



Kudumbashree team increases productivity by learning

A team of officials is set up at the state, district and block levels to extend support to the Kudumbashree community network. The officials at the headquarters (trivandrum) focus on recommending policy level matters, monitoring the overall activities, implementing some state level activities and conceptualise new programmes. So, it is essential for them to have a clear picture about the field level activities. Many of the state level officials have enough field

experience as program managers. Still they need to make regular field visits to be able to know the field level reality and to formulate practical projects.

In order to facilitate this, we did three important activities during the last financial year for increasing the productivity of the officials in the State Mission office. We had asked them to do field visits, at least for 10 days during the months of November to March. This was the first one among those three suggested activities. Based on this instruction, the officials at the state headquarters visited districts, learnt the field level activities, understood the reality

and enhanced their knowledge. We have also insisted that each team member should make field visits at least for four days a month, during this financial year.

The second activity we gave was to visit a NHGs, which is the bottom most entity of Kudumbashree community network, and do an auditing activity to understand the NHG level works. The officials at the State Mission office were teamed up as different groups with three to four members in each group and they were connected with the Kudumbashree KAASS (Kudumbashree Accounts and Audit Service Society) team. Following that, the officials took part in the process of auditing one CDS, one ADS and one NHG each along with this KAASS team and got direct information about the field level audit and thought process. All the officials in State Mission have completed these activities.

In addition, the officials were also directed to conduct an in-depth study about any two important activities or programmes of Kudumbashree and submit their reports. As per this, they studied about various topics, analysed the same and presented suggestions to improve the programmes. A total of 63

reports were submitted. These reports would be available on Kudumbashree's website under this link from next week onwards : <https://kudumbashree.org/pages/912>. Though the officials were directed to do a presentation of these study reports, we could not complete it due to the lockdown notified in the state to counter the second wave of covid-19 pandemic. This process would be completed very soon. Once this cross kearninh is completed, these suggestions will be used by al team members to improve the respective programs.

We are moving forward with the aim of carrying out the best of project formulation and implementation, increasing the productivity of the officials, ensuring that they are acquiring knowledge about the grass root level by maintaining the connection with the field.