

Monitoring and Supervision of
Anganwadi Worker Training Centres



Central Monitoring Unit of ICDS

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AG	:	Adolescent Girls
ANM	:	Auxillary Nurse Midwife
AP	:	Andhra Pradesh
AWC	:	Anganwadi Centre
AWH	:	Anganwadi Helper
AWW	:	Anganwadi Worker
AWTC	:	Anganwadi Worker Training Center
CDPO	:	Child Development Project Officer
CMU	:	Central Monitoring Unit
DPO	:	District Programme Officer
ECCE	:	Early Childhood Care and Education
ECD	:	Early Childhood Development
GOI	:	Government of India
GM	:	Growth Monitoring
HP	:	Himachal Pradesh
ICDS	:	Integrated Child Development Services
IEC	:	Information, Education and Communication
JTC	:	Job Training Course
J&K	:	Jammu and Kashmir
LHV	:	Lady Health Visitor
ME	:	Monitoring and Evaluation
MWCD	:	Ministry of Women and Child Development
NFPSE	:	Non Formal Pre School Education
NHED	:	Nutrition and Health Education
NIPCCD	:	National Institute of Public Cooperation and Child Development
NCAER	:	National Council of Applied Economic Research
OHP	:	Over Head Projector
RTE	:	Ready to Eat
SN	:	Supplementary Nutrition
SOE	:	Statement of Expenditure
THR	:	Take Home Ration
TLM	:	Teaching Learning Material
TN	:	Tamil nadu
UP	:	Uttar Pradesh
WB	:	West Bengal

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Executive Summary

As a follow up of the recommendations contained in National Policy for Children (1974), the **Integrated Child Development Services**, popularly known as ICDS was evolved in 1975. The programme is being implemented at the field level by a team of ICDS functionaries namely AWWs, Supervisors and CDPOs. Recognizing the crucial importance of training, a well-designed training strategy has been put in place since inception of the program for all type of ICDS functionaries. The training task of AWWs and AWHs has been entrusted to AWTCs, which are being run either by State Governments or by prominent voluntary organizations.

The primary responsibility of providing technical support to these AWTCs lies with NIPCCD. Its faculty members frequently undertakes visit of these AWTCs so as to provide them on the spot guidance and corrective measures required to be taken to effectively run the training programs for AWWs and AWHs.

In order to further strengthen the monitoring of these AWTCs, the consultants of select institutions of Central Monitoring Unit of ICDS have also been mandated to visit these AWTCs. Each consultant working in these select institutions of CMU, which are mainly located either in Social and Preventive Medicine Departments of various Medical Colleges or in Schools of Social Work/Colleges of Home Science, is required to visit one AWTC every year and provide a detailed monitoring report to CMU on predetermined set of indicators.

The monitoring data from 268 AWTCs located in 26 States was collected by CMU consultants. These 268 AWTCs were located in the states of Assam (16) Andhra Pradesh (11), Bihar (40), Chhattisgarh (3), Delhi (2), Goa (2), Gujarat (19), Haryana (2), Himachal Pradesh (2), Jharkhand (14), Jammu & Kashmir (2), Karnataka (38), Kerala (6), Maharashtra (24), Manipur (2), Madhya Pradesh (21) Meghalaya (1), Odisha (5), Punjab (5), Rajasthan (6), Sikkim (1), Tripura (1), Tamil Nadu (1), Uttar Pradesh (23), Uttarakhand (1), West Bengal (20).

The monitoring data of AWTCs was gathered by CMU consultants on broad indicators of administration and management of AWTCs, staff position, infrastructure, availability of training learning material/equipment, library facilities, various aspects of organization of training, training evaluation methodologies, adoption of ICDS training curriculum etc.

The data, gathered by CMU consultants, was tabulated on excel sheet for its analysis. Apart from using simple statistical measures such as frequencies, percentages, averages and ranges, an attempt was made to present the data graphically.

The summary of the findings are as under.

Management of AWTCs and Staff Position**Nature of Parent Organizations running AWTCs**

More than half (63.81%) of AWTCs are being run by NGOs/Private Organizations. Government run AWTCs are (21.26%) of total strength of AWTCs taken in the study.

Though, on the one hand all AWTCs (100%) located in the States of Uttarakhand, Delhi Jharkhand, West Bengal, Manipur, Rajasthan, Sikkim, Kerala and Tamil Nadu are being run by NGOs/Private Organizations, however, on the other hand, all AWTCs (100%) located in the States of Jammu and Kashmir, Meghalaya, and Tripura are being run by concerned State Governments.

The role of Professional institutions is found prominent in the State of Goa where all AWTCs (100%) are being run by them.

Staffing Pattern

About thirteen per cent of ICDS Instructors posts are lying vacant in AWTCs taken in the study. The highest vacant positions are reported in Uttarakhand and Meghalaya(66.67%) followed by Punjab (60%). Excess number of ICDS instructors than envisaged in ICDS guidelines are found working in the States of Goa (50%), Jammu and Kashmir and Delhi (16.67%) and Uttar Pradesh (1.45%).

Educational Qualifications

Only 62.21 per cent of Full Time Instructors working in these AWTCs possess the qualifications as stipulated in the guidelines issued by MWCD, GOI. In this connection, it has to be mentioned that MWCD has stated vide its letter no 11-13/2006-TR dated 4th June, 2009 that revised qualifications making Master's Degree in the concerned subject compulsory has been enforced only from 1st April, 2009 and the old staff will not be affected by these guidelines. However, they should be encouraged to obtain requisite qualifications preferably within five years.

Training Status of Full Time Instructors

Only (43.39%) of Chief Instructors / Principals have received orientation training. In the State of Punjab only all (100%) chief instructors have received orientation training. None of the Chief instructors in the States of Uttarakhand and Sikkim have received orientation training.

Less than half (42.24%) of Chief Instructors / Principals have received refresher training. In the State of Meghalaya only all (100%) Chief Instructors have received refresher training. None of the Chief Instructors in the States of Goa, Sikkim, Tamil Nadu and Uttarakhand have received refresher training.

Less than one tenth of Chief instructors (6.90%) have received other innovative training on various aspects of ICDS. None of the Chief Instructors in the States of Himachal Pradesh, Jammu and Kashmir, Punjab, Meghalaya, Tamil Nadu, Sikkim, Tripura and Uttrakhand have received other innovative training. The status of receiving other innovative training is quite low in the States of Kerala (5.56%), UP (5.71%), Maharashtra (4.84%), MP (4.44%), Bihar (4.21%) and West Bengal (1.75%).

Appointment Status of Part Time Instructors

About 50 per cent of part time Instructors posts are lying vacant in AWTCs taken in the study. The total absence of part time instructors are found in the states of Haryana, Himachal Pradesh, Uttrakhand, Meghalaya, Tripura, Sikkim, Goa and Tamil Nadu. The highest percentage of vacant positions are in Andhra Pradesh (96.97%) followed by Rajasthan (88.89%), Gujarat (87.72%), Punjab (73.33%), West Bengal (68.33%), Jammu & Kashmir (66.67%) and MP (58.73%).

Appointment Status of Support Staff (Typist and Accountants)

About 65 per cent posts of Typist are lying vacant in AWTCs taken in the study. All (100%) AWTCs in the States of Delhi, Haryana, Himachal Pradesh, Jammu & Kashmir, Uttrakhand, Sikkim, Meghalaya, Tripura and Tamil Nadu are found to be working without a Typist. Beside this the shortage of typists have been reported in all AWTCs located in various states of the country.

About seventeen per cent posts of Assistant Accountants are lying vacant in AWTCs taken in the study. All AWTCs (100%) in the States of Delhi, Himachal Pradesh, Bihar and Kerala are found to fulfil the required no. of Assistant Accountant as per norms, All AWTCs (100%) in the States of Uttrakhand, Sikkim, Meghalaya, Tripura and Tamil Nadu are found to be working without any Assistant Accountant. Beside this the shortage of Assistant Accountant has been reported in all AWTCs located in various states of the country. Excess number of Assistant Accountant than envisaged in ICDS guidelines are found working in the States of Assam (6.25%) and Goa (200%) During the course of discussion during data collection, it was observed that Assistant Accountants are performing the job of typist also in most of the AWTCs taken in the study.

Appointment Status of Other Support Staff

51 per cent of Lady Warden's posts are lying vacant of AWTCs taken in study. Absence of lady warden is reported in all AWTCs located in the States of Delhi, Haryana, Jammu and Kashmir, Meghalaya, Punjab, Tripura, Goa, Sikkim, Tamil Nadu and Uttarakhand.

About two thirds (67%) of sweeper's posts are lying vacant in AWTCs taken in study. Absence of sweeper is reported in all AWTCs located in the States of Delhi, Haryana, Jammu and Kashmir, Meghalaya, Manipur, Tripura, Sikkim, Tamil Nadu and Uttarakhand.

A large number of AWTCs (63%) are found running without engagement of cook. Absence of cook is reported in all AWTCs located in the States of Delhi, Goa, Haryana, Jammu & Kashmir, Meghalaya, Manipur, Tripura, Sikkim, Tamil Nadu and Uttrakhand.

Additional Tasks Carried Out by ICDS Instructors

Only 26.87 percent of ICDS Instructors have been found engaged in doing other tasks non-related to ICDS.

Receipt of Funds

Timely receipt of funds has been reported only from all AWTCs located in three States. These are Chhattisgarh, Tripura and Tamil Nadu. Delay in timely receipt of funds is a matter of prime concern and needs attention.

Submission of Statement of Accounts

The timely submission of SOEs have been reported from more than three forth (76.12%) of AWTCs. All AWTCs located in the States of Haryana, Himachal Pradesh, Kerala, Odisha, Meghalaya, Punjab, Rajasthan, Tripura, Sikkim, Tamil Nadu and Uttarakhand have reported timely submission of SOEs. Sizeable number of AWTCs (92.11%) in the State of Karnataka also reported of sending the SOEs in time to the parent body running AWTCs.

Medical Treatment Facility

In about 80.27 per cent of AWTCs, trainees are being referred to the Government hospitals in case of medical emergencies.

Infrastructure

Hostel

The availability of number of rooms in the hostel varies from one to seven. About half of the AWTCs (49.25%) are having one to three rooms in the hostel.

Little less than one forth (21.27%) of AWTCs have inadequate hostel facility. In these AWTCs, classrooms are being used as hostel.

More than one forth (29.48%) of AWTCs are using dormitories to accommodate trainees.

Availability of Separate Kitchen and Dining Hall in the hostel

Availability of Separate Kitchen has been reported in more than three fourth (78.73%) of AWTCs.

Availability of Separate Dining hall has been reported in little more than half (52.99%) of AWTCs.

Recreation Facilities in the hostel

Availability of Separate Recreation Room is found in only 38.43 per cent of AWTCs taken in the study.

Availability of indoor recreational facilities are reported in little more than half (56.31%) of the AWTCs taken in the study. Though all AWTCs (100%) located in the States of Haryana, Punjab, Rajasthan, Orissa and Tripura have availability of indoor recreational facilities, however, availability of such facility has not been reported in any of the AWTCs located in the States of HP, J&K, Meghalaya, Goa, Sikkim, Tamil Nadu and Uttarakhand.

Availability of outdoor recreational facilities are reported in only 15.53% of AWTCs taken in the study. Though all AWTCs (100%) located in the State of Himachal Pradesh and Meghalaya have availability of outdoor recreational facilities, however, availability of such facility has not been reported in any of the AWTCs located in the States of Chhatisgarh, Delhi, Haryana, J&K, Odisha, Manipur, Punjab, Rajasthan, Tamil Nadu, Tripura, Sikkim, Goa and Uttarakhand.

Both outdoor and indoor recreational facilities are available in only 28.16 percent of AWTCs taken in the study.

Water/Electricity Facilities in the hostel-

Water and electricity facilities are available in majority (84.7%) of AWTCs taken in the study. The absence of either proper supply of water or electricity in all AWTCs located in the States of Haryana, HP, J&K, Manipur, Meghalaya, Tamil Nadu, Tripura, Orissa and Uttarakhand is a matter of concern.

Availability of Adequate Bath Rooms/Toilet Facilities in the hostel-

Availability of adequate number of bathrooms and toilets facilities have been reported in about three fourth (74.4 %) of AWTCs taken in the study.

Availability of Night Guards (Chowkidar) in the hostel-

Night guards are available in majority of the AWTCs (87.31%).

Availability of Telephone in the hostel-

Telephones are available in approximately half (49.63%) of AWTCs taken in the study. Not a single AWTCs from the States of Manipur, Meghalaya, Tripura, Tamil Nadu, Goa and Uttarakhand. have telephone facility in the hostels.

Source of Drinking Water in the hostel -

Tap water is the main source of drinking water (56.71%) followed by tube well (23.13%) and lastly the well (16.04%) as source of drinking water.

Availability of Class Rooms

Sizeable numbers of AWTCs (96.27%) have the availability of adequate number of classrooms.

Ventilation and Lighting

86.19 percent of AWTCs are having proper ventilation in the classrooms.

91.04 per cent of AWTCs are having proper lighting arrangements in the classrooms.

Availability of Fans and Air Coolers -

sizeable number of AWTCs (91.04%) is having availability of ceiling fans in the classrooms. All AWTCs (100%) located in the states Meghalaya, Tripura, Goa, Tamil Nadu, Chattisgarh and states of northern region of the country, except Delhi, are having the availability of ceiling fans. Only 33.58% of AWTCs taken in the study are having the availability of Table fans and the availability of air coolers/ACs is reported in only little less than one fourth (22.39%) of AWTCs.

Availability of Training Equipment and Furniture**Availability of White Board, Black Board and Display Boards**

The availability of white board is observed in 61.56 per cent of AWTCs. The availability of white board was not observed in any of the AWTCs from the States of Meghalaya, Tamil Nadu, Tripura and Uttarakhand.

Black board availability is observed in majority (79.48%) of AWTCs.

Availability of display board is observed in 49.25 per cent of AWTCs. Less availability is reported from the AWTCs located in the States of Bihar (15%) and Maharashtra (25%).

Availability and Use of Audio Visual Aids (TV, OHP, Computer with LCD Projector)

Availability of OHP is reported in only little more than half of AWTCs (55.59%) taken in the study. All AWTCs (100%) located in the States of Delhi, HP, Haryana, J&K, Punjab, Sikkim, Tripura and Tamil Nadu have the availability of OHP. In about 35% of AWTCs, though OHP are available but the same is not being used in the classrooms.

Availability of TV is reported in more than three fourth (79.10%) of AWTCs taken in the study. All AWTCs (100%) located in the States of Chhattisgarh, Delhi, Haryana, HP, J&K, Punjab and Tripura have availability of TV in the classrooms.

Computer with LCD Projector availability is reported in only less than one fourth (26.87%) of AWTCs taken in the study. In about 29% of AWTCs, though computer with LCD Projector is available but the same is not being used in the classrooms.

Availability of Weighing Scales and Flip Charts

Flip charts are available in little more than half (54.48%) of AWTCs taken in the study. The availability of flip charts has not been reported in any of the AWTCs located in the States of Manipur, Meghalaya, Punjab, Tripura and Uttarakhand.

Weighing scale which is an essential item for demonstration of growth monitoring activities, are available in more than three fourth of AWTCs (81.4%). However, their usability is not found in about one fifth (23%) of AWTCs.

Availability of Supporting Equipment (Fax, Xerox Machine, Computer with Printer)

Availability of computer with printer is reported in only little more than one third (39.1%) of AWTCs taken in the study. The usability of the same is observed in every four out of five (84.76%) of AWTCs.

Availability of Fax machine is reported in little less one fourth (23.88%) of AWTCs taken in the study. The usability of the same is observed in more than three fourth (78.13%) of AWTCs.

Xerox machine is available only in 21.27 per cent of AWTCs taken in the study in which only 70.18 per cent are usable.

Availability of Library and Reference Material

Separate Library is available in every seven out of ten AWTCs taken in the study. Although there is no guidelines about the prescribed number of reading/reference material in the library, however such material is reported up to 100 in number in less than one fourth (30.69%)

of AWTCs taken in the study. Only 13.37% of AWTCs taken in the study are reported to have more than 1000 of such material.

Availability of Classroom Furniture

The situation regarding availability of proper class room furniture is satisfactory. Though chairs are available in little less than three fourth (71.64%) of AWTCs, however the availability of chairs with desk is reported in little more than one fourth (27.99%) of AWTCs taken in the study. All AWTCs located in the Northern region are having satisfactory availability of class room furniture.

Organization of Training

Planning of Course

Sizeable numbers of AWTCs (88.80%) are making the preliminary arrangements of the course well in advance.

Use of Different Methods of Training

The training syllabus developed by NIPCCD has specified that general ICDS orientation has to be transacted using various methods including role play for developing communication and counseling skills. Only 3.09% of total sessions conducted for training were based on the role play training method for covering this important component of job training course. Similarly, though ECCE, nutrition and health care and other components like communication and advocacy and community participation component are required to be covered using mix of various popular training methods like demonstration and role, however, very less number of training sessions were utilizing these training methods .

Conducting Practical Exercises/Sessions (Indoor)

Though syllabus of AWWs prescribes a lot of practical exercises in almost all component of ICDS training, however the organization of such sessions was observed in only 39.55 Percent of AWTCs taken in the study.

Organization of Outdoor Exercises Sessions

The organization of such sessions has been observed in only 22.06 per cent of AWTCs taken in the study.

Getting Training Feedback

Practice of taking feedback by trainees at the end of every component of ICDS training is observed in less than half (48.13%) of AWTCs taken in the study.

Placement of Trainees in Supervised Practice

Two to Five (43.4 %) AWWs are being placed in one AWC for the purpose of supervised practice.

Use of Training Material in Supervised Practice

In 60.94 per cent of AWTCs, the trainees are carrying the training material prepared by them in the class room for the purpose of its use in supervised practice.

Type of Support received from ICDS Staff for Supervised Practice

It is observed that only 4.10 per cent of the AWTCs are getting the support for selection of the AWCs for supervised practice. Only 18.28 percent of AWTCs, ICDS functionaries have been found to extend support by providing guidance and undertaking supervision visits.

Support in Providing Cooperation with ICDS Project Staff

Only 25 per cent of AWTCs are receiving good cooperation from ICDS project staff in organization of supervised practice.

Providing Support in Other Areas

Out of 268 AWTCs observed, only 4.1per cent reported about the participation of project staff in various other tasks connected with supervised practice of AWTCs. Less participation of ICDS Project staffs add another dimension to the problem faced by AWTCs in organization of supervised practice.

Timely Preparation of Course Report

Sizeable numbers of AWTCs (84.33%) are preparing the course report in time.

Submission of Course Report

Only 7.46 percent of AWTCs are submitting the report to NIPCCD.

Little less than two third (63.06%) of AWTCs located across the country are submitting the report to State Government.

Only 14.18 percent of the AWTCs are submitting the course report to parent body.

Only 1.87 percent of the AWTCs are submitting the course report to all(NIPCCD, State Government and Parent Body)

Visit to ICDS Project

The visits of ICDS projects is being undertaken in only little more than half (54.85%) of AWTCs taken in the study.

AWTCs Monitoring and Training Evaluation

Monitoring of AWTCs

73.51% Anganwadi Training Centers are being monitored .It is evident from the table that all (100%) AWTCs located in the States of Delhi, Haryana, HP, J&K, Tripura, Tamil Nadu and Uttarakhand, have been monitored. Majority of AWTCs (more than 80%) have also been monitored in the State of Andhra Pradesh (90.91%), Karnataka (84.97%), Maharashtra (87.50%), Jharkhand (85.71%) and MP (80.95%).

Monitoring by NIPCCD

All (100%) AWTCs located in Delhi, Haryana, Uttarakhand, Orissa and Tripura have been monitored by NIPCCD faculty members. Significant number (more than 75%) of AWTCs has also been monitored by NIPCCD faculty members in the State of Jharkhand (85.71%) and Punjab (80%). Half or less than half of AWTCs have been monitored in the States of Assam (31.25%), Bihar (22.50%), Chhattisgarh (33.33%) Gujarat (26.32%), HP (50%), J&K (50%), Kerala (33.33%), Manipur (50%), Rajasthan (33.33%), UP (17.39%) and West Bengal (30%),

Monitoring by Officials of State Governments

Only little more than half (57.09%) of AWTCs have been monitored by the State Government Officials of the parent body. All AWTCs (100%) located in the States of Haryana, Uttarakhand, & Tamil Nadu have been monitored by officials looking after ICDS training in the concerned State Government. It has also been noticed that significant number of AWTCs (more than 70%) have also been monitored by the officials of State Governments in the State of Gujarat (73.68%), MP (71.43%), Kerala (83.33%), AP (72.73%) and Karnataka (73.68%).

Monitoring by Parent Body

Only one third (33.96%) of AWTCs have been monitored by the officials of the parent body. All AWTCs (100%) have been monitored by the officials of parent body in the State of Uttarakhand. Half or less than half of AWTCs have been monitored in the States of Assam (18.75%), Andhra Pradesh (36.36%), Bihar (15%), Chhattisgarh (33.33%), Delhi (50%), Gujarat (26.32%), Haryana (50%), Karnataka (39.47%), Maharashtra (45.83%), MP (33.33%), Odisha & Punjab (20%) each and UP (13.04%).

Monitoring by Other Officials

Monitoring by other officials (apart from NIPCCD, State Governments and Parent Body) is being carried out in only small number (13.43%) of AWTCs located across the country.

Comments on the ICDS Training Syllabus by AWTCs Trainers

Majority of instructors of AWTCs (95%) have reported that syllabus of ICDS training is well designed.

Only 5.26 % of instructors have expressed the need for addition of new topics in the current syllabus of JTC and refresher training of AWWs.

More than two thirds(67.4%) of instructors working in AWTCs have been found equipped enough for adopting different training methods as prescribed in syllabus of JTC and refresher courses of AWWs. AWTCs located in the Northern region (Haryana, Himachal Pradesh, Jammu and Kashmir, Punjab and Rajasthan) and North-East Region (Manipur, Meghalaya, Tripura), Jharkhand, Goa and AP are found adequately equipped (100%) for adopting such training methods.

Evaluation of Trainees

Little more than half (55.60%) of AWTCs conducts oral test for evaluating trainees performance in the JTC. Though all AWTCs (100%) conducts oral tests in the States of HP, Meghalaya and Uttarakhand, however, none of them follows oral method of evaluation in the States of Delhi, Goa, J&K, Tamil Nadu, Tripura and Sikkim.

Little less than two third (63.06%) of AWTCs conducts written test for evaluating trainee's performance in the JTC. Though all AWTCs (100%) conducts written test in the States of Delhi, HP, Meghalaya, Punjab, Tripura and Uttarakhand, however, none of them conducts written test method of evaluation in the States of Haryana, J&K, Goa, Sikkim and Tamil Nadu.

Areas of Assessment

Only little more than one thirds (39.93%) of AWTCs are assessing the trainees performance in the area of Supervised Practice. All AWTCs (100%) are assessing the Supervised Practice performance of trainees in the State of Delhi only.

Chapter- 1

**Strengthening Monitoring of Anganwadi Workers Training Centres through
Central Monitoring Unit**

As a follow-up of the measures contained in the National Policy Resolution, the **Integrated Child Development Services**, popularly known as ICDS was evolved in 1975 by Government of India with the major objectives of:

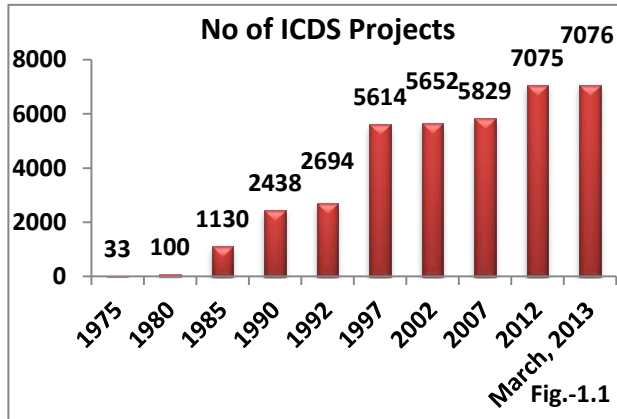
- **Improving** the nutritional and health status of children in the age group 0-6 years.
- **Laying** the foundation for proper psychological, physical and social development of the child.
- **Reducing** the incidence of mortality, morbidity, malnutrition, and school dropout.
- **Achieving** effective coordination of policy and implementation amongst the various departments to promote child development, and
- **Enhancing** the capability of the mother to look after the normal health and nutritional needs of the child through proper nutrition and health education.

The basic premise of the programme revolves around the common consensus among educationists, researchers and practitioners that early childhood education and care are inseparable issues and must be considered as one. Based upon this fundamental assumption, the basic inputs under ICDS programme include delivery of integrated package of minimum basic services - health care (immunisation, referrals, health check-ups, nutrition and health education), nutritional supplementation and early childhood education (stimulation activities for children of 0-3 years and non-formal pre-school activities for children 3-6 years) so as to benefit the children from pre-natal stage to the age of six years and to pregnant and lactating mothers. The concept of providing a package of services is based primarily on the consideration that the overall impact would be much larger if the different services are provided in an integrated manner.

ICDS, therefore, takes a holistic view of the development of the child and attempts to improve his/her both pre- and post-natal environment. Accordingly, besides children in the formative years (0-6 years) , women between 15-45 years of age are also covered by the programme, as these are child-bearing years in the life of a women and her nutritional and health status has a bearing on the development of the child. Further, in order to better address the concern for women and for girl child, interventions have also been designed for adolescent girls seeking to break the inter-generational cycle of nutritional disadvantage. The adolescent girls therefore have also been brought under the ambit of ICDS services.



After traversing a momentous path from its launching in 1975 with 33 projects on experimental basis, the ICDS scheme over the time has now been extended to 7025 operational (sanctioned 7076) ICDS Projects with 13.38 lakh AWCs (as on March 2013) located across all 35 States/ Union Territories in the country. The significance of this nationally run initiative of ICDS may also be judged on many counts. Like, the universalisation of this programme has been identified



as the basic strategy to achieve the first goal of universal provision of ECCE under EFA, as envisaged in the Dakar conference held in April, 2000 and putting ICDS at point number one in Hon'ble Prime Minister 15-Point Programme for the Welfare of Minorities. Government of India has currently identified eight flagship programmes in which ICDS is also covered. Giving further impetus, it was stated under Social Sector in the 11th Five-Year Plan document published by Planning

Commission (2008) that ICDS is and will continue to be the flagship programme of Government of India during 2007-2012, reaffirming the commitment of the Government towards expanding and strengthening of ICDS programme.

Hon'ble Prime Minister, while addressing the nation from the ramparts of the Red Fort on the occasion of 65th Independence Day (15th August, 2011) told the nation that Government is going to implement the ICDS programme in an improved way within the next six months. ICDS thus, is a unique programme encompassing the main components of human resource development namely health, nutrition and education. It is perhaps the only country wide programme in the world functioning on a large scale, requiring multi sectoral operations and intersectoral linkages for its operation.

ICDS Philosophy and Approach

ICDS, which is more than 37 years old now, is primarily based on the philosophy of convergence as ICDS functionaries are tuned to seeking and obtaining services from other government programmes implemented at the field level. Like out of six ICDS services, three health-related services namely Immunisation, Health Check-Up and Referral Services are being delivered through public health infrastructure i.e. through sub centers, Primary and Community Health Centres under the Ministry of Health and Family Welfare. It has been the endeavour of the Government of India to ensure that delivery of these health-related services is made through effective convergence with the Reproductive and Child Health component of National Rural Health Mission (NRHM) being administered by Union Ministry of Health and Family Welfare. Similarly, under Multi sectoral Development Programme (MSDP), the Ministry of Minority Affairs is supporting the construction of AWCs in minority concentrated districts. The Pre-School Education component of ICDS is being continuously strengthened by the financial resource support from Sarva Shiksha Abhiyan (SSA), a programme being run by Department of

Elementary Education and Literacy, Ministry of Human Resource Development, Government of India.

Administrative and Financing Pattern

ICDS is a centrally sponsored scheme wherein the Union Government is responsible for programme planning and infrastructure costs and States are responsible for programme implementation. The Government of India has allowed the states to have operational flexibility and as a result, different States/UTs have adopted different organisational systems and management practices for the delivery of package of services.

Coverage and Population Norms

The administrative unit for the location of ICDS Project is coterminous with a Community Development Block in the rural areas, a Tribal Development Block in predominantly tribal areas and a group of ward(s) or slums in the urban areas population or could opt for one ICDS Project only. The guidelines for setting up AWCs as per revised population norms are as under;

Table 1.1: Population Norms for Setting up Anganwadi Centres

Nature of ICDS Project	Population Norms for setting up of AWCs
Rural/Urban	400-800 - 1 AWC 800-1600 - 2 AWCs 1600-2400 - 3 AWCs Thereafter in multiples of 800 , one AWC
Tribal/Riverine/Desert/Hilly and other difficult areas	300-800 - 1 AWC

Mini Anganwadi Centres (Mini AWCs) can also be set up to cover the remote and low populated hamlets/villages. Further, till the year 2005, only one of the six services of ICDS was being provided in Mini AWCs. However, it has now been decided to provide all six services under ICDS from Mini AWCs also. The Government of India has also designed a new scheme of Anganwadi on Demand under which rural communities and slum dwellers are now entitled to an Anganwadi on Demand (not later than three months from the date of demand) in cases where a settlement has at least 40 children under six but no AWC. The existing guidelines of ICDS scheme also envisage that in the selection of ICDS Project in rural areas, priority will be given, inter alia, to areas predominantly inhabited by tribes, particularly backward tribes and Scheduled Castes. The guidelines for setting up MAWCs as per revised population norms are as under:

Table 1.2: Population Norms for Setting up Mini Anganwadi Centres

Nature of ICDS Project	Population Norms for Setting up of MAWCs
Rural/Urban	150 - 400 - 1 MAWC
Tribal/Riverine/Desert/Hilly and other difficult areas	150 - 300 - 1 MAWC

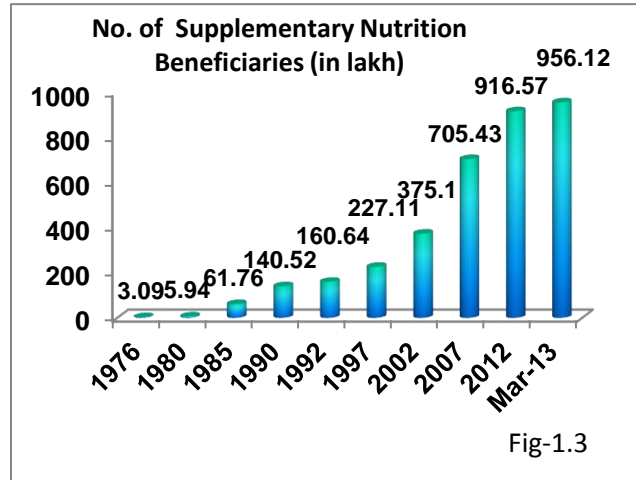
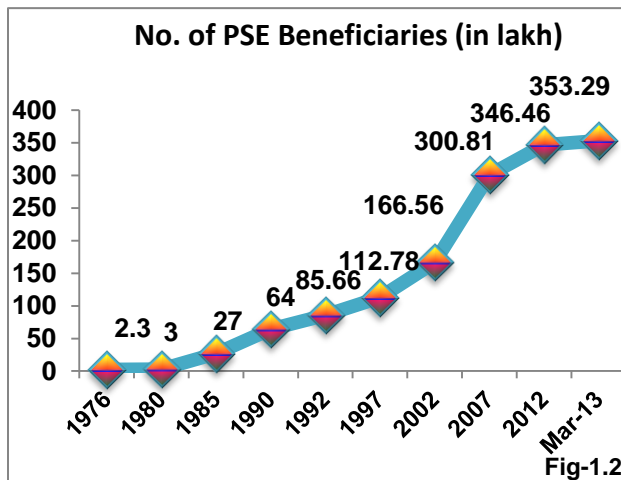
The States/ UTs have been requested to ensure the registration of all eligible beneficiaries in accordance with the applicable guidelines and norms. It has been reiterated time and again that these norms are only indicative in nature and thus should not be construed

to imply either an upper or a lower limit for registration. All eligible beneficiaries who come to Anganwadi Centre have to be registered and provided services under the Scheme.

The number of Supplementary Nutrition beneficiaries being benefitted from ICDS has been continuously increasing from 3.09 lakh in the year of 1976 to 956.122 lakhs till March 2013. Similarly, beneficiaries under Non- Formal Pre-School Education have increased from 2.30 lakh in the year of 1976 to 353.29 lakhs up to March 2013.

The ICDS Team

The programme is being implemented at the field level by a team of ICDS functionaries namely AWW, Supervisor and CDPO. The CDPO, who is the over all incharge of the ICDS project, is custodian of the scheme at the project level and is responsible for providing administrative and managerial support for effective implementation of the programme. Each CDPO is supported by a team of Supervisors, who are required to guide the AWWs in planning



and delivery of ICDS services at the AWC through her regular field visits and by providing on the spot guidance. The primary responsibility of managing the AWC rests with AWW, who is a community based frontline voluntary worker selected from within the local community. In view of her close relationship with local population, she has been entrusted with manifold responsibilities encompassing large gamut of activities she has to carry out daily or periodically. Apart from taking care of children's health, nutrition, growth monitoring and promotion and imparting pre-school education, she is supposed to reach out to pregnant and nursing mothers, make home visits, providing nutrition counseling, help with immunization campaigns, attend self-help group meetings, carry out surveys, keep numerous registers and so on.

Recognizing the crucial importance of training, a well-designed training strategy has been put in place since inception of the programme for all type of ICDS functionaries. While the training of CDPOs is the direct responsibility of NIPCCD, training of Supervisors is being conducted by few select training centers known as MLTCs located across the country. The

training task of AWWs and AWHs has been entrusted to AWTCs, which are being run either by State Governments or by prominent voluntary organizations.

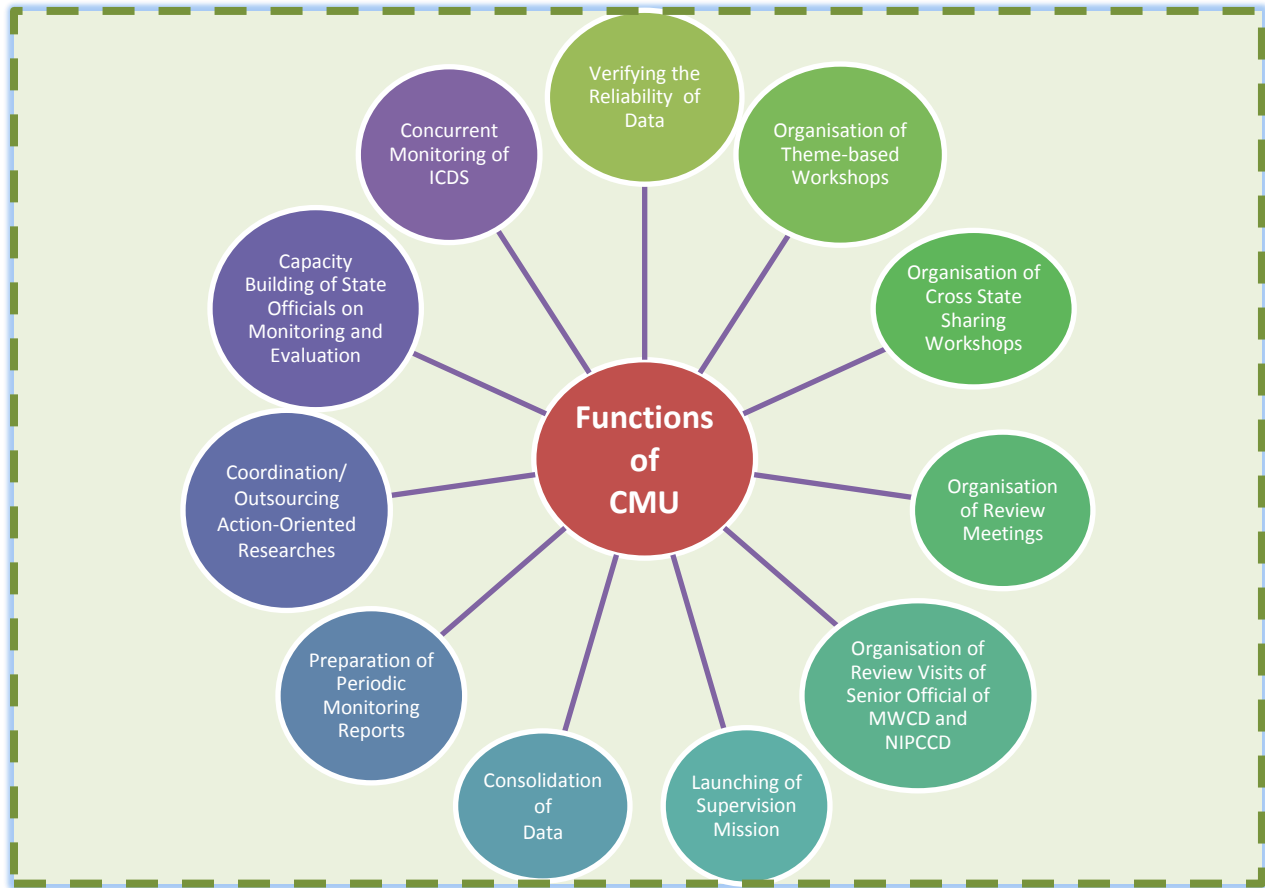
Monitoring of AWTCs through Central Monitoring Unit of ICDS

The primary responsibility of providing technical support to these AWTCs lies with NIPCCD. Its faculty members frequently undertakes visit of these AWTCs so as to provide them on the spot guidance and corrective measures required to be taken to effectively run the training programmes for AWWs and AWHs. In order to further strengthen the monitoring of these AWTCs, the consultants of select institutions of Central Monitoring Unit of ICDS have also been mandated to visit these AWTCs. Central Monitoring Unit of ICDS was created in NIPCCD in the year of 2008.

The broader functions as assigned to CMU include verifying the reliability of data being collected from States/UTs in the form of MPRs/QPRs; organisation of theme-based workshops; organization of cross state sharing workshops; organization of review meetings; organisation of review visits of senior officials of MWCD and of NIPCCD; launching of supervision mission; consolidation of data and preparation of periodic monitoring reports; coordinating/ outsourcing action-oriented researches; capacity building of state officials on monitoring and evaluation of ICDS and concurrent monitoring of ICDS programme.

Major Objects of CMU

- Determine the strategy to be adopted to develop effective monitoring mechanism at all levels;
- Study convergence of services provided under other schemes;
- Analyse the service delivered under the ICDS at all levels;
- Identify the bottlenecks/problems of the scheme and initiate action for corrective measures;
- Test the accuracy of the data received at the national level;
- Prepare detailed recommendations for improving the efficiency and effectiveness of the scheme;
- Document some of the Best Practices at the state level; and
- Identify the strengths and weaknesses of the already existing monitoring system.



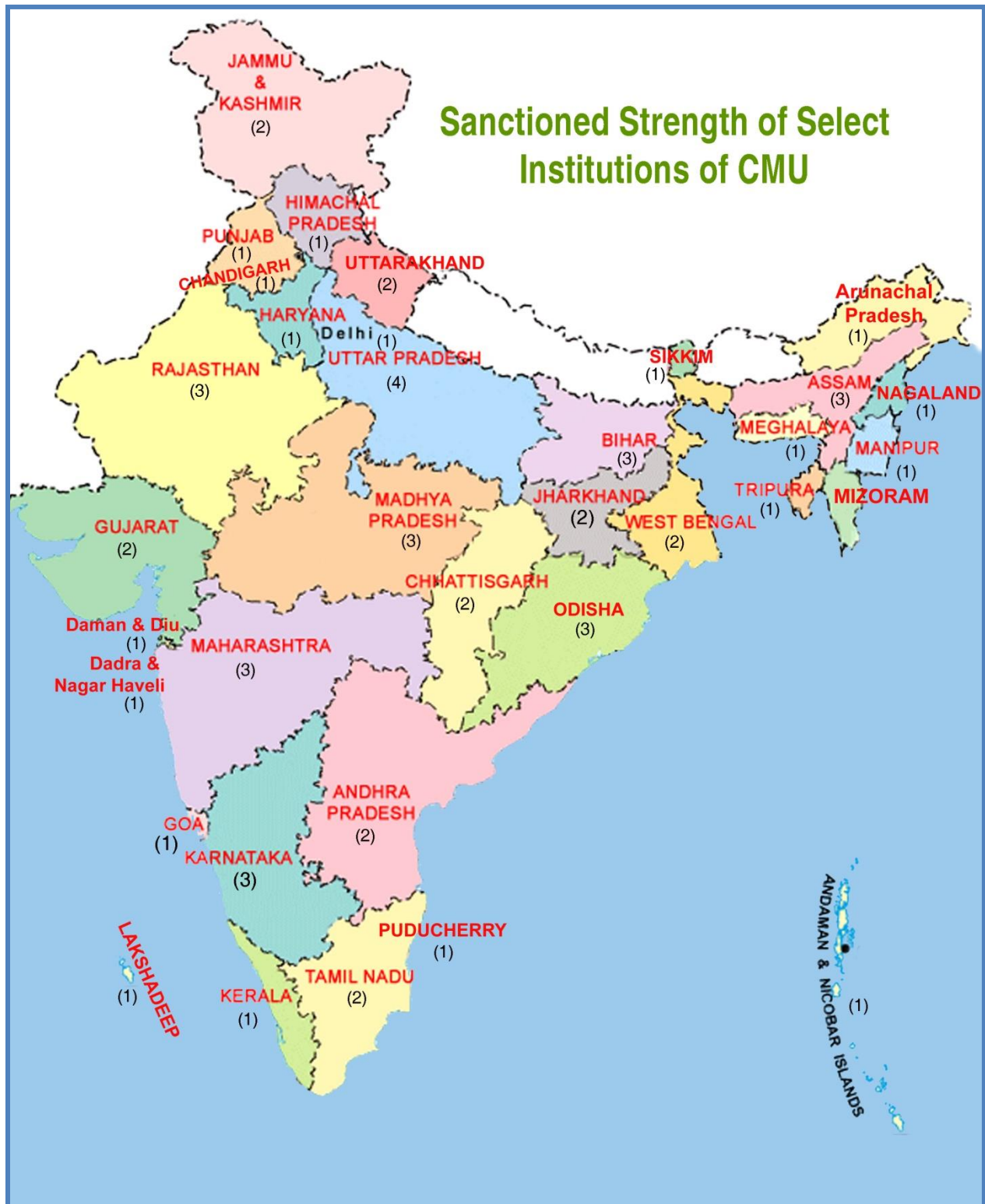
In order to discharge various functions as stated in the preceding para, State Monitoring Units (SMUs) in the form of selected and lead institutions have been established at the State /UT level. Most of these SMUs are either located in Social or Preventive Medicine Departments of Medical Colleges or in Home Science Colleges/ Colleges of Social Work.

The number of SMUs in a particular state depends upon the size of the State. Those States which are having 25 Districts or less have a single Institution while those States having more than 25 and up to 50 Districts have two Institutions and States having more than 50 Districts have three Institutions attached to them. Some of those States which are having peculiar problems related to ICDS or if the State situation so warrants, have one more attached additional Institution. For the States, which are having more than two Institutions, one of the Institution acts as lead Institution which has been responsible for collecting, compiling and analysing the data of all Institutions in the respective State for sending it to CMU, NIPCCD. The lead Institution selected is generally located in the capital of the State so as to have easy access and coordination with State ICDS department. State wise list of approved institutions is given at **Table 1.3**.

Table-1.3: Approved Number of Select Institutions

S.No.	Name of State/UT	Approved Number of Select Institutions
1.	Andhra Pradesh	2
2.	Arunachal Pradesh	1
3.	Assam	3
4.	Bihar	3
5.	Chhattisgarh	2
6.	Goa	1
7.	Gujarat	2
8.	Haryana	1
9.	Himachal Pradesh	1
10.	Jammu & Kashmir	2
11.	Jharkhand	2
12.	Karnataka	3
13.	Kerala	1
14.	Madhya Pradesh	3
15.	Maharashtra	3
16.	Manipur	1
17.	Meghalaya	1
18.	Mizoram	1
19.	Nagaland	1
20.	Orissa	3
21.	Punjab	1
22.	Rajasthan	3
23.	Sikkim	1
24.	Tamil Nadu	2
25.	Tripura	1
26.	Uttarakhand	2
27.	Uttar Pradesh	4
28.	West Bengal	2
29.	Andman & Nicobar	1
30.	Chandigarh	1
31.	Dadar & Nagar Haveli	1
32.	Daman & Diu	1
33.	Delhi	1
34.	Lakshadweep	1
35.	Pondicherry	1
Total		60

Each selected Institution has signed a Memorandum of Understanding (MOU) with CMU, NIPCCD. The detailed guidelines of monitoring and supervision of ICDS under CMU have been supplied to them by CMU, NIPCCD.

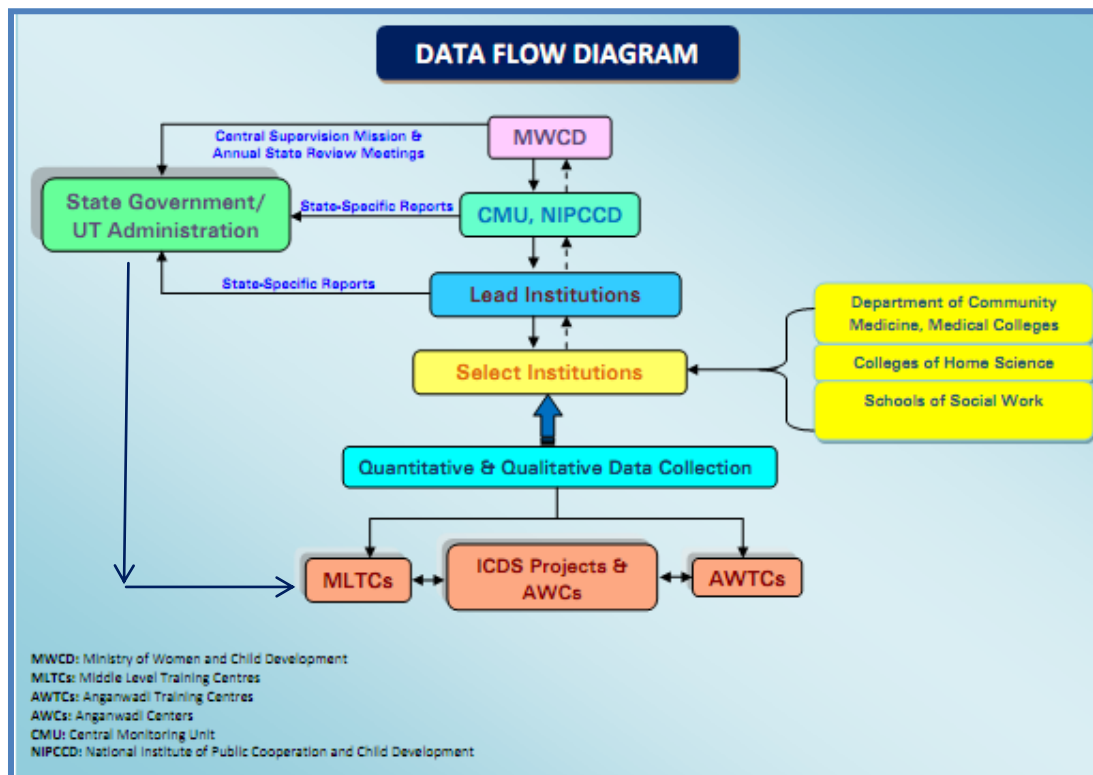


Map-1.1

Composition and Tasks of Select and Lead Institutions

The select and lead Institutions of CMU are required to collate and analyse the data and reports received from the Districts and State Headquarters on the performance of ICDS Scheme on pre-determined set of indicators; collect data through field visits to selected ICDS Projects in the area assigned to it; furnish the data/reports to the lead Institution for the State; Launch Supervision Missions and Monitoring of Anganwadi Workers Training Centers/Middle Level Training Centres.

Each selected and lead Institution working in different States/UTs has three consultants drawn from the regular faculty of the institution. These consultants have considerable research and training experience (5-10 years) in the twin fields of Women and Child development. Preference is being given in selection of consultants to those faculty members who worked either in RCH programme or in ICDS programme. The selection of consultants is also governed by their willingness to spare at least 1 to 2 hours a day for ICDS work. It is essential for the Consultants to have comprehensive and accurate information about the functioning of urban, rural and tribal ICDS Projects in the State in which they are located so as to make qualitative and quantitative assessment of ICDS correctly. In order to provide assessment report of the ICDS Projects, it has been decided that Consultants would visit at least 10 percent of Districts, one Project and five Anganwadi Centres in every quarter on rotational basis, make assessment, test the accuracy of data (on sample basis) based on progress reports and furnish to CMU detailed recommendations for improving efficiency and effectiveness of ICDS Scheme. In the interest of coordination and economy of time and effort, as far as possible, visits to ICDS Projects and to AWTCs/MLTCs for the purposes of monitoring have been clubbed. The consultants have been advised to undertake initially the visits of only those ICDS Projects where IMR, Malnutrition and other indicators are poor as per district/state data record.



Major Contribution of CMU

- ✓ The select and lead institutions of Central Monitoring Unit of ICDS (CMU-ICDS) are now functional in 24 States and 2 UTs of the country. All of these select and lead institutions have been equipped with necessary hardware and software.
- ✓ The national evaluation of ICDS was first conducted in the year 1992 by NIPCCD and subsequently it was conducted again in the year of 2000 by NCAER. The national evaluation of ICDS was again conducted in the year of 2005 by NIPCCD and in the year of 2010 by NCAER. Overall, there was a time gap of at least five years between two subsequent national level concurrent evaluations of ICDS. The efforts put in by CMU of ICDS has drastically reduced the time lag in availability of such ICDS monitoring data, which is now down from almost 5 years to about six months interval at the national level.
- ✓ The CMU of ICDS captures the monitoring data of ICDS on comprehensive set of indicators encompassing all possible inputs, process and output/outcome variables. These include six core components: Infrastructure, Personal Profile of ICDS Functionaries, Training Status of ICDS Functionaries, Service Delivery, Services to Adolescent Girls, Community Mobilisation and Information, Education and Communication, Continuous and Comprehensive Monitoring and Supportive Supervision, Innovations and Best Practices etc.
- ✓ As part of CMU of ICDS activities, preparation and submission of concurrent evaluation of ICDS has been made a frequent and regular feature.
- ✓ The CMU ensures two-way flow of information. Based on the monitoring data available with CMU of ICDS, the State-specific comments (both quantitative and qualitative) on implementation of ICDS are being shared with the concerned State Government /UT Administration at regular intervals.
- ✓ The monitoring data available with CMU of ICDS is continuously providing help to policy makers, programme implementers, programme managers and ICDS trainers for not only taking corrective measures but also in imparting training and /or orienting ICDS functionaries and programme managers.
- ✓ The CMU monitoring data, which has provided the basic statistics on all possible vital indicators of ICDS implementation, has provided basic information for finalising the restructuring and strengthening document of ICDS for the Twelfth Five-Year Plan.
- ✓ The CMU data is also being widely used for discussing performance of various States and UTs in ICDS implementation during National/State level Review Meetings/ Supervision Missions convened by MWCD, GOI.
- ✓ It has now become a regular feature to share the CMU data with MWCD at frequent intervals.
- ✓ On reviewing the performance of CMU, Government of India has approved in principle the continuation of CMU during 12th Five-Year Plan.
- ✓ For the first time, an effort has been made to compute an ICDS Implementation Index based on the CMU data and States have been ranked accordingly.

- ✓ Besides serving as storehouse of quantitative information and analytical reports about ICDS implementation in various States/UTs, CMU also provides qualitative data about AWCs and ICDS Projects incorporating best practices and innovations.
- ✓ Carrying out research on various aspects of ICDS is a regular feature of CMU. Some of the research projects carried out by CMU includes “Evaluation of ICDS Projects being run by NGOs” and “A quick appraisal of ICDS awareness in National Capital Region”. The consultants of CMU have also been involved in various other studies. These include “Evaluation of Wheat Based Nutrition programme” and “Involvement of ASHA in ICDS” etc.

Expanding the Coverage of Monitoring of AWTCs by CMU

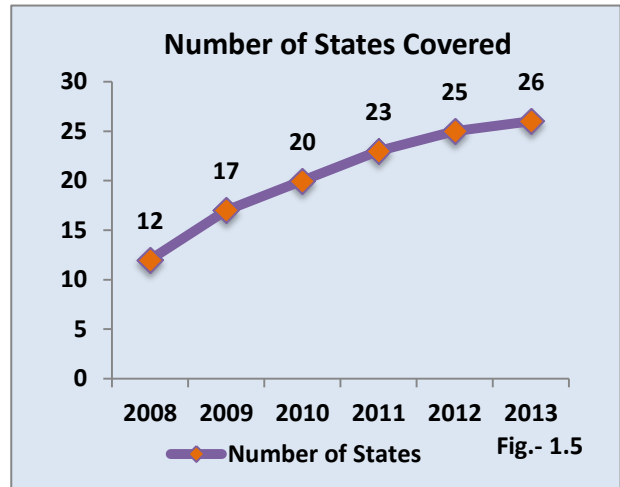
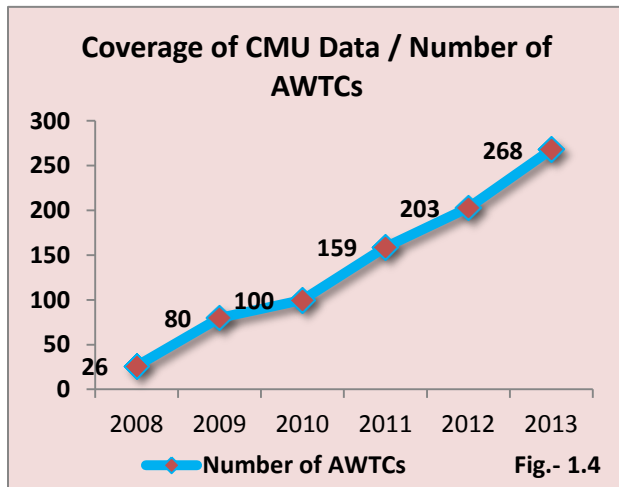
Just after establishing of CMU of ICDS in NIPCCD, the first monitoring report of AWTCs was generated covering 12 States and UTs with representations of 26 AWTCs. The second monitoring report was generated by expanding the CMU coverage to 17 States and UTs with 80 AWTCs. The CMU coverage was further expanded by covering 100 AWTCs located across 20 States and UTs. The next CMU report of ICDS implementation covered 159 AWTCs located across 23 States and UTs followed by 203 AWTCs across 25 States and UTs in the subsequent report. The present CMU report of ICDS implementation covers 268 AWTCs located across as many as 26 States and UTs .The expanding coverage of CMU data is presented in **Table 1.4**.

Table -1.4: Expanding Coverage of CMU

CMU Report	Number of AWTCs	States/Union Territories	
		Number of States	Names
Monitoring and Supervision of Anganwadi Workers Training Centres	26	12	Andhra Pradesh, Assam, Goa, Gujarat, Jammu and Kashmir, Jharkhand, Karnataka, Madhya Pradesh, Maharashtra, Punjab, Rajasthan, Uttar Pradesh
	80	17	Andhra Pradesh, Assam, Bihar, Goa, Gujarat, Himachal Pradesh, Jammu & Kashmir, Jharkhand, Karnataka, Madhya Pradesh, Maharashtra, Odisha, Punjab, Rajasthan, Uttar Pradesh, Uttarakhand, West Bengal
	100	20	Andhra Pradesh, Assam, Bihar, Goa, Gujarat, Haryana, Himachal Pradesh, Jammu & Kashmir, Jharkhand, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Manipur, Odisha, Punjab, Rajasthan, Uttar Pradesh, Uttarakhand, West Bengal
	159	23	Andhra Pradesh, Assam, Bihar, Chhattisgarh, Goa, Gujarat, Haryana, Himachal Pradesh,

			Jammu & Kashmir, Jharkhand, Karnataka, Kerala, Maharashtra, Manipur, Madhya Pradesh, Meghalaya, Odisha, Punjab, Rajasthan, Tripura, Uttar Pradesh, Uttarakhand, West Bengal
	203	25	Andhra Pradesh, Assam, Bihar, Chhattisgarh, Delhi, Goa, Gujarat, Haryana, Himachal Pradesh, Jammu & Kashmir, Jharkhand, Karnataka, Kerala, Maharashtra, Manipur, Madhya Pradesh, Meghalaya, Odisha, Punjab, Rajasthan, Tamil Nadu, Tripura, Uttar Pradesh, Uttarakhand, West Bengal
	268	26	Andhra Pradesh, Assam, Bihar, Chhattisgarh, Delhi, Goa, Gujarat, Haryana, Himachal Pradesh, Jammu & Kashmir, Jharkhand, Karnataka, Kerala, Maharashtra, Manipur, Madhya Pradesh, Meghalaya, Odisha, Punjab, Rajasthan, Tamil Nadu, Sikkim, Tripura, Uttar Pradesh, Uttarakhand, West Bengal

Here it is also pertinent to note that CMU has not only expanded its ICDS monitoring coverage continuously but has also either added new monitoring indicators or modified old monitoring indicators depending upon the monitoring requirements of AWTC



The Present Report

The present report is based on the data received from 268 AWTCs till March 2013 as per details given in **Table 1.5**.

Table 1.5: Number of AWTCs

State	Total No. of AWTCs
Northern Region	
Delhi	2
Haryana	2
H.P.	2
J & K	2
Punjab	5
Rajasthan	6
Uttar Pradesh	23
Uttarakhand	1
Eastern Region	
Bihar	40
Jharkhand	14
Orissa	5
West Bengal	20
North Eastern Region	
Assam	16
Sikkim	1
Manipur	2
Meghalaya	1
Tripura	1
Western Region	
Goa	2
Gujarat	19
Maharashtra	24
Southern Region	
Andhra Pradesh	11
Karnataka	38
Kerala	6
Tamil Nadu	1
Central Region	
Chhattisgarh	3
MP	21
Total	268

Data Gathering Instruments

The consultants working in select Institutions were given monitoring performas developed by CMU, NIPCCD. The consultants were required to fill these proformas after taking the interview of Instructors of AWTCs and observing the activities of the concerned AWTC. With the help of this schedule, the required data was gathered on the broad indicators as listed in **Table 1.6**.



Table 1.6: List of Monitoring Indicators

Core Component	Indicator
<ul style="list-style-type: none"> Management of AWTCs and Staff Position 	<ul style="list-style-type: none"> Nature of Parent Organisation running AWTCs Staffing Pattern(Appointment and Vacant Position) Educational Qualifications Training Status Appointment Status of Part Time Instructors Appointment Status of Administration/Non-Teaching Staff Appointment Status of Support Staff Additional Tasks Carried Out by ICDS Instructors Receipt of Funds Submission of Statement of Accounts Medical Treatment Facility
<ul style="list-style-type: none"> Infrastructure 	<ul style="list-style-type: none"> Hostel Availability of Separate Kitchen and Dining Hall Availability of Recreation Facilities Source of Drinking Water Availability of Class Room Ventilation and Lighting Availability of Fans and Air Coolers
<ul style="list-style-type: none"> Availability of Training Equipment's and Furniture 	<ul style="list-style-type: none"> Availability and Use of White Board, Black Board and Display Board Availability and Use of TV, OHP, Computer with LCD Projector Availability and Use of Weighing Scales and Flip Charts Availability of Other Supportive Equipment's (Fax, Xerox Machine, Computer, Printer) Availability of Library and Reference Material Availability of Classroom Furniture
<ul style="list-style-type: none"> Organisation of Training 	<ul style="list-style-type: none"> Planning of Course Use of Different Training Methods Conducting Practical Exercises/Sessions Getting Training FeedBack Placement of Trainees in Supervised Practice Use of Training Material in Supervised practice Distance of AWCs from AWTC in Supervised Practice Type of Support Received from ICDS Staff in Supervised Practice Preparation of Course Reports Visit to ICDS Projects by ICDS Instructors
<ul style="list-style-type: none"> AWTCs Monitoring and Training Evaluation 	<ul style="list-style-type: none"> Monitoring of AWTCs by NIPCCD, Parent Body, State Government etc Clarity of Training Syllabus Amongst ICDS Trainers Adequateness of Skills Amongst ICDS Trainers to Use Various Training Methods Training Assessment Evaluation of Trainees

Apart from sending these monitoring proformas of AWTCs in original to NIPCCD, CMU, the concerned consultants also prepared a detailed report about the AWTC visited by them. The list of monitoring indicators as used in monitoring of AWTCs is quite comprehensive.

Data Collection

Blended mix of both quantitative and qualitative data on indicators listed above was collected by consultants working in selected and lead institutions located across the country.

Ensuring Data Quality

Several measures were taken to generate and collect the reliable and good quality data. Various ICDS monitoring indicators, as presented in **Table 1.6**, were finalised in consultation with policy makers, practitioners, officials and trainers of ICDS and ICDS consultants working in selected and lead Institutions located across the country.

Data Quality
<p>Measures taken</p> <ul style="list-style-type: none"> ▪ Preparation of detailed guidelines ▪ Preparation of pre-coded Schedules ▪ Orientation of Consultants ▪ Editing to detect errors and omissions in entries of the schedules ▪ Checking consistency of responses

The consultants were also given orientation training by faculty members of CMU about purpose and objectives of the monitoring of the AWTCs. They were oriented in these tasks during CMU State Institutions Workshops held at Bengaluru, New Delhi and Lucknow. During orientation, emphasis was also placed on filling the monitoring proformas using appropriate coding frame. The consultants were requested to ensure that the data

is consistent and there are no missing values. Feedback on data quality was also provided by CMU officials to consultants, as and when needed, which has also helped in improving the quality and consistency of data. It was made mandatory to all consultants to share the monitoring reports with concerned State officials about the major outcomes of the monitoring visits. Guidelines developed by CMU, NIPCCD helped the consultants in filling the data on the data capture formats. Despite best efforts, some inconsistencies and missing data are observed while coding the data at the national level of CMU, NIPCCD.

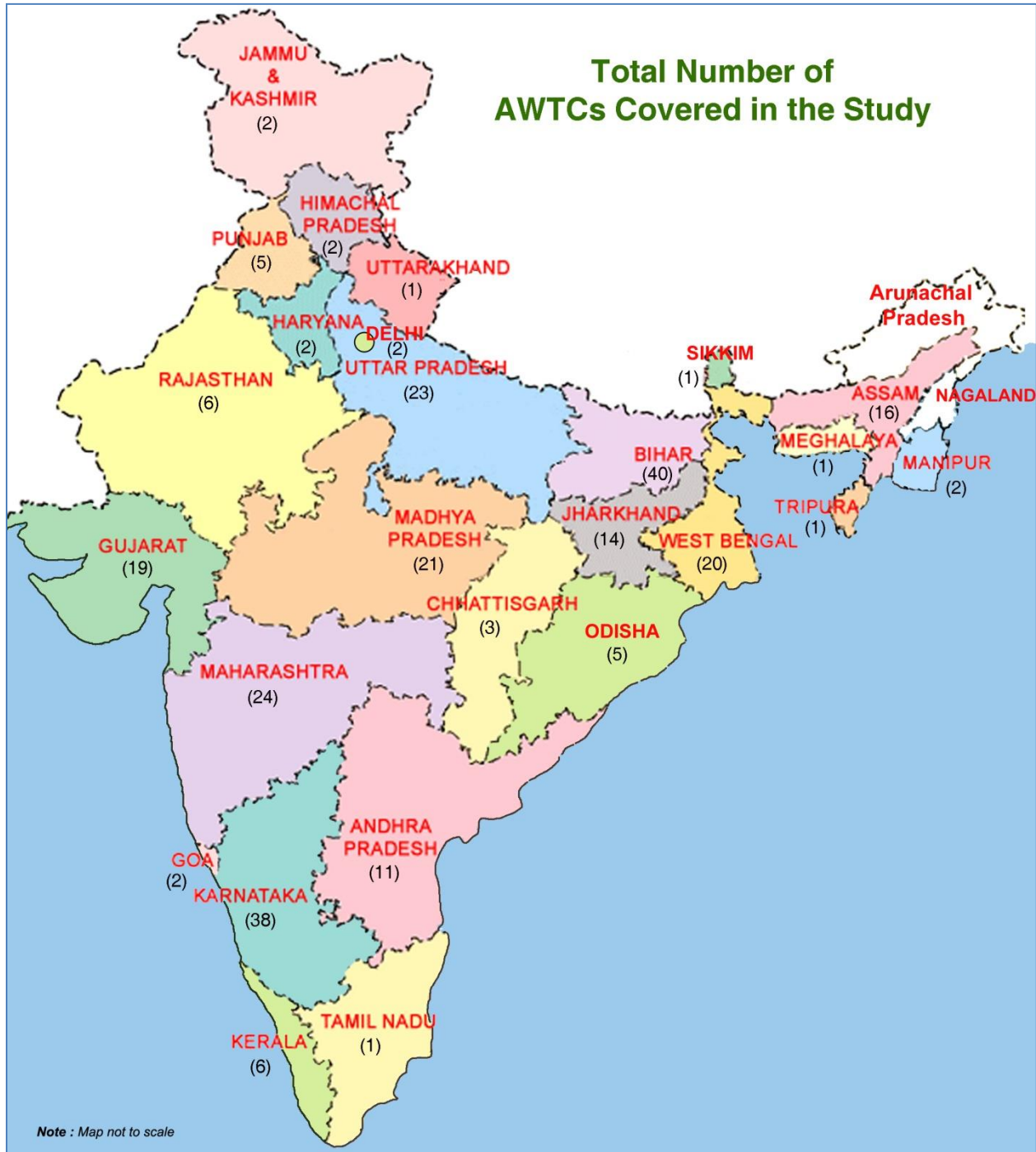
Raw data as presented in the document are essentially based on data provided by consultants working in select and lead institutions. Thus the accuracy and truthfulness of the data rest with them. NIPCCD has only provided professional support for coding, analysis, interpretation of data and generating and disseminating the report findings.

Data Analysis

The formats of the data were prepared in such a way that the data could be used in variety of ways for subsequent analysis. The data base was created with an intention to optimally utilise the valuable empirical information for other purposes as well. The data were disaggregated at the State level.

Summarizing the Data

The data was tabulated on excel sheets for its analysis. Apart from using various statistical measures such as frequencies, percentages, averages, ranges etc, the data have also been presented graphically.



Map: 1.2

Chapter – 2

Management of AWTCs and Staff Position

This chapter presents the management of AWTCs and the details about the academic, administrative and support staff.

Nature of Parent Organization Running AWTCs

As per Comprehensive Training Strategy (CTS) of ICDS, the task of imparting training to AWWs and AWHs has been entrusted to AWTCs. Most of these AWTCs are either being run by NGOs/Private Organizations or by Professional Institutions like Schools of Social Work/Colleges of Home Science etc. In some of the States, these AWTCs are also being run by concerned State Governments. Data in this regard are presented in **Table 2.1**.



Table 2.1: Nature of Parent Organization Running AWTC

State	Total No. of AWTCs	No. of AWTCs -268							
		NGO/Private Organization		Trust		Govt. Institution		Professional Institution	
		N	%	N	%	N	%	N	%
Northern Region									
Delhi	2	2	100	0	0	0	0	0	0
Haryana	2	1	50	0	0	1	50	0	0
H.P.	2	1	50	0	0	1	50	0	0
J & K	2	0	0	0	0	2	100	0	0
Punjab	5	3	60	0	0	2	40	0	0
Rajasthan	6	6	100	0	0	0	0	0	0
Uttar Pradesh	23	4	17.39	0	0	18	78.26	1	4.35
Uttarakhand	1	1	100	0	0	0	0	0	0
Eastern Region									
Bihar	40	29	72.50	1	2.5	9	22.5	1	2.5
Jharkhand	14	14	100	0	0	0	0	0	0
Orissa	5	1	20	0	0	2	40	2	40
West Bengal	20	20	100	0	0	0	0	0	0
North East Region									
Assam	16	12	75	0	0	1	6.25	1	6.25
Sikkim	1	1	100	0	0	0	0	0	0
Manipur	2	2	100	0	0	0	0	0	0
Meghalaya	1	0	0	0	0	1	100	0	0
Tripura	1	0	0	0	0	1	100	0	0
Western Region									
Goa	2	0	0	0	0	0	0	2	100
Gujarat	19	9	47.37	9	47.37	1	5.26	0	0

Maharashtra	24	13	54.17	4	16.67	4	16.67	0	0
Southern Region									
Andhra Pradesh	11	6	54.55	0	0	5	45.45	0	0
Karnataka	38	23	60.53	11	28.95	2	5.26	2	5.26
Kerala	6	6	100	0	0	0	0	0	0
Tamil Nadu	1	1	100	0	0	0	0	0	0
Central Region									
Chhattisgarh	3	2	66.67	0	0	1	33.33	0	0
MP	21	14	66.67	1	4.76	6	28.57	0	0
Total	268	171	63.81	26	9.70	57	21.26	9	3.36

**Total may not come to 100 percent because of No response

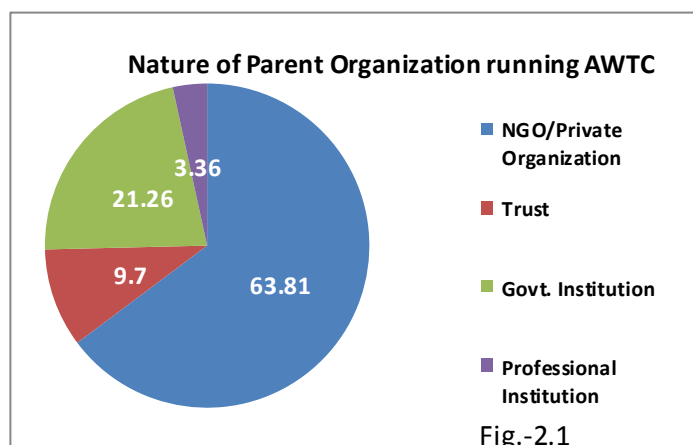


Fig.-2.1

It is evident from **Table 2.1** that 63.81% AWTCs are being run by NGOs/Private Organizations. Government run AWTCs are 21.26 % of total strength of AWTCs taken in the study. Though, on the one hand all AWTCs (100%) located in the States of Uttarakhand, Delhi Jharkhand, West Bengal, Manipur, Rajasthan, Sikkim, Kerala and Tamil Nadu are being run by NGOs/Private Organizations, however, on the other hand, all AWTCs (100%)

located in the States of Jammu and Kashmir, Sikkim, Meghalaya, and Tripura are being run by concerned State Governments. The role of Professional institutions is found prominent in the State of Goa where all AWTCs (100%) are being run by them.

Staffing Pattern

As per guidelines issued by MWCD, GOI vide its letter no 11-13/2006-TR dated 4th June, 2009, each AWTC should have three full time instructors. These include Instructor in Child Development, Instructor in Nutrition and Instructor in Social Work. Data in this regard are presented in **Table 2.2**.

Table 2.2: Appointment of Full Time Instructors

State	Total No. of AWTCs	No. of Instructors as per Norms	No. of Instructors In Position	Shortfall/ Excess	Percentage	
					Shortfall	Excess
No. of AWTCs -268						
Northern Region						
Delhi	2	6	7	1	-	16.67
Haryana	2	6	5	-1	16.67	-
H.P.	2	6	6	0	-	-
J & K	2	6	7	1	-	16.67
Punjab	5	15	6	-9	60	-
Rajasthan	6	18	14	-4	22.22	-
Uttar Pradesh	23	69	70	1	-	1.45

Uttarakhand	1	3	1	-2	66.67	-
Eastern Region						
Bihar	40	120	95	-25	20.83	-
Jharkhand	14	42	42	0	-	-
Orissa	5	15	13	-2	13.33	-
West Bengal	20	60	57	-3	5.00	-
North East Region						
Assam	16	48	44	-4	8.33	-
Sikkim	1	3	3	0	-	-
Manipur	2	6	6	0	-	-
Meghalaya	1	3	1	-2	66.67	-
Tripura	1	3	2	-1	33.33	-
Western Region						
Goa	2	6	9	3	-	50
Gujarat	19	57	39	-18	31.58	-
Maharashtra	24	72	62	-10	13.89	-
Southern Region						
Andhra Pradesh	11	33	27	-6	18.18	-
Karnataka	38	114	109	-5	4.39	-
Kerala	6	18	18	0	-	-
Tamil Nadu	1	3	2	-1	33.33	-
Central Region						
Chhattisgarh	3	9	6	-3	33.33	-
MP	21	63	45	-18	28.57	-
Total	268	804	696	Shortfall — 102 Excess-06	12.6	0.74

Table 2.2 reveals that about thirteen per cent of ICDS Instructors posts are lying vacant in AWTCs taken in the study. The highest percentage of vacant positions are reported in Uttarakhand and Meghalaya (66.67) followed by Punjab (60) with Tripura, Tamil Nadu and Chhattisgarh sharing the equal share of 33.33% each. Excess number of ICDS instructors than envisaged in ICDS guidelines are found working in the States of Goa (50.00), Jammu and Kashmir and Delhi (16.67) each and Uttar Pradesh (1.45).

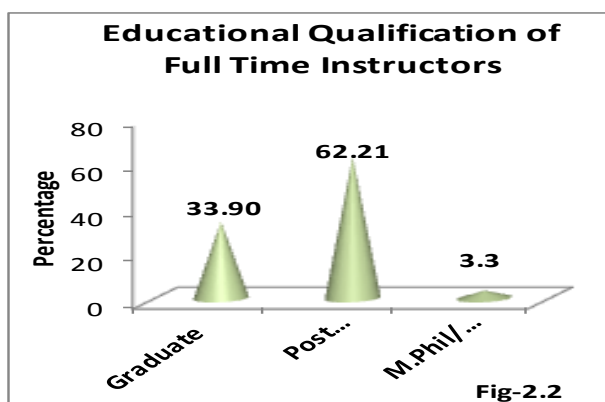
Educational Qualifications

Vide letter no 11-13/2006-TR dated 4th June, 2009, the MWCD, GOI has issued detailed guidelines with respect to educational qualifications of Instructors working in AWTCs. The letter under reference states that all the three instructors of AWTCs should have Masters Degree in the respective field. While Instructor in Child Development should have Master degree in Home Science/Child Development/Psychology, the Instructor in Nutrition should have Master degree in Home Science/Nutrition. Similarly, the Instructor in Social Work should have Master degree in Extension Education/Community Resource Management/Social Work/Sociology. Data in this regard are presented in **Table 2.3**.

Table 2.3: Educational Qualifications of Full Time Instructors

State	Total No. of AWTCs	No. of Full Time Instructors	No. of AWTCs -268					
			Graduate		Post Graduate		M.Phil/ Ph.D	
			N	%	N	%	N	%
Northern Region								
Delhi	2	7	1	14.29	5	71.43	1	14.29
Haryana	2	5	1	20	4	80	0	0
H.P.	2	6	0	0	5	83.33	1	16.67
J & K	2	7	2	28.57	5	71.43	0	0
Punjab	5	6	3	50	3	50	0	0
Rajasthan	6	14	5	35.71	8	57.14	1	7.14
Uttar Pradesh	23	70	23	32.86	40	57.14	7	10
Uttrakhand	1	1	0	0	1	100	0	0
Eastern Region								
Bihar	40	95	47	49.47	47	49.47	0	0
Jharkhand	14	42	18	42.86	20	47.62	4	9.52
Orissa	5	13	5	38.46	8	61.54	0	0
West Bengal	20	57	23	40.35	34	59.65	0	0
North East Region								
Assam	16	44	11	25	33	75	0	0
Sikkim	1	3	0	0	3	100	0	0
Manipur	2	6	0	0	6	100	0	0
Meghalaya	1	1	0	0	1	100	0	0
Tripura	1	2	1	50	1	50	0	0
Western Region								
Goa	2	9	1	11.11	8	88.89	0	0
Gujarat	19	39	13	33.33	26	66.67	0	0
Maharashtra	24	62	15	24.19	42	67.74	5	8.77
Southern Region								
Andhra Pradesh	11	27	7	25.93	19	70.37	1	3.7
Karnataka	38	109	50	45.87	59	54.13	0	0
Kerala	6	18	1	5.56	17	94.44	0	0
Tamil Nadu	1	2	1	50	1	50	0	0
Central Region								
Chhattisgarh	3	6	0	0	6	100	0	0
MP	21	45	8	17.78	31	68.89	3	6.67
Total	268	696	236	33.90	433	62.21	23	3.3

**Total may not come to 100 percent because of No response



It is evident from **Table 2.3** that only 62.21 per cent of Full time Instructors working in these AWTCs possess the qualifications as stipulated in the guidelines issued by MWCD, GOI. However, it is not out of place to mention here that these guidelines are issued by suppressing earlier guidelines which states that if it is not possible to recruit instructors with Master's degree in the concerned subjects, efforts should be made

to recruit instructors who have at best a Bachelor's degree wherein the concerned subject is offered as one of the compulsory paper. MWCD has also stated vide its letter no 11-13/2006-TR dated 4th June, 2009 that revised qualifications making Masters Degree in the concerned subject compulsory has been enforced only from 1st April, 2009 and the old staff will not be affected by these guidelines. However, they should be encouraged to obtain requisite qualifications preferably within five years.

Orientation Training Status of Full Time Instructors

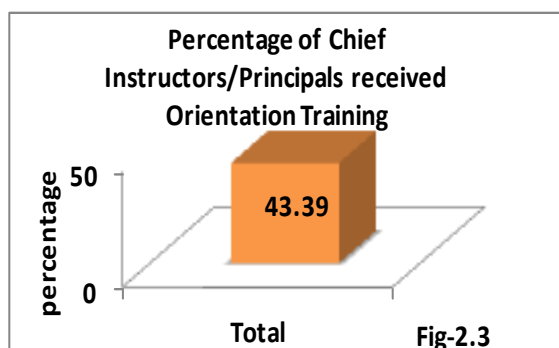


In order to make the training of AWWs effective, provision has been made for imparting eight working days orientation training to instructors of AWTCs. The orientation training includes effective coverage of syllabus, use of appropriate training methods and aids, organization of Supervised Practice etc. Data reflecting status of receiving orientation training by the Chief Instructors/Principals of AWTC are presented in **Table 2.4**.

Table 2.4: Status of Orientation Training of Chief Instructors/Principals
No. of AWTCs -268

State	Total No. of AWTCs	Total No. of Full-Time Instructor	Orientation Training	
			No. of Chief Instructors who have received Orientation Training	%
			N	%
Northern Region				
Delhi	2	7	2	28.57
Haryana	2	5	2	40
H.P.	2	6	2	33.33
J & K	2	7	3	42.86
Punjab	5	6	6	100
Rajasthan	6	14	7	50
Uttar Pradesh	23	70	27	38.57
Uttrakhand	1	1	0	0
Eastern Region				
Bihar	40	95	51	53.68
Jharkhand	14	42	10	23.80

Odisha	5	13	6	46.15
West Bengal	20	57	22	38.59
North East Region				
Assam	16	44	20	45.45
Sikkim	1	3	0	0
Manipur	2	6	1	16.66
Meghalaya	1	1	1	100
Tripura	1	2	1	50
Western Region				
Goa	2	9	1	11.11
Gujarat	19	39	15	38.46
Maharashtra	24	62	23	37.10
Southern Region				
Andhra Pradesh	11	27	17	62.96
Karnataka	38	109	43	39.45
Kerala	6	18	10	55.56
Tamil Nadu	1	2	0	0
Central Region				
Chhattisgarh	3	6	2	33.33
MP	21	45	30	66.67
Total	268	696	302	43.39



As per data depicted in **Table 2.4** only 43.39 percent of Chief Instructors / Principals have received orientation training. In the State of Punjab all (100%) chief instructors have received orientation training. None of the Chief instructors in the States of Uttarakhand, Tamil Nadu and Sikkim have received orientation training.

Refresher Training Status of Full Time Instructors

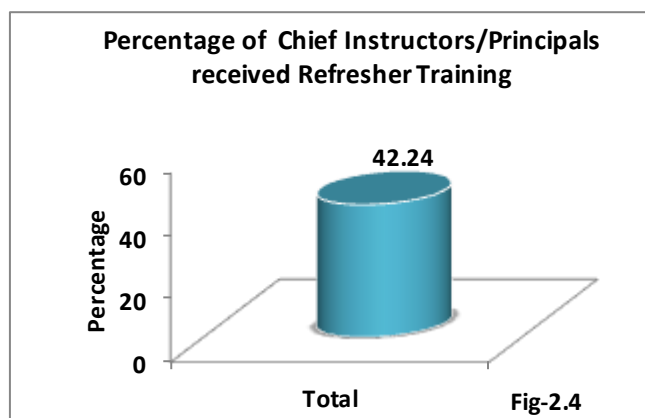
Under Comprehensive Training Strategy of ICDS, provision has also been made for imparting refresher training to Instructors of AWTCs at the intervals of every two years so as to refresh their knowledge in the recent developments in ICDS. These training programmes are being organized either by NIPCCD or by MLTCs located across the country. Data reflecting status of receiving orientation training by the Chief Instructors/Principals of AWTC are presented in **Table 2.5**.



Table 2.5: Status of Refresher Training of Chief Instructors/Principals
No. of AWTCs -268

State	Total No. of AWTCs	Total No. of Full-Time Instructor	Refresher Training	
			N	%
Northern Region				
Delhi	2	7	2	28.57
Haryana	2	5	2	40
H.P.	2	6	3	50
J & K	2	7	3	42.86
Punjab	5	6	5	83.33
Rajasthan	6	14	8	57.14
Uttar Pradesh	23	70	21	30
Uttarakhand	1	1	0	0
Eastern Region				
Bihar	40	95	48	50.53
Jharkhand	14	42	20	47.62
Odisha	5	13	8	61.54
West Bengal	20	57	25	43.86
North East Region				
Assam	16	44	14	31.82
Sikkim	1	3	0	0
Manipur	2	6	1	16.66
Meghalaya	1	1	1	100
Tripura	1	2	1	50
Western Region				
Goa	2	9	0	0
Gujarat	19	39	17	43.59
Maharashtra	24	62	27	43.55
Southern Region				
Andhra Pradesh	11	27	19	70.37
Karnataka	38	109	31	28.44
Kerala	6	18	11	61.11
Tamil Nadu	1	2	0	0
Central Region				
Chhattisgarh	3	6	2	33.33
MP	21	45	25	55.56
Total	268	696	294	42.24

As per data depicted in **Table 2.5** less than half (42.82%) of Chief Instructors / Principals have received refresher training. Only, In the State of Meghalaya all (100%) Chief Instructors have received refresher training. None of the Chief Instructors in the States of Goa, Sikkim, Tamil Nadu and Uttarakhand have received refresher training.

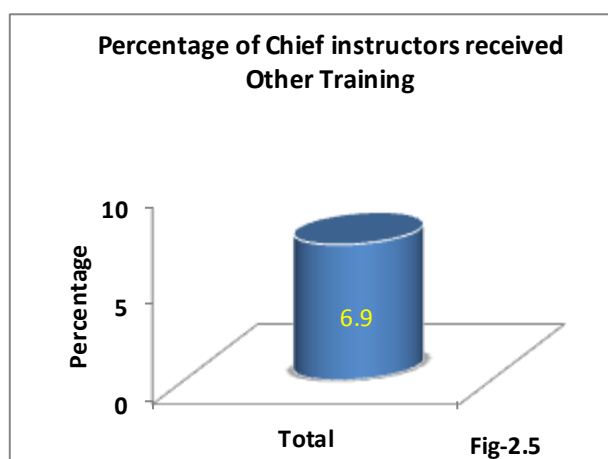


Status of Other (Skill) Training of Full Time Instructors

As per Comprehensive Training Strategy of ICDS, all States have to organize other training programmes suitable to their local needs /environment. Data showing status of receiving other training by the Chief Instructors/Principals of AWTC are presented in **Table 2.6**.

Table 2.6: Status of Other Training of Full Time Instructors
No. of AWTCs -268

State	Total No. of AWTCs	Total No. of Full-Time Instructor	Other Training	
			N	%
Northern Region				
Delhi	2	7	1	14.29
Haryana	2	5	1	20
H.P.	2	6	0	0
J & K	2	7	0	0
Punjab	5	6	0	0
Rajasthan	6	14	2	14.29
Uttar Pradesh	23	70	4	5.71
Uttrakhand	1	1	0	0
Eastern Region				
Bihar	40	95	4	4.21
Jharkhand	14	42	3	7.14
Odisha	5	13	1	7.69
West Bengal	20	57	1	1.75
North East Region				
Assam	16	44	3	6.82
Sikkim	1	3	0	0
Manipur	2	6	1	16.67
Meghalaya	1	1	0	0
Tripura	1	2	0	0
Western Region				
Goa	2	9	1	11.11
Gujarat	19	39	3	7.69
Maharashtra	24	62	3	4.84
Southern Region				
Andhra Pradesh	11	27	5	18.52
Karnataka	38	109	11	10.09
Kerala	6	18	1	5.56
Tamil Nadu	1	2	0	0
Central Region				
Chhattisgarh	3	6	1	16.67
MP	21	45	2	4.44
Total	268	696	48	6.90



It is evident from **Table 2.6** that less than one tenth of Chief instructors (6.90%) have received other innovative training on various aspects of ICDS. None of the Chief Instructors in the States of Himachal Pradesh, Jammu and Kashmir, Punjab, Meghalaya, Tamil Nadu, Sikkim, Tripura and Uttarakhand have received other innovative training. The status of receiving other innovative training is quite low in the States of Kerala (5.56%), UP (5.71%), Maharashtra (4.84%), MP (4.44%), Bihar (4.21%) and West Bengal (1.75%).

Table 2.7: Status of Trainings Received by Full Time Instructors

No. of AWTCs -268

State	Total No. of AWTCs	Total No. of Full-Time Instructor	Orientation Training		Refresher Training		Other Training	
			N	%	N	%	N	%
Northern Region								
Delhi	2	7	2	28.57	2	28.57	1	14.29
Haryana	2	5	2	40	2	40	1	20
H.P.	2	6	2	33.33	3	50	0	0
J & K	2	7	3	42.86	3	42.86	0	0
Punjab	5	6	6	100	5	83.33	0	0
Rajasthan	6	14	7	50	8	57.14	2	14.29
Uttar Pradesh	23	70	27	38.57	21	30	4	5.71
Uttarakhand	1	1	0	0	0	0	0	0
Eastern Region								
Bihar	40	95	51	53.68	48	50.53	4	4.21
Jharkhand	14	42	10	23.8	20	47.62	3	7.14
Odisha	5	13	6	46.15	8	61.54	1	7.69
West Bengal	20	57	22	38.59	25	43.86	1	1.75
North East Region								
Assam	16	44	20	45.45	14	31.82	3	6.82
Sikkim	1	3	0	0	0	0	0	0
Manipur	2	6	1	16.66	1	16.66	1	16.67
Meghalaya	1	1	1	100	1	100	0	0
Tripura	1	2	1	50	1	50	0	0
Western Region								
Goa	2	9	1	11.11	0	0	1	11.11
Gujarat	19	39	15	38.46	17	43.59	3	7.69
Maharashtra	24	62	23	37.1	27	43.55	3	4.84
Southern Region								
Andhra Pradesh	11	27	17	62.96	19	70.37	5	18.52
Karnataka	38	109	43	39.45	31	28.44	11	10.09
Kerala	6	18	10	55.56	11	61.11	1	5.56
Tamil Nadu	1	2	0	0	0	0	0	0

Central Region								
Chhattisgarh	3	6	2	33.33	2	33.33	1	16.67
MP	21	45	30	66.67	25	55.56	2	4.44
Total	268	696	302	43.39	294	42.24	48	6.9

Appointment Status of Part Time Instructors

As per AWTC norms issued by MWCD, GOI, three part time instructors (one each in health, arts and crafts) needs to be engaged in each AWTC. Data in this regard are presented in **Table 2.8**

Table 2.8: Appointment of Part Time Instructors

State	Total No. of AWTCs	No. of Part Time Instructors as per Norms	No. of Part time Instructors in Position	No. of AWTCs -268	
				Shortfall N	%
Northern Region					
Delhi	2	6	3	-3	50
Haryana	2	6	0	-6	100
Himachal Pradesh	2	6	0	-6	100
Jammu & Kashmir	2	6	2	-4	66.67
Punjab	5	15	4	-11	73.33
Rajasthan	6	18	2	-16	88.89
Uttar Pradesh	23	69	29	-40	57.97
Uttarakhand	1	3	0	-3	100
Eastern Region					
Bihar	40	120	80	-40	33.33
Jharkhand	14	42	33	-9	21.43
Odisha	5	15	8	-7	46.67
West Bengal	20	60	19	-41	68.33
North East Region					
Assam	16	48	28	-20	41.67
Sikkim	1	3	0	-3	100
Manipur	2	6	4	-2	33.33
Meghalaya	1	3	0	-3	100
Tripura	1	3	0	-3	100
Western Region					
Goa	2	6	0	-6	100
Gujarat	19	57	7	-50	87.72
Maharashtra	24	72	56	-16	22.22
Southern Region					
Andhra Pradesh	11	33	1	-32	96.97
Karnataka	38	114	86	-28	24.56
Kerala	6	18	13	-5	27.78
Tamil Nadu	1	3	0	-3	100
Central Region					
Chhattisgarh	3	9	4	-5	55.56
Madhya Pradesh	21	63	26	-37	58.73
Total	268	804	405	-399	49.63

Table 2.8 shows that about fifty percent of part time Instructors posts are lying vacant in AWTCs taken in the study. No State was found to fulfil the required no. of part time instructor as

per norms. The total absence of part time instructors are found in the states of Haryana, Himachal Pradesh, Uttrakhand, Meghalaya, Tripura, Sikkim, Goa and Tamil Nadu. The highest percentage of vacant positions are in Andhra Pradesh (96.97) followed by Rajasthan (88.89), Gujarat (87.72), Punjab (73.33), West Bengal (68.33), Jammu & Kashmir (66.67) and MP (58.73). Beside these States all other states are also contributing to the vacant positions of part time instructors.

Appointment Status of Typist

As per office order no 11-13/2006-TR dated 4th June, 2009, each AWTC should have one Typist. Data showing filled up status of typists are presented in **Table 2.9**.

Table 2.9: Appointment Status of Typists

State	Total No. of AWTCs	Total No. of Typists as per Norms	Typists in Position	No. of AWTCs -268	
				N	%
Northern Region					
Delhi	2	2	0	-2	100
Haryana	2	2	0	-2	100
Himachal Pradesh	2	2	0	-2	100
Jammu & Kashmir	2	2	0	-2	100
Punjab	5	5	2	-3	60
Rajasthan	6	6	2	-4	66.67
Uttar Pradesh	23	23	4	-19	82.61
Uttrakhand	1	1	0	-1	100
Eastern Region					
Bihar	40	40	13	-27	67.5
Jharkhand	14	14	7	-7	50
Odisha	5	5	1	-4	80
West Bengal	20	20	9	-11	55
North East Region					
Assam	16	16	7	-9	56.25
Sikkim	1	1	0	-1	100
Manipur	2	2	1	-1	50
Meghalaya	1	1	0	-1	100
Tripura	1	1	0	-1	100
Western Region					
Goa	2	2	1	-1	50
Gujarat	19	19	9	-10	52.63
Maharashtra	24	24	9	-15	62.5
Southern Region					
AP	11	11	3	-8	72.73
Karnataka	38	38	14	-24	63.16
Kerala	6	6	5	-1	16.67
Tamil Nadu	1	1	0	-1	100
Central Region					
Chhattisgarh	3	3	2	-1	33.33
Madhya Pradesh	21	21	5	-16	76.19
Total	268	268	94	-174	64.93

Table 2.9 shows that about 65 per cent posts of typist are lying vacant in AWTCs taken in the study. All (100%) AWTCs in the States of Delhi, Haryana, Himachal Pradesh, Jammu & Kashmir, Uttrakhand, Sikkim, Meghalaya, Tripura and Tamil Nadu are found to be working without a Typist. Beside this the shortage of typists have been reported in all AWTCs located in various states of the country.

Appointment Status of Assistant Accountant

Table 2.10: Appointment Status of Assistant Accountant

State	Total No. of AWTCs	Total No. of Asstt Accountant as per Norms	Asstt Accountant in Position	Shortfall/Excess	No. of AWTCs -268	
					Shortfall	Excess
Northern Region						
Delhi	2	2	2	0	0	-
Haryana	2	2	1	-1	50	-
Himachal Pradesh	2	2	2	0	0	-
Jammu & Kashmir	2	2	1	-1	50	-
Punjab	5	5	4	-1	20	-
Rajasthan	6	6	4	-2	33.33	-
Uttar Pradesh	23	23	17	-6	26.09	-
Uttrakhand	1	1	0	-1	100	-
Eastern Region						
Bihar	40	40	40	0	0	-
Jharkhand	14	14	11	-3	21.43	-
Odisha	5	5	4	-1	20	-
West Bengal	20	20	15	-5	25	-
North East Region						
Assam	16	16	17	1	-	6.25
Sikkim	1	1	0	-1	100	-
Manipur	2	2	1	-1	50	-
Meghalaya	1	1	0	-1	100	-
Tripura	1	1	2	1	100	-
Western Region						
Goa	2	2	6	4	-	200
Gujarat	19	19	14	-5	26.32	-
Maharashtra	24	24	17	-7	29.17	-
Southern Region						
AP	11	11	9	-2	18.18	-
Karnataka	38	38	29	-9	23.68	-
Kerala	6	6	6	0	0	-
Tamil Nadu	1	1	0	-1	100	-
Central Region						
Chhattisgarh	3	3	2	-1	33.33	-
Madhya Pradesh	21	21	11	-10	47.62	-
Total	268	268	215	Shortfall=-47 Excess=06	17.53	2.23

Table 2.10 shows that about 18 per cent posts of Assistant Accountants are lying vacant in AWTCs taken in the study. All AWTCs (100%) in the States of Delhi, Himachal Pradesh, Bihar and Kerala are found to fulfil the required no. of Assistant Accountant as per norms, All AWTCs (100%) in the States of Utrakhand, Sikkim, Meghalaya, Tripura and Tamil Nadu are found to be working without any Assistant Accountant. Beside this the shortage of Assistant Accountant has been reported in all AWTCs located in various states of the country. . Excess number of Assistant Accountant than envisaged in ICDS guidelines are found working in the States of Assam (6.25%) and Goa (200%) During the course of discussion during data collection, it was observed that Assistant Accountants are performing the job of typist also in most of the AWTCs taken in the study.

Table 2.11: Appointment Status of Typists & Assistant Accountant

State	Total No. of AWTCs	Total No. of Typists/Assistant Accountant as per Norms	Typists in Position	Shortfall		Asstt Accountant in Position	Shortfall/ Excess	No. of AWTCs - 268	
				N	%			Percentage	
								Shortfall	Excess
Northern Region									
Delhi	2	2	0	-2	100	2	0	0	-
Haryana	2	2	0	-2	100	1	-1	50	-
Himachal Pradesh	2	2	0	-2	100	2	0	0	-
Jammu & Kashmir	2	2	0	-2	100	1	-1	50	-
Punjab	5	5	2	-3	60	4	-1	20	-
Rajasthan	6	6	2	-4	66.67	4	-2	33.33	-
Uttar Pradesh	23	23	4	-19	82.61	17	-6	26.09	-
Uttarakhand	1	1	0	-1	100	0	-1	100	-
Eastern Region									
Bihar	40	40	13	-27	67.5	40	0	0	-
Jharkhand	14	14	7	-7	50	11	-3	21.43	-
Odisha	5	5	1	-4	80	4	-1	20	-
West Bengal	20	20	9	-11	55	15	-5	25	-
North East Region									
Assam	16	16	7	-9	56.25	17	1	-	6.25
Sikkim	1	1	0	-1	100	0	-1	100	-
Manipur	2	2	1	-1	50	1	-1	50	-
Meghalaya	1	1	0	-1	100	0	-1	100	-
Tripura	1	1	0	-1	100	2	1	100	-
Western Region									
Goa	2	2	1	-1	50	6	4	-	200
Gujarat	19	19	9	-10	52.63	14	-5	26.32	-
Maharashtra	24	24	9	-15	62.5	17	-7	29.17	-
Southern Region									
AP	11	11	3	-8	72.73	9	-2	18.18	-
Karnataka	38	38	14	-24	63.16	29	-9	23.68	-
Kerala	6	6	5	-1	16.67	6	0	0	-
Tamil Nadu	1	1	0	-1	100	0	-1	100	-
Central Region									
Chhattisgarh	3	3	2	-1	33.33	2	-1	33.33	-
Madhya Pradesh	21	21	5	-16	76.19	11	-10	47.62	-
Total	268	268	94	-174	64.93	215	Shortfall=47 Excess=06	17.50	2.23

Support Staff of AWTCs

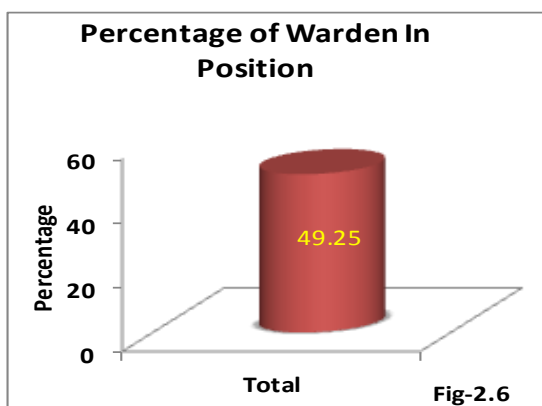
So far as support staff of AWTCs is concerned, the office order no 11-13/2006-TR dated 4th June, 2009 issued by MWCD states that all AWTC should have one lady warden and one cook as regular employee. All AWTCs are also required to engage one Sweeper. Data with regard to filling of these posts of supportive staff are presented in **Table 2.12**, **Table 2.13** and **Table 2.14**.

Appointment Status of Lady Warden

Table 2.12: Appointment Status of Lady Warden

No. of AWTCs -268

State	Total No. of AWTCs	Total Number of Lady Warden as per Norms	Warden In Position	
			N	%
Northern Region				
Delhi	2	2	0	0
Haryana	2	2	0	0
Himachal Pradesh	2	2	1	50
Jammu & Kashmir	2	2	0	0
Punjab	5	5	0	0
Rajasthan	6	6	2	33.33
Uttar Pradesh	23	23	6	26.09
Uttrakhand	1	1	0	0
Eastern Region				
Bihar	40	40	24	60
Jharkhand	14	14	10	71.43
Odisha	5	5	2	40
West Bengal	20	20	13	65
North East Region				
Assam	16	16	13	81.25
Sikkim	1	1	0	0
Manipur	2	2	1	50
Meghalaya	1	1	0	0
Tripura	1	1	0	0
Western Region				
Goa	2	2	0	0
Gujarat	19	19	9	47.37
Maharashtra	24	24	15	62.5
Southern Region				
Andhra Pradesh	11	11	4	36.36
Karnataka	38	38	22	57.89
Kerala	6	6	3	50
Tamil Nadu	1	1	0	0
Central Region				
Chhattisgarh	3	3	1	33.33
Madhya Pradesh	21	21	6	28.57
Total	268	268	132	49.25



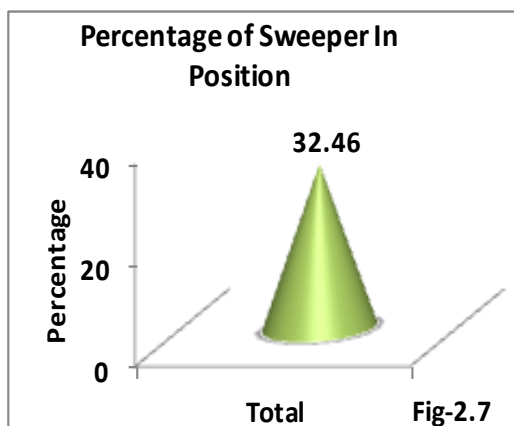
It is evident from **Table 2.12** that only half (49.25%) of AWTCs taken in the study have the facility of Lady Warden. Absence of lady warden is reported in all AWTCs located in the States of Delhi, Haryana, Jammu and Kashmir, Meghalaya, Punjab, Tripura, Goa, Sikkim, Tamil Nadu and Uttarakhand.

Appointment Status of Sweeper

Table 2.13: Appointment Status of Sweeper

State	Total No. of AWTCs	Total Number of Sweepers as per norms	No. of AWTCs -268 Sweeper In Position	
			N	%
Northern Region				
Delhi	2	2	0	0
Haryana	2	2	0	0
Himachal Pradesh	2	2	1	50
Jammu & Kashmir	2	2	0	0
Punjab	5	5	1	20
Rajasthan	6	6	1	16.67
Uttar Pradesh	23	23	14	60.87
Uttarakhand	1	1	0	0
Eastern Region				
Bihar	40	40	13	32.5
Jharkhand	14	14	6	42.86
Odisha	5	5	1	20
West Bengal	20	20	7	35
North East Region				
Assam	16	16	4	25
Sikkim	1	1	0	0
Manipur	2	2	0	0
Meghalaya	1	1	0	0
Tripura	1	1	0	0
Western Region				
Goa	2	2	2	100
Gujarat	19	19	4	21.05
Maharashtra	24	24	8	33.33
Southern Region				
Andhra Pradesh	11	11	3	27.27
Karnataka	38	38	12	31.58
Kerala	6	6	3	50
Tamil Nadu	1	1	0	0

Central Region				
Chhattisgarh	3	3	2	66.67
Madhya Pradesh	21	21	5	23.81
Total	268	268	87	32.46



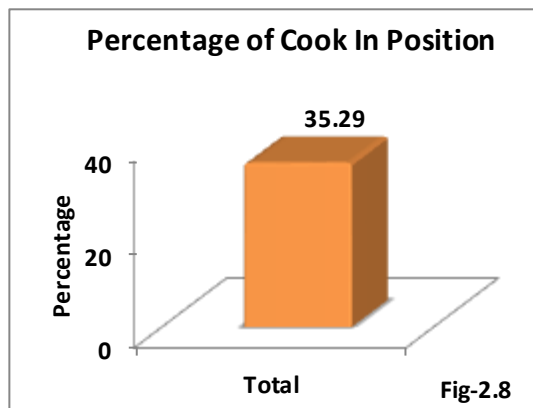
It is evident in **Table 2.13** that about two thirds (67%) of sweeper's posts are lying vacant in AWTCs taken in study. Absence of sweeper is reported in all AWTCs located in the States of Delhi, Haryana, Jammu and Kashmir, Meghalaya, Manipur, Tripura, Sikkim, Tamil Nadu and Uttarakhand.

Appointment Status of Cook

Table 2.14: Appointment Status of Cook

State	Total No. of AWTCs	Total Number of Cook as per Norms	No. of AWTCs -268	
			Cook In Position	
			N	%
Northern Region				
Delhi	2	2	0	0
Haryana	2	2	0	0
Himachal Pradesh	2	2	2	100
Jammu & Kashmir	2	2	0	0
Punjab	5	5	1	20
Rajasthan	6	6	1	16.66
Uttar Pradesh	23	23	3	13.04
Uttarakhand	1	1	0	0
Eastern Region				
Bihar	40	40	16	40
Jharkhand	14	14	7	50
Odisha	5	5	1	20
West Bengal	20	20	9	45
North East Region				
Assam	16	16	8	50
Sikkim	1	1	0	0
Manipur	2	2	1	50
Meghalaya	1	1	0	0
Tripura	1	1	0	0
Western Region				
Goa	2	2	0	0
Gujarat	19	19	3	15.79
Maharashtra	24	24	12	50

Southern Region				
Andhra Pradesh	11	11	4	36.36
Karnataka	38	38	22	57.89
Kerala	6	6	3	50
Tamil Nadu	1	1	0	0
Central Region				
Chhattisgarh	3	3	1	33.33
Madhya Pradesh	21	21	5	23.8
Total	268	268	99	36.94



It is evident from **Table 2.14** that quite a large number of AWTCs (63%) are found running without engagement of cook. Absence of cook is reported in all AWTCs located in the States of Delhi, Goa, Haryana, Jammu & Kashmir, Meghalaya, Tripura, Sikkim, Tamil Nadu and Uttarakhand.

Table 2.15: Appointment Status of Lady Warden/Sweeper/Cook

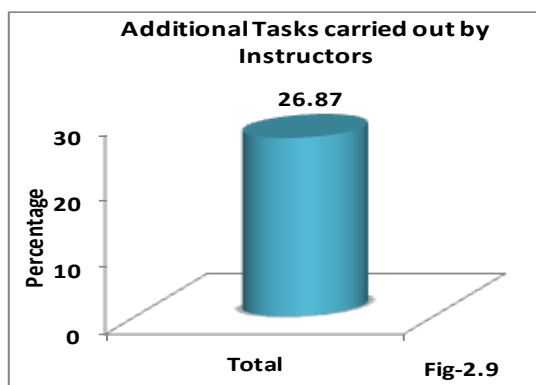
State	Total No. of AWTCs	Total Number of Lady Warden./Sweeper/Cook as per Norms	No. of AWTCs - 268						
			Warden In Position		Sweeper In Position		Cook In Position		
			N	%	N	%	N	%	
Northern Region									
Delhi	2	2	0	0	0	0	0	0	0
Haryana	2	2	0	0	0	0	0	0	0
Himachal Pradesh	2	2	1	50	1	50	2	100	
Jammu & Kashmir	2	2	0	0	0	0	0	0	0
Punjab	5	5	0	0	1	20	1	20	
Rajasthan	6	6	2	33.33	1	16.67	1	16.66	
Uttar Pradesh	23	23	6	26.09	14	60.87	3	13.04	
Uttarakhand	1	1	0	0	0	0	0	0	0
Eastern Region									
Bihar	40	40	24	60	13	32.5	16	40	
Jharkhand	14	14	10	71.43	6	42.86	7	50	
Odisha	5	5	2	40	1	20	1	20	
West Bengal	20	20	13	65	7	35	9	45	
North East Region									
Assam	16	16	13	81.25	4	25	8	50	
Sikkim	1	1	0	0	0	0	0	0	0
Manipur	2	2	1	50	0	0	1	50	
Meghalaya	1	1	0	0	0	0	0	0	0
Tripura	1	1	0	0	0	0	0	0	0
Western Region									
Goa	2	2	0	0	2	100	0	0	0
Gujarat	19	19	9	47.37	4	21.05	3	15.79	
Maharashtra	24	24	15	62.5	8	33.33	12	50	
Southern Region									
Andhra Pradesh	11	11	4	36.36	3	27.27	4	36.36	
Karnataka	38	38	22	57.89	12	31.58	22	57.89	
Kerala	6	6	3	50	3	50	3	50	
Tamil Nadu	1	1	0	0	0	0	0	0	0
Central Region									
Chhattisgarh	3	3	1	33.33	2	66.67	1	33.33	
Madhya Pradesh	21	21	6	28.57	5	23.81	5	23.8	
Total	268	268	132	49.25	87	32.46	99	36.94	

Additional Tasks Carried Out by Instructors

The Instructors of AWTCs are required to work only for ICDS training and in no case they should be engaged in other assignments carrying additional workload on them to perform other responsibilities which parent organization of AWTC is handling. Data as reported by Chief Instructors /Principals of AWTCs in this regard are presented in **Table 2.16**

Table 2.16: Additional Tasks Carried Out by Instructors

State	Total No. of AWTCs	Total No. of Principals/ Chief Instructors	No. of AWTCs -268	
			Additional Tasks Undertaken	
			N	%
Northern Region				
Delhi	2	2	1	50
Haryana	2	2	1	50
Himachal Pradesh	2	2	0	0
Jammu & Kashmir	2	2	1	50
Punjab	5	5	1	20
Rajasthan	6	6	0	0
Uttar Pradesh	23	23	14	60.87
Uttrakhand	1	1	0	0
Eastern Region				
Bihar	40	40	4	10
Jharkhand	14	14	1	7.14
Odisha	5	5	2	40
West Bengal	20	20	3	15
North East Region				
Assam	16	16	4	25
Sikkim	1	1	0	0
Manipur	2	2	0	0
Meghalaya	1	1	0	0
Tripura	1	1	1	100
Western Region				
Goa	2	2	1	50
Gujarat	19	19	3	15.79
Maharashtra	Maharashtra	24	9	37.5
Southern Region				
Andhra Pradesh	11	11	7	63.64
Karnataka	38	38	7	18.42
Kerala	6	6	1	16.67
Tamil Nadu	1	1	0	0
Central Region				
Chhattisgarh	3	3	1	33.33
Madhya Pradesh	21	21	10	47.62
Total	268	268	72	26.87



The findings as reported in the **Table 2.16** show the engagements of only 26.87% of ICDS Instructors in other tasks nonrelated to ICDS.

Receipt of Funds

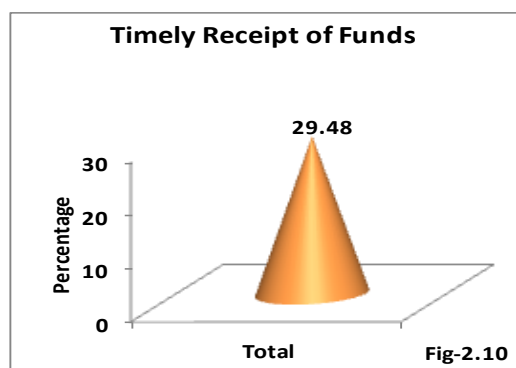
The budgetary allocation of ICDS training is being made by MWCD, GOI to different State Governments, which in turn provides funds to AWTCs for organization of training programmes meant for AWWs/AWHs. The data as obtained from Principals/Chief Instructors of AWTCs regarding timely receipt of funds from State Governments to AWTCs are presented in **Table 2.17**.

Table 2.17: Timely Receipt of Funds
No. of AWTCs -268

State	Total No. of AWTCs	Timely Receipt of Funds	
		N	%
Northern Region			
Delhi	2	1	50
Haryana	2	0	0
Himachal Pradesh	2	1	50
Jammu & Kashmir	2	1	50
Punjab	5	2	40
Rajasthan	6	1	16.67
Uttar Pradesh	23	10	43.48
Uttrakhand	1	0	0
Eastern Region			
Bihar	40	4	10
Jharkhand	14	3	21.43
Odisha	5	1	20
West Bengal	20	5	25
North East Region			
Assam	16	5	31.25
Sikkim	1	0	0
Manipur	2	1	50
Meghalaya	1	0	0
Tripura	1	1	100
Western Region			
Goa	2		0
Gujarat	19	11	57.89
Maharashtra	24	6	25
Southern Region			
Andhra Pradesh	11	7	63.64

Karnataka	38	7	18.42
Kerala	6	1	16.67
Tamil Nadu	1	1	100
Central Region			
Chhattisgarh	3	3	100
Madhya Pradesh	21	7	33.33
Total	268	79	29.48

Table 2.17 reveals that timely receipt of funds has been reported only from all AWTCs located in three States. These are Chhattisgarh, Tripura and Tamil Nadu. Delay in timely receipt of funds is a matter of prime concern and needs attention.



Submission of Statement of Accounts

The budget for AWTC is being released by the MWCD, GOI through the concerned State Government. At the end of each training course, the AWTC is required to send the statement of expenditure incurred during the course. Such statement of expenditure has to be sent to parent institution running AWTC. Data showing status of submission of SOE are presented in **Table 2.18**

Table 2.18: Submission of Statement of Accounts

State	Total No. of AWTCs	No. of AWTCs -268 SOE Submitted on time	
		N	%
Northern Region			
Delhi	2	1	50
Haryana	2	2	100
Himachal Pradesh	2	2	100
Jammu & Kashmir	2	0	0
Punjab	5	5	100
Rajasthan	6	6	100
Uttar Pradesh	23	17	73.91
Uttarakhand	1	1	100
Eastern Region			
Bihar	40	22	55
Jharkhand	14	10	71.43
Odisha	5	5	100
West Bengal	20	16	80
North East Region			
Assam	16	13	81.25
Sikkim	1	1	100

Manipur	2	1	50
Meghalaya	1	1	100
Tripura	1	1	100
Western Region			
Goa	2	0	0
Gujarat	19	14	73.68
Maharashtra	24	17	70.83
Southern Region			
Andhra Pradesh	11	7	63.64
Karnataka	38	35	92.11
Kerala	6	6	100
Tamil Nadu	1	1	100
Central Region			
Chhattisgarh	3	2	66.67
Madhya Pradesh	21	18	85.71
Total	268	204	76.12

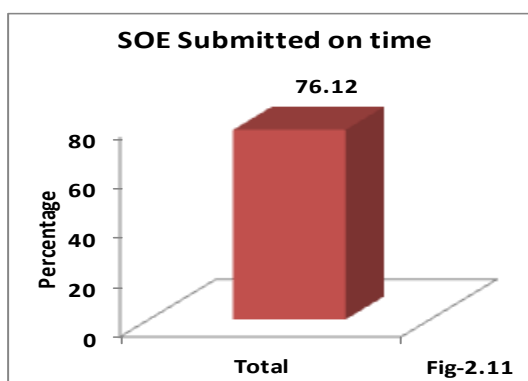


Table 2.18 shows that timely submission of SOEs have been reported from more than three fourth (76.12%) of AWTCs. All AWTCs located in the States of Haryana, Himachal Pradesh, Kerala, Odisha, Meghalaya, Punjab, Rajasthan, Tripura, Sikkim, Tamil Nadu and Uttarakhand have reported timely submission of SOEs. Sizeable number of AWTCs (92.11%) in the State of Karnataka also reported of sending the SOEs in time to the parent body running AWTCs.

Medical Treatment Facility

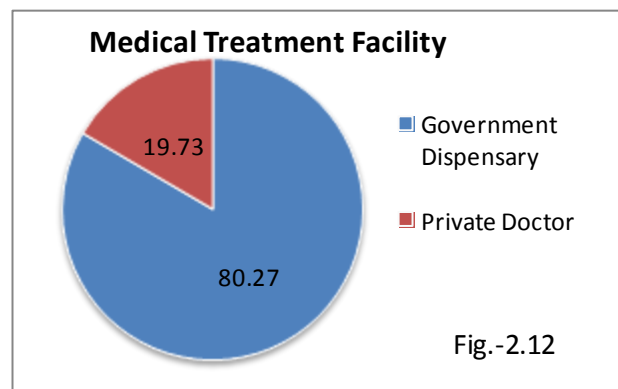
Data about the Medical Treatment of trainees in case of emergencies is presented in **Table 2.19**.



Table 2.19: Medical Treatment Facility

State	Total No. of AWTCs	Responses Received	Government Dispensary		Private Doctor	
			N	%	N	%
Northern Region						
Delhi	2	1	1	100	0	0
Haryana	2	1	1	100	0	0
Himachal Pradesh	2	2	1	50	1	50
Jammu & Kashmir	2	2	2	100	0	0
Punjab	5	3	1	33.33	2	66.67
Rajasthan	6	5	5	100	0	0
Uttar Pradesh	23	18	15	83.33	3	16.67
Uttrakhand	1	0	0	0	0	0
Eastern Region						
Bihar	40	36	31	86.11	5	13.89
Jharkhand	14	11	10	90.91	1	9.09
Odisha	5	4	4	100	0	0
West Bengal	20	15	13	86.67	2	13.33
North East Region						
Assam	16	14	11	78.57	3	21.43
Sikkim	1	1	0	0	1	100
Manipur	2	2	2	100	0	0
Meghalaya	1	1	0	0	1	100
Tripura	1	1	1	100	0	0
Western Region						
Goa	2	0	0	0	0	0
Gujarat	19	17	10	58.82	7	41.18
Maharashtra	24	18	14	77.78	4	22.22
Southern Region						
Andhra Pradesh	11	8	6	75	2	25
Karnataka	38	35	30	85.71	5	16.67
Kerala	6	6	5	83.33	1	16.67
Tamil Nadu	1	0	0	0	0	0
Central Region						
Chhattisgarh	3	3	1	33.33	2	66.67
Madhya Pradesh	21	19	15	78.95	4	21.05
Total	268	223	179	80.27	44	19.73

Table 2.19 shows that in about 80.27 per cent of AWTCs, trainees are being referred to the Government hospitals in case of medical emergencies. The dependence on private dispensaries is reported only in 19.73% of AWTCs. All (100%) located in the States of Delhi, Haryana, Jammu and Kashmir, Odisha, Manipur, Rajasthan and Tripura have reported referring the trainees in case of medical emergency to Government Dispensary.



Chapter – 3
Infrastructure

All AWTCs are required to possess minimum basic physical requirements, which, *inter alia*, includes hostel to accommodate trainees, dining hall, kitchen, bathrooms/toilets, recreation room, classrooms, office room etc.

The present chapter analyzes the data pertaining to availability of such physical requirements.

Hostel Facilities

Each AWTC is required to have a hostel to suitably accommodate fifty trainees at a time. Apart from available rooms/dormitories in the hostel, Classrooms are also being used as hostel due to unavailability of adequate space. The data showing number of rooms/Dormitories in the hostel and use of classrooms as hostel is presented in **Table 3.1 and 3.2**

Table 3.1: Hostel Facilities - No. of Rooms/Dormitories

No of AWTCs- 268

State	Total No. of AWTCs	No. Of Rooms/Dormitories							
		1-3		4-5		6-7		More than 7	
		N	%	N	%	N	%	N	%
Northern Region									
Delhi	2	1	50	0	0	0	0	1	50
Haryana	2	2	100	0	0	0	0	0	0
Himachal Pradesh	2	2	100	0	0	0	0	0	0
Jammu & Kashmir	2	1	50	0	0	0	0	1	50
Punjab	5	3	60	2	40	0	0	0	0
Rajasthan	6	1	16.67	4	66.67	0	0	1	16.67
Uttar Pradesh	23	15	65.22	4	17.39	0	0	4	17.39
Uttrakhand	1	1	100	0	0	0	0	0	0
Eastern Region									
Bihar	40	22	55	11	27.5	3	7.5	4	10
Jharkhand	14	12	85.71	1	7.14	1	7.14	0	0
Odisha	5	3	60	1	20	0	0	1	20
West Bengal	20	13	65	4	20	2	10	1	5
North East Region									
Assam	16	10	62.50	4	25	0	0	2	12.5
Sikkim	1	1	100	0	0	0	0	0	0
Manipur	2	2	100	0	0	0	0	0	0
Meghalaya	1	0	0	0	0	0	0	1	100
Tripura	1	0	0	0	0	1	100	0	0
Western Region									
Goa	2	0	0	0	0	0	0	0	0
Gujarat	19	10	52.63	4	21.05	2	10.53	3	15.79
Maharashtra	24	16	66.67	6	25	0	0	2	8.33
Southern Region									
Andhra Pradesh	11	7	63.64	2	18.18	1	9.09	1	9.09
Karnataka	38	22	57.89	8	21.05	5	13.16	3	7.89

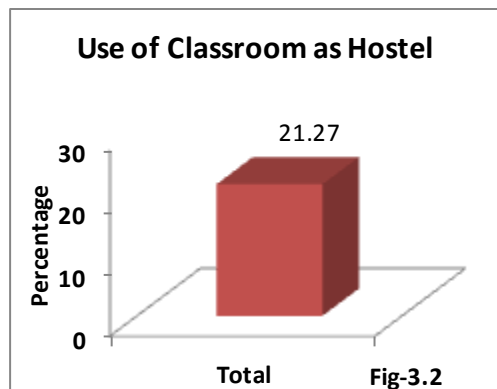
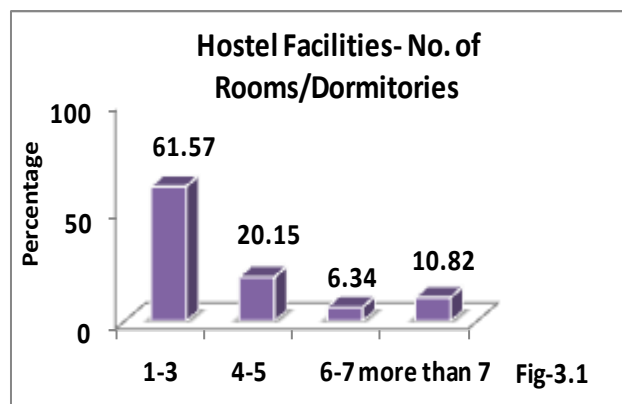
Kerala	6	4	66.67	0	0	1	16.67	1	16.67
Tamil Nadu	1	0	0	0	0	0	0	0	0
Central Region									
Chhattisgarh	3	0	0	1	33.33	1	33.33	1	33.33
Madhya Pradesh	21	17	80.95	2	9.52	0	0	2	9.52
Total	268	165	61.57	54	20.15	17	6.34	29	10.82

Table 3.2: Hostel Facilities - Use of Classroom as Hostel

No of AWTCs- 268

State	Total No. of AWTCs	Use of Classroom as Hostel	
		N	%
Northern Region			
Delhi	2	0	0
Haryana	2	1	50
Himachal Pradesh	2	0	0
Jammu & Kashmir	2	0	0
Punjab	5	3	60
Rajasthan	6	0	0
Uttar Pradesh	23	8	34.78
Uttrakhand	1	1	100
Eastern Region			
Bihar	40	9	22.50
Jharkhand	14	1	7.14
Odisha	5	2	40
West Bengal	20	3	15
North East Region			
Assam	16	1	6.25
Sikkim	1		0
Manipur	2	1	50
Meghalaya	1	1	100
Tripura	1	0	0
Western Region			
Goa	2	0	0
Gujarat	19	3	15.79
Maharashtra	24	4	16.67
Southern Region			
Andhra Pradesh	11	6	54.55
Karnataka	38	6	15.79
Kerala	6	0	0
Tamil Nadu	1	0	0
Central Region			
Chhattisgarh	3	2	66.67
Madhya Pradesh	21	5	23.81
Total	268	57	21.27

It is evident from **Table 3.1 & Table 3.2** that availability of number of rooms/Dormitories in the hostel varies from one to seven. Less than two third AWTCs (61.57%) are having one to three rooms/dormitories in the hostel. In about one fifth of AWTCs (21.27), classrooms are being used as hostel (**Table 3.2**).



Availability of Separate Kitchen and Dining Hall

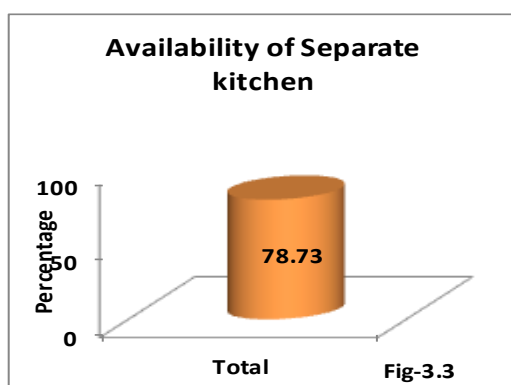
Each AWTC is required to have a separate kitchen and dining hall adjacent to the kitchen. Data depicting the same are shown in **Table 3.3 & 3.4**.

Table 3.3: Availability of Separate Kitchen

No of AWTCs- 268

State	Total No. of AWTCs	Separate kitchen	
		N	%
Northern Region			
Delhi	2	1	50
Haryana	2	1	50
Himachal Pradesh	2	1	50
Jammu & Kashmir	2	1	50
Punjab	5	3	60
Rajasthan	6	5	83.33
Uttar Pradesh	23	17	73.91
Uttrakhand	1	1	100
Eastern Region			
Bihar	40	34	85
Jharkhand	14	14	100
Odisha	5	2	40
West Bengal	20	17	85
North East Region			
Assam	16	14	87.50
Sikkim	1	1	100
Manipur	2	1	50

Meghalaya	1	0	0
Tripura	1	1	100
Western Region			
Goa	2	0	0
Gujarat	19	17	89.47
Maharashtra	24	16	66.67
Southern Region			
Andhra Pradesh	11	7	63.64
Karnataka	38	29	76.32
Kerala	6	5	83.33
Tamil Nadu	1	0	0
Central Region			
Chhattisgarh	3	3	100
Madhya Pradesh	21	20	95.24
Total	268	211	78.73



The data as presented in **Table 3.3** shows that availability of separate kitchen has been reported in more than three fourth (78.73%) of AWTCs. The availability of separate kitchen has been reported in all AWTCs (100%) located in the States of Chhattisgarh, Tripura, Jharkhand, Sikkim and Uttarakhand. Sizeable number of AWTCs (more than 80%) from the States of Madhya Pradesh (95.24) , Gujarat (89.47) Assam (87.50), Bihar (85%), West Bengal (85%), Kerala (83.33%) and Rajasthan (83.33) and have availability of

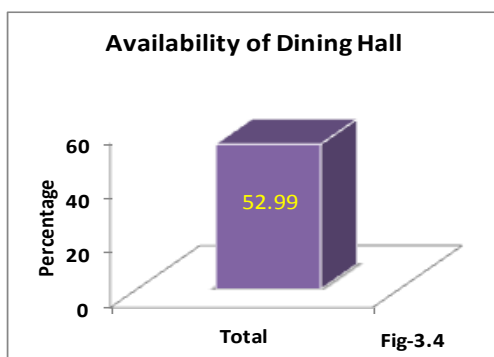
separate kitchen. None of the AWTC located in the States of Goa, Meghalaya and Tamil Nadu have the availability of separate kitchen.

Table 3.4: Availability of Dining Hall

No of AWTCs- 268

State	Total No. of AWTCs	Dining Hall	
		N	%
Northern Region			
Delhi	2	1	50
Haryana	2	1	50
Himachal Pradesh	2	1	50
Jammu & Kashmir	2	1	50
Punjab	5	1	20
Rajasthan	6	4	66.67
Uttar Pradesh	23	10	43.48
Uttrakhand	1	1	100
Eastern Region			
Bihar	40	21	52.50
Jharkhand	14	11	78.57
Odisha	5	1	20
West Bengal	20	13	65

North East Region			
Assam	16	13	81.25
Sikkim	1	1	100
Manipur	2	0	0
Meghalaya	1	1	100
Tripura	1	0	0
Western Region			
Goa	2	0	0
Gujarat	19	9	47.37
Maharashtra	24	9	37.50
Southern Region			
Andhra Pradesh	11	5	45.45
Karnataka	38	24	63.16
Kerala	6	2	33.33
Tamil Nadu	1	0	0
Central Region			
Chhattisgarh	3	1	33.33
Madhya Pradesh	21	11	52.38
Total	268	142	52.99



The data as presented in **Table 3.4** shows that availability of separate dining hall has been reported in little more than half (52.99%) of AWTCs. The availability of dining hall has been reported in all AWTCs (100%) located in the States of Meghalaya, Sikkim and Uttarakhand. None of the AWTC located in the States of Goa, Manipur, Tamil Nadu and Tripura have the availability of dining hall .

Recreation Facilities in the Hostel

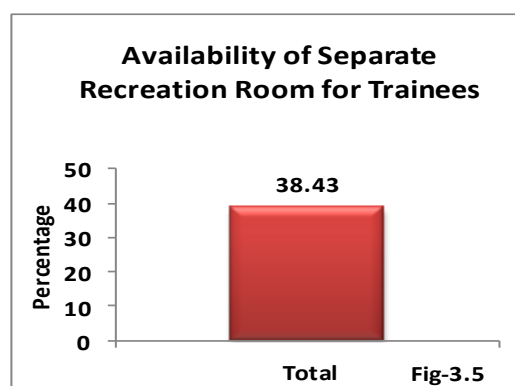
The hostel should have recreational facilities for indoor and outdoor activities. The availability of recreational facilities is particularly important in view of the fact that the trainees have to stay at the AWTC for quite a long time during job training course. Data regarding availability of separate recreational room are presented in **Table 3.5**.

Table 3.5: Availability of Separate Recreation Room in the Hostel
No of AWTCs- 268

State	Total No. of AWTCs	Separate Recreation Room for Trainees	
		N	%
Northern Region			
Delhi	2	1	50
Haryana	2	0	0
Himachal Pradesh	2	0	0
Jammu & Kashmir	2	1	50
Punjab	5	0	0

Rajasthan	6	3	50
Uttar Pradesh	23	6	26.09
Uttrakhand	1	0	0
Eastern Region			
Bihar	40	12	30
Jharkhand	14	6	42.86
Odisha	5	2	40
West Bengal	20	8	40
North East Region			
Assam	16	7	43.75
Sikkim	1	0	0
Manipur	2	1	50
Meghalaya	1	1	100
Tripura	1	1	100
Western Region			
Goa	2	0	0
Gujarat	19	6	31.58
Maharashtra	24	9	37.50
southern Region			
Andhra Pradesh	11	3	27.27
Karnataka	38	24	63.16
Kerala	6	2	33.33
Tamil Nadu	1	0	0
Central Region			
Chhattisgarh	3	1	33.33
Madhya Pradesh	21	9	42.86
Total	268	103	38.43

Table 3.5 shows that availability of separate recreation room is found in only 38.43 per cent of AWTCs taken in the study. Though all AWTCs (100%) located in the States of Meghalaya and Tripura have availability of separate recreation room, however, non availability of such facility in any of the AWTCs located in the States of Goa, Haryana, Himachal Pradesh, Punjab, Tamil Nadu, Sikkim and Uttarakhand is a matter of concern.



Availability of Indoor Recreational Facilities

Table 3.6: Recreation Facilities in the Hostel – Indoor

No of AWTCs- 268

State	Total No. of AWTCs	Responses Received	Indoor	
			N	%
Northern Region				
Delhi	2	2	1	50
Haryana	2	1	1	100
Himachal Pradesh	2	1	0	0
Jammu & Kashmir	2	1	0	0
Punjab	5	2	2	100
Rajasthan	6	4	4	100
Uttar Pradesh	23	14	7	50
Uttarakhand	1	0	0	0
Eastern Region				
Bihar	40	33	23	69.70
Jharkhand	14	14	8	57.14
Odisha	5	3	3	100
West Bengal	20	14	6	42.86
North East Region				
Assam	16	13	7	53.85
Sikkim	1	0	0	0
Manipur	2	2	1	50
Meghalaya	1	1	0	0
Tripura	1	1	1	100
Western Region				
Goa	2	0	0	0
Gujarat	19	14	7	50
Maharashtra	24	16	8	50
Southern Region				
Andhra Pradesh	11	8	4	50
Karnataka	38	36	21	58.33
Kerala	6	4	1	25
Tamil Nadu	1	0	0	0
Central Region				
Chhattisgarh	3	2	1	50
Madhya Pradesh	21	20	10	50
Total	268	206	116	56.31

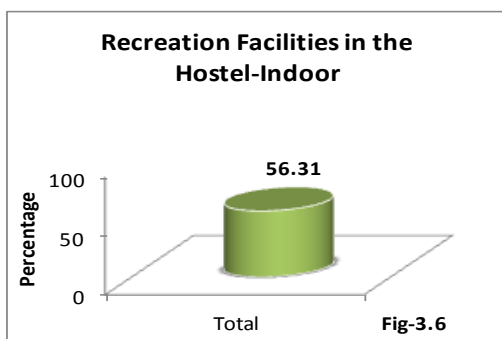


Table 3.6 shows that availability of indoor recreational facilities are reported in little more than half (56.31%) of the AWTCs taken in the study. Though all AWTCs (100%) located in the States of Haryana, Punjab, Rajasthan, Odisha and Tripura have availability of indoor recreational facilities, however, availability of such facility has not been reported in any of the AWTCs located in the States

of HP, J&K, Meghalaya, Goa, Sikkim, Tamil Nadu and Uttarakhand.

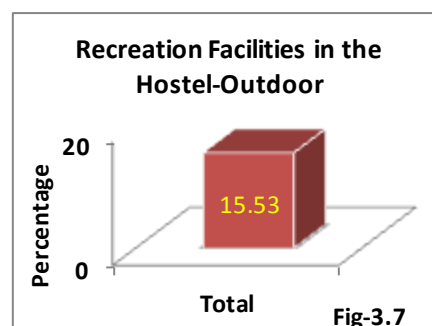
Availability of Outdoor Recreational Facilities

Table 3.7: Recreation Facilities in the Hostel – Outdoor

No of AWTCs- 268

State	Total No. of AWTCs	Responses Received	Outdoor	
			N	%
Northern Region				
Delhi	2	2	0	0
Haryana	2	1	0	0
Himachal Pradesh	2	1	1	100
Jammu & Kashmir	2	1	0	0
Punjab	5	2	0	0
Rajasthan	6	4	0	0
Uttar Pradesh	23	14	3	21.43
Uttarakhand	1	0	0	0
Eastern Region				
Bihar	40	33	4	12.12
Jharkhand	14	14	1	7.14
Odisha	5	3	0	0
West Bengal	20	14	3	21.43
North East Region				
Assam	16	13	1	7.69
Sikkim	1	0	0	0
Manipur	2	2	0	0
Meghalaya	1	1	1	100
Tripura	1	1	0	0
Western Region				
Goa	2	0	0	0
Gujarat	19	14	3	21.43
Maharashtra	24	16	3	18.75
Southern Region				
Andhra Pradesh	11	8	3	37.50
Karnataka	38	36	3	8.33
Kerala	6	4	3	75
Tamil Nadu	1	0	0	0
Central Region				
Chhattisgarh	3	2	0	0
Madhya Pradesh	21	20	3	15
Total	268	206	32	15.53

Table 3.7 reveals the availability of outdoor recreational facilities in only 15.53% of AWTCs taken in the study. Though all AWTCs (100%) located in the State of Himachal Pradesh and Meghalaya have availability of outdoor recreational facilities, however, availability of such facility has not been reported in any of



the AWTCs located in the States of Chhatisgarh, Delhi, Haryana, J&K, Odisha, Manipur, Punjab, Rajasthan, Tamil Nadu, Tripura, Sikkim, Goa and Uttarakhand.

Availability of both Indoor and Outdoor Recreational Facilities

Table 3.8: Recreation Facilities in the Hostel –Both (Indoor& Outdoor)
No of AWTCs- 268

State	Total No. of AWTCs	Responses Received	Both	
			N	%
Northern Region				
Delhi	2	2	1	50
Haryana	2	1	0	0
Himachal Pradesh	2	1	0	0
Jammu & Kashmir	2	1	1	100
Punjab	5	2	0	0
Rajasthan	6	4	0	0
Uttar Pradesh	23	14	4	28.57
Uttarakhand	1	0	0	0
Eastern Region				
Bihar	40	33	6	18.18
Jharkhand	14	14	5	35.71
Odisha	5	3	0	0
West Bengal	20	14	5	35.71
North East Region				
Assam	16	13	5	38.46
Sikkim	1	0	0	0
Manipur	2	2	1	50
Meghalaya	1	1	0	0
Tripura	1	1	0	0
Western Region				
Goa	2	0	0	0
Gujarat	19	14	4	28.57
Maharashtra	24	16	5	31.25
Southern Region				
Andhra Pradesh	11	8	1	12.50
Karnataka	38	36	12	33.33
Kerala	6	4	0	0
Tamil Nadu	1	0	0	0
Central Region				
Chhattisgarh	3	2	1	50
Madhya Pradesh	21	20	7	35
Total	268	206	58	28.16

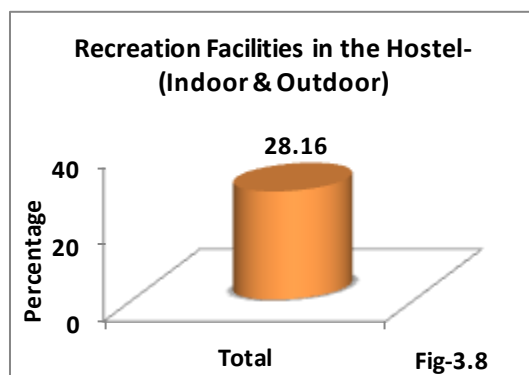


Table 3.8 reveals the availability of both outdoor and indoor recreational facilities in little more than one fourth (28.16) of AWTCs taken in the study. Though all AWTCs (100%) located in the State of J&K have availability of both, outdoor and indoor recreational facilities, however, availability of such facility has not been reported in any of the AWTCs located in the States of Haryana, Himachal Pradesh, Kerala, Odisha, Meghalaya, Punjab, Rajasthan, Tamil Nadu,

Tripura, Sikkim, Goa and Uttarakhand.

Other Facilities in the Hostel

- **Water/Electricity Facilities in the hostel**

The data regarding availability of other facilities (water and electricity) in the hostel are presented in **Table 3.9**.

Table 3.9: Availability of Other Facilities in the Hostel (Water/Electricity)
No of AWTCs- 268

State	Total No. of AWTCs	Water/Electricity	
		N	%
Northern Region			
Delhi	2	1	50
Haryana	2	0	0
Himachal Pradesh	2	0	0
Jammu & Kashmir	2	0	0
Punjab	5	2	40
Rajasthan	6	6	100
Uttar Pradesh	23	21	91.30
Uttarakhand	1	0	0
Eastern Region			
Bihar	40	34	85
Jharkhand	14	14	100
Odisha	5	0	0
West Bengal	20	18	90
North East Region			
Assam	16	15	93.75
Sikkim	1	1	100
Manipur	2	0	0
Meghalaya	1	0	0
Tripura	1	0	0
Western Region			

Goa	2	1	50
Gujarat	19	19	100
Maharashtra	24	21	87.50
Southern Region			
Andhra Pradesh	11	11	100
Karnataka	38	37	97.37
Kerala	6	6	100
Tamil Nadu	1	0	0
Central Region			
Chhattisgarh	3	1	33.33
Madhya Pradesh	21	19	90.48
Total	268	227	84.70

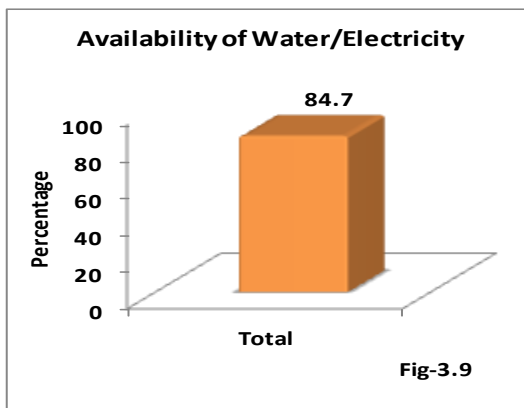


Table 3.9 reveals the availability of both water and electricity facilities in majority (84.7%) of AWTCs taken in the study. All AWTCs (100%) located in the States of Rajasthan, Jharkhand, Sikkim, Gujarat, Andhra Pradesh and Kerala have proper water and electricity facility. The absence of either proper supply of water or electricity in all AWTCs located in the States of Haryana, HP, J&K, Manipur, Meghalaya, Tamil Nadu, Tripura, Odisha and Uttarakhand is a matter of concern.

Availability of Adequate Bath Rooms/Toilet Facilities in the hostel



Table 3.10: Availability of Other Facilities in the Hostel (Toilet/ Bathroom)
No of AWTCs- 268

State	Total No. of AWTCs	Toilet/ Bathroom	
		N	%
Northern Region			
Delhi	2	1	50
Haryana	2	2	100
Himachal Pradesh	2	0	0
Jammu & Kashmir	2	2	100
Punjab	5	5	100
Rajasthan	6	6	100
Uttar Pradesh	23	13	56.52
Uttarakhand	1	0	0
Eastern Region			
Bihar	40	29	72.50
Jharkhand	14	12	85.71
Odisha	5	2	40
West Bengal	20	15	75
North East Region			
Assam	16	13	81.25
Sikkim	1	0	0
Manipur	2	1	50
Meghalaya	1	0	0
Tripura	1	0	0
Western Region			
Goa	2	0	0
Gujarat	19	16	84.21
Maharashtra	24	20	83.33
southern Region			
Andhra Pradesh	11	9	81.82
Karnataka	38	34	89.47
Kerala	6	5	83.33
Tamil Nadu	1	0	0
Central Region			
Chhattisgarh	3	3	100
Madhya Pradesh	21	17	80.95
Total	268	205	76.49

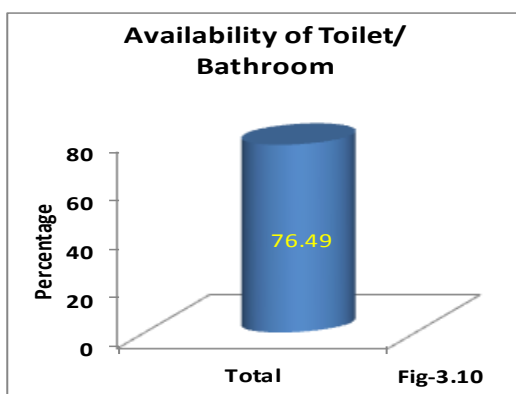


Table 3.10 reveals the availability of adequate number of bath rooms and toilets facilities in about three fourth (76.49%) of AWTCs taken in the study. All AWTCs (100%) located in the States of Chhattisgarh, Haryana, J&K, Punjab and Rajasthan have availability of adequate number of bath rooms and toilets. No AWTCs from the States of HP, Meghalaya, Sikkim Tamil Nadu, Tripura and Uttarakhand have adequate availability of such basic facilities.

Availability of Night Guards (Chowkidar) in the hostel

Table 3.11: Availability of Other Facilities in the Hostel (Night Guard)
No of AWTCs- 268

State	Total No. of AWTCs	Night Guard	
		N	%
Northern Region			
Delhi	2	1	50
Haryana	2	2	100
Himachal Pradesh	2	1	50
Jammu & Kashmir	2	2	100
Punjab	5	5	100
Rajasthan	6	6	100
Uttar Pradesh	23	19	82.61
Uttarakhand	1	1	100
Eastern Region			
Bihar	40	36	90
Jharkhand	14	13	92.86
Odisha	5	4	80
West Bengal	20	17	85
North East Region			
Assam	16	15	93.75
Sikkim	1	0	0
Manipur	2	1	50
Meghalaya	1	0	0
Tripura	1	1	100
Western Region			
Goa	2	0	0
Gujarat	19	17	89.47
Maharashtra	24	22	91.67
Southern Region			
Andhra Pradesh	11	8	72.73
Karnataka	38	35	92.11
Kerala	6	6	100
Tamil Nadu	1	0	0
Central Region			
Chhattisgarh	3	3	100
Madhya Pradesh	21	19	90.48
Total	268	234	87.31

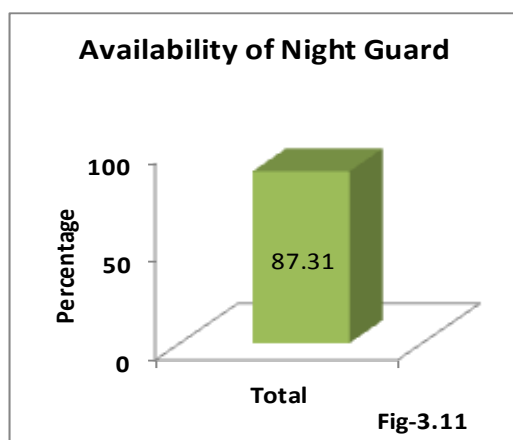


Table 3.11 reveals the availability of night guards in majority of the AWTCs (87.31%). All AWTCs (100%) located in the States of Chhattisgarh, Haryana, J&K, Jharkhand, Kerala, Punjab, Rajasthan, Uttrakhand and Tripura have engaged the night guards for security reasons of trainees. Sizeable number of AWTCs (above 85%) from the States of Assam (93.75%), Karnataka (92.11%), Jharkhand (92.86%), Maharashtra (91.67%), MP (90.48%), Bihar (90%), Bihar (90%), Gujarat (89.47%), and WB (85%) has the availability of night guards in the hostel.

Availability of Telephone in the hostel

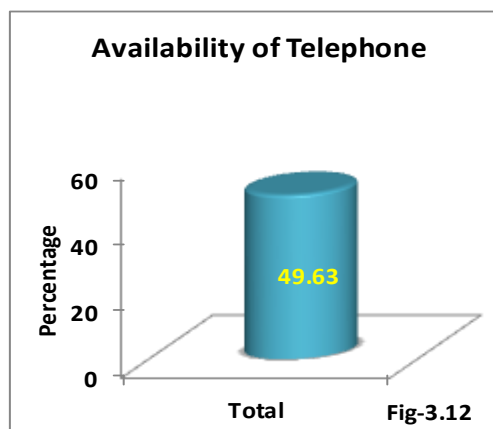
Table 3.12: Availability of Telephone in the Hostel

No of AWTCs- 268

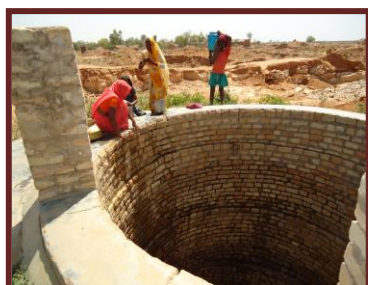
State	Total No. of AWTCs	Telephone	
		N	%
Northern Region			
Delhi	2	1	50
Haryana	2	1	50
Himachal Pradesh	2	1	50
Jammu & Kashmir	2	1	50
Punjab	5	1	20
Rajasthan	6	3	50
Uttar Pradesh	23	4	17.39
Uttrakhand	1	0	0
Eastern Region			
Bihar	40	15	37.50
Jharkhand	14	10	71.43
Odisha	5	1	20
West Bengal	20	9	45
North East Region			
Assam	16	5	31.25
Sikkim	1	1	100
Manipur	2	0	0
Meghalaya	1	0	0
Tripura	1	0	0
Western Region			
Goa	2	0	0
Gujarat	19	14	73.68
Maharashtra	24	16	66.67
Southern Region			
Andhra Pradesh	11	6	54.55

Karnataka	38	23	60.53
Kerala	6	5	83.33
Tamil Nadu	1	0	0
Central Region			
Chhattisgarh	3	1	33.33
Madhya Pradesh	21	15	71.43
Total	268	133	49.63

Table 3.12 reveals the availability of telephones in approximately half (49.63%) of AWTCs taken in the study. All AWTCs (100%) from Sikkim have the availability of telephones in the hostel. About half of AWTCs (50%) have such facilities in the States of Delhi, Haryana, HP, J&K and Rajasthan. Non availability of telephones in the hostels of any of the AWTCs is reported from the States of Manipur, Meghalaya, Tripura, Tamil Nadu, Goa and Uttarakhand.



Source of Drinking Water in the Hostel



The data showing the source of drinking water in the hostels of AWTCs are presented in **Table 3.13**.

Table 3.13 Source of Drinking Water in the Hostel

*Multiple Responses
No of AWTCs- 268

State	Total No. of AWTCs	Tap		Well		Tube Well		Water Cooler	
		N	%	N	%	N	%	N	%
Northern Region									
Delhi	2	0	0	0	0	0	0	1	50
Haryana	2	2	100	0	0	0	0	0	0
Himachal Pradesh	2	1	50	0	0	1	50	0	0
Jammu & Kashmir	2	2	100	0	0	0	0	0	0
Punjab	5	4	80	0	0	0	0	1	20
Rajasthan	6	4	66.67	1	16.67	1	16.67	3	50
Uttar Pradesh	23	9	39.13	1	4.35	11	47.83	2	8.70

Eastern Region									
Uttarakhand	1	1	100	0	0	0	0	0	0
Bihar	40	26	65	2	5	12	30	2	5
Jharkhand	14	5	35.71	3	21.43	8	57.14	0	0
Odisha	5	4	80	0	0	1	20	0	0
West Bengal	20	9	45	5	25	5	25	0	0
North East Region									
Assam	16	11	68.75	3	18.75	2	12.50	0	0
Sikkim	1	0	0	0	0	0	0	0	0
Manipur	2	2	100	0	0	0	0	0	0
Meghalaya	1	1	100	0	0	0	0	0	0
Tripura	1	1	100	0	0	0	0	0	0
Western Region									
Goa	2	1	50	0	0	0	0	1	50
Gujarat	19	8	42.11	3	15.79	4	21.05	2	10.53
Maharashtra	24	15	62.50	7	29.17	3	12.50	4	16.67
Southern Region									
Andhra Pradesh	11	8	72.73	0	0	2	18.18	0	0
Karnataka	38	21	55.26	8	21.05	7	18.42	1	2.63
Kerala	6	1	16.67	5	83.33	0	0	0	0
Tamil Nadu	1	0	0	0	0	0	0	0	0
Central Region									
Chhattisgarh	3	1	33.33	1	33.33	1	33.33	0	0
Madhya Pradesh	21	15	71.43	4	19.05	4	19.05	1	4.76
Total	268	152	56.71	43	16.04	62	23.13	18	6.72

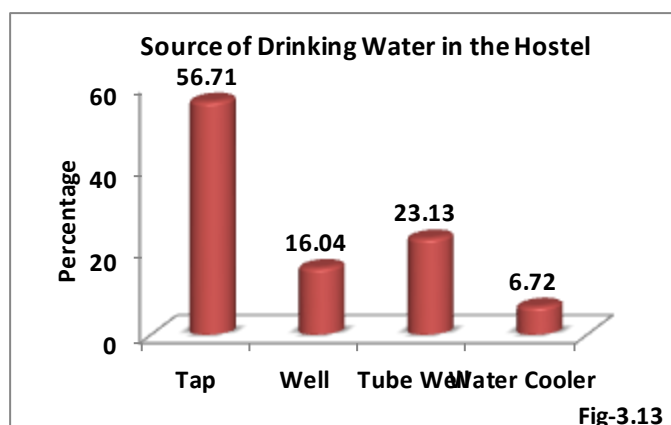


Table 3.13 shows that the tap water is the main source of drinking water (56.71%) followed by tube well (23.13%) and lastly the well (16.04%) as source of drinking water. Tap is main source (100%) of drinking water in the hostels of AWTCs located in the States of Haryana, J&K, Manipur, Meghalaya, Tripura and Uttarakhand.

Availability of Class Rooms

Each AWTC is required to have a classroom to accommodate 50 trainees. Besides the availability of classroom, it is desirable to have a separate room for demonstration and preparation of extension aids and for conducting skill development exercises/mock sessions/role play etc. It is also essential to have a practical room for practicing various exercises in the areas of health and nutrition. Thus in total, minimum three rooms are required

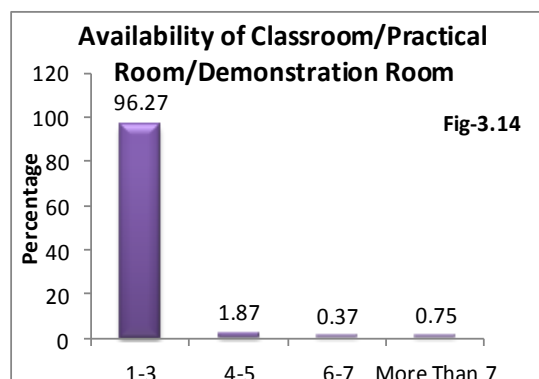
at each AWTC. The data showing availability of such rooms in the AWTCs are presented in Table 3.14.

Table 3.14: Availability of Class Room/Practical Room/Demonstration Room
No of AWTCs- 268

State	Total No. of AWTCs	1-3		4-5		6-7		More Than 7	
		N	%	N	%	N	%	N	%
Northern Region									
Delhi	2	2	100	0	0	0	0	0	0
Haryana	2	2	100	0	0	0	0	0	0
Himachal Pradesh	2	2	100	0	0	0	0	0	0
Jammu & Kashmir	2	2	100	0	0	0	0	0	0
Punjab	5	5	100	0	0	0	0	0	0
Rajasthan	6	6	100	0	0	0	0	0	0
Uttar Pradesh	23	20	86.96	1	4.35	1	4.35	1	4.35
Uttrakhand	1	1	100	0	0	0	0	0	0
Eastern Region									
Bihar	40	40	100	0	0	0	0	0	0
Jharkhand	14	13	92.86	1	7.14	0	0	0	0
Odisha	5	5	100	0	0	0	0	0	0
West Bengal	20	20	100	0	0	0	0	0	0
North East Region									
Assam	16	16	100	0	0	0	0	0	0
Sikkim	1	0	0	0	0	0	0	0	0
Manipur	2	2	100	0	0	0	0	0	0
Meghalaya	1	1	100	0	0	0	0	0	0
Tripura	1	1	100	0	0	0	0	0	0
Western Region									
Goa	2	1	50	1	50	0	0	0	0
Gujarat	19	19	100	0	0	0	0	0	0
Maharashtra	24	23	95.83	0	0	0	0	0	0
Southern Region									
Andhra Pradesh	11	9	81.82	1	9.09	0	0	1	9.09
Karnataka	38	37	97.37	1	2.63	0	0	0	0
Kerala	6	6	100	0	0	0	0	0	0
Tamil Nadu	1	1	100	0	0	0	0	0	0
Central Region									
Chhattisgarh	3	3	100	0	0	0	0	0	0
Madhya Pradesh	21	21	100	0	0	0	0	0	0
Total	268	258	96.27	5	1.87	1	0.37	2	0.75

**Total may not come to 100 percent because of No responses

It is evident from Table 3.14 that sizeable numbers of AWTCs (96.27%) are satisfying the availability of adequate number of classrooms. Except AWTCs located in the states of UP (86.96%), Jharkhand (92.86%), Sikkim (0%), Goa (50%), Maharashtra (95.83%), and AP (81.82%), all other AWTC (100%) located in remaining states taken in the study have presence of adequate number (1-3) of class rooms.



Ventilation and Lighting

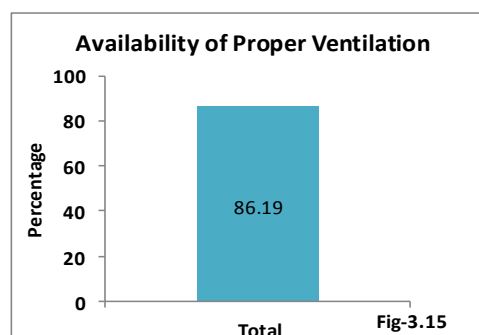
The basic requirement that is essential for proper organization of training course also includes proper ventilation and lighting arrangements in the classrooms of AWTCs. The data pertaining to this aspect are presented in **Table 3.15 & 3.16**.

Table 3.15: Availability of Proper Ventilation

No of AWTCs- 268

State	Total No. of AWTCs	Proper Ventilation	
		N	%
Northern Region			
Delhi	2	2	100
Haryana	2	0	0
Himachal Pradesh	2	1	50
Jammu & Kashmir	2	2	100
Punjab	5	5	100
Rajasthan	6	4	66.67
Uttar Pradesh	23	21	91.30
Uttarakhand	1	1	100
Eastern Region			
Bihar	40	29	72.50
Jharkhand	14	12	85.71
Odisha	5	5	100
West Bengal	20	19	95
North East Region			
Assam	16	13	81.25
Sikkim	1	1	100
Manipur	2	2	100
Meghalaya	1	1	100
Tripura	1	1	100
Western Region			
Goa	2	1	50
Gujarat	19	14	73.68
Maharashtra	24	21	87.50
southern Region			
Andhra Pradesh	11	11	100
Karnataka	38	38	100
Kerala	6	4	66.67
Tamil Nadu	1	1	100
Central Region			
Chhattisgarh	3	3	100
Madhya Pradesh	21	19	90.48
Total	268	231	86.19

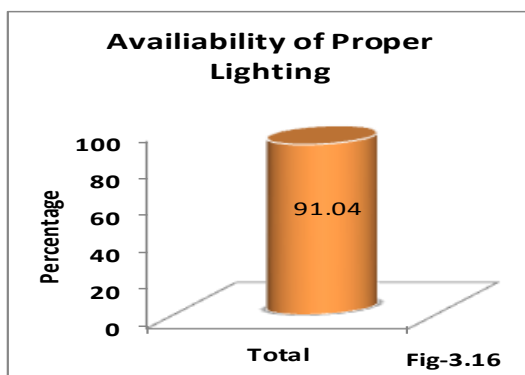
It is evident from **Table 3.15** that (86.19%) of AWTCs are having proper ventilation in the classrooms. All AWTCs (100%) located in the States of Andhra Pradesh, Chhattisgarh, Delhi, J&K, Karnataka, Odisha, Punjab, Manipur, Meghalaya, Tamil Nadu, Tripura, Sikkim and Uttarakhand have



proper ventilation in the classrooms. Sizeable numbers of AWTCs (more than 80%) from the States of WB (95%), UP (91.3%), MP (90.48%), Maharashtra (87.50%), Jharkhand (85.71%), and Assam (81.25%) have proper ventilation in the classrooms.

Table 3.16: Availability of Proper Lighting
No of AWTCs- 268

State	Total No. of AWTCs	Proper Lighting	
		N	%
Northern Region			
Delhi	2	2	100
Haryana	2	1	50
Himachal Pradesh	2	2	100
Jammu & Kashmir	2	1	50
Punjab	5	5	100
Rajasthan	6	6	100
Uttar Pradesh	23	21	91.30
Uttarakhand	1	1	100
Eastern Region			
Bihar	40	36	90
Jharkhand	14	12	85.71
Odisha	5	5	100
West Bengal	20	20	100
North East Region			
Assam	16	13	81.25
Sikkim	1	1	100
Manipur	2	2	100
Meghalaya	1	1	100
Tripura	1	1	100
Western Region			
Goa	2	1	50
Gujarat	19	17	89.47
Maharashtra	24	21	87.50
southern Region			
Andhra Pradesh	11	9	81.82
Karnataka	38	37	97.37
Kerala	6	6	100
Tamil Nadu	1	1	100
Central Region			
Chhattisgarh	3	3	100
Madhya Pradesh	21	19	90.48
Total	268	244	91.04



It is evident from **Table 3.16** that 91.04% of AWTCs are having proper lighting arrangements in the classrooms. All AWTCs (100%) located in the States of Chhattisgarh, Delhi, HP, Kerala, Odisha, Manipur, Meghalaya, Punjab, Rajasthan, Tamil Nadu Tripura, Uttarakhand, Sikkim and West Bengal have proper lighting in the classrooms. Sizeable

number of AWTCs (more than 80%) from the States of Karnataka (97.37%), UP (91.3%), Bihar (90%), MP (90.48%), Gujarat (89.47%), Jharkhand (85.71%), Maharashtra (87.50%), AP (81.82%), and Assam (81.25%) are having proper lighting in the classrooms.

Availability of Fans and Air Coolers

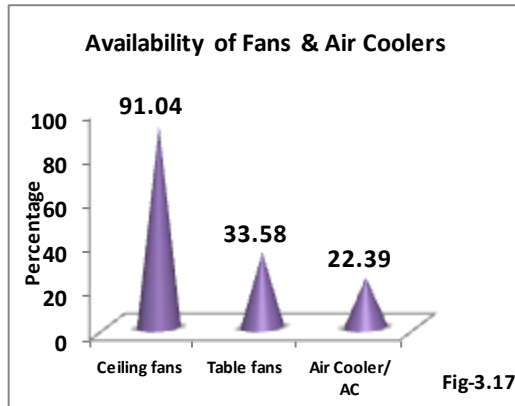
Table 3.17 depicts the data concerning the availability of ceiling/ table fans and air coolers/ACs in the classroom.

Table 3.17: Availability of Fans and Air Coolers

*Multiple Responses

No of AWTCs-268

State	Total No. of AWTCs	Ceiling fans		Table fans		Air Cooler/ A/C	
		N	%	N	%	N	%
Northern Region							
Delhi	2	1	50	2	100	1	50
Haryana	2	2	100	0	0	2	100
Himachal Pradesh	2	2	100	2	100	0	0
Jammu & Kashmir	2	2	100	0	0	0	0
Punjab	5	5	100	2	40	2	40
Rajasthan	6	6	100	3	50	1	16.67
Uttar Pradesh	23	23	100	7	30.43	10	43.48
Uttarakhand	1	1	100	0	0	0	0
Eastern Region							
Bihar	40	39	97.50	20	50	10	25
Jharkhand	14	13	92.86	7	50	3	21.43
Odisha	5	4	80	1	20	0	0
West Bengal	20	19	95	8	40	0	0
North East Region							
Assam	16	14	87.50	1	6.25	2	12.50
Sikkim	1	0	0	0	0	0	0
Manipur	2	1	50	0	0	1	50
Meghalaya	1	1	100	0	0	0	0
Tripura	1	1	100	0	0	0	0
Western Region							
Goa	2	2	100	1	50	2	100
Gujarat	19	18	94.74	7	36.84	3	15.79
Maharashtra	24	22	91.67	9	37.50	9	37.50
Southern Region							
Andhra Pradesh	11	10	90.91	4	36.36	0	0
Karnataka	38	31	81.58	10	26.32	4	10.53
Kerala	6	5	83.33	0	0	1	16.67
Tamil Nadu	1	1	100	0	0	0	0
Central Region							
Chhattisgarh	3	3	100	0	0	1	33.33
Madhya Pradesh	21	18	85.71	6	28.57	8	38.10
Total	268	244	91.04	90	33.58	60	22.39



It is evident from **Table 3.17** that sizeable number of AWTCs (91.04%) is having availability of ceiling fans in the classrooms. All AWTCs (100%) located in the states of Meghalaya, Tripura, Goa, Tamil Nadu, Chattisgarh and states of northern region of the country, except Delhi, are having the availability of ceiling fans. Only 33.58% of AWTCs taken in the study are having the availability of Table fans and the availability of air coolers/ACs is reported in only little less than one fourth (22.39%) of AWTCs.

Chapter – 4**Availability of Training Equipment and Furniture**

Besides the availability of physical infrastructure explained in the previous chapter, the effectiveness of training of AWWs/AWHs in AWTCs also depends to a large extent on the proper availability of training learning equipment/aids and other furniture items.

The present chapter attempts to analyze the data regarding availability of such training learning equipment/aids and other furniture items.

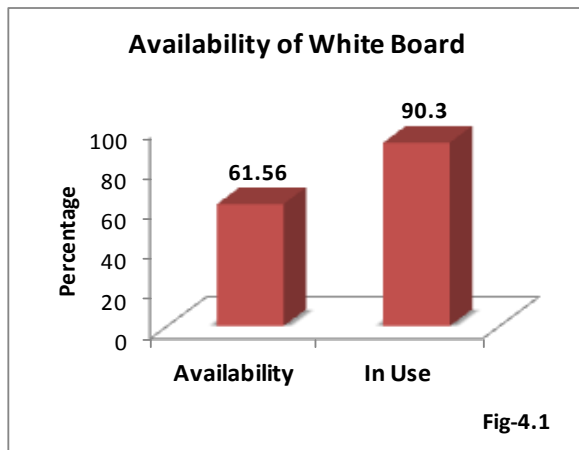
Availability and Use of White Board, Black Board and Display Boards

The classroom of AWTCs should have a white board and blackboard. The display board is also required in the classroom for displaying the programme schedule, feedback responses, mood meter and other relevant material of training. The data showing such availability are presented in **Table 4.1, Table 4.2 and Table 4.3.**

Table 4.1: Availability of White Board**No. of AWTCs -268**

State	Total No. of AWTCs	Availability		In Use	
		N	%	N	%
Northern Region					
Delhi	2	1	50	1	100
Haryana	2	1	50	1	100
Himachal Pradesh	2	1	50	1	100
J & K	2	2	100	2	100
Punjab	5	1	20	1	100
Rajasthan	6	6	100	5	83.33
Uttar Pradesh	23	15	65.22	15	100
Uttarakhand	1	0	0	0	0
Eastern Region					
Bihar	40	18	45	15	83.33
Jharkhand	14	9	64.29	8	88.89
Odisha	5	3	60	3	100
West Bengal	20	10	50	7	70
North East Region					
Assam	16	14	87.5	13	92.86
Sikkim	1	1	100	1	100
Manipur	2	2	100	2	100
Meghalaya	1	0	0	0	0
Tripura	1	0	0	0	0
Western Region					
Goa	2	1	50	1	100
Gujarat	19	11	57.89	10	90.91
Maharashtra	24	11	45.83	8	72.73
Southern Region					
Andhra Pradesh	11	6	54.55	6	100
Karnataka	38	31	81.58	30	96.77
Kerala	6	1	16.67	1	100

Tamil Nadu	1	0	0	0	0
Central Region					
Chhattisgarh	3	2	66.67	1	50
Madhya Pradesh	21	18	85.71	17	94.44
Total	268	165	61.56	149	90.31



It is evident from **Table 4.1** that the availability of white board is observed in less than two third (61.56%) of AWTCs. Though all AWTCs (100%) located in the States of J&K, Manipur, Sikkim and Rajasthan have the availability of white boards, however, the availability of white board was not observed in any of the AWTCs from the States of Meghalaya, Tamil Nadu, Tripura and Uttarakhand,. In all (100%) AWTCs located in the States of Odisha, Sikkim, Manipur, Goa, Andhra Pradesh, Kerala and all the states of

Northern Region except Rajasthan the use of white board was reported.

Availability and Use of Black Board

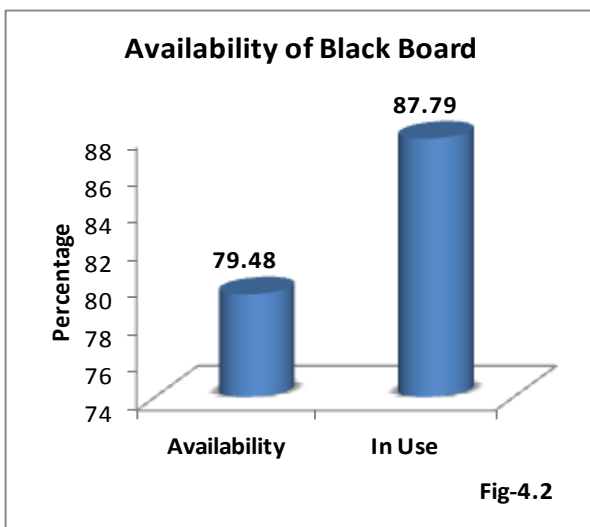


Table 4.2: Availability of Black Board

No. of AWTCs -268

State	Total No. of AWTCs	Availability		In Use	
		N	%	N	%
Northern Region					
Delhi	2	2	100	2	100
Haryana	2	2	100	2	100
Himachal Pradesh	2	2	100	2	100
J & K	2	2	100	2	100
Punjab	5	5	100	2	40
Rajasthan	6	6	100	6	100
Uttar Pradesh	23	14	60.87	11	78.57
Uttarakhand	1	0	0	0	0
Eastern Region					
Bihar	40	28	70	22	78.57

Jharkhand	14	12	85.71	11	91.67
Odisha	5	4	80	4	100
West Bengal	20	15	75	14	93.33
North East Region					
Assam	16	14	87.5	13	92.86
Sikkim	1	1	100	1	100
Manipur	2	1	50	1	100
Meghalaya	1	0	0	0	0
Tripura	1	1	100	1	100
Western Region					
Goa	2	1	50	1	100
Gujarat	19	16	84.21	15	93.75
Maharashtra	24	19	79.17	16	84.21
Southern Region					
Andhra Pradesh	11	6	54.55	6	100
Karnataka	38	34	89.47	31	91.18
Kerala	6	6	100	5	83.33
Tamil Nadu	1	1	100	1	100
Central Region					
Chhattisgarh	3	3	100	2	66.67
Madhya Pradesh	21	18	85.71	16	88.89
Total	268	213	79.48	187	87.79



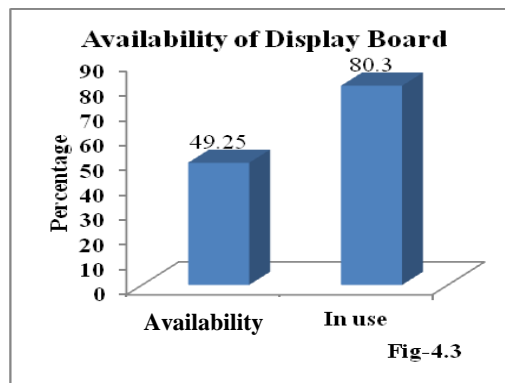
It is evident from **Table 4.2** that the availability of black board is observed in more than three fourth (79.48%) of AWTCs. The availability of black board is reported from all AWTCs (100%) located in the States of Chhattisgarh, Delhi, Haryana, HP, J&K, Kerala, Punjab, Rajasthan, Sikkim, Tamil Nadu and Tripura. Majority (more than 80%) of the AWTCs from the States of Karnataka (89.47%), Assam (87.5%), Jharkhand (85.71%), MP (85.71%), Gujarat (84.21%) have also availability of black boards. In most of the cases, black board is reported to be in use.

Availability and Use of Display Board

Table 4.3: Availability of Display Boards

State	Total No. of AWTCs	Availability		In Use	
		N	%	N	%
Northern Region					
Delhi	2	1	50	1	100
Haryana	2	0	0	0	0
Himachal Pradesh	2	2	100	1	50
J & K	2	2	100	2	100
Punjab	5	3	60	3	100
Rajasthan	6	6	100	4	66.67
Uttar Pradesh	23	12	52.17	12	100
Uttarakhand	1	0	0	0	0
Eastern Region					
Bihar	40	6	15	6	100
Jharkhand	14	6	42.86	3	50
Odisha	5	4	80	2	50
West Bengal	20	14	70	5	35.71
North East Region					
Assam	16	5	31.25	5	100
Sikkim	1	1	100	0	0
Manipur	2	0	0	0	0
Meghalaya	1	0	0	0	0
Tripura	1	1	100	1	100
Western Region					
Goa	2	1	50	1	100
Gujarat	19	8	42.10	8	100
Maharashtra	24	6	25	4	66.67
Southern Region					
Andhra Pradesh	11	9	81.82	9	100
Karnataka	38	25	65.79	22	88
Kerala	6	3	50	3	100
Tamil Nadu	1	0	0	0	0
Central Region					
Chhattisgarh	3	1	33.33	1	100
Madhya Pradesh	21	16	76.19	13	81.25
Total	268	132	49.25	106	80.3

It is evident from **Table 4.3** that the availability of display board is observed in almost half (49.25%) of AWTCs. The availability of display board is reported from all AWTCs (100%) located in the States of HP, J&K, Rajasthan, Sikkim and Tripura. Majority (more than 80%) of the AWTCs from the State of Andhra Pradesh (81.82%) have also availability of display boards. Less availability is reported from the AWTCs located in the States of



Bihar (15%) and Maharashtra (25%). In most of the AWTCs, the use of display board has been reported except the AWTCs located in the states of Haryana, Uttrakhand, Sikkim, Manipur, Meghalaya and Tamil Nadu.

Availability and Use of Audio Visual Aids (TV, OHP, Computer with LCD Projector)

The use of audio visual aids in training assumes special significance in view of the fact that it not only improves the effectiveness of training but also removes the monotony of lecture method. The guidelines on ICDS training also envisage the use of various training learning aids to a considerable extent. The data showing availability and working conditions of various training learning aids (such as OHP, TV, Computer with LCD Projector) are presented in Table 4.4, Table 4.5 and Table 4.6.



Availability and Use of Over Head Projector

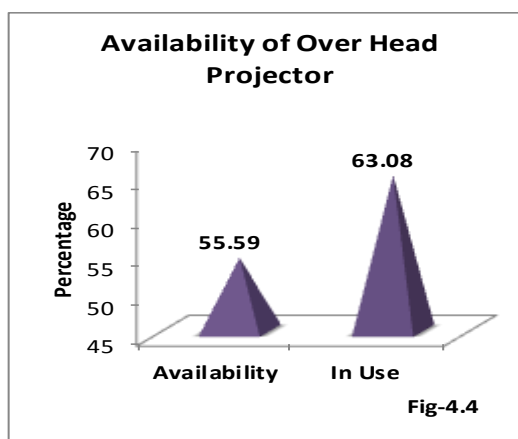
Table 4.4: Availability and Use of Over Head Projector

No. of AWTCs -268

State	Total No of AWTCs	Availability		In Use	
		N	%	N	%
Northern Region					
Delhi	2	2	100	2	100
Haryana	2	2	100	1	50
Himachal Pradesh	2	2	100	1	50
J & K	2	2	100	2	100
Punjab	5	5	100	2	40
Rajasthan	6	4	66.67	3	75
Uttar Pradesh	23	13	56.52	10	76.92
Uttrakhand	1	0	0	0	0
Eastern Region					
Bihar	40	6	15	6	100
Jharkhand	14	6	42.86	3	50
Odisha	5	4	80	2	50
West Bengal	20	14	70	5	35.71
North East Region					
Assam	16	6	37.5	4	66.67
Sikkim	1	1	100	1	100
Manipur	2	1	50	1	100
Meghalaya	1	0	0	0	0
Tripura	1	1	100	0	0
Western Region					
Goa	2	1	50	1	100
Gujarat	19	8	42.11	4	50

Maharashtra	24	15	62.5	13	86.67
Southern Region					
Andhra Pradesh	11	3	27.27	1	33.33
Karnataka	38	34	89.47	21	61.76
Kerala	6	3	50	2	66.67
Tamil Nadu	1	1	100	1	100
Central Region					
Chhattisgarh	3	1	33.33	1	100
Madhya Pradesh	21	14	66.67	7	50
Total	268	149	55.59	94	63.08

It is evident from **Table 4.4** that availability of OHP is reported in only little more than half of AWTCs (55.59%) taken in the study. All AWTCs (100%) located in the States of Delhi, HP, Haryana, J&K, Punjab, Sikkim, Tripura and Tamil Nadu have the availability of OHP. In about 35% of AWTCs, though OHP are available but the same is not being used in the classrooms. The AWTCs where OHP is available but is not being used are mainly located in the States of Assam, Haryana, Gujarat, HP, Jharkhand, Kerala, Karnataka, MP, Odisha, Rajasthan, AP, UP and WB.



Availability and Use of Television

Table 4.5: Availability and Use of Television
No. of AWTCs - 268

State	Total Number	Availability		In Use	
		N	%	N	%
Northern Region					
Delhi	2	2	100	2	100
Haryana	2	2	100	1	50
Himachal Pradesh	2	2	100	1	50
J & K	2	2	100	2	100
Punjab	5	5	100	2	40
Rajasthan	6	4	66.67	3	75
Uttar Pradesh	23	13	56.52	10	76.92
Uttarakhand	1	0	0	0	0
Eastern Region					
Bihar	40	27	67.5	15	55.56
Jharkhand	14	13	92.86	9	69.23
Odisha	5	4	80	3	75
West Bengal	20	15	75	9	60

North East Region					
Assam	16	12	75	8	66.67
Sikkim	1	0	0	0	0
Manipur	2	1	50	0	0
Meghalaya	1	0	0	0	0
Tripura	1	1	100	1	100
Western Region					
Goa	2	1	50	1	100
Gujarat	19	17	89.47	12	70.59
Maharashtra	24	19	79.17	15	78.95
Southern Region					
Andhra Pradesh	11	9	81.82	7	77.78
Karnataka	38	37	97.37	26	70.27
Kerala	6	3	50	2	66.67
Tamil Nadu	1	0	0	0	0
Central Region					
Chhattisgarh	3	3	100	1	33.33
Madhya Pradesh	21	20	95.24	6	30
Total	268	212	79.10	136	64.15

It is evident from **Table 4.5** that availability of TV is reported in more than three fourth (79.10%) of AWTCs taken in the study. All AWTCs (100%) located in the States of Chhattisgarh, Delhi, Haryana, HP, J&K, Punjab and Tripura have availability of TV in the classrooms. In about 36% of AWTCs, though TV is available but the same is not being used in the classrooms. The AWTCs where TV is available but is not being used are mainly located in the States of Assam, Bihar, Gujarat, Haryana, HP, Jharkhand, Karnataka, Kerala, Chhattisgarh, MP, Punjab, Rajasthan and WB.

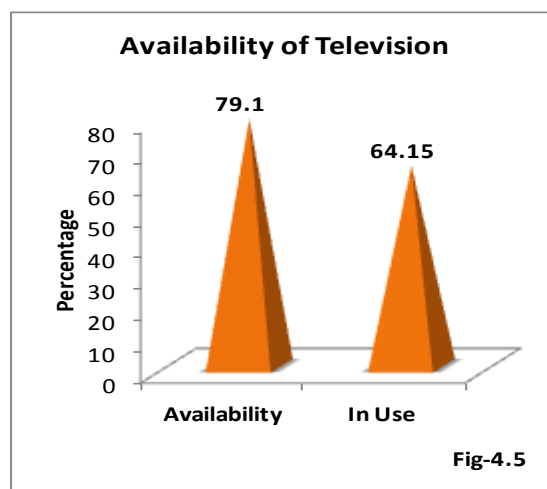
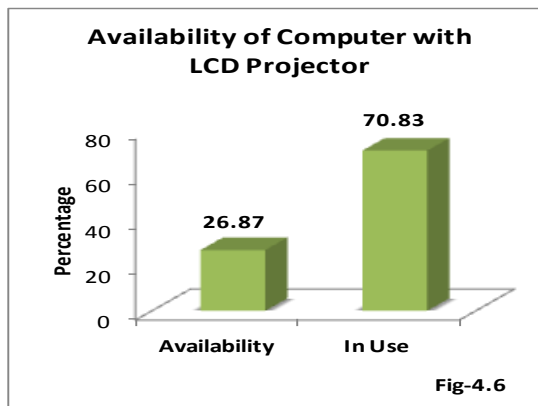


Table 4.6: Availability and Use of Computer with LCD Projector
No. of AWTCs - 268

State	Total No. of AWTCs	Availability		In Use	
		N	%	N	%
Northern Region					
Delhi	2	1	50	1	100
Haryana	2	0	0	0	0
H.P.	2	1	50	1	100
J & K	2	1	50	1	100
Punjab	5	0	0	0	0
Rajasthan	6	5	83.33	2	40
Uttar Pradesh	23	5	21.74	5	100

Uttrakhand	1	0	0	0	0
Eastern Region					
Bihar	40	8	20	3	37.5
Jharkhand	14	10	71.43	9	90
Odisha	5	1	20	0	0
West Bengal	20	4	20	1	25
North East Region					
Assam	16	2	12.5	1	50
Sikkim	1	0	0	0	0
Manipur	2	1	50	1	100
Meghalaya	1	0	0	0	0
Tripura	1	1	100	1	100
Western Region					
Goa	2	1	50	1	100
Gujarat	19	8	42.11	8	100
Maharashtra	24	4	16.67	4	100
Southern Region					
Andhra Pradesh	11	5	45.45	4	80
Karnataka	38	9	23.68	6	66.67
Kerala	6	0	0	0	0
Tamil Nadu	1	0	0	0	0
Central Region					
Chhattisgarh	3	1	33.33	0	0
MP	21	4	19.05	2	50
Total	268	72	26.87	51	70.83

It is evident from **Table 4.6** that availability of Computer with LCD Projector is reported in only little more than one forth (26.87%) of AWTCs taken in the study. All AWTCs (100%) located in the State of Tripura have availability of Computer with LCD Projector in the classrooms. In about 29% of AWTCs, though computer with LCD Projector is available but the same is not being used in the classrooms.

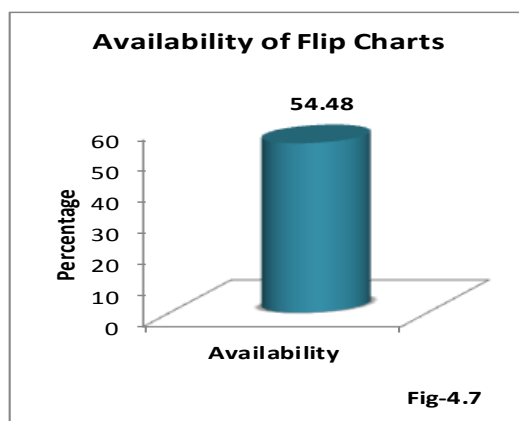


Availability of Weighing Scales and Flip Charts

The data showing availability of flip charts and the availability and working conditions of weighing scales are presented in **Table 4.7** and **Table 4.8**.

Table 4.7: Availability of Flip Charts

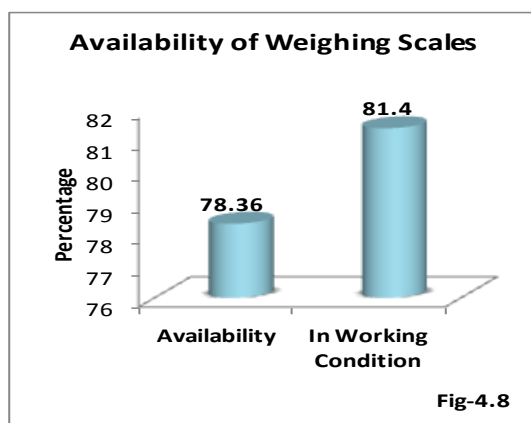
State	Total No. of AWTCs	Availability	
		N	%
No. of AWTCs - 268			
Northern Region			
Delhi	2	2	100
Haryana	2	1	50
H.P.	2	1	50
J & K	2	1	50
Punjab	5	0	0
Rajasthan	6	6	100
Uttar Pradesh	23	11	47.83
Uttarakhand	1	0	0
Eastern Region			
Bihar	40	15	37.5
Jharkhand	14	9	64.29
Odisha	5	4	80
West Bengal	20	11	55
North East Region			
Assam	16	7	43.75
Sikkim	1	0	0
Manipur	2	0	0
Meghalaya	1	0	0
Tripura	1	0	0
Western Region			
Goa	2	1	50
Gujarat	19	10	52.63
Maharashtra	24	11	45.83
Southern Region			
Andhra Pradesh	11	6	54.55
Karnataka	38	23	60.53
Kerala	6	5	83.33
Tamil Nadu	1	1	100
Central Region			
Chhattisgarh	3	3	100
MP	21	18	85.71
Total	268	146	54.48



It is evident from **Table 4.7** that availability of flip charts is reported in little more than half (54.48%) of AWTCs taken in the study. All AWTCs (100%) located in the States of Chhattisgarh, Delhi, TN and Rajasthan have availability of flip charts in the classrooms. The availability of flip charts has not been reported in any of the AWTCs located in the States of Manipur, Meghalaya, Punjab, Tripura, Sikkim and Uttarakhand.

Table 4.8: Availability of Weighing Scales

State	Total No. of AWTCs	Availability		In Working Condition	
		N	%	N	%
Northern Region					
Delhi	2	2	100	2	100
Haryana	2	2	100	1	50
H.P.	2	0	0	0	0
J & K	2	2	100	2	100
Punjab	5	4	80	2	50
Rajasthan	6	6	100	4	66.67
Uttar Pradesh	23	7	30.43	7	100
Uttrakhand	1	0	0	0	0
Eastern Region					
Bihar	40	30	75	17	56.67
Jharkhand	14	12	85.71	11	91.67
Odisha	5	4	80	4	100
West Bengal	20	18	90	15	83.33
North East Region					
Assam	16	12	75	9	75
Sikkim	1	1	100	1	100
Manipur	2	2	100	1	50
Meghalaya	1	0	0	0	0
Tripura	1	1	100	1	100
Western Region					
Goa	2	1	50	1	100
Gujarat	19	17	89.47	16	94.12
Maharashtra	24	17	70.83	15	88.24
Southern Region					
Andhra Pradesh	11	10	90.91	10	100
Karnataka	38	35	92.11	29	82.86
Kerala	6	6	100	5	83.33
Tamil Nadu	1	1	100	1	100
Central Region					
Chhattisgarh	3	3	100	2	66.67
MP	21	17	80.95	15	88.24
Total	268	210	78.36	171	81.43



It is evident from **Table 4.8** that though the weighing scale which is an essential item for demonstration of growth monitoring activities, are available in more than three fourth of AWTCs (78.36%). However, their usability is not found in about one fifth (18.6%) of AWTCs. All AWTCs (100%) located in the States of Chhattisgarh, Delhi, Haryana, J&K, Kerala, Manipur, Rajasthan, Sikkim, Tamil Nadu and Tripura, have availability of weighing scales in the classrooms. The availability

of weighing scale has not been reported in the AWTCs taken from the States of Uttarakhand, HP and Meghalaya.

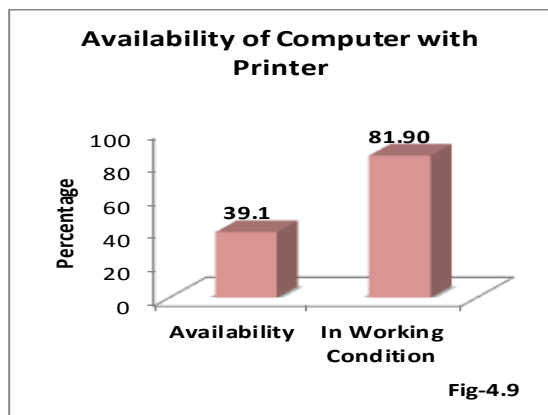
Availability of Supporting Equipment (Fax, Xerox Machine, Computer with Printer)

The data showing availability and working conditions of other supporting equipment (such as computer with printer, fax machine, Xerox machine etc.) of training are presented in **Table 4.9** **Table 4.10** and **Table 4.11**.



Table 4.9: Availability of Supporting Equipment (Computer with Printer)
No. of AWTCs -268

State	Total No of AWTCs	Availability		In Working Condition	
		N	%	N	%
Northern Region					
Delhi	2	1	50	1	100
Haryana	2	0	0	0	0
H.P.	2	0	0	0	0
J & K	2	1	50	1	100
Punjab	5	0	0	0	0
Rajasthan	6	3	50	3	100
Uttar Pradesh	23	12	52.17	12	100
Uttarakhand	1	0	0	0	0
Eastern Region					
Bihar	40	16	40	8	50
Jharkhand	14	11	78.57	10	90.91
Odisha	5	1	20	1	100
West Bengal	20	5	25	4	80
North East Region					
Assam	16	10	62.5	6	60
Sikkim	1	1	100	0	0
Manipur	2	0	0	0	0
Meghalaya	1	0	0	0	0
Tripura	1	1	100	1	100
Western Region					
Goa	2	1	50	1	100
Gujarat	19	12	63.16	11	91.67
Maharashtra	24	5	20.83	5	100
Southern Region					
Andhra Pradesh	11	6	54.55	4	66.67
Karnataka	38	14	36.84	13	92.86
Kerala	6	0	0	0	0
Tamil Nadu	1	0	0	0	0
Central Region					
Chhattisgarh	3	2	66.67	2	100
MP	21	3	14.29	3	100
Total	268	105	39.18	86	81.90



Data as contained in **Table 4.9** shows that the availability of computer with printer is reported in only little more than one third (39.1%) of AWTCs taken in the study. The usability of the same is observed in every four out of five (81.90%) of AWTCs. The availability of computer with printer has not been reported in any of the AWTCs located in the States of Haryana, HP, Kerala, Sikkim, Uttrakhand, Manipur, Meghalaya, Punjab and Tamil Nadu.

Availability of Fax Machine

Table 4.10: Availability of Supporting Equipment (Fax Machine)

State	Total No of AWTCs	No. of AWTCs - 268			
		Availability		In Working Condition	
		N	%	N	%
Northern Region					
Delhi	2	1	50	1	100
Haryana	2	0	0	0	0
H.P.	2	0	0	0	0
J & K	2	1	50	1	100
Punjab	5	0	0	0	0
Rajasthan	6	3	50	1	33.33
Uttar Pradesh	23	11	47.83	11	100
Uttrakhand	1	0	0	0	0
Eastern Region					
Bihar	40	6	15	5	83.33
Jharkhand	14	6	42.86	5	83.33
Odisha	5	2	40	1	50
West Bengal	20	6	30	5	83.33
North East Region					
Assam	16	3	18.75	0	0
Sikkim	1	0	0	0	0
Manipur	2	0	0	0	0
Meghalaya	1	0	0	0	0
Tripura	1	0	0	0	0
Western Region					
Goa	2	1	50	1	100
Gujarat	19	8	42.11	5	62.5
Maharashtra	24	7	29.17	6	85.71
Southern Region					
Andhra Pradesh	11	1	9.09	1	100
Karnataka	38	6	15.79	5	83.33
Kerala	6	0	0	0	0
Tamil Nadu	1	0	0	0	0
Central Region					
Chhattisgarh	3	1	33.33	1	100
MP	21	1	4.76	1	100
Total	268	64	23.88	50	78.13

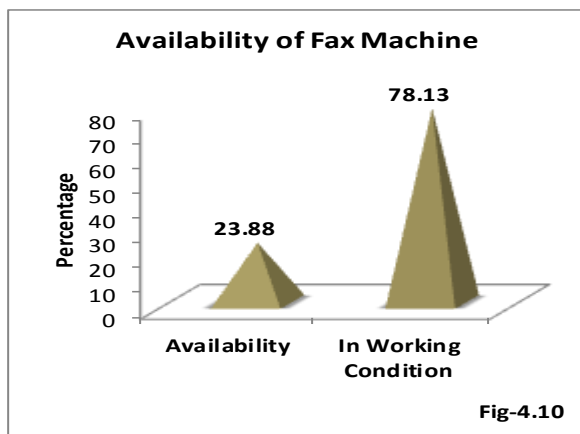


Fig-4.10

Data as contained in **Table 4.10** shows that the availability of fax is reported in only little less than one forth (23.88%) of AWTCs taken in the study. The usability of the same is observed in little more than three forth (78.13%) of AWTCs. The availability of fax machine has not been reported in any of the AWTCs located in the States of, Haryana, HP, Uttrakhand, Sikkim, Punjab, Manipur, Meghalaya, Tripura, Kerala and Tamil Nadu

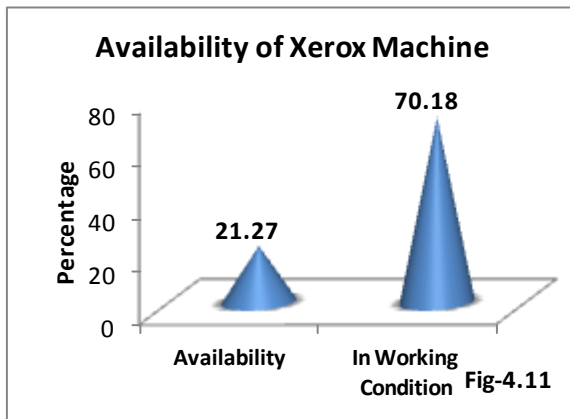
Availability of Xerox Machine

Table 4.11: Availability of Supporting Equipment (Xerox Machine)

No. of AWTCs -268

State	Total No of AWTCs	Availability		In Working Condition	
		N	%	N	%
Northern Region					
Delhi	2	1	50	1	100
Haryana	2	0	0	0	0
H.P.	2	0	0	0	0
J & K	2	2	100	2	100
Punjab	5	0	0	0	0
Rajasthan	6	2	33.33	1	50
Uttar Pradesh	23	10	43.48	8	80
Uttrakhand	1	0	0	0	0
Eastern Region					
Bihar	40	8	20	4	50
Jharkhand	14	4	28.57	3	75
Odisha	5	1	20	0	0
West Bengal	20	6	30	4	66.67
North East Region					
Assam	16	1	6.25	0	0
Sikkim	1	1	100	0	0
Manipur	2	0	0	0	0
Meghalaya	1	0	0	0	0
Tripura	1	0	0	0	0
Western Region					
Goa	2	1	50	1	100
Gujarat	19	6	31.58	5	83.33
Maharashtra	24	7	29.17	4	57.14

Southern Region					
Andhra Pradesh	11	1	9.09	1	100
Karnataka	38	4	10.53	4	100
Kerala	6	0	0	0	0
Tamil Nadu	1	0	0	0	0
Central Region					
Chhattisgarh	3	1	33.33	1	100
MP	21	1	4.76	1	100
Total	268	57	21.27	40	70.18



Data as contained in **Table 4.11** shows the availability of Xerox machine is reported in only less than one fourth (21.27%) of AWTCs taken in the study. The usability of the same is observed in little less than three fourth (70.18%) of AWTCs. The availability of Xerox machine has not been reported in any of the AWTCs located in the States of, Haryana, HP, Kerala, Odisha, Manipur, Meghalaya, T N, Punjab, Tripura and Uttrakhand.

Availability of Library and Reference Material

Each AWTC is required to have a well-equipped library which is an integral part of training of AWWs. It should consist of books and documents relevant to the training of AWW (NIPCCD, 1986). The library has to be equipped with availability of manuals, hand books and other reference material related with ICDS. A large number of other valuable and useful documents which are available free of cost are also required in the library for use by ICDS trainers and trainees both. The data with regard to **existence** of library and the availability of such relevant material are presented in **Table 4.12**.



Table 4.12: Availability of Library and Reference Material

State	Total No. of AWTCs	Availability of Library	No. of AWTCs -268									
			Up to 100		101 -200		201-500		501-1000		More than 1000	
			N	%	N	%	N	%	N	%	N	%
Northern Region												
Delhi	2	2	0	0	2	100	0	0	0	0	0	0
Haryana	2	2	0	0	0	0	2	100	0	0	0	0
Himachal Pradesh	2	1	0	0	1	100	0	0	0	0	0	0
Jammu & Kashmir	2	1	1	100	0	0	0	0	0	0	0	0
Punjab	5	2	1	50	0	0	0	0	1	50	0	0
Rajasthan	6	6	0	0	3	50	1	16.67	2	33.33	0	0
Uttar	23	15	4	26.67	2	13.33	2	13.33	2	13.33	5	33.33
Uttrakhand	1	0	0	0	0	0	0	0	0	0	0	0
Eastern Region												
Bihar	40	24	12	50	3	12.5	8	33.33	1	4.17	0	0
Jharkhand	14	11	4	36.36	1	9.09	2	18.18	3	27.27	1	9.09
Odisha	5	5	2	40	1	20	1	20	0	0	1	20
West Bengal	20	18	7	38.89	4	22.22	5	27.78	1	5.56	1	5.56
North East Region												
Assam	16	11	6	54.54	2	18.18	3	27.27	0	0	0	0
Sikkim	1	0	0	0	0	0	0	0	0	0	0	0
Manipur	2	1	1	100	0	0	0	0	0	0	0	0
Meghalaya	1	1	0	0	1	100	0	0	0	0	0	0
Tripura	1	0	0	0	0	0	0	0	0	0	0	0
Western Region												
Goa	2	2	0	0	0	0	0	0	1	50	1	50
Gujarat	19	17	8	47.05	0	0	6	35.29	2	11.76	1	5.88
Maharashtra	24	20	6	30	4	20	7	35	1	5	2	10
Southern Region												
Andhra Pradesh	11	11	1	9.09	3	27.27	3	27.27	1	9.09	3	27.27
Karnataka	38	27	4	14.81	3	11.11	4	14.81	8	29.63	8	29.63
Kerala	6	5	2	40	0	0	0	0	2	40	1	20
Tamil Nadu	1	0	0	0	0	0	0	0	0	0	0	0
Central Region												
Chhattisgarh	3	3	0	0	0	0	1	33.33	1	33.33	1	33.33
Madhya Pradesh	21	17	3	17.64	5	29.41	3	17.65	4	23.53	2	11.76
Total	268	202	62	30.69	35	17.33	48	23.76	30	14.85	27	13.37

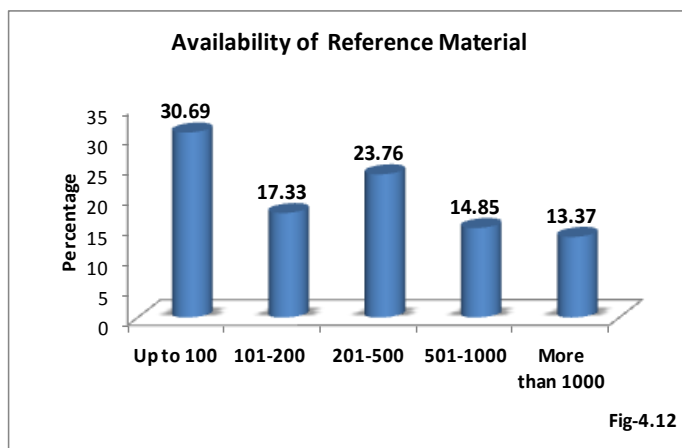


Table 4.12 depicts the availability of separate library in every seven out of ten AWTCs taken in the study. Although there is no guidelines about the prescribed number of reading/reference material in the library, however such material is reported up to 100 in number in less than one fourth (30.69%) of AWTCs taken in the study. The availability of such lesser material in the library is a matter of concern and needs immediate attention. Only

13.37% of AWTCs taken in the study are reported to have more than 1000 of such material.

Availability of Classroom Furniture

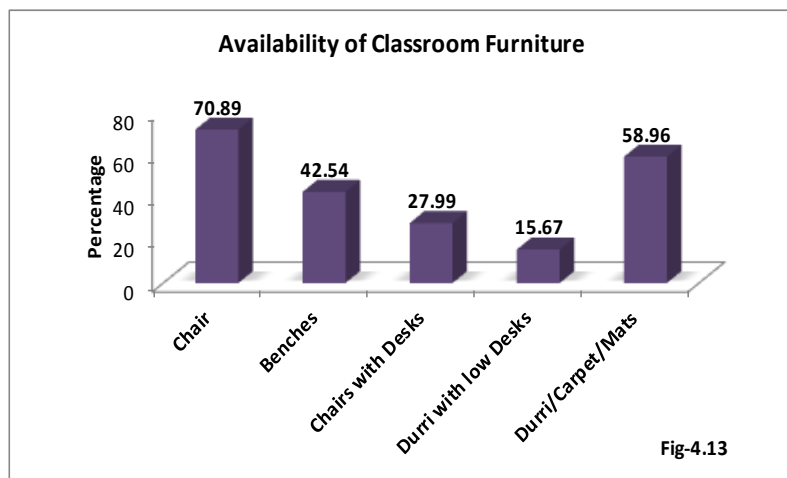
The class room with adequate furniture should be of utmost importance as the basic infrastructure is must to conduct training sessions. Data in this regard are presented in **Table 4.13**.

Table 4.13: Availability of Classroom Furniture

*Multiple Responses
No. of AWTCs -268

States	Total No. of AWTCs	Chair		Benches		Chairs with Desks		Durri with low Desks		Durri/Carpet/Mats	
		N	%	N	%	N	%	N	%	N	%
Northern Region											
Delhi	2	1	50	0	0	2	100	1	50	1	50
Haryana	2	2	100	0	0	0	0	1	50	2	100
H.P.	2	1	50	0	0	0	0	0	0	2	100
J & K	2	1	50	1	50	0	0	0	0	1	50
Punjab	5	3	60	3	60	0	0	0	0	5	100
Rajasthan	6	4	66.67	4	66.67	1	16.67	0	0	4	66.67
Uttar Pradesh	23	16	69.57	5	21.74	4	17.39	1	4.35	14	60.87
Uttrakhand	1	1	100	0	0	0	0	0	0	1	100
Eastern Region											
Bihar	40	25	62.50	12	30	13	32.5	13	32.5	26	65
Jharkhand	14	11	78.57	6	42.86	5	35.71	5	35.71	10	71.43
Odisha	5	4	80	2	40	0	0	0	0	3	60
West Bengal	20	14	70	12	60	2	10	3	15	13	65
North East Region											
Assam	16	12	75	14	87.5	1	6.25	4	25	10	62.5
Sikkim	1	0	0	0	0	0	0	0	0	0	0
Manipur	2	2	100	1	50	1	50	0	0	1	50
Meghalaya	1	1	100	0	0	0	0	0	0	0	0
Tripura	1	0	0	0	0	1	100	0	0	0	0
Western Region											
Goa	2	2	100	1	50	1	50	0	0	1	50
Gujarat	19	14	73.68	6	31.58	3	15.79	3	15.79	9	47.37

Maharashtra	24	15	62.5	6	25	5	20.83	2	8.33	11	45.83
Southern Region											
Andhra Pradesh	11	7	63.64	5	45.45	5	45.45	0	0	9	81.81
Karnataka	38	34	89.47	27	71.05	23	60.53	2	5.26	24	63.16
Kerala	6	5	83.33	3	50	3	50	1	16.67	0	0.00
Tamil Nadu	1	0	0	0	0	0	0	0	0	0	0
Central Region											
Chhattisgarh	3	1	33.33	0	0	1	33.33	1	33.33	3	100
MP	21	14	66.67	6	28.57	4	19.05	5	23.81	8	38.10
Total	268	190	70.89	114	42.54	75	27.99	42	15.67	158	58.96



It is evident from **Table 4.13** that the situation regarding availability of proper class room furniture is satisfactory. Though chairs are available in little less than three fourth (70.89%) of AWTCs, however the availability of chairs with desk is reported in little more than one fourth (27.99%) of AWTCs taken in the study. All AWTCs located in the Northern region are having satisfactory availability of class room furniture.

Chapter-5 AWTCs Organisation of Training

The present chapter analyzes various indicators associated with organization of training programmes in AWTCs.

Planning of Course

The AWTCs are required to plan the ICDS training programmes well in advance. Advance planning of the course includes preparation of programme schedule, extending invitations to guest faculty, confirmation of the participants etc. at least 15 days before the commencement of the course. Data in this regard are presented in **Table 5.1**.

Table 5.1: Planning of Course in Advance
No. of AWTCs -268

Total No. of AWTCs	Planning of Course in Advance	
	N	%
268	238	88.80

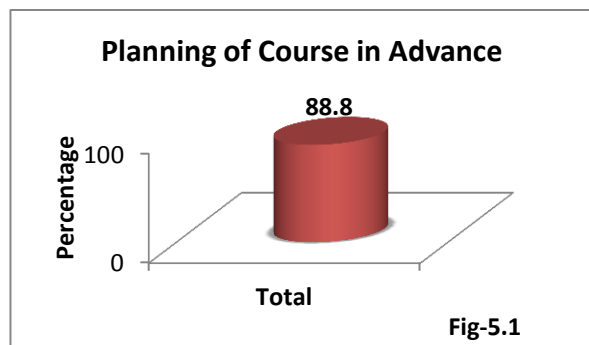


Table 5.1 shows the impressive findings. Sizeable numbers of AWTCs (88.80%) are making the preliminary arrangements of the course well in advance.

Use of Different Training Methods

The AWWs and AWHs with their low educational background and lack of earlier exposure to training stimuli are expected to have just average receptivity. Thus, in order to make training effective, the choice of right type of training methodology assumes special significance. A blended mix of various training methods (activity based approach, problem solving method, project method, lecture cum demonstration etc.) have to be applied in conducting training sessions. Data in this regard are presented in **Table 5.2**

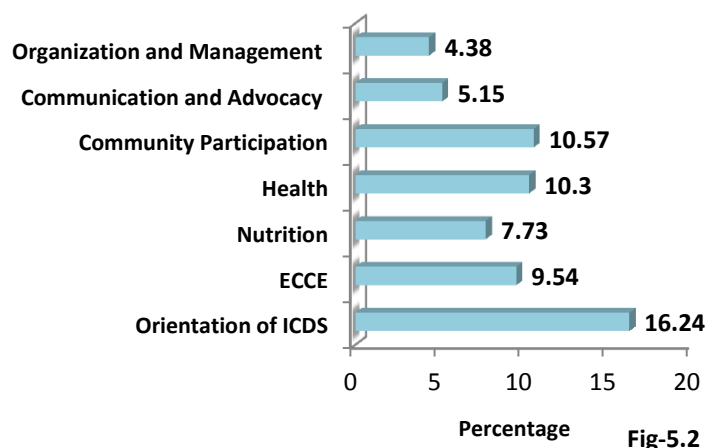


Table 5.2: Use of Various Methods of Training

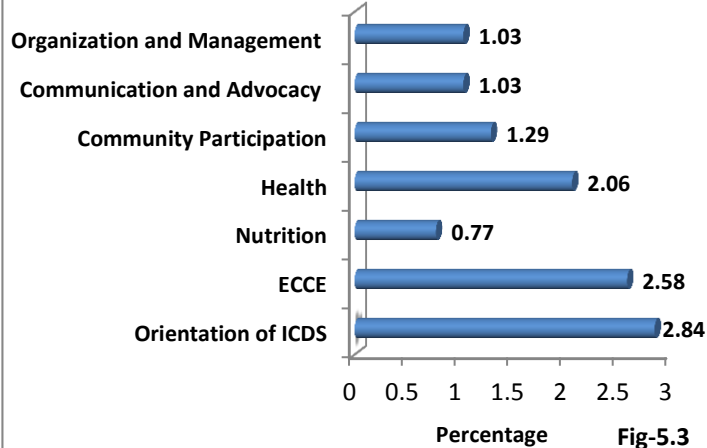
No of Total Sessions -388

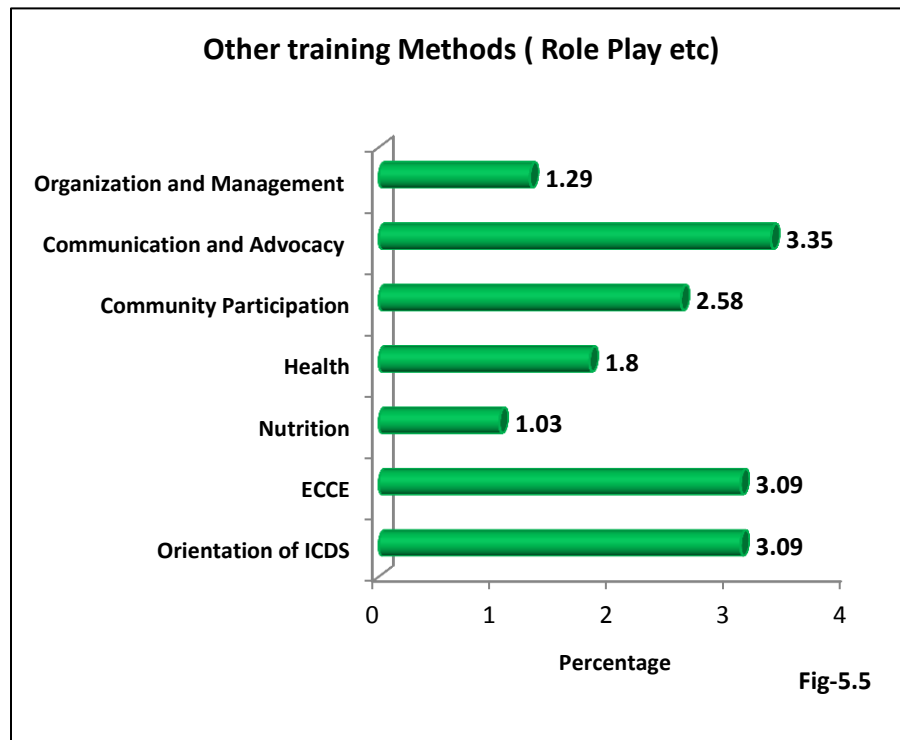
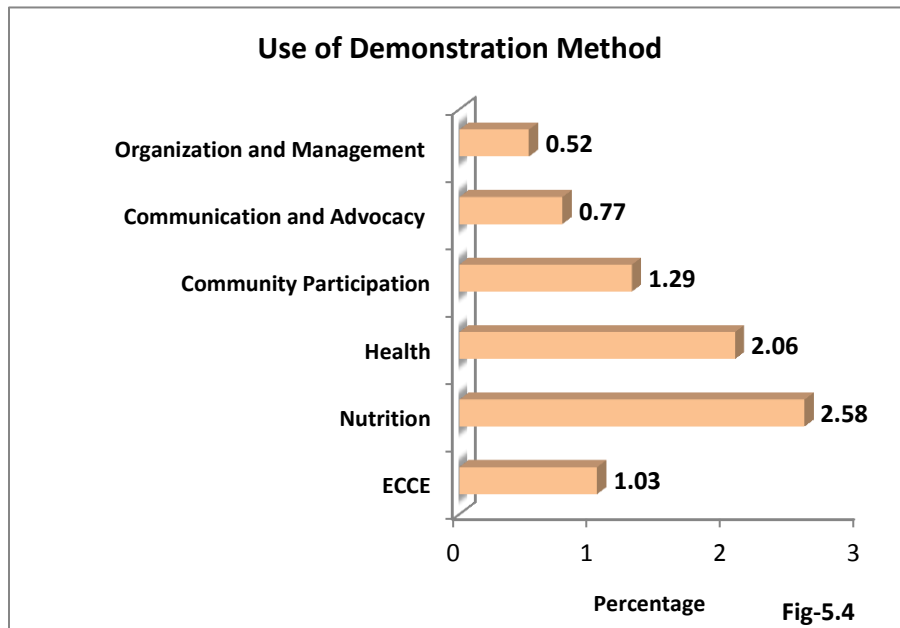
Total No. of AWTCs 268 Session : 388	Use of Lecture Method													
	Orientation of ICDS		ECCE		Nutrition		Health		Community Participation		Communication and Advocacy		Organization and Management	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
	63	16.24	37	9.54	30	7.73	40	10.30	41	10.57	20	5.15	17	4.38
	Use of Group Discussion													
	Orientation of ICDS		ECCE		Nutrition		Health		Community Participation		Communication and Advocacy		Organization and Management	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
	11	2.84	10	2.58	3	0.77	8	2.06	5	1.29	4	1.03	4	1.03
	Use of Demonstration Method													
	ECCE		Nutrition		Health		Community Participation		Communication and Advocacy		Organization and Management			
N	%	N	%	N	%	N	%	N	%	N	%	N	%	
4	1.03	10	2.58	8	2.06	5	1.29	3	0.77	2	0.52			
Other training Methods (Role Play etc)														
Orientation of ICDS		ECCE		Nutrition		Health		Community Participation		Communication and Advocacy		Organization and Management		
N	%	N	%	N	%	N	%	N	%	N	%	N	%	
12	3.09	12	3.09	4	1.03	7	1.80	10	2.58	13	3.35	5	1.29	

Use of Lecture Method



Use of Group Discussion





The training syllabus developed by NIPCCD has specified that general ICDS orientation has to be transacted using various methods including role play for developing communication and counseling skills but it is depicted in Table 5.2 that only 3.09% of total sessions conducted for training were based on the role play training method for covering this important component of job training course. Similarly, though ECCE, nutrition and health care and other components like communication and advocacy and community participation component are required to be

covered using mix of various popular training methods like demonstration and role, however, very less number of training sessions were utilizing these training methods . It is recommended to orient the Instructors of AWTCs for proper use of varied kinds of training methods in covering various sessions.

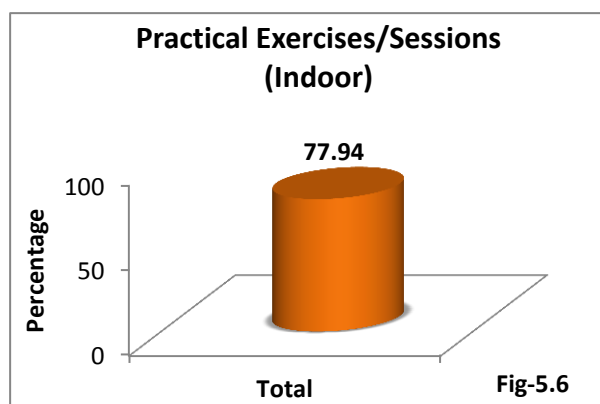
Conducting Practical Exercises/Sessions

There are certain topics in the syllabus which are likely to be understood better if taught through actual demonstration by Instructors and practiced by trainees themselves. These topics have to be covered using both indoor and outdoor settings. Data in this regard are presented in **Table 5.3- Table 5.4**



Table 5.3: Observation of Conducting Practical Exercises/Sessions (Indoor)
No. of AWTCs -268

Total No. of AWTCs	Responses Received	N	%
268	136	106	77.94



The syllabus of job and refresher training of ICDS Supervisors and Orientation training of Instructors of AWTCs prescribes a lot of practical exercises; however, the findings as presented in **Table 5.3** depict very encouraging trends. It was found that 77.94% of AWTCs are organizing indoor activities in imparting ICDS training.

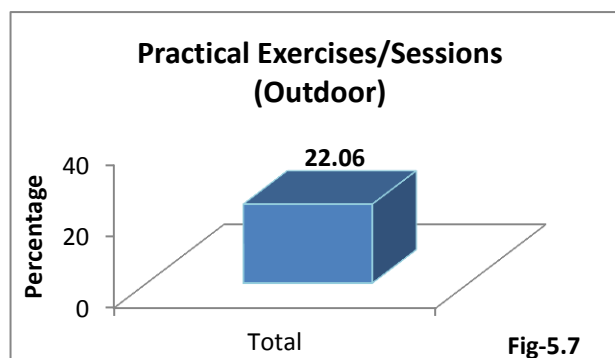
Organisation of Outdoor Exercises Sessions

The outdoor learning session complements indoor learning and is equally important. The training components concerning non-formal pre-school education and nutrition and health education have to be transacted by organizing outdoor practical exercises.

Table 5.4: Observation of Conducting Practical Exercises/Sessions (Outdoor)
No. of AWTCs -268

Total No. of AWTCs	Responses Received	N	%
268	136	30	22.06

Though job and refresher training syllabus of ICDS Supervisors prescribes a lot of practical exercises in almost all component of ICDS training, however, as revealed from **Table 5.4**, the organization of such sessions has been observed in less than one fourth (22.06%) of AWTCs taken in the study.



Getting Training Feedback

The syllabus of job training course of AWWs is divided into seven components. These components include the foundation, ICDS programme, ECCE, Nutrition and health, Communication, advocacy & community Participation, Management of AWC, and Supervised Practice. At the end of every component, provision has been made to take feedback of the trainees so as to identify the learning gaps and to take corrective measures, if needed. Data in this regard are presented in **Table 5.5**.

Table 5.5: Getting Feedback from Trainees
No. of AWTCs -268

Total No. of AWTCs	N	%
268	129	48.13

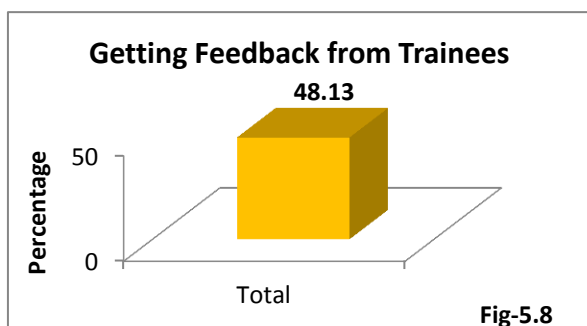


Table 5.5 indicates that practice of taking feedback by trainees at the end of every component of ICDS training is observed in only less than half (48.13%) of AWTCs taken in the study.

Supervised Practice

Besides conducting classroom practicals, each AWTC is also required to organize four days long Supervised Practice during the Job training course. The main purpose of the Supervised practice are to give the trainee AWWs an opportunity for learning by doing, learning by self, to help them gain practical experience in the field situation, to enable them to develop skills relevant to their work and to give them an idea about possible difficulties they may encounter in the work situation. Data on various aspects of organization of supervised practice are presented in the following section.

Placement of Trainees in Supervised Practice

As per the syllabus of JTC of AWWs, the placement of trainee AWWs has to be made in the group of 2-3 trainees in one AWC. The smaller group of trainees facilitates them to practice various activities adequately. Data in this regard are presented in **Table 5.6**.

Table 5.6: Placement of Trainees in Supervised Practice

Total No. of AWTCs	Responses Received	No. of AWTCs-268					
		No. of Trainees placed in one AWC					
		1-3		4-5		Above 5	
		N	%	N	%	%	N
268	178	73	41.01	77	43.26	28	15.73

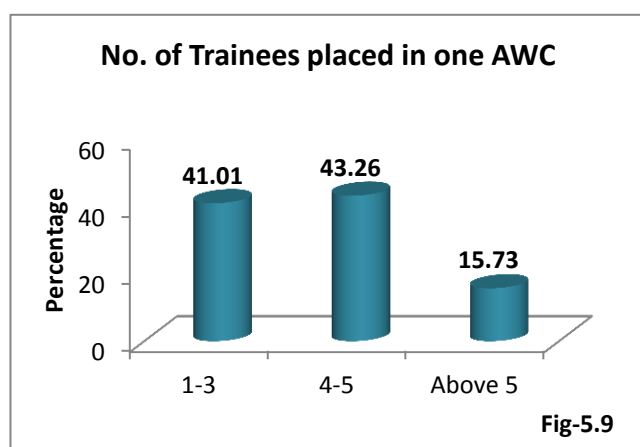


Table 5.6 indicates that in less than half of AWTCs (41.01%) & (43.26%) 1 to 3 AWWs & 4 to 5 AWWs are being placed in one AWC respectively for the purpose of supervise practice as envisaged under ICDS. In about one sixth of the AWTCs (15.73%), more than five trainee supervisors are also being placed in one AWC.

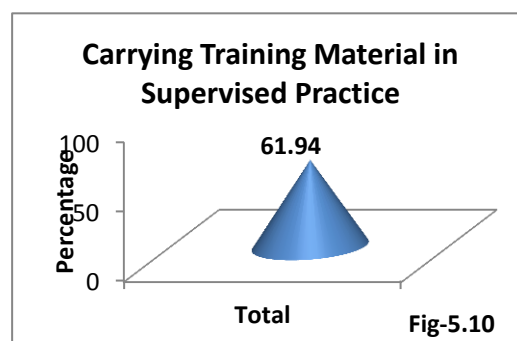
Use of Training Material in Supervised Practice

In the JTC syllabus of AWW, provision has been made for preparation of low cost NHED and PSE material. The trainee AWWs are required to use such material in the field during supervised practice. Data in this regard are presented in **Table 5.7**

Table 5.7: Use of Training Material in Supervised Practice

Total No. of AWTCs	No. of AWTCs -268	
	Carrying Training Material in Supervised Practice	
	N	%
268	166	61.94

Table 5.7 reveals that in every three out of five AWTCs, the trainees are carrying the training learning material prepared by them in the class room for the purpose of their use in supervised practice.



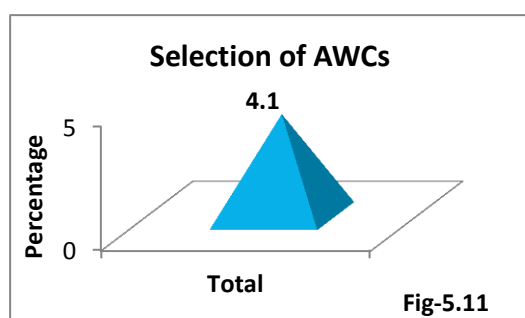
Type of Support received from ICDS Staff for Supervised Practice

During organization of supervised practice, all efforts are required to be made by AWTC to involve local ICDS project staff. They have to provide multidimensional support to AWTCs in organization of Supervised Practice. Data in this regard are presented in **Table 5.8 - Table 5.12**.

Support in Selection of AWTCs

Table 5.8: Type of Support Received from ICDS Project Staff
No. of AWTCs -268

Total No. of AWTCs	Selection of AWTCs	
	N	%
268	11	4.10

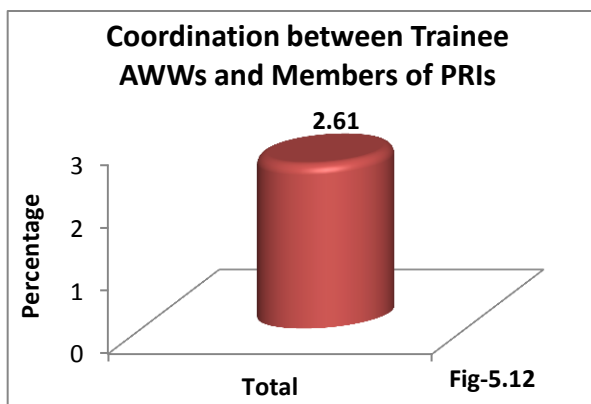


The above **Table-5.8** displays the data concerning the assistance of ICDS Project staff in selecting the AWTCs for Supervised practice. It is observed that almost negligible number (4.10%) of AWTCs is getting the support from local ICDS project staff in selection of the AWTCs.

Support in Establishing Coordination

Table 5.9: Type of Support Received from ICDS Project Staff
No. of AWTCs -268

Total No. of AWTCs	Coordination between Trainee AWWs and Members of PRIs	
	N	%
268	7	2.61

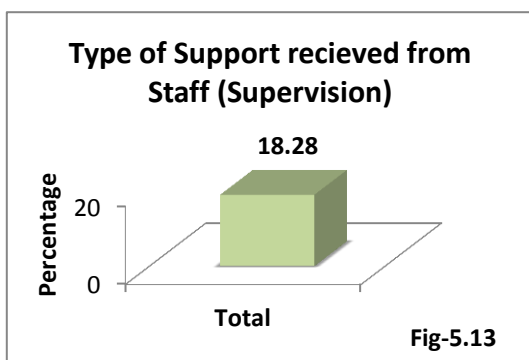


Though it is the major responsibility of the ICDS project staff to maintain proper coordination among the trainee ICDS Supervisors and PRI for various activities concerning supervised practice, however, the same was not observed in sizeable number of the AWTCs (97.39%).

Support in Supervision

Table 5.10: Type of Support Received from ICDS Project Staff (Supervision)
No. of AWTCs -268

Total No. of AWTCs	Supervision	
	N	%
268	49	18.28



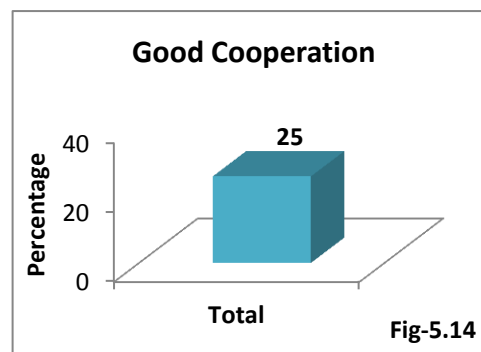
It is evident from **Table 5.10** that ICDS functionaries are not providing the support which they are expected to provide. In less than one fifth (18.28%) of AWTCs only they have been found to extend support by providing guidance and undertaking supervision visits.

Support in Providing Cooperation with ICDS Project Staff

Table 5.11: Type of Support Received from ICDS Project Staff
No. of AWTCs -268

Total No. of AWTCs	Good Cooperation	
	N	%
268	67	25

The data contained in **Table 5.11** depicts that only one fourth (25) % of AWTCs are receiving the good cooperation from ICDS project staff in organization of supervised practice.

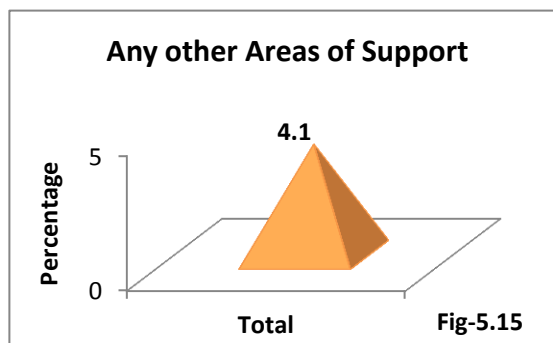


Providing Support in Other Areas

Table 5.12: Type of Support Received from ICDS Project
No. of AWTCs -268

Total No. of AWTCs	Any other Areas of Support	
	N	%
268	11	4.10

The data contained in **Table 5.12** depicts that only 4.10% of AWTCs reported about participation of ICDS project staff in various other tasks connected with supervised practice of AWTCs. Less participation of ICDS Project staffs add another dimension to the problem faced by AWTCs in organization of supervised practice.

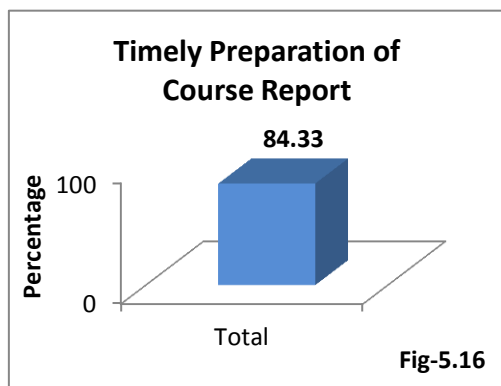


Timely Preparation of Course Report

The course report indicating a brief account of profile of trainees, coverage of syllabus, methods of training, field work/classroom practical, training evaluation etc have to be prepared by each AWTC within two weeks of completion of the course. Each course report duly signed by Principal of the AWTC has to be sent to ICDS directorate and parent body of the MLTC. Data concerning timely preparation and its submission to various agencies are presented in **Table 5.13 - Table 5.17**.

Table 5.13: Timely Preparation of Course Report
No. of AWTCs -268

Total No of AWTCs	N	%
268	226	84.33



It is evident from the **Table 5.13** that majority of AWTCs (84.33%) are preparing the course report in time.

Timely Submission of Course Reports

Table 5.14: Submission of Course Report
No. of AWTCs -268

Total No. of AWTCs	NIPCCD	
	N	%
268	20	7.46

Table 5.14 reveals that only 7.46 percent of AWTCs are submitting the report to NIPCCD

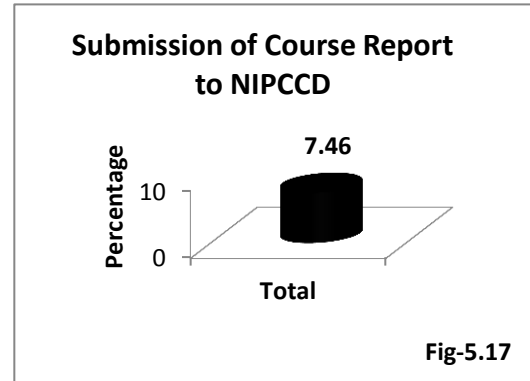
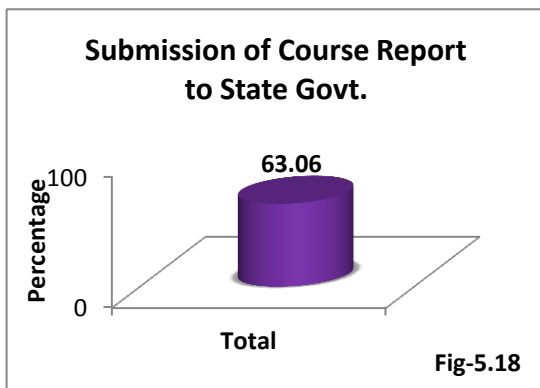


Table 5.15: Submission of Course Report
No. of AWTCs -268

Total No. of AWTCs	State Government	
	N	%
268	169	63.06



All the AWTCs have been instructed to submit the course report to the concerned State Government within the stipulated time. The table 5.15 reveals that it is being practiced in little less than two third (63.06%) of AWTCs located across the country

Table 5.16: Submission of Course Report
No. of AWTCs -268

Total No. of AWTCs	Parent Body	
	N	%
268	38	14.18

It is clearly evident from the **Table 5.16**, that only 14.18% of the AWTCs are submitting the course report to parent body. Parent body should be advised to instruct the AWTCs to send the report to the organization.

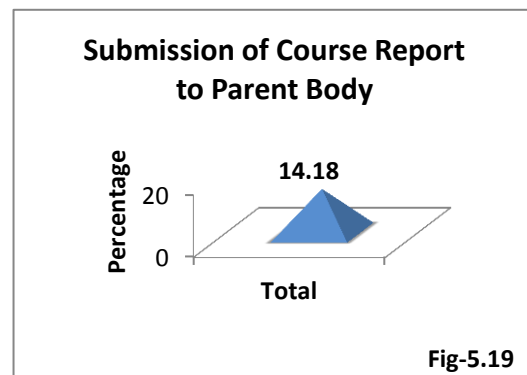


Table 5.17: Submission of Course Report

No. of AWTCs -268

Total No. of AWTCs	All (NIPCCD, State Government and Parent Body)	
	N	%
268	5	1.87

Though all AWTCs are required to send the course reports to the concerned State Government and parent organization running AWTCs, however, as evident from **Table 5.17**, only 1.87% AWTCs have adopted such practice.

Visit to ICDS Project

Besides organizing training programmes for AWWs and AWHs, the instructors of AWTCs are also required to undertake visits of nearby ICDS Projects so as to acquaint themselves with ground realities of implementation of ICDS. Data pertaining to such visits are presented in **Table 5.18**.

Table 5.18: Visit to ICDS Project

Total No. of AWTCs	Visit to ICDS Project	
	N	%
268	147	54.85

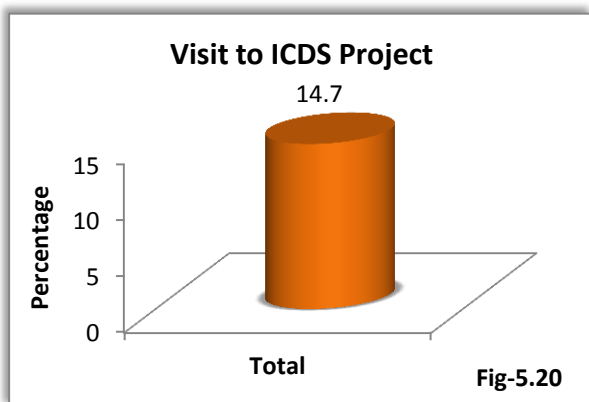


Table 5.18 shows that the visits of ICDS projects is being undertaken in little more than half (54.85%) of AWTCs taken in the study

Chapter –6

AWTCs Monitoring and Training Evaluation

Monitoring of AWTCs

In order to ensure that AWTCs proves effective training to AWWs, provision has been made for undertaking monitoring visits by officials from NIPCCD, State Governments and of parent body. The main purpose of the monitoring visits of these officials includes providing help to AWTCs in improving the quality of training; ensuring continuous flow of trainees; proper utilization of financial releases; maintenance and submission of accounts; maintenance of proper records, registers and other documents etc. Data in this regard are presented in **Table 6.1**.



Table 6.1: Monitoring of AWTCs

State	Total No. of AWTCs	No of AWTCs- 268	
		Monitoring of AWTCs	
		N	%
Northern Region			
Delhi	2	2	100
Haryana	2	2	100
Himachal Pradesh	2	2	100
Jammu & Kashmir	2	2	100
Punjab	5	4	80
Rajasthan	6	4	66.67
Uttar Pradesh	23	13	56.52
Uttrakhand	1	1	100
Eastern Region			
Bihar	40	21	52.50
Jharkhand	14	3	21.43
Odisha	5	3	60
West Bengal	20	15	75
North East Region			
Assam	16	11	68.75
Sikkim	1	0	0
Manipur	2	1	50
Meghalaya	1	0	0
Tripura	1	1	100
Western Region			
Goa	2	0	0
Gujarat	19	15	78.95

Maharashtra	24	21	87.50
Southern Region			
Andhra Pradesh	11	10	90.91
Karnataka	38	34	89.47
Kerala	6	4	66.67
Tamil Nadu	1	1	100
Central Region			
Chhattisgarh	3	1	33.33
Madhya Pradesh	21	17	80.95
Total	268	188	70.14

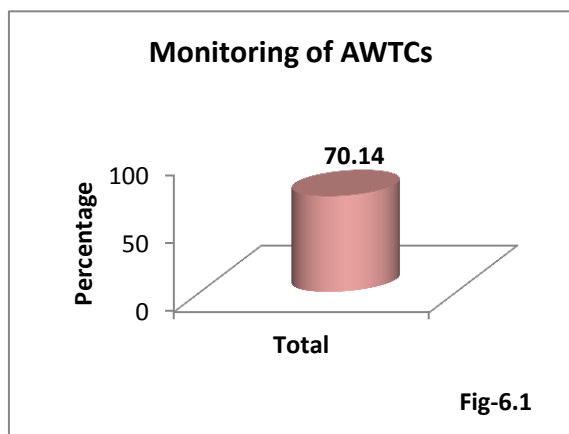


Table 6.1 shows that 70.14% Anganwadi Training Centers are being monitored. It is evident from the table that all (100%) AWTCs located in the States of Delhi, Haryana, HP, J&K, Tripura, Tamil Nadu and Uttarakhand, have been monitored. Majority of AWTCs (more than 80%) have also been monitored in the State of Andhra Pradesh (90.91%), Karnataka (84.97%), Maharashtra (87.50%) and Jharkhand (21.43%).

Monitoring by NIPCCD

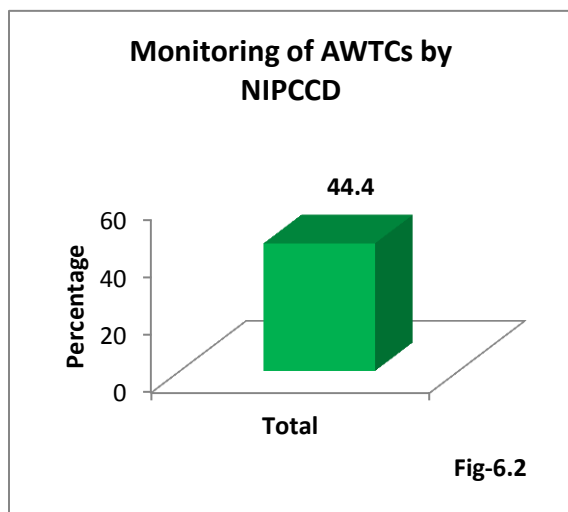
NIPCCD has been mandated with the task of undertaking monitoring visits of AWTCs so as to give on the spot suggestions for improving ICDS training. Data in this regard are presented in **Table 6.2**.

Table 6.2: Monitoring by NIPCCD

No of AWTCs- 268

State	Total No of AWTCs	N	%
Northern Region			
Delhi	2	2	100
Haryana	2	2	100
Himachal Pradesh	2	1	50
Jammu & Kashmir	2	1	50
Punjab	5	4	80
Rajasthan	6	2	33.33
Uttar Pradesh	23	4	17.39
Uttrakhand	1	1	100
Eastern Region			
Bihar	40	9	22.50

Jharkhand	14	12	85.71
Odisha	5	5	100.00
West Bengal	20	6	30
North East Region			
Assam	16	5	31.25
Sikkim	1	0	-
Manipur	2	1	50
Meghalaya	1	0	-
Tripura	1	1	100
Western Region			
Goa	2	0	-
Gujarat	19	5	26.32
Maharashtra	24	13	54.17
Southern Region			
Andhra Pradesh	11	7	63.64
Karnataka	38	21	55.26
Kerala	6	2	33.33
Tamil Nadu	1	0	-
Central Region			
Chhattisgarh	3	1	33.33
Madhya Pradesh	21	14	66.67
Total	268	119	44.40



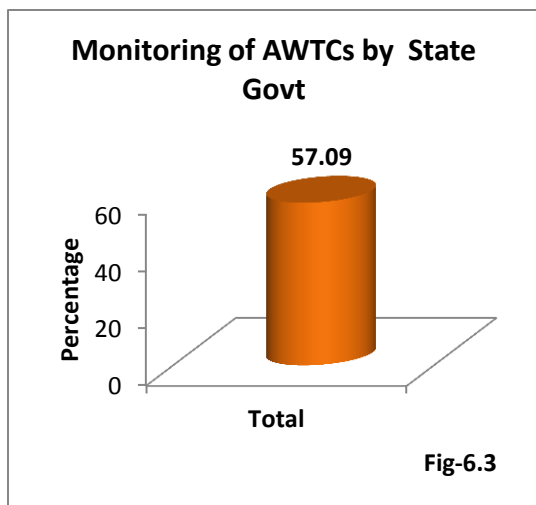
The data contained in **Table 6.2** reveals that all (100%) AWTCs located in Delhi, Haryana, Uttarakhand, Odisha and Tripura have been monitored by NIPCCD faculty members. Significant number (more than 75%) of AWTCs has also been monitored by NIPCCD faculty members in the State of Jharkhand (85.71%) and Punjab (80%). Half or less than half of AWTCs have been monitored in the States of Assam (31.25%), Bihar (22.50%), Chhattisgarh (33.33%) Gujarat (26.32%), HP (50%), J&K (50%), Kerala (33.33%), Manipur (50%), Rajasthan (33.33%), UP (17.39%) and West Bengal (30%).

Monitoring by Officials of State Governments

Besides NIPCCD, State Government officials looking after ICDS training in the State Governments/UT Administrations have also been mandated with the task of undertaking monitoring visits of AWTCs so as to give on the spot suggestions for improving ICDS training. Data in this regard are presented in **Table 6.3**.

Table 6.3: Monitoring by State Government Officials
No of AWTCs- 268

State	Total No of AWTCs	N	%
Northern Region			
Delhi	2	0	-
Haryana	2	2	100
Himachal	2	0	-
Jammu &	2	1	50
Punjab	5	1	20
Rajasthan	6	4	66.67
Uttar Pradesh	23	9	39.13
Uttrakhand	1	1	100
Eastern Region			
Bihar	40	14	35.00
Jharkhand	14	9	64.29
Odisha	5	4	80
West Bengal	20	13	65
North East Region			
Assam	16	9	56.25
Sikkim	1	0	-
Manipur	2	1	50
Meghalaya	1	0	-
Tripura	1	0	-
Western Region			
Goa	2	0	-
Gujarat	19	14	73.68
Maharashtra	24	14	58.33
Southern Region			
Andhra Pradesh	11	8	72.73
Karnataka	38	28	73.68
Kerala	6	5	83.33
Tamil Nadu	1	1	100
Central Region			
Chhattisgarh	3	0	-
Madhya Pradesh	21	15	71.43
Total	268	153	57.09



It is evident from **Table 6.3** that only little more than half (57.09%) of AWTCs have been monitored by the State Government Officials of the parent body. All AWTCs (100%) located in the States of Haryana, Uttarakhand, & Tamil Nadu have been monitored by officials looking after ICDS training in the concerned State Government. It has also been noticed that significant number of AWTCs (more than 70%) have also been monitored by the officials of State Governments in the State of Gujarat (73.68%), MP (71.43%), Kerala (83.33%), AP (72.73%) and Karnataka (73.68%).

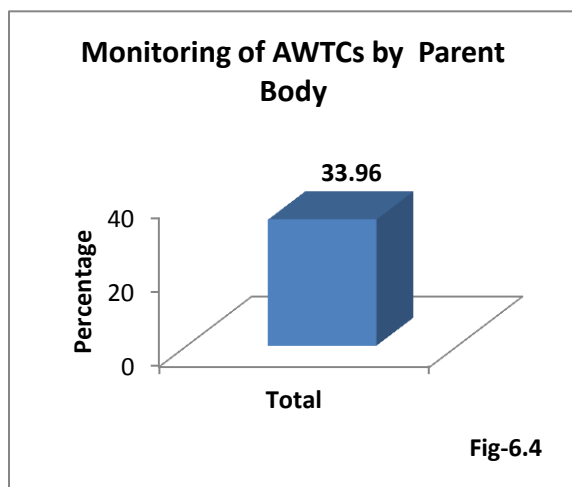
Monitoring by Parent Body

The officials of parent body running AWTCs are required to monitor the functioning of the concerned AWTC so as to get acquainted with the ground realities. Data in this regard are presented in **Table 6.4**.

Table 6.4: Monitoring by officials of Parent Body running AWTC
No of AWTCs- 268

State	Total No of AWTCs	N	%
Northern Region			
Delhi	2	1	50
Haryana	2	1	50
Himachal Pradesh	2	0	-
Jammu & Kashmir	2	0	-
Punjab	5	1	20
Rajasthan	6	4	66.67
Uttar Pradesh	23	3	13.04
Uttarakhand	1	1	100
Eastern Region			
Bihar	40	6	15
Jharkhand	14	9	64.29
Odisha	5	1	20
West Bengal	20	14	70
North East Region			
Assam	16	3	18.75
Sikkim	1	0	-
Manipur	2	0	-
Meghalaya	1	0	-
Tripura	1	0	-
Western Region			
Goa	2	0	-
Gujarat	19	5	26.32

Maharashtra	24	11	45.83
Southern Region			
Andhra Pradesh	11	4	36.36
Karnataka	38	15	39.47
Kerala	6	4	66.67
Tamil Nadu	1	0	-
Central Region			
Chhattisgarh	3	1	33.33
Madhya Pradesh	21	7	33.33
Total	268	91	33.96



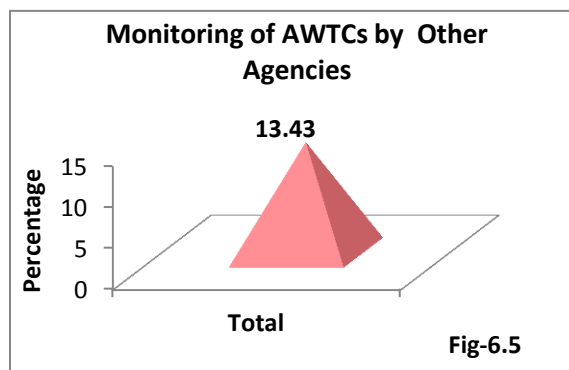
It can be seen from **Table 6.4** that only one third (33.96%) of AWTCs have been monitored by the officials of the parent body. All AWTCs (100%) have been monitored by the officials of parent body in the State of Uttarakhand. Half or less than half of AWTCs have been monitored in the States of Assam (18.75%), Andhra Pradesh (36.36%), Bihar (15%), Chhattisgarh (33.33%), Delhi (50%), Gujarat (26.32%), Haryana (50%), Karnataka (39.47%), Maharashtra (45.83%), MP (33.33%), Odisha & Punjab (20%) each and UP (13.04%).

Monitoring by Other Officials

Table 6.5: Monitoring by Other Officials

State	No of AWTCs- 268		
	Total No. of AWTCs	N	%
Northern Region			
Delhi	2	0	-
Haryana	2	0	-
Himachal Pradesh	2	1	50
Jammu & Kashmir	2	0	-
Punjab	5	0	-
Rajasthan	6	1	16.67
Uttar Pradesh	23	1	4.35
Uttarakhand	1	0	-
Eastern Region			
Bihar	40	2	5
Jharkhand	14	7	50
Odisha	5	-	-
West Bengal	20	3	15

North East Region			
Assam	16	0	-
Sikkim	1	0	-
Manipur	2	0	-
Meghalaya	1	0	-
Tripura	1	0	-
Western Region			
Goa	2	0	-
Gujarat	19	2	10.53
Maharashtra	24	4	16.67
Southern Region			
Andhra Pradesh	11	1	9.09
Karnataka	38	7	18.42
Kerala	6	1	16.67
Tamil Nadu	1	0	-
Central Region			
Chhattisgarh	3	1	33.33
Madhya Pradesh	21	5	23.81
Total	268	36	13.43



The data as presented in **Table 6.5** reveals that monitoring by other officials (apart from NIPCCD, State Governments and Parent Body) is being carried out in only small number (13.43%) of AWTCs located across the country.

Table 6.6: Monitoring of AWTCs by various Agencies

State	Total No of AWTCs	No of AWTCs - 268							
		NIPCCD		State Govt. Officials		Parent body running AWTC		Other Officials	
		N	%	N	%	N	%	N	%
Northern Region									
Delhi	2	2	100	0	-	1	50	0	-
Haryana	2	2	100	2	100	1	50	0	-
Himachal Pradesh	2	1	50	0	-	0	-	1	50
Jammu & Kashmir	2	1	50	1	50	0	-	0	-
Punjab	5	4	80	1	20	1	20	0	-
Rajasthan	6	2	33.33	4	66.67	4	66.67	1	16.67
Uttar Pradesh	23	4	17.39	9	39.13	3	13.04	1	4.35
Uttarakhand	1	1	100	1	100	1	100	0	-

Eastern Region									
Bihar	40	9	22.50	14	35.00	6	15	2	5
Jharkhand	14	12	85.71	9	64.29	9	64.29	7	50
Odisha	5	5	100.00	4	80	1	20		-
West Bengal	20	6	30	13	65	14	70	3	15
North East Region									
Assam	16	5	31.25	9	56.25	3	18.75	0	-
Sikkim	1	0	-	0	-	0	-	0	-
Manipur	2	1	50	1	50	0	-	0	-
Meghalaya	1	0	-	0	-	0	-	0	-
Tripura	1	1	100	0	-	0	-	0	-
Western Region									
Goa	2	0	-	0	-	0	-	0	-
Gujarat	19	5	26.32	14	73.68	5	26.32	2	10.53
Maharashtra	24	13	54.17	14	58.33	11	45.83	4	16.67
Southern Region									
Andhra Pradesh	11	7	63.64	8	72.73	4	36.36	1	9.09
Karnataka	38	21	55.26	28	73.68	15	39.47	7	18.42
Kerala	6	2	33.33	5	83.33	4	66.67	1	16.67
Tamil Nadu	1	0	-	1	100	0	-	0	-
Central Region									
Chhattisgarh	3	1	33.33	0	-	1	33.33	1	33.33
Madhya Pradesh	21	14	66.67	15	71.43	7	33.33	5	23.81
Total	268	119	44.40	153	57.09	91	33.96	36	13.43

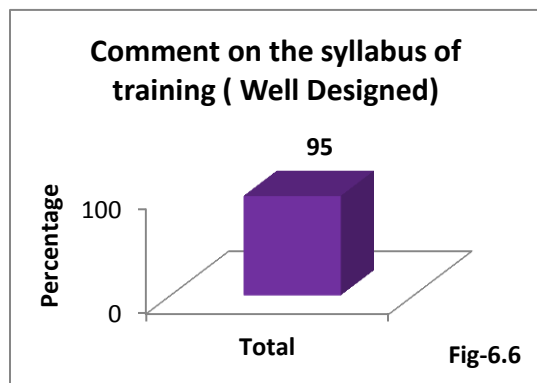
Comments on the ICDS Training Syllabus by AWTCs Trainers

The syllabus of JTC and refresher training of AWWs and orientation training of AWHs was revised by NIPCCD in the year of 2006. All instructors were then properly trained by NIPCCD on various dimensions of revision carried out in the syllabus. Provision has been made to incorporate state specific issues by redesigning 25 per cent of ICDS training contents. Data concerning views of the instructors on job and refresher training syllabus of AWWs are presented in **Table 6.7, Table- 6.8 & Table-6.9**

Table 6.7: Comments on the Syllabus of Training

State	Total No of AWTCs	Responses Received	Well Designed	
			N	%
Northern Region				
Delhi	2	2	1	50
Haryana	2	2	2	100
Himachal Pradesh	2	1	1	100
Jammu & Kashmir	2	2	2	100
Punjab	5	3	3	100
Rajasthan	6	3	3	100
Uttar Pradesh	23	15	12	80
Uttrakhand	1	0	0	-

Eastern Region				
Bihar	40	21	20	95
Jharkhand	14	4	4	100
Odisha	5	3	3	100
West Bengal	20	10	10	100
North East Region				
Assam	16	7	7	100
Sikkim	1	1	1	100
Manipur	2	0	0	-
Meghalaya	1	0	0	-
Tripura	1	1	1	100
Western Region				
Goa	2	2	1	50
Gujarat	19	15	15	100
Maharashtra	24	15	15	100
Southern Region				
Andhra Pradesh	11	10	10	100
Karnataka	38	29	28	97
Kerala	6	4	4	100
Tamil Nadu	1	1	1	100
Central Region				
Chhattisgarh	3	1	1	100
Madhya Pradesh	21	19	17	89
Total	268	171	162	95



The **Table 6.7** reveals that majority of instructors of AWTCs (95%) have reported that syllabus of ICDS training is well designed.

Syllabus Requires Addition of New Topics

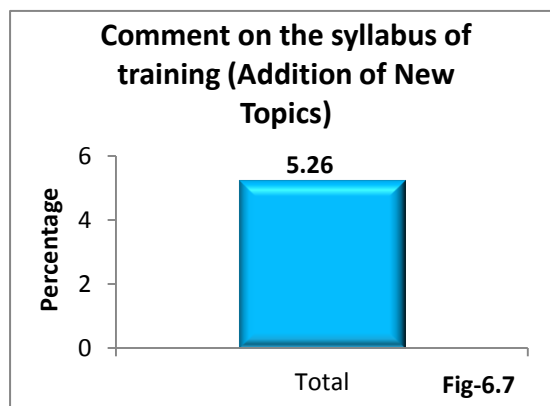
The Instructors of AWTCs were asked to offer their views about addition of new topics in the ICDS training curriculum. Data in this regard are presented in **Table 6.8**.

Table 6.8: Responses about Addition of New Topics

No of AWTCs- 268

State	Total no of AWTCs	Responses Received	Addition of New Topics	
			N	%
Northern Region				
Delhi	2	2	1	50
Haryana	2	2	0	0
Himachal Pradesh	2	1	0	0
Jammu & Kashmir	2	2	0	0
Punjab	5	3	0	0
Rajasthan	6	3	0	0
Uttar Pradesh	23	15	3	20
Uttarakhand	1	0	0	0
Eastern Region				
Bihar	40	21	1	4.76
Jharkhand	14	4	0	0
Odisha	5	3	0	0
West Bengal	20	10	0	0
North East Region				
Assam	16	7	0	0
Sikkim	1	1	0	0
Manipur	2	0	0	0
Meghalaya	1	0	0	0
Tripura	1	1	0	0
Western Region				
Goa	2	2	1	50
Gujarat	19	15	0	0
Maharashtra	24	15	0	0
Southern Region				
Andhra Pradesh	11	10	0	0
Karnataka	38	29	1	3.45
Kerala	6	4	0	0
Tamil Nadu	1	1	0	0
Central Region				
Chhattisgarh	3	1	0	0
Madhya Pradesh	21	19	2	10.53
Total	268	171	9	5.26

The data as contained in **Table 6.7** shows that only 5.26 percent of instructors have expressed the need for addition of new topics in the current syllabus of JTC and refresher training of AWWs.



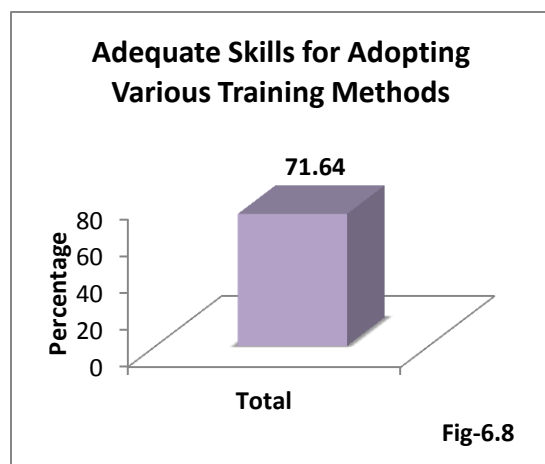
Adequateness of Skills for Adopting Various Training Methods

The syllabus of JTC of AWWs envisages adoption of different training methods/techniques for conducting various sessions. Some of them include demonstration, role play, mock session etc. The data showing adequateness of skills among instructors for adopting such training methods are presented in **Table 6.8**.

Table 6.9: Adequacy of Skills for Adopting Various Training Methods

State	Total No. of AWTCs	Adequate	
		N	%
Northern Region			
Delhi	2	1	50
Haryana	2	2	100
Himachal Pradesh	2	2	100
Jammu & Kashmir	2	2	100
Punjab	5	5	100
Rajasthan	6	6	100
Uttar Pradesh	23	11	47.8
Uttarakhand	1	0	0
Eastern Region			
Bihar	40	22	55
Jharkhand	14	14	100
Odisha	5	3	60
West Bengal	20	13	65
North East Region			
Assam	16	9	56.25
Sikkim	1	1	100
Manipur	2	2	100
Meghalaya	1	1	100
Tripura	1	1	100
Western Region			
Goa	2	2	100
Gujarat	19	16	84.21
Maharashtra	24	14	58.33
Southern Region			
Andhra Pradesh	11	10	90.91
Karnataka	38	28	73.68

Kerala	6	5	83.3
Tamil Nadu	1	0	0
Central Region			
Chhattisgarh	3	2	66.66
Madhya Pradesh	21	20	95.23
Total	268	192	71.64



It is evident from **Table 6.9** that less than three fourth(71.64%) of instructors working in AWTCs have been found equipped enough for adopting different training methods as prescribed in syllabus of JTC and refresher courses of AWWs. AWTCs located in the Northern region (Haryana, Himachal Pradesh, Jammu and Kashmir, Punjab and Rajasthan) and North-East Region (Manipur, Meghalaya, Tripura, Sikkim), Jharkhand and Goa are found adequately equipped (100%) for adopting such training methods.

Evaluation of Trainees

As per guidelines issued by MWCD, GOI, the evaluation of trainees has to be conducted towards the end of the job training course. The syllabus of JTC further stipulates that such evaluation has to be conducted using combination of objective, short answer and multiple type questions. Based on the performance of the trainees in this written examination, the grading system of classification may be adopted. The grades of the trainees should be communicated to the State Governments as well. Data concerning evaluation of trainees are presented in **Table 6.10** and **Table-6.11**.

Table 6.10: Method of Trainees Evaluation (Oral Test)

State	Total No. of AWTCs	Oral Test	
		N	%
Northern Region			
Delhi	2	0	0
Haryana	2	1	50
Himachal Pradesh	2	2	100
Jammu & Kashmir	2	0	0
Punjab	5	4	80
Rajasthan	6	4	66.67
Uttar Pradesh	23	12	52.17
Uttrakhand	1	1	100
Eastern Region			
Bihar	40	22	55
Jharkhand	14	9	64.29
Odisha	5	3	60

West Bengal	20	6	30
North East Region			
Assam	16	12	75
Sikkim	1	0	0
Manipur	2	1	50
Meghalaya	1	1	100
Tripura	1	0	0
Western Region			
Goa	2	0	0
Gujarat	19	9	47.37
Maharashtra	24	12	50
Southern Region			
Andhra Pradesh	11	10	90.91
Karnataka	38	24	63.16
Kerala	6	4	66.67
Tamil Nadu	1	0	0
Central Region			
Chhattisgarh	3	1	33.33
Madhya Pradesh	21	11	52.38
Total	268	149	55.60

Table 6.10 shows that little more than half (55.60%) of AWTCs conducts oral test for evaluating trainees performance in the JTC. Though all AWTCs (100%) conducts oral tests in the States of HP, Meghalaya and Uttarakhand, however, none of them follows oral method of evaluation in the States of Delhi, Goa, J&K, Tamil Nadu, Tripura and Sikkim.

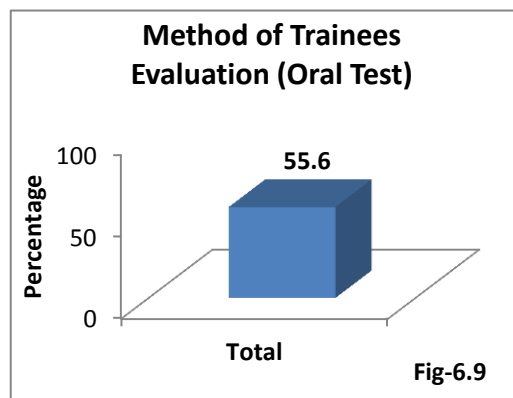


Table 6.11: Method of Trainees Evaluation (Written Test)
No of AWTCs- 268

State	Total No of AWTCs	N	%
Northern Region			
Delhi	2	2	100
Haryana	2	0	0
Himachal Pradesh	2	2	100
Jammu & Kashmir	2	0	0
Punjab	5	5	100
Rajasthan	6	4	66.67
Uttar Pradesh	23	12	52.17
Uttarakhand	1	1	100
Eastern Region			
Bihar	40	20	50
Jharkhand	14	9	64.29

Odisha	5	4	80
West Bengal	20	10	50
North East Region			
Assam	16	12	75
Sikkim	1	0	0
Manipur	2	1	50
Meghalaya	1	1	100
Tripura	1	1	100
Western Region			
Goa	2	0	0
Gujarat	19	14	73.68
Maharashtra	24	16	66.67
Southern Region			
Andhra Pradesh	11	10	90.91
Karnataka	38	24	63.16
Kerala	6	4	66.67
Tamil Nadu	1	0	0
Central Region			
Chhattisgarh	3	1	33.33
Madhya Pradesh	21	16	76.19
Total	268	169	63.06

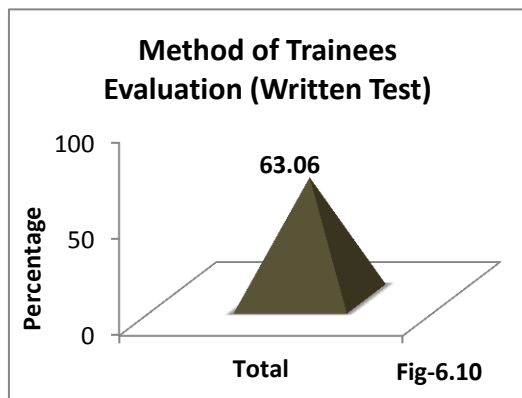


Table 6.11 shows that little less than two third (63.06%) of AWTCs conducts written test for evaluating trainee's performance in the JTC. Though all AWTCs (100%) conducts written test in the States of Delhi, HP, Meghalaya, Punjab, Tripura and Uttarakhand, however, none of them conducts written test method of evaluation in the States of Haryana, J&K, Goa, Sikkim and Tamil Nadu.

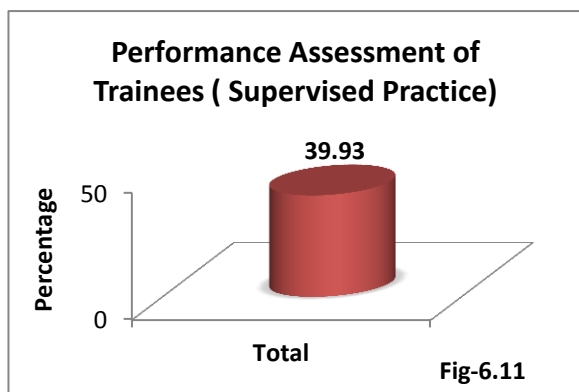
Areas of Assessment

Besides the knowledge and skill up gradation, the performance of the trainees in JTC is also required to be assessed in the areas of Supervised Practice, Preparation of Low Cost Teaching Learning Material and Discipline and Punctuality during the training period. Data in this regard are presented in **Table 6.12**, **Table 6.13** and **Table 6.14**.

Table 6.12: Performance Assessment of Trainees

No of AWTCs- 268

State	Total No. of AWTCs	Supervised Practice	
		N	%
Northern Region			
Delhi	2	2	100
Haryana	2	0	0
Himachal Pradesh	2	1	50
Jammu & Kashmir	2	0	0
Punjab	5	3	60
Rajasthan	6	4	66.67
Uttar Pradesh	23	7	30.43
Uttrakhand	1	0	0
Eastern Region			
Bihar	40	8	20
Jharkhand	14	8	57.14
Odisha	5	3	60
West Bengal	20	9	45
North East Region			
Assam	16	8	50
Sikkim	1	0	0
Manipur	2	1	50
Meghalaya	1	0	0
Tripura	1	0	0
Western Region			
Goa	2	0	0
Gujarat	19	3	15.79
Maharashtra	24	5	20.83
Southern Region			
Andhra Pradesh	11	10	90.91
Karnataka	38	18	47.37
Kerala	6	4	66.67
Tamil Nadu	1	0	0
Central Region			
Chhattisgarh	3	1	33.33
Madhya Pradesh	21	12	57.14
Total	268	107	39.93



It is evident from the **Table 6.12** that only little more than one thirds (39.93%) of AWTCs are assessing the trainees performance in the area of Supervised Practice. All AWTCs (100%) are assessing the Supervised Practice performance of trainees in the State of Delhi only.

Table 6.13: Performance Assessment of Trainees
No of AWTCs- 268

State	Total No. of AWTCs	Preparation of Material	
		N	%
Northern Region			
Delhi	2	1	50
Haryana	2	0	0
Himachal Pradesh	2	1	50
Jammu & Kashmir	2	0	0
Punjab	5	2	40
Rajasthan	6	4	66.67
Uttar Pradesh	23	7	30.43
Uttrakhand	1	0	0
Eastern Region			
Bihar	40	14	35
Jharkhand	14	6	42.86
Odisha	5	3	60
West Bengal	20	6	30
North East Region			
Assam	16	10	62.50
Sikkim	1	0	0
Manipur	2	1	50
Meghalaya	1	0	0
Tripura	1	1	100
Western Region			
Goa	2		0
Gujarat	19	8	42.11
Maharashtra	24	8	33.33
Southern Region			
Andhra Pradesh	11	9	81.82
Karnataka	38	19	50
Kerala	6	2	33.33
Tamil Nadu	1	0	0
Central Region			
Chhattisgarh	3	1	33.33
Madhya Pradesh	21	10	47.62
Total	268	113	42.16

It is evident from the **Table 6.13** that only little less than half (42.16%) of AWTCs are assessing the trainees performance in the area of preparation of teaching learning material. All AWTCs (100%) are assessing the Supervised Practice performance of trainees in the State of Tripura only.

Performance Assessment of Trainees (Preparation of Material)

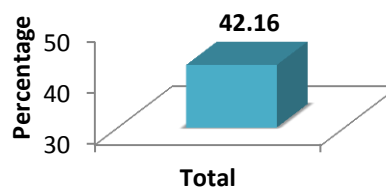
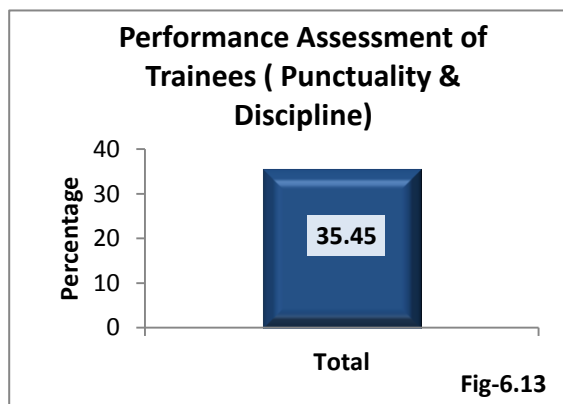


Fig-6.12

Table 6.14: Performance Assessment of Trainees
No of AWTCs- 268

State	Total No. of AWTCs	Punctuality & Discipline	
		N	%
Northern Region			
Delhi	2	1	50
Haryana	2	0	0
Himachal Pradesh	2	1	50
Jammu & Kashmir	2	0	0
Punjab	5	3	60
Rajasthan	6	4	66.67
Uttar Pradesh	23	5	21.74
Uttrakhand	1	0	0
Eastern Region			
Bihar	40	17	42.50
Jharkhand	14	6	42.86
Odisha	5	2	40
West Bengal	20	4	20
North East Region			
Assam	16	10	62.50
Sikkim	1	0	0
Manipur	2	1	50
Meghalaya	1	0	0
Tripura	1	0	0
Western Region			
Goa	2	0	0
Gujarat	19	4	21.05
Maharashtra	24	6	25
Southern Region			
Andhra Pradesh	11	8	72.73
Karnataka	38	13	34.21
Kerala	6	1	16.67
Tamil Nadu	1	0	0
Central Region			
Chhattisgarh	3	1	33.33
Madhya Pradesh	21	8	38.10
Total	268	95	35.45

It is evident from the **Table 6.14** that only little more than one thirds (35.45%) of AWTCs are assessing the trainees performance in the area of punctuality and discipline.



**List of Anganwadi Training Centres
(Upto March, 2013)**

No of States/UTs Covered = 26
No of AWTCs
=268

S. No.	State	Name & Address of AWTC
1.	Andhra Pradesh	AWTC, Women Development & Child Welfare Vengalrao Nagar, Yusufguda, Hyderabad
2.		AWTC Kamala Nehru Mahila Mandali Opp. Police Grounds Mahboob Nagar-509001
3.		Ramchandrapuram AWTC – III, Medak district, A.P.
4.		DMSK, AWTC, Nellore, A.P.
5.		DMVSR AWTC, Durgabai Mahila Shishu Vikas Kendra, Ramnagar, Miryalguda Road, Nalgonda.
6.		Bharatiya Grameen Mahila Sansthan, AWTC, 56/2, Jalpalli, Soroor Nagar (Mandal), Distt. Rangareddy, A.P.
7.		Durgabai Mahila Shishu Vikas Kendra, AWTC, Ahilkur, Rangareddy distt. A.P.
8.		H. No. 25-35/1/D/1, Above Akshayaness, Ramchandra Reddy nagar, R.C. Puram Medak dist. A.P.
9.		Swati- State Women Administrative Training Institute Vengalraonagar, H.No: 8-3-222, WD & C.W. Dept. Directorate Premises Ameerpet- (Near Saradhi Studios)
10.		KDFMM, 30.20.2/32, Geetha Mandir Road, Seetharanapuram, Vijayawada.2
11.		Resource Education Society (R.E.S), Kothaved, Dasonnapeta, Routh Bazar, Vizianagaram

12.	Assam	Gram Sevika Trg. Centre, Director of Extension Education, Assam Agriculture University, Jorhat
13.		Nikunjalate Chaliha Memorial AWTC Anolapathy, Near Dikhow Bridge, Disst-Shivsagar-785690
14.		Nanapara Udyogik Mahila Samity Jaypur, Assam
15.		AWTC, Sadau Asom Gramya Puthibhoral Sansthan Punjawari, Guwahati
16.		AWTC, Sankar Madhav, Krishti Bikash Kendra Milanpur, Nagaon
17.		AWTC, Nivedita Marisanstha kalriola home, Meharपुर Silchar-15, Distt Cachar
18.		AWTC, Khorapothar Sammilita Yuvak Samaj, Saudhakhowa Chowk, Lakhimpur, Assam
19.		AWTC, Jagirita Sammilita Unnayan Kendra Bungalow, P.O. Islangam, Lakhimpur, Assam
20.		AWTC, Bahumukhi Pragati Sanity Tihu, Nalbari
21.		AWTC, Nivedita Nari Sanstha Silchar, Cachar, Assam
22.		AWTC, Run by Morigaon Mahila Mehfil, Morigaon.
23.		AWTC ,Devkinita Kalyan Vikas Samiti, Assam
24.		Sankar madhab Kristi Bikash Kendra, Milanpur, Nagaon, Assam-782001
25.	Srimata Sankar Mission, Panigaon, Say-Ali, Nagaon, Assam	
26.	Mikunjlata Chahha Memerdal, AWTC, Under DCCW Amolapatty, Near Dikhow Building, Sivsagar- 785640, Assam	

27.		Rural Organisation for Agri Development Services (ROADS), Lahorighat
28.	Bihar	AWTC, Barari Housing colony, M.I.G. No - 80, Bhagalpur-812003
29.		AWTC Dujra Buddha Colony, Patna
30.		Ramanandi Devi Hindu Anathalaya AWTC Bhagalpur
31.		Hindu Anthalaya AWTC, Nathnagar, Bhagalpur
32.		Bihar Rajya Balkalyan Parishad Raj Bhawan Patna Jamalpur, Bihar
33.		Angika Mahila Vikash Sansthan Anganwadi Prishikshan Kendra Bekapur, Munger
34.		Smt-R.D.S. AWTC Pandaul, Madhubani
35.		Nirdesh AWTC, Bhagwanpur, Muzaffarpur, Bihar
36.		RIMS, AWTC, Samastipur, Bihar
37.		Koshi Anchal Samagra Vikas and Kalyan parisad, Anganwadi Prishkshan Kendra Kaliwari Chowk, Bhatta Bazar, Purania, Bihar - 854301
38.		Anganwadi Prishkshan Kendra, Janjagram Uttam Samittee Rampara, Katihar
39.		AWTC, Moranga Road, New Sipahi Tola Sadar Purania, 854301, Bihar
40.		DMS & VPS AWTC Kailaspura Srinagar Hata Purnia, Bihar-804301

41.	Devkinita Kalyam Vikas Samiti (NGO) AWTC Near FCI, Godown Ward No-14, Madhepura-852113
42.	AWTC, Jeevan Jyoti Kala Kendra Anganwadi Proshikshan Kendra, Kailashpuri, Dumaria, Sitamarhi
43.	M.B.P.S.S. Mahavidyalaya, AWTC, Dumra Road, Rajopalli, Sitamarhi
44.	Mahila Mandal, AWTC, Bhawanipur Rajadham, Purnia
45.	Nari Kalyan Sansthan, Rajvahi Colony, Gopalganj
46.	AWTC, MIG 180, Housing Board Colony, Borai, Bhagalpur
47.	Ramanand Devi Hindu Anathalaya , Nathnagar, AWTC, Wing-I, Bhagalpur
48.	Ramanand Devi Hindu Anathalaya , Nathnagar, AWTC AWTC, Nathnagar, Bhagalpur
49.	Gramin Mahila Vikas Samaj Kalyan Pratesthan AWC, Kamruddy gunj, Bihar
50.	AWTC, Budi, Mirzapur, Jamalpur Road, Munger
51.	Ambika Mahila Vikas Sansthan,(Kali Jajiya) Bekapur, Munger
52.	AWTC, BKULS Sangh, Buxar, Bihar
53.	Dipalaya Mausik Swasthiya Eram Panarvas Sansthan AWTC, Purnia, Bihar
54.	Koshi Anehal Samagra Vikas & Kalyan Parishad AWTC, Kali Badi Chowk, Purnia, Bihar

55.		Janjagaran Uthhan AWTC, Katihar
56.		AWTC, Bumfer Chowk, Ward No. 17, Goutam Nagar, Gangjala, Saharasa.
57.		Mahila Mandal, AWTC, Bhawanipur, Purnia-854024
58.		Public Welfare Society, AWTC, Near Police Line, Kishanganj-855107
59.		New Siphala Tola Maranga Road, Purnia- 854301
60.		Anganwadi Training Centre, M.IG 80, Housing Board Colony, Barari, Patna, Bihar
61.		Nirdesh Anganwadi Training Centre, Vill - Majhauria, P.O. - Khabra, Distt. Muzaffarpur, Pin-843146
62.		Geeta Mahila Uthana Samittee, Anganwadi Prashikshana Kendra, Rajendra Nagar, Ara.
63.		Mahila Gramshree Anganwadi Training Centre, Dumraon, Buxar
64.		AWTC, Daudnagar Organizatio n for Rural Development, Daudnagar, Aurangabad
65.		AWTC, Badi Miryapur, Jamalpur Murjer-811201, Bihar
66.		Angika Mahila Vikas Sangathan, AWTC, Bekapur, Munger, Bihar
67.		Dipalaya Mansik Swasthya Gram, Bihar
68.	Chhattisgarh	AWTC, Mahasamund Near DMS School, Mahasamund
69.		AWTC, Sikolabhata, Durg (CG)
70.		Deputy Director, Regional Women Training Centre, Near Luthra Hospital, Bilaspur, C.G.

71.	Delhi	Vocational Training College, S.E Part-1 N.Delhi-47
72.		DCCW Vocational Training Centre Trilok puri, Delhi
73.	Goa	AWTC Goa Institute of Rural Development & Administration ELA Farm, Old Goa
74.		AWTC Goa Institute of Rural Development & Administration ELA Farm, Old Goa
75.	Gujarat	Sri C. U.Shah, Lok Manglayatan, Sri N.G Shah School Campus Waghodia-391760
76.		AWTC S. M.Patel College of Home Sciences V. Nagar, Distt. Anand
77.		Sundaram Bharti AWTC, Kshatriya Samaj ni Dharamshala Kapadvanj Road, Dakor
78.		AWTC, International Rural Education & Cultural Association (INRECA) Timbapada, Narmada, Gujarat
79.		AWTC, Kutumb Balkayan Samiti, Idar, Ambaji Road, Sabarkantha, Gujarat
80.		Shree Jay Mataji, Anganwadi Talim Kendra Kalamata Ni Vadi, MU. Po TA, Valiya, Di-Bharuch
81.		Jai Mataji Education Trust, AWTC, Valia, Distt- Bhabhaich, Gujarat
82.		Mahila Sehkari Udyog Ltd.KD Bhawan & SPVP Kendra Shankar Mohalla Gopipura, Surat. Gujarat.
83.		Adash Mahila Mandal Atul Sanchalit, Anganwadi Karyakar Talim Kendra, Sir Homi Mehta Technical High School Compound,

		First floor, Chaphra Road, Vittal Wadi, Navsari
84.		Shri C U Shah Lok Manglayatan Sanchalit, AWTC, Waghodia-391760
85.		Adarsh mahila mandal sanchalit AWTC, Jalaram temple campus, Near vaki river, Patari, Valsad
86.		Shri kenter Stri Vikas Gruh, Rajkot, Gujarat
87.		Shree Vardhwar Gruh Udyog Mahila Mandal sanchilit, Dholipod Road, masjid Chowk, Mathur Vikas in Sheri, Wadhwan, Gujarat
88.		Shree Kasturba Stri Vikas Gruh, Patel Colony, Main Road, Jamnagar-361008, Gujarat
89.		AWTC, Environment & Sanitation Institute, Sughad, Gandhinagar, Gujarat
90.		Shishumangal Anganwadi Training Centre, Near Couector's Bungalow, Junagadh, Gujarat
91.		AWTC, Environment and Sanitation Institute, Sughad, Ghandinagar, Gujarat
92.		Bhawnagar Mahila Mandal AWTC, Gujarat
93.		AWTC, Saraswat Talim Kendra, Haripar Road, bhuj, Gujarat
94.	Haryana	AWTC, Rewari, Haryana
95.		AWTC, H.No. 24, Gali No. 2 Maheshpur, Sector –21, Panchkula
96.	Himachal Pradesh	AWTC Gaggoli, Distt. – Kangra, H.P.
97.		AWTC Rasmian, Sunder Nagar, H.P.

98.	Jammu & Kashmir	AWTC, S.E.M. College of education, Budgaon
99.		AWTC, Working Women Hostel, Roop Nagar, Jammu
100.	Jharkhand	AWTC Bakerbandh, Dhanbad
101.		Santhal Pargana Gramodaya Samiti, AWTC Dudhani, Dumka
102.		Badlao Foundation, AWTC Gandhi Ashram, Kewatjali, Mihijam, Distt. Jamtara
103.		Anganwadi Training Centre Chhoti Panchgadth Jirwabari, Sahibganj
104.		Holy cross AWTC Vardhman Compound, Ranchi-834001(Ph-0651-2560347)
105.		AWTC, Mahila Dstkari Vidyalaya, Shaminabad, Itki, Distt. Ranchi
106.		AWTC, Vikas Bharati Bishnupur, Gumla, Jharkhand
107.		Institute of Labour Studies Unit-I, AWTC, PO Kadma, Jamshedpur-831005
108.		Institute of Labour Studies Unit-I, AWTC, PO Kadma, Jamshedpur-831005
109.		Chotangpur Crafts Development Society, AWTC, Sanjay Gandhi Path, Power Ganj Chowk, Lohardagar, Jharkhand
110.		Holy Cross, AWTC, Verdhman Compound, Ranchi, Jharkhand
111.	Mahila Dastkari Vidyalaya, AWTC, Shamimabad, Ranchi- Jharkhand	

112.		Samanwaya Sansthan, Mariyampur, Koderma, Jharkhand-825410
113.		AWTC, Chhoti Panchgadh, Jirwabari, Sahibganj-816109
114.	Karnataka	AWTC C/o Sharanara Nadu Shikshana Sanstha Rajapur Road,Gulbarga
115.		Shree Tarabalu Jagathguru Education Society Sirigere - 577541
116.		Sri.Gaviseddeshwar high school. Kukanoor, Yelburga
117.		AWTC Branch of Shimoga District Council of Child Welfare, Venkatapura
118.		Shri Venkateshwara AWTC Northern Extention Park Road Hassan
119.		AWTC, Ambedker Nagar, K.V.colony, Post – Kadur, District - Chickmagalure
120.		Kasturba Medical College Manipal, Distt-Udupi
121.		Sri.Jagadguru Gurusiddeshwar AWTC Guledgudda, Distt. Bagalkot
122.		AWTC Madikeri Near KodaguVidyalaya, Way to Microwave Repeater Station Madikeri – 571 201, Kodagu
123.		River Velley AWTC, Shrirangapatna, Distt – Mandya
124.		Anganwadi Workers Training Centre Shri. Siddarameshwar Education Trust Shvbasa Nagar, Belguam
125.		Shri Kengal Haumanthaoya AWTC, Training Centre Bethamangala, Karnataka

126.	Anganwadi Training Centre, Yellapur, Karnataka
127.	AWTC, Theggina Mutt Arts & Edn Society, Near Vasavi Kalyan Mnatap, Brucepet, Harpanpalli – 583 131
128.	AWTC, Karnataka State Council for Child Welfare 135, Iird Cross, Nandi Durg Road Jai Mahal, Bangalore – 46
129.	S.J.G. AWTC, Guled Gudda, District Bagalkot
130.	AWTC, Navjeevan Marga, Masthikatte, Roshini Nilaya, Ullal, Mangalore Karnataka
131.	Vanitha Samaj Building, 2 nd Floor, P.J. Extension, I Davangere
132.	K.L.E. Society's Anganwadi Workers Training Center, Ankola 581314 Uttar Kannada, Karnataka
133.	AWTC, 40/2, Adauvan Vijay Nagar, Tumkur-572102
134.	AWTC, Gulberga, Karnataka
135.	AWTC, KSCCW, Bangalore, Karnataka
136.	Sri Siddhrameswar Education Trust, AWTC, Shivasabangar, Belgaum, Pin-590010
137.	AWTC, P.B.I.V. Vidyalaya, Tapovan, Yellapur, Pin-581359, Karnataka
138.	AWTC District Council for child labour, 40/2, Madhuvana Vijaynagar, Extn. Tumkur-57102

139.	Sh. Jagadguru Gurau Siddeshwar AWTC College Gulegudd-587203
140.	AWTC, KSCCW, # 135 III Nandwararoad Jaymehal Banglore
141.	AWTC, Tenginamata Arts & Education Social, Harapanahalli, Chitradurga distt. Karnataka
142.	Sharananaddu Education Society AWTC, Rajapur Ring Road, Shabad Road, Kosgai Building, Gulberga – 588105
143.	Sri Siddheswar Educatiion Trust AWTC, Shivabasavanagar, Belgam.
144.	Sri Kangal Hamimauthaiya AWTC, Bethamangala-563116
145.	AWTC, Tumkur District Council for Child Welfare, Maddurana, 40/2, Vijayanagar, Extention, Tumkur -572102
146.	Prajapita Brahmakumaris Ishwariya Vishwa Vidyalaya, Tapovan, yellapur-581359 (U.K.) Karnataka
147.	40/2Madhuvan,Devanur Main Road, vijay nagar, extn-Tumku-7
148.	Baithmangala Bangarpet Kolar district
149.	KSCCW,Nandidurga Road,Banglore, Karnataka
150.	Shri Shiddrameshwar education trust, Belgaum, Karnataka
151.	SNSS AWTC,Sayad Chincholi, CROSS old age home, Gulbarga-585105

152.	Kerala	Anganwadi Workers Training Centre, Unit – I Kerala State Council for Child Welfare, Thycard, Trivendrum
153.		AWTC Community Welfare Centre. Parvathi Bhawan, Thiruvanthpuram
154.		AWTC, Kerala State Council for Child Welfare Kottikada, Kollan
155.		AWTC, Kerala State Council for Child Welfare Thiruwalla, Pathanthilta
156.		AWTC, Amaravilla Parasala, Thiruvanthpuram, Karnataka
157.		AWTC, Block Office Compound, Pulhiri, Karnataka
158.		Madhya Pradesh
159.	AWTC, No.- 2 Jabalpur, Madhya Pradesh	
160.	AWTC Panchayati Raj Mudranalaya Dewas Road, Ujjain, Madhya Pradesh	
161.	AWTC , Hostal No-5, Piploni, BHEL, Bhopal, v	
162.	AWTC (Mahila Chetna Manch) Kalyani Hostal Parisar Shivaji Nagar, Bhopal	
163.	AWTC , Sector-A, 330 , Anand Nagar Sagar, Tal Road, Gwalior	
164.	AWTC, Viriya Khedi, Bal Smprisikshan Kendra, Ratlam, Madhya Pradesh	
165.	AWTC Krishi Upaj Mandi, Keshwavpuri , Jhabua, Madhya Pradesh.	

166.		AWTC, Navgaon, Chhatarpur, Madhya Pradesh
167.		AWTC, Bal Niketan Sangh, 62, Pagnis Paga, Indore, Madhya Pradesh
168.		AWTC, Panchayati Raj Mudranalaya, Dewas Road, Ujjain, Madhya Pradesh
169.		Pamaya Road, Murena, Banmor, Madhya Pradesh
170.		Govt. Anganwadi Training Centre, (Maharashtra Bhawan), Near Dudha Dairy, Rajgarh, Madhya Pradesh
171.		AWTC, Panchayati Raj Press, Industrial Area, Dewas Road, Nagjhiri, Ujjain-456010
172.		AWTC, Bal Niketan Sangh, 62 Pagnispaga, Indore, Madhya Pradesh
173.		Matri Shakti Training Centre, AWTC, Seedha Colony, Raghogarh, Dist. Guna, Madhya Pradesh
174.		Semarkhapa Road, Katara, Dist., Mandla, Madhya Pradesh-481661
175.		Anganwadi Karyakarta Prashishan Kendra, Near bade Post Office, Above Working Women Hostal, Seoni, Madhya Pradesh
176.		Lal Bagh, Jaiswal Bhawan, Chhindwara, Madhya Pradesh-498001
177.		AWTC, Red Cross Panisar, Biriya Khedi, Dist. Ratlam, Madhya Pradesh
178.		AWTC, Master Plan, Opp Dist Court, MP
179.	Maharashtra	AWTC Vashundhra Seva Pratishthans, Parali Road, Beed

180.	AWTC, Indian Institute of Yuth Welafare, Matanagar, Ralegaon, Yavtamal
181.	AWTC, CIDCO,N-7, Near police station, Aurangabad
182.	AWTC , Karmavir Shikshan Sansthan Sanchalit, Ramnagar, Jalana
183.	AWTC, Lonara Village, Nagpur, Maharashtra
184.	AWTC, PRTC, Shivaji Nagar, Amravati, Maharashtra
185.	Anganwadi Training Centre, Jiwan Jyoti Charitable Trust Jintur Road, Parbhani
186.	AWTC Loni post Tq. Rahta Ahmed Nagar, Maharashtra
187.	AWTC, Lonara, Nagpur District, Maharashtra
188.	AWTC, Gondkhairi, Nagpur District, Maharashtra
189.	AWTC, Kotgal Road, Mr. Salve Nursing centre, MCD Road, Godchiroli
190.	Maharashtra Rajya Bal Kalyan Sanchalit, AWTC, Nasik, Maharashtra
191.	Kedarnath Shikshan Prasarak Mandal, AWTC, Naya Mondha Hingoli
192.	Kedarnath AWTC, Mava Mondha, Hingoli
193.	Shri Gadge Maharaj AWTC, Murlizapur,, Distt. Akola, Maharashtra
194.	Anganwadi Training Centre, Bank Colony, Osmanabad, Maharashtra

195.		Pashchim Khadesh Bhill Sewa Mandal Sanchlin, Anganwadi Karyekartha, Prashikshan Kendra, Nandurbar
196.		Ganamata Shikshan Prasarak Mandal , Anganwadi Training Centre, Ravindranagar, Dist. Nanded
197.		Shri Balasaheb Mane Siskshan Prasarak Mandal Ambaj Sanchalic Anganwadi Karyakarti Prashikshan Kendra, Peth Wadgaon, Ta-Hatkangale, Dist.- Kolhapur
198.		Gram Sevak Training Centre, Shivaji Nagar, Marshi Road, Amravati
199.		Anganwadi Training Center, Eklavya Udyalaya Campus, Station Road, nandurbar-425412
200.		India Institute of youth Welfare, Youth development project, Ralegaon-446402
201.		AWTC, Satara Jila Bal Vikas Samiti Sanchalit Anganwadi Karyekarta Prashikshan Kentre , 209, Vimal Vihar, Yadav Gopal Peth, Satara, Maharashtra
202.		Panchayat Raj Training Centre, Murud, Tq & Distt. Latur, Maharashtra
203.	Manipur	AWTC, Imphal – I Manipur State Council for Child Welfare, Moirankham Bazar, Imphal, Manipur
204.		AWTC - III, APSW, Changangiri, Ucheckon, Manipur
205.	Meghalaya	AWTC, Tura DPO (ICDS Cell) office Tura, Meghalaya
206.	Orissa	AWTC Gopabandhunagar,PO - Hillpatna, Berhampur, Ganjam, Orrisa
207.		Anganwadi Worker Training centre Banbasi Seva Samiti At/Po Balliguda Dist-Kandhamal

208.		AWTC, Home-economics Training Centre Unit-III, Barpali, Orissa
209.		AWTC, bhartiya Adin Jati, Sevak Sangh, Kalahandi branch At-Dangrigura, PO-Deypur, Bhawanipatna, Distt-kalahandi, odisha
210.		Home Economic Training Centre, laxmi Sagar, Bhubeneshwar-257123
211.	Punjab	AWTC,C/o CDPO Sanaur at Patiala, Near environment Park, Jail Road, Patiala
212.		AWTC,Red Cross Working Women Hostel, Opp. Police Lines, GT Road, Bathinda
213.		Anganwadi Training Centre, Gandhi Vanita Ashram, Kapurthala Chowk, Jalandhar, Punjab
214.		Anganwadi Training Centre, Bal Bhawan Phase 4, district Mohali, Punjab
215.		AWTC, Kothi No. B-21/6180, New Janta Nagar, Mr. Ittawala Chowk, Ludhiana, Punjab
216.	Rajasthan	Meera Sansthan Jodhpur, Rajasthan
217.		Vidya Bhawan Rural Institute AWTC, Badgaon Road Udaipur
218.		Hitkari Mahila AWTC Kota Rajasthan
219.		Meera Sansthan, AWTC, Boranada, Jodhpur (Rajasthan)- 342012
220.		Jhunjhuna Jila Paryarvaran Sudhar Samiti (Urban Branch office), Hanuman Mandir ke samne, Om Colony, Ward No. 23, Churu (Rajasthan)-331001

221.		Meera Sansthan, AWTC, Arihant nagar, Behind SDM Court, Rampura Road, Rohat, Pali, Rajasthan
222.	Sikkim	AWTC, Birman Colony, Upper Shiyani, Gangtok, Sikkim
223.	Tamil Nadu	AWTC, Devangu School Campus, Devangu H.S. Road, R.S. Puram, CBE-641002
224.	Tripura	AWTC, Kakraban South District, Tripura
225.	Uttrakhand	AWTC,54, Dwarikapuri, Games Road, Uttrakhand
226.	Uttar Pradesh	AWTC,C/o DPO (ICDS) 69, Krishna Nagar Daryapur, Sultanpur
227.		District Institute of Rural Development Paruranandpur, Varansi
228.		Sri Shivkant Prasad,Principle R.I.R.D, Gazipur
229.		Regional Rural Development Institute, Adjacent Block Office, Rampur Maniharan, Saharanpur, U. P.
230.		DIRD, Lakri Fazalpur Moradabad
231.		Gramya Vikash Sansthan Baraut, Disst. Bagpat
232.		DIRD Jansath, Muzaffarnagar
233.		AWTC C/o DPO (ICDS) 326, Krishna Nagar, Unnao, U.P.
234.		AWTC, Vijaypur Kothi, Ghurupatti, Mirzapur

235.	District Rural Development Institute Dhannipur, Block Eta Road, Aligarh
236.	District Rural Development Institute Near Mohan Swaroop Hospital, G.T. Road, Dadari, Gautam Buddh Nagar, U.P.
237.	Principal, AWTC Pant Nagar Gonda
238.	District Rural Development Institute, Duriyapur, P.O. Distt.-Rampur
239.	Regional institute of Rural Development, Doharighat, Mau
240.	AWTC, DIRD Basti Sadar, U.P.
241.	Malnta Kalyan Nigam AWTC Nehru Enclave Shamshabad Road,Agra
242.	Regional Institute of Rural Development AWTC, Buland Shahar
243.	District Institute of Rural Development AWTC, Mathura U.P
244.	Anganwadi Workers Training Centre, Paisar Naka, Paisar Kothi (Miyani ki Kothi), Barabanki, U.P.
245.	Dr. D.K. Schan, Distt. + Vill Vikas Sansthan Tanak Road, Pilibhit, U.P.
246.	Regional Institute of Rural Development, Nehru Nagar, Raibareilly-229001
247.	128/900- Y Block, Kidwai Nagar, Kanpur, AWTC, U.P. Mahila Kalyan Nigam, Lucknow
248.	Anganwadi Training Centre-1st, Daroga Kheda, Kanpur Road, Lucknow

249.	West Bengal	Gandhi Ashram C/O Haldia Samaj Kalyan, Vill - Basudevpur, P.O - Khanjan Chak, Distt. – Purba Midnapore -721602
250.		Prabuddha Bharati Shishu Tirtha, Gianandra Bhawan India, P.O. - Kharagpur, Distt - Paschim Midnapur
251.		Prabudha Bharti Shishu Tirath (Unit –II), Training Centre, Bishnupur, Bankura
252.		Ramkrishna Vivekananda Mission AWTC, Joyramwati, Bankura
253.		AWTC, Unit-I, JP Institute of Social Change Balrampur, Paschim Midnipur
254.		AWTC, CUSCON Jhargram, Paschim Midnipur
255.		AWTC, Sahaj Bharati, Nabagram, Hoogly
256.		AWTC, TM & CW Centre Tarkeshwar, Hoogly
257.		AWTC Unit -V, West Bengal Council for Child Welfare, West Bengal
258.		Gram Sewa Sangha AWTC Unit-I Sachindra Kargupta Path, Vill & P.O-Hathuba , PS-Habra Distt-24 parganas
259.		Jayaprakash Institute of Social Change 14, Riverside Road (Gandhi Museum) Barrakpore, Kolkata-700120
260.		Gramseva Sangha Unit-II, Vill-South Hathuba, (Ghosh para) P.O.-Hathuba, P.S.-Hawra, Distt-24 parganas (N) Pin-793269
261.	Prabudha Bharati Shishu Tiratha, AWTC –II, West Bengal	

262.	AWTC, EICS, Andrew's palli Shantiniketan - 731235 W.B.
263.	AWTC, IMSE, Vill Monachitura P.O- Labpur, Distt - Birbhum, West Bengal
264.	AWTC, Elmhirst Institute of Community Studies (EICS) Andrewspally, Santiniketan Birbhum, West Bengal
265.	Anand Niketan AWTC, P.Q. Bagnan, Distt. Howrah, West Bengal
266.	Association for Social Health in India, 9, Ashok Avenue, Kolkata-700147
267.	Ramkrishna Vivekananda Mission, Anganwadi Prashikshan Kendra, P.O. Jayrambati, Dist. Bankura, Pin -722161
268.	Prabanddha Bharati Shisu Tirtha, AWTC, Gopalganj, Brishnupur, Bankura-722122