

TRAINING NEEDS ASSESSMENT OF TRIPURA STATE



सत्यमेव जयते
Govt. of Tripura

**Under the GOI-UNDP project on “Enhancing Institutional and
Community Resilience to Disasters and Climate Change (2013-2017)”**

**TRIPURA DISASTER MANAGEMENT AUTHORITY
REVENUE DEPARTMENT, GOVERNMENT OF TRIPURA**

ACKNOWLEDGEMENT

After enactment of the Disaster Management Act, 2005, the Disaster Management process has undergone a paradigm shift from the earlier approach of *response to disasters* to the current holistic approach of *disaster mitigation, prevention and preparedness*, which yields long term benefits while minimizing damage due to disaster impacts. In recent past, the country and the state of Tripura have faced frequent disasters and extreme climate events. In response to this, Government of Tripura maintains the Disaster Risk Reduction portfolio at all levels considering its vulnerability and giving proportionate weightage to disaster mitigation, prevention, preparedness and response processes.

Among other natural calamities, Tripura State is most vulnerable to earthquakes. As per the seismic Zoning Map of India, Tripura falls in Zone V, which is the most severe seismic zone. Besides, the state is also prone to Cyclones, Floods, Landslides, Fires and human induced disasters.

Training and Capacity Building is a vital component of the Disaster Risk Reduction process and hence, adequate training to the key stakeholders, creating adequate training opportunities, strengthening of training infrastructures, sharing of skills and knowledge on DRR and CCA, adequate funding and resource allocation and their sustainability are needs to be considered. Moreover, the State Government has taken up various training programmes on Disaster Management at the State, District, Sub-division, Panchayat and Village levels through leading institutions like SIPARD, CTI, PRTI, and CWTI and through agencies like Institution of Engineers, Indian Red Cross Society, Nehru Yuba Kendra Sangathan, NSS, etc. But it is felt to have a proper needs analysis for further strengthening of the existing trainings.

Under the GOI-UNDP project on “Enhancing Institutional and Community Resilience to Disasters and Climate Change” a detailed Training Needs Assessment (TNA) was carried out by a TNA team comprising experts, with support from NIDM, UNDP and state institutions. To ensure state ownership of the process and to monitor progress, a TNA committee was also constituted. Various consultations at State and District levels, data collection and analysis were conducted to develop the report. I hope that this report would bring changes in the DRR/ CCA training processes in the State.

(Badal Chowdhury)
Minister, Revenue Department
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Abbreviations

ABS	Ambassa (Sub-division of Dhalai District)
AD	Assistant Director
ADC	Autonomous District Council
AE	Assistant Engineer
AGM	Additional General Manager
AGMC	Agartala Government Medical College
AIR	All India Radio
ALAO	Assistant Land Acquisition Officer
AO	Accounts Officer
ASHA	Accredited Social Health Activist
ARD	Animal Resource Development
BDMC	Block Disaster Management Committee
BDO	Block Development Officer
BEd	Bachelor in Education
CB	Capacity Building
CBOs	Community Based Organizations
CBRN	Chemical, Biological, Radiological and Nuclear
CCA	Climate Change Adaptation
CCF	Community Contingency Fund
CD	Civil Defence
CMG	Crisis Management Group
CMP	Crisis Management Plan
CSS	Centrally Sponsored Scheme
CTI	Central Training Institute
CWC	Central Water Commission
CWTIT	Construction Workers Training Institute, Tripura
DCMG	District Crisis Management Group
DDA	Deputy Director, Agriculture
DDK	Doordarshan Kendra
DDMA	District Disaster Management Authority
DEO	District Education Officer
DIC	Directorate of Industries & Commerce
DIET	District Institute of Education and Training
DNB	Dumburunagar (Block of Dhalai district)
DOPT	Department of Personnel & Training
DPC	District Project Coordinator
DRR	Disaster Risk Reduction
DSP	Deputy Superintendent of Police

DSS	Decision Support System
DM	Disaster Management
DMT	Disaster Management Team
DWS	Drinking Water and Sanitation
FC	Finance Commission
FCS	Food and Civil Supplies
FTS	Fire Training School
GHG	Green House Gases
GIS	Geographic Information System
Gol	Government of India
GP	Gram Panchayat
GPDMC	Gram Panchayat Disaster Management Committee
GNC	Gandacharra (Sub-Division of Dhalai District)
GPS	Global Positioning System
HRVA	Hazard Risk and Vulnerability Analysis
IAS	Indian Administrative Service
IAY	Indira Awas Yojana
ICA	Information and Cultural Affairs
ICT	Information and Communication Technology
IDRN	India Disaster Resource Network
IRCS	Indian Red Cross Society
IT	Information Technology
MHA	Ministry of Home Affairs
NBC	Nuclear, Biological and Chemical
NCC	National Cadet Corps
NDMA	National Disaster Management Authority
NDRF	National Disaster Response Force
NEC	National Executive Committee
NEOC	National Emergency Operation Centre
NGOs	Non-Governmental Organizations
NHM	National Health Mission
NIC	National Informatics Centre
NIDM	National Institute of Disaster Management
NITs	National Institutes of Technology
NSS	National Service Scheme
NSSP	National School Safety Programme
NYKS	Nehru Yuva Kendra Sangathan
P&T	Personnel & Training
PRIs	Panchayati Raj Institutions
PRTI	Panchyatiraj Training Institute
PTA	Police Training Academy

PWD	Public Works Department
QRT	Quick Response Team
RCC	Reinforced Cement Concrete
RD	Rural Development
RMSA	Rashtriya Madhayamik Shikshya Abhiyan
RR&DM	Relief, Rehabilitation and Disaster Management
SAPCC	State Action Plan for Climate Change
SCERT	State Council of Education, Research and Training
SCMG	State Crisis Management Group
SDDMC	Sub Divisional Disaster Management Committee
SDMA	State Disaster Management Authority
SDRF	State Disaster Response Force
SEC	State Executive Committee
SEOC	State Emergency Operation Centre
SHG	Self Help Group
SIET	State Institute of Education and Training
SIO	State Informatics Officer
SIPARD	State Institute of Public Administration and Rural Development
SLO	State Liaison Officer
SOPs	Standard Operating Procedures
SSA	Sarba Shikshya Abhiyan
SWOT	Strength Weakness Opportunity & Threat
S&T	Science & Technology
TA	Travelling Allowance
TDMA	Tripura Disaster Management Authority
TFS	Tripura Fire Service
TIT	Tripura Institute of Technology
TNA	Training Needs Assessment
TO	Treasury Officer
TSAC	Tripura Space Application Centre
TSECL	Tripura State Electricity Corporation Limited
TSR	Tripura State Rifles
TTAADC	Tripura Tribal Area Autonomous District Council
UD	Urban Development
ULBs	Urban Local Bodies
UNDP	United Nations Development Programme
VDMC	Village Disaster Management Committee
WR	Water Resources

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EXECUTIVE SUMMARY

After enactment of the Disaster Management Act, 2005, the Disaster Management process has undergone a paradigm shift from the earlier approach of *response to disasters* to the current holistic approach of *disaster mitigation, prevention and preparedness*, which yields long term benefits while minimizing damage due to disaster impacts. In recent past, the country and the state of Tripura have faced frequent disasters and extreme climate events. In response to this, Government of Tripura maintains Disaster Risk Reduction portfolios at all levels, giving proportionate weightage to disaster mitigation, prevention, preparedness and response processes.

Among other natural calamities, Tripura State is most vulnerable to earthquakes. As per the seismic Zoning Map of India, Tripura falls in Zone V, which is the most severe seismic zone. Besides, the state is also prone to Cyclones, Floods, Landslides, Fires and human induced disasters.

Training and Capacity Building is the vital component of entire Disaster Risk Reduction process and hence, adequate training to the key stakeholders, creating adequate training opportunities, strengthening of training infrastructures, sharing of skills and knowledge on DRR and CCA, adequate funding and resource allocation and their sustainability are needs to be considered. Moreover, State Government has taken up various training programmes on Disaster Management at the State, District, Sub-division, Panchayat and Village levels through leading institutions like SIPARD, CTI, PRTI, CWTIT and through agencies like Institution of Engineers, Indian Red Cross Society, Nehru Yuba Kendra Sangathan, NSS, etc. But it is felt to have a proper needs assessment for further strengthening of the existing training process.

Under the GOI-UNDP project on “Enhancing Institutional and Community Resilience to Disasters and Climate Change” a detailed Training Needs Assessment (TNA) was conducted by a team of experts, with the support from NIDM, UNDP and state institutions. To ensure state ownership of the process and to monitor progress, a TNA committee was constituted at the state level. Various consultations at State and District levels, data collection and analysis were conducted to develop the report.

The TNA report is divided into three parts i.e., Introduction, Findings of Training Needs Assessment and Capacity Development Strategy for Key Stakeholders. Memorandum, Notifications and guidelines on various committees and teams constituted, formats and questionnaires followed and details on the consultations conducted at State and District levels are included in the Annexure.

The first part of the report describes the background, need for capacity building for effective disaster risk reduction and climate change adaptation, and the disaster risk context of the state. This is followed by a brief description of Climate Change issues, its impacts at global, national and regional levels in order to sensitize the reader. Disaster Management arrangements as per the Disaster Management Act, 2005, the state policy on disaster management and capacity building on DRR and CCA through different training institutions and line departments have been highlighted in this section. The process adopted, methodology and tools used for the TNA including the assessment limitations and lessons learnt are given at end of the section.

The second part of the report describes the findings of the TNA through SWOT analysis and the role of the line departments and stakeholders in DRR and CCA and their learning needs, captured through rigorous consultations and secondary data analysis. Sector specific needs to perform the DRR and CCA functions are also laid down. In this process, various line departments and stakeholders were linked up and categorized considering their roles in DRR in general and disaster response in particular. Subsequently their opportunities to perform better in disaster management were also identified. Orientation and training delivery options for primary, secondary and other training needs for various line departments and stakeholders have been identified. This chapter also gives the scope to utilize the department resources for strengthening the capacity of the department officials and inclusion of DRR and CCA subjects in trainings which would be conducted for the other stakeholders by the department. Prioritisation of the trainings for the departments are also highlighted in this chapter.

The third section describes the strategy for capacity development of key stakeholders. The process of developing relevant capacities and the options for acquiring training by the department concerned or the nodal department are indicated. In this section, the mobilization of resources and development of Resource Pool in the departments are also described along with the timeline for performing various trainings for the key officials. This section concludes with suggestions on use of the report for a holistic training programme in the state and mechanisms to monitor its progress.

1. Introduction

1.1 Background

The GOI-UNDP project on “Enhancing Institutional and Community Resilience to Disasters and Climate Change (2013-2017)” aims to build capacities of various stakeholders on disaster risk reduction and climate change adaptation with the objective of incorporating risk reduction (especially in the context of climate change) in development. Under this project, which is being implemented in 10 states including Tripura, it is envisaged to carry out a Training Needs Assessment (TNA) of all the major stakeholders as it pertains to Disaster Risk Reduction (DRR) and Climate Change Adaptation (CCA) aspects. The findings of the TNA would form the basis for Capacity building strategy for DRR and CCA in the state and also inform development of training modules and training of master trainers. This section provides a brief situation analysis of the risk context of Tripura with respect to disasters and climate change, institutional set up for DRM and CCA and the capacity building initiatives in the state towards disaster risk management. It then describes the rationale for a TNA followed by the proposed TNA Framework and methodology for Tripura, along with the limitations and key lessons learnt.

1.2 Disaster Risk Context of Tripura

Tripura, one of the most vulnerable states in India, is prone to both natural and human induced disasters due to its geographic location as well as socio-economic, geological and climatic conditions. The state falls within the highest earthquake risk zone in the country, namely, Zone V of Seismic Zonation Map of India. A large number of earthquakes of moderate to high magnitude have occurred within the state boundary as well as within a radius of 100 km. In 1869, an earthquake of magnitude 7.5 on the Richter scale, with its epicenter within 18 km of the district town of Dharmanagar, caused widespread destruction of infrastructure and loss of lives. In the recent past, in 1950, an earthquake of magnitude 6.3 occurred within North Tripura district damaging buildings and other infrastructure.

On account of its young mountains and immature rock formation, the state is vulnerable to landslides due to both earthquakes as well as torrential rainfall. The state lies in "very high damage risk" zone from wind and cyclones. Due to proximity to the Bay of Bengal cyclone strikes the state during the period of South-West Monsoon. The design wind speed in the entire state is cyclonic, 55m/s (198km/h) which is occasionally reached when cyclonic winds reach the state after crossing Bangladesh. In such events, weakly built houses and those having sloping roofs such as using thatch and tiles and A.C. sheet and corrugated Galvanized Iron sheet roofs which are not fully anchored and integrated suffer damages.

The state is bestowed with a relatively high average annual rainfall of 212.2 cm with average number of rainy days at 92. Normally rain arrives in the state in late April and continues up to October. However, the intensity of rainfall increases during the months of

June to September. Higher rainfall occurring during this period causes floods in low lying areas and erosion of land. Due to heavy rains and erosion coupled with construction of embankments, most of the major rivers in the state experience siltation, which in turn has caused the river beds to rise considerably leading to frequent flooding.

Dry spell normally occurs in Tripura due to delayed rainfall in the months of April and May. Deficient rainfall in these months result in scarcity of drinking water as ground water level goes down. Agriculture is affected to a great extent. It also adversely affects pisciculture, sericulture and tea plantations resulting in production loss in these sectors.

Fire accidents are quite common in the state, especially in rural areas because of individual housing with roof of thatch/grass/leaves/wood in close proximity of the house, lack of availability of adequate water and no or poor equipment for firefighting especially in rural areas and agglomerations, lack of awareness of basic dos and don'ts when people live in houses that use inflammable materials, human error or carelessness, etc. In urban areas, particularly Agartala city, the fire incidents occur in specific locations on different occasions.

The figures of road accidents indicate a rising trend in Tripura due to increase in the number of vehicles, the quality of roads, and inadequate adherence to traffic rules. Except for the observance of the Traffic Week in the first week of January every year in the State, there is very little regular and sustained campaign to prevent and reduce road accidents.

Despite the given hazards in the State, the vulnerability of an area is determined by the capacity of its social, physical, environmental and economic structures to withstand and respond to hazards. An understanding of the socio-economic factors and the capability of the community to cope with disasters provides an understanding to the development and disaster managers to plan and implement risk reduction initiatives against future hazards.

In Tripura, the economically and socially weaker segments of the population i.e., Scheduled Caste (SC) and Scheduled Tribes (ST), women, children and differently abled population who constitute nearly 50% of total population are most vulnerable to disasters. Within the vulnerable groups, women rendered destitute, children orphaned on account of disasters and the differently able groups are exposed to higher risks. In Tripura, 66.81% of the total rural families live below poverty line. About 70% of the population are farmers who depend upon cultivation. Due to this, majority of population is vulnerable to multiple hazards in the State. The capacities of existing resource institutions, skills and opportunities for capacity development on DRR/ CCA are comparatively low in the state.

1.3 Projected Climate Change and its Impacts

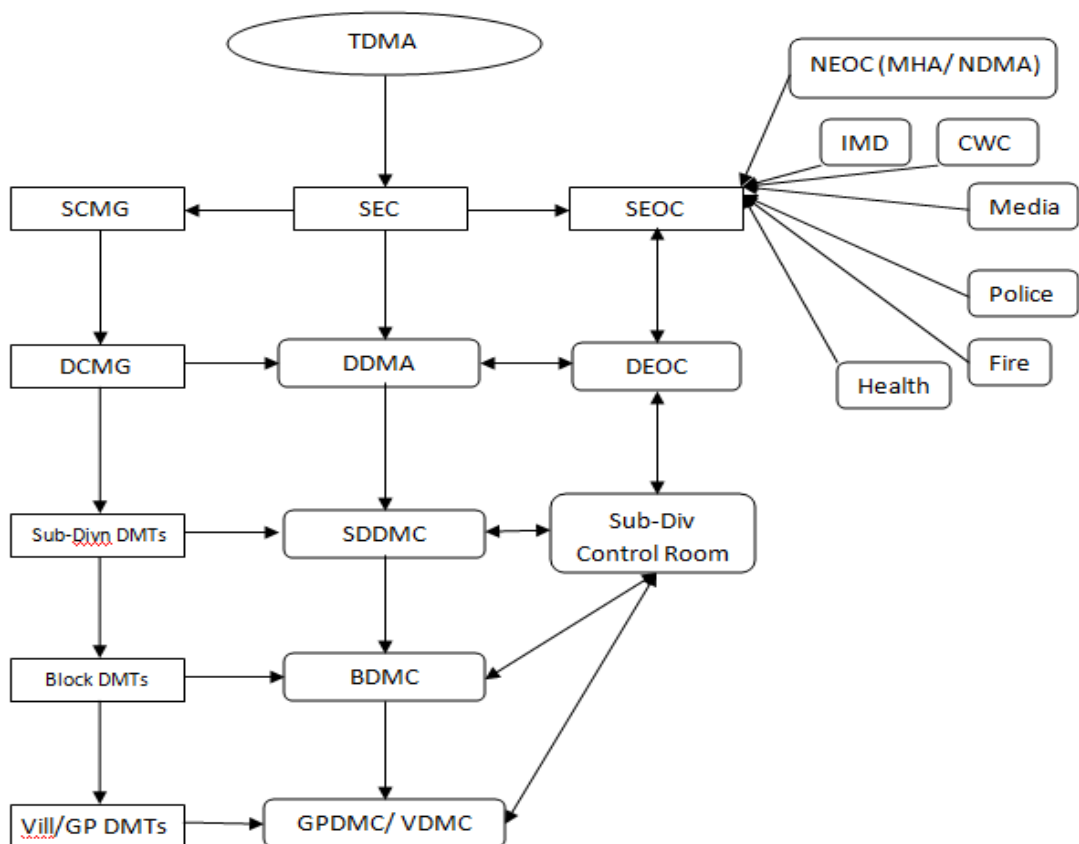
As per the State Action Plan for Climate Change (SAPCC), vulnerabilities arising out of climate change in Tripura are multidimensional in nature. One sector can compound the vulnerability in the other (e.g. Jhum cultivation can affect forestry). Therefore, to understand vulnerability in its totality one needs to understand both sectoral and cross-sectoral parameters. Vulnerability and adaptive capacities are diverse and also vary from state to state. Sectoral parameters include key sectors of the state's economy and cross

sectoral factors such as: (a) Poverty (b) Inequality and social discrimination over proprietary rights and (c) Access to resources (d) Social attrition/migration, and (d) Unequal and unsustainable competition for scarce natural resources. The sector wise vulnerabilities are as follows:

Sectors	Contributing Factors	Socio-Economic Impacts
Agriculture& Food security	<ul style="list-style-type: none"> • Temperature Stress • High salinity and water- logging • Erratic Precipitation • Loss of soil moisture & fertility • Flood/Drought Conditions • Invasion of parasitic species or disease 	<ul style="list-style-type: none"> • Decline in crop yield and production (Northern Tripura) • Pre-harvest waste, soil nutrient loss, less productivity Decline in availability of food and increased incidence of malnutrition
Riverine and Fishing	<ul style="list-style-type: none"> • Storm surges and Flooding • Cyclonic events • Instability of wetlands 	<ul style="list-style-type: none"> • Threat to inland freshwater resources • Threat to livelihood dependent on fisheries and aquaculture • Threat to wetland ecosystem
Forestry and Bio-Diversity	<ul style="list-style-type: none"> • Maximum decline in open forests and moderately dense forests • Fragmentation of habitats • Slow or no regeneration • Species invasion 	<ul style="list-style-type: none"> • Loss of ecosystem services • Loss of livelihoods of people dependent on forest resources • Decline in ambient air and water quality leading to health hazards • Extinction of species • Change in vegetation composition • Soil erosion, top/fertile soil loss • Floods and droughts
Health	<ul style="list-style-type: none"> • Lack of availability of fresh water • Lack of availability of sanitation facilities • Vector borne diseases (e.g. malaria) • Water logging and higher incidence of water borne diseases 	<ul style="list-style-type: none"> • Increased morbidity & mortality • Increased burden of health care on households in affected areas • More pressure on plant based medicines • Over-exploitation of medicinal plant resources
Water Resources	<ul style="list-style-type: none"> • Reduced quality of available water resources • Higher run off and uneven stream flow • Decrease in groundwater recharge and reduction in wetlands • Flood and drought conditions 	<ul style="list-style-type: none"> • Stress on water storage • Reduced supply of drinking water • Increased morbidity • Reduced availability of water for industrial and food production purposes • Decrease in water table

1.4 Disaster Management Arrangements in the State

In Tripura, with the adoption of the Disaster Management Act-2005, Tripura Disaster Management Authority (TDMA) and District Disaster Management Authorities (DDMAs) have been set up in all eight districts of the state.



Tripura Disaster Management Authority (TDMA)

At the State level, the TDMA, headed by the Chief Minister, is responsible for laying down policies and plans for DM in the state.

State Executive Committee (SEC)

As per the Govt. of India advice, the State Government has constituted the State Executive Committee (SEC) headed by the Chief Secretary of the State to assist the TDMA in execution of the decisions taken by the TDMA.

District Disaster Management Authority (DDMA)

The DDMAs are headed by the District Magistrate & Collectors, with the elected representatives of the Zilla Parishad as the Co-Chairperson. DDMA is responsible for planning, coordinating and implementing DM activities at District level and take all necessary measures for the purposes of DM in accordance with the guidelines laid down by the TDMA.

Local Authorities

Local authorities include Sub-Division Disaster Management Committee, Block Disaster Management Committee, Gram Panchayat / Village Disaster Management Committee, Panchayati Raj Institutions (PRI), Nagar Panchayats, Agartala Municipal Corporation, and Autonomous District Councils. These bodies are responsible for ensuring capacity building of their personnel for managing disasters, carrying out relief, rehabilitation and reconstruction activities in the affected areas and preparing Disaster Management Plans in consonance with guidelines of the NDMA, TDMA and DDMA. Besides, in normal time, these authorities shall take up various disaster mitigation, prevention and preparedness activities as per the state policy.

Disaster Management Teams/ Task Forces

There are different task forces namely Core group, Quick Response Team and Disaster Management Team at different levels under the control of Disaster Management Authorities and Committees. At the community level, there are task forces for Search and Rescue, First Aid, Shelter Management, Relief & Coordination, Damage Assessment for helping the local people and authorities in any disaster situation. However, these taskforces could also be involved in any other activity related to livelihood generation, capacity development and other developmental activities to sustain their enthusiasm in the long run. The Disaster Management Teams and Task forces have been trained and they have been assigned various responsibilities including a number of capacity building activities every month at their respective levels under the supervision of the local authorities.

The State Government has identified 50 personnel in every Tripura State Rifles Battalions (TSR Bns) for Disaster Management purposes and included them in the Disaster Management Team. Those identified personnel have been trained and retrained at Central Training Institute (CTI), Gokulnagar and posted in the Bns at different locations in the State. They have been given minimum critical disaster management equipment for response and capacity building purposes.

Equipment

Minimum critical disaster management equipment for search and rescue, medical first aid, water rescue, debris clearance, communication, firefighting, etc. have been provided to the District, Sub-division and TSR Bns in the state for responding to any disaster situation and carrying out training and capacity building of key stakeholders during normal time. These equipment are under the control of all DM & Collectors, SDMs and Commandant of TSR Bns. One complete set of equipment has been supplied to the CTI for carrying out training programmes in CTI Campus.

Emergency Operation Centres (EOCs)

The state has 24x7 State and District Emergency Operation Centres (EOCs) or Control Rooms functioning round the clock in the Secretariat and DM & Collectors Offices respectively. The EOC or Control Rooms are also functional in all SDM Offices and a few BDO offices during office hours. The State EOC receives daily weather information / warnings from Indian Meteorological Department (IMD) and Central Water Commission (CWC) and shares with the District EOCs. Daily situation report is issued at 5PM. Toll Free

telephones are operational in the State EOC (1070) and District EOCs (1077). Besides, the EOCs have alternative communication systems like VHF, Mobile, IP Phones, Video Conference and Internet systems. Doppler Rader at IMD-Agartala station is being linked with State EOC for sharing now casting (warning of severe thunder storm, cyclones before one hour of the incident). New Mass SMS system is operational. Contact numbers of key officials in the state (a total of 3500) have been incorporated in the system in State EOC for warning and information dissemination purposes. State and District Quick Response Teams have been linked up with the Control Rooms for quick deployment of the team at the disaster site. State and District EOC personnel have been trained at SIPARD and CTI on operation of control room and critical equipment. The State EOC has regular coordination with the National EOC, IMD, CWC and other control rooms in the state like Police, Fire Services, Traffic and Hospitals.

1.5 Institutional Arrangements for DRR/ CCA

At the state level, the Revenue Department is the nodal department for Disaster Management and Disaster Risk Reduction (DRR) measures. The department monitors the implementation of different DRR activities with the line departments, district and local administrations.

In line with the National DM Policy, Govt. of Tripura has drafted the State Disaster Management Policy and suitable Rules for an effective Disaster Management system in the State. Further, Disaster Management Plans have been prepared from state to village levels.

In order to further strengthen the disaster preparedness and reduce risks from various hazards, the SDMA/Department of Revenue and Disaster Management has been taking multiple actions from local to state levels.

To strengthen the techno-legal regime in the state, the Tripura Building Rules have been modified by incorporating Bureau of Indian Standards (BIS) norms. Efforts have been made to institutionalize training and capacity-building in the state through identification of specific institutions which can act as nodal institutions for training specific stakeholder groups including, engineers, masons, Govt. Officials, PRIs, NGOs, SHGs and other stakeholders. The government has also taken steps to increase awareness on disaster response and risk reduction. Taking cognizance of its location in seismic zone 5, the state Government has already assessed the safety of various critical buildings, and retrofitted some of them with the support of technical agencies. With regard to mainstreaming of DRR, efforts have been made to integrate DRR in national schemes such as the National School Safety Programme (NSSP) and National Health Mission (NHM).

However, challenges still persist. Despite the availability of disaster resistant technology, good quality materials and skilled labour, people often resort to cheaper materials and labour. This underscores the need for greater awareness among the general public on the importance of safe construction practices, even where the threat is not perceived to be imminent. In the education sector, while several trainings have been conducted to improve response capacities of teachers and students and raise their awareness on

disasters, the vulnerability of school buildings continues to be a matter of grave concern. Plans of RCC framed school buildings have been circulated. Though the state Government has initiated various hospital safety actions, scientific analysis of the medical requirements in the event of a major disaster is yet to be undertaken.

The focus of most of the Disaster Management Plans developed by various departments is largely on response. Hence there is a need to revisit/review these plans from a DRR/CCA perspective and revise them to incorporate specific mitigation aspects that can be implemented by the respective departments. Last mile connectivity of the warning messages communicated by the Indian Meteorological Department (IMD) remains a challenge. Often, these messages do not reach the communities at risk in a form that enables them to undertake effective response actions. Also, there is need to develop mechanisms and platforms for effective sharing of data, knowledge and information between various departments and technical and academic institutes.

The State Institute of Public Administration and Rural Development (SIPARD) has been identified as the nodal training institute in the state for conducting training programmes and development of some training modules on Disaster Risk Reduction. Secondly, the Central Training Institute (CTI) has been identified as the nodal training institute for imparting training to the uniformed personnel and the Disaster Management Team members at different levels through appropriate training programmes.

The Department of Science, Technology and Environment (ST & E) is the nodal department for Climate Change issues. The department has developed the State Action Plan for Climate Change (SAPCC) and has initiated the implementation of the plan with the identified nodal departments for sectoral issues.

Revenue Department has been a strong advocate for incorporating the CCA issues in the DRR processes through proper Disaster Management Planning. The GOI-UNDP project on “Enhancing Institutional and Community Resilience to Disasters and Climate Change (2013-2017)” has been implemented in the state since 2013 with the Revenue Department. In implementation of the project, efforts are being made to integrate the project activities with the objectives of SAPCC and by engaging with the ST&E Department and other line departments involved in the DRR and CCA issues. Revenue Department is the nodal department for overall monitoring of both DRR and CCA and the Secretary, Revenue is the nodal person at the state level who works under the guidance of the Chief Secretary who is also the Chairman of State Executive Committee both for DRR and CCA. The institutional arrangements for Disaster Management at the District and lower levels look after the DRR/ CCA issues.

1.6 Capability analysis of the Institutions in the state

An analysis of the capabilities of selected State-level organisations, which could play key roles in promoting and strengthening disaster management activities, is given below.

Tripura Disaster Management Authority (TDMA)

The role of TDMA is critical in taking policy level decisions in capacity development by prioritizing the type of training, target audience, financial allocation, etc. and approving training plans through proper reviews.

State Institute of Public Administration and Rural Development (SIPARD):

SIPARD is the nodal training institution for imparting Disaster Management training to the officers of the Administrative Service and the Officers, NGOs, SHGs, PRIs and volunteers. The Institute has been organising a series of training programmes on different aspects of disaster management and has conducted special studies and documentation. On an average, 5-10 general training programmes and 1-2 programmes in DRR/DM/CCA are being conducted at the institute. The institute has adequate infrastructure for carrying out multiple training programmes.

Central Training Institute (CTI):

Central Training Institute of Civil Defence and Home Guards at Gokulnagar has been identified as nodal training institute for imparting practical training on First Aid and Search and Rescue to Civil Defence Volunteers, Police personnel, TSR Jawans, NGOs, Government Officials as Master Trainer and Task Force members. The institute receives fund from Police Department and Revenue Department for conducting various theme based training programmes. Accordingly, the Institute prepares its training calendar and organizes trainings. On an average, 1-2 training programmes per month are being organised at the institute. Recently the institute has initiated off campus training programmes for community volunteers on disaster management.

Civil Defence:

At present there is only one Civil Defence establishment in the State located at Agartala within West Tripura district with trained volunteers. It provides protection to any person or property, against any hostile attack, rescue trapped and incapacitated persons using improvised techniques, and searches for survivors after an incident.

National Institute of Technology (NIT)-Agartala

The State Government has identified the National Institute of Technology (NIT), Agartala as the State Resource Centre for training and capacity building of Engineers and Architects in the State on Earthquake Risk Management.

National Disaster Response Force (NDRF)

A Team of NDRF -1st Bn has been stationed at CTI, Gokulnagar. The Team imparts trainings on search & rescue and first aid and conducts Mock Drills at different levels in the state. The team also organizes training at CTI with CTI Master Trainers.

Mass Media:

The role of media is vital in educating the public about disasters, warning of hazards, gathering and transmitting information about affected areas, alerting government officials, relief organisations, and the public to specific needs and facilitating discussions about disaster preparedness and response leading to greater transparency in the whole operation. With this view, regular and effective working relationship with the media has been developed at all levels.

Panchayati Raj Training Institute (PRTI)

The PRTI is the specialized training institution for training and capacity building of PRI members and elected representatives. With the regular training programmes, disaster management training programmes are also conducted periodically. In order to reach maximum target groups, a mechanism should be developed to conduct off campus training programmes at district and block headquarters and in remote areas of the state. Disaster Management is now a compulsory session in any training programme at the institute. Further, the institute conducts specialized training programmes like Community Based Disaster Preparedness (CBDP), Role of PRIs in disaster management, preparation of village disaster management plan, etc.

Police Training Academy (PTA)

The PTA is the specialized training institution for training and capacity building of Tripura Police officials. With the regular training programmes, disaster training programmes such as Search and Rescue and First Aid are also conducted periodically.

Fire Training School (FTS)

The FTS is the specialized training institution for training and capacity building of Tripura Fire Service officials. With the regular training programmes, disaster training programmes such as Search and Rescue and First Aid are also conducted periodically.

State Council for Education Research and Training (SCERT) and District Institute for Education and Training (DIET)

The state has SCERT at Agartala and four DIETs in the districts. These are specialized training institutions for training and capacity building of Teachers. With the regular training programmes, disaster training programmes such as School Safety are also conducted periodically. Govt. has made it mandatory to impart training on disaster management in general and School Safety in particular to all teachers in the state.

Agartala Government Medical College (AGMC) and Tripura Medical College

The state has two premier state level Government Medical Colleges which could be used as the resource institutions for training and capacity building of Doctors, Paramedical staff and medical students on Emergency Health Management, Hospital Safety and Medical First Responder to the health services personnel. Preliminary training and capacity building programmes have been conducted by Revenue Department in these Medical Colleges but sustained training programmes need to be organized by the Health Department.

1.7 Needs and Capacity Assessment Process

Globally, repetitive disasters have been causing huge developmental losses. As far as the Indian Sub-Continent is concerned, it ranks second in the world for natural disasters after China, which is mainly due to unplanned urbanisation and failure to address the issue of climate change that pose a serious threat worldwide. Records show that disasters have been increasing both in terms of frequency and severity. Disasters are caused not only due to natural hazards but also through the human interference with the environment. The

increased risk exposure demands greater preparedness at national, state and district levels and underscore the criticality of promoting disaster-resilient development based on risk reduction principles. This would include consideration of potential risks for disasters, adoption of measures to reduce risks and strengthening of sustainable development works.

Capacity building for Disaster Risk Reduction is a process through which the abilities of individuals, organizations and societies to minimize vulnerabilities to disaster risks, to avoid (prevent) or to limit (mitigate and prepare for) the adverse impacts of hazards are obtained, strengthened, adapted and maintained over time. Effective disaster management requires trained manpower to deal with complex situations where effective and speedy handling reduces the impact of a disaster on human life and property. Therefore it is necessary to continuously undertake measures to build capacity amongst those responsible for disaster response and augmenting public awareness.

Rationale for TNA

Successive disasters have revealed the gaps in the existing process and systems as well as lack of capacities of various stakeholder groups. Increasing frequencies and intensities of climate induced disasters and other impacts of climatic variability pose additional challenges to development and overall wellbeing of communities. Given the huge capacity gaps, a systematic approach towards long term capacity building across governance levels and stakeholder groups is required.

Also there has been no comprehensive Training Needs Assessment conducted in the state looking at the capacity building and skills upgradation needs from both DRR and CCA perspectives. It is therefore necessary to capture the nature of DRR initiatives being undertaken by various government departments as well as other institutions/agencies, explore various options to mainstream DRR and CCA in development and then assess the training needs.

Towards systematic capacity building for DRR and CCA in the state, the following steps are to be undertaken:

- Conduct a Training Needs Assessment (TNA) covering all the major stakeholders (including district and sub-district level functionaries and potential partners like CBOs) and develop a Capacity Building Plan covering both DRR and CCA aspects for long-term human resource development;
- Undertake a review of the identified training institute and other potential institutes to assess their strengths and weaknesses as well as overall capacity to undertake regular training programmes;
- Review existing Course Modules to ensure that the climate change adaptation aspects are adequately incorporated and develop new modules to address any gaps.

Training Needs Assessment (TNA) serves as the first step towards developing a training and capacity development strategy for disaster risk reduction (DRR) and climate change

adaptation (CCA) and would also inform development of training modules and training of master trainers.

Objective of the TNA

The aim of the TNA process was to identify existing knowledge and skills gaps in the State with regard to disaster mitigation, preparedness, response and recovery as well as climate change adaptation so that a long term capacity development plan may be developed.

Under this, the following specific objectives were pursued:

1. Identification of stakeholders of DRR & CCA with their respective roles at policy and planning, supervisory/middle and operational level;
2. Identification of the key issues related to disaster risks and climate change in the State, its vulnerability to such events/changes;
3. Analysis of the institutional set up for DM within the State - the roles and functions of stakeholders at various levels and look at the required competencies for each (as per the Disaster Management Act 2005);
4. Organization of a TNA workshop to assess the level of current understanding (low/medium/high) among identified stakeholders on DRR and CCA;
5. Identification of the specific areas/ themes for learning identified by practitioners/ stakeholders;
6. Identification gaps in terms of knowledge, skills and aptitude, and needs of key sectors for DRR and CCA (required as per the Disaster Management Act 2005 and for effective implementation of the State Action Plan on Climate Change, especially the CCA aspects);
7. Mapping and review of currently available trainings/learning opportunities for DRM practitioners as well as those in identified sectors/Departments, within the State and outside;
8. Identification and review of agencies, institutions, collaborations and networks for developing contextualized DRR/CCA learning tools/modules; and
9. Provision of recommendations on how to address the capacity gaps (human, financial and others) that will inform the preparation of a Capacity Development Plan for DRR and CCA in the State.

Assessment Process

The assessment process consisted of the following steps:

1. Constitution of Review Committee: In order to monitor the TNA process and the quality of deliverables, the State constituted a Review committee consisting of

representatives from TDMA/Dept of Revenue, State ATI, DM cell, relevant line departments, etc. The Committee was responsible for ensuring that the TNA was rooted in the state context and that inputs from all relevant departments/stakeholder groups were sufficiently incorporated. The Committee would also do the necessary follow up with the respective departments/institutes to ensure that recommendations of the TNA are implemented. Copy of the constitution of the Review Committee can be found in Annexure-I.

2. Constitution of the TNA Team: The assessment was conducted by a team of experts with the following expertise: (i) good understanding of TNA, development of courses and conduct of trainings (a DoPT trained expert who is familiar with the government systems and processes), (ii) substantial knowledge in DRR and institutional setup for DM in India, and (iii) well versed in CCA adaptation issues. TNA was conducted by Revenue Department with active involvement of SIPARD, NIDM and UNDP. Details of the constitution of the TNA Team can be found in Annexure-II.
3. Finalization of Assessment methodology: Based on review of literature, the TNA team prepared a Report outlining TNA Methodology and Assessment tools that would be used, along with the timeline. Various methods such as interviews, consultation workshops, survey questionnaires, focus group discussions, literature review, etc. were used to collect the required information. State level questionnaire can be found in Annexure-III.
4. TNA Initiation Workshop: In order to initiate the TNA process and get the first set of inputs regarding capacity gaps and training needs related to DRR and CCA, a consultation workshop was organized at the state level. This workshop also served as the platform to take stock of various training and capacity building initiatives in DRR and CCA in the State. The State level TNA initiation workshop was held on 1st August, 2014 at Pragna Bhawan, Agartala. The Workshop Schedule and the list of participants can be found as in Annexures IV and V respectively.
5. District level TNA Workshops: To make a detailed assessment upto the community level, information on existing capacity, gaps relating to DRR and CCA, and required support were gathered through district level workshops. These workshops helped in assessing exactly what needed to be done on training and capacity building of community stakeholders. District level questionnaire, Programme Schedule and List of Participants can be found in Annexures VI, VII and VIII respectively.
6. Validation Workshop: A draft TNA Report has been prepared by the TNA Team upon completion of the data collection and analysis process. This Report would be shared with the key stakeholder groups for their comments and inputs. In addition a State-level Validation Workshop would also organized to discuss the key findings and recommendations, and to seek feedback on the draft TNA report.

7. Finalization of the TNA Report: Based on the feedback from the validation workshop and inputs from various stakeholders, the Draft TNA Report would be finalized and shared with the State Government for final approval.

Targeted groups participated in different consultations which created opportunity to have individual and or group discussion that reflect their perspectives, needs and existing knowledge gaps in the field.



(Photo: State level TNA Consultation with the stakeholders)

1.8 Assessment Limitations and Lessons Learnt

During the assessment process, following limitations were observed and lessons learnt:

<i>Sl</i>	<i>Limitations</i>	<i>Lessons</i>
1	The officials who attended the state and district consultations were not the decision makers of the department although they are the nodal officers. Hence, the questionnaire/ discussions on sharing the decisions/ full information could not be captured.	-Through a Govt. notification, it may be made mandatory for the head of the department to be present along with the nodal officer. -Most of the views shared by the line department are the personal view of the representatives which need validation of the

		information and subsequent acceptance of the recommendations by the representing officer of line departments. -Duration of consultation should be kept upto 2 hrs.
2	The information shared by the officials are mostly personal. The officials are transferable. Hence, there is a need of acceptance of the view shared by the officials by the department.	-Most of the views shared by the line department are the personal view of the representatives which need validation of the information and subsequent acceptance of the recommendations by the representing officer of line departments.
3	Lot of time was consumed in communicating the DRR and CCA concepts to the officials.	-Duration of consultation should be kept upto 2 hrs. Group exercise for the Deptts. and involvement of the deptt representatives should be more.
4	For getting information from one department, it took more than two rounds of consultation. For most departments, information provided was found to be incomplete.	-Same official should attend with inputs.
5	The questionnaires were exhaustive and the participants were not interested in providing written information.	-Discussions should be documented well and only important issues to be captured through questionnaire.
6	There are different independent and integrated projects on Climate Change and Disaster Risk Reduction being implemented but the responsible official(s) were not involved.	-Department head to depute the concerned official(s) handling such projects to attend the consultations/provide inputs
7	Different consultations were attended by different officials. Hence, every time the process started from the scratch.	-Same official should attend with inputs.
8	Involvement of the support departments/directorates, NGOs, corporates was less.	-In all discussions they should be involved. -Possible options may be discussed pertaining to their departments.

2. Findings of the Training Needs Assessment

2.1 SWOT analysis and Role of each stakeholder department in Disaster Management

SWOT analysis was conducted with the line departments, training institutes and other key agencies as per their primary involvement in Disaster Management and Climate Change issues as per following categories:

Category No. 1:Key agencies for Disaster Response

Category No. 2:Key agencies for Training and Capacity Building

Category No. 3:Key agencies for implementation of Disaster Management activities

Category No. 4: Agencies for planning, coordination and financing

Category No. 5:Agencies for support functions

Cat. No.	Department/ Training Institute/ Agency	Strength	Weakness	Opportunity	Threat
1	Home (Police, TSR, Civil Defence & Home Guards, Traffic)	<ul style="list-style-type: none"> -Disciplined force -Pool of trained officials on DM -The state uniformed personnel are approachable to the urban people for their primary role. -Police and TSR have skeleton equipment for DM -Use as Master Trainers for trainings at normal times. 	<ul style="list-style-type: none"> -Their primary role is not DM -All of them are not trained in DM -The available equipment for DM are not adequate. -Refresher trainings not given since long -Less exposure to advanced training 	<ul style="list-style-type: none"> -Expansion of its strength through training and capacity building -14 Finance Commission funds can be used for strengthening the capacity -DM can be integrated in induction and refresher trainings -PTA, CTI can be strengthened to be state-of-the-art training centre for DM 	<ul style="list-style-type: none"> -The primary role of Police, TSR and Traffic may be disturbed by engaging personnel for disaster management. -Rural community may be scared to approach the police and TSR as they know their primary role is different.
1	Fire Services	<ul style="list-style-type: none"> -Disciplined force -Pool of trained officials on DM -Approachable to the people -Have few high end equipment -Use as Master Trainers for trainings at 	<ul style="list-style-type: none"> -All of them are not trained on DM -The deptt does not have minimum critical equipment with the fire tenders and fire stations. -Less exposure to advanced training -Fire tenders do not 	<ul style="list-style-type: none"> -Expansion of its strength through training and capacity building -14 Finance Commission funds can be used for strengthening the capacity 	-

		normal times. -Fire Training School exists	have rescue and first aid equipment -Fire tenders are unable to access narrow roads/ vulnerable pockets -Not trained in water rescue	-DM can be integrated in induction and refresher trainings -Fire Training School can be strengthened to become state-of-the-art training centre for DM -Portable firefighting equipment, first aid and rescue equipment can be kept at all Fire stations and in fire tenders	
1	Health	-Have trained doctors and paramedics -Have state and district emergency health management plans with the deptt. -State and District hospitals have quick response teams	-All doctors and paramedics are not trained -Do not have adequate equipment for emergency health management -Mock drills are not being conducted -Funds not available at hospitals for DM -Absence of DM resource persons in the Department -Few health staff at the community level	-Dept can create own budget for disaster management -A few doctors can be sent for exposure visits and trainings -First Aid can be included for Accredited Social Health Activist (ASHA) trainings and subsequently they can act as Resource Persons for community level trainings.	-State falls under seismic zone V
1	Transport	-The Dept has Tripura Road Transport Corp (TRTC) and Tripura Urban Transp Co Ltd (TUTCL) -Large no. of carriers of different types are plying in the state can be used for disaster relief and displaying awareness	-Drivers and support staff are not trained in DM -Departmental DM Plan not prepared; staff not sensitized on DM; funds not allocated for DM -Special training on management of accidents related to transportation of chemicals is required	-Drivers and transport staff could save more lives in road accidents through proper training -Disaster Safety displays on carriers could be a good source of information -Helicopters and critical machines	-The state is situated in seismic zone V

		<p>messages on bodies of vehicles</p> <p>-Helicopter Service is under the Dept.</p>		<p>could be used during disaster situation</p>	
1	Power	<p>-The Dept. can provide emergency power supply to the lifeline buildings at State, District and Sub-divn levels.</p> <p>-The Dept. has Tripura State Electricity Corp Limited.</p>	<p>-Infrastructure not assessed for its vulnerability to hazards</p> <p>-DM Plan not prepared; training, sensitization and mock drills have not been conducted</p> <p>-Funds not allocated for DM</p> <p>-Power backup/ alternative sources of power supply for use in the aftermath of a disaster not developed as yet</p>	<p>-Automatic power tripping system at grids</p> <p>-Has the potential to become a role model on disaster safe infrastructure</p> <p>-adopt climate change mitigation measures through advanced technology by installing more solar based power technology similar to Rukhia solar power generation plant.</p>	<p>-State falls under seismic zone V hence all infrastructure are under risk of damage</p> <p>-Dumburu dam which is under the Power deptt is under threat to earthquakes</p>
1	PWD (R&B)	<p>-Leading infrastructure construction and maintenance department and the expertise would be used for effective reconstruction, early recovery and construction of disaster resistant structures.</p> <p>-Have large no. of engineers, architects and technocrats</p> <p>-Have more than 200 trained engineers on DM.</p> <p>-Uses disaster management software in</p>	<p>-Lack of sufficient expertise on DRR and CCA as per the need</p> <p>-Less no. of engineers and architects trained in DM</p> <p>-Funds not allocated for DM</p> <p>-Additional funds for adhering to disaster mitigation not available</p> <p>-Hazard safety cell is defunct</p> <p>-Rapid Visual Screening of identified buildings have not been conducted</p>	<p>-Need extensive enforcement of disaster resistant technology in construction practices</p> <p>-functioning of hazard safety cell and channelling through approval of designs and drawings</p> <p>-More specialised training to all engineers, architects and technocrats on DRR & CCA</p> <p>-providing technical support to the general public on construction</p>	<p>-Location of the state in seismic zone V</p> <p>-engineers are over burdened with their regular work</p>

		engineers' training -Dept. has the Hazard Safety Cell and a nodal officer for DM		issues -Refresher trainings, more training to the fresh engineers	
1	PWD (WR)	-Has large no. of engineers and technocrats -Has a Departmental DM Plan	-Lack of sufficient expertise on DRR and CCA as per the needs -Funds not allocated for DM -Unavailability of technical support in the form of maps, software, etc. -Needs development of diversified projects on flood and river erosion management. -Need of more specialised training to all engineers and technocrats on DRR & CCA -Absence of disaster management cell and control room that has linkages with SEOC.	-by using the deptt fund, the deptt can develop advanced flood forecasting system.	-the state is situated in seismic zone V
1	PWD (DWS)	-Has tankers, experts and engineers	-Dept. does not have DM plans, trainings, or funds -Lack of technical expertise in DRR and CCA -Does not have sufficient alternative power supply options -Efforts need to establish linkages with NGOs and local authorities for immediate manpower support after any disaster	-Available trained personnel can be identified for early restoration of water supply after any disaster	-The state is prone to earthquakes, floods, cyclones and landslides
1	Information & Cultural Affairs (ICA)	-Dept. has a Standard Operating Procedure on dealing with the media -Has a nodal officer for disaster	-Lack of specialized training in DRR and CCA -Lack of dedicated funds for training of deptt and media personnel in facilities outside the state	-can use print and electronic media -The block level ICA centres (<i>Lok Ranjan Shakhas</i>) can develop street play	-The state is prone to earthquakes, floods, cyclones and landslides

		management -Has ICA centres upto the block level	-Department does not have a DM Plan	groups for disaster management -There is a high scope to include DM in all cultural prog/ activity being organized at different levels	
2	SIPARD	-Nodal training centre for DM -Has a dedicated faculty member for DM -Organizes various training programmes on DM -Has adequate infrastructure -With the available IT resources, online DM course on disaster management can be developed	-Lack of adequate funds for DM -Faculty for specialized sectors in DRR not available	-There is scope to strengthen SIPARD as state of the art training centre for DM -The LMS can be used in PRI trainings. -There is a scope of research and development on DM through SIPARD -The institute may be developed as nodal resource centre for DM	-The state is situated in seismic zone V and is prone to other natural and human induced disasters.
2	CTI	-Nodal training centre for DM for practical trainings to the uniformed officials -Has a dedicated faculty member for DM -Organizes various training programmes on DM -NDRF is stationed in the campus	-Lack of adequate funds for DM -Faculty for specialized sectors in DRR not available -Unavailability of props for trainings -hostel accommodation is not suitable for DMT members and govt. officials -Lack of appropriate training modules/ manuals as per the course requirements	-As NDRF is stationed at CTI campus, extensive use of NDRF should be ensured in CTI training. -The line deptts can take advantage of imparting training of deptt DMT members in CTI. -developed as nodal resource centre for DM -During lean period, off campus training can be organized to reach more	-the state is situated in seismic zone V and is prone to other natural and human induced disasters.

				<p>people</p> <ul style="list-style-type: none"> -There is a scope of development of improvised kits during the campus training. 	
2	NDRF	<ul style="list-style-type: none"> -Specialized team stationed at Agartala -Self sustained and motivated team 	<ul style="list-style-type: none"> -Dependent upon state govt for mobilization -Training modules/ resource materials are not available -Language barrier exists -Less acceptance at the community level 	<ul style="list-style-type: none"> -CTI and SIPARD may explore the service of NDRF for effective DM trainings. -Revenue Deptt and DDMA's may use the NDRF resources for more off campus trainings. 	<ul style="list-style-type: none"> -NDRF is under the control of GOI and therefore state government is dependent on GOI for their mobilization
2	PRTI	<ul style="list-style-type: none"> -Nodal training centre for DM for the PRIs -Organizes various training programmes on DM for PRIs 	<ul style="list-style-type: none"> -Lack of adequate funds for DM -Faculty not available for DM -Training modules/ manuals/ reference materials are not available 	<ul style="list-style-type: none"> -can be strengthened as model training centre for DM -model IAY / low cost disaster resistant construction for demo can be done -to develop as nodal resource centre for DM -online DM course for PRIs can be used. 	<ul style="list-style-type: none"> -the state is situated in seismic zone V and is prone to other natural and human induced disasters.
2	PTA	<ul style="list-style-type: none"> -Training centre for the Police -Conducts various induction and refresher trainings 	<ul style="list-style-type: none"> -Lack of adequate funding for DM -Faculty for DM not available -Lack of props for trainings -Lack of appropriate Training modules/ manuals as required for the courses -Lack of equipment 	<ul style="list-style-type: none"> -Police Deptt may seek more funds under Finance Commission/ Police Modernisation Fund / deptt plan for strengthening PTA as model training centre for DM -Considering the importance of capacity building, police deptt should include DM as 	<ul style="list-style-type: none"> -the state is situating in seismic zone V and other natural and human induced disasters.

				<p>compulsory subject</p> <ul style="list-style-type: none"> -More equipment may be provided for making trainings very effective. -A system may be developed to develop improvised kits during the campus training. 	
2	FTS	<ul style="list-style-type: none"> -Training centre for the fire officials -Conducts various induction and refresher trainings 	<ul style="list-style-type: none"> -Lack of adequate funding for DM -Lack of faculty for DM -Lack of props for trainings -Training modules/ manuals are not developed as per the course requirements -Lack of adequate equipment -Lack expertise in water rescue 	<ul style="list-style-type: none"> -Local authorities may use the local Fire Deptt officials for further capacity building. 	<ul style="list-style-type: none"> -the state is situated in seismic zone V and is prone to other natural and human induced disasters. -The deptt doesn't have trained water rescue personnel for during any such situation -Public demand and blame on the deptt.
2	SCERT	<ul style="list-style-type: none"> -Designated research and training centre at the state level for teachers and education department officials -Conducts various trainings through Edusat, on campus and specialized trainings -Supports in developing contents of the text books 	<ul style="list-style-type: none"> -Lack of adequate funding for DM -Faculty for DM not available -Training modules/ manuals are not developed as per the course requirements -Lack of appropriate trainings 	<ul style="list-style-type: none"> -SCERT may use the high end (IT) and SMART CLASS technology for capacity building of both students and teachers. 	<ul style="list-style-type: none"> -the state is situated in seismic zone V and is prone to other natural and human induced disasters.
2	DIET	<ul style="list-style-type: none"> -Designated training centre at the District level for teachers and education 	<ul style="list-style-type: none"> -Lack of adequate funding for DM -Faculty for DM not available -Training modules/ 	<ul style="list-style-type: none"> -During DIET training, the trained teachers on School Safety may be invited. 	<ul style="list-style-type: none"> -the state is situated in seismic zone V and other natural and human

		department officials -Conducts various induction and refresher trainings	manuals are not developed as per the course requirements -Lack of appropriate trainings	-There is a scope of creation / display of improvised equipment/ fire safety measures in DIETs.	induced disasters.
2	AGMC/ TMC	-Academic, research and development centre on health and family welfare -Has good number of doctors, medical students and paramedics -Has a nodal officer for DM	-Lack of adequate funding for DM -Lack of adequate faculty for DM -Training modules/ manuals are not developed as per the course requirements -First Aid and Mass Casualty Management is not taught to the doctors and paramedics	-Trained doctors of Health Deptt/ AGMC / TMC may support effective emergency health management and mass casualty management training programmes for UG, PG and Nursing trainings. -Capacity building fund of the deptt can be used for exposure visits of the doctors to prepared hospitals -Health deptt use the disaster management fund for advanced and new technology	-the state is situated in seismic zone V and is prone to other natural and human induced disasters.
2	TSAC	-Academic, research and development centre on GIS and its application -Has good number of experts	-Lack of adequate funding for DM -Lack of adequate faculty for DM -Training modules/ manuals are not developed as per the course requirements	-Has the potential to become the model centre for GIS and space application for disaster management -TSAC may develop need based projects for acquiring advance and new technology and softwares for the centre.	-the state is situated in seismic zone V and is prone to other natural and human induced disasters.
2	CWTIT	-Training centre	-Lack of adequate	-by using capacity	-the state is

		for masons, construction workers and RD engineers	funding for DM -Faculty for DM not available -Props are not available for trainings -Training modules/ manuals are not developed as per the course requirements -The centre was established recently.	building fund, models of safe construction may be made at the centre for effective training. - Conduct of certified trainings and database maintained and shared with all implementing agencies.	situated in seismic zone V and is prone to other natural and human induced disasters.
3	Revenue Department	-Nodal Deptt for DM -Has a Directorate for Relief, Rehabilitation and Disaster Management -Has a DM Cell & SEOC -Regulates funds for Training and Capacity Building -Nominates personnel for specialized training	-SDMA setup is yet to function -Not all Departmental staff are trained in DM -The Dept. does not have adequate manpower for DM -Lack of adequate funds for taking up required and special programmes and projects -Absence of strong coordination among the deptts and agencies	-under capacity building fund, a training personnel may be engaged for effective monitoring. -Directorate of RR&DM can be made functional with adequate staffs -special projects can be taken up -deptt fund for DRR & CCA should be created	-entire state is vulnerable to earthquakes and other natural and human induced disasters.
3	District Administration	-Has DDMA and DM Cell -A Senior Officer is the nodal officer for Disaster Management -Implements DM at the district and sub-district levels	-No dedicated Nodal Officer for Disaster Management, its an additional charge -Trained personnel are not being used properly -The state has not faced any big disaster in recent past hence seriousness on DM is low at community level and need of extensive awareness and capacity building drive.	-There are good NGOs who can be engaged for disaster management purpose	-entire state is vulnerable to earthquakes and other natural and human induced disasters.
3	Sub-Divisional Administration	-Has SDDMC and DM Cell -A Senior Officer is	-Nodal Officer is not a dedicated personnel for Disaster	-There are good NGOs who can be engaged for	-entire state is vulnerable to earthquakes and

		the nodal officer for Disaster Management -Implements DM at the community level	Management, but holds an additional charge -Trained personnel are not being used properly	disaster management purpose -PRIs can be involved for disaster management	other natural and human induced disasters.
4	Planning & Coordination	-Plans and allocates funds for developmental activities	-All staff members are not trained in DM, especially on integration of DM in development planning. -No budget head for disaster management -Low priority accorded to DM	-Specific direction to the departments for use of certain percentage of funds for DRR -Use of MP/ MLA LAD fund for disaster management purposes -Allocation of funds for training of deptt officials	
4	Finance	-Plans and allocates funds for development activities	-There is no budget head for disaster management -Officials are not trained in DM -Face problems in get clearance for bills on DM related expenditure from Treasury Dept.	-Provision of financial allocation under the Finance Commission, Budget for disaster management for all departments -training on disaster recovery, writing memorandums and other documents for deptt govt.	
4	P&T	-Plans and implements trainings for the govt. officials -Provides funds to SIPARD for training -provision of sending young officials for DM training	-Lack of recognition, promotion for officials trained in DM -Officials in the department are not trained on DM	-W.r.t. DM Act, 2005, National DM Policy and State DM Plan, the deptt is to issue notification to the nodal training institutions in the state for inclusion of disaster management as a	

				<p>compulsory training in all trainings to the government officials</p> <p>-Considering the view of the trained official and positive outcome, the deptt may consider the recognition, promotion, provision of special leave to the officials for the trained personnel disaster management.</p>	
5	Agriculture	<ul style="list-style-type: none"> -Administrative setup upto the village level -Implements schemes for crop protection, insurance to the farmers towards disasters -Provides livelihood to the community -Have climate change adaptation projects 	<ul style="list-style-type: none"> -Lack of trained manpower on disaster management -All infrastructure is not disaster resistant 	<ul style="list-style-type: none"> -Can be involved in post disaster damage assessment, rehabilitation, reconstruction and recovery measures. -Can be a good support agency in disaster response and mitigation 	<ul style="list-style-type: none"> -Entire state is prone to earthquakes and other natural and human induced hazards. -Hydro meteorological disasters cause massive agricultural loss
5	Animal Resources Development	<ul style="list-style-type: none"> -Administrative setup upto the village level -Has identified nodal officer for disaster management -Provides livelihood to the community 	<ul style="list-style-type: none"> -Lack of trained manpower on disaster management -All infrastructures are not disaster resistant -No system for dead body disposal after disaster -no provision for fodder during disaster 	<ul style="list-style-type: none"> -The dept. can be involved in post disaster damage assessment, rehabilitation, reconstruction and recovery measures. -The dept. can be a good support agency in disaster response and mitigation 	<ul style="list-style-type: none"> -Entire state is prone to earthquakes and other natural and human induced hazards. -the state has not faced any big disaster in recent past. -Hydro meteorological disasters cause massive

					agricultural loss -Bird flu and other livestock diseases
5	School Education	<ul style="list-style-type: none"> - More than 6000 schools in the state -Many schools have taken up school safety programme -Several teachers and students have been sensitized in disaster management -Dept. has issued a Memo to conduct a safety evacuation drill on 3rd Saturday of every month. 	<ul style="list-style-type: none"> -Lack of adequate funding for DM -All schools are not disaster resistant -No special provision for construction of disaster resistant schools -All teachers are not trained in DM -Absence of effective School DM Plan, -Mock drills not conducted regularly in all schools. 	<ul style="list-style-type: none"> - Observance of Disaster Safety Day/ International Day for Disaster Reduction in all schools through various DRR activities. -Use of schools as disaster shelters. 	-The state is situated in seismic zone V and is prone to other natural and human induced disasters.
5	Higher Education	<ul style="list-style-type: none"> - Colleges, polytechnic, technical institutions come under this Dept. -Many teachers and students have been sensitized on disaster management. -DM has been included in the curriculum of all technical institutions. 	<ul style="list-style-type: none"> -Lack of adequate funds for Disaster Management -All institutions are not disaster resistant -No special provision for construction of disaster resistant building. -All teachers are not trained in DM -Absence of Disaster Management Plan. -Drills not conducted regularly. 	-NCC unit of the deptt is very dynamic which may be mainstreamed into DRR.	-The state is situated in seismic zone V and is prone to other natural and human induced disasters.
5	Sports & Youth Affairs	<ul style="list-style-type: none"> - Sports men/women, volunteers, sports colleges and sports infrastructure are available upto the block level -Many instructors and students have been sensitized on disaster management 	<ul style="list-style-type: none"> -Lack of adequate funds for Disaster Management -All sports infrastructure are not disaster resistant -No special provision for construction of disaster resistant buildings -All trainers are not trained in Disaster Management -Absence of Disaster 	<ul style="list-style-type: none"> -Dedicated sports personnel from the deptt are available upto the block level and identified schools which may be involved in DM. -The swimmers may be linked up with the local S&R team as well as with the Fire 	-The state is situated in seismic zone V and is prone to other natural and human induced disasters.

			<p>Management Plan</p> <ul style="list-style-type: none"> -Drills not conducted regularly -Staff not trained in Disaster Management 	<p>Deptt for disaster response.</p> <ul style="list-style-type: none"> -Mountaineers may be trained on air slithering training by NDRF 	
5	Social Welfare & Social Education	<ul style="list-style-type: none"> -The dept. has good infrastructure upto the village level -The dept. works for the disabled -The deptt has four District Disability Rehabilitation Centres and four more are coming up. 	<ul style="list-style-type: none"> -All departmental staff are not trained in Disaster Management -The dept. does not have a Disaster Management Plan; Staff not sensitized on Disaster Management and mock drills not conducted -Lack of funds for Disaster Management -There is an urgent need of capacity building of disable students in disability institutions in the state. 	<ul style="list-style-type: none"> -The Psycho Social officials of the deptt can be used as Resource Persons for DRR trainings. 	<ul style="list-style-type: none"> -The state is situated in seismic zone V and is prone to other natural and human induced disasters.
5	Employment Services & Manpower Planning	<ul style="list-style-type: none"> -The dept. has registered unemployed youth -Provides job opportunities to the registered persons -Extends skill development training to the youth 	<ul style="list-style-type: none"> -Not all staff of the dept. are trained in Disaster Management -The dept. does not have DM Plan, staff not sensitized on Disaster Management and mock drills not conducted regularly -Lack of funds for disaster management 	<ul style="list-style-type: none"> -Youth can be trained on DM and used for retraining and during any disaster situation -Recognition to the capable youth -Skill development training including DM to the workers of unorganised sector 	<ul style="list-style-type: none"> -The state is situated in seismic zone V and prone to other natural and human induced disasters.
5	Factories & Boilers	<ul style="list-style-type: none"> -The dept. handles safety of major and minor accident hazard units -Provides safety to the workers working in industries and sites 	<ul style="list-style-type: none"> -All staff not trained in disaster management -Does not have any focused programme on disaster management -Lack of adequate skilled officials -No adequate funds 	<ul style="list-style-type: none"> -The deptt may follow NDMA guidelines to develop mechanism to handle gas leakages, handling chemical hazards and providing 	<ul style="list-style-type: none"> -The state is situated in seismic zone V and prone to other natural and human induced disasters.

			for disaster management	training to the industry workers.	
5	Fisheries	-The dept. has infrastructure upto the block level -Has a dept. DM plan	-All staff not trained in disaster management -No funds or mitigation plan for DM	-The dept. could support the leading dept. on damage assessment, control room operation	-Hydro meteorological hazards are risky to the fisheries dept. as it damages fish ponds and pisciculture
5	Food & Civil Supplies	-The dept. plays an important role in post-disaster relief distribution -Has food storage facilities and PDS for essential commodities -Has infrastructure upto the village level	-All officials of the dept. are not trained / sensitized on DM -Dept. does not have funds for DM -Dept. does not have a DM plan -Mock drills are not conducted regularly -No specialized training on transportation of relief materials, storage and distribution techniques -No pre-contract with the local vendors and agencies for supplying essential commodities in case of requirement	- The deptt has fair price shops and godowns at grassroot levels which may be used as a source of relief materials and supplementing relief operation during disasters.	-Entire state is prone to earthquake, other natural and human induced disasters
5	Horticulture & soil conservation	-Has good number of officials and infrastructure upto the block level	-The dept. does not have DM plan, officials not sensitized on DM and mock drills not conducted -No funds for DM	-The dept. could support the leading depts. in damage assessment, control room operation	-hydro meteorological hazards affect horticulture
5	Industries & Commerce	-There are only a few industries in the state -Dept. has a good number of staff and infrastructure	-The dept. does not have a DM plan -Officials are not sensitized on disaster management and mock drills are not conducted -Lack of funds for DM -Lack of vulnerability assessment and retrofitting of existing industry	-The dept. could support the leading depts in damage assessment, control room operation	-Entire state is prone to earthquake, other natural and human induced disasters.

			infrastructure		
5	RD & Panchayat	<ul style="list-style-type: none"> -An important dept. for DM -The dept. has DM Plan, nodal officer -Conducts various trainings programmes periodically -has CWTIT & PRTI 	<ul style="list-style-type: none"> -All officials are not trained in DM -No funds for DM -despite the vulnerability of the state, schemes and programmes do not show any supplementary budget for disaster mitigation, preparedness and prevention 	<ul style="list-style-type: none"> -The dept. can take a lead role in training and capacity building of masons, and construction workers in DM -Take up vulnerability assessment and retrofitting of existing infrastructure -Can assist the general public in safe construction -Explore low cost disaster resistant construction practices 	<ul style="list-style-type: none"> -Entire state is prone to earthquake, other natural and human induced disasters.
5	S,T&E	<ul style="list-style-type: none"> -Nodal dept. for implementation of SAPCC. -Is implementing different CCA projects 	<ul style="list-style-type: none"> -All officials are not trained in DRR & CCA -Not enough experts -Lack of adequate funds for DM 	<ul style="list-style-type: none"> -The dept. can get funds from GOI as per the SAPCC. -The dept. can be a resource centre for climate change issues -Innovative CCA strategies can be explored 	<ul style="list-style-type: none"> -Entire state is prone to earthquake, other natural and human induced disasters.
5	TTAADC	<ul style="list-style-type: none"> -About 60% of state area is under TTAADC -Has a large no. of officials -Various development activities are taken up -Has identified a nodal officer for disaster management 	<ul style="list-style-type: none"> -The council does not have a DM Plan, DM Team or funds for DM -All officials are not trained -Awareness level is very low -Absence of a pool of Master Trainers 	<ul style="list-style-type: none"> -Adhering Govt. of India guidelines, all central sponsored schemes can use 10% flexi fund for disaster mitigation. -can demonstrate innovative DM activities 	<ul style="list-style-type: none"> -Entire TTAADC area is prone to earthquake, other natural and human induced disasters.
5	Urban Development	<ul style="list-style-type: none"> -The dept. has a nodal officer for disaster management - The dept. undertakes 	<ul style="list-style-type: none"> -All officials are not trained in DM -The department does not have DM Plan or funds for DM -Despite the 	<ul style="list-style-type: none"> India guidelines, all central sponsored schemes can use 10% flexi fund for disaster 	<ul style="list-style-type: none"> -Entire state is prone to earthquake, other natural and human induced disasters.

		various development programmes and spends major portion of fund for urban development purposes.	vulnerability of the state, the schemes/programmes do not have any supplementary budget for disaster mitigation, preparedness and prevention	mitigation.	-Urban areas are very vulnerable to building damage and life loss in case of a major earthquake.
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2.2 Learning needs of DRM practitioners

Identification of the learning needs of DRM practitioners is very important to ensure that they have the required knowledge for saving lives, livelihoods and assets, and for promoting sustainable development at the community level. The training and capacity building efforts should be addressed to and bring together a critical group of development partners such as those from Rural Development, Urban Development, Panchayat, Education, Health, Public Works, Water Resources, Forests, and Agriculture, which are the key sectors for disaster risk reduction. Cross cutting issues like gender, economy and natural resources need to be integrated with DRR and CCA.

Following topics can be considered for learning based on the priorities of the DRM practitioners:

1. DRR & CCA – This a high priority subject for the DRM Practitioners for their awareness and education for providing effective services to the communities.
2. Role of Departments and Institutions in local adaptation of climate change
3. Emergency Health Management and Hospital Safety
4. Community based local climate change adaptation
5. Safe Education – DRR & CCA
6. Impacts of Climate Change and adaptation to changing environment

2.3 Sector specific training needs and delivery options to perform DRR/CCA functions

In continuation to the above subject on learning needs of DRM practitioners, it was also emphasized in the consultation that there should be sector specific categorization of the training needs in respect of DRR and CCA for the stakeholders in the state. In view of this, the following sectors and needs have been identified:

Sl. No.	Nature/type of Training	Training Needs	Sector/Line deptt/ agency	Training Provider	Priority	Timeline
1.	Sensitisation/ Awareness Generation	-Inclusion of at least one Disaster Management/ DRR/ CCA module/session in all training programmes.	SIPARD/ CTI/ PRTI/ DIET & SCERT	SIPARD/ CTI/ PRTI/NDRF DIET & SCERT	High	Throughout the year
		-Periodic conduct of awareness and sensitization programmes on DRR & CCA issues at State, Deptts, District, Sub-Division, Block and Panchayat levels.	SDMA/ DDMA/ line deptts/ Sub-divn/ Block/ Panchayat & Schools	SDMA/ DDMA/ line deptts/ Sub-divn/ Block/ Panchayat / Schools/ CTI/ NDRF	High	SDMA/DDMA-1 in every month; line deptt-1 in a qtr, sub-div and below– 5 nos. per month; school- every month
		-Programme on the basics of Disaster Management	All Deptts	SDMA/ DDMA/ SIPARD/ CTI/ NDRF	High	Half yearly
		-Sensitisation on the provisions of Disaster Management Act, 2005	-do-	-do-	-do-	Yearly and as per convenience of deptts.
2.	Trainings on Generic topics	-Community Based Disaster Preparedness	Panchayat Dept/ NGOs/ SHGs/ PRIs/ ULBs/ Admn & Nodal Officers/ DDMA & Local Admn	SDMA/ DDMA/ SIPARD/PRTI/ SDDMC/ BDMC/ Identified Trained Personnel	High	Half yearly
		-Preparation of Disaster	SDMA/ DDMA/ line	SDMA/ DDMA/ line deptts/ Sub-	High	Yearly

	Management Plan	depts/ Sub-divn/ Block/ Panchayat & Schools	divn/ Block/ Panchayat / Schools/ CTI/ NDRF		
	-Mass Casualty Management and Hospital Safety	Health Deptt	SDMA/ Identified State Resource Persons / Require Regional and National Repute Orgn.	High	Yearly
	-Incident Response System	SDMA/ DDMA/Local Authorities/ Line Deptts	NDRF/ SDRF/ Identified State Resource Persons / Require Regional and National Repute Orgn.	High	Yearly
	-Earthquake Risk Management -Cyclone Risk Management -Flood Risk Management -Landslide Risk Management -Fire Risk Management	SDMA/ DDMA/ Local Authorities/ Line Deptts/ Schools/ DMTs/ QRTs & Communities	NDRF/ SDRF/ Identified State Resource Persons & nodal Deptts / SIPARD/ CTI/ NDRF	High	Yearly
	-Financial Strategies and Disaster Auditing	SDMA/ DDMA/ Local Authorities/ Line Deptts/Nodal Officers/ Faculty Members of SIPARD/ CTI/ PRTI	Require Regional and National Repute Orgn.	Moderate	Once in two years
	-Early Warning System	As above and officials of SEOC, DEOCs and other Control Rooms	IMD/ Identified State Resource persons/ Require Regional and National Repute Orgn.	Moderate	Yearly

	-Role of Information Technology on Disaster Management	As above	NIC/ IT Deptt and Regional and National Repute Orgn.	Moderate	Yearly
	-Industrial and Chemical Disaster Management	Deptt of Industry, Factories & Boilers, Transport Deptt, Health Deptt/ SDRF/ QRTs/ SDMA/ DDMA/ Municipal Corp.	Regional and National Repute Orgn.	Moderate	Yearly
	-Environmental Health with respect to Disasters, Emergencies and Conflicts	SDMA/ DDMA/ Local Authorities/ Health, S,T&E, Forest, Agriculture, Training & Academic Institutions	SIPARD/ S,T&E Deptt, Regional and National Repute Orgn.	Moderate	Yearly
	-Legal framework and policies for Disaster Mitigation and Management	SDMA/ DDMA/ Local Authorities/ Line Deptts/ Training Institutions	SIPARD/ Identified Resource Persons / SDMA/ Regional and National Repute Orgn.	Moderate	Yearly
	-Integrating Climate Change Adaptation and Disaster Risk Management	SDMA/ DDMA/ Municipal Corp/ Municipalities/ ULBs & Local Authorities	SIPARD/ CTI/ NDRF/ Identified Resource Persons/ Regional and National Repute Orgn.	Moderate	Yearly
	-Urban Risk Management	ULBs/ Local Authorities/ NGOs/ DMC members of the communities	SIPARD/ CTI/ NDRF/ Identified Resource Persons	High	Yearly
	-Housing and Personal Safety and Local Emergency Preparedness	ULBs/ Local Authorities/ NGOs/ DMC members of the communities	SIPARD/ CTI/ NDRF/ Identified Resource Persons/	High	Yearly

3.	Trainings on specific tasks	-Preparation of State/ Dept/ District/ City/ School/ Sub-Division/ Block/ Panchayat/ Village level Disaster Management Plan	SDMA/ DDMA/ Local Authorities/ Line Deptts/ Training Institutions	SIPARD/ CTI/ PRTI/ NDRF/ Identified Resource Persons / SDMA/ DDMA	High	Yearly
		-Crowd Management in special events	As above including NGOs, local event organizing committees	SIPARD/ CTI/ NDRF/ Identified Resource Persons / SDMA/ DDMA/ Regional and National Repute Orgn.	High	Yearly before Durga Puja
		-Role of PRIs in Disaster Risk Reduction	DDMA/ Local Authorities/ PRIs/ NGOs	SIPARD/ CTI/ NDRF/ Identified Resource Persons /NGOs	High	Yearly
		-Rapid Visual Screening of buildings -Non-structural mitigation	Engineers of PWD, RD, UD, Education	NIT-A/ PWD/ RD/ Regional and national repute orgn.	High	Half yearly
		-Low cost and disaster resistant housing construction	Masons and Construction workers	CWTIT/ NIT-A/ Institution of Engineers-Tripura/ Arkaneer	High	Every month
		-Search & Rescue; First Aid and Role of Disaster Management Teams	Disaster Management Teams/ QRTs/ SDRF	CTI & NDRF	High	Every month
		-How to conduct effective mock drills	SDMA/ DDMA/ Local Authorities/ Nodal Officers	CTI/ NDRF/ SIPARD/ Identified State Resource Persons	High	Half yearly
		-Early Recovery	SDMA/ DDMA/ Local Authorities/ Nodal Officers	SIPARD/ Identified Resource Persons/ Regional and national repute orgn.	Moderate	Yearly
	-Preparation of Office Contingency Plan	Nodal officers and QRTs of Deptts.	SIPARD/ Identified Resource Persons/ Regional and national	Moderate	Yearly	

		-Emergency Support Function		repute orgn.		
		-Forestry and Disaster Management	SDMA/ DDMA/ Forest Deptt	SIPARD/Forest Trg Inst/ Identified Resource Persons/ Regional and national repute orgn	Moderate	Half yearly
		-Impacts of Natural Disasters on Wildlife and Mitigation Strategies	SDMA/ DDMA/ Forest Deptt/ Zoo Officials	-do-	-do-	Yearly
		-Psychosocial Care in post disaster situations -Specialised training for the disabled persons	SDMA/ DDMA/ SW & SE Officials/ Nodal Officers	DDRCs/ Identified Resource Persons/ Regional and national repute orgn	High	Half yearly
		-Life saving techniques in disasters	SDRF/ DMTs/ QRTs	CTI/ NDRF/ Identified Resource Persons/ Regional and national repute orgn	High	Half yearly
		-Landslide mitigation by modern techniques including bio-engineering	PWD/ RD/ WR/ UD/ S,T&E	NIT-A/ Regional and national repute orgn	Moderate	Yearly
		-Disaster Management for NCC,NSS &NYKS officers	NCC, NSS under Higher Education, Youth & SA Deptt & NYKS	SDMA/ DDMA/ SIPARD/ CTI/ Identified State Resource Persons	Moderate	Yearly
		-Pre-disaster hospital management for the volunteers and DMTs	Health Deptt/ Local Authorities/ IRCS/ CD & HG/ NGOs	CTI/ NDRF/ Identified State Resource Persons	Moderate	Yearly
		-Damage and Impact Assessment after disasters	All line deptts	SIPARD/ Identified State Resource Persons/ SDMA/ Regional and national repute orgn	Moderate	Yearly

		-Emergency Operation Centre Management	All line deptt officials, DEOC, SEOC and other control room officials	CTI/ NDRF/ SDMA/ Regional and national reputed orgn	Moderate	Half yearly
		-Handling and maintenance of Critical Equipment for the SDRF, DMTs and volunteers	QRTs/ SEOC/ DEOCs/ SDRF personnel	CTI & NDRF	High	Quarterly
		-Role of Media in Disaster Management for Journalists	Media Persons, officials of SDMA/ DDMA and ICA	Identified State Resource Persons/ Regional and national reputed orgn	Moderate	Half yearly
		-Forest Fire Management for Joint Forest Management Members	Joint Forest Management Members, Forest Beat Officials	Forest Training Institute	High	Monthly
		-Emergency Management for Dams and Reservoirs	SDMA/ DDMA/ Local Authorities/ TSECL/ WR/ RD	Identified State Resource Persons/ Regional and national reputed orgn	Moderate	Yearly
		-Database for Disaster Management w.r.t. DRR & CCA	SDMA/ DDMA/ Line Deptts/ Local Authorities	SIPARD/ IT Deptt/ Identified State Resource Persons/ Regional and national reputed orgn	Moderate	Half yearly
		-Water and Sanitation Management w.r.t. post disaster response	As above including NGOs, DWS officials	SIPARD/ Identified State Resource Persons/ Regional and national reputed orgn	Moderate	Yearly but before June
		-Conducting Hazard Risk Vulnerability and Capacity (HRVC) assessment with respect to DRR & CCA	SDMA/ DDMA/ Line Deptts/ Local Authorities	Same as above	High	Half yearly
4.	Specialized trainings on Cross Cutting	-Gender and Disaster Management	SDMA/ DDMA/ Line Deptts/ Local Authorities	SIPARD/ SW & SE Deptt/ Identified State Resource Persons/ Regional and national	Moderate	Half yearly

Themes	-Mainstreaming of DRR & CCA in Development Planning	Line Deptts/ Authorities/ PRIs	Local	repute orgn SIPARD/ SDMA/ DDMA / Identified State Resource Persons/ Regional and national repute orgn	High	Quarterly
	-Geo Informatics and Disaster Management	Line Deptts/ Authorities	Local	SIPARD/ TSAC / Identified State Resource Persons/ Regional and national repute orgn	High	Quarterly
	-Ecosystem Approach in Mitigation and Management of Hydro-climatic disasters	Line Deptts/ Authorities/ PRIs	Local	S,T&E/ SIPARD/ Identified State Resource Persons/ Regional and national repute orgn	Moderate	Half yearly
	-Climate Change and Disaster Management	SDMA/ DDMA/ Deptts/ Authorities	Line Local	Same as above	High	Half yearly
	-Integration of Disaster Risk and Climate Change Resilience in Rural Development Policies & Programmes	SDMA/ DDMA/ Deptts/ Authorities	Line Local	Same as above	High	Half yearly
	-DRR strategies for sustainable development – planning and policy instruments	Same as above		Same as above	High	Half yearly
	-Creation of culture of safety through Knowledge and Education	Same as above including Academic and educational institutions		SIPARD/ SDMA/ DDMA/ Identified State Resource Persons/ Regional and national repute orgn	High	Half yearly
		TTAADC/ Authority/	Local Tribal	Forest Training Institute/ Agriculture/ Horticulture/	High	

	-Forestry as livelihood in climate change adaptation	Welfare Deptt/ Forest Deptt/ NGOs	SIPARD/ Regional and national reputed orgn	Moderate	Half yearly
	-Use of solar energy as climate change adaptation	SDMA/ DDMA/ Local Authority/ Line Deptt/ PRIs	S,T&E/ SIPARD/ Regional and national reputed orgn	High	Half yearly
	-Climate Change and Impact of Vector borne diseases with special reference to Tripura	SDMA/ DDMA/ Local Authority/ Line Deptt/ PRIs/ Health Deptt/ NGOs	Health Deptt/ Regional and national reputed orgn	High	Yearly

The nodal training institutes, authorities and line departments may plan and design their training and capacity building plan by referring to the above and relevant list of training programmes. Necessary policy level direction(s) may be given from TDMA/ Nodal Departments for the purpose.

2.4 Stakeholder capacity/resources

Based on the capacities/resources available with specific stakeholder groups, TNA exercise identified the following ways in which each can contribute to enhancing capacities in DRR/CCA:

SI No	Stakeholders	Level of participation in DRR & CCA activities
1	Community	Active involvement in implementation of the DRR and CCA Plan. Planning cum monitoring, coordination with the local authorities.
2	Sub Divisional Disaster Management Committee	<ul style="list-style-type: none"> -Capacity building training ensuring active participation of QRTs -Maintenance of database of the trained personnel, equipment and periodic verification -Organization of Mock Drills -Celebration of IDRR Day, -Preparation of Family level Disaster Preparedness Card -Preparation of IEC materials (Posters/ Banners/ Handbills) and distribution and exhibition of the same -Sub Divisional level Planning and monitoring meeting for implementation with all stakeholders -Organization of GP level meeting with all stakeholders to assess the preparedness level - Active involvement in mock drills -Coordination with the line depts and QRTs -Organization of motivational programmes/ activities at Sub-division to community levels -Organization of search & rescue and First aid trainings& demonstration of disaster response equipment and other devices
3	Block Development Authority	<ul style="list-style-type: none"> -Integration of DRR/CCA in flagship programmes such as MGNREGS and IAY and implementation of DRR and CCA activities as to be reflected in GP Disaster Management Plan (such as-Repairing / construction of embankments and roads / Construction of Barriers using traditional materials /Construction of canals and drains to drain out stagnant water into the river/ plinth level raising / plantation of traditional plants (Kamlilata) to avoid erosion, plantation of trees) -Organization of motivational programmes to bring about behavioral change at the community level (including vulnerable groups) to address DRR and CCA within community -Involve SHGs, NGOs/ CBOs for DRR & CCA -Organization of Awareness cum sensitization programmes at GP level -Active involvement in mock drills
4	Agriculture Department	<ul style="list-style-type: none"> -Implementation of agriculture related schemes such as setting up of grain banks, organization of advanced training on cropping pattern at the GP level, incorporation of crop insurance, etc. -Convergence of ongoing climate change related projects implemented by the Department with the schemes/ projects of other departments for scaling it up -Monitoring of weather patterns and adaptation of coping crop patterns for the farmers for sustained crop production. -Implement watershed management programmes in hilly areas.
5	Drinking Water and Sanitation	<ul style="list-style-type: none"> -Demonstration of water purification, sanitation, water filtration or low cost filter, raising of tube wells, etc. -Arrangement of alternate emergency drinking water supply during drought situations and other calamities.

		-Participation in mock drills
6	Health	-First Aid training to GP DMTs, First Aid Kit distribution, Identification of pregnant women and distribution of Door Darshan Kendra, organization of health camps, demonstration of ORS preparation, integration of DRR in National Health Mission, etc. -Monitoring and management of vector borne diseases - Participation in mock drills
7	Animal Resource and Dairy Development	-Cattle vaccination and setting up of cattle shelters with provisions for fodder -Participation in mock drills
8	ICDS	-Preparation of Name tags for the children of low lying areas, sensitization of students about safety tips (including remembering their name and address), demonstration on document protection, FSK maintenance, hand washing, implementing schemes for vulnerable groups, Organizing FGD on family level disaster preparedness plan preparation, etc.
9	Education	-Training and awareness on DRR & CCA through School Safety -Designing of school buildings to resist adverse Climate related events -Inclusion of SSA scheme for protecting books (plastic file covers/ bags) by DEO
10	Fishery	-Strengthening fishery as a key livelihood option in rural areas studying appropriate fishing technology w.r.t. CCA -Advanced training for fishery/ ensuring accessing schemes or benefits for vulnerable groups/ SHGs for livelihood
11	SHGs/NGOs	-Training on savings/ alternative livelihood options -Awareness programme for targeted families and individuals -Participation in mock drills
12	QRT	(TSR, Health, Fire Service, Police, etc.) -Imparting training to GP DMTs on search & rescue and first aid and demonstration of use of innovative lifesaving equipment -Participation in mock drills
13	Water Resource	-Early Warning dissemination – using traditional and technical methods -Vulnerability assessment- rivers, water level, embankment, dams -Protection of river bank
14	TSECL	-Educating community/ families living at risk of electric accident/ site of power station/ electric installation about safety measures to avoid electric accident -Vulnerability assessment- electric poles/ wires crossed through houses, schools, markets, etc.; weak poles; wires under branches of trees (that may fall down on the wires); poles in extreme river bank or submerged areas -Restoration of power -Alternative power supply
15	PRI	-Active involvement in the implementation of DRR/CCA activities -Active participation in community's decision making process -Initiatives to implement DRR and CCA activities as per Disaster Management Plan -Sustaining the existing development programs by integrating DRR & CCA -Active involvement in Mock drills

2.5 Training Requirements

Target group: The respondents have given varied responses on groups that should be targeted first. The majority have recognized that community and health workers, Women's' groups, community of educational institutions -teachers and students, farmers and cultivators, Gram Panchayat members, Civil Society groups and NGOs, climate sensitive departments and community at large should be given priority as target groups for any awareness/education on climate change, adaptation and mitigation - Community Based Adaptation. Respondents have also reflected the need for capacity building of politicians and ministers (Policy Makers) on the issue for effective decision related development efforts as early as possible.

In terms of sector/ department, Revenue and Disaster Management; Education; Water Resources, Health and Family Welfare; Fisheries and Animal Husbandry (in terms of CCA/M); Agriculture; Housing and Urban Development; Panchayat & Rural Development, Forest & Environment, Social Welfare Departments were identified.

Departmental Role in climate change situation and DRR: Different training requirements were mentioned by the sector officials involved in the TNA.

Departments and Training Needs			
SI	Department/ areas	Training	Targeted participants
1	Rural Development	<p>Preliminary Training: Climate change adaptation and mitigation in rural areas Training Provider: PRI/ PRTI/ SIPARD/ Local authority (Panchayat Samiti, Municipality/ Sub Divisional Administration Strategy: (i)Inclusion of the same in ongoing/ existing training program (ii) In house training as well as off campus trainings at District, Sub-division and Panchayats. Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program</p>	<p>-Staff of Departments Concerned/ Technically sound persons – 40% of total staff. -Primary Group: Who are at risk (to be identified based on local scenario and HRVC report) -Secondary Group: Who can motivate Primary Group-@10 persons per sub-division -Representative from DDMA/SDDMA/Block and PRI DM Committee</p>
		<p>Specialized Training: (i) Mainstreaming of DRR and CCA issues in development schemes (ii)Adoption of Green Housing and use of low cost construction technologies for rural areas (iii)Disaster Recovery and Disaster Auditing (iv) Rural livelihood, adaptation to climate change and extreme event management Training Provider: SDMA/DDMA/SIPARD/PRTI Strategy: 3 Days training along with Exposure visit HRVA/ DM Planning Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program</p>	<p>BDO, Jr. Engineers, PRI Members, PRI Secretaries, etc.</p>
2	Health	<p>Preliminary Training: (i)Public Health in Emergencies- Triage & First Aid, climate extremes and adaptation aspects Training Provider: PRI/Sub Divisional Administration/ SDMO Strategy: Inclusion of the same in ongoing/ existing training program Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be</p>	<p>Community and families living at risk, Task Force Groups (TFGs), Vulnerable Groups (women/ children/ physically challenged/elderly), DMTs, CBOs, DMTs, ASHA</p>

		allocated by Dept. itself or sponsored program	
		<p>Specialized Training: (i) Mainstreaming of DRR and CCA issues in development schemes and Plans (ii) Emergency Management (iii) Integrated induction and refresher training on disaster management for Doctors/ Paramedics and ASHA workers Training Provider: SDMA/DDMA/SIPARD/AGMC Strategy: 3 Days training along with Exposure visit/ HRVA/ DM Planning and Mock test Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program</p>	Doctors, Nurses, Health Multi Purpose Worker (MPW), paramedic staff, ASHA
3	Water Resource	<p>Preliminary Training: (i) Early Warning dissemination – using traditional and technical methods (ii) Vulnerability assessment- rivers, water level, embankment, dams Training Provider: PRI/Sub Divisional Administration/ SDO-WR Strategy: Inclusion of the same in ongoing/ existing training program Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program</p>	Community members in vulnerable areas, families who are at risk and, TFGs, NGOs, CBOs, SHGs, DMTs, etc.
		<p>Specialized Training: (i) Training on Recovery phase after disaster (ii) Mainstreaming of DRR in development schemes and Plans (iii) Developing public awareness/ communication tools to disseminate warning (iv) Rain harvesting structures and different adaptation techniques Training Provider: SDMA/DDMA/SIPARD/SE-WR Strategy: 3 Days training along with Exposure visit/ HRVA/ DM Planning and Mock test Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program</p>	Asst. Engineers, Jr. Engineers, staff from same dept.

4	Urban Development	<p>Preliminary Training: (i) Sensitization Program on techno legal regime, safe construction, (ii) Masons training at Local level (iii) Techno legal regime for urban safety on civic amenities (iv) DMT training on First Aid, Rescue, Ward Level DM Planning and Mock Drills (v) risk-sensitive land use planning</p> <p>Training Provider: SDMA/DDMA /Municipal Corporation & Council/ Nagar Panchayat</p> <p>Strategy: Inclusion of the same in ongoing/ existing training program</p> <p>Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program</p>	Masons, community, TFGs, NGOs, CBOs, DMTs; Urban Planners
		<p>Specialized Training:</p> <p>(i) Development of Disaster Management Plan for Urban Areas (ii) Mainstreaming of DRR in development schemes and Plans (iii) Training for Engineers/ Contractors on Safe Building construction</p> <p>Training Provider: SDMA/DDMA/SIPARD/Municipal Corporation & Council/ Nagar Panchayat / NIT, Agartala</p> <p>Strategy: 3 Days training along with Exposure visit/ HRVA/ DM Planning</p> <p>Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program</p>	JR. Engineers, Masons, PRI Members, PRI Secretaries
5	PWD	<p>Preliminary Training: (i) HRVC Analysis at Sub Division level (ii) Masons training at Sub Division level</p> <p>Training Provider: SDMA/DDMA /EE- PWD</p> <p>Strategy: Inclusion of the same in ongoing/ existing training program</p> <p>Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program</p>	Masons, Jr. Engineers, Community members, families living vulnerable areas, Vulnerable groups, CBOs,NGOs, DMTs

		<p>Specialized Training: (i) Development of Disaster Management Plan , SOP, for PWD (ii) Mainstreaming of DRR in development schemes and Plans (iii) Training for Engineers/ Contractors on Training on Earthquake proof building technology & Fire resistant structures, (iv) Landslide protection and management(v)Rapid Visual Screening of the buildings and Mitigation Strategies</p> <p>Training Provider: SDMA/DDMA/SIPARD/SE, PWD/ NIT, Agartala</p> <p>Strategy: 3 Days training along with Exposure visit/ HRVA/ DM Planning</p> <p>Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program</p>	Engineers, Masons, Contractors
6	Agriculture	<p>Preliminary Training: (i) HRVC Analysis at Sub Division level (ii) Crop insurance (iii) Public Infrastructure : Green Planning and cost effective approaches (vi) Rehabilitation and Recovery process</p> <p>Training Provider: SDMA/DDMA /SA, Agriculture</p> <p>Strategy: Inclusion of the same in ongoing/ existing training program</p> <p>Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program</p>	Farmers, Community, Families involved in cultivation TFGs, CBOs,NGOs,DMTs
		<p>Specialized Training:</p> <p>(i) Development of Disaster Management Plan (ii) Mainstreaming of DRR in development schemes and Plans (iii) Climate Smart Agriculture (iv) Cropping pattern (v) Early Recovery Planning</p> <p>Training Provider: SDMA/DDMA/SIPARD/Agriculture</p> <p>Strategy: 3 Days training along with Exposure visit/ HRVA/ DM Planning</p> <p>Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program</p>	Researchers, staff of agri. Department
7	Education	<p>Preliminary Training: (i) HRVC Analysis at school and periphery (ii) School Safety Plan (iii) Search & Rescue Training (iv) Mock Drill (v) Green buildingsand Management of extreme events</p> <p>Training Provider: SDMA/DDMA /DEO/ Faculties of SCERT and DIETs</p> <p>Strategy: Inclusion of the same in ongoing/ existing training program (RMSA/SSA)</p> <p>Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be</p>	Students, teachers, Faculty members of SCERT and DIETs, PRI Members, , School Disaster Management Committee

		allocated by Dept. itself or sponsored program	
		<p>Specialized Training: (i) Teachers Training on School Safety –DRR/ CCA (ii) Search & Rescue Training (iii) Mock Drill process (iv)Integration of DRR and CCA aspects in Development Plan</p> <p>Training Provider: SDMA/DDMA /Director of School/ Higher Education/ DIET</p> <p>Strategy: Inclusion of the same in ongoing/ existing training program (RMSA/SSA)</p> <p>Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program (SSP)</p>	Teachers, Engineers (SSA Cell)
8	Science and Technology	<p>Preliminary Training: (i) Basics on Climate Change & Global Warming at local level and school level (ii) Green house gas inventories Computation and Reporting</p> <p>Training Provider: SDMA/DDMA /S,T&E Dept.</p> <p>Strategy: Inclusion of the same in ongoing/ existing training program</p> <p>Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program</p>	Teachers, Influential groups, Youth Group, Community, Families involved in cultivation TFGs, CBOs,NGOs,DMTs
		<p>Specialized Training:The study of Climate Change impacts related to health, livelihood, agriculture, and habitat</p> <p>Training Provider: SDMA/DDMA /SIPARD/ Pollution Control Board/SIPARD/ S,T &E Dept</p> <p>Strategy: Inclusion of the same in ongoing/ existing training program</p> <p>Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program</p>	
9	DWS	<p>Preliminary Training: (i) Educating community/ families living at risk about water borne diseases, demonstration on hand washing, water purification, sanitation, etc. (ii) Vulnerability assessment- submerged drinking water sources (iii) Installation and repairing of Tube Wells and piped water services</p> <p>Training Provider: PRI/Sub Divisional Administration/ SDO-DWS</p> <p>Strategy: Inclusion of the same in ongoing/ existing training program</p> <p>Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program</p>	Staffs of DWS, DMTs, QRTs of DWS and Sub-divisional level
		Specialized Training:	Deptt DM Committee, QRTs, DMTs of

		<p>(i) Training on disaster recovery phase i.e., restoration of water utility (ii) Mainstreaming of DRR in development schemes and Plans (iii) Developing IEC materials with easily understandable terminology and local language (iv) Rain water harvesting structures and different adaptation techniques</p> <p>Training Provider: SDMA/DDMA/SIPARD/SE-DWS</p> <p>Strategy: 3 Days training along with Exposure visit/ HRVA/ DM Planning and Mock test</p> <p>Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program</p>	District, Sub-division and community levels.
	Tripura State Electricity Limited (TSECL)	<p>Preliminary Training: (i) Educating community/ families living at risk of electric accident/ site of power station/ electric installation about safety measures to avoid electric accident. (ii) Vulnerability assessment- electric poles/ wires crossed through houses/ schools/ markets, etc.; weak poles; wires under branches of trees (that may fall down on the wires); poles in extreme river bank or submerged areas, etc.</p> <p>Training Provider: PRI/Sub Divisional Administration/ Sr. Manager, TSECL</p> <p>Strategy: Inclusion of the same in ongoing/ existing PRI level / village level sensitization program</p> <p>Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program</p> <hr/> <p>Specialized Training:</p> <p>(i) Training on disaster Recovery phase i.e., restoration of power (ii) Mainstreaming of DRR in development schemes and Plans (iii) Developing IEC materials with easily understandable terminology and local language (iv) HRVC analysis (v) SOP and Mock exercise</p> <p>Training Provider: SDMA/DDMA/SIPARD/AGM-TSECL</p> <p>Strategy: 3 Days training along with Exposure visit/ HRVA/ DM Planning and Mock test</p> <p>Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program</p>	Members of Disaster Management Committee and Teams at District, Sub-division, Block and Panchayats; QRTs, TSECL officials, Students and PRIs.
13	Animal Resource and	<p>Preliminary Training: (i) Educating community/ families whose animals are at risk about the safety measures/ safe evacuation of animals, safe sheltering</p>	Members of Disaster Management Committee and Teams at District, Sub-

	Dairy Development (ARDD)	<p>and fodder (ii) HRVC analysis/ expected risk and damages (iii) Vaccination camp (iv) Cattle insurance Training Provider: PRI/Sub Divisional Administration/ Dy. Director, ARDD Strategy: Inclusion of the same in ongoing/ existing program Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program</p> <p>Specialized Training: (i) Training on disaster Recovery phase i.e., safe evacuation/ sheltering/ vaccinating (ii) Mainstreaming of DRR in development schemes and Plans (iii) Developing IEC materials with easily understandable terminology and in local language (iv)HRVC analysis (v) SOP and Mock exercise Training Provider: SDMA/DDMA/SIPARD/ Director, ARDD Strategy: 3 Days training along with Exposure visit/ HRVA/ DM Planning and Mock test Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program</p>	division, Block and Panchayats; QRTs, ARDD officials, Students and PRIs.
14	Home (Jail)	<p>Preliminary Training: (i)Awareness program on safety measures/ safe evacuation (ii) HRVC analysis (iii) Search & Rescue, First Aid and life saving techniques (iv) Mock Drill Training Provider: Sub Divisional Administration / Supdt. Of Jail Strategy: Inclusion of the same in ongoing/ existing program Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program</p> <p>Specialized Training: (i) Jail Safety –DRR/ CCA (ii) Search & Rescue Training/ Fire Safety (iii) Mock Drill process (iv) Development of DM Plan for DRR and CCA aspects integrating Development schemes Training Provider: SDMA/DDMA /Police Training institution /CTI/ Supdt. Of Jail Strategy: Inclusion of the same in ongoing/ existing training program Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program</p>	Members of Disaster Management Committee and Teams at District, Sub-division, Block and Panchayats; QRTs, Jail officials, local PRIs.

15	Media/ ICA	<p>Preliminary Training: (i) Building community awareness on safety measures/ <i>various evacuation routes/early warning dissemination</i> (ii) Sharing success stories – for motivating community towards adoption of good practices (iii) Raising community’s need for additional /external support (iv)Disseminating information about ongoing DRR and CCA approaches (v) Active involvement in DRR/ CCA activities.</p> <p>Training Provider: Sub Divisional Administration / Secretary, Press Clubs/ Station Director, AIR/ Doordarshan/ICA</p> <p>Strategy:Sharing of Training / activity calendar with media/ Press briefing/exposure or field visit</p> <p>Training Requirements: Material/ information database/ Fund: to be allocated by Dept. itself or sponsored program</p> <p>Specialized Training: (i) Workshop on DRR & CCA and the role of media</p> <p>Training Provider: SDMA/DDMA/SIPARD Secretary, Press Club/ Station Director, AIR/ Doordarshan/ICA</p> <p>Strategy: Inclusion of the same in ongoing/ existing training program</p> <p>Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program</p>	Members of Disaster Management Committee and Teams at District, Sub-division, Block and Panchayats; QRTs, ICA officials, Students and PRIs.
15	TSR/ Fire/ Police	<p>Preliminary Training: (i)Awareness program on safety measures/ safe evacuation at local level (ii) HRVC analysis (iii) Search & Rescue and First Aid at local level (iv) Disaster Management Plan Preparation (v) Handling and maintenance of equipment(iv) Mock Drill</p> <p>Training Provider: Sub Divisional Administration / Fire Training School / Police Training Institute (PTI)/CTI</p> <p>Strategy: Inclusion of the same in ongoing/ existing program</p> <p>Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program</p>	Members of Disaster Management Committee and Teams at District, Sub-division, Block and Panchayats; QRTs, TSR/ Police/ Fire deptt officials, Students and PRIs.

		<p>Specialized Training: (i) Use/ handling of disaster fighting equipment(ii) Search & Rescue Training/ Fire Safety / Road safety (iii) Mock Drill process (iv) Development of DM Plan for DRR and CCA aspects integrating Development schemes, SOP development</p> <p>Training Provider: DDMA/Sub Divisional Administration / Fire Training School / Police Training Institute (PTI)/CTI</p> <p>Strategy: Inclusion of the same in ongoing/ existing training program</p> <p>Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program</p>	
16	Forest	<p>Preliminary Training:</p> <p>(i)Motivation program for adaptation of science-based and traditional, sustainable land use practices at local level.</p> <p>(ii)Motivation Program to encourage community to adopt agro-forestry, organic farming, environmentally sustainable cropping patterns, and efficient irrigation techniques at local level.</p> <p>(iii)Ecotourism activities for local communities living in and around forest areas, which will not only help ensure their livelihood security but could also facilitate their involvement in forest conservation.</p> <p>Training Provider: DDMA/Sub Divisional Administration / DFO</p> <p>Strategy: Inclusion of the same in ongoing/ existing program</p> <p>Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program</p>	Members of Disaster Management Committee and Teams at District, Sub-division, Block and Panchayats; QRTs, Forest Deptt officials, Students, NGOs and PRIs.
	<p>Specialized Training:</p> <p>(i)Handling /use of disaster response equipment</p> <p>(ii)Search & Rescue and First Aid</p> <p>(iii)Development of DM Plan and SOP</p> <p>(iv)Wild Life (Protection) Act, 1972 and conservation of wild life during any disaster</p> <p>(v)Training on biodiversity conservation management</p> <p>Training Provider: DDMA/ Sub Divisional Administration / CCF</p> <p>Strategy: Inclusion of the same in ongoing/ existing program</p>		

		Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program	
17	Planning	<p>Specialised Training:</p> <p>(i)Disaster Risk Reduction and integration of disaster management into development planning. (ii)Preparation of Disaster Management Plans. (iii)Disaster Recovery and Preparation of Memorandum. (iv)Incident Response System</p> <p>Training Provider: SIPARD, Revenue Department, NIDM Strategy: Inclusion of the same in ongoing/ existing program Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program</p>	Members of Disaster Management Committee and Teams at State and QRTs, Planning & Revenue Deptt officials,
18	Sports and Youth Affairs	<p>Preliminary Training: (i)Awareness program on safety measures/ safe evacuation at local level (ii) development of tools/ strategy to ensure better coordination among the Youth Groups (iii) Search & Rescue and First Aid at local level(iv) Mock Drill</p> <p>Training Provider: Sub Divisional Administration /CTI / Director, Youth Affairs Strategy: Inclusion of the same in ongoing/ existing program Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program</p>	Members of Disaster Management Committee and Teams at District, Sub-division, Block and Panchayats; QRTs, Sports and Youth Affairs Deptt officials, Students, NGOs and PRIs.
		<p>Specialized Training: (i) Conceptual training on DRR/ CCA (ii) Search & Rescue Training/ Fire Safety (iii) Mock Drill process (iv) Development of DM Plan for DRR and CCA aspects integrating Development schemes</p> <p>Training Provider: SDMA/DDMA /Director, Sports and Youth Affairs /CTI/ Strategy: Inclusion of the same in ongoing/ existing training program Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program</p>	
19	Transport	<p>Preliminary Training: (i)Awareness program on safety measures/ safe evacuation at local level (ii) Search & Rescue and First Aid at local level(iii) Mock Drill</p> <p>Training Provider: SIPARD/ CTI/ Revenue Dept./ District and Sub-Div</p>	Members of Disaster Management Committee and Teams at District, Sub-division, QRTs, Sports and Youth Affairs Deptt officials, Students, NGOs

		<p>Administration Strategy: Inclusion of the same in ongoing/ existing program Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program</p>	and PRIs.
		<p>Specialized Training: (i) Conceptual training on DRR/ CCA (ii) Safe Transportation (iii) Instant Life Saving Techniques (iv) Development of DM Plan for DRR and CCA aspects integrating Development schemes (iv) Transportation of Chemical and Hazardous Materials (v) Mountain Slithering (vi) Water transportation Training Provider: SDMA/DDMA /SIPARD/CTI/Transport Dept. Strategy: Inclusion of the same in ongoing/ existing training program Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program</p>	
20	Industry and Commerce	<p>Preliminary Training: (i)Awareness program on safety measures/ safe evacuation at local level (ii) Search & Rescue and First Aid at local level(iii) Fire Safety (iv) Mock Drill Training Provider: SIPARD/ CTI/ Revenue Dept./ District and Sub-Div Administration Strategy: Inclusion of the same in ongoing/ existing program Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program</p> <p>Specialized Training: (i) Conceptual training on DRR/ CCA (ii) Onsite and Off Site Drill (iii) Instant Life Saving Techniques (iv) Development of DM Plan for DRR and CCA aspects integrating Development schemes Training Provider: SDMA/DDMA /SIPARD/CTI/Industry Dept. Strategy: Inclusion of the same in ongoing/ existing training program Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program</p>	Members of Disaster Management Committee and Teams at District, Sub-division and line deptts; QRTs, Industry Deptt officials, Students, PRIs and communities of industries.
21	Social Welfare	<p>Preliminary Training: (i)Awareness program on safety measures/ safe evacuation at local level (ii) Search & Rescue and First Aid at local level(iii) Fire Safety (iv) Mock Drill Training Provider: SIPARD/ CTI/ Revenue Deptt/ District and Sub-Div</p>	Members of Disaster Management Committee and Teams at District, Sub-division, Block and Panchayats; QRTs, SW Deptt officials, Students, NGOs

		<p>Administration Strategy: Inclusion of the same in ongoing/ existing program Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program</p> <p>Specialized Training: (i) Conceptual training on DRR/ CCA (ii) Instant Life Saving Techniques (iii) Development of DM Plan for DRR and CCA aspects integrating Development schemes (iv) First Aid and Search and Rescue for the Disable persons (v) Gender Mainstreaming Training Provider: SDMA/DDMA /SIPARD/CTI/SW & SE Dept. Strategy: Inclusion of the same in ongoing/ existing training program Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program</p>	and PRIs.
22	Tribal Welfare	<p>Preliminary Training: (i)Awareness program on safety measures/ safe evacuation at local level (ii) Search & Rescue and First Aid at local level(iii) Fire Safety (iv) Mock Drill Training Provider: SIPARD/ CTI/ Revenue Dept./ District and Sub-Div Administration Strategy: Inclusion of the same in ongoing/ existing program Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program</p> <p>Specialized Training: (i) Conceptual training on DRR/ CCA (ii) Instant Life Saving Techniques (iii) Development of DM Plan for DRR and CCA aspects integrating Development schemes (iv)Gender Mainstreaming (iv) Controlling Forest Fire (v) Exploring of traditional flood and cyclone coping mechanisms Training Provider: SDMA/DDMA /SIPARD/CTI/Tribal Welfare Dept. Strategy: Inclusion of the same in ongoing/ existing training program Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program</p>	Members of Disaster Management Committee and Teams at District, Sub-division, Block and Panchayats; QRTs, Tribal Welfare Deptt officials, NGOs and PRIs.
23	Fisheries	<p>Preliminary Training: (i)Awareness program on safety measures/ safe evacuation at local level (ii) Search & Rescue and First Aid at local level(iii) Fire Safety (iv) Mock Drill Training Provider: SIPARD/ CTI/ Revenue Dept./ District and Sub-Div</p>	Members of Disaster Management Committee and Teams at District, Sub-division, Block and Panchayats; QRTs, Fishery Deptt officials, NGOs and PRIs.

		<p>Administration Strategy: Inclusion of the same in ongoing/ existing program Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program</p> <p>Specialized Training: (i) Conceptual training on DRR/ CCA (ii) Instant Life Saving Techniques (iii) Development of DM Plan for DRR and CCA aspects integrating Development schemes (iv)EOC operation (v) Disaster Recovery Training Provider: SDMA/DDMA /SIPARD/CTI/Fisheries Dept. Strategy: Inclusion of the same in ongoing/ existing training program Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program</p>	
24	Labour	<p>Preliminary Training: (i)Awareness program on safety measures/ safe evacuation at local level (ii) Search & Rescue and First Aid at local level(iii) Fire Safety (iv) Mock Drill Training Provider: SIPARD/ CTI/ Revenue Dept./ District and Sub-Div Administration Strategy: Inclusion of the same in ongoing/ existing program Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program</p>	Members of Disaster Management Committee and Teams at District, Sub-division, Block and Panchayats; QRTs, Labour Deptt officials, NGOs and PRIs.
		<p>Specialized Training: (i)Conceptual training on DRR/ CCA (ii) Onsite Instant Life Saving Techniques (iii)Development of DM Plan for DRR and CCA aspects integrating Development schemes (iv) Role of DMTs in Disaster Management Training Provider: SDMA/DDMA /SIPARD/CTI/Labour Dept. Strategy: Inclusion of the same in ongoing/ existing training program Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program</p>	
25	Tripura Tribal Area Autonomous District Council TTAADC	<p>Preliminary Training: (i)Awareness program on safety measures/ safe evacuation at local level (ii) Search & Rescue and First Aid at local level(iii) Fire Safety (iv) Mock Drill Training Provider: SIPARD/ CTI/Master Trainer of TTAADC Revenue Dept./ District and Sub-Div Administration Strategy: Inclusion of the same in ongoing/ existing program</p>	Members of Disaster Management Committee and Teams at District, Sub-division, Block and Panchayats; QRTs, TTAADC officials, Students, NGOs and PRIs.

		Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program	
		Specialized Training: (i)Conceptual training on DRR/ CCA (ii) Instant Life Saving Techniques (iii)Development of DM Plan for DRR and CCA aspects integrating Development schemes (iv) Role of DMTs in Disaster Management Training Provider: SDMA/DDMA /SIPARD/CTI/TTAADC Strategy: Inclusion of the same in ongoing/ existing training program Training Requirements: Resource Person/ Trainer/ Material/ Fund: to be allocated by Dept. itself or sponsored program	

Above mentioned sector specific trainings are based on participants' views. While analyzing the training components, it was found that some them were common for all sectors. These are as follows:

- I. Awareness and sensitization program on DRR & CCA issues
- II. Awareness on National/International policies of Govt. of India on DRR and CCA
- III. Development of Departmental Plan for DRR and CCA/ SOP
- IV. Training on HRVC analysis to in respect to climate change adaptation and Disaster Risk Reduction issues
- V. Mainstreaming development schemes/project in DRR and CCA Plan well as streamlining the plans at all levels
- VI. Training on search& rescue and first aid
- VII. In ongoing/ existing training programs, 1-2 sessions may be kept specifically for DRR/ CCA
- VIII. Development of tools for Monitoring, Assessing and evaluating implementation of DRR/ CCA Plan
- IX. Allocation of 10% of flexi fund under Central Sponsored Schemes.

2.7 DRR/CCA learning institutionalization opportunities

DRR/CCA learning opportunities in the state at the present stage is very low as the subject is lying with the training institutions in general and the project/ programme implementing department / agencies in particular. As a matter of national priority, the S,T & E Department is trying to take up some actions as per the SAPCC and availability of fund. Secondly, Forest Department implemented some projects through JICA and IGDC, Agriculture Department in which the Climate Change issues are being taken up.

The training and academic institutions like SIPARD, Geography and Disaster Management Department, Tripura University, NIT-Agartala, and Higher Education Department have been involved in imparting training to the govt. and non-govt. officials and education to the students. These are all limited to the curricular activities. As the subject is very new and dynamic, the recognized Resource Person(s) in the state is very limited. Hence, outside Resource Persons are being invited for any State level programmes.

The Agriculture Department, which is one of the most relevant stakeholders for Climate Change impact in the state, is trying to investigate the CC impacts on the quality and quantity of crop production, pest attack, handling seasonal crop management, humidity, rain and any extreme hydro-meteorological events.

Now, under the GOI-UNDP Project “Strengthening Institutional and Community Resilience to the Disasters and Climate Change”, the Revenue Department is trying to bring all the learning opportunities into a common platform in the form of the TNA and identifying institutions for providing knowledge. Various training and capacity building programmes to provide DRR and CCA information to the general public are being organized at different training institutions and local levels. Special focus is being given to the PRIs who are the first responders to disaster management system at the community level by building their capacity through various capacity building programmes. The PRTI is taking a lead role to sensitise the PRIs by imparting training on DRR & CCA in all basic and refresher trainings. A Learning Management System (LMS) has been developed in the state to build the capacity of PRIs in this subject.

3. Capacity Development Strategy for key stakeholders

3.1 Introduction

Based on the analysis of information obtained through the TNA - from workshops and individual response from the questionnaires - it was found that very few knew about the State Action Plan for Climate Change and did not consider its linkages to their own sector. The line departments and stakeholders realized that their existing knowledge on Climate Change and DRR is very less. The carried knowledge will not be sufficient to meet the challenges related to climate change and disasters. Through an inclusive approach, issues related to knowledge management and education were discussed along with the specific workshops targeting people's involvement in capacity building at different levels. During these interventions, key gaps with respect to knowledge, skills and awareness were identified. The major recommended strategy of capacity development for key stakeholders to deal with climate change is integration through a combination of both top-down and bottom-up approaches and within various departmental levels. The integration should further more be across all sectors as even the departments seem to be dormant in disaster management process.

3.2 Capacity Development Strategy and Options:

The capacity development strategy for DRR and CCA in the state can be outlined as follows:

Process	Subject	Key stakeholders	Training providers/ facilitator
1.Awareness Generation through development of IEC materials, conducting sensitization programmes, part of ongoing training programmes	-Concept of Climate Change, Institutional Mechanism -CCA and DRR	Officials of Govt. and NGOs, communities, PRIs, policy makers, students, private sector and media	SDMA/ DDMA/ SIPARD/ PRTI/ Tripura University/ NIT-A/ depts. implementing DRR and CCA activities
2.Basic Trainings	-CCA and DRR -SAPCC -Integrated approach to CCA and DRR -HRVCA -Preparation of DM Plan -CC mitigation strategies -Community based adaptation to climate change -Response to disaster situation -Climate Change and Disaster Management	Officials of Govt. and NGOs, Nodal Officers, Middle and Senior officials, DMTs, Trainers, PRIs, Teachers, Doctors, Engineers, DRR Professionals, private sectors and media	NIDM/ NDMA/ SDMA/ DDMA/ SIPARD/ PRTI/ Tripura University/ NIT-A/ depts implementing DRR and CCA activities

	-Housing and Personal Safety - Disasters and preparedness		
3. Specialised Courses	<ul style="list-style-type: none"> -School Safety and Climate Change -Gender and Climate Change -Green Housing -Insurance for DRR and CCA -Low cost housing technology -CCA for reducing health risk -Hospital Safety and CCA -Water harvesting and CCA -Harnessing renewable energy towards DRR -CCA and DRR for vulnerable and high risk groups -Sector specific DRR and CCA -Early Warning and CCA -Communication redundancy, DRR and CCA -Hazard specific DRR and CCA (Floods, Cyclones, Erosion, Landslides, Pest Attack, etc.) -Role of Depts on DRR and CCA -CCA and Safe City -Ecosystem approach in mitigation and management of Climate Change issues -IRS for Hydro-meteorological Events -Psycho-social care to the disaster victims -Damage and impact assessment -Mapping and use of GIS in DRR and CCA -EOC Operation -Use and maintenance of Critical Equipment -Role of Media in CCA and DRR -Legal Framework and Policies on DRR and CCA -Creation of culture of safety through knowledge and education -Development of database on CCA and DRR -Forest Fire Management -Early Warning Mechanism -Documentation and best practices 		
4.Exposure Visits and participation in	<ul style="list-style-type: none"> -Disaster Resilient Community -Hospitals and Health Facilities 	Key officials, Master Trainers,	

events	<ul style="list-style-type: none"> -Training and Academic, Research and Dev Institutions -Responding to Disaster Situation -Attending of Workshops, Seminars, Symposiums, Conferences and Meetings 	Policy Makers, Authorities, DRR Practitioners, Subject Specialists and nominated personnel	
5. Organising of Workshops, Seminars, Meetings, Mock Drills, Demonstrations	<ul style="list-style-type: none"> -Thematic issues on CCA and DRR -Monitoring and Evaluation -Knowledge Sharing -Launch of events and release of publications 	Key officials, Master Trainers, Policy Makers, Authorities, DRR Practitioners, Subject Specialists, Corporate and Private Sectors	NDMA/ SDMA/ DDMA/ Line Depts/ Key Agencies/ Training and Academic Institutions
6. Taking up Research, Development and Documentation and sharing of best practices	<ul style="list-style-type: none"> -Development of Softwares for Communication, Early Warning Mechanism, Database Management of events, trainings, equipment and manpower -Development of GIS based mapping for quick decision support for DRR and CCA -Theme based study on landslides, soil erosion, RVS, rivers, dams, hills, habitations, livelihood, socio-economic conditions, attitude and behavioural changes, traditional practices on DRR and CCA -Publication and sharing of Modules, Manuals, Journals, reports, documents and news items 	Key officials, Master Trainers, Policy Makers, Authorities, DRR Practitioners, Subject Specialists, Corporate and Private Sectors, students, teachers	SDMA/ DDMA/ NIT-A/ Tripura University/ S,T&E/ NIC/ IT/ line depts, specialized agencies at regional, national and international levels
7. Online & Offline Trainings and Knowledge Management	<ul style="list-style-type: none"> -Short term online and offline training courses on DRR & CCA -Development and use of mobile and IT applications for DRR and CCA -Use of Print and Electronic Media -Community Radio 	Key officials, Master Trainers, Policy Makers, Authorities, DRR Practitioners, Subject Specialists, Corporate and Private Sectors, students, teachers, general public who are interested	SDMA/ DDMA/ NIT-A/ Tripura University/ S,T&E/ NIC/ IT/ AIR/ DD/ ICA/ line depts, specialized agencies at regional, national and international levels

3.3 Next Steps

In order to strengthen disaster resilience of its institutions and communities, the Tripura State Disaster Management Authority (TDMA) has been taking multiple actions from local to state level. In the year 2014, TDMA facilitated a long systematic process for the Training Need Assessment (TNA) on Disaster Risk Reduction (DRR) and Climate change Adoption (CCA) and are in the process of developing a Capacity Building Plan to train different stakeholders. The TNA report makes both training and non-training recommendations. Existing TNA gives more of an overview on the stakeholders that need to be trained and the aspects that need to be covered.

Here are few recommendations brought out from participants' views and field level experience which may speed up the present effort:

Telecommunication: We know, fast information sharing ensures fast response activities. But in Disaster Management Plans at all levels, it is found all contact details have been marked based on telecommunication. Unfortunately, during earthquake, telecommunication sector becomes the first victim. So, besides telecommunication, alternative communication tools need to be developed and practiced. These may be: Wireless sets; Satellite phones; pre-identified messengers at all levels. While mentioning contact detail beside of telephone numbers, address with land mark should clearly be mentioned.

Equipment: Disaster fighting equipment are kept in strategic locations. The participants opined that if the equipment remain in store rooms without any use for long time, these may be damaged or may become non-functional. So, during mock exercise, these equipment are expected to be fully used and operated. Testing of equipment is required on a monthly basis under the supervision of the Sub Divisional Administration.

Development of Training Modules: For effective result oriented training program, some ground rules should be followed with respect to Training Modules, Timings, Methodology targeting the result and outcome, etc. Entire Training program should be pre-planned and well designed. Otherwise, the objective of the training may not be achieved. Trainings should be conducted in local languages for easy communication and better understanding of community level stakeholders.

Practical experience ensures more outputs: It is suggested that practical training programs should be conducted not only in lecture mode and indoor trainings, but also with more focus on practice. To give participants more inputs and clear idea- LCD Projectors/ Charts/ Diagram / Success and Failure story may be used. It is suggested to organize practice outdoor. If possible, in vulnerable pockets the practical and exposure learning should be considered.

Skilled / Subject specific Faculty: A few trained participants (earlier trained in SIPARD/ PRTI) aired the view that there is lack of skilled / subject specific faculty members. Hence there is need of strengthening the faculty/ subject matter specialists.

Feedback and suggestions for improvement: Every training program should have a proper feedback system. The suggestions quoted in the feedback should be accepted and implemented in the next training program for improvement. Unfortunately, this is not followed in many off campus training programs.

Accommodation for trainees: Due to lack of proper accommodation along with food, trainees are not too keen to participate in on-campus training programs (e.g., CTI, PRTI). This may be one of the major reasons for low levels of participation by women trainees.

Practice oriented training: For many training programs that are being conducted, the agenda includes demonstration of skills, for e.g., improvised rescue and first aid techniques. Participants suggested that to make these trainings more effective, the agenda should include sessions where the newly acquired skills can be practiced by participants themselves. This will give the trainee a clear idea on how to use them.

Assisting Trainees: Honorarium and TA need to be arranged for the Volunteers and non-profit/NGO personnel attending the training programs.

Networking/ Unified training Calendar to avoid repetition: Participants also shared that many organizations/ institutions are conducting training programs on the same topic. So, it is suggested to develop a centralized Training Calendar and share the same with the organizations/ institutions involved in DRR and CCA practice, to avoid repetition of program for same target groups.

Timings: Each training module/curriculum/material should be designed keeping in mind the overall timeline so that the participants may gain maximum inputs. But it is found that training programs usually start later than the scheduled time due to some underlying factors such as late arrival of participants, long inauguration sessions, etc. So, it is suggested: training modules should be designed keeping these factors in mind and each should follow strictly the timeline.

Nomination: Only interested and capable participants to be nominated for training.

Use of trainings/ follow up action: There should be an Action Plan for follow up/ monitoring/ evaluation. Public Portal should be developed for incorporating details of all

trained persons throughout the state. There should be a provision for filtering the data for use.

Involvement of media:

Steps will be taken to evolve appropriate media campaign covering radio, visual and print media besides the production of printed materials like brochures, pamphlets, posters, etc. Media companies will also be motivated to launch/expand awareness generation programmes as a part of their CSR.

Attending outstate ToT program: Tripura is multi hazard prone state with variety of vulnerability in variety of sectors. There are many specialized training programs being conducted outside of the state. Identified persons/ officials from major departments like PWD, Health, Urban Development, Rural Development, Education, IT, Police, Fire Service, etc. may be considered to attend the specialized training program to gain more updated knowledge/ techniques and subsequent application.

IT and GIS-based Applications: In DRR and CCA practice, IT and GIS applications are very important. During the consultations, it was suggested to include the high end IT, GIS and space based application in training programmes. Introduction of the IT and GIS application in DRR & CCA may be provided in general training programmes. The IT and GIS labs of TSAC, SIPARD, IT Deptt, NIC, Tripura University and NIT should be explored for providing training and exposure visits to the officials taking training in other training institutions.

Research & Development: Tripura University, NIT, Forensic Laboratory, NIC, Tripura Space Application Centre, Forest Department, etc. have Research & Development wings. Future trainings should draw upon the expertise and knowledge available with these.

Training Quality Assessment: Training Institutions and Nodal Departments should have training quality assessment tools and systems in place. Using these, Training Institutions and Nodal Departments should assess the quality of all training programs at least once a year and make improvements in the subsequent offerings of the trainings.

Need based training: In the TNA exercise, needs for specialized training in the following sectors emerged:

- Safety of vulnerable groups (Women, children, old aged, physically disabled, etc.)
- Individual and family level preparedness
- Gender in Disaster Management
- Livelihood safety/ diversification for poor, disadvantaged and marginalized

Database of Resource Persons: A database of renowned/ skilled resource persons to be created so that the compiled list may be put in public portal.

3.4 Conclusion:

Considering the Climate Change risks in the NE region and Tripura in particular, the subject must be included in all Disaster Risk Reduction initiatives and development planning processes. The Training Needs Assessment and the recommendations as indicated in the document shall be referred to all line departments, nodal training centres and other training institutes in the state to incorporate the subjects for a sustained training to the stakeholders. Also, the document would help the policy makers and practitioners working on DRR and CCA. The training needs assessment presented in the report is based on the consultations with different stakeholders and recommendations thereof. This report gives all level stakeholders and communities in particular a broader understanding of their strengths, weaknesses, opportunities and threat towards DRR & CCA also scope of specific training requirements. Through the implementation and application of the recommendations of this report the communities of Tripura will become capacitated to take steps to be more resilient to climate change related risks. This can be concluded that this report is an investment made by the Government through GOI-UNDP project with the training institutions, line departments, agencies and varied stakeholders that all future DRR activities in the state should be built on it using the document as the main reference.

4. ANNEXURES

NO.F.12(6)-REV/CLIMATE/2013
GOVERNMENT OF TRIPURA
REVENUE DEPARTMENT

(196)

7th Agartala
May, 2014

MEMORANDUM

Reference is made to the minutes of the first meeting of the State Project Steering Committee (PSC) of the GoI-UNDP Programme named "Enhancing Institutional and Community Resilience to Disaster and Climate Change (2013-2017)" held on 28th March, 2014 to finalize the list of the deliverables for 2014.

During discussions it was decided that Training Needs Assessment (TNA) would be conducted with the technical support from UNDP. As such it was felt to constitute a TNA Committee.

As such, the following TNA Committee is hereby constituted for the purpose stated above:

(1) Director, SIPARD	:	Chairman
(2) Engineer in Chief, PWD (R&B)	:	Member
(3) Director S&T	:	Member
(4) Director, Agriculture	:	Member
(5) Director, Health Services	:	Member
(6) Chief Engineer, RD	:	Member
(7) Additional Director, School Education	:	Member
(8) Representative of Forest Department	:	Member
(9) SPO, UNDP	:	Convener

Terms of reference of the Committee:

The Committee

- (i) shall oversee constitution of the TNA Team consisting of DM experts from the State, UNDP and any renowned institution in the country as decided in the PSC meeting.
- (ii) shall finalize the TNA methodology and action plan for completion of the assignment.
- (iii) shall monitor the various steps of the TNA process to ensure that the activities are carried out in a timely manner.
- (iv) shall review the existing disaster management training programmes being conducted and training modules used in various training institutes in the State.
- (v) shall ensure that the TNA is rooted in the state context and that inputs from all relevant departments /stakeholder groups are sufficiently incorporated in the TNA process.
- (vi) shall advise the Revenue Department, TNA Team and District Administrations in organizing workshops at District and State levels for getting recommendations on training needs on Climate Change issues in Disaster Management.
- (vii) shall provide quality control support through review of reports and other relevant outputs of the TNA process.
- (viii) shall approve the final TNA report.
- (ix) shall do the necessary follow up with the respective departments/institutes to ensure that recommendations of the TNA are implemented.
- (x) Any other matter as considered by the Committee.

AD
15/5/14
(Shankar Chakraborty)
Under Secretary
Government of Tripura

To
All concerned

Constitution of the TNA Team

The TNA Team constituted with the following officials:

1. Dr. Anil Kumar Gupta, Associate Professor, NIDM, New Delhi
2. Dr. Elizabeth Sangliana, Assistant Professor, SIPARD, Agartala
3. Ms. Reshmi Theckethil, National Coordinator – Capacity development, UNDP, New Delhi
4. Dr. Sarat Kr Das, State Project Officer, UNDP, Agartala

The team would finalise the TNA methodology, take up entire TNA process and update the TNA committee from time to time.

TNA Questionnaire (for state level)

Official Information	Name of the Nodal Officer, Designation, Contact No. (Mob. No.) & Email ID	
	Department/ Agency	
Questionnaire		
Training Needs Assessment for Stakeholders in Disaster Risk Reduction and Climate Change Adaptation in Tripura		
1. Are you familiar with the concepts of 'Disaster Risk Reduction (DRR)' and 'Climate Change Adaptation (CCA)'? If so, do you have any idea on how to apply these concepts to your local context? Please explain.		
2. What are the common climate change related changes, risks or disasters you face in your territory? How do you commonly deal with these? (cite any example)		
3. Does your Department/ Organization have an updated Disaster Management Plan? If yes, are the department officials aware about the plan and built their capacities? Please explain.		
4. Does your department have any budgetary provision (Annual Budget/ Special Budget/ Budget under the 13FC/ Proposal for the 14th FC) for DRR? If not, has any initiative been taken for the purpose? Please provide the status.		
5. Is your department/organization engaged in any District/State level activities to address issues related to climate change and disaster risks? If yes, please elaborate.		
6. Are you aware whether your State or District/municipality or Department has any action plan or strategy for climate change adaptation and disaster risk reduction? If yes, please provide a brief description.		

7. What are the key policy priorities for your department/organization and what key indicators are you working towards?
8. Does your department/ organization take part in the Disaster Management/ DRR/ Climate Change issues in the departmental programmes/ projects/ Central Sponsored Schemes (As per the central sponsored guidelines, 10% of the fund can be utilized for DRR issues)? If not, do you think it is very much required to integrate disaster management in all development schemes/ programmes? In your opinion, is any special training required for this?
9. Do you think the departmental disaster management plan is not sufficient to take on DRR and CCA issues with departmental resources? Do any guidelines need to be developed in your department / Planning Department/ Govt. Of India for integrating DRR and CCA issues in departmental development programmes?
10. Has any Disaster/Climate Change Risk assessment been conducted by your department? If yes, please state the year, title of the report.
11. Have the findings of the assessment been used for designing and implementing plans/programmes/other initiatives? If yes, elaborate how they were used and for which initiatives.
12. Who, if anyone in your department, has overall responsibility for Climate Change and/or Disaster Risk Reduction? If there is no such person, please mention that.
13. Is there any existing mechanism for data collection, and systematic observation & monitoring of disaster risks or important weather parameters? If yes, please elaborate.

14. Describe the three key challenges for your department/organization in effectively preparing for natural disasters and mitigating risks from climate change (such as: knowledge, data/information, technology, funds, time, leadership or other).

15. Has your organization/Department conducted any Training Needs Assessment for disaster management, climate change mitigation and adaptation? If yes, please provide details of the assessment.

16. Please describe your department/organization's Institutional Capacity to undertake Disaster Risk Reduction & Climate Change Adaptation trainings/Initiatives in terms of the following:

Resource Persons

Infrastructure

Funds

Training Materials (Manuals/Modules)

17. Provide names of training institute(s) (government or others) that provide training to staff members of your organization/department. For each institute, specify the trainings relevant to your Department/organization and state whether DRR or CCA are covered in these trainings.

18. Using (low, medium or high), please self-assess by ticking your level of knowledge in relation to the table given below and briefly state why you consider yourself to be at that level.

Sl. No	Topic	Low/Medium/High	Explanation, if any.
1-	Contextual knowledge on Disaster		

	Risk Reduction, climate change causes and impacts.		
2-	Relevant Policies and Plans related to DRR and CCA		
	Programmes/initiatives/approaches related to DRR and CCA		
	Institutions engaged in DRR and CCA		
	Drivers/influencing factors		
3-	Developing and managing a Disaster Risk Reduction and Climate Change adaptation plan to deliver your department's responsibility in these areas.		
19. Have you been involved in any other Disaster Risk Reduction and climate change related training? If yes, then please provide the name of the agency/institute & details of the training (title, duration, key topics, online/face-to-face, certificate course or not, etc.).			
20. Are you familiar with organizations / NGOs engaged in Advocacy on Disaster Risk Reduction or Climate Change Adaptation? If yes, please provide their names along with specific area of expertise.			
21. Please self-assess your <u>department's/organization's level of knowledge</u> (low, medium or high)on the topics listed in the table given below and provide reasons/contributing factors for being at that level:			

Sl. No	Topic	Low/Medium/High	Reasons/contributing factors, if any.
1-	Contextual knowledge on Disaster Risk Reduction, climate change causes and impacts.		
2-	Relevant Policies and Plans related to DRR and CC		
	Programmes/initiatives/approaches related to DRR and CCA		
	Institutions engaged in DRR and CCA		
	Drivers/influencing factors		
3-	Developing and managing a Disaster Risk Reduction and Climate Change adaptation plan to deliver your department's responsibility in these areas.		
22. In your opinion, what are the <u>top 5 training program topics</u> , which are required for building capacities of your department/organization in Disaster Risk Reduction and Climate Change Adaptation? Please list them and indicate the target group and duration of course for each.			
23. In your opinion, what are the <u>top 5 priority sectors</u> in Tripura where there is need to develop capacities to effectively include/mainstream DRR and CCA in these sectors? Please list the 5 sectors.			
16. Any other suggestions/comments:			

(Signature and date of the Nodal Officer/ Head of the Department/ Organization)

**Programme Schedule
for**

State level Consultation on Training Needs Assessment

Organized by : Revenue Department, Government of Tripura under the GOI-UNDP Programme on “Enhancing Institutional and Community Resilience to Disaster and Climate Change” (2013-2017)

Venue: Conference Hall No.-III, Pragna Bhawan, Agartala, Tripura

Date: 1st August, 2014, Time: 10AM to 4PM

Time	Subject	Facilitator/ Resource Person
10:00-10:30	Registration	Revenue Department
10:30-11:00	Inauguration Objective of the Consultation and overview of the GOI-UNDP Programme on “Enhancing Institutional and Community Resilience to Disaster and Climate Change” (2013-2017)	Revenue Department SPO-UNDP
11:00-11:15	Action taken by Govt. of Tripura	Revenue Department
11:15-11:45	Climate Change and its impacts – relevance to Tripura	NIDM
11:45-12:00	State Action Plan on Climate Change-Tripura – Its current status	S&T Department
12:00-12:15	SIPARD – the nodal training institute of Disaster Management – Why there is a need of TNA for Disaster Risk Reduction Climate Change subjects.	SIPARD
12:00-13:30	Integration of Climate Change in Disaster Risk Reduction – Group Work	Participants
13:30-14:15	LUNCH BREAK	
14:15-15:00	Integration of Climate Change in Disaster Risk Reduction- Group Work	Participants
15:00-16:00	Presentation by the Groups Consolidation and Action Plan Closing	Revenue Dept, NIDM & UNDP

Annexure-V**List of Participants****State Consultation on Training Needs Assessment(TNA)****Venue: Pragna Bhawan, Dt. 1st August, 2014**

SI No	Name of the Department/ Agency	Name of the Participants	Designation	Mobile Number	Email ID
1	Agartala Airport	Sri Pratap Laskar	Fire Officer	8730825988	plaskar@aai.aero
2	AGMC & GBP Hospital	Dr Sankar Debroy	Asst Professor	9436465786	drsarkar62@gmail.com
3	Agriculture Department	Sri Namyojit Chakma	Adnl Director	9774452834	namc1964@gmail.com
4	All India Radio, Agartala	Sri Parasmoni Jamatia	AD/P	9436501595	
5	ARD Department	Dr Manoranjan Sarkar Dr Jasmine Debbarma	Jt Director Asst Director	9436131599 9436484907	arddtripura@gmail.com
6	BSNL	Sri Bikash Sarkar Sri Utpal Lodh	AGM (P&A) Div. Engineer(Int)	9436189102 9436120033	agmpa.agt@gmail.com utpallodh@rediffmail.com
7	Cental Training Institute-Gokulnagar	Sri Dharendra Das Sri Biplab Kumar Deb	DSP Master Trainer	9436502666 9436125338	biblapdeb.trp@gmail.com
8	Directorate of Health Services	Dr. Chandan Debbarma	Asst DHS	9436126911	subhasis.debbarma@yahoo.com
9	DM & Collector, Sepahijalla District	Sri P K Deb Sri Sushil Saha	LA Officer DPC, NSSP	9862299493 9436502118	laospj@gmail.com
10	DM & Collector, Dhalai District	Sri Arun Debbarma	Nodal Officer DM	9436525138	
11	DM & Collector, Gomati District	Sri Abhijit Malakar	Treasury Officer	9862650288	
12	DM & Collector, Khowai District	Sri S Ghosh	DO (SS)	9436947577	
13	DM & Collector, North Tripura District	Sri Uttam Deb	LDC	9402107105	uttamdeb27revenue@gmail.com
14	DM & Collector, South Tripura District	Sri Hiralal Debbarma	Sr. DY Magistrate	9436122160	debbarmahl@gmail.com
15	DM & Collector, Unakoti District	Sri M P Paul	Dy Collector	9436457151	to.unakoti@gmail.com
16	DM & Collector, West Tripura District	Sri Subir Bhattacharjee	ADC	9436567112	
17	Doordarshan Kendra, Agartala	Er P Modok	Asst Engineer	9856763597	
18	Economics & Statistics Department	Sri Manibhushan Das	Asst Technical Officer	8732873653	
19	Education (School) Department	Sri Manabendra Chakraborty	Jt Director	9436459334	
20	Employment Service & Manpower Planning	Sri Anish Ranjan Bhattacharjee	Sr Research Officer	9862933817	sro.emp@gmail.com
21	Factories and Boilers Organisation	Er. S C Das	Inspector of Factories	9425465462	
22	Fire Service Department	Sri Atul Debbarma	Jt Director	9436459290	fireservicetripura@gov.in

23	Fisheries Department	Er P. Debnath Er R. Bhattacharjee	AE TES Gr V (A)	9436582881 9436581352	raideep.ce@gmail.com
24	Forest Department	Sri N.B. Debnath	DFO Training	9436459793	nbdebnathifs@gmail.com
25	Geography and DM Deptt, Tripura Univ	Dr Nibedita Daspan	Associate Prof & Head	9436134923	nibeditadaspan@gmail.com
26	Geological Survey of India, Tripura	Dr Srinanda Mukherjee	Suptd Geologist	9465136413	srinandamukherjee@gmail.com
27	ICA Department	Sri Debasis Lodh	SIO	9436130314	lodh.debasis@gmail.com
28	IMD, Tripura	Sri S K Bhowmik	Asst Meteorologist	8794251531	swapanbhowmik27@gmail.com
29	Indian Red Cross Society, TSB	Sri N B Roy	Office In Charge	9862675662	ircstsb@yahoo.co.in
30	Industry & Commerce Department	Sri Subhash Das Sri Biplab Ray	Addl Director Dy Director	9436124741 9862007385	subhashagartala@rediffmail.com ; biplab_ray2005@rediffmail.com
31	IT Department	Sri Bidyut Dutta	SIO	9436455930	it.tripura@gmail.com
32	JUST	Sri Prashanta Choudhury	CBR Coordinator	8974261880	
33	Labour Department	Sri A Chakraborty	LO	9856783461	
34	NDRF	Sri Sanjoy Kumar Sri Jayanta Baliarsingh	Inspector SI/JE (Elect)	9435117479 9861818615	javanta.ndrf100@gmail.com
35	NIT-Agartala	Sri Rajib Saha	Asst Prof	9436125024	rajib_23123@rediffmail.com
36	NSS	Sri D. Choudhury Sri Maloy Laskar	SLO-NSS PO-NSS	9436120252 9436138190	dchoudhury055@gmail.com
37	ONGC, Tripura	Er S. N. Ram	Chief Engineer (F)	9485792556	ram_sn@ongc.co.in
38	Panchayat Department	Sri Sanjib Paul	PO	9436796862	
39	Planning & Coord Department	Sri Manindra Debbarma	Dy Director	9856419449	manindra@gmail.com
40	Police Training Academy	Sri Akhil Kumar Das	SI	879465411	
41	PWD (DWS)	Er Moitul Das Er Syamal Kumar Das	Suptt Engineer EE	0381 2325208 9612333023	
42	PWD (WR)	Er Dipak Das	Ex. Engineer	9436767453	
43	RD Department	Er Sumit Majumder	Principal CWTIT	9436124845	sumitmajumder73@gmail.com
44	RR & DM	Sri Debasish Deb	LDC	8974105639	
45	Science, Technology & Environment	Sri Pranoy Saha Sri Swaraj Debbarma	Jt Director Scientific Officer	9436127627 9862219601	dbswaraj@gmail.com
46	SIPARD	Dr. Elizabeath L. Sangliana	Asst Professor	9862950602	sipardtri@rediffmail.com
47	SW & SE Department	Sri Bijan Chakraborty	Dy. Director	9402168524	babhrabee@rediffmail.com
48	Transport Department	Sri Ashim Saha	JTC	9436472586	asimsaha0@gmail.com
49	Tripura State Forensic Science Laboratories	Sri Suman Kumar Chakraborty	Dy Director	9436139711	clicksuman@rediffmail.com
50	TTAADC, Khumlung	Sri Jugal Debbarma	EE (W)	9436137823	
51	Urban Development Department	Dr. Reshmi Das	Dy Director	9436949127	directorurbantripura@gmail.com

Questionnaire for participants of the District Level Workshop conducted at DM's Conference Hall, DM's Office, Jawaharnagar, Dhalai on the 2nd September, 2014

1. Basic Information (Name & Designation, Deptt/ Agency)
2. Since how many years you know about DM/ DRR/ CCA
3. How often DM Communication/ information you receive from whom/ where (from DM Office/ from head office)
4. What kind of DM Programme organised and who were the participants/ how involved
5. Do you have DM Plan/ DM Committee/ DM Team and any orientation given / training provided?
6. Are you satisfied with the type of training given that can contribute effectively for self/ deptt? If no, give reason(s)
7. Is there any gap between the expected performance and existing performance (self/ deptt)
8. Is there any need of support on understanding DM/ DRR/ CCA for self/ deptt? If yes, what kind?
9. Is there any need of technical support to perform DM/ DRR/ CCA job which is pending in the deptt? if yes, what kind?
10. Do you think DM/ DRR/ CCA is an additional job for you? Or/ and any optional work for deptt?
11. Is there any legal mandate for DM/ DRR/ CCA? If yes, what are those?
12. In your opinion, what are the priority(ies) of DM/ DRR/ CCA for self/ deptt?
13. Source of existing training – deptt/ DM Office/ SIPARD/ CTI/ PRTI/ DOPT/ GoI
14. How the training should be facilitated? At local/ state/ national level – sending there or bringing here?
15. Manpower – enough/ less? If enough capable/ incapable? interested/ not-interested? If less type of requirement of manpower (lower/ middle/ senior level)
16. Infrastructure availability- If yes, what are those? If no, what are the need?
17. Availability of fund? If yes what is/ are the source?
18. Possibility of tapping of fund – own deptt budget (6%)/ from existing / new projects/ schemes or any other pl specify
19. Type of training requirements – for response, mitigation, preparedness (self/ staffs)
20. Any policy level decision required for promoting training and capacity building (funding/ scope)
21. Scope of use of training skill at individual level/ organisation level
22. Non-training requirements:
 - I. Environment
 - II. Fellow colleagues
 - III. Adequate equipment/ machines / gadgets
 - IV. Supervisors/ seniors
 - V. Recognition
 - VI. Scope
 - VII. Interest

23. Priority of training need – self/ deptt (what kind, where, how)

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24. In your opinion what kind of training is required for other departments and why –
min 3 depts and max 5 depts.

25. Any suggestion(s)

**Programme Schedule
for**

District level Consultation on Training Needs Assessment

Organized by : District Disaster Management Authority, Dhalai under the GOI-UNDP Project on “Enhancing Institutional and Community Resilience to Disaster and Climate Change” (2013-2017)

Venue: Conference Hall, DM’s Office, Jawaharnagar

Date: 23rd August, 2014, Time: 10AM to 2PM

Time	Subject	Facilitator/ Resource Person
10:00-10:30	Registration	DDMA-Dhalai
10:30-11:00	Inauguration Objective of the Consultation and overview of the GOI-UNDP Programme on “Enhancing Institutional and Community Resilience to Disaster and Climate Change” (2013-2017)	SPO-UNDP
11:00-11:15	Action taken by Govt. of Tripura	Revenue Department
11:15-11:30	Climate Change and its impacts – relevance to Tripura and State Action Plan on Climate Change-Tripura – Its current status	
11:45-12:00	Why there is a need of TNA for Disaster Risk Reduction Climate Change subjects.	TNA Team Member
12:00-13:00	Integration of Climate Change in Disaster Risk Reduction – Group Work	Participants
13:00-14:00	Open discussion on Training Needs and consolidation	Participants and Resource Persons
14:00	LUNCH BREAK & Closing	

LIST OF PARTICIPANTS

WORKSHOP ON TRAINING NEEDS ASSESSMENT (TNA)

Date: 02/09/2014

Venue : DM Office Conference Hall, Dhalai District

Time: 10.00

Sl.	Name of the Official	Designation and Deptt./Agency	Mobile No.
1	Swadesh Saha	TO (D)	9436543201
2	C.R. Debbarma	LDO (D)	9436588346
3	D. Reang	DWO, Dhalai	9436461770
4	S. Debbarma	DISE, Dhalai	8974472660
5	Sunil Debbarma	Dy Director, DTC	9436450335
6	Krishna Ch Tripura		9436473498
7	Bijan Choudhury	DDA(D)	9436467367
8	Swapan Kr Shil	A/c, L.M.	9436506908
9	Pradip Debbarma	DC, LN	8731034408
10	Dr. Pran Kr Das	Dy Director, ARDD	9436568818
11	Jatindra Debbarma		8974110036
12	Pradip Reang	BDO, DNB	9436557066
13	Pankaj Majumder	Subedar, TSR	8729998293
14	Chiranjib Chakraborty		9485192151
15	Mrinal Kanti Sarkar		9436132929
16	Arabinda Choudhury	Ex. Project Officer, DRR	9612688861
17	P.K. Sahu	2 I/C, 140 Bn CRPF	9402136955
18	Dr. Sailesh	IAS (P), Asst Collector	9436323011
19	Sanjit Debbarma		9436534667
20	Er. S.K. Debbarma	EE, PWD(R&B), Ambassa	9402141333
21	Er. Asish Bhowmik	DGM (P) O/o the AGM-V	9436122260
22	Amaresh Barman	DCM, KMP	9436471311
23	Sudhan Debbarma	Dy Collector, GNC	9436454330
24	T. Chakma	DEO, Manu	9436454330
25	Er. AK Sinha	AGM, TSECL	9436461149
26	Rajesh Debbarma	Manager, DIC, Dhalai	9436461149
27	Bidyut Choudhury	TFS	9402527853
28	Ajit Ghosh	ABS, Fire Service	9436482908
29	Durga Prasad Ghosh		9436904958
30	Surendra Tripura		9436594434
31	Rameswar Ch Das		9402150540
32	S Debbarma		9402381076
33	Sanjoy Chakraborty		9485066924
34	Goutam Chanda	A/S	9436474442
35	Er Kalendra Reang	WR Jhng	9402161903
36	Moulinde Debbarma	Scientific Officer	9436450761

37	Amar kanti Debbarma	Exe Engr DWS	9402100148
38	Sujit Debnath	TA to SE DWS	9436531414
39	Shyamal Saha		8732868961
40	Manik Goen		8794145478
41	B L Hrawgkhawl	DTO Dhalai	9436597957
42	Dr D S Choudhury	Supdt DVH Ambassa	9862280849
43	Debesh Chakraborty	SDM Office	9402101517
44	Partha Das	DA Disaster Section	9862188072
45	A K Debbarma	ALO, Dhalai	9436525138
46	Kuntal Lodh	Preskar DM Dhalai	9436517694
47	Manoranjan Debbarma	H/C	9436539603
48	Akhil Ch Das	Correspondence ICA	9436580062
49	Pradip Das	Jr S E O	9436518610
50	Suman Deb	AO	9856918665
51	Zotinkhuma Darlong		9436552310
52	Bindu Kanti Chakma		8413094943