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**THE CHALLENGES
OF
CAPACITY DEVELOPMENT**

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Why Focus on Capacity Development ?



Paradigm shift- Two ways

Response Based Disaster Management
to
Disaster Risk Reduction (carrying risk)

Which led to
Mitigation and prevention



From Top down
to
Bottom up approach

with the linkages of
Formal and Informal institutions



What is
Capacity
Development ?

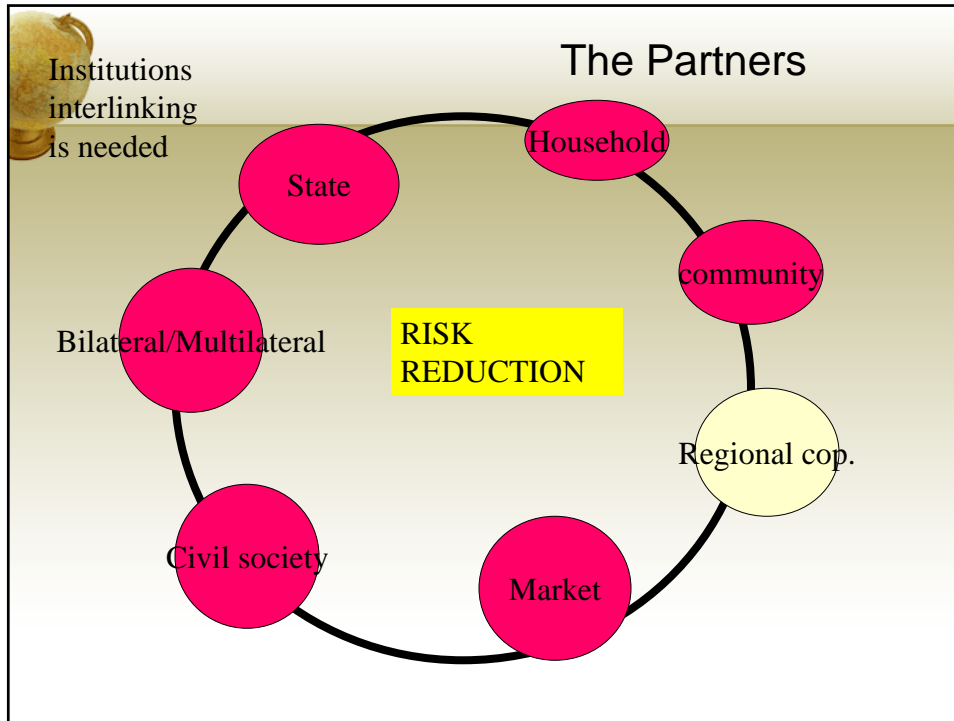


Capacity Development


- The process whereby people, organizations & society as a whole unleash, strengthens, creates, adapts & maintain capacity over time
- Not the same as capacity “**building**” which suggests a process starting with a plain surface and involving the step-by-step erection of a new structure, based on preconceived designed



HRD and Capacity Building for WHOM ?



- Who all are Disaster (Mitigation and Response) Managers- ?
- LOCAL LEVEL**
- Community (Operational level)
 - Individuals (operational level)
 - NGOs representatives (operational level)
 - Voluntary workers (operational level)
 - Local Government

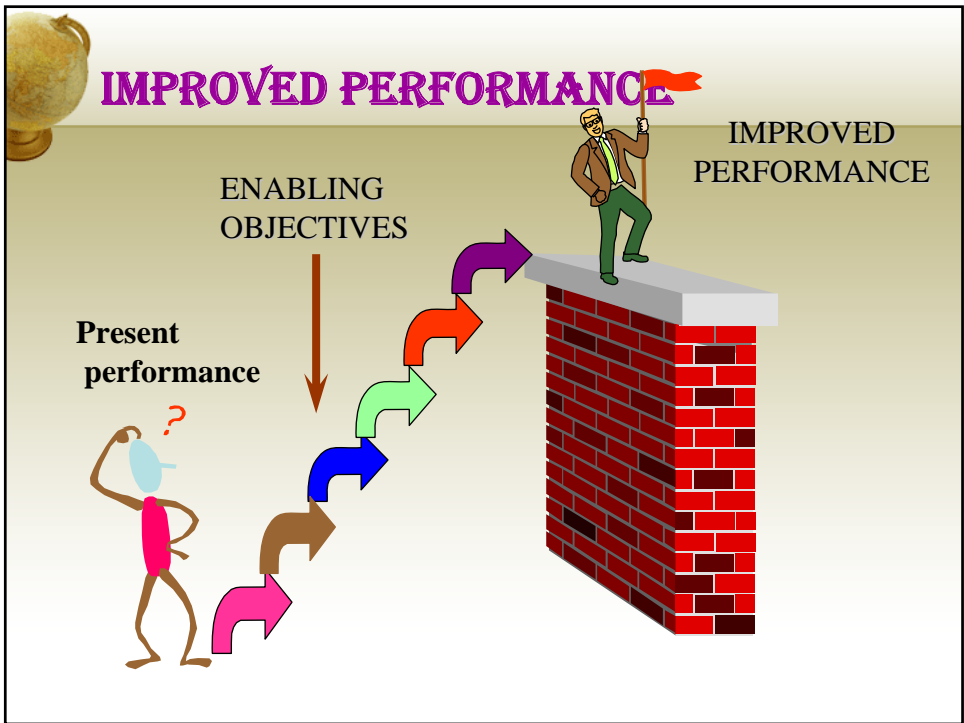


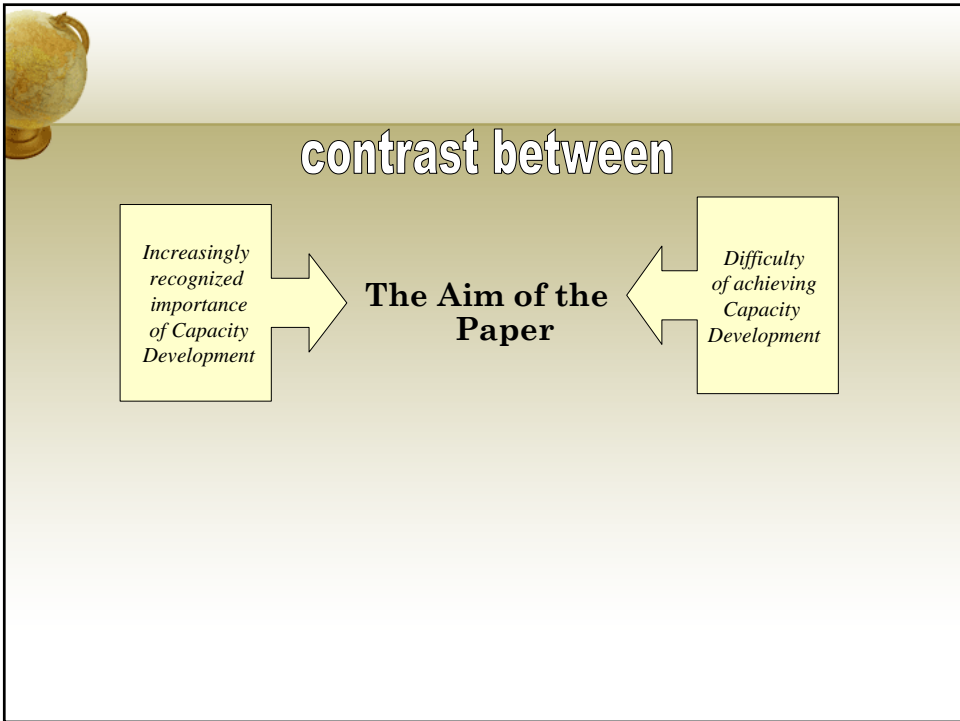
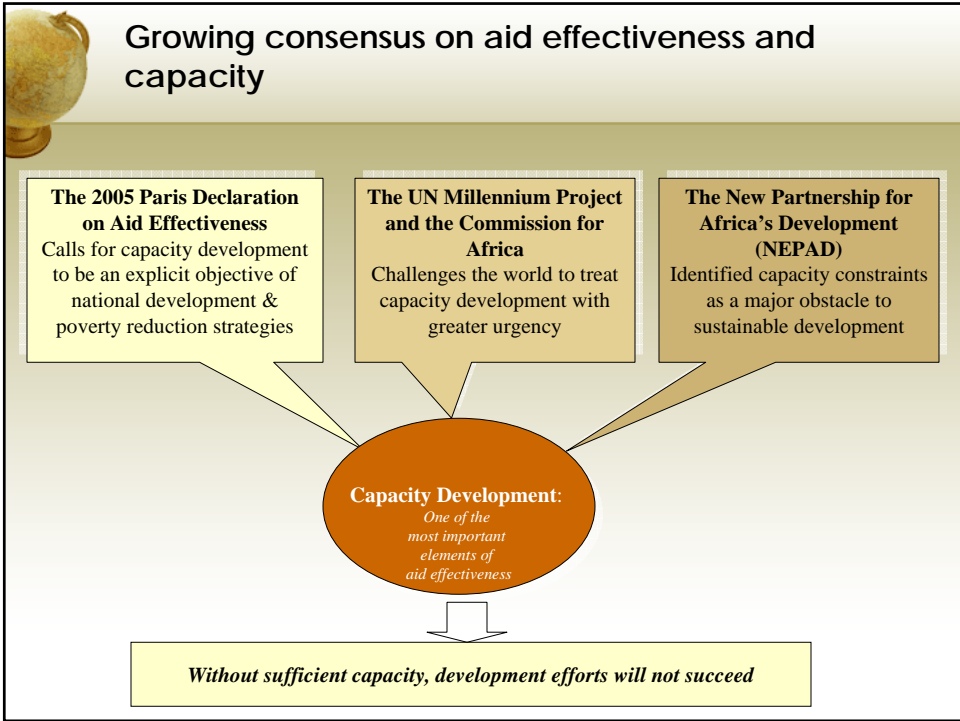
NATIONAL LEVEL

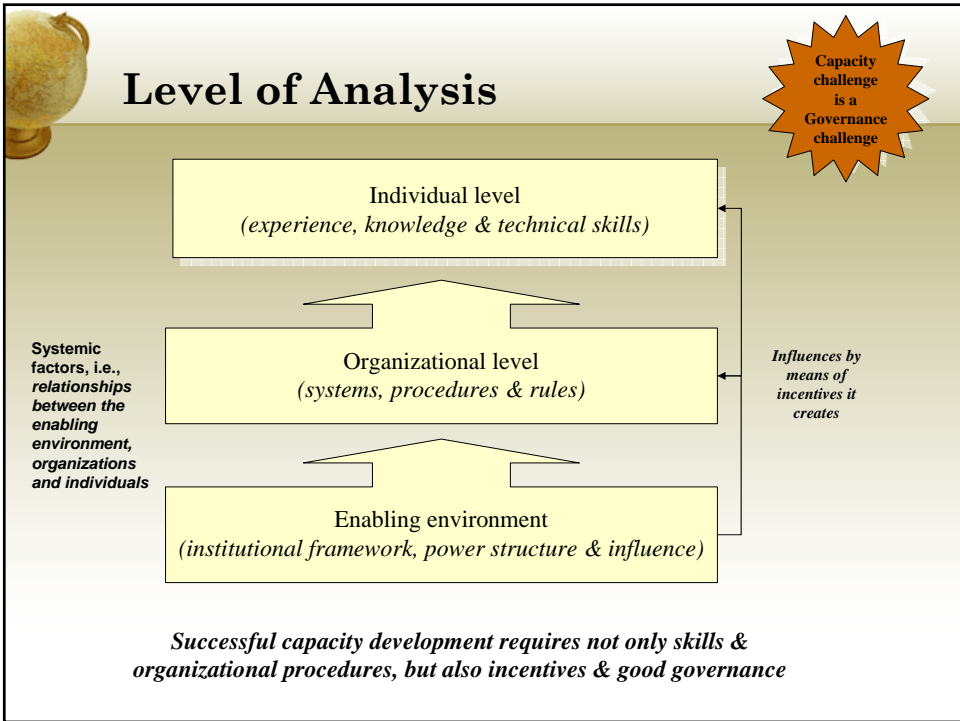
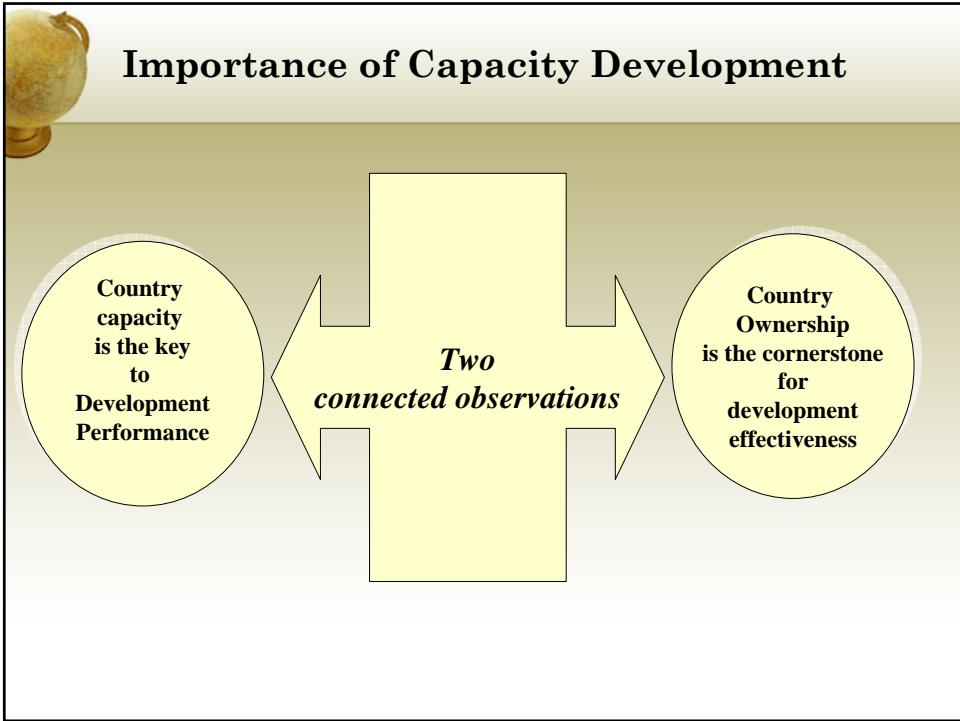
- Ministries /Authorities and state governments (policy)
- Government officers (execution and operations)-all sectors
- Corporate officials (as support providers)

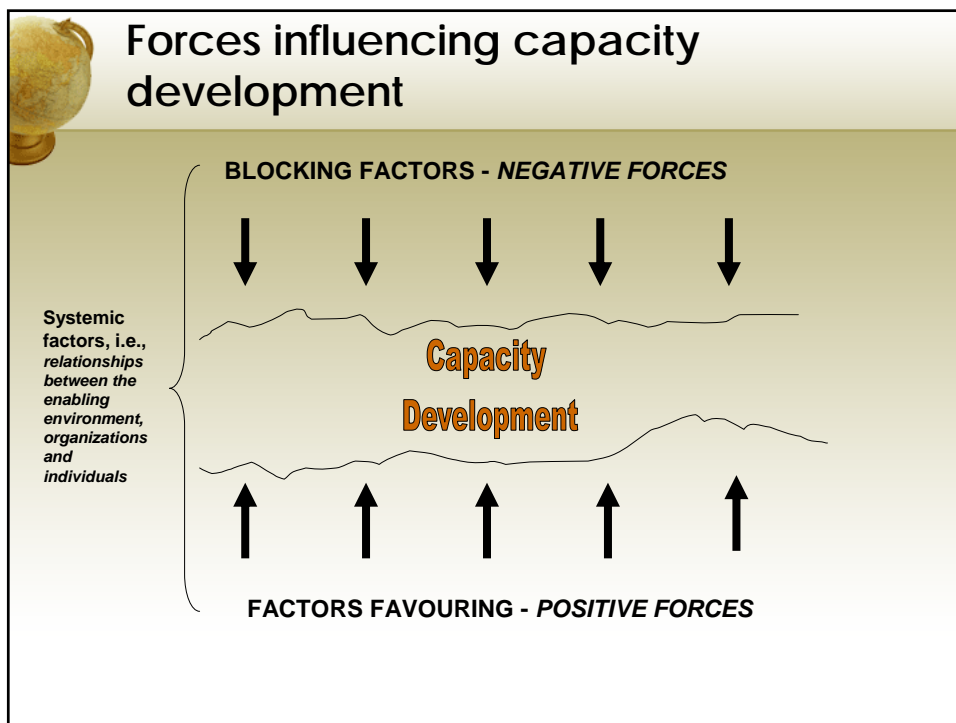
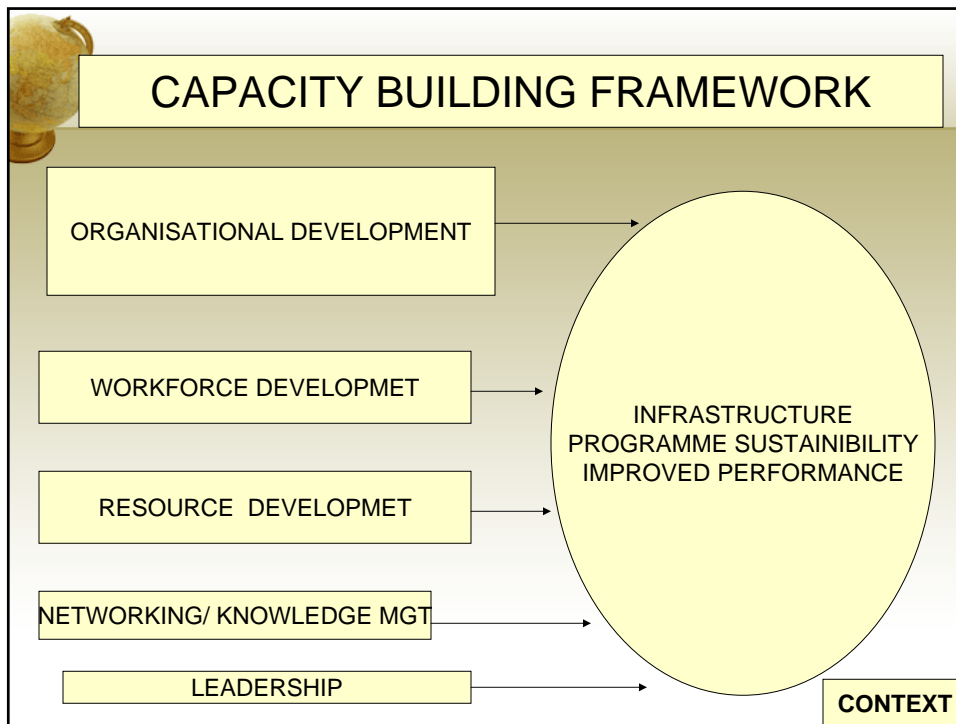
REGIONAL AND GLOBAL LEVEL

- Regional and International NGOs, Platform, Movement, Multilateral and bilateral organizations (advocacy and resource support)











What Needs to be Done?

- Professionalizing disaster risk management
- Filling knowledge gaps through information sharing, training and capacity building initiatives
- Networking and building partnerships among all institutions
- Creating environment for disaster risk management capacity Development
- Developing research and knowledge management systems
- Professionalize training and capacity development
- Sustainability of Initiatives



INDIA HRD PLAN :GOAL

- To enhance the capacity of identified institutions and groups of functionaries in govt. and outside to respond to mitigation initiatives and emergencies professionally and create sustainable environment



Strategy

- Create critical mass of institutions / Professionals/Trainers in all the sectors at the village, block, district and state levels .
- Impart strategic inputs of varying duration to a wide range of govt./non govt functionaries
- Design initiatives on a sustainable basis with an integrated approach
- Reach the un-reached functionaries at the cutting edge level- Patwari, village health worker, constables
- Build awareness and enhance the coping capacity of the communities at risk through providing appropriate skills and technical information.



Addressing Capacity Development Concerns

- Facilitating close linkages between capacity Development and performance
- Integrating training-system with other systems in organisation
- Establishing forward and backward linkages
- Helping creation of institutionalised arrangements for capacity development in each organisation
- Inclusion of DM learning from training to Educational institutions- University/schools



Summary of lessons learned

- Capacity development involves three levels - individuals, organizational and enabling environment – which are interdependent
- Incentives generated by organizations & the overall environment is critical for using skilled personnel
- Capacity development is necessarily an endogenous process of change
- Focusing on capacity building of organizations make success more likely



CAPACITY BUILDING :SOME ISSUES FOR THE DIALOGUE

- Organizational level
 - ❖ Inadequate institutional arrangements for DM
 - ❖ Lack of coordinated and guided approach supported by suitable policies and plans for HRD
 - ❖ Limited linkages with the other stakeholders
 - ❖ Limited coordination between community-based organizations, scientific institutions, and the government;



Some Issues contd.....

- Research & Education systems
 - ❖ Disaster Mitigation is yet to penetrate into education system
 - ❖ Very few research work has been taken in this sector.
 - ❖ Research is largely confined to the technical institutions
 - ❖ Gap between knowledge application and availability



Some challenges contd.....

- Public awareness
 - ❖ Disaster events have become mechanisms for a short-lived public-awareness in India
 - ❖ Least spending by the stakeholders (different sectors) to educate public on risk mitigation
 - ❖ HRD and Capacity building have been always a low priority in the investment planning and application



POINTS FOR CONSIDERATION

- NEED TO HAVE POLICY FOR REGIONAL COOPERATION
- NEED TO DEVELOP REGIONAL PLATFORM FOR THE SHARING OF KNOWLEDGE AND EXPERIENCE
- INSTITUTIONAL ARRANGEMENTS FOR CAPACITY BUILDING SUPPORT
- IT SHOULD WORK ON SUSTAINABLE BASIS
- SUPPORTED BY COMMITTED RESOURCES



- FROM RISK INSENSITIVE TO RISK REDUCTION SENSITIVE

THANK YOU