Metrology and	No trainings to be carried over

	Consumer Protection	
<b>Sustainable Environment Governance (SEG)</b>	Environmental Economics	<ul style="list-style-type: none"> <li>• SEG-2007-EEC-1</li> <li>• SEG-2007-EEC-2</li> </ul>
<b>Public Private Partnership (PPP)</b>	Arsenic Mitigation in West Bengal	Project Completed
	MAHE – Manipal University of Higher Education (Eco Campus) (PPP-Mahe)	<ul style="list-style-type: none"> <li>• PPP-2008-Mahe1</li> <li>• PPP-2008-Mahe2</li> <li>• PPP-2008-Mahe3</li> </ul>

### 4.3 Training Calendar 2009

The detailed Training Calendar 2009 with training programmes covered under various Thrust Areas, Target groups and Course Objectives are given in the Table 5.

**Table 6 Summary of New Training Programmes**

Thrust Area	Project Name & Code	No. of Trg.	Target Group	Objectives
<b>Sustainable Industrial Development (SID)</b>	Developing Eco Industrial Estates in Andhra Pradesh	21	APIIC, IALAs, APPCB, UDAs, MoIndustry, MoSSI, MoChem, Indian Consultants, IP developers (GIDC, MIDC, etc.), Other stakeholders, Trainers from IGIAT, ASCI, JNTU, APIIC, Planning institutes etc., MP Industrial Development Agencies, MPSPCB, Gujarat Industrial Development Agencies and Gujarat SPCB.	Training programmes for APIIC, IALAs, industries and associations, relevant stakeholders, for awareness and capacity building on various issues of Industrial Estate Planning and Management International conference, Training to GTZ staff of India/Asia & Germany,
	Pollution Control and Environmental Management	8	Regulatory agencies, Research laboratories & Research institutes	Training programmes for officers from regulatory agencies for awareness and hand-on trainings on water and air quality management, waste management and aquatic ecosystem.

	Madurai Eco Electroplating Park, Karaisalkulum, Tamil Nadu	No new trainings planned under the project (carry forward from HRDP OP 2008)		
	ASEM Support to WBPCB for Environmental Improvement in Identified Industrial Clusters	No new trainings planned under the project (carry forward from HRDP OP 2008)		
	Developing Eco Industrial Estates in AP (EcoProfit Training Modules)	3	Middle level management from participating industries, Plant Engineers, Production Managers, Maintenance Managers and business development	Training modules for participating industry personnel for capacity building on Energy, wastewater Management, resource efficiency and pollution control, implementation mechanism and entailing profits in terms of efficient processes in the industries (both OEMs & SMEs).
	Eco-Profit NCR 2009	6	Middle level management from participating industries, Plant Engineers, Production Managers, Maintenance Managers and business development	Training modules for participating industry personnel for capacity building on energy, waste water management, resource efficiency & pollution control, implementation mechanism and entailing profits in terms of efficient processes in the industries (both OEMs & SMEs).
	Indo-European e-Waste Initiative	3	Formal Sector Recyclers, Regulatory Authorities, e-waste dismantler, recyclers, NGOs, occupational health and safety experts	Information exchange on best practices for e-waste management, exposure and hands on training, certification system, auditing and secure data destruction mechanism, information of

				occupational health and safety risks from e-waste recycling among workers.
	Disaster Risk Management-DMI	7	<p>Information officers, Administrators, editors of DMI, GTZ-ASEM and cooperating training providers</p> <p>Officers from CPCB, SPCBs, Chief Inspectorate of Factories (CIFs), Controller of Explosives (CE), District Administration (DA), District transport officer (DTO), State Industrial Development Corporations (SIDC), Major Accident Hazard (MAH) Industries, Media, etc.,</p> <p>Master Trainers from training providers, industry and administration</p>	<p>Hands-on training for WEB-Platform management for the Platform version 2</p> <p>Awareness on application of mass communication in risk reduction, capacity building programmes on HIRA, on-site and off-site emergency plans, capacity building on regulatory framework of HIRA, risk assessment methods like HAZOP, computer software and its application.</p>
	HAWA-KSPCB	No new trainings planned under the project (carry forward from HRDP OP 2008)		
<b>Sustainable Urban Environment (SUE)</b>	German TC to Support JNNURM	8	<p>ULBs, MoUD, MHUPA, State level urban department, state level town planning department, community members, municipal staff, faculty of the training institute at Nasik, Municipality Staff, Traffic Staff, other local organisations, Local NGOs and faculty of the Training centres.</p>	<p>Preparation of Comprehensive Development Plans, Detailed Project Reports, Awareness programmes and capacity building on issues of solid waste management, water supply systems, tendering procedures, public health and sanitation, sustainable urban transport, relocating of industrial clusters, wastewater management, mandatory reforms, e-governance. Best practices adopted in India and abroad</p>

	<p>TC to support Sustainable Urban Environment (Eco-BUDGET, Eco-BUSINESS, EcoCity concepts)</p>	<p>2</p>	<p>Urban Local Bodies, State pollution control Boards, Central Pollution Control Board, UNIDO, City of Vienna, local stakeholders in the cities, NGOs, Entrepreneurs, Small &amp; Medium Enterprises (SME's) &amp; Temple Trusts</p>	<p>To support the EcoCities Project under the XI Plan of CPCB in the preparation of Environmental Development Plans, Detailed Project Reports and for implementation of identified projects in the field of waste management(all forms), waste water treatment and disposal, sustainable urban transport, Improvements in polluting industrial clusters, Awareness and education programmes including cleanliness drives</p> <p>To prepare a workable Business Model for the Urban Local Bodies of the EcoBusiness Cities in the fields of waste(all aspects), renewable energy and energy efficiency, including Plantation, landscaping, horticulture and Rehabilitation of wholesale markets, traditional industrial clusters etc.</p> <p>Develop an Urban Environmental Information System that can be adopted by the Urban Local Bodies for preparing the Yearly Environmental Reports</p>
<p><b>Sustainable Consumption and Consumer</b></p>	<p>Strengthening Consumer Protection in India</p>	<p>4</p>	<p>Govt officials, State and Central Govt officials, Voluntary consumer organizations, universities, college</p>	<p>Dissemination of information and training programmes on consumer awareness,</p>

<b>Protection (SCCP)</b>			groups, testing centres, Stakeholders in Consumer Courts, lawyers, VCOs.	functioning of voluntary consumer organization, consumer courts and alternate consumer redressal system. Workshop on development of 2 <sup>nd</sup> phase of activities
	Program on Legal Metrology and Consumer Protection	2	Enforcement officials of legal metrology in the 11 States and Union Territories, Manufacturers, traders, consumers of packaged Commodities.	Training of Enforcement officials on verification of weighing measuring instruments and awareness of Packaged Commodities Rules.
<b>Sustainable Environmental Governance (SEG)</b>	Environmental Economics (SEG-2007-EEc)	No new trainings planned for 2009 (Trainings to be conducted approved in OP 2008)		
	Summer School-Science Practise Dialogue	1	PhD-students, Junior researchers and junior experts from academics and developmental sector	Awareness and exposure on Concepts of Urban Sustainability, Adaptation, Awareness on Vulnerability, adaptation and mitigation of climate change, Local impact assessment, Vulnerability, Concept of Rural-Urban interdependence, Water Resource Management, energy efficiency
	Formulation of Environmental Guidelines/Standards/Norms for Urban & Regional Planning	1	CPCB, SPCB, ITPI, TCPO- central and state level agencies, MoUD, MoHUPA, MoEF, etc.	Develop urban guidelines incorporating various environmental considerations so as to comply with various environmental laws, norms and standards; protect environment, conserve natural resources, prevent and control pollution; achieve sustainable development and

				address the emerging environmental concerns in disaster management and control.
	MAHE – Manipal University of Higher Education (Eco Campus) (PPP-Mahe)	No new trainings planned under the project (carry forward from HRDP OP 2008)		
	Shell (Dieldrin Pesticide Management) (PPP-Shell)	1	Members of CPCB, SPCB	To train employees of the Air Quality Laboratories in India and decision-makers within environmental authorities (MoE) to exercise the government's control function concerning the necessary emission measurements in connection with the incineration of waste substances in special waste disposal facilities, cement rotary kilns and other types of combustion plants.
	Manipal Enterprises Hospital Waste Management (PPP-BMW)	No new trainings planned under the project (carry forward from HRDP OP 2008)		
	HRDP for Environment (HRDP 2009 OR G #)	2	Training to TMU and training institutions to familiarise on the HRDP activities	Most of the ASEM stakeholders are familiar with the mechanisms and processes of the HRD-thrust area, its results and importance.
	Operation Plan Development (HRDP 2009 OR G #)	1	Gathering and compilation of the trainings to be organised in the year 2008 and developing timeframe	Develop the 2009 OP
	Reporting (HRDP 2009 OR G #)	12	Information collection from the Course	Get an overview about the past HRD

<b>Human Resource Development Programme (HRDP) – Supportive Activities</b>	G #)		coordinators and compiling. The collected information is put on the web platform for the easy access	activities and contribute to the evaluation of all ASEM trainings and workshops
	Dissemination and Visibility (HRDP 2009 OR G #)	6	Development and dissemination of the educational materials, newsletters etc	Inform all stakeholders about the HRD activities of ASEM
	Internal Capacity Building: Training Management (HRDP 2009 OR G #)	2	Training to TMU	Capacity building and skills enhancement of TMU
	Project monitoring - developing the parameters/toolkit for the Project Analysis (HRDP 2009 OR G #)	3	Visit to partner institutions for project evaluation, development of toolkit, programme monitoring	A revised toolkit of the quality and its assessment for training and workshops is developed, known to all stakeholders
	Training Evaluation for the effectiveness (HRDP 2009 OR G #)	2	Training impact evaluation and development of indicators	Development of indicators and monitoring system for tracking the results of training
	WEB platform management and refresher (HRDP 2009 WEB #)	3	ASEM and DMI training managers, authors of projects, project coordinators, MoEF	Refresher course for ASEM and DMI web platform to familiarise with administration skills for the platform; new features and possibilities have to be developed.

#### 4.4 Expected Outcomes of the Training Programmes

**Table 7 Training Programmes under each Project with Overall Outcomes**

Thrust Area	Project Name & Code	Expected Outcomes
<b>Sustainable Industrial Development (SID)</b>	Developing Eco Industrial Estates in Andhra Pradesh	<ul style="list-style-type: none"> <li>• Training for upto 20 Field level officers of APIIC and for upto 20 officials of IALAs (IP authorities) on Eco-Industrial Park Planning and Management (Certificate course).</li> <li>• Training programmes for upto 60 industries on Ecoprofit, Environmental audit etc.</li> <li>• Awareness programmes to upto 300 participants including IGIAT, APIIC, ASCI, MoSSI, MoChem, Mol, ULBs, Env. Consultants and other relevant stakeholders</li> <li>• Awareness programmes for upto 100 industries on improvement in environmental performance</li> <li>• Overseas Visit cum Exposure tour of APIIC &amp; APPCB officials to Germany, China and Singapore</li> <li>• Improved industrial park planning by APIIC for new parks and improved performance IP Management</li> </ul>
	Pollution Control and Environmental Management	<ul style="list-style-type: none"> <li>• Awareness programme for upto 50 officials on pollution control and abatement.</li> <li>• Hands-on training programme for upto 50 experts from research institutes on wastes management, water quality management, aquatic ecosystem and eco-city concepts.</li> </ul>
	Madurai Eco Electroplating Park, Karaisalkulam, Tamil Nadu	No new trainings planned for 2009 (Trainings to be conducted approved in OP 2008)
	ASEM Support to WBPCB for Environmental Improvement in Identified Industrial Clusters	No new trainings planned for 2009 (Trainings to be conducted approved in OP 2008)

	<p>Developing Eco Industrial Estates in AP (EcoProfit Training Modules)</p>	<ul style="list-style-type: none"> <li>• 100 Middle level management from participating industries from Nacharam and Mallapur Industrial Area, AP &amp; NCR, Delhi are trained on principles of Ecoprofit tools.</li> <li>• Industries enabled to identify, evaluate, implement and monitor environmental improvement measures in manufacturing processes and utilities.</li> <li>• Established linkage between profitability and improved environmental performance by incorporating principles of Ecoprofit.</li> <li>• Industrial clusters trained in water management, energy efficiency, MFA, waste management, EMS and environmental auditing.</li> <li>• Evaluation of actual monetary savings is conducted at the end of overall training modules to calculate final ROI for the industries.</li> </ul>
	<p>Eco-Profit</p>	<ul style="list-style-type: none"> <li>• 100 Middle level management from participating industries from Nacharam and Mallapur Industrial Area, &amp; NCR, Delhi are trained on principles of Ecoprofit tools.</li> <li>• Industries enabled to identify, evaluate, implement and monitor environmental improvement measures in manufacturing processes and utilities.</li> <li>• Established linkage between profitability and improved environmental performance by incorporating principles of Ecoprofit.</li> <li>• Industrial clusters trained in water management, energy efficiency, MFA, waste management, EMS and environmental auditing.</li> <li>• Evaluation of actual monetary savings is conducted at the end of overall training modules to calculate final ROI for the industries.</li> </ul>

	Indo-European e-Waste Initiative	<ul style="list-style-type: none"> <li>• 30 participants from formal recycling sector trained on certification, secure data destruction and e-waste management systems.</li> <li>• Awareness and capacity building of 10 participants from informal sector associations on manual dismantling, best practices adapted in Germany and Austria.</li> <li>• Dissemination of results on study undertaken for analyzing the impact of e-waste recycling on the workers.</li> </ul>
	Disaster Risk Management-DMI	<ul style="list-style-type: none"> <li>• Hands-on training for DMI author on the CMS of iDRM web-platform</li> <li>• About 130 participants from CPCB, SPCBs, Chief Inspectorate of Factories (CIFs), Industries, Media and other relevant stakeholders are trained on disaster response, HIRA Regulations, analysis and documentation of accidents, mock drills, preparation of off-site and on-site emergency plans and evaluation of HIRA</li> <li>• Conducting Hazard and risk assessment in process industries</li> <li>• Preparedness of response agencies</li> </ul>
	HAWA-KSPCB (SID-2008-HAWA-KSPCB)	No new trainings planned under the project (carry forward from HRDP OP 2008)
	German TC to Support JNNURM (SUE-2008 JNNURM)	<ul style="list-style-type: none"> <li>• About 150 participants of ULBs, MoUD, IHC, Municipalities and other relevant stakeholders will be trained on SWM, waste water management, efficient transport and urban planning.</li> <li>• 150 participants trained on various aspects of sustainable urban environment (Certificate course).</li> <li>• Overseas visit of 20 officials of ULBs, MoUD, State level urban Department, state level town planning Department.</li> <li>• Planning and designing is taken up for 5 environmentally relevant</li> </ul>

		measures for implementation under JNNURM.
	TC to support Sustainable Urban Environment (Eco-BUDGET, Eco-BUSINESS, EcoCity concepts) (SUE-2008-Eco)	<ul style="list-style-type: none"> <li>• Officials from MoEF, CPCB, GTZ, IHC, Municipalities and other relevant departments are trained on concepts, planning and implementation of Eco-BUSINESS and Ecocity concepts.</li> <li>• About 100 participants from ULBs, APIIC, TMC, TTD, community, schools, RWA join hands for Clean and Green Drive-SAKARMA, Tirupati.</li> <li>• Urban Environmental Information System is designed and implemented as a tool for Environmental Reporting</li> </ul>
	Tsunami Rehabilitation (SUE-2007-TSU-EU)	<b>Project Completed</b>
<b>Sustainable Consumption and Consumer Protection (SCCP)</b>	Strengthening Consumer Protection in India (SCCP-2008-SCPI)	<ul style="list-style-type: none"> <li>• Existing efforts of DCA and selected State Governments regarding consumer awareness, advice, education and protection are evaluated.</li> <li>• Awareness on issues related to voluntary consumer organizations, consumer courts and alternate dispute redressal system.</li> <li>• Measures for strengthening the existing framework of consumer protection are suggested.</li> <li>• Planning for Operation Plan of the 2nd Phase project activities.</li> <li>• Improve consumer redressal system in the consumer courts to provide better service to consumers.</li> <li>• Reduce the burden on consumer courts and resolve large percent of cases outside the court.</li> </ul>
	Program on Legal Metrology and Consumer Protection during the year 2008	<ul style="list-style-type: none"> <li>• Awareness on provisions of Packaged Commodities Rules, Standards of Weights &amp; Measures Act is created amongst industry</li> </ul>

	(SCCP-2008-LMCP)	<p>and enforcement officers.</p> <ul style="list-style-type: none"> <li>Better consumer protection and better compliance to rules by industries</li> <li>Errorless performance of the weighing and measuring instruments in public transaction</li> </ul>
<b>Sustainable Environmental Governance (SEG)</b>	Environmental Economics (SEG-2007-EEc)	No new trainings planned under the project (carry forward from HRDP OP 2008)
	Summer School-Science Practise Dialogue	Capacity building of participants on: <ul style="list-style-type: none"> <li>Awareness and dialogue exchange on issues like water resource management, participatory resource management, sustainable urban development, improved networking and intercultural communication, EcoCities, climate change-adaptation and mitigation.</li> <li>Roadmap and pathways towards political implementation and social consensus.</li> <li>New perspective of changing lifestyles and its impact.</li> </ul>
	Formulation of Environmental Guidelines/Standards/Norms for Urban & Regional Planning	<ul style="list-style-type: none"> <li>Formulation of Guidelines &amp; Standards for Urban and Regional planning.</li> <li>Dissemination of guidelines and stakeholders.</li> </ul>
<b>Public Private Partnership (PPP)</b>	Arsenic Mitigation in West Bengal (PPP-2007-Arsc)	<b>Project Completed</b>
	MAHE – Manipal University of Higher Education (Eco Campus) (PPP-Mahe)	No new trainings planned under the project (carry forward from HRDP OP 2008)
	Shell (Dieldrin Pesticide Management) (PPP-Shell)	To introduce a sustainable monitoring of emissions from incineration To learn how to plan and execute a test burn of hazardous chemicals in a waste incineration facility and, how to monitor the stack gases for the evaluation of the quality of an incineration facility for an environmentally sound of hazardous waste disposal.
	Manipal Enterprises Hospital Waste Management (PPP-	No new trainings planned for 2009 (Trainings to be conducted approved in OP 2008)

	BMW)	
<b>Human Resource Development Programme (HRDP) – Supportive Activities</b>	HRDP for Environment (HRDP 2009 ORG #)	Stakeholders contribute actively to the success of the HRD programme
	Operation Plan Development (HRDP 2009 ORG #)	The OP 2009 is sent for approval to MoEF.
	Reporting (HRDP 2009 ORG #)	Report on the activities of the current planning period including lists of training events, participants, results, evaluation of activities and follow up
	Dissemination and Visibility (HRDP 2009 ORG #)	Printed and digital version of newsletter, HRDP website- regularly updated via information flow,
	Internal Capacity Building: Training Management(HRDP 2009 ORG #)	Hands on training for TMU with latest version of the website
	Project monitoring - developing the parameters/toolkit for the Project Analysis (DPPA) (HRDP 2009 ORG #)	Evaluation of the effectiveness of the programme
	Training Evaluation for the effectiveness (TEE) (HRDP 2009 ORG #)	Monitoring system is accepted and used for the evaluation of the outcomes of capacity building efforts.
WEB platform management and refresher course(HRDP 2009 WEB #)	The skills of the participants are upgraded, they know about the details of the platform functions and are able to structure internal features without assistance.	