



PUBLIC AFFAIRS CENTRE
Committed to good governance



OTT Conference 2022



OTT Conference 2022

Becoming a changemaker: lessons from a think tank-government partnership in India

Hosted by
Public Affairs Centre

Wednesday, May 17, 2022

Fringe Event at OTT Conference

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Introduction

The Public Affairs Centre (PAC) participated in the OTT Conference 2022 – Think tanks and partnerships for change on Wednesday, 17 May, 2022. The topic of the conference was the role of the Public Affairs Centre in becoming a changemaker from its lessons as a think tank-government partnership.

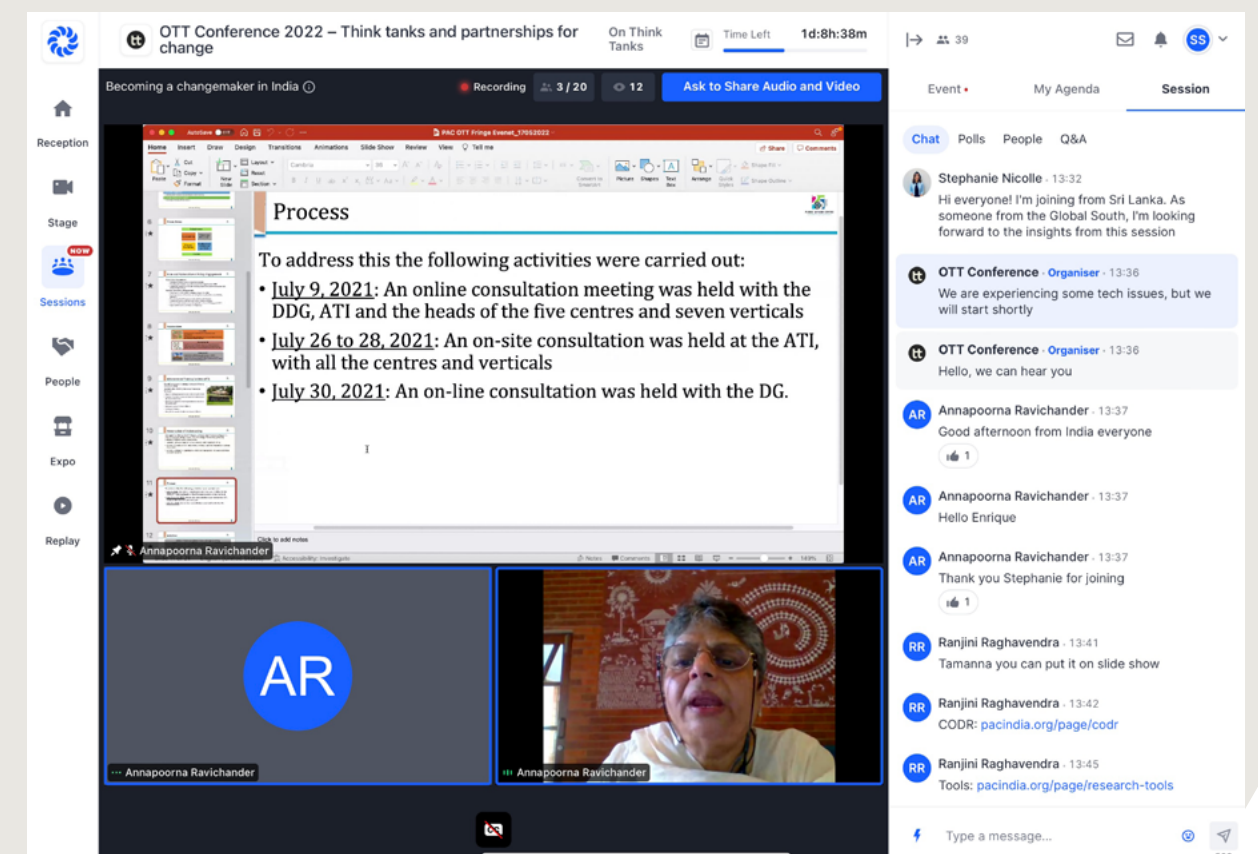
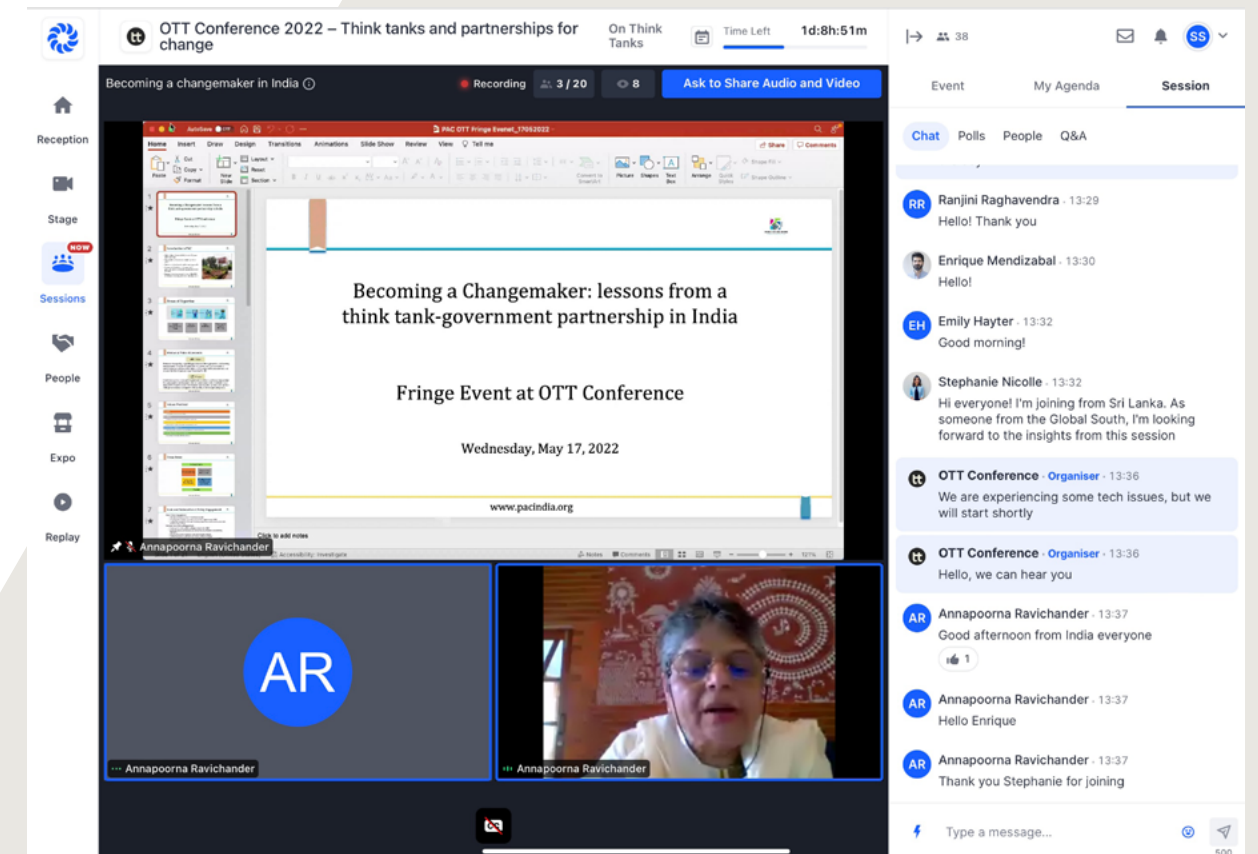
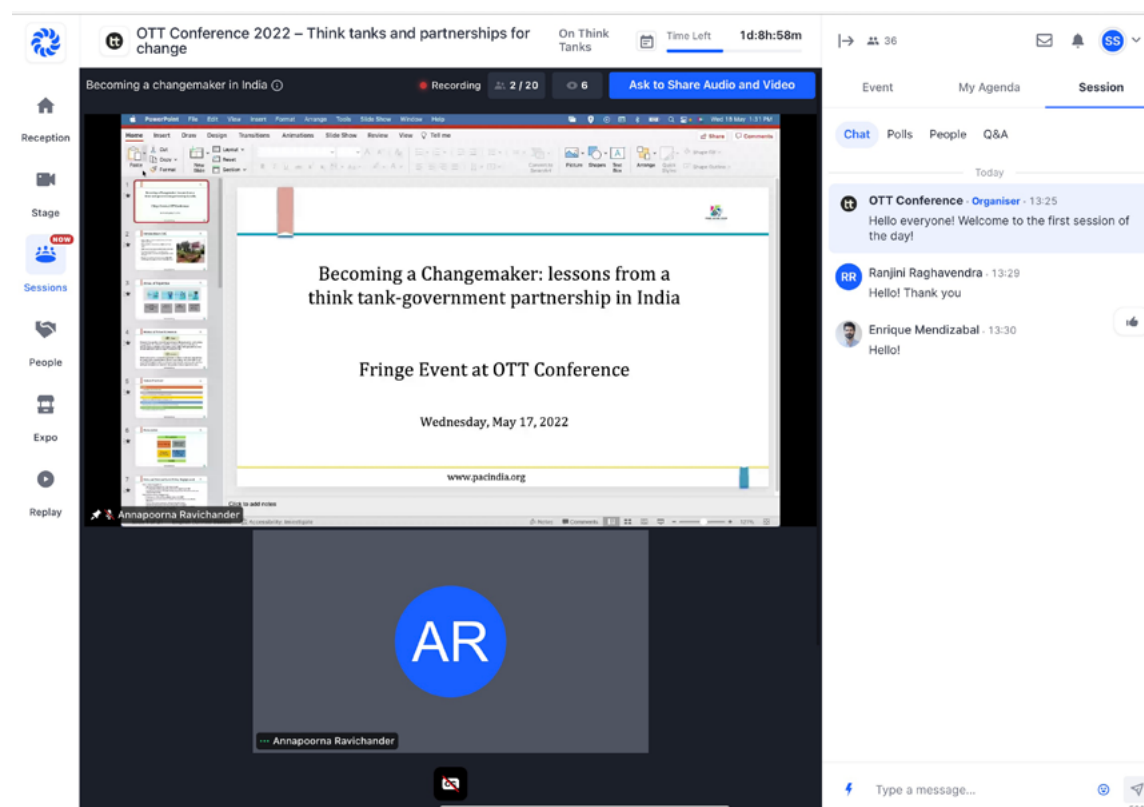


Dr Annapoorna Ravichander, Head-Policy Engagement and Communication, PAC began the presentation by introducing the Public Affairs Centre as a 27-year young institution that pioneers Social Accountability Tools (SAT), follows rights based entitlement approach and engages in action-research around frameworks of Sustainable Development Goals that focus on human development.

The values of integrity, credibility, non-partisanship, constructive engagement and knowledge driven action support only aid PAC in delving into its key focus areas of sustainability, education, primary healthcare, employment and livelihood keeping in mind the essential elements of inclusiveness and gender equality. Dr Ravichander also touched upon the state and national stage policy engagement PAC is involved in while working in district, national and last mile level operations.

She introduced the context of the presentation by introducing the Administrative Training Institute (ATI), Mysuru. She shared the following key point with reference to the ATI:

- + Established in 1892 by Maharaja Chamaraja Wodeyar
- + Regular training programmes are conducted and include:
 - ◇ Common Foundation Course for Gazetted probationers of the State Civil Services
 - ◇ Orientation courses for IAS/ IFS probationers allotted to Karnataka cadre
 - ◇ Refresher courses for Senior Officers
 - ◇ Training of Trainers
 - ◇ Mainly to the needs of Grade A and Grade B Officers.





To elaborate on the same, Tamanna Naseer, Project Coordinator, Public Affairs Centre, mentioned PAC's recent engagement with the Administrative Training Institute (ATI), Mysuru. The ATI was described as a visionary institution that has a history of over a 100 years wherein regular training programmes range from Common Foundation Courses for probationers of State Civil Services, orientation for Indian Administrative Service Officers to refresher courses for senior officers and training camps for trainers.

Activity	Objective	Comments
Review the current compensation package and terms and conditions of faculty contracts	Attract talent of high quality and experience	• Introduce a recruitment process (PAN India) • Develop specific JDs • Review the compensation and tenure. • Identify Govt officers on deputation
Hire faculty on contract basis and/or obtain services of expert resource persons on deputation or as visiting faculty	Engage/hire experts to ensure high quality training	
Re-shape the performance appraisal system	Ensure processes are in place to bring in transparency and clarity	Develop a matrix to conduct the appraisal process
Formulate capacity building	Enhance the skills of the faculty to ensure that both existing and new knowledge is imparted	• What skill sets required? • Mental mapping • Identify gaps in the training, for FDP



The PAC signed a Memorandum of Understanding with the ATI as not just a collaborator but a 'knowledge partner' to ensure quality human resource capacity building, re-design and development of training framework, and to facilitate data collection and manipulation capabilities for further research. A series of discussion, deliberation and reworking of existing frameworks was done to accommodate the vision of the institution in its attempt to broach a top to bottom approach instead of a bottom to top approach. This followed the introduction of a PAN India recruitment process, development of specific job descriptions, reviewing compensation and tenure and identification of government officers on deputation.

In the sphere of training - apart from a curriculum redesign, Trainer's and Trainees handbooks were designed for a better learning process and mock sessions were conducted to review the delivery of the same. Great focus was placed on ensuring the trainees complete understanding of a variety of concepts introduced - from history, economics, climate change, ethics, public administration and more. Rather than depending on the traditional one sided lecture mode of instruction, more effective means of knowledge dissemination were employed. An example of the same was given under the pedagogy enabled to make trainees understand sexual harassment. Where it is easy to indulge in an extensive discourse about the same, the real essence of the emotional, physical and mental plight of the victim in addition to their cumbersome journey to justice, is lost. To be able to capture the same and relay the importance of the issue, movies and videos were screened for better understanding.

Further, a close watch was kept on the overall discipline of the sessions, effectiveness of the pedagogy, relevance of the curriculum and engagement in extracurricular activities. The three eyes of the training programme - PAC team, ATI Faculty and External Observers aided with feedback from trainees' and evaluator's created the perfect formulation for precisely understanding the practical realities of the changes made in the framework, and subsequent performance assessment. As such training is provided to future builders of the nation, the Public Affairs Centre becomes synonymous with being a changemaker - moulding, encouraging and strengthening officers aided with its innovative tools, one at a time.

The session ended with a brief Q & A.

Event My Agenda Session

Chat Polls People Q&A

EH Emily Hayter · 14:25
In some other contexts that I'm a bit more familiar with, gender responsive pedagogy is not necessarily on the radar in civil service training approaches and capacity development frameworks and it can be a bit of an uphill journey trying to integrate gender issues within civil service training. So I was really interested to hear your mentions eg of work on sexual harassment. Could you say more about your experience with this, would you say it's a supportive context to work on gender issues?

EH Emily Hayter · 14:25
Thanks for the answers! Yes really interesting to hear your response on the first Q, thank you

SN Stephanie Nicolle · 14:27
Annapoorna I have a question

SN Stephanie Nicolle · 14:27
Governments sometimes see think tanks as hostile entities. What are your thoughts on how think tanks can engage governments

SN Stephanie Nicolle · 14:30
Thanks very much! Something that came up in the sessions is that partnerships need "patience" and you've really showed how think tanks need to be resilient and keep persisting to see the long-term benefits of partnerships

RR Ranjini Raghavendra · 14:31
Thank you

Type a message...



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