



Goa University,

Manohar Parrikar School of Law, Governance and Public Policy,

Discipline of Public Administration

Report on Two-Days State Level Seminar on the theme

Revitalizing Public Administration: Reforms for Efficiency and Effectiveness

1. Title of the Event/Activity/program	Two-Days State Level Seminar on the theme <i>Revitalizing Public Administration: Reforms for Efficiency and Effectiveness</i>
2. Date and Time	26 th and 27 th September 2024, 9.30 am to 5.30 pm
3. Mode of conduct (Physical/Online)	Physical, Conference Hall, Goa University
4. School/ Directorate/ Section	Manohar Parrikar School of Law, Governance and Public Policy
5. Collaborating Agency/School/Directorate	Goa Institute of Public Administration and Rural Development (GIPARD)
6. Detail of the Resource Person (Brief biodata)	1. Shri Daulat Hawaldar, Former Secretary Finance, Chairperson, 3 rd State Finance Commission, Goa 2. Professor Sebastin Morris, Senior Professor, Goa Institute of Management. 3. Dr. Sabina Martins, Social Activist 4. Advocate Albertina Almeida
7. Number of Faculty attended/participated	28
8. Number of Student attended / participated	70

9. No. of external students/faculty/other participants	30
10. The objectives of the Program/activity/event	<ol style="list-style-type: none"> 1. Provide a platform for policymakers, practitioners, scholars, and stakeholders to discuss the challenges and opportunities posed by globalization on public administration at the state level. 2. Explore strategies for effective urban governance and the development of smart cities in the context of rapid urbanization and technological advancements. 3. Examine the role of digital governance in enhancing government efficiency, transparency, and citizen engagement. 4. Showcase innovative public policy initiatives and foster collaboration among stakeholders for policy co-creation and implementation. 5. Rural transformation 6. Attaining SDG goals
11. Description of the Program/activity/event	<p>The Two-days State Level Seminar on the theme <i>Revitalizing Public Administration: Reforms for Efficiency and Effectiveness</i> was comprehensively articulated around broad themes encompassing efficiency and effectiveness for reforming Public Administration. The broad themes included:</p> <ol style="list-style-type: none"> 1. State Finance Commission 2. Public Policy and Responsive Governance 3. Institutional Evolution, Reforms and Governance 4. Public Policy and Social Welfare 5. Health, Education and Tourism for Sustainable Development 6. Resource Management 7. Advancing Legal and Environmental Framework <p>The Seminar witnessed 23 paper presentations on the broad themes and sub-themes from policy makers, academicians, researchers and the student community.</p>

<p>12. Benefit/Key outcomes of the Program/activity/event</p>	<ol style="list-style-type: none"> 1. The seminar identified various ways and means by which local governments in Goa can generate their own revenues 2. The seminar highlighted the crucial role played by autonomy, design, density and right coordination in effective public policy implementation. 3. The seminar enabled a comprehensive understanding of the role played by Biodiversity Management Committees in supporting rural employment 4. The seminar raised awareness on the need for Digital Empowerment of Goa's Senior Citizens and Goa's Child Protection Reforms 5. The Seminar elucidated the ethics of care in Health and Education Policy Making by focusing on the NEP 2020 6. The Seminar enunciated the need for Sustainable Tourism and Rebranding Goa's Tourism 7. The Seminar outlined the dimensions of lateral entries in state public administration 8. The Seminar deliberated on the need to harmonize family laws with land revenue laws 9. The Seminar specified the role of Local Self Institutions in achieving synergies in environmental action.
<p>13. Enclosures with report</p>	<p>Brochure, Geo-Tagged Photos, Report of Proceedings, Press Report</p>

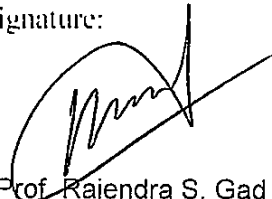
Signature:



Name of Coordinator:
Dr Steffi Quintal,
Asst. Prof, MP SLGPP.

Date: 30th September 2024

Signature:



Prof. Rajendra S. Gad
Dean, MP SLGPP
Goa University

Seal of the School



Pictures of Day 1 (26th September 2024):

Inaugural ceremony:





Session I:



Session II:



Session III:



Taleigao, Goa, India
FR5M+HJ9, Goa University, Taleigao, Santa Cruz, Goa 403206, India
Lat 15.459055°
Long 73.834185°
26/09/24 03:23 PM GMT +05:30

Session IV:



Taleigao, Goa, India
FR5M+HJ9, Goa University, Taleigao, Santa Cruz, Goa 403206, India
Lat 15.459044°
Long 73.834149°
26/09/24 04:01 PM GMT +05:30

End of Day 1:



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FR5M+HJ9, Goa University, Taleigao, Santa Cruz, Goa 403206, India
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Long 73.834183°
26/09/24 05:19 PM GMT +05:30

Pictures of Day 2 (27th September 2024)

Session V:



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Lat 15.458955°
Long 73.83415°
27/09/24 10:13 AM GMT +05:30

Session VI:



Session VII:



Valedictory function:



Copy of certificate issued:



Copy of flyer:





ABOUT GIPARD

Goa Institute of Public Administration & Rural Development (GIPARD) is an ISO 9001-2015 certified institution which is Goa State's Apex Training Institute for training, capacity building, research and consultancy activities in areas of Rural Development, Panchayati Raj, Public Administration, Women and Gender Studies, Disaster Management, etc. GIPARD imparts educational training to the Elected Representatives of Local Bodies, Self Help Groups, Government and Government aided employees, NGO's, Academicians and Students, alike.



ABOUT MPSLGPP

The Manohar Parrikar School of Law, Governance, and Public Policy encompasses the disciplines of Law, Public Administration, Women's Studies, Social Work, Tribal Studies and Disability Studies. The Chhatrapati Shivaji Maharaj Chair in Leadership and Governance is associated with this School.

Goa University seeks to contribute by establishing an academic entity for research and training in the areas of public policy, administration and governance which can assist legislators, officials and public servants at all levels in the performance of their duties. The Manohar Parrikar School shall act as a knowledge hub, where public policy experts, practitioners and members of the wider public will get a chance to deliberate on ideas of good governance and to carry out research.



TWO DAYS STATE LEVEL SEMINAR ON

REVITALIZING PUBLIC ADMINISTRATION: REFORMS FOR EFFICIENCY AND EFFECTIVENESS

Organized by
**Public Administration Programme,
MPSLGPP, Goa University**
in collaboration with
GIPARD, Goa

**Date of the Seminar:
26th- 27th September 2024**



ABOUT STATE SEMINAR

Public administration plays a pivotal role in the governance of any state, serving as the backbone of effective policy implementation and service delivery to citizens. However, the landscape of public administration is continuously evolving, shaped by technological advancements, changing socio-economic dynamics, and evolving societal needs. In light of these transformations, it becomes imperative for states to periodically reassess and revitalize their public administration systems to ensure they remain efficient, responsive, and capable of meeting the growing societal needs.

The seminar aims to facilitate dialogue, exchange ideas, and explore best practices in key thematic areas of Public Administration.

SUB-THEMES

- ▶ Digital Transformation
- ▶ Governance Reforms
- ▶ Public Policy Innovations
- ▶ Rural Transformation
- ▶ Governance Strategies for Achieving SDGs
- ▶ Urban Governance and Smart Cities
- ▶ Ethical Governance
- ▶ Human Resource Management
- ▶ Public-Private Partnerships for Sustainable Development
- ▶ Administrative Reforms (Centre/ State)
- ▶ Leadership and Decision-Making in Public Sector
- ▶ Health and Education Policies
- ▶ Public Finance
- ▶ Institutional Innovation

**Last Date of Abstract Submission:
20th August 2024**

**Intimation of papers accepted:
26th August 2024**

**Last date of paper submission:
17th September 2024**

**The papers will be published in the
proceedings of the seminar
Selected papers will be published in
the edited book**

Scan the QR code for registration



Venue:

**Conference Hall, Administrative block,
Goa University, Taleigao- Goa**

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GIPARD Coordinator

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Two days State Level Seminar on 'Revitalizing Public Administration: Reforms for Efficiency and Effectiveness'
 on 26th and 27th September 2024 organized by Manohar Parrikar School of Law, Governance and Public Policy in collaboration with GIPARD
 Time: 9:30 am to 5:00 pm Venue: Conference Hall, Goa University

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Two days State Level Seminar on 'Revitalizing Public Administration: Reforms for Efficiency and Effectiveness'

on 26th and 27th September 2024 organized by Manohar Parrikar School of Law, Governance and Public Policy in collaboration with GIPARD

Time: 9:30 am to 5:00 pm

Venue: Conference Hall, Goa University

Sr. No	Name	Gender	Designation	Affiliated Institution	Email Id	Sign	Sign
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'Administration needs to meet spirit of innovation, adaptability'

Staff Reporter

Panaji

The Minister for Social Welfare, Subhash Phal Dessai said that the public administration is the engine that drives progress in a resilient state.

He was speaking at the inauguration of a two-day state level seminar titled, 'Revitalising public administration: Reforms for efficiency and effectiveness,' at the Goa University.

Speaking further, Phal Dessai observed that every individual plays a role in the growth and development of the state.

He expressed appreciation about the theme of the seminar, further emphasising that it is of immense relevance to Goa.

"The public administration is witnessing a rapid



Social Welfare Minister Subhash Phal Dessai said that every individual plays a role in the growth and development of the state.

transformation and thus can no longer rely only on traditional methods," Phal Dessai said, pointing out that it is essential that public administration needs to meet the spirit of innovation and adaptability.

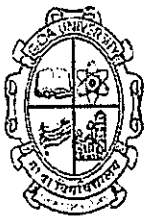
He also stressed on the

critical role of academicians and researchers in innovative governance.

The seminar was organised by the Manohar Parrikar School of Law, Governance and Public Policy, in collaboration with Goa Institute of Public Administration and Rural Development (GIPARD).

The Vice-Chancellor of Goa University, Harilal Menon in his presidential remarks noted that public administration is the backbone of the government. "Since the world is evolving technologically, digitally-oriented governance is the need of the hour," he noted.

Rajendra Gad, the dean of the MPSLGPP, in his welcome address said that there is a need to transform public systems by involving various stakeholders.



Public Administration Programme
Manohar Parrikar School of Law, Governance and Public Policy, Goa University
in collaboration with
Goa Institute of Public Administration and Rural Development, Goa
organizing
Two Days State Level Seminar



GIPARD
An ISO 9001: 2015 Institution

on
REVITALIZING PUBLIC ADMINISTRATION: REFORMS FOR EFFICIENCY AND EFFECTIVENESS
26th and 27th September, 2024

Venue: Conference Hall, Administrative Building, Goa University

Programme Schedule

Inaugural Session	Time
Lighting of Diya	10:00- 10:05 am
Welcome address: Prof. Rajendra S. Gad, Dean, MPSLGPP, Goa University	10:05- 10:10 am
Floral welcome	10:10 – 10:15 am
About the Seminar: Dr. Alaknanda Shringare, Programme Director of Public Administration, MPSLGPP, Goa University	10:15- 10:20 am
Address by Guest of Honour: Shri. Vasudev Shetye, Director (Training), GIPARD, Goa	10:20- 10:25 am
Presidential Remark Sr. Prof. Harilal B. Menon, Vice Chancellor, Goa University	10:25 – 10:30
Address by the Chief Guest: Shri. Subhash Phal Dessai, Hon'ble Minister of Social Welfare, Empowerment of Persons with Disabilities, River Navigation, Archives and Archaeology, Government of Goa.	10:30-10:40 am
Vote of Thanks: Dr. Steffi Quintal, Coordinator of the Seminar	10:40-10:45 am



Tea Break: 10:40 – 11:00 am

Session I	State Finance Commission	
11:00 am -12:00 noon	Speaker: Shri. Daulat Hawaldar, Chairperson, 3 rd State Finance Commission, Goa	
Session II	Public Policy and Responsive Governance	
12:00 pm to 1:15 pm	Moderator: Prof. Rahul Tripathi, Political Science programme, DDKSSSBS, Goa University Speakers: 1) Shri. Charudatta Panigrahi, Policy Expert 2) Sr. Prof. Sabastian Morris, GIM, Goa 3) Ms. Sabina Martins, Social Activists	
1:15 pm – 2:15 pm	Lunch Break	
Session III	Institutional Evolution, Reforms and Governance	
2:15 pm – 3:30 pm	Chairperson: Dr. Joanna Coelho, Vice Dean (Research), Sociology Programme, DDKSSSBS, Goa University Speakers:	
1.	Dr. Seema S. Risbud- History Programme, DDKSSSBS, Goa University	The Administrative institutions in Colonial Goa: A Historical Study
2.	Ms. Bernice J. de Souza, Sr. Research Associate, Centre for Public Policy & Governance, Goa Institute of Management, Goa	Issues in Public Administration and Governance in Goa: An analysis based on performance failures highlighted in the media
3.	Ms. Chris Antao, Assistant Professor, Carmel College of Arts and Commerce, Goa	Empowering livelihoods: The role of Biodiversity Management Committees in village restoration
4.	Mr. Dhillan M. Velip, Dr. Maria N. Menezes and B.F Rodrigues- Goa University	Institutional Innovation: A way forward for Sustainable future



Session IV	Public Policy and Social Welfare	
3:45pm – 5:00 pm	Chairperson: Dr. Arvind Haldankar, Programme Director, Sociology Programme, DDKSSSBS, Goa University	
	Speakers	
1	Ms. Vrushali Joshi, Assistant Professor of Political Science, Government College of Arts, Science & Commerce Quepem	Kisan Credit Card Scheme in Goa: A Catalyst for Agricultural growth
2	Ms. Cherrie Joao, Assistant Professor in Commerce, SSA, Government College of Arts and Commerce, Pernem	Operational evaluation of the Chief Minister's Rozgar Yojana (CMRY) for improving beneficiary support and outcomes
3	Dr. Pournima Dhume, Assistant Professor, GBS, Goa University	Digital Empowerment for Goa's Senior Citizens: Enhancing Financial Inclusion and Well-Being through Digital Services
4	Mr. Peter Borges, Assistant Professor, Social Work, DDKSSSBS, Goa University	Innovating Governance: Lessons from Goa's Child Protection Reforms
5	Ms. Rakshanda Mayekar, Research Scholar, Sociology Programme, DDKSSSBS, Goa University	Unseen Vulnerability: Financial Insecurity and Under Utilization of Assistance Scheme Among Elderly Living in Goa's Institutional Care Home



Day 2: 27th September 2024

Session V		Health, Education and Tourism for Sustainable Development	
10:00am -11:15 am	Chairperson: Dr. Parag Parobo, Vice Dean (Academics), DDKSSSBS, Goa University		
	Speakers:		
1.	Ms. Siya Sanjay Gawas and Dr. Maria Norma Menezes, SSPIS, Goa University	Collaborative Partnerships between Health and Education Sectors: Impact on student outcomes	
2	Ms. Ansa Antony and Dr. Maria Norma Menezes, SSPIS, Goa University	Ethics of care in Health and Education Policy making: A focus on NEP 2020 and disability	
3	Dr. Pinky Pawaskar, Assistant Professor, Goa Business School, Goa University	Sustainable Tourism: Enabling Responsible Behaviour and Implementing Thoughtful Policies	
4	Ms. Maria Carrasco, Assistant Professor in Commerce, SSA, Government College of Arts and Commerce, Pernem	Perception of the various stakeholders about relocating the Asia's largest music festival Sunburn in South Goa: A case study	
5	Mr. Aniket Kanolkar, Assistant Professor, Department of Political Science, P.E.S College, Ponda	Rebranding Goa's Tourism: Adopting the principle of sustainability of Policy and Practice	
11:15 pm – 11:30pm	Tea Break		
Session VI		Resource Management	
11:30 am – 12:45pm	Chairperson: Dr. Seema Fernandes, Assistant Director, GIPARD, Goa		
	Speakers:		
1	Dr. Maria Norma Rebello, Ms. Shrushti Kubal, Ms. Soofiya Mulla, SSPIS, Goa University	Critical Analysis of Human Resource Management (HRM) and its roles	



2	Mr. Akash N. Naik, Student, Public Administration Programme, MPSTGPP, Goa University	Enchanting Water Management: A Governance Agenda for Sustainable Goa
3	Ms. Deepa Dhumatkar, Assistant Professor, Rosary College and Dr. (CA) Subrahmanya Bhat, VVM's Shree Damodar College of Commerce & Economics, Goa	Assessing the role of Women Empowerment initiatives in Human Resource Management for Advancing Gender Equality at Work
4	Ms. Sanskruti Ayir, Assistant Professor, Public Administration Programme, MPSTGPP, Goa University	Understanding dimensions of lateral entries in state public administration: Role and challenges before the public human resource management in Goa
5	Mr. Sachin S. Panicker, Student, MPSTGPP	India 3.0: A Plea for Reorganisation of States
12: 45 pm – 1:45 pm	Lunch Break	
Session VII	Advancing Legal and Environmental Framework	
1: 45 pm- 3: 00 pm	Chairperson: Prof. Seema Salgaonkar, HOD, Political Science, Government College of Arts, Science & Commerce, Khandola	
	Speakers	
1.	Ms. Sharwari Prabhudessai, Assistant Professor, PCCE Goa	The intersection of AI and Law: Impacts on Judicial Judgement and Legal Proceedings
2.	Ms. Albertina Almeida, Lawyer and Activists	Harmonising Family Laws with Land Revenue Laws
3.	Mr. Zamin Farzam, Research Scholar, GBS, Goa University	Governance Strategies for Achieving SDGs
4	Dr. Aditi Rane, Associate Professor, Political Science, PES College, Ponda	Realizing Synergies in Environmental Action Through SDGs 13 and 14: Role of Local Self Institutions



Valedictory Session

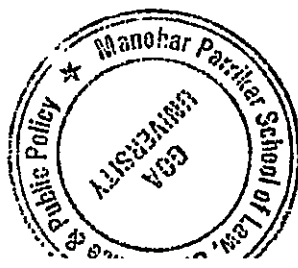
3:00 pm-3:05pm	Welcome Address Dr. Alaknanda Shringare, Programme Director, Public Administration, MPSLGPP, Goa University
3:05pm – 3:10pm	Remarks by Prof. Rajendra Gad, Dean, MPSLGPP, Goa University
3:10 pm – 3:15 pm	Remarks by Dr. Seema Fernandes, Assistant Director, GIPARD, Goa
3:15 pm – 3:20 pm	Report of the Seminar Dr. Steffi Quintal, Assistant Professor, Public Administration Programme, Goa University
3:25 pm – 3:35 pm	Address by the Chief Guest Prof. V.S. Nadkarni, Registrar, Goa University
3: 35 pm – 3:40 pm	Vote of Thanks Mr. Siddhesh Kalekar, Assistant Professor, Public Administration Programme, Goa University
Distribution of Certificates	



REPORT OF PROCEEDINGS ON
Two Days State Level Seminar titled
REVITALIZING PUBLIC ADMINISTRATION: REFORMS FOR EFFICIENCY AND
EFFECTIVENESS
organized by Manohar Parrikar School of Law, Governance and Public Policy
in
collaboration with Goa Institute of Public Administration and Rural Development
(GIPARD)

Manohar Parrikar School of Law, Governance and Public Policy in collaboration with Goa Institute of Public Administration and Rural Development (GIPARD) organized a Two-Days State Level Seminar titled *REVITALIZING PUBLIC ADMINISTRATION: REFORMS FOR EFFICIENCY AND EFFECTIVENESS* at the Conference Hall of Goa University from 9.30 am onwards on 26th and 27th September 2024. The Seminar was inaugurated by Shri Subhash Phal Dessai, Honourable Minister of Social Welfare, Empowerment of Persons with Disabilities, River Navigation, Archives and Archaeology. Honourable Minister Shri Subhash Phal Dessai acknowledged that Public Administration is the engine that drives progress in a resilient state. Every individual plays a role in the growth and development of the State. While expressing appreciation of the themes He emphasized that they are of immense relevance to Goa. Public Administration is witnessing a rapid transformation and thus can no longer rely only on traditional methods. It is essential that public administration needs to meet the spirit of innovation and adaptability. He emphasized the critical role of academicians and research makers in innovative governance. Honourable Vice-Chancellor of Goa University, Senior Professor Harilal B. Menon in his presidential remarks noted that Public Administration is the backbone of the government. Since the world is evolving technologically, digitally oriented governance is very essential. Professor Rajendra S. Gad, Dean, MPSLGPP, in his welcome address said that there is a need to transform public systems by involving various stakeholders. Dr. Alaknanda Shringare, Programme Director, Public Administration Programme, MPSI.GPP elucidated that this seminar symbolizes a collaborative effort of MPS, GU with GIPARD and the aim of this seminar is to bring together a community of researchers in the realm of Public administration. Dr. Seema Fernandes, Assistant Director, GIPARD emphasized that research is an important component in various aspects of governance and thus this seminar gives an opportunity to academicians and practitioners of Public Administration to come together on a common platform and deliberate vital reforms in Public Administration. Asst. Professor and Coordinator of the Seminar, Dr. Steffy Quintal proposed the vote of Thanks.

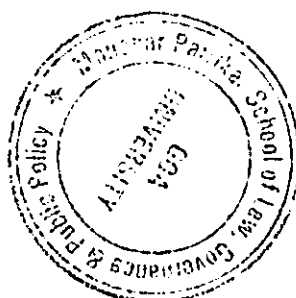
The inaugural session was followed by Technical Session I on the theme **State Finance Commission**. The Resource Person for this session was Shri Daulat Hawaldar, Chairperson, 3rd State Finance Commission, Goa. Shri Hawaldar emphasised that local governments have to find ways and means to raise their own revenues. He cited the example of Calangute Panchayat which has imposed user charges for parking. He proposed that the training calendar for local governments has to be consistent with regard to understanding general financial rules, utilization of central government financial grants and raising own revenues.



Technical Session II revolved around the theme **Public Policy and Responsive Governance**. The Moderator for this session was Professor Rahul Tripathi, Political Science Programme, DDKSSSBS. Senior Professor Sabastin Morris, GIM, Goa elucidated that a good policy should be easy to implement. He recommended that all policies should be win-win situations. Autonomy, design, density and right coordination of plans play a crucial role in effective policy implementation. Dr. Sabina Martins, Social Activist reiterated that laws are in existence but amendments have been brought about which have affected the delivery of various services.

The theme of the third Technical Session was **Institutional Evolution, Reforms and Governance**. This session was chaired by Dr. Alaknanda Shringare, Programme Director, Public Administration Programme, MPSI.GPP. Dr. Seema S. Risbud, History Programme, DDKSSSBS, GU enunciated *The Administrative Institutions in Colonial Goa: A Historical Study*. Dr. Risbud emphasized that the Portuguese tried to establish administrative institutions in Goa which facilitated trade. However, even after power shifting from being Europe centric to Indo Centric, the issues of administration remain the same. Ms. Chris Antao's topic was *Empowering Livelihoods: The Role of Biodiversity Management Committees in Village Restoration*. Ms. Antao, Assistant Professor at Carmel College of Arts, Science and Commerce, Nuvem highlighted the achievements of BMCs in Goa which have revived traditional occupations. These include Curtorim, Curti Khandepar, Agarwada Chopdem and Cavelossim BMCs. Mr. Dhillan M. Velip, Goa Business School, Goa University gave valuable insights on his topic titled *Institutional Innovation: A way forward for Sustainable future*. He cited the instance of Vermicomposting being done using portable unit and the AM fungi biofertilizer.

The theme of the fourth and final Technical Session on Day 1 was **Public Policy and Social Welfare**. The Chairperson for this session was Dr. Arvind Haldankar, Programme Director, Sociology Programme, DDKSSSBS, Goa University. Ms. Cherrie Joao, Assistant Professor in Commerce, SSA, Govt. College of Arts and Commerce, Pernem elucidated *Operational evaluation of the Chief Minister's Rozgar Yojana (CMRY) for improving beneficiary support and outcomes*. She detailed the administrative and procedural mechanism of the CMRY loan process by EDC. Dr. Pournima Dhume, Assistant Professor, GBS, Goa University spoke on the Topic *Digital Empowerment for Goa's Senior Citizens: Enhancing Financial Inclusion and Well-Being through Digital Services*. Dr. Dhume elucidated that the elderly population in Goa are eager to adapt to the digital world when provided with proper digital education. Mr. Peter Borges, Assistant Professor, Social Work Programme, DDKSSSBS enunciated the topic *Innovating Governance: Lessons from Goa's Child Protection Reforms*. He insisted on participatory collaboration for successful implementation of policies with regard to children and citizens role in curbing the crimes against children. Ms. Rakshanda Mayekar spoke on the topic *Unseen Vulnerability: Financial Insecurity and Underutilization of Assistance Scheme among Elderly Living in Goa's Institutional Care Home*. Ms. Mayekar emphasized that the needs of the elderly should be studied first and subsequently money be allotted for specific requirements of the elderly in Care Homes.



Day 2 of the Seminar commenced with Session five titled **Health, Education and Tourism for Sustainable Development**. This Session was Chaired by Dr. Parag Parobo, Vice Dean (Academics), DDKSSBS, Goa University. This session included presentation by Ms. Ansa Antony titled *Ethics of Care in Health and Education Policy Making: A focus on NEP 2020 and disability*. She pointed out that the ethics of care is a moral theory. NEP 2020 aims to transform India's education through inclusive classrooms for children with disabilities. Dr. Pinky Pawaskar, Assistant Professor, Goa Business School, Goa University elucidated the theme *Sustainable Tourism: Enabling Responsible Behaviour and Implementing Thoughtful Policies*. Dr. Pawaskar highlighted that Sustainable Tourism is looked upon from three perspectives - economic, social and environmental. Local communities, tourists and policy makers are the actors. She stressed the significance of responsible behaviour among tourists and transformational leadership in the hospitality industry. Mr. Aniket Kanolkar, Assistant Professor, Department of Political Science, P.E.S College, Ponda presented on the theme *Rebranding Goa's Tourism: Adopting the principle of Sustainability of Policy and Practice*. Mr. Kanolkar pointed out that the cornerstones mentioned in Goa's Tourism Policy 2020 are the Sustainable Development Goals.

Session Six of the Seminar was titled **Resource Management**. This Session was chaired by Dr. Aditi Rane, Associate Professor, Political Science, P.E.S. College, Ponda. This session began with the presentation titled *Enhancing Water Management: A Governance Agenda for Sustainable Goa* by Mr. Akash N. Naik, Student, Public Administration Programme, MPLGPP, Goa University. Mr. Naik explained that the planning, distribution and use of water resources is indispensable to meet the current and future needs. He highlighted the scenario of water scarcity in the state and the cases of stress areas. Ms. Shrushti Kubal spoke on the theme *Critical Analysis of Human Resource Management (HRM) and its roles*. Ms. Kubal elucidated the importance of Human Resource Management with regard to the key functions of human resource management such as recruitment and selection, training and development, performance management, compensation and benefits. Ms. Deepa Dhumatkar, Assistant Professor, Rosary College, VVM's Shree Damodar College of Commerce and Economics, Goa made a presentation on *Assessing the role of Women Empowerment Initiatives in Human Resource Management for Advancing Gender Equality at Work*. Ms. Dhumatkar highlighted that gender disparities exists at workplace in terms of pay, leadership roles, etc. Her paper assessed the effectiveness of women empowerment initiatives. Ms. Sanskruti Ayir, Assistant Professor, Public Administration Programme, MPLGPP, Goa University presented on the theme *Understanding dimensions of lateral entries in state public administration: role and challenges before the public human resource management in Goa*. She enlisted the problems faced in implementing lateral entries at joint secretary level.

Session Seven of the Seminar revolved around the theme **Advancing Legal and Environmental Framework**. This session was chaired by Professor Seema Salgaonkar, HOD, Political Science, Government College of Arts, Science and Commerce, Khandola. The presentation of Ms. Albertina Almeida, Lawyer and Activist was titled *Harmonising Family Laws with Land Revenue Laws*. She elaborated the issues revolving around family laws in Goa. Mr. Zamin Farzam, Research Scholar, GBS, Goa University presented a paper on *Governance Strategies for achieving SDGs*. He explained the manner in which countries such as Finland and Brazil had adopted strategies to achieve SDG2 and SDG5. Dr. Aditi Rane spoke on the theme *Realizing Synergies in Environmental Action through SDGs 13 and 14: Role of Local Self Institutions*. She explained the case of mangroves to link SDGs 13 and 14. Dr. Rane emphasized the pivotal role of local self-government institutions.



In the Valedictory Session, Dr. Alaknanda Shringare, Programme Director, Public Administration expressed her appreciation to all the paper presenters and resource persons for their valuable contributions to the Seminar. Professor Rajendra S. Gad, Dean, MPSI.GPP, Goa University stressed on the pivotal importance of participation in such seminars especially by the student community. Dr. Seema Fernandes, Assistant Director, GIPARD acknowledged the collaborative efforts between Goa University and GIPARD in the success of the seminar. She further envisaged more such collaborative endeavours in the future. The Report of the Seminar was presented by the Coordinator, Assistant Professor Dr. Steffi Quintal. Dr. Quintal provided an overview of the proceedings of the two-days seminar. Assistant Professor Siddhesh Kalelkar, Co-coordinator of the Seminar proposed the Vote of Thanks. The Seminar ended with the distribution of certificates.

