

1.0 INTRODUCTION

- 1.1 The Governing Board of the Centre for Management Development has pleasure in presenting the forty second Report of the Centre's activities for the period, April 1, 2020 to March 31, 2021 (2020-2021).

2.0 MEMBERSHIP OF THE GENERAL BODY, ANNUAL MEETING AND GOVERNING BOARD

2.1 Members of the General Body

During the reporting year, the Centre had twenty-nine life members. The list of the members of the General Body of the Centre is given in **Exhibit - 1**.

2.2 Annual General Meeting of the Centre

The Fortieth Annual General Meeting (AGM) of the Centre was held on October 20, 2021. The Annual Report and Audited Accounts of the Centre for the year 2019-2020 were passed. M/s. B. Radhakrishnan & Co. Thiruvananthapuram was appointed as auditors of the Centre for 2020-2021.

2.3 Board of Governors

The list of the members of the Board of Governors in 2020-21 is given in **Exhibit - 2**.

3.0 ACTIVITIES

The activities during the year are given below under the headings: (1) Projects & Research (2) Management Education & Training (3) Recruitment (4) Manpower Support and (5) Highlights of major activities.

3.1 Projects and Research

The Centre's faculty members were involved in various projects and research during the reporting year. The details are given below:

3.1.1 Work Completed

Sl. No.	Title of the Project	Sponsoring Authority	Project Team
1.	SVEEP Survey	Election Commission, Kerala	Anil P.G., Devi Mohan Jyothiraj B. G
2.	Work Study	HOMCO	Devi Mohan JyothirajB.G
3.	Work Study	HOMCO – New Plant	Jyothiraj BG
4.	DPR preparation for IID as part of their initiative on control of diabetes in Kerala	IID	M.N. Pradeep Kumar, JyothirajB.G
5.	Market feasibility study	KEPCO	Riyas K. Basheer, Jyothiraj BG
6.	Preparation of Special rules	HOMCO	JyothirajB.G
7.	Technical Appraisal of Projects funded by Kerala Infrastructure Investment Fund Board (KIIFB)	KIIFB	Dr. A. Satheesan Dr. Sabu R L Biju S. Narayan
8.	DPR Support Services	KIIFB	Dr. A. Satheesan Dr. Sabu R L Biju S. Narayan
9.	KIIFB-SPV Training	KIIFB	Dr. A. Satheesan Dr. Sabu R L Biju S. Narayan
10.	Procurement Services	KIIFB	Dr. A. Satheesan Dr. Sabu R L Biju S. Narayan
11.	Administrative Cost for Managing TRC-KIIFB	KIIFB	Dr. A. Satheesan Dr. Sabu R L Biju S. Narayan
12.	Evaluation Study on various renewable energy programmes implemented by ANERT	Kerala State Planning Board	Dr. A. Satheesan Dr. Raghu Kumar S
13.	Study on SHGs, FPOs & Producer Co-operatives for the preparation of State Level Upgradation Plan (SLUP) for PMFME Scheme	K-Bip	Dr. A. Satheesan Riyas. K. Basheer Dr. Lakshmi S
14.	Study on the accountability mechanism in Government and public grievance	Administrative Reforms Commission (ARC)	Dr. A. Satheesan Dr. Raghu Kumar S
15.	Regular Monitoring Phase II 2019-20	MoRD	Dr. Mohanan M. Dr. Raghu Kumar S. Sunil Kumar S. P.

Sl. No.	Title of the Project	Sponsoring Authority	Project Team
16.	Special Monitoring in two districts of Telangana	MoRD	Dr. Mohanan M. Sunil Kumar S.P.
17.	ASEPN - Training Programme for Nurses (Handling of certain sessions only)	Women Development Corporation	Dr. Mohanan M. Riyas K. Basheer
18.	NLM Phase I 2020-21 4 districts in Maharashtra	MoRD	Dr. Mohanan M. Sunil Kumar S.P.
19.	Report on Financial Utilization – RURAL ART HUB PROJECT	Department of Culture	Varghese K
20.	BPE Review	Bureau of Public Enterprises	Dr. M. N. Pradeep Kumar, Dr. Sabu R. L., Varghese K
21.	Diagnostic Study	Autokast Limited	Dr. Pradeep Kumar M.N.
22.	Study of Recommendations of Former Pay Revision Commissions and Administrative Reforms Commissions	10th Pay Revision Commission, GoK	Dr. Pradeep Kumar M.N.
23.	Assessment of Manpower Requirements in Keltron Component Complex Ltd. and Keltron Electro Ceramics Ltd.	Public Sector Restructuring and Internal Audit Board (RIAB)	Dr. Pradeep Kumar M.N.
24.	Review of Organisation Structure and Assessment of Manpower Requirements	Kerala State Drugs and Pharmaceuticals Limited (KSDP)	Dr. Pradeep Kumar M.N.
25.	Development of Organisation Structure and Assessment of Manpower Requirements	Vision Varkala Infrastructure Development Corporation Limited (VVID)	Dr. Pradeep Kumar M.N.
26.	Design and Implementation Support on the Coir Sector Development Plan – 2 nd year	Directorate of Coir Development, GoK	Biju S. Narayan
27.	Providing service support to KSCMMC for the mechanization programme of Coir	Kerala State Coir Machine Manufacturing Company (KSCMMC)	Biju S. Narayan
28.	Technical and Managerial Support to Foam Mattings (India) Ltd.	Foam Mattings (India) Ltd.	Biju S. Narayan
29.	Marketing and Sales Support to Kerala State Coir Corporation	Kerala State Coir Corporation Ltd.	Biju S. Narayan
30.	Support to the Directorate of Coir Development for the conduct of Coir Kerala 2021	Directorate of Coir Development, GoK	Biju S. Narayan
31.	Refurbishment of machinery at the Mala CWWS Ltd	Directorate of Coir Development, GoK	Biju S. Narayan

Sl. No.	Title of the Project	Sponsoring Authority	Project Team
32.	Support to test market Sani-mat through COIRFED channels of distribution	COIRFED	Biju S. Narayan
33.	Managing a Service Trouble Shooting Team to support the coir sector	Directorate of Coir Development	Biju S. Narayan
34.	Preparation of Framework for OLOI Project of K-DISC	Kerala Development and Innovation Strategic Council (K-DISC)	Biju S. Narayan

3.1.2 Ongoing Projects

Sl. No.	Title of the Project	Sponsoring Authority	Project Team
1.	Project Management Support for NDPREM for the year 2020-21	NORKA ROOTS, Govt. of Kerala	Anil P.G. Devi Mohan Jyothiraj B. G
2.	Assessment of Manpower Requirements of Executives in KELTRON	Public Sector Restructuring and Internal Audit Board (RIAB)	Dr. Pradeep Kumar M.N.
3.	HR Management Study	Forest Industries Travancore Limited (FIT)	Dr. Pradeep Kumar M.N. & K. Varghese
4.	Study - Organisation Structure, Manpower Assessment and Promotion Policy	Malabar Cements Limited (MCL)	Dr. Pradeep Kumar M.N. & K. Varghese
5.	Socio-economic Survey of Transgender Persons in Kerala	Department of Social Justice, GoK	Dr. Pradeep Kumar M.N. & Dr. T. A. Menon
6.	Establishment and Management of Kerala Knowledge Economy Mission (KKEM) Technical Resource Centre	K-DISC	Biju S. Narayan
7.	Establishment and Management of Programme Management Unit at K-DISC	K-DISC	Biju S. Narayan
8.	Implementation Support for OLOI Project of K-DISC	K-DISC	Biju S. Narayan
9.	Support to MTIPB in the Overall Development and Promotion of MSME in Tamil Nadu	MSME Trade and Industrial Promotion Bureau (MTIPB), Government of Tamil Nadu	Biju S. Narayan

10.	PMU for Samagra Siksha Project of Tamil Nadu	Department of Education, Government of Tamil Nadu	Biju S. Narayan
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3.1.3 Social Impact Assessment (SIA)

Sl. No.	Title of the Programme	Sponsoring Authority	Project Team
1.	SIA for Land acquisition at Pattannur, Koodali, Kezhallor for KINFRA	District Collectorate, Kannur	Riyas K. Basheer
2.	SIA for Land acquisition at Kezhallor, Koodali for rehabilitation for Kannur Airport project	District Collectorate, Kannur	Riyas K. Basheer
3.	SIA for Land acquisition for Mundakkal Bridge -Approach road	District Collectorate, Alappuzha	Riyas K. Basheer
4.	SIA for Land acquisition for ROB Nangyarkulangara	District Collectorate, Alappuzha	Riyas K. Basheer
5.	SIA for Land Acquisition for Water Authority	District Collectorate, Kasaragod	Riyas K. Basheer
6.	SIA for Land Acquisition for Water Authority - 2	District Collectorate, Kasaragod	Riyas K. Basheer
7.	SIA for Land Acquisition for Neleswaram Edathodu Road	District Collectorate, Kasaragod	Riyas K. Basheer
8.	SIA for Land Acquisition for Road Widening	District Collectorate, Kasaragod	Riyas K. Basheer
9.	SIA for Land Acquisition for Tourism Department	District Collectorate, Kasaragod	Riyas K. Basheer
10.	SIA for Land Acquisition for the Construction of 7 Boat Jetties for Integrated Water Transport System for Water Metro Project	District Collectorate, Ernakulam	Riyas K. Basheer

3.1.4 Project Management Consultancy (PMC)

Sl. No.	Title of the Programme	Sponsoring Authority	Project Team
1.	Implementation and Monitoring Support for setting up of Urja Mithras (Akshaya Urja Service Centres)	Agency for New and Renewable Energy Research and Technology (ANERT)	Dr. S. Lakshmi, Riyas K. Basheer
2.	Preparation of DPR for Waste Management project for Adat BP	Adat Grama Panchayat	Riyas K. Basheer
3.	Preparation of DPR for Waste Management project for Adimali BP	Adimali Block Panchayat	Riyas K. Basheer

Sl. No.	Title of the Programme	Sponsoring Authority	Project Team
4.	Preparation of DPR for Liquid Waste Treatment Plant for Guruvayoor Devaswom	Guruvayoor Devaswom Board	Riyas K. Basheer
5.	Development Works at KINFRA Mini Industrial Park, Mundakkal, Kollam	Kerala Industrial Infrastructure Development Corporation (KINFRA)	Riyas K. Basheer
6.	KINFRA Petrochemical Park - Proof Checking of Detailed Project Report	Kerala Industrial Infrastructure Development Corporation (KINFRA)	Riyas K. Basheer
7.	Master Plan Preparation for KINFRA Bio Diversity Park, Pinarayi, Kannur	Kerala Industrial Infrastructure Development Corporation (KINFRA)	Riyas K. Basheer
8.	Preparation of DPR for Liquid Waste Management project for Nileswaram Municipality	Nileswaram Municipality	Riyas K. Basheer
9.	Transaction Advisory Services for Establishment of Multi level parking cum Commercial Complexes	Kozhikode Municipal Corporation	Riyas K. Basheer

3.1.5 Review of Public Enterprises in Kerala – 2019-2020

Sponsored by Bureau of Public Enterprises, Government of Kerala

The annual Review of Public Enterprises in Kerala forms part of the budget documents of the State. The Review for the year 2019-20 was prepared by CMD, for the thirty three years in succession, on behalf of the Bureau of Public Enterprises, Government of Kerala. The Review for 2019-20 analyses the performance of the State Level Public Enterprises for the three years from 2017-18 to 2019-20.

The Review was presented during the Budget Session of 2021.

3.1.6 Management Education and Training

Sl. No.	Title of the Programme	Sponsoring Authority	Project Team
1.	Training for the Officials of DWCD for the year 2020-21	Department of Women and Child Development, GoK	Dr. S. Lakshmi, Riyas K. Basheer
2.	Technical Support for International Conference on Gender Equality –II and Launch of Gender Park Campus	Gender Park	Riyas K. Basheer
3.	Technical Support for Webinar on “Making SDGs a Reality” for Kerala Health`	Department of Health & Family Welfare, GoK	Riyas K. Basheer
4.	Training for the Officials of NHM	National Health Mission (NHM)	Dr. A. Satheeshan, Dr. S. Lakshmi, Riyas K. Basheer
5.	Sales	Kudumbasree (ARISE), Thrissur	Jyothi Raj B. G.

3.1.7 Recruitment

a. Completed

Sl. No.	Title of Project	Sponsoring Agency	Co-ordinators/ Team
1.	Promotion Test for employees of KSFE Ltd.	KSFE Ltd.	Jyothiraj B. G
2.	Recruitment of DGM (IT)	KSFE Ltd.	JyothirajB.G
3.	Recruitment to the post of Junior Manager (Civil, Electrical, Co-Ordination, Systems) and Accounts Officer in KINFRA	Kerala Industrial Infrastructure Development Corporation (KINFRA)	Dr. S. Lakshmi, Riyas K. Basheer
4.	Recruitment for Selection to various Posts (Officer Category) in TCC	Travancore Cochin Chemicals Ltd. (TCC)	Dr. S. Lakshmi, Riyas K. Basheer
5.	Recruitment for Selection to various Posts (Worker Category) in TCC	Travancore Cochin Chemicals Ltd. (TCC)	Dr. S. Lakshmi, Riyas K. Basheer
6.	Recruitment to the post of Officer - Quality Control in TCC	Travancore Cochin Chemicals Ltd. (TCC)	Dr. S. Lakshmi, Riyas K. Basheer
7.	Recruitment for Selection to Various Posts in K-Bip	Kerala Bureau of Industrial Promotion (K-Bip)	Dr. S. Lakshmi, Riyas K. Basheer
8.	Recruitment for Selection to Various Posts in Matsyafed	Kerala State Co-operative Federation for Fisheries Development Ltd. (Matsyafed)	Riyas K. Basheer

Sl. No.	Title of Project	Sponsoring Agency	Co-ordinators/ Team
9.	Recruitment for Selection to Various Posts in ERCMPU	Ernakulam Regional Co-operative Milk Producers' Union Ltd. (ERCMPU)	Dr. S. Lakshmi, Riyas K. Basheer
10.	Recruitment for Selection to Various Posts in KSDP	Kerala State Drugs & Pharmaceuticals Ltd. (KSDP)	Dr. S. Lakshmi, Riyas K. Basheer
11.	Recruitment for Selection to the posts of Manager Public Relation Officer, Documentation Officer & Procurement Officer in ASAP	Additional Skill Acquisition Programme (ASAP)	Riyas K. Basheer
12.	Recruitment for Selection to the posts of Program Manager and Senior Program Co-Ordinator in KIED	Kerala Institute for Entrepreneurship Development (KIED)	Riyas K. Basheer
13.	Recruitment for Selection to the Post of Inspection Engineer in KIIFB	Kerala Infrastructure Investment Fund Board (KIIFB)	Riyas K. Basheer
14.	Recruitment for Selection to the Posts of Technical Assistant, Draftsman and Project Associate in the TRC under KIIFB	Kerala Infrastructure Investment Fund Board (KIIFB)	Riyas K. Basheer
15.	Recruitment for Selection to Various Posts in KSIDC	Kerala State Industrial Development Corporation (KSIDC)	Riyas K. Basheer
16.	Recruitment for Selection to Various Posts in Integrated Child Protection Scheme under DWCD	Department of Women and Child Development, GoK (DWCD)	Dr. S. Lakshmi, Riyas K. Basheer
17.	Recruitment for selection to the posts of Associate Faculty (IT Integrated Communication Design) and Assistant Faculty (Integrated Textile and Apparel Design) in KSID	Kerala State Institute of Design (KSID)	Dr. S. Lakshmi, Riyas K. Basheer
18.	Recruitment for selection of Data Analyst in RKI	Rebuild Kerala Initiative (RKI)	Riyas K. Basheer
19.	Recruitment for selection of Associate Faculty (Integrated Lifestyle Product Design) and Assistant Faculty (IT Integrated Communication Design) in KSID	Kerala State Institute of Design (KSID)	Dr. S. Lakshmi, Riyas K. Basheer
20.	Recruitment for selection to various posts in KSDMA	Kerala State Disaster Management Authority (KSDMA)	Dr. S. Lakshmi, Riyas K. Basheer

Sl. No.	Title of Project	Sponsoring Agency	Co-ordinators/ Team
21.	Recruitment for selection to the posts of Environment and Social Specialist and Local Community Mobiliser in National Cyclone Risk Mitigation Project under KSDMA – Phase I & II	Kerala State Disaster Management Authority (KSDMA)	Dr. S. Lakshmi, Riyas K. Basheer
22.	Recruitment for selection to various posts in KSRTC	Kerala State Road Transport Corporation (KSRTC)	Riyas K. Basheer
23.	Recruitment for selection of Logistics Marketing Team in KSRTC	Kerala State Road Transport Corporation (KSRTC)	Riyas K. Basheer
24.	Recruitment for selection of Chief Finance Officer in VISL	Vizhinjam International Seaport Limited (VISL)	Riyas K. Basheer
25.	Recruitment for selection to various posts for Fast Track Special Courts	Department of Women and Child Development, GoK (DWCD)	Dr. S. Lakshmi, Riyas K. Basheer
26.	Recruitment for selection to various posts in National Helpline for Senior Citizens under SJD	Social Justice Department, GoK (SJD)	Dr. S. Lakshmi, Riyas K. Basheer
27.	Recruitment for selection of Junior Project Officers in VISL	Vizhinjam International Seaport Limited (VISL)	Riyas K. Basheer
28.	Recruitment for selection of Assistant and Company Secretary cum Chief Administrative Officer in Azhikkal Port Limited	Azhikkal Port Limited	Riyas K. Basheer
29.	Recruitment for Selection to various posts in Industrial Training Department	Department of Industries & Commerce, GoK (DIC)	Riyas K. Basheer
30.	Recruitment to various post in State Resource Centre for Women	Department of Women and Child Development, GoK (DWCD)	Dr. S. Lakshmi, Riyas K. Basheer
31.	Recruitment for Selection to Various Posts in CDC	Child Development Centre (CDC)	Dr. S. Lakshmi, Riyas K. Basheer
32.	Recruitment for Selection to Various Posts in Nirbhaya Cell	Department of Women and Child Development (DWCD)	Dr. S. Lakshmi, Riyas K. Basheer
33.	Recruitment for Selection to Various Posts in Gender Park	Gender Park	Dr. S. Lakshmi, Riyas K. Basheer
34.	Recruitment for selection of State & District Skill Coordinators under SANKALP	Kerala Academy for Skills Excellence (KASE)	Dr. S. Lakshmi, Riyas K. Basheer
35.	Recruitment for Selection to the Posts of Deputy Manager and Management Trainee K-Bip	Kerala Bureau of Industrial Promotion (K-Bip)	Riyas K. Basheer

Sl. No.	Title of Project	Sponsoring Agency	Co-ordinators/ Team
36.	Recruitment for Selection to Various Posts in KCCPL	Kerala Clays and Ceramic products Limited (KCCPL)	Riyas K. Basheer
37.	Recruitment for Selection to the Posts of Animators & Project Executives in KDISC	Kerala Development and Innovation Strategic Council (K-DISC)	Riyas K. Basheer
38.	Recruitment for Selection to Various Posts in KHRI	Kerala Highway Research Institute (KHRI)	Riyas K. Basheer
39.	Recruitment for Selection to Various Posts in NBFC under KIED	Kerala Institute for Entrepreneurship Development (KIED)	Riyas K. Basheer
40.	Recruitment for selection to the Post of Internal Audit Assistant in KIIFB	Kerala Infrastructure Investment Fund Board (KIIFB)	Riyas K. Basheer
41.	Recruitment for Selection to the Post of Driver in KILA	Kerala Institute for Local Administration (KILA)	Riyas K. Basheer
42.	Recruitment for Selection to various posts in KMSCL	Kerala Medical Services Corporation Ltd. (KMSCL)	Riyas K. Basheer
43.	Promotion Test for the Employees of KSBDCD	Kerala State Backward Classes Development Corporation (KSBDCD)	Riyas K. Basheer
44.	Recruitment for Selection to various posts in KSBDCD	Kerala State Backward Classes Development Corporation (KSBDCD)	Riyas K. Basheer
45.	Recruitment for selection of Company Secretary in KSBDCD	Kerala State Backward Classes Development Corporation (KSBDCD)	Riyas K. Basheer
46.	Recruitment for Selection to various posts in KSDP	Kerala State Drugs & Pharmaceuticals Ltd. (KSDP)	Dr. S. Lakshmi, Riyas K. Basheer
47.	Recruitment for Selection to the Post of Accounts officer in KSID	Kerala State Institute of Design (KSID)	Dr. S. Lakshmi, Riyas K. Basheer
48.	Recruitment for Selection to Various Posts in KSIDC	Kerala State Industrial Development Corporation (KSIDC)	Riyas K. Basheer
49.	Recruitment for Selection to various posts in KSRTC-SWIFT	KSRTC-SWIFT Ltd.	Riyas K. Basheer
50.	Recruitment for Selection to various posts in KSWDC	Kerala State Women's Development Corporation Ltd. (KSWDC)	Riyas K. Basheer
51.	Recruitment for Selection to various posts in Kerala State Waste Management Project	Kerala Solid Waste management Project (KSWMP)	Riyas K. Basheer

Sl. No.	Title of Project	Sponsoring Agency	Co-ordinators/ Team
52.	Recruitment for Selection to Various Posts in KTWB	Kerala Traders Welfare Board (KTWB)	Riyas K. Basheer
53.	Recruitment for Selection to Various Posts in MRCMPU	Malabar Regional Co-operative Milk Producers' Union Ltd. (MRCMPU)	Riyas K. Basheer
54.	Recruitment for Selection to various Posts in Kerala Chicken	Kerala Chicken	Riyas K. Basheer
55.	Recruitment for Selection to the Post of Accountant (NRLM) in Kudumbashree	Kudumbashree	Dr. S. Lakshmi, Riyas K. Basheer
56.	Recruitment for Selection to the Post of CDS Accountant in Kudumbashree	Kudumbashree	Dr. S. Lakshmi, Riyas K. Basheer
57.	Recruitment for Selection to the Post of MIS Specialist in Kudumbashree	Kudumbashree	Dr. S. Lakshmi, Riyas K. Basheer
58.	Recruitment for Selection to the Post of Co-ordinator (SD & SI) in Kudumbashree	Kudumbashree	Dr. S. Lakshmi, Riyas K. Basheer
59.	Recruitment for Selection to the Post of State Asst. Programme Manager (Agriculture) in Kudumbashree	Kudumbashree	Dr. S. Lakshmi, Riyas K. Basheer
60.	Recruitment for Selection to the Post of State/ District Program manager Agriculture in Kudumbashree	Kudumbashree	Dr. S. Lakshmi, Riyas K. Basheer
61.	Recruitment for Selection to various posts in NHM	National health Mission (NHM)	Dr. A. Satheeshan, Dr. S. Lakshmi, Riyas K. Basheer
62.	Recruitment for Selection to the Post of Staff nurse in NHM	National health Mission (NHM)	Dr. A. Satheeshan, Dr. S. Lakshmi, Riyas K. Basheer
63.	Recruitment for Selection to the Post of Accountant in SHA	State Health Agency (SHA) Kerala	Dr. S. Lakshmi, Riyas K. Basheer
64.	Online Design Aptitude Test for Admission to PG Diploma Courses	Kerala State Institute of Design (KSID)	Dr. S. Lakshmi, Riyas K. Basheer
65.	Online Assessment of Competency of the Trained Candidates at Kaushal Kendras	Kerala Academy for Skills Excellence (KASE)	Dr. S. Lakshmi, Riyas K. Basheer
66.	Recruitment for Selection to the Post of Management Trainee in KFL	Kerala Feeds Ltd. (KFL)	Riyas K. Basheer
67.	Skill Test to the Post of Process Operator Trainee	TTPL	Varghese K

Sl. No.	Title of Project	Sponsoring Agency	Co-ordinators/ Team
68.	Written Test to the post of Assistant Manager	MCL	Varghese K
69.	Written Test to the post of Legal Assistants	MCL	Varghese K
70.	Written Test to various posts of Skilled Worker Trainee	SIFL	Varghese K
71.	Written Test to the post of Unskilled Worker Trainee	SIFL	Varghese K
72.	Written Test to various posts of Engineer Trainee	SIFL	Varghese K
73.	Written Test to various posts of Skilled Worker Trainee	SILK	Varghese K
74.	Written Test to the post of Unskilled Worker Trainee	SILK	Varghese K
75.	Written Test to various posts of Assistant Managers	SILK	Varghese K
76.	Skill test to the post of Khalasi	KMML	Varghese K
77.	Written test to the post of Marketing Officer	KMML	Varghese K
78.	Group discussion to the post of Security Officer	KMML	Varghese K
79.	Group discussion to the post of Executive Trainee (PR)	KMML	Varghese K
80.	Skill test to the post of Waiter cum Ware Washer	KMML	Varghese K
81.	Written test to various posts	KELTRON	Varghese K

b. Ongoing

Sl. No.	Title of the Programme	Sponsoring Authority	Project Team
1.	Promotion Test from the post of Assistant Salesman to the post of Junior Assistant in SUPPLYCO (SLOT 1)	SUPPLYCO	Varghese K
2.	Skill Test to the posts of Work Assistants	TTPL	Varghese K
3.	Written Test and Interview to various Administrative posts	KASRS	Varghese K
4.	Written Test and Interview to the posts of Assistant Professors	KASRS	Varghese K
5.	Written Test to various posts of Managers	SIFL	Varghese K
6.	Written Test to various posts of Engineer	SIFL	Varghese K

7.	Skill test to the post of Waiter cum Ware Washer	KMML	Varghese K
8.	Recruitment to various posts in Kerala Automobiles Limited	KAL	Varghese K
9.	Promotion Test from the post of Assistant Salesman to the post of Junior Assistant in SUPPLYCO (SLOT 2)	SUPPLYCO	Varghese K
10.	Skill test /GD to various posts	KELTRON	Varghese K
11.	Skill test to the post of Waiter cum Ware Washer	KMML	Varghese K

3.1.8 Manpower Support

Sl. No.	Title of the Programme	Sponsoring Authority	Project Team
1.	Manpower Support to KIED for the year 2020-21	Kerala institute for Entrepreneurship Development (KIED)	Riyas K. Basheer
2.	Manpower Support to KIIFB for the year 2020-21	Kerala infrastructure Investment Fund board (KIIFB)	Riyas K. Basheer
3.	Manpower Support to MILMA for the year 2020-21	Kerala Co-operative Milk Marketing Federation (MILMA)	Riyas K. Basheer
4.	Manpower Support to KSWDC for the year 2020-21	Kerala State Women's Development Corporation (KSWDC)	Dr. S. Lakshmi, Riyas K. Basheer
5.	Manpower Support to RKI for the year 2020-21	Rebuild Kerala Initiative (RKI)	Riyas K. Basheer
6.	Manpower Support to VISL for the year 2020-21	Vizhinjam International Seaport Ltd. (VISL)	Riyas K. Basheer

4. Highlights of Certain Major Activities undertaken by the Centre

4.1 Accountability Mechanisms in Government and Public Grievance Redress

This study was conducted for Administrative Reforms Commission (ARC), Government of Kerala. The study focuses on the Accountability Mechanisms in Government and Public Grievance Redress and to explore the role of the concerned institutions as a promoter of good governance, grievance redressal and for ensuring accountability and transparency in Government. The study aims to identify the barriers/hindrances of the public in accessing the service of these mechanisms. The study will also focus on the issue of coordinated or joined up functioning of these institutions for better results. The

study was conducted among functionaries/agencies involved in anticorruption or corrective mechanisms in government functioning. To understand the public grievance mechanisms in Government and its effectiveness, the functioning of various Commissions are studied.

4.2 Consulting and Project Management Support to KIIFB

The Centre for Management Development (CMD) has been appointed as a service provider to the Kerala Infrastructure Investment Fund Board (KIIFB) from the year 2017-18 onwards. KIIFB is a Government of Kerala owned institution that provides investment for critical and large infrastructure projects in the state. It aims to dynamically mobilise funds for the infrastructure development of Kerala, including major land acquisition needs of the State. KIIFB has recourse to the advanced financial instruments approved by SEBI and RBI, and is expecting an upspring of sustainable infrastructure development of the state with employing cutting-edge technology in the funding, planning, implementation and monitoring phase. The project implementation of the KIIFB funded projects are carried out through about 23 different Special Purpose Vehicles (SPVs) covering different infrastructure sectors like roads and highways, bridges and elevated structures, water supply schemes, electrical, IT, health, sports, transport, agriculture processing, industries, etc. The various support functions offered by CMD to KIIFB during 2020-21 are detailed below.

- CMD carries out thorough **Technical Appraisals of the Detailed Project Reports (DPRs)** being prepared by the SPVs for different projects being taken up for KIIFB funding. The Technical Appraisal process is a very comprehensive due diligence process, undertaken by KIIFB prior to the approval of projects. The appraisal process involves scrutiny of the Detailed Project Reports prepared by the Special Purpose Vehicle (SPVs) appointed by the Government. DPRs are forwarded by KIIFB to CMD for appraisal. This third-party appraisal is general and technical in nature for its compliance to client requirements, standards and specifications in line with the manuals & guidelines issued by KIIFB from time to time and in accordance with the National Building Code, Ministry of Road Transport & Highways (MoRTH), GoI standards and CPWD/State PWD works manuals. KIIFB CMD & its associated consultants are working closely in-hand with the SPVs during the process with regular meetings and field verification visits. A number of Sectoral Experts for the technical appraisals and management experts for the general appraisals selected by CMD are working in close co-ordination of the Project Appraisal Division of KIIFB for the process. Detailed Appraisal Reports are furnished to KIIFB. Based on this, approval for the funding of the project is accorded by KIIFB. So far CMD has evaluated and appraised more than 637 projects of KIIFB, worth over Rs. 32,000 Crores. During 2020-21, technical appraisal has been completed for 110 projects worth of Rs. 5,199 Cr.

- CMD is also entrusted with the **Technical Resource Centre (TRC)** for KIIFB. On 1st November, 2018, TRC got commenced with a view to improve the delivery and implementation of technical advisory and new technology initiatives for better project implementation including design, cost and performance optimization in the post appraisal phase. The TRC is envisaged to function as an outsourced centre of KIIFB and Special Purpose vehicles (SPVs) of KIIFB. The TRC is maintained and managed by CMD. Various administrative and support services including procurement of software and hardware are provided for establishing and running the Technical Resource Centre at KIIFB by CMD as per the requirements of KIIFB from time to time.

4.3 DPR Support Services to KIIFB

CMD is also providing the services related to the preparation of Detailed Projects Reports (DPR) to Kerala Irrigation Infrastructure Corporation Limited (KIIDC), a SPV of KIIFB. During the year 2020-21 we have initiated the preparation of DPRs for two Regulator Cum Bridges (RCB) at Ummanchira and Poonurpuzha.

4.4 SVEEP SURVEY

Systematic Voters Education and Electoral Participation (SVEEP) programme was started in 2010 by ECI for reaching out to public through effective communication to ensure that every eligible voter is enrolled, create awareness on the right to vote, bridge gaps in registration and participation and to ensure more participation in elections. SVEEP Survey is an exercise for the assessment of the impact of SVEEP Campaigns among the voters in the country and to direct the Election Departments in various States to conduct an end-line survey of Knowledge, Attitude and Practices of citizens by the Election Commission of India (ECI). The particular SVEEP end- line survey in Kerala was entrusted with CMD to understand the takeaways of the SVEEP campaigns for voter awareness and education in the Lok Sabha Election conducted during the year 2019 in Kerala. The knowledge, attitude and practices of the electorate were measured using the KAP tool provided by the ECI and designed by TISS and edited to suit Kerala's social and political background. A total of 1890 citizens above 18 years old and having voting rights were covered as part of the survey from three geographical regions in Kerala namely North, Central and South and spread across forty-two assembly constituencies. The aspects which were mainly covered in the Survey includes Socio-economic demographic profile of Voters, Knowledge of Voters, Attitude of Voters, Voters' Participation and SVEEP and its Impact. The report includes the findings of the survey regard to these aspects and the recommendations arrived based on the survey findings.

4.5 BASELINE SURVEY

The Baseline Survey in Kerala was entrusted with CMD by the Election Commission of India to conduct a survey among the eligible electorate of Kerala over 18 years of age in order to identify the level of voters' awareness to the State Legislative Assembly elections and to study voters' access to information about electoral process, exposure to media, knowledge of voter registration, electoral procedures, voters' education and general attitude about democracy. KAP baseline survey captured the general perceptions and opinion of the voters about the electoral process and the initiatives taken by the ECI. The knowledge, attitude and practices of the electorate were measured using the KAP tool provided by the ECI which was designed by TISS and edited to suit Kerala's social and political background. A total of 1152 citizens above 18 years old and having voting rights were covered as part of the survey from three geographical regions in Kerala namely North, Central and South and spread across forty-two assembly constituencies. The aspects such as Socio-economic demographic profile of Voters, Knowledge of Voters, Attitude of Voters, Voters' Participation and SVEEP and its Impact were mainly covered in the study. Socio-economic demographic profile of Voters, Knowledge of Voters, Attitude of Voters, Voters' Participation and SVEEP and its Impact.

4.6 DPR PREPARATION FOR IID AS PART OF THEIR INITIATIVE ON CONTROL OF DIABETES IN KERALA

The preparation of DPR with regard to prevention and management of Non Communicable Diseases (NCDs) in Kerala was undertaken by CMD at the request of Indian Institute of Diabetes (IID). The Report mainly discusses the importance of identifying and preventing the NCDs and various strategies required for the same. Details of the various NCDs and the key challenges of NCD prevention and management in the State of Kerala are highlighted in the report. A proposal comprises the goals and objectives of the prevention and management of NCDs and its strategic dimensions is developed as part of the DPR. Various components for the proposed programme like Social and Behavior Change Communication (SBCC), Facilities and Services Capacity Building, Creation of an enabling environment, Community participation and the strategies to be adopted under each of these components are illustrated. The activity framework and the levels of intervention required for rolling out the programme is also included. Finally, the organisation framework to be developed and the roles of other departments for the effective implementation of the programme are also covered.

4.7 NLM

CMD has been an empanelled National Level Institutional Monitor (NLM) of the Ministry of Rural Development, GoI from the year 2011. The Ministry conducts three types of monitoring viz. Regular Monitoring, Special Monitoring and Complaint Monitoring. The Ministry entrusted CMD all the three types of monitoring over the years. Every year the Ministry conducts two phases of monitoring activities of the schemes being

implemented by them. Usually, each NLM gets 6 districts for each phase of the work, known as Regular Monitoring. We need to visit the field for physical verification of rural development schemes on a sample basis and prepare and submit District level reports to the Ministry. So far we have completed more than 100 districts from Tamil Nadu, Karnataka, Andhra Pradesh, Telangana and Maharashtra over this period.

4.8 Project Management Support for implementation of the NDPREM (A rehabilitation programme for the overseas returnees)

NDPREM (NORKA Department Project for Returned Emigrants) is a rehabilitation programme for the overseas returnees formulated by the NORKA ROOTS. The programme enables the overseas returnee to identify their strengths and skills and nurture them to be capable enough to start small enterprises. CMD is providing management support services for the implementation of the scheme. As part of this, CMD organized 149 online orientation programmes for the applicants across the 14 districts and 7,738 beneficiaries have participated. CMD is also providing advisory services pertaining to project opportunities, project viability and managerial aspects of the units created under the scheme. As part of the programme, a help desk for information facilitation is functioning at CMD. Project reports for availing of loans from banks are also prepared on request from applicants. For the financial year 2020-21, the number of project reports prepared is 171.

4.9 PDOPs – Pre-Departure Orientation Programmes

The objective of Pre-Departure Orientation Programmes (PDOPs) is to equip potential emigrants with life skills by providing adequate general information about host countries, cultural profile, professional etiquette, prevailing general laws and matters pertaining to immigration procedures. They are also provided with information about employment contracts, travel formalities and consular services provided by the Indian Embassy. These programmes can aid potential emigrants to avoid being scammed by travel agents. Due to covid restrictions, PDOPs were carried out offline in nine selected nursing colleges. The number of participants is 468. Furthermore, PDOPs can better equip them to interact and perform effectively in a different cultural context. The PDOPs can provide potential migrants with a clear understanding of their role, assist in better integration and avoid or minimize the culture shock, thereby, enabling them to handle obstacles and/or challenges.

4.10 Sustainable agricultural intervention among Scheduled Tribes (Haritharashmi)

Sustainable agricultural intervention among Scheduled Tribes, better known as the Haritharashmi project, aims to promote the effective utilization of land available to the tribal communities in the Idukki and Wayanad districts. The scheme was developed and is being implemented by the Centre for Management Development under the

sponsorship of the Scheduled Tribes Development Department of Kerala. The scheme also intends to promote agriculture in the unutilized land with tribal communities through awareness programmes and experiential training and also by providing training materials based on the requirements of the beneficiaries and through continuous supervision and monitoring. The beneficiaries were organized into Farmers' Groups to enable the decentralized planning and participatory implementation of the programme. The project encourages traditional cultivation to converge with organic and modern scientific scopes and also ensures a proper market for their produce. agriculture as a sustainable livelihood culture and was launched during the fourth quarter of the financial year 2020-21. 4022 beneficiaries from 376 tribal settlements have been identified as the beneficiaries of the project. 157 Farmers' Groups have been formed as part of the scheme. The project is being carried out in three interlinked phases. The tasks under phases II and III are progressing simultaneously. Consultative workshops of stakeholders at various levels were conducted for finalizing the implementation strategies.

4.11 Sustainable Livelihood Generation Programme for Scheduled Tribe Community (Gothrajeevika)

Sustainable Livelihood Generation Programme for Scheduled Tribe Community, also known as Gothrajeevika, is a project designed and implemented by the Center for Management Development (CMD) under the sponsorship of the Scheduled Tribes Development Department. The objective of the programme is to create new employment opportunities among unskilled or semi-skilled tribal workforces by providing practical skill development programmes. Generally, the tribal workforce is dependent on the agriculture and allied sectors and often resorts to the collection of forest products. Additionally, the participation of tribal people in mainstream labour forces engaged in sectors such as construction activities is minimal. Thus, the diminishing opportunities in such fields combined with the need for developing additional income have forced them to seek new employment opportunities. Gothrajeevika ensures skill development, sustainable livelihood and economic and social empowerment of the members of the tribal community. Gothrajeevika is a positive realization of the government's policy of leading the tribal community to progress through a sustainable and autonomous approach to development. The programme has been divided into two: Gothrajeevika I and Gothrajeevika II. Under Gothrajeevika I, 1170 beneficiaries from the tribal communities were imparted various training related to the construction sector and were grouped into 57 societies. These societies have begun to independently undertake construction projects including those of public and private nature, thereby, aiding them in assuming the roles of entrepreneurs. Furthermore, these projects have increased the average income of the beneficiaries. Gothrajeevika II is being carried out in three interlinked phases. Phase I of the programme is underway and the number of beneficiaries intended to be covered is 1050.

4.12 Monitoring and Implementation Support for Establishment of Urja Mithras (Akshaya Urja Service Centres)

In order to maximize the renewable energy mix in the State and to popularize the use of renewable energy devices, the Agency for New and Renewable Energy Research and Technology established the Urja Mithras (Akshaya Urja Service Centres) in the year 2018 in the 140 Legislative Assembly constituencies in the State. These Urja Mithras provide services to the public in the areas of identification and selection of appropriate renewable energy equipment, its installation, technical support and effective maintenance. CMD offered technical support for identification of competent entrepreneurs for the Urja Mithras and conducted technical training programmes as well as Entrepreneurship Development Programmes for the Urja Mithras. CMD is also providing continued support in monitoring the performance of Urja Mithras for a period of three years. The back end subsidy for the entrepreneurs are being provided based on the monitoring of the Urja Mithras.

4.13 Social Impact Assessment (SIA) Studies

Social Impact Assessment (SIA) seeks to assess, in advance, the social repercussions that are likely to follow from projects undertaken to promote development. As an aid to the decision making process, SIA provides information on social and cultural factors that need to be taken into account in any decision that directly or indirectly affects the lives of project area people. CMD has been empanelled by the Revenue Department, Government of Kerala for undertaking the SIA projects throughout the state, as and when required. CMD has been conducting SIA studies for land acquisition for various development projects formulated by the Government of Kerala.

4.14 Proof Checking of the DPR for Development of Petrochemical Park at Ambalamugal, Kochi by Kerala Industrial Infrastructure Development Corporation (KINFRA)

The Kerala Industrial Infrastructure Development Corporation (KINFRA) has envisioned the establishment of a Petrochemical Park at Ambalamugal, Kochi for Petrochemical downstream products and thereby to catalyze downstream investments in Micro/Small/Medium enterprises (MSME). CMD is entrusted with the proof checking of the DPR prepared by M/s. Voyants Solutions Pvt. Ltd. for the development of the Petrochemical Park. The technical scrutiny of the estimates as well as methodologies and designs adopted were conducted and appropriate observations and recommendations regarding various infrastructure facilities envisaged to be developed at the Park.

4.15 Project Management Consultancy (PMC) services for Development Works at KINFRA Mini Industrial Park, Mundakkal, Kollam

The KINFRA Mini Industrial Park at Mundakkal, Kollam is envisaged to address the needs of general non polluting industries in the region by establishing infrastructure facilities required and will accommodate industrial units through the Single Window Clearance Facility in the 5.09 acres of land. CMD was entrusted with the development works at the KINFRA Mini Industrial Park, Mundakkal. The plot development works as well as preparation of plot division plan and layouts were successfully completed by CMD, maintaining conformity to the industry standards and guidelines.

4.16 Transaction Advisory Services for Establishment of Multi Level Parking cum Commercial Complexes in Kozhikode Municipal Corporation

In order to provide adequate parking facilities to the public and to ensure least traffic interruptions through proper parking management measures, the Kozhikode Municipal Corporation had decided to establish Multi Level Parking cum Commercial Complexes in BOT mode, by attracting private investments. CMD has been engaged as the Transaction Advisor for the project by the Corporation and is entrusted with the project conceptualization and bid process management.

4.17 Preparation of DPR for Waste Management Projects in Local Self Government Institutions in the State of Kerala

CMD has been empanelled by the Suchitwa Mission, Local Self Government Department, Government of Kerala for the preparation of Detailed Project Report (DPR) for the Liquid Waste Management projects in the Local Self Government Institutions (LSGIs) in the state of Kerala. CMD has undertaken preparation of DPR for 22 waste treatment plants in various LSGIs throughout the state.

4.18 Technical Support for International Conference on Gender Equality -II and Launch of Gender Park Campus

The International Conference on Gender Equality – II (ICGE-II) was held at the Gender Park Campus from 11th to 13th of February 2021. The event was inaugurated by the Chief Minister of Kerala, Shri. Pinarayi Vijayan where he also announced the functional launch of the Gender Park campus. The conference was hosted in association with the United Nations (UN) Women. CMD provided the requisite technical support for organizing the event.

4.19 Survey of Transgender Persons in Kerala

Background: The Transgender community in Kerala faces several problems such as social discrimination, poor health, high dropout rate, low income, harassment and abuse, as revealed through surveys conducted. They face injustice in their families and public places, in schools, in workplaces, at markets and shops, emergency rooms, at hands of landlords, police officers, health care workers and other service providers. It is in this background that the Department of Social Justice, Government of Kerala (GoK) entrusted CMD with the conduct of a socio-economic census of all transgender persons in Kerala so as to develop an online platform for monitoring and supporting them.

Aims & Objectives: The proposed survey broadly aimed at bringing transgender persons into mainstream society through assessing their individual needs and devising individual development plans. The specific objectives include (i) To identify all transgender persons spread across all districts in Kerala, (ii) To collect socio-economic data of transgender persons thus identified and (iii) To prepare development plans, based on their socio-economic conditions and needs identified.

Approach & Strategy: The survey followed a participatory and inclusive approach involving all stakeholders such as TG Justice Board, district TG Justice Committees, CBOs of TGs from all districts, domain area experts and officials of Social Justice Department. The filed activities are ongoing.

4.20 Efficiency, Transparency & Accountability of Civil Service and Linking Emoluments with Performance: Rapid Study of Recommendations of Pay Revision Commissions and Administrative

Background: The 11th Kerala Pay Revision Commission (PRC) was constituted vide G.O(Ms) No.414/2019/Fin dated 06/11/2019 to study and make recommendations on revising the pay and allowances and other benefits of the State Government Employees including teaching and non-teaching staff of aided educational institutions, local bodies, etc. Besides the task of examining and suggesting modifications in pay and allowances and other service conditions, promotional avenues and fringe benefits of the Government Employees, the 11th PRC are also mandated to make suitable recommendations to enhance efficiency, social accountability and people friendliness of the civil service.

The 8th, 9th and 10th Kerala PRCs had made recommendations on improving efficiency, transparency and accountability of the civil service (Chapter X of the 8th PRC, Chapter 12 of the 9th PRC and Chapter 2 of the 10th PRC). The Administrative Reforms Commissions (ARC), both at the State and Central levels have also discussed these issues and made many suggestions to improve the effectiveness of the employees thereby ensuring good governance. The 10th PRC of the State and previous central ARC reports have also

recommended linking of pay and promotions with performance of the employees. The Finance Commissions have also made broad suggestions on these aspects. However, some of these recommendations have not yet been taken up for implementation due to various reasons.

As a prelude to making further proposals on improving the competency of the civil service, the 11th PRC wishes to examine the recommendations of the previous PRCs, including the extent of implementation of these suggestions by the Government. The Study is in this context.

Aim and Objectives: The proposed Study broadly aims at examining the Reports of the earlier PRCs (Kerala) and ARCs with a view to identifying recommendations on improving the efficiency of the civil service and linking the pay with the performance of the employees. The specific objectives of the study include (i) To attempt a comprehensive review of the reports of the previous PRCs in Kerala and ARCs so as to identify and consolidate the recommendations made therein regarding improving efficiency, transparency and accountability of the civil service in the State, (ii) To examine and consolidate recommendations of the earlier Kerala PRCs and ARCs on the subject of linking performance of employees with their pay and allowances and (iii) To scan the suggestions on the above subjects made in the above documents which have not been implemented but are of contemporary relevance and could be considered for implementation with modifications, if required.

5.0 INFRASTRUCTURAL FACILITIES

5.1 Library

During the year under report, the total number of books in the Centre's Library is 6394. The Centre subscribes to twelve periodicals and the bound volumes number 630.

5.2 Computer Facilities

All the academic staff and officers have been provided computing facilities with printing and round the clock internet facilities. During the year under report, the Centre has thirty computers, nine laptops and two LCD projectors.

5.3 Staff Position

As on March 31, 2020, the Centre had on its roll thirteen faculty members including the Director during the period under report. There are eleven numbers of supporting staff. (*Exhibit 3*). List of Chairmen & Directors are given in *Exhibit 4*.

6.0 ACCOUNTS AND OVERALL FINANCIAL POSITION

6.1 The overall financial position of the Centre can be seen from the audited statement of accounts.

6.1.1 Finalisation of accounts for the year 2020-21 is completed.

7.0 ACKNOWLEDGEMENT

The members of the Board of Governors are pleased to record their appreciation and gratitude to all members of the Centre and other organisations who have co-operated with the Centre in its activities. They also wish to thank the Departments of Industries, Agriculture, Department of Scheduled Tribe Development, Norka-Roots, Government of Kerala, Ministry of Rural Development, Government of India, The Kerala State Planning Board and different Panchayati Raj Institutions for the trust reposed in CMD. They also express their appreciation to all those working in the Centre for their dedicated service during the year.

Exhibit - 1**LIST OF MEMBERS**

1.	The Chairman & Managing Director Kerala State Textile Corporation Ltd Annapoorna, TC 9/2000-2001 Kochar Road, Sasthamangalam Thiruvananthapuram 695 010
2.	The Managing Director Kerala State Industrial Development Corporation Ltd. TC IX/266, Keston Road Kowdiar, Thiruvananthapuram 695 003
3.	The Managing Director O/E/N India Limited Vytila, Cochin 682 019
4.	The Managing Director Kerala Financial Corporation Vellayambalam, Thiruvananthapuram 695 010
5.	The Managing Director Floatels India Pvt. Ltd. Floatels Chambers 2 nd Floor, DPI Road, Jagathy Thiruvananthapuram 695 014
6.	The Managing Director Kerala State Warehousing Corporation P.B. No.1727, Cochin 682 016
7.	The Managing Director Travancore Titanium Products Ltd Veli, Thiruvananthapuram 695 021
8.	The Managing Director Kerala State Civil Supplies Corporation Ltd. Maveli Bhavan, Gandhi Nagar, Cochin 682 020
9.	The Chief Executive Apollo Tyres Ltd. Perambra 680 689, Trichur Dist.
10.	The Managing Director Trivandrum Regional Co-Operative Milk Producers' Union Ksheera Bhavan, Pattom, Thiruvananthapuram 695 004

11.	The Managing Director Kerala State Beverages (M&M) Corporation Ltd. Sasthakripa Office Complex Sasthamangalam, Thiruvananthapuram 695 010
12.	The Managing Director The Rehabilitations Plantations Ltd. Punalur, Kollam District
13.	The Chairman Coir Board, P.B. No.1752 M.G. Road, Ernakulam, Cochin 682 016
14.	The Chairman Marine Products Export Development Authority P.B. No.1708, M.G. Road, Cochin 682 016
15.	The Managing Director Steel Complex Ltd. Near Modern Bus Stop, P.B. No. 42 Feroke, Kozhikode 673 631
16.	The Managing Director Kerala Minerals and Metals Limited Sankaramangalam, Chavara, Kollam - 691 583
17.	The Chairman & Managing Director HLL Lifecare Limited Poojappura, Thiruvananthapuram 695 012
18.	The Managing Director Marikar (Motors) Limited M.G. Road, Thiruvananthapuram 695 001
19.	The Managing Director State Farming Corporation Farm House, P.B. No.13 Alimukku, Vettithitta P.O., Punalur 689 696
20.	The Executive Director Bharat Petroleum Corporation Kochi Refinery Ltd. Post Bag 2, Kundannur, Maradu 682 304 Ernakulam District
21.	The Managing Director Malabar Cements Limited Walayar P.O., Palakkad 678 624

22.	The Managing Director Steel & Industrial Forgings Ltd. Attani P. O., Thrissur 680 581, Kerala
23.	The Managing Director Kerala State Power and Infrastructure Corporation Ltd. KPFC Bhavanam, Vellayambalam, Thiruvananthapuram 695010
24.	The Managing Director Kerala Tourism Infrastrucure Ltd, 4 th Floor, Vipanchika Towers, Thycaud P. O. Thiruvananthapuram -695014
25.	The Managing Director Kerala State Coir Corporation Ltd. PB No. 191, Vazhicherry ward , Alappuzha 688 001
26.	The Managing Director Kerala State Womens Development Corporation Ltd. T C 24/3279, Basanth, Opp. Manmohan Bunglow, Kowdiar P O, Thiruvananthapuram
27.	The Chairman & Managing Director Kerala State Electricity Board Ltd. Vyduthi Bhavan, Pattom, Thiruvannthapuram 695004
28.	The Managing Director Kerala Clays & CeramicsProducts Ltd, Clay House, Pappinisseri , Kannur - 670 561
29.	The Managing Director Kerala Industrial Infracructure Development Corporatopn T C 31 /2312, KINFRA House, Sasthamangalam, Thiruvananthapuram

Exhibit - 2**BOARD OF GOVERNORS DURING 2020-2021**

Sl. No	Address	Sl. No.	Address
1	<u>Chairman</u> Shri. S.M. Vijayanand IAS (Retd.) Former Chief Secretary, Government of Kerala Sabarmati, Tutors Lane, Near University College, Palayam, Thiruvananthapuram	8	<u>Vice-Chairman</u> Shri. K. Hari Kumar Managing Director Travancore Cochin Chemicals Limited Udyogamandal, Kochi 683 501
2	Dr. K. Ellangovan IAS Principal Secretary Department of Industries & Commerce Government of Kerala Thiruvananthapuram 695 001	9	Shri. K.E. Moidu Managing Director Peekay Steel Castings Private Limited Unit I, Nallalam, Calicut 673 027
3	Dr. Venu V. IAS Additional Chief Secretary Planning & Economic Affairs Department Government of Kerala, Thiruvananthapuram 695 001	10	Shri. M. Khalid Managing Partner SLK Food Processing, 12/645-47 Poovattuparamba, Kozhikode 673 008
4	Smt. Ishita Roy IAS Principal Secretary & Agricultural Production Commissioner Government of Kerala, Thiruvananthapuram 695 001	11	Shri. Deepak L. Aswani Co-Chair, FICCI Kerala State Council VII Floor, Alpha Plaza Building K.P. Vallon Road, North End Kadavanthra Junction, Kochi 682 020
5	Shri. N. S Pillai IA & AS Chairman & Managing Director Kerala State Electricity Board Limited Vydyuthi Bhavanam, Pattom Thiruvananthapuram 695 004	12	Shri. C. Balagopal 4A Darragh Residency Pandit Karuppan Road Thevara, Kochi 682 013
6	Shri M G Rajamanickam IAS Managing Director Kerala State Industrial Development Corporation Limited TC XI/266, Keston Road, Kowdiar Thiruvananthapuram 695 003	13	Dr. Bijulal D. Professor, Mechanical Engineering Department Government Engineering College Barton Hill, Kunnukuzhy Thiruvananthapuram 695035
7	Smt. S. Syamala Managing Director, Kerala State Drugs & Pharmaceuticals Ltd. Kalavoor PO, Alappuzha - 688 522	14	Prof. (Dr.) Santhosh P. Thampi Dean, Faculty of Management School of Management and Business Studies Mahatma Gandhi University Kottayam 686 560
		15	<u>Member Secretary</u> Dr. Suresh G. Centre for Management Development (CMD) Thiruvananthapuram 695 014

Exhibit - 3**ACADEMIC AND ADMINISTRATIVE STAFF**

Director	G. Suresh, M.Tech, Ph.D.
Faculty	M.N. Pradeep Kumar, M.Tech., MBA, Ph.D. A. Satheesan, M.Sc., MBA, Ph.D. M. Mohanan, M.Sc., M.Phil., Ph.D. R.L. Sabu, M.Tech., MBA, Ph.D. S. Raghukumar, MBA, PGDRM (IRMA), Ph.D. Biju S. Narayan, M.Tech. Riyas K. Basheer, B.Tech., MBA P.G. Anil, MA, LL.B., MBA, PG Dip. in Journalism K. Varghese, M.Com., MBA, PGDHHA S. Lakshmi. M.Sc. (Agri-Extn.), Ph.D. Devimohan, PGDPM, LL.B. B.G. Jyothiraj, B.Tech., MBA
Administrative Officer	V. Harikumar, B.A., LL.B., DCA
Accounts Officer	Roshan Paul Joseph, CA Inter
Assistant Librarian	K. Krishnan, B.A., M.LISc., MPhil
PA to Director	J. Saudha Kumari
Steno-Typist	V. Suma Devi
Typist	N.P. Beena Rani
Driver-cum-Operator	N. Sajikumar
Driver	S. Jayakumar
Clerical Assistants	K. Suresh V. Radhakrishnan Nair
Attender-cum-Peon	A. Varadarajan

Exhibit - 4

LIST OF CHAIRMEN AND DIRECTORS

Chairmen

Shri K.T. Chandy	August 1979 – October 1982
Shri V. Ramachandran	November 1982 – August 2009
Shri G. Madhavan Nair	August 2009 – June 2015
Shri Babu Jacob	July 2015 – December 2016
Dr. K.S. Chandrasekar (Chairman-in-Charge)	January 2017 - April 2017
Shri S.M. Vijayanand	April 2017 - Continuing

Directors

Prof. S.K. Warriar	August 1979 – April 1982
Prof. A.A. Gopalakrishnan	June 1985 – June 1988
Dr. C. Gopinath	October 1989 – May 1995
Dr. K.B. Nair	May 1995 – March 1998
Dr. M. Sivaraman	April 1998 – May 2009
Dr. G. Suresh	May 2009 - continuing



INDEPENDENT AUDITOR'S REPORT

To ,

THE MEMBERS OF THE CENTRE FOR MANAGEMENT DEVELOPMENT

Report on the Financial Statements

Opinion

We have audited the accompanying financial statements of "CENTRE FOR MANAGEMENT DEVELOPMENT" ("The Trust"), which comprise the Balance Sheet as at 31 March 2021, and the Statement of Income and Expenditure and notes to the financial statements, including a summary of significant accounting policies and other explanatory information.

In our opinion and to the best of our information and according to the explanations given to us, the aforesaid financial statements give the information required by the Act in the manner so required and give a true and fair view in conformity with the accounting principles generally accepted in India, of the state of affairs of the trust at 31st March, 2021, and its profit for the year ended on that date.

Basis for opinion

We conducted our audit in accordance with the Standards on Auditing (SAs) issued by ICAI. Our responsibility under those standards are further described in the Auditors Responsibility for the Audit of the Financial Statement section of our report. We are independent of "The Trust" in accordance with the code of Ethics issued by ICAI and we have fulfilled our other ethical responsibility in accordance with the code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.



Management's Responsibility for the Financial Statements

Management is responsible for the preparation of these financial statements that give a true and fair view of the financial position and financial performance of the 'The Trust' in accordance with the Generally Accepted Accounting Principles. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation and presentation of the financial statements.

Auditor's Responsibility for the audit of the financial statements

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with the Standards on Auditing issued by the Institute of Chartered Accountants of India and the provisions thereof. Those Standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of the accounting estimates made by management, as well as evaluating the overall presentation of the financial statements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for auditor's opinion.

For B Radhakrishnan & Co

Chartered Accountants

F R N: 007751S

B Radhakrishnan Potti, FCA, DISA (ICA)

(Proprietor)

M N: 200266

Place: Trivandrum

Date: 28-03-2022

UDIN : 22200266AFVILN1516

**CENTRE FOR MANAGEMENT DEVELOPMENT
THIRUVANANTHAPURAM**

**SIGNIFICANT ACCOUNTING POLICIES AND NOTES ON THE ACCOUNTS
FOR THE YEAR ENDED 31ST MARCH 2021**

Note-1

GENERAL INFORMATION

Centre for Management Development (CMD) was incorporated on 1st August 1979, registered as a Trust Under Section 12A as per Income Tax Act 1961 with the main object to promote & enrich management policies and practices in the manufacturing, services and development sector, to augment and develop entrepreneurial potential in the state through an integrated identification-training support package .to enhance the decision making skills and competence of practicing managers and key personnel in the public, private, and non-governmental sectors, to provide assistance to governmental/voluntary corporate agencies for strengthening management of developmental programs and projects in rural and urban areas, through research studies, consulting, training programs and advisory services and to contribute to professionalizing management by developing a pool of young management professionals.

Note-2

SIGNIFICANT ACCOUNTING POLICIES:

Basis of preparation of Financial Statements:

The financial Statements have been prepared under the historical cost convention, in accordance with the generally accepted accounting principles in India(Indian GAAP).

a. Use of estimates

The preparation of the financial statements in conformity with Indian GAAP requires the management to make estimates and assumptions that affect the reported amount of assets and liabilities (including contingent liabilities) on the date of the financial statements and the reported amount of revenues and expenses during the reporting period. Difference between the actual results and the estimates are recognized in the period in which the results are known/materialized.

b. Fixed Assets:

Fixed assets are shown at the cost of acquisition less depreciation. Cost comprises of purchase price, duties, levies and any direct attributable cost of bringing the asset to its working condition for the intended use.



c. Depreciation:

Depreciation has been charged on fixed assets at written down value method, at the rate followed consistently over the years, as indicated in the schedule of fixed assets.

d. Accounts and income recognition

The accounts have been prepared on mercantile system of accounting except for the following items. Amount received and expended on various incomplete programs during the year are treated as advance during the year to the extent to which the programs are incomplete.

Note-3

Bank Accounts and Bank Overdraft Accounts

All bank accounts are in agreement with the bank confirmation received from the banks. CMD has availed a bank Overdraft of Rs 2 crores from Canara Bank, Sasthamangalam with an interest rate of 10.20% p.a (till 06.02.2021) and thereafter 9.05% p.a. by pledging 8.52 acres of land with multi storied office building in Thycaud Trivandrum.

The Bank Overdraft shows a credit balance of Rs.7,87,563.74 as on 31.03.2021.

Note-4

Grant-in-aid

Grant received from Government of Kerala for Rs.129 Lakhs during the financial year 2020-21 for Addition/Upkeep of Infrastructure facilities and Supporting Activities vide GO (Rt) No.641/2020/ID dated 17.08.2020 (50 Lakhs), GO (Rt) No.957/2020/ID dated 05.11.2020 (40 Lakhs) and GO (Rt) No.124/2021/ID dated 30.01.2021(39 Lakhs).

This amount has been credited to the account number PSTSB 799012700000828 and the same to the extent of Rs.99 Lakhs has been expended for the purposes for which it was sanctioned while an amount of Rs.30 Lakhs unspent has been earmarked for the construction of new hostel building is maintained in the PSTB account

Note-5

Foreign exchange transactions

The Centre has not received any foreign exchange during the year.



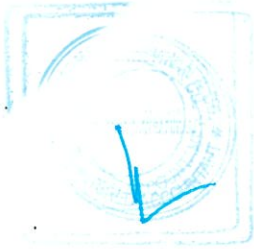
Note-6

Contingent Liability

Demand raised by GST Department Vide Case Proceedings reference No. AABAT3079L1ZB/ASMT10/2017-18/A5 dt. 17/08/2020 for an amount of Rs.19,27,857/- is under dispute.

Note-7

Previous Year figures have been regrouped, rearranged and reclassified, wherever necessary



**CENTRE FOR MANAGEMENT DEVELOPMENT - THIRUVANANTHAPURAM
INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31st MARCH, 2021**

EXPENDITURE	Sch	For the year ended 31.03.2021	For the year ended 31.03.2020	INCOME	Sch	For the year ended 31.03.2021	For the year ended 31.03.2020
General Administrative Expenses	I	45,85,416.99	48,32,917.00	Fees Management Consultancy, Research, Recruitment & Manpower	O	8,76,99,555.26	11,66,79,714.00
Salaries & Allowance	J	1,85,18,636.00	5,85,51,564.00	Fees EDP		1,26,40,649.00	71,41,283.00
Expenses on Research works	K	9,13,08,444.62	12,53,51,352.00	Fees MDP		0.00	39,74,800.00
Direct Expenses on EDP & related works	L	88,68,826.00	1,05,48,842.00	Grant in aid - Supporting Activities		75,00,000.00	57,14,414.00
Interest & Bank Charges	M	10,04,327.98	9,91,537.76	Amortisation on Addition & Expenses on Upkeep of Assets		20,69,543.75	13,09,095.00
Manpower Payments	N	11,14,57,502.00	5,89,58,374.00	Reimbursement of Expense	P	2,15,66,241.00	1,92,48,277.00
Depreciation	D	8,48,098.97	9,49,410.30	Other Income	Q	1,90,202.00	2,49,286.00
Excess of Income over Expenditure		97,83,132.45	0.00	Manpower Receipts		11,47,08,194.00	5,99,62,419.00
TOTAL		24,63,74,385.01	26,01,83,997.06	Excess of Expenditure over Income		0.00	4,59,04,709.06
				TOTAL		24,63,74,385.01	26,01,83,997.06



Dr. G. Suresh
Director
Centre For Management Development
Thiruvananthapuram

Vide Our Report



For B. RADHAKRISHNAN & CO.
CHARTERED ACCOUNTANTS
FRN : 007751S
B. Radhakrishnan Potluri, FCA, DSS (ICA)
M N : 200266


S M VIJAYANAND
Chairman
Centre for Management Development
Thycaud P.O, Thiruvananthapuram-695 014

UDIN: 22200266AFVILN1516

Date: 28-03-2022
Place: Thiruvananthapuram

CENTRE FOR MANAGEMENT DEVELOPMENT - THIRUVANANTHAPURAM
BALANCE SHEET AS ON MARCH 31, 2021

LIABILITIES	Sch	31.03.2021		31.03.2020		ASSETS	Sch	31.03.2021		31.03.2020	
Capital Fund		1,40,28,921.39	1,40,28,921.39	49,90,186.35	49,90,186.35	Fixed Assets	D	3,33,57,969.98	3,29,69,143.97		
Building Fund		30,00,000.00	30,00,000.00	8,06,947.25	8,06,947.25	Gross Block		1,98,32,773.24	1,89,84,674.26		
Grant - Hostel Fund						Depreciation					
Grant - Addition of Infrastructure facilities						Net Block		1,35,25,196.74	1,39,84,469.71		
Loans & Advances						Current Assets, Loans & Advances					
Secured Loan with Canara Bank Sasthamangalam**		7,87,563.74	1,60,70,222.18			Loans & Advances and Deposits	E	3,46,89,581.80	1,78,43,216.50		
Vehicle Loan		6,28,869.00	7,05,664.00			Amount Receivable on completed programmes	F	33,26,990.95	33,26,990.95		
Current Liabilities & Provisions						Cash & Bank balances	G	2,50,85,377.30	1,30,33,054.46		
Amount Received in Advance	A	5,02,62,954.00	1,94,04,950.00			Other Current Assets	H	4,05,92,159.46	3,10,11,891.16		
Sundry Creditors	B	2,86,46,354.57	2,34,83,184.60			Excess of Expenditure over Income		6,30,69,928.94	1,71,65,219.88		
Other Current Liabilities	C	2,61,88,176.44	1,97,90,496.20			less: (Profit)/loss for the year		-97,83,132.45	4,59,04,709.06		
Provisions		4,11,66,130.00	4,33,19,436.00			TOTAL		5,32,86,796.49	6,30,69,928.94		
TOTAL		17,05,06,102.74	14,22,69,551.72					17,05,06,102.74	14,22,69,551.72		


Dr. G. Suresh
Director
Centre For Management Development
Thiruvananthapuram




S M VIJAYANAND
Chairman
Centre for Management Development
Thycaud P.O., Thiruvananthapuram - 695 014



Vide Our Report
Radhakrishnan Pottiraj & Co.
CHARTERED ACCOUNTANTS
FRN : 007751S
B. Radhakrishnan Pottiraj & Co. (ISA/ICA)
M N : 200266

Date: 28-03-2022
Place: Thiruvananthapuram

UDIN: 22200266AFVILN1516

SCHEDULE D: SCHEDULE OF FIXED ASSETS											
Sl No	Particulars	GROSS BLOCK				Rate	DEPRECIATION			NET BLOCK	
		As on 01.04.2020	Additions	Sales	As on 31.03.2021		Upto 01.04.2020	Total Depreciation for the year	As at 31.03.2021	As on 31.03.2021	As on 31.03.2020
			Total	Disposal							
1	Air Conditioners	6,09,488.00	-	-	6,09,488.00	15%	5,54,662.21	8,223.87	5,62,886.08	46,601.92	54,825.79
2	Binding Machinery	13,447.00	-	-	13,447.00	15%	13,260.13	28.03	13,288.16	158.84	186.88
3	Borewell	87,770.00	-	-	87,770.00	15%	75,285.70	1,872.65	77,158.35	10,611.65	12,484.30
4	Building	71,46,164.13	-	-	71,46,164.13	10%	66,54,533.17	49,163.10	67,03,696.27	4,42,467.86	4,91,630.96
5	Computer & Accessories	58,69,863.25	2,66,986.00	-	61,36,849.25	25%	46,45,105.25	3,49,831.50	49,94,936.75	11,41,912.50	12,24,758.00
6	Computer Software	32,750.00	-	-	32,750.00	25%	21,898.22	2,712.95	24,611.17	8,138.83	10,851.78
7	CCTV	1,39,950.00	-	-	1,39,950.00	15%	20,992.50	17,843.63	38,836.13	1,01,113.87	1,18,957.50
8	Electrical (UPS)	2,49,845.00	7,809.00	-	2,57,654.00	15%	61,285.28	28,869.63	90,154.91	1,67,499.09	1,88,559.72
9	Fax Machine	67,006.00	-	-	67,006.00	15%	60,749.75	938.44	61,688.19	5,317.81	6,256.25
10	Fire Fighting Equipments	69,413.75	-	-	69,413.75	15%	69,269.68	21.61	69,291.29	122.46	144.07
11	Furniture & Fixtures	43,92,826.91	95,975.00	-	44,88,801.91	10%	32,89,038.25	1,19,976.37	34,09,014.62	10,79,787.29	11,03,788.66
12	Generator	3,01,388.00	-	-	3,01,388.00	15%	3,00,865.47	78.38	3,00,943.85	444.15	522.53
13	Land	90,24,389.03	-	-	90,24,389.03	0%	-	-	-	90,24,389.03	90,24,389.03
14	Library Books	6,77,397.31	1,481.00	-	6,78,878.31	10%	6,06,144.26	7,235.10	6,13,379.36	65,498.95	71,253.05
15	Lift	11,15,686.00	-	-	11,15,686.00	15%	5,31,845.96	87,576.01	6,19,421.97	4,96,264.03	5,83,840.04
16	Mobile Phone	1,21,058.00	15,915.00	-	1,36,973.00	15%	1,02,275.18	5,204.67	1,07,479.85	29,493.16	18,782.83
17	Office Equipments	6,48,533.29	-	-	6,48,533.29	15%	5,77,128.66	10,710.69	5,87,839.35	60,693.94	71,404.63
18	Other Assets	91,345.42	-	-	91,345.42	15%	85,473.37	880.81	86,354.18	4,991.24	5,872.05
19	Photocopy Machine	1,25,848.00	-	-	1,25,848.00	15%	34,922.82	13,638.78	48,561.60	77,286.40	90,925.18
20	Teaching Aids	2,51,341.00	-	-	2,51,341.00	25%	1,76,958.11	18,595.72	1,95,553.83	55,787.17	74,382.89
21	Telephone EPABX	2,41,671.89	660.00	-	2,42,331.89	15%	2,25,423.87	2,536.20	2,27,960.07	14,371.82	16,248.02
22	Transformer	1,32,500.00	-	-	1,32,500.00	15%	1,32,224.90	41.26	1,32,266.16	233.84	275.10
23	Transport Vehicle	15,59,462.00	-	-	15,59,462.00	15%	7,45,331.54	1,22,119.57	8,67,451.11	6,92,010.90	8,14,130.47
		3,29,69,143.98	3,88,826.00	-	3,33,57,969.98		1,89,84,674.26	8,48,098.97	1,98,32,773.24	1,35,25,196.74	1,39,84,469.72



SCHEDULES ATTACHED TO AND FORMING PART OF BALANCE SHEET AS ON MARCH 31,2021

		2020-21	2019-20
SCHEDULE A	<u>Amount Received in Advance</u>		
	Stipend Payable to ST Trainees	34,90,466.00	54,04,950.00
	Amount Payable to ANERT Trainees	1,40,00,000.00	1,40,00,000.00
	Fees Received in Advance	3,27,72,488.00	-
	Total	5,02,62,954.00	1,94,04,950.00
SCHEDULE B	<u>Sundry creditors</u>		
	Salary Arrears		
	Sundry creditors	2,85,32,354.57	2,33,95,184.60
	Audit Fee Payable	1,14,000.00	88,000.00
	Total	2,86,46,354.57	2,34,83,184.60
SCHEDULE C	<u>Subschedule : (Other Current Liabilities)</u>		
	CMD Library	200.00	200.00
	Cr LIC of India	41,172.00	35,357.00
	Cr Staff Welfare Fund	35,070.00	35,070.00
	DA Arrears Payable	23,03,767.00	23,03,767.00
	Gratuity Payable	16,83,583.00	16,83,583.00
	Group LIC Policy	-	4,474.00
	Group Personal Accident Insurance Payable	9,600.00	9,600.00
	Interest Suspense	36,111.00	36,111.00
	LIC Premium From Salary	-	2,329.00
	PF Payable	7,50,782.00	7,23,822.00
	Salary Arrears Payable	6,360.20	6,360.20
	EMD : KIIFB	3,05,000.00	2,40,000.00
	EMD E-Tender	10,000.00	-
	Manpower Salary Payable	12,64,247.00	-
	Property Tax Payable	9,35,600.00	-
	Rent Deposit - KIIFB	15,34,800.00	5,00,000.00
	Salary Payable	9,29,049.00	1,17,173.00
	Stipend Payable PMRY	2,550.00	2,550.00
	TDS 192 B	4,23,253.00	5,63,535.00
	TDS Payable	71,888.00	71,888.00
	Kerala Flood Cess	3,75,353.60	1,35,622.00
	GST Payable	1,38,33,723.64	1,24,84,495.00
	TDS U/s 194 C	7,04,530.00	40,666.00
	TDS U/s 194 I	1,65,752.00	22,554.00
	TDS U/s 194 J	7,65,785.00	7,71,340.00
	TOTAL	2,61,88,176.44	1,97,90,496.20



SCHEDULE E	<u>Loans & Advances and Deposits</u>		
	Deposits (Asset)	35,63,450.00	22,78,151.00
	Sundry Debtors	3,10,17,681.80	1,54,56,605.50
	Earnest Money Deposit	1,08,450.00	1,08,450.00
	Special Advance		10.00
	Total	3,46,89,581.80	1,78,43,216.50
SCHEDULE F	<u>Amount Receivable on completed programmes</u>		
	Amount Receivable MDP		
	Amount Receivable Research	22,39,001.00	22,39,001.00
	Amount Receivable EDP	10,87,989.95	10,87,989.95
	Total	33,26,990.95	33,26,990.95
SCHEDULE G	<u>Cash & Bank balances</u>		
	Cash in hand	23,942.00	21,652.00
	State Bank of India SB Account (Althara)	59,25,317.49	1,20,74,617.77
	SBI Poojapura Current Account	27,386.66	9,237.62
	Canara Bank SB Account	1,33,26,459.08	5,26,605.84
	Canara Bank Current Account	10,59,084.07	3,34,131.23
	Canara Bank : CMD Group Gratuity	1,47,323.00	5,231.00
	Government Treasury Account TPA 1241	35,75,865.00	-
	Special TSB Account	10,00,000.00	61,579.00
	Total	2,50,85,377.30	1,30,33,054.46
SCHEDULE H	<u>Other Current Assets</u>		
	Other Current Assets		
	LIC - Gratuity Fund	18,38,778.00	26,89,716.00
	Staff Welfare Fund Deductions	7,217.00	7,217.00
	Govt Account - Temp Transfer	42,51,623.00	
	TDS Credit	3,44,94,541.46	2,83,14,958.16
	Total	4,05,92,159.46	3,10,11,891.16



**SCHEDULES ATTACHED TO AND FORMING PART OF INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED
MARCH 31,2021**

SCHEDULE I	General Administrative Expenses	For the year ended 31.03.2021	For the year ended 31.03.2020
	Printing & Stationery	5,14,026.48	4,79,013.00
	Fuel Expense	1,29,135.06	1,59,574.00
	GST Late Fee	3,529.00	
	Water & Electricity Charges	1,45,286.00	1,33,149.00
	Postage & Telephone Charges	1,47,796.53	1,18,180.00
	Security & Cleaning Charges	6,62,269.00	6,22,682.00
	Maintenance	6,41,508.00	7,01,962.00
	Newspaper & Journals	20,421.00	17,761.00
	Travel Expense	54,175.60	1,75,935.00
	Membership fees	7,000.00	1,000.00
	Professional Charges	1,84,400.00	69,459.00
	Rates & Taxes	9,58,861.82	11,34,832.00
	Insurance	31,043.00	41,740.00
	Governing Board Meeting Expense	-	27,237.00
	Penalty Interest	10,699.00	1,730.00
	Wages	4,53,615.00	5,14,180.00
	Audit Fees	51,000.00	48,000.00
	Internet charges	2,55,505.50	2,25,016.00
	Office expense	23,309.00	17,186.00
	Food & Hospitality	109.00	8,283.00
	Legal Expenses	39,750.00	17,500.00
	Refreshment Expense	1,13,890.00	1,62,947.00
	Staff Training, Seminars & Workshop	-	6,829.00
	Subscription to Journals	1,37,548.00	1,48,722.00
	Rounding Off Difference	540.00	
	Total	45,85,416.99	48,32,917.00

SCHEDULE J	Salaries & Allowance	2021	2020
	Salary	1,29,73,702.00	1,23,39,134.00
	Festival Allowance	1,05,500.00	2,25,750.00
	Holiday Allowance	30,000.00	40,600.00
	Daily Standard Allowance	-	71,050.00
	Medical Expense	4,54,726.00	3,39,891.00
	Interest Subsidy on HL	1,025.00	23,727.00
	EDLI Administration Charges	3,255.00	3,194.00
	EDLI Contribution	55,359.00	25,725.00
	Leave Encashment	2,29,311.00	2,05,02,817.00
	Gratuity	5,35,841.00	2,09,35,853.00
	Provident Fund	-	
	Employer Contributions	28,64,717.00	28,15,845.00
	Admin Expenses	2,15,371.00	2,07,642.00
	PF Pension Fund	10,49,829.00	10,20,336.00
		1,85,18,636.00	5,85,51,564.00



SCHEDULE K	Expenses on Research works	2021	2020
	R Advertisement Expenses	27,25,258.00	20,69,514.00
	R Honorarium to Experts	38,86,040.00	54,94,274.00
	R Postage	1,04,088.00	51,542.00
	R Printing & Stationery	88,43,631.12	36,76,024.00
	R Professional Fees	95,61,571.00	4,42,89,170.00
	R Rent of Hall	33,750.00	15,500.00
	R Venue Cost	53,99,581.00	35,03,399.00
	R Salaries & Allowance	3,39,78,827.00	3,23,16,859.00
	R Travel Expenses	13,68,009.00	14,22,449.50
	R Miscellaneous Expenses	1,16,709.00	57,787.00
	R Hire Charges of Teaching Aid	1,72,250.00	3,63,303.00
	R Refreshment & Hospitality	6,10,146.00	21,13,211.50
	R Boarding & Lodging Expenses	5,83,515.00	22,67,480.00
	ANERT Salary	-	9,16,250.00
	TRC Expenses	2,24,50,489.50	1,48,01,304.00
	ANERT Helpdesk	-	6,31,813.00
	Coir Expense	6,50,330.00	1,13,60,144.00
	Tender Processing Fee	5,900.00	1,328.00
	R Wages	8,18,350.00	-
		9,13,08,444.62	12,53,51,352.00

SCHEDULE L	Direct Expense on EDP & related works	2021	2020
	E Honorarium to Guest Faculty	6,61,450.00	8,17,353.00
	E Postage	1,370.00	5,056.00
	E Printing & Stationery	2,00,498.00	3,28,039.00
	E Refreshment Expenses	2,29,292.00	6,63,028.00
	E Rent of Hall	1,18,661.00	2,99,380.00
	E Rent of Accessories	-	24,600.00
	E Venue Expense	4,000.00	1,39,400.00
	E Salaries & Allowance	58,35,868.00	55,50,425.00
	E Travel Expenses - Participants	3,65,909.00	4,85,450.00
	E Miscellaneous Expenses	7,463.00	89,322.00
	E Advertisement & Publicity	35,101.00	65,240.00
	E Daily Standard Allowance on Tr	3,600.00	7,550.00
	E Food & Accomodation	2,46,938.00	2,40,656.00
	E Food Expenses (Co-Ordinators)	41,636.00	1,03,425.00
	E Hire Charges of Equipments	1,07,031.00	1,03,605.00
	E Material Cost	7,59,359.00	16,26,313.00
	E Wages	2,50,650.00	-
		88,68,826.00	1,05,48,842.00



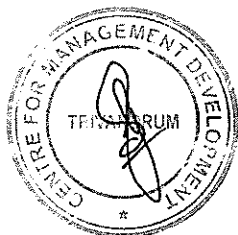
SCHEDULE M	Interest & Bank Charges	2021	2020
	Bank charges and Commissions	1,04,823.98	1,32,380.76
	Interest on OD	8,99,504.00	8,59,157.00
		10,04,327.98	9,91,537.76

SCHEDULE N	Manpower Payments	2021	2020
	KIIFB	8,62,36,661.00	5,11,38,412.00
	MILMA	1,78,11,829.00	53,33,738.00
	KTIL	11,68,469.00	3,60,199.00
	RKI	22,36,036.00	4,05,161.00
	VISL	7,63,908.00	3,08,225.00
	KITE	-	14,12,639.00
	KIED	68,750.00	-
	KSEB	4,77,000.00	-
	ODEPC	26,94,849.00	-
		11,14,57,502.00	5,89,58,374.00

SCHEDULE O	Professional fees	2021	2020
	Fees Management Consultancy, Research & Recruitment	8,26,40,771.26	11,62,70,683.00
	Manpower	50,58,784.00	4,09,031.00
		8,76,99,555.26	11,66,79,714.00

SCHEDULE P	Other Income	2021	2020
	Miscellaneous Income	5,512.00	5,514.00
	Conference Hall Rent Received	-	52,500.00
	Discount Received	-	1,09,799.00
	Interest on SB	94,690.00	81,473.00
	Income Arising From Amortisation of Building Fund	-	-
	Membership Fees	90,000.00	-
		1,90,202.00	2,49,286.00

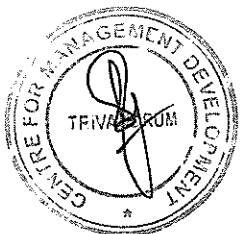
SCHEDULE Q	Manpower Receipts	2021	2020
	KIIFB	8,85,28,020.00	5,21,70,945.00
	MILMA	1,78,81,326.00	53,05,250.00
	KTIL	12,28,696.00	3,60,199.00
	RKI	-	4,05,161.00
	VISL	8,05,000.00	3,08,225.00
	KITE	-	14,12,639.00
	KIED	68,750.00	-
	KSEB	4,77,000.00	-
	RANERT	30,14,448.00	-
	ODPEC	27,04,954.00	-
		11,47,08,194.00	5,99,62,419.00



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Subschedule : Deposits (Asset)

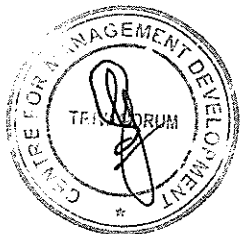
	2020-21	2019-20
Electricity Deposit	1,66,456.00	1,66,456.00
EMD 2020 Dept. of Tourism	1,00,000.00	-
EMD Admali BP	4,200.00	4,200.00
EMD Angamaly Municipality	5,000.00	5,000.00
EMD Attingal	5,000.00	5,000.00
EMD Changanasserry Municipality	5,000.00	5,000.00
EMD Chengannur Mncp	5,000.00	5,000.00
EMD Cherpulasserry Municipality	1,500.00	1,500.00
EMD Dept of Social Justice GoI	20,000.00	20,000.00
EMD Eloor Municipality	1,500.00	1,500.00
EMD Erathu	200.00	200.00
EMD Irinjalakuda Municipality	1,500.00	1,500.00
EMD Iritty Municipality	7,500.00	7,500.00
EMD ISO Cert : Grama Panchayath	15,000.00	15,000.00
EMD Kalliassery BP	1,350.00	1,350.00
EMD Karunagappally	7,121.00	7,121.00
EMD Kochi	25,000.00	25,000.00
EMD Kottarakkara Mncp	6,618.00	6,618.00
EMD Kottayam Municipality	12,500.00	12,500.00
EMD Kudumbasree	30,000.00	30,000.00
EMD KVIC 2017	10,000.00	10,000.00
EMD Muvattupuzha Municipality	5,000.00	5,000.00
EMD Neyyatinkara Mncp	12,841.00	12,841.00
EMD NIFTEM	1,00,000.00	1,00,000.00
EMD Nileshwaram Municipality	1,750.00	1,750.00
EMD North Paravoor Municipality	2,000.00	2,000.00
EMD Pampady BP	4,400.00	4,400.00
EMD Pandalam Mncp	1,500.00	1,500.00
EMD Parappanangadi	5,000.00	5,000.00
EMD Pathanamthitta	2,715.00	2,715.00
EMD Pattambi	1,500.00	1,500.00
EMD Perumbavoor Municipality	1,500.00	1,500.00
EMD PMEGP	20,000.00	20,000.00
EMD Sreekandapuram	10,000.00	10,000.00
EMD Thripunithura Municipality	15,000.00	15,000.00
EMD Tiruvalla Municipality	55,000.00	55,000.00
EMD TN IDB	60,000.00	30,000.00
EMD Vaikam	5,000.00	5,000.00
EMD Varkala Municipality	8,750.00	8,750.00
Fixed Deposit SBI	10,73,600.00	10,73,600.00
Gas Cylinder Deposit	3,550.00	3,550.00
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Post Box Deposit	100.00	100.00
Post Office Deposit	5,000.00	10,001.00
Rent Deposit	8,500.00	8,500.00
Telephone Deposit	19,999.00	19,999.00
BPCL Smartfleet - CMD	25,500.00	-
EMD MSME (M- TIPB) 2021.02	1,00,000.00	-
Rent Deposit - Heather	8,36,000.00	-



Rent Deposit - ITPCOS	1,98,800.00	-
Rent Deposit - KIIFB [Mariamma Varkey]	5,00,000.00	5,00,000.00
TOTAL	35,63,450.00	22,78,151.00

Subschedule : Sundry Debtors

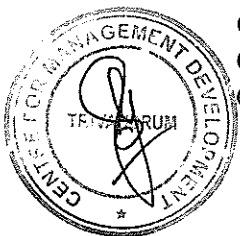
GST Input	-	42,691.50
Advances 2020-21	5,41,230.00	-
Invoices	-	88,16,966.00
E Travel Allowance	15,84,500.00	15,72,600.00
Invoices 2020-21	1,20,85,522.80	
KIIFB Receivable 2020-21	47,06,159.00	
007 Riyas K Basheer	1,787.00	
009 Varghese K	1,635.00	
012 Devi Mohan	13,256.00	6436
013 MN Pradeepkumar	311.00	26430
107 K Suresh	6,535.00	8180
108 V Radhakrishnan	7,417.00	8837
109 N Sajikumar	1,085.00	1087
Ad Biju S Narayanan	11,79,429.00	1319606
Ad Devi Mohan	55,100.00	61200
Ad Jyothiraj BG	11,989.00	8,426.00
Ad Mohanan M	14,787.00	14,787.00
Ad A Satheesan	1,07,653.00	1,07,653.00
Ad Sabu RL	5,000.00	5,000.00
Adv Shibu G	62,269.00	38,688.00
Ad PG Anil	32,932.00	1,72,590.00
Ad Riyas K B	6,11,387.00	9,92,230.00
Adv Ajumel PK	13,000.00	13,000.00
Ad Varghese K	55,004.00	41,146.00
110 Jayakumar	283.00	285.00
Adv Aswathy Suresh	1,93,725.00	1,73,725.00
Adv Dileep P C	16,268.00	67,187.00
Adv Jiju A Rahim	15,892.00	15,892.00
Adv Pooja Jose	11,324.00	11,324.00
Adv Rahul R L	26,152.00	26,702.00
Adv Rajesh B	75,208.00	16,047.00
Adv Suma Ashok	49,635.00	54,358.00
Cr EVER GREEN Energy Technologies Pvt Ltd	-	18,350.00
Cr Hercules Hospitality P Ltd	30,775.00	30,775.00
Cr Divya Business	1,168.00	1,168.00
Cr Sun Micro Technologies		-
Dr IDeck	35,000.00	35,000.00
Cr PVG Enterprises	1,988.00	1,988.00
Cr Hotel Residency Tower	1,35,000.00	7,741.00
Cr Sree Tours Travel Company		1,495.00
Cr St. Joseph's Press	-	1,747.00
Cr Vajra - Bangalore	38,602.00	38,602.00
Cr Airtel	-	147.00
Cr Cherukara DTP Services	750.00	750.00
Cr Muscat Projects & Environmental Services P Ltd.	1,95,342.00	1,95,342.00
Cr Dept of Post	3,527.00	



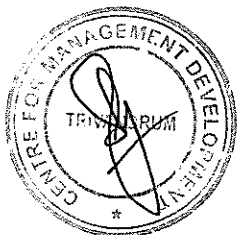
Cr Nimmy - Credit Card	7,500.00	
Cr. Rajagiri Research Centre for Science & Technology	1,41,428.00	
Cr Reliance	2,980.00	
Expense - Gender Park	48,60,937.00	
KIIFB GST Receivable	2,46,451.00	
Ad Sunil Kumar SP	21,346.00	
KIIFB Kept on Hold	14,33,700.00	-
KIIFB TA Advance	5,19,350.00	-85,812.00
Manoj A S	28,000.00	28,000.00
MDP Hindustan Latex	9,000.00	9,000.00
NQA	10,000.00	10,000.00
N. Vijayan	6,000.00	6,000.00
Reimbursement Receivables CMD	14,37,227.00	14,37,227.00
GST TDS	3,58,056.00	96,012.00
KIIFB Advance	7,080.00	-
TOTAL	3,10,17,681.80	1,54,56,605.50

Subschedule : (Sundry Creditors)- Creditors for expenses

Advance		84,824.00
001 G Suresh	950.00	-
003 A Satheesan	1,03,494.00	1,53,465.00
006 Raghukumar	17,526.00	7,777.00
011 Jyothiraj BG	1.00	
101 V Harikumar	1,066.00	1,071.00
102 Roshan Paul Joseph	15,000.00	-
105 Sumadevi	1,44,285.00	-
111 Varadarajan	513.00	518.00
Adv Arun Thankachan	33,394.00	48,394.00
Advocate Manoj Pillai	13,000.00	13,000.00
Adv Tijo Thomas	2,323.00	41,026.00
Coir Expense Payable	47,48,698.00	36,10,144.00
Cr Ambadi Tours & Travels	11,126.00	-
Cr Athira Plast	11,328.00	-
Cr Bharat Computers	400.00	-
Cr BSNL	-	20,059.00
Cr Dept of Post		-
Cr Deshabhimani Publications	-	35,020.00
Cr Felicity Square- KIIFB	1,289.00	-
Cr Ganesh Security Agency	46,482.00	46,481.00
Cr Global Job Consulting	825.00	825.00
Cr HDFC Staff Housing Loan	-	8,744.00
Cr Heather Smart Space P Ltd	5,39,360.00	
Cr Hridyam Graphics	14,360.00	1,385.00
Cr Image Print Solutions	458.00	2,368.00
Cr Kani Traders	3,630.00	-
Cr KM Technologies	9,600.00	-
Cr Linkage Capital	82,041.00	-
Cr Linkage Ventures	2,01,653.00	-
Cr Mithradham Renewable Energy	1,50,000.00	1,50,000.00
Cr Modern Book Centre	-	2,697.00
Cr Mujeeb Rehuman- Taxi	24,490.00	-

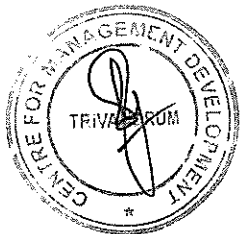


Cr Professional Couriers	281.00	-
Cr Rajasekhar S	25,000.00	25,000.00
Cr Reliance		-
Cr Techtore Structures P Ltd	6,32,480.00	18,23,100.00
Cr Sun Micro Technologies	975.00	
Cr Sree Tours Travel Company	631.00	
Expenses	3,44,377.00	
Receivables KF Cess	61,534.06	
ITPCOS	7,568.00	
Kerala State Coir Machinery Manufacturing	-	10,00,000.00
KIIFB Covid Salary Cut	51,73,809.00	-
Reminder Media	16,240.00	-2,84,360.00
Dr KMML	31,500.00	31,500.00
Adv Sreejith A	60,485.00	3,434.00
Roshan Paul	40,973.91	50.00
Star Health Insurance	212.00	212.00
002 Mohanan M	1,02,554.00	1,52,554.00
004 Sabu RL	47,799.00	82,241.00
010 Lakshmi S	1,91,544.00	3,41,544.00
103 J Saudhakumari	2,813.00	2,802.00
104 K Krishnan	8,196.00	3,591.00
106 Beena Rani	615.00	615.00
201 TA Menon	800.00	-
202 P Balasubramanian	11,030.00	11,030.00
205 N Vijayan	74,001.00	74,001.00
Ad Raghukumar S	7,658.00	7,658.00
Ad Sunil Kumar SP		30,700.00
Cr Cheque Return	1,21,150.00	1,01,500.00
Cr Choice Tours & Travels	10,504.00	-
Cr G K Agencies	27.00	27.00
Cr Integrated Business Corporation	21,215.00	-
Cr Jossy Ray	36,887.00	36,887.00
Cr Palkulangara Co.Op Recovery	-	20,000.00
Cr Perceptions India	1,39,258.60	1,39,258.60
Cr Riverside Tours	2,700.00	2,700.00
Cr SNT Formss	1,629.00	1,629.00
Cr Stec Systems	510.00	510.00
Cr Terrenus Consulting P Ltd	30,33,965.00	1,48,46,228.00
Cr The Blue Point Org	20,000.00	20,000.00
Jacob Engineering Works	11,570.00	11,570.00
Jacob Steel Aluminium	5,000.00	5,000.00
MILMA ESI Payable	15,451.00	43,178.00
MILMA PF Payable	2,26,866.00	6,32,630.00
Shalu George	597.00	597.00
Reimbursement	1,18,64,657.00	
TOTAL	2,85,32,354.57	2,33,95,184.60



Subschedule : Deposits (Asset)

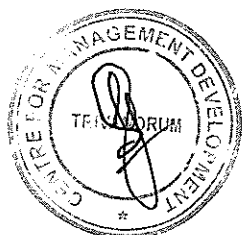
	2020-21	2019-20
Electricity Deposit	1,66,456.00	1,66,456.00
EMD 2020 Dept. of Tourism	1,00,000.00	-
EMD Admali BP	4,200.00	4,200.00
EMD Angamaly Municipality	5,000.00	5,000.00
EMD Attingal	5,000.00	5,000.00
EMD Changanasserry Municipality	5,000.00	5,000.00
EMD Chengannur Mncp	5,000.00	5,000.00
EMD Cherpulasserry Municipality	1,500.00	1,500.00
EMD Dept of Social Justice GoI	20,000.00	20,000.00
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EMD NIFTEM	1,00,000.00	1,00,000.00
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EMD Pathanamthitta	2,715.00	2,715.00
EMD Pattambi	1,500.00	1,500.00
EMD Perumbavoor Municipality	1,500.00	1,500.00
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EMD TN IDB	60,000.00	30,000.00
EMD Vaikam	5,000.00	5,000.00
EMD Varkala Municipality	8,750.00	8,750.00
Fixed Deposit SBI	10,73,600.00	10,73,600.00
Gas Cylinder Deposit	3,550.00	3,550.00
Hall Deposit	50,000.00	50,000.00
Post Box Deposit	100.00	100.00
Post Office Deposit	5,000.00	10,001.00
Rent Deposit	8,500.00	8,500.00
Telephone Deposit	19,999.00	19,999.00
BPCL Smartfleet - CMD	25,500.00	-
EMD MSME (M- TIPB) 2021.02	1,00,000.00	-
Rent Deposit - Heather	8,36,000.00	-



Rent Deposit - ITPCOS	1,98,800.00	-
Rent Deposit - KIIFB [Mariamma Varkey]	5,00,000.00	5,00,000.00
TOTAL	35,63,450.00	22,78,151.00

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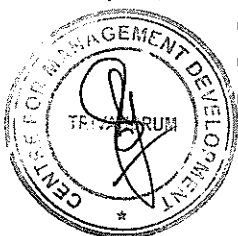


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101 V Harikumar	1,066.00	1,071.00
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Cr Ambadi Tours & Travels	11,126.00	-
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Cr Bharat Computers	400.00	-
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Cr Dept of Post	-	-
Cr Deshabhimani Publications	-	35,020.00
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Cr KM Technologies	9,600.00	-
Cr Linkage Capital	82,041.00	-
Cr Linkage Ventures	2,01,653.00	-
Cr Mithradham Renewable Energy	1,50,000.00	1,50,000.00
Cr Modern Book Centre	-	2,697.00
Cr Mujeeb Rehuman- Taxi	24,490.00	-



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