Monitoring and Supervision of

Anganwadi Worker Training Centre

Central Monitoring Unit of ICDS

National Institute of Public Cooperation and Child Development
Siri Institutional Area, Hauz Khas, New Delhi

Data Collection period: April 2014-March 2016

Contents

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

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Executive Summary

*A*s 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.

In order to monitor these AWTCs, the consultants of select institutions of Central Monitoring Unit of ICDS and faculty members of NIPCCD have been mandated to visit these AWTCs.

The monitoring data from 167 AWTCs located in 18 States out of 498 AWTCs operational in 29 States/ UTs was collected by CMU consultants. These 167 AWTCs were located in the states of Assam (11) Andhra Pradesh (20), Bihar (25) Chhattisgarh (7),Delhi (1), Gujarat (6), Haryana (6), Himachal Pradesh (1), Jammu & Kashmir (1), Karnataka(9), Kerala (12), Maharashtra (19) , Madhya Pradesh (11), Nagaland(1), Odisha (20), Rajasthan (13), Tripura (2) and Uttarakhand (2).

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 summary of the findings are as under.

Management of AWTCs

Mode of Management of AWTCs

Out of 167 AWTCs taken in the study, 68.7 percent of AWTCs are being managed by NGOs/Private Organizations whereas 14.4 percent are managed by Government. Besides this, a small number of AWTCs are being managed by Trust (11.4%) and Professional Institutional (4.2%) respectively.

All AWTCs taken in the study in the States of Delhi, Uttarakhand, Assam and Tripura are exclusively being run by NGOs/Private Organizations, however, all AWTCs in the States of Jammu and Kashmir, H.P, and Nagaland are being run by concerned State Governments.

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Staffing Pattern

Around twenty four per cent of ICDS Instructors posts are lying vacant in AWTCs taken in the study. The highest percent of vacant positions are reported in Himachal Pradesh (66.7%) followed by Rajasthan (38.5%) with Uttarakhand and Gujarat sharing the equal share of 33.3 percent each. Excess number of ICDS instructors than envisaged in ICDS guidelines are found working in the States of Nagaland (33.3%) only.

Educational Qualifications

Data collected in the study shows (78.4%) percent 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.

Orientation Training Status of Full Time Instructors

About 64.7 percent of Chief Instructors / Principals have received orientation training. In the States of Haryana, Himachal Pradesh, Delhi, J&K and Nagaland all (100%) Chief Instructors have received orientation training.

About 35.3 percent of Chief Instructors / Principals have not received any training. State of Maharashtra contributes maximum (65%) to this brigade of untrained Chief Instructors / Principals.

Appointment Status of Part Time Instructors

It is evident from the data collected from various states that more than half of part time Instructors posts are lying vacant in AWTCs taken in the study. No State was found to fulfil the required number of part time instructor as per norms. The total absences of part time instructors are found in the states of Delhi, Himachal Pradesh, J&K, Nagaland and Tripura followed by state of Andhra Pradesh (90%), Rajasthan (76.9%), Haryana (72.2%), Odisha (68.3%) and Uttarakhand (66.6%).

Appointment Status of supportive staff in the training centre

40.7 percent posts of typist are lying vacant in AWTCs taken in the study. All (100%) AWTCs in the States of Himachal Pradesh and Jammu & Kashmir 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.

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12.6 percent posts of Assistant Accountants are lying vacant in AWTCs taken in the study. All AWTCs (100%) in the States of Delhi, Uttarakhand, Assam, Tripura, Gujarat and Chhattisgarh are required to appoint the number of Assistant Accountant as per norms. All AWTCs (100%) in the States of Himachal Pradesh and J&K are found to be working without any Assistant Accountant.

Appointment Status of Other Support Staff

About (61.1%) of AWTCs taken in the study have the facilities of Lady Warden. Absence of lady warden is reported in all AWTCs located in the States of Delhi, H.P, Jammu and Kashmir, and Nagaland. About three fourth (74.2%) 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, Himachal Pradesh, Jammu and Kashmir, Uttarakhand, Assam, Chhattisgarh and M.P.

About 37 percent of cook posts are lying vacant in AWTCs taken in study. Absence of cook is reported in all AWTCs located in the States of Delhi, Himachal Pradesh and Jammu and Kashmir.

Additional Tasks performed by Instructors

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

Availability of Funds for AWTCs

All AWTCs taken in the study in the States of Nagaland and Tripura are receiving funds on time. In the States of Haryana, Rajasthan, Bihar, Odisha, Assam, Maharashtra and States of Southern and Central Region small number of AWTCs taken in the study have received funds on time.

Submission of Statement of Accounts

Timely submission of SOEs has been reported from majority (85.03%) of AWTCs. All AWTCs located in the States of Jammu & Kashmir, Uttarakhand, Nagaland, Tripura and Maharashtra have reported timely submission of SOEs.

Medical Treatment Facility

In about all most near to hundred percent (97.5%) of AWTCs, trainees are being referred to the Government hospitals in case of medical emergencies. The dependence on private dispensaries is reported only in 1.9 Percent of AWTCs. All (100%) located in the States of Delhi, Haryana ,H.P, , Rajasthan, Uttarakhand, Bihar, Odisha, Assam, Nagaland, Tripura ,M.P. and Chhattisgarh have reported referring the trainees in case of medical emergency to Government Dispensary.

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Infrastructure

Hostel Facilities

The availability of number of rooms/Dormitories in the hostel varies from one to ten. About Seventy percent of AWTCs are having less than eight rooms. Only 16.2% of AWTCs from various states are having 8-10 rooms. In about (16%) of AWTCs classroom are being used as hostel room.

The availability of separate kitchen has been reported in about 8 out of 10 AWTCs (88%). The availability of separate kitchen has been reported in all AWTCs (100%) located in the states of H.P., Uttarakhand, Nagaland, Gujarat, Karnataka and Chhattisgarh. Sizeable numbers of AWTCs (more than 90%) from the states of Rajasthan (92.3%), Assam (90.9%), Kerala (91.7%) and Madhya Pradesh (90.9%) have availability of separate kitchen. None of the AWTCs located in the States of Delhi and Jammu Kashmir have availability of separate kitchen.

The availability of separate dining hall has been reported in only 34.7 percent of AWTCs. None of the AWTCs located in the States of Delhi, H.P. J&K, Uttarakhand, Nagaland and Tripura have the availability of dining hall.

Recreation Facilities in the hostel

The availability of indoor recreational facilities are reported in more than half (53.1%) of the AWTCs taken in the study. The availability of outdoor recreational facilities are reported only in 8.8 percent of AWTCs taken in the study. The availability of both outdoor and indoor recreational facilities are reported in 26.5 percent of AWTCs taken in the study.

Water/Electricity Facilities in the hostel

Water and electricity facilities are available in majority (88%) of AWTCs taken in the study. All AWTCs (100%) located in the States of Haryana, H.P., Nagaland, Tripura, Gujarat, Chhattisgarh and Madhya Pradesh have proper water and electricity facilities.

Bath Rooms/Toilet Facilities in the hostel

Availability of adequate number of bathrooms and toilets facilities have been reported in about 7 out of 10 AWTCs (77.8%) of AWTCs taken in the study. All AWTCs (100%) located in the States of Haryana and Himachal Pradesh have availability of adequate number of bath rooms and toilets.

Availability of Hostel Security Guard

A little over ninety percent (92.2%) of AWTCs taken in the study have deployed security guards. All AWTCs (100%) located in the States of Chhattisgarh, Haryana, H.P., Rajasthan, Uttarakhand and Nagaland have engaged the security guards for safety of trainees.

Availability of Telephone in the hostel

Telephones are available in nearly half (50%) of AWTCs taken in the study. All AWTCs (100%) from Himachal Pradesh and Nagaland have the availability of telephones in the hostel. Non availability of telephone in the hostel of any of the AWTCs is reported from Delhi and Jammu & Kashmir.

Source of Drinking Water in the hostel

Tap water is the main source of drinking water in 41percent of AWTCs followed by well 24.6 percent, tube well 21 percent and water cooler 20.4 percent. 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 Goa.

Availability of Class Rooms for Training

Sizeable numbers of AWTCs (82.6%) have the adequate number of classrooms. Only 40 five percent of AWTCs have the availability of practical rooms.

Availability of Light in the Rooms

86.6 per cent of AWTCs taken in the study are having proper lighting arrangements in the classrooms.

Availability of Fans and Air Coolers

Sizeable numbers of AWTCs (91.6%) ceiling fans in the classrooms. Only 28.1percent of AWTCs taken in the study have the access of table fans and air coolers/ACs are reported in only 34 percent of AWTCs.

Availability of Training Equipment and Furniture

Availability and Use of White Board and Display Boards

The availability of white board is observed in 83.2 per cent of AWTCs. The presence of display board is found in 53.3 percent of AWTCs.

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

The availability of OHP is reported in 38 percent of AWTCs taken in the study. The AWTCs where OHP is being used exclusively are mainly located in the States of Delhi, J&K, Odisha, Assam, Nagaland and Karnataka.

The availability of TV is reported in 77.2 percent of AWTCs taken in the study. All AWTCs (100%) located in the States of Delhi, Haryana, J&K, Uttarakhand, Nagaland, Tripura, Gujarat and Chhattisgarh have TV in the classrooms.

The availability of Computer with LCD Projector is reported in only 45.5 percent of AWTCs taken in the study. All AWTCs (100%) located in the State of J&K, Nagaland and Gujarat has Computer with LCD Projector in the classrooms.

Availability of Weighing Scales and Flip Charts

Flip charts are available in more than half (52.1%) of AWTCs taken in the study. The presence of flip charts has not been reported in any of the AWTCs located in the States of Himachal Pradesh, J&K and Nagaland.

Weighing scale is available in about (81.4%) of AWTCs. However, their usability is not found in one fourth of AWTCs.

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

The availability of computer with printer is reported in only 61.1 percent of AWTCs taken in the study. The working of the same is observed in every four out of five (86.3%) of AWTCs.

The availability of fax machine is reported in only 16.8 percent of AWTCs taken in the study. The usability of the same is observed in 92.9 percent of AWTCs.

The Availability of Xerox machine is reported in 32.3 percent of AWTCs taken in the study. The usability of the same is observed in 81.8 percent of AWTCs.

Availability of Library

Separate library is available in about 3 out of 5 (68.9%) of AWTCs taken in the study. Although there is no guidelines about the prescribed number of reading/reference material in the library, however very few AWTCs are having all the reading/reference material essential for them.

Availability of Classroom Furniture

The situation regarding availability of proper class room furniture is not satisfactory. Only chairs with table show some sustainable data (66.5%), however the availability of dari Carpet/Mats is 49.7 percent and Dari with low desk is 16.2 percent of AWTCs.

Planning & Organization of Training at AWTC

Advance Planning of Course by Trainers

Around three fourth of AWTCs (76.6%) are making the preliminary arrangements of the course well in advance.

Use of Different Training Methods

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 12 percent 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 play, however, very less number of training sessions were utilizing these training methods .

Organization of 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 66.7 Percent of AWTCs taken in the study.

Organization of Outdoor Exercises Sessions

The organization of such sessions has been observed in only 33.3 per cent of AWTCs taken in the study.

Use of Feedback mechanism by Instructors

Practice of taking feedback from trainees at the end of every component of ICDS training is observed in only 55.1 percent of AWTCs taken in the study.

Placement of Trainees in AWC for Supervised Practice Activity

For the purpose of supervise practice as envisaged under ICDS, one trainee is placed in one AWC in only 12.5 percent of AWTCs taken into study and two trainees have been placed in one AWC in 5.9 percent of AWTCs. In about 82.3 percent of AWTCs, more than two trainees are being placed in one AWC.

Use of Training Folder in Supervised Practice

In 52.1 percent of AWTCs, the trainees are carrying the learning material for supervised practice which was prepared by them in the class room.

Support Extended to Trainees by ICDS Staff during Supervised Practice

It is observed that in around 6 out of 10 AWTCS (68.3%), ICDS staff is providing support for Supervised Practice.

Timely Preparation of Course Report

Sizeable numbers of AWTCs (70.1%) are preparing the course report in time.

Submission of Course Report

About 34.13 percent of AWTCs are submitting the report to NIPCCD. Nearly (31.7%) of AWTCs located across the country are submitting the report to State Government. Only 15.6 percent of the AWTCs are submitting the course report to others. Only 2.4 percent of the AWTCs are submitting the course report to the Parent body.

AWTCs Monitoring and Training Evaluation

Visit to ICDS Project by AWTC Instructors

The visits of ICDS projects by AWTC Instructors are being undertaken in 70 percent of AWTCs taken in the study.

Monitoring of AWTCs

67.7 percent of Anganwadi Training Centers are being monitored. It is evident from the data that all (100%) AWTCs located in the States of Delhi, Haryana and Madhya Pradesh has been monitored regularly. Majority of AWTCs (more than 80%) have also been monitored in the State of Gujarat and Chhattisgarh.

Monitoring of AWTCs by various Agencies

The study shows that 68.9 percent of AWTCs are monitored by the State Government Officials. All AWTCS (100%) located in the States of Nagaland and Tripura are being monitored by officials of the concerned State Government. It has also been noticed that significant number of AWTCs (more than 80%) are being monitored by the officials of State Governments in the State of M.P. (81.8%), Chhattisgarh (85.7%), Gujarat (83.3%) and Assam (90.9%).

6 out of 10 (64.6%) of AWTCs are being monitored by NIPCCD. All (100%) AWTCs located in Haryana, Uttarakhand, and Tripura are monitored by NIPCCD faculty members.

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Significant number (more than 75%) of AWTCs have also been monitored by NIPCCD faculty in the State of Odisha (95%) Chhattisgarh (85.7%), M.P (81.8%) and Rajasthan (76.9%).

It is also inferred from study that only (39.5%) of AWTCs have been monitored by the officials of the parent body. In the state of Nagaland (100%) of AWTCs are monitored by Parent Body. More than (70%) of AWTCs which are monitored by parent body are in Chhattisgarh (71.4%) and Gujarat (83.3%).

Monitoring by other officials (apart from NIPCCD, State Governments and Parent Body) is being carried out in only small number (19.2%) of AWTCs located across the country. All AWTCs in the state of Uttarakhand have been monitored by other agencies.

Use of ICDS Training Syllabus by AWTCs Trainers

Majority of instructors of AWTCs (67.3%) have reported that syllabus of ICDS training is well designed.

Competencies of Instructors for Preparation and Adopting Various Training Methods

68.9 percent of instructors working in AWTCs have been found competent enough for adopting different training methods as prescribed in syllabus of JTC and refresher courses of AWWs.

Introduction of New Topics in the Training Programme Schedule

91 instructors (98.9%) out of 92 responses received from various AWTCs have expressed the need for addition of new topics in the current syllabus of JTC and refresher training of AWWs.

Evaluation of Trainees

I. Knowledge Assessment

About two third (66.5%) of AWTCs conducts oral test for evaluating trainees performance in the JTC. Though all AWTCs (100%) located in Delhi, HP, J&K, and Uttarakhand conduct oral tests, however, none of the AWTCs in the state of Nagaland and Tripura follows oral method of evaluation.

74.8 percent of AWTCs conducts written test for evaluating trainee's performance in the JTC. Though in the States of Delhi, HP, J&K, Uttarakhand, Nagaland, Tripura and Karnataka all AWTCs (100%) conducts written test, however, none of the AWTCs in the state of Maharashtra conducts written test as method of evaluation.

II.   Skill Assessment

80.2 percent of AWTCs are assessing the trainee's performance in the area of Supervised Practice. All AWTCs (100%) in the State of Delhi, J&K, Nagaland and Tripura are assessing the Supervised Practice performance of trainees.

83.8 percent of AWTCs are assessing the trainee's performance in the area of preparation of material. All AWTCs (100%) in the State of Delhi, Haryana, Himachal Pradesh, J&K, Karnataka, Gujarat, Nagaland and Tripura are evaluating the Supervised Practice performance of trainees

Around half (49.1%) of AWTCs are appraising the trainee's performance in the area of punctuality and discipline.

Detailed Report

Chapter- 1

Strengthening Monitoring of Anganwadi Workers Training Centres through Central Monitoring Unit

ICDS scheme is the India's flagship programme for the integrated development of children from prenatal to six years of age. 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. It represents one of the world's largest and most unique programmes for early childhood development, adopting a multi-sectoral approach to child development, incorporating health, early education and nutrition interventions through delivery of integrated package of minimum basic services. 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 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.

Restructured ICDS

Implemented through a network of over 13.46 lakh village level Anganwadi centers (AWCs) set up at the community level across 7072 projects in 36 States/UTs, the program reportedly covers 1022.33 lakh beneficiaries under supplementary nutrition (Children 6 months to 6 years of age and Pregnant & Lactating Mothers) and 365.44 lakh 3-6 years of age children under pre-school component. (as on 31stMarch 2015)

Fig 1.1: No. of ICDS Projects

Fig 1.2: No. of ICDS OPERATIONAL AWCs

Central Monitoring Unit of ICDS. NIPCCD Delhi
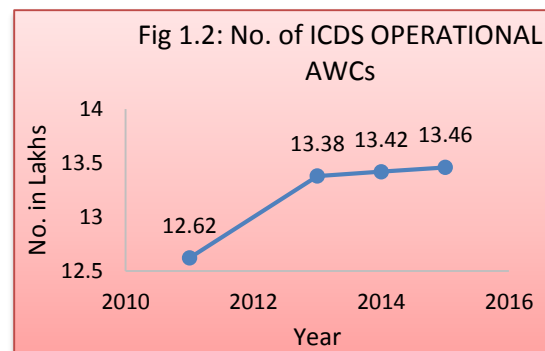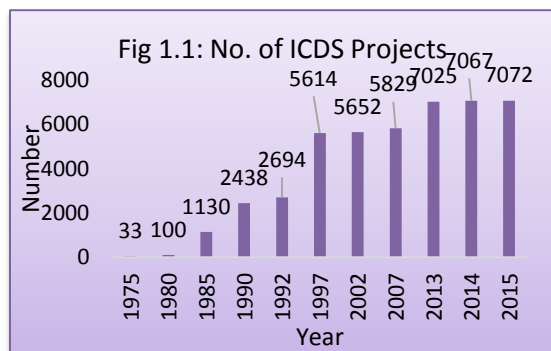
The States/ UTs have been requested to ensure the registration of all eligible beneficiaries in accordance with the applicable guidelines and norms. It has been reiterated time and again that these norms are only indicative in nature and thus should not be construed to imply either an upper or a lower limit for registration. All eligible beneficiaries who come to anganwadi Centre have to be registered and provided services under the Scheme

Fig 1.3: No. of Supplementary Nutrition Beneficiaries

Fig 1.4: No. of PSE Beneficiaries
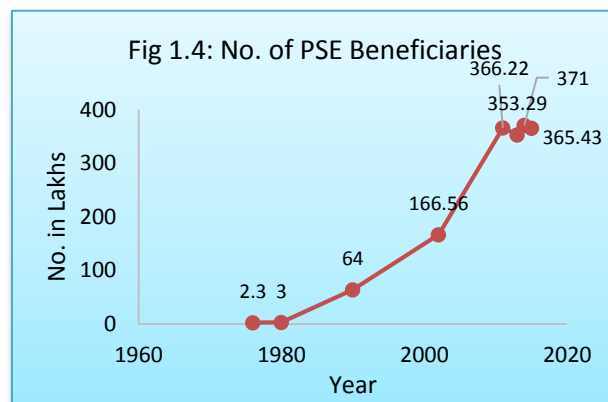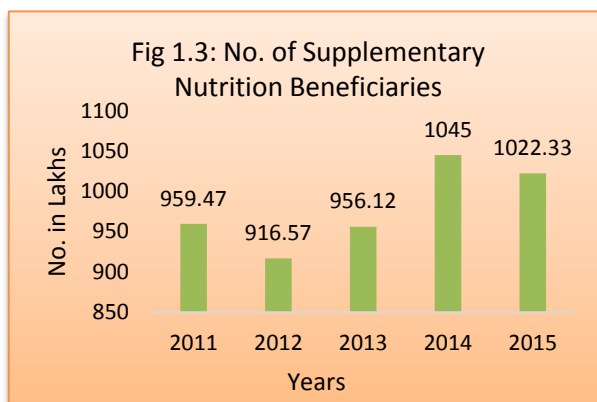
Government of India in its Cabinet Committee meeting held on 20th June, 2013 has identified seventeen flagship programmes in which ICDS is one of them[1]. Giving further impetus, the ICDS programme has been reformed and restructured after embedding a genuinely integrated life cycle approach to early childhood care and development— transforming AWCs into vibrant, child friendly ECD centres, to be ultimately owned by the community (Planning Commission ; 2013[2]).

Table 1.1: Core Components of Restructured ICDS

S.No.	Components	Services	Core Interventions	Target Group	Service Provider
1	Early Childhood Care Education & Development (ECCED)	Early Childhood Care and Education (ECCE) / Pre-school Non-formal Education	Home based guidance for parents Early stimulation Early screening and referral Optimal IYCF Practices Monthly Monitoring & Promotion of Child Growth & Developmental Milestones. Fixed Monthly Village ECCE Days	0-3 years Parents/ caregivers	AWW/ Second AWW cum Child Care & Nutrition Counsellor
			• Non formal preschool education: a. activity based b. semi-structured play and learning method • Quarterly Monitoring & Promotion of Child Growth & Developmental Milestones. Fixed Monthly Village ECCE Days	3-6 years Parents/ caregivers	AWW
		Supplementary	Morning snack, Hot Cooked Meal and THR	0-3 years	AWW/

[1] Restructuring of Centrally Sponsored Scheme. Press Information Bureau, GOI.
[2] 12th Five Year Plan Document, Social Sector, Volume-3. Available on Planning Commission Web Site and accessed on 20th June 2013.

		Nutrition	as per norms	3-6 years P&L Mothe	Second AWW/ AWH/SHGs/others
2	Care & Nutrition Counselling	Infant & Young Child Feeding (IYCF) Promotion & Counselling	One to one counselling for optimal breastfeeding practices linked to growth monitoring One to one counselling on Complementary feeding Counselling to ensure food intake Home visit and follow up	P&L mothers, Mothers of children under 3 years	AWW/ Second AWW cum nutrition counsellor/ supervisors ASHA/ ANM
		Maternal Care and Counselling	Early registration of pregnancy, 3 or more ANC, Institutional delivery and PNC Counseling on diet, rest and IFA compliance during Home visit Monitoring weight gain Examination for pallor and edema and any danger signs Home based counseling for essential newborn care Counseling and lactational support Counseling on spacing	P&L women	ASHA / ANM / MO/Second AWW cum nutrition counsellor
		Care, Nutrition, Health & Hygiene Education	Monthly health and nutrition education sessions Education on Improved caring practices-- feeding, health, hygiene and psychosocial care. Knowledge sharing for care during Pregnancy, lactation and adolescence Promotion of local foods and family feeding. Appropriate food demonstration Celebration of nutrition week, Breastfeeding week , ICDS day etc.	P&L Mother and other caregivers , community and families	AWW / Second AWW cum nutrition counsellor / supervisors
		Community based Prevention & Management of underweight children	100% weighing of all eligible children and Identification of underweight children Referral to NRCs/MTCs for children requiring medical attention 12 day Nutritional counseling and care sessions for moderately and severely underweight children (SNEHA SHIVIRs) 18 day home care and follow up during home visit Monitoring of weight gain after 12 days and 18 days	Moderately and Severely under-weight children & their mothers/ caregiver	AWWs/ AWH/ supervisors/ Mothers' Group/PRIs. / SHGs /MO ASHA and ANM as facilitator
3	Health Services	Immunization and micronutrient supplementation	Regular Fixed Monthly VHNDs Primary Immunization Boosters TT for Pregnant women Vitamin A supplementation (9 months-5 years IFA supplementation (infants after 6 months of age) Deworming as per guidelines Counselling	0-3 years 3-6 years P&L Mothers	ANM / MO / ASHA/ AWWs as facilitator
		Health Check Up	ANC / PNC / JSY Support for IMNCI / JSSK	0-3 years	ANM / MO / ASHA

3

				3-6 years	/AWWs as facilitator
		Identification of severely underweight children requiring medical attention Support to Community based management of underweight children		P&L Mothers	
		Referral Services	Referral of severely underweight to health facilities/ NRCs Referral for complications during pregnancy Referral of sick newborns Referral of sick children	0-3 years 3-6 years P&L Mothers	ANM / MO / ASHA/ AWWs
4	Community Mobilization, Awareness, Advocacy & IEC	IEC Campaigns and Drives etc.	Information dissemination & awareness generation on entitlements , programmes behaviour and practices Sharing of nutritional status of children at gram sabha meetings Linkage with VHSNC Voluntary Action Groups Village contact drives	Families & Community	AWW /Second AWW/ supervisors / FNB / Dist. & Block Resource Centres / ICDS Management

Training Provisions in the Restructured ICDS

In the Restructured ICDS major emphasis is on Strengthening Training at State Level, Strengthening of NIPCCD Headquarters Delhi, Strengthening of MLTCs and AWTCs, Revision & Development of Course Curricula/module/training & learning materials and Up gradation of Training Facilities, Regular Training Programmes, Training Need Assessment (TNA), Revision of Financial Norms. Conducting regular Training Programme for all ICDS functionaries- AWWs, AWHs, Supervisors, CDPOs/ACDPOs and trainers of AWTCs and MLTCs in order to equip them with knowledge, skills and capabilities to implement the ICDS scheme is also made mandatory.

Training Infrastructure

A three-tire training structure is in place for the training of various field functionaries in ICDS through:

- Anganwadi Workers Training Centres (AWTCs) for the training of Anganwadi Workers and Helpers (located at the district/block level);
- Middle Level Training Centres (MLTCs) for the training of Supervisors and Instructors of AWTCs (located mostly at the district level);
- National Institute of Public Cooperation and Child Development (NIPCCD) and its four Regional Centres (in Guwahati, Lucknow, Bangalore and Indore) for training of CDPOs/ACDPOs and Instructors of MLTCs.

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 (CMU) of ICDS was created in NIPCCD in the year 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; organisation 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

Functions of CMU:
- Verifying the Reliability of Data
- Organisation of Theme-based Workshops
- Organisation of Cross State Sharing Workshops
- Organisation of Review Meetings
- Organisation of Review Visits of Senior Official of MWCD and NIPCCD
- Launching of Supervision Mission
- Consolidation of Data
- Preparation of Periodic Monitoring Reports
- Coordination/ Outsourcing Action-Oriented Researches
- Capacity Building of State Officials on Monitoring and Evaluation
- Concurrent Monitoring of ICDS

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

The number of select institutions 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.

State wise list of approved and existing institutions is given at **Table 1.2**.

Table-1.2: Approved Number of Select Institutions

S.No.	Name of State/UT	Number of Institutions working as Select Institutions
1.	Andhra Pradesh	2
2.	Assam	2
3.	Bihar	3
4.	Chhattisgarh	2
5.	Goa	1
6.	Gujarat	2
7.	Haryana	1
8.	Himachal Pradesh	1
9.	Jammu & Kashmir	2
10.	Jharkhand	2
11.	Karnataka	3
12.	Kerala	2
13.	Madhya Pradesh	3
14.	Maharashtra	3
15.	Mizoram	1
16.	Odisha	3
17.	Punjab	2
18.	Rajasthan	1
19.	Sikkim	1
20.	Tamil Nadu	2
21.	Uttar Pradesh	4
22.	Uttarakhand	2
23.	West Bengal	2
24.	Anda man & Nicobar	1
25.	Chandigarh	1
26.	Delhi	2
27.	Puducherry	1
	Total	**52**

Each select Institution has signed a Memorandum of Understanding (MOU) which has been supplied to them by CMU, NIPCCD.

7

Sanctioned Strength of Selected Institutions of CMU

JAMMU & KASHMIR (2)

HIMACHAL PRADESH (1)

PUNJAB (1)

CHANDIGARH (1)

UTTARAKHAND (1)

HARYANA (1)

DELHI (2)

RAJASTHAN (1)

UTTAR PRADESH (4)

ARUNACHAL PRADESH

SIKKIM (1)

ASSAM (2)

NAGALAND

MEGHALAYA

BIHAR (3)

MANIPUR (1)

TRIPURA

JHARKHAND (2)

WEST BENGAL (2)

MIZORAM (1)

GUJARAT (2)

MADHYA PRADESH (3)

DAMAN & DIU

CHHATTISGARH (2)

ODISHA (3)

DADRA & NAGAR HAWELI

MAHARASHTRA (3)

ANDHRA PRADESH (2)

GOA (1)

KARNATAKA (3)

LAKSHADEEP

ANDAMAN AND NICOBAR ISLANDS (1)

PUDUCHERRY (1)

TAMIL NADU (2)

KERALA (1)

Note: Map not to scale

Map-1.1

Central Monitoring Unit of ICDS, NIPCCD Delhi

Composition and Tasks of Select Institutions

The select Institutions of CMU are required to collate and analyses 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 of selected ICDS Projects in the area assigned to it; and to furnish the data/reports to the NIPCCD.

Each select 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 have worked either in NRHM 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 each Consultants will visit one ICDS Project and five Anganwadi Centres in every quarter on rotational basis, 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.

DATA FLOW DIAGRAM

- Central Supervision Mission & Annual State Review Meetings
- MWCD
- State Government/ UT Administration
- State-Specific Reports
- CMU, NIPCCD
- State-Specific Reports
- Lead Institutions
- Department of Community Medicine, Medical Colleges
- Colleges of Home Science
- Schools of Social Work
- Select Institutions
- Quantitative & Qualitative Data Collection
- MLTCs
- ICDS Projects & AWCs
- AWTCs

MWCD: Ministry of Women and Child Development
MLTCs: Middle Level Training Centres
AWTCs: Anganwadi Training Centres
AWCs: Anganwadi Centers
CMU: Central Monitoring Unit
NIPCCD: National Institute of Public Cooperation and Child Development

9

Major Contribution of CMU

- ✓ The select institutions of Central Monitoring Unit of ICDS (CMU-ICDS) are now functional in 23 States and 4 UTs of the country. All of these select 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 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.

✓ 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.

Coverage of Monitoring of ICDS Training Centres by CMU

The first monitoring report of CMU 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 next report covered 268 AWTCs across 26 States and UTs.

The present CMU report of ICDS implementation covers 167 AWTCs located across as many as 18 States and UTs .The expanding coverage of CMU data is presented in **Table 1.3.**

Table -1.3: 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

Central Monitoring Unit of ICDS, NIPCCD Delhi

	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
	167	18	Andhra Pradesh, Assam, Bihar, Chhattisgarh, Delhi, Gujarat, Haryana, Himachal Pradesh, Jammu & Kashmir, Jharkhand, Karnataka, Kerala, Maharashtra, Madhya Pradesh, Odisha, Rajasthan, Tripura, Uttarakhand

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

Central Monitoring Unit of ICDS, NIPCCD Delhi

The Present Report

The present report is based on the data received from 167 AWTCs (April 2014 to March 2016) as per details given in **Table 1.4. (Annexure I)**

Table 1.4: Number of AWTCs

State	Total No. of AWTCs
Northern Region	
Delhi	1
Haryana	6
H.P.	14
J & K	1
Rajasthan	13
Uttarakhand	2
Eastern Region	
Bihar	25
Odisha	20
North East Region	
Assam	11
Nagaland	1
Tripura	2
Western Region	
Gujarat	6
Maharashtra	19
Southern Region	
Andhra Pradesh	20
Karnataka	9
Kerala	12
Central Region	
Chhattisgarh	7
MP	11
Total	**167**

Method & Tools used for collection of Data

The consultants working in select Institutions were given monitoring proformas 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 Proforma, the data were collected based on the broad indicators as listed below in **Table 1.5.**

Table 1.5: List of Monitoring Indicators

Core Component	Indicator
• Management of AWTCs	• Mode of Management of AWTCs • Staffing Pattern(Appointment and Vacant Position) • Educational Qualifications • Orientation Training Status of Full Time Instructors • Appointment Status of Part Time Instructors • Appointment Status of supportive staff in the training centre • Support Staff of AWTCs Hostel • Additional Tasks performed by ICDS Instructors • Availability of Funds for AWTCs • Submission of Statement of Accounts • Medical Treatment Facility
• Infrastructure Status of Training Centre	• Hostel Facilities • Availability of Separate Kitchen and Dining Hall • Availability of Recreation Facilities • Basic Facilities in the Hostel • Source of Drinking Water in the Hostel • Availability of Class Room • Availability of Lighting facilities • Availability of Fans and Air Coolers
• Availability of Training Equipment and Furniture	• 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 • Availability of Classroom Furniture
• Planning & Organization of Training at AWTC	• Planning of Course • Use of Different Training Methods • Organization of Practical Exercises/Sessions • Use of Feedback mechanism by Instructors • Supervised Practice Activity in Anganwadi • Use of Training Material in Supervised practice • Type of Support Received from ICDS Staff in Supervised Practice • Preparation of Course Reports • Submission of Course Report
• AWTCs Monitoring and Training Evaluation	• Visit to ICDS Projects by ICDS Instructors • Monitoring of AWTCs • Instructor's Understanding of Curriculum • Competencies of Instructors in Preparation and Adopting Various Training Methods • Introduction of New Topics in the Training Programme Schedule • 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.

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 finalized in consultation with policy makers, practitioners, officials and trainers of ICDS and ICDS consultants working in selected and lead Institutions located across the country.

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┌─────────────────────────────────────────┐
│              Data Quality                │
│ Measures taken                           │
│  ➢ 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     │
└─────────────────────────────────────────┘
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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 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 utilize 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.

Chapter – 2
Management of AWTCs

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

Mode of Management of 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 managed 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: Mode of Management of AWTCs

No. of AWTCs: 167

State	Total No. of AWTCs	NGO/Private Organization		Trust		Govt. Institution		Professional Institution	
		N	%	N	%	N	%	N	%
Northern Region									
Delhi	1	1	100	0	0	0	0	0	0
Haryana	6	2	33.3	2	33.3	2	33.3	0	0
H.P.	1	0	0	0	0	1	100	0	0
J & K	1	0	0	0	0	1	100	0	0
Rajasthan	13	11	84.6	1	7.6	0	0	1	7.6
Uttarakhand	2	2	100	0	0	0	0	0	0
Eastern Region									
Bihar	25	21	84	1	4	0	0	2	8
Orissa	20	12	60	2	10	6	30	0	0
North-Eastern Region									
Assam	11	11	100	0	0	0	0	0	0
Nagaland	1	0	0	0	0	1	100	0	0
Tripura	2	2	100	0	0	0	0	0	0
Western Region									
Gujarat	6	2	33.3	4	66.6	0	0	0	0
Maharashtra	19	12	63.1	3	15.7	1	5.2	3	15.7
Southern Region									
Andhra Pradesh	20	11	55	0	0	9	45	0	0
Karnataka	9	5	55.5	4	44.4	0	0	0	0
Kerala	12	8	66.6	2	16.6	0	0	1	8.3

Central Region								
Chhattisgarh	7	6	85.7	0	0	1	14.2	0	0
MP	11	9	81.8	0	0	2	18.1	0	0
Total	**167**	**115**	**68.8**	**19**	**11.3**	**24**	**14.3**	**7**	**4.1**

Note: Total may not come to 100 percent because of No response

It is evident from **Table 2.1** that all AWTCs located in the states of H.P., J&K and Nagaland are exclusively run by Govt. institution whereas in the State of Rajasthan, Bihar, Maharashtra, Chhattisgarh and MP most of the AWTCs are being run by NGOs/Private organization. The role of Trust is found prominent in the State of Gujarat, Karnataka and Haryana where AWTCs are being run by them. The role of Professional institution is negligent in comparison to other organization. Only very few AWTCs in the states of Rajasthan, Bihar, Maharashtra and Karnataka are being run by them.

Fig.2.1 Mode of Management of AWTCs

- NGO/Private Organization %
- Trust %
- Govt. Institution %
- Professional Institution %
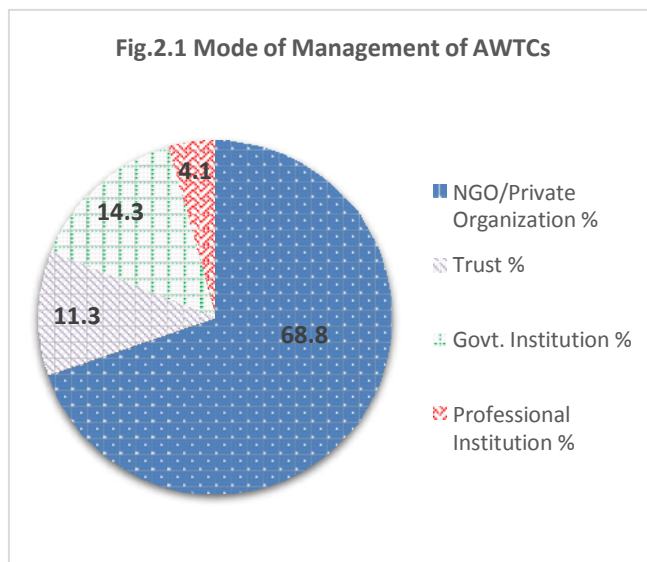
Staffing Pattern

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

No. of AWTCs: 167

State	Total No. of AWTCs	No. of Instructors as per Norms	No. of Instructors In Position	Shortfall/ Excess	Percentage	
					Shortfall	**Excess**
Northern Region (6)						
Delhi	1	3	3	0	-	-
Haryana	6	18	15	-3	0	-
H.P.	1	3	1	-2	66.6	-
J & K	1	3	3	0	0	-
Rajasthan	13	39	24	-15	38.4	-
Uttarakhand	2	6	4	-2	33.3	-

Eastern Region (2)						
Bihar	25	75	54	-21	28	-
Orissa	20	60	50	-10	16.6	-
North-Eastern Region (3)						
Assam	11	33	25	-8	24.2	-
Nagaland	1	3	4	1	33.3	33.3
Tripura	2	6	6	0	0	-
Western Region (2)						
Gujarat	6	18	12	-6	33.3	-
Maharashtra	19	57	48	-9	15.7	-
Southern Region (3)						
Andhra Pradesh	20	60	36	-24	40	-
Karnataka	9	27	25	-2	7.4	-
Kerala	12	36	30	-6	16.6	-
Central Region (2)						
Chhattisgarh	7	21	20	-1	4.7	-
MP	11	33	25	-8	24.2	-
Total	**167**	**501**	**385**	**116**	**23.1**	**0.1**

Table 2.2 reveals that about twenty four per cent of ICDS Instructors posts are lying vacant in AWTCs taken in the study. The highest percentage of vacant positions are reported in the State of Himachal Pradesh (66.6%) followed by the State of Rajasthan (38.4%) with Gujarat and Uttarakhand (33.3% each) and the state of Assam & MP (24.2% each).Excess number of ICDS instructors than envisaged in ICDS guidelines are found working only in the state of Nagaland (33.3%).

Fig 2.2 Appointment of Full Time Instructors
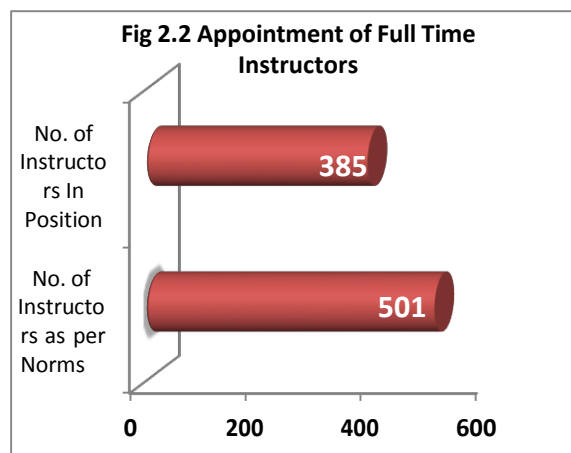
Educational Qualifications

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 Master's 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

No. of AWTCs: 167

State	Total No. of AWTCs	No. of Full Time Instructors	Graduate		Post Graduate		M.Phil/ Ph.D	
			N	%	N	%	N	%
Northern Region								
Delhi	1	3	0	0	3	100	0	0
Haryana	6	15	3	20	9	60	1	6.6
H.P.	1	1	0	0	1	100	0	0
J & K	1	3	-	0	-	0	0	0
Rajasthan	13	24	4	16.6	20	83.3	0	0
Uttarakhand	2	4	1	25	3	75	0	0
Eastern Region								
Bihar	25	54	4	7.4	48	88.8	0	0
Orissa	20	50	14	28	34	68	2	4
North-Eastern Region								
Assam	11	25	6	24	19	76	0	0
Nagaland	1	4	1	25	3	75	0	0
Tripura	2	6	4	66.6	2	33.3	0	0
Western Region								
Gujarat	6	12	2	16.6	10	83.3	0	0
Maharashtra	19	48	19	39.5	27	56.2	0	0
Southern Region								
Andhra Pradesh	20	36	2	5.5	34	94.4	0	0
Karnataka	9	25	2	8	22	88	1	4
Kerala	12	30	3	10	27	90	0	0
Central Region								
Chhattisgarh	7	20	2	10	18	90	0	0
MP	11	25	2	8	22	88	1	4
Total	**167**	**385**	**69**	17.9	**302**	78.4	**5**	1.3

Note: Total may not come to 100 percent because of no response

It is evident from Table 2.3 that about 78.4 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

Fig 2.3: Education Qualification Of Full Time Instructors
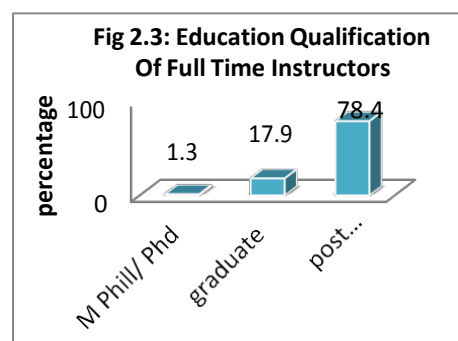
best a Bachelor's degree wherein the concerned subject is offered as one of the compulsory paper. MWCD has also stated vide its letter no 11-13/2006-TR dated 4th June, 2009 that revised qualifications making Master's Degree in the concerned subject compulsory has been enforced only from 1st April, 2009 and the old staff will not be affected by these guidelines. However, they should be encouraged to obtain requisite qualifications preferably within five years.

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.

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 2.4**

Table 2.4: Status of Orientation Training of Instructors/ Principals

No. of AWTCs: 167

State	Total No. of AWTCs	Total No. of Full-Time Instructor	Orientation /Job Training Received		Orientation /Job Training Not Received	
			N	%	N	%
Northern Region						
Delhi	1	3	3	100	0	0
Haryana	6	15	15	100	0	0
H.P.	1	1	1	100	0	0
J & K	1	3	3	100	0	0
Rajasthan	13	24	16	66.6	8	33.3
Uttarakhand	2	4	3	75	1	25
Eastern Region						
Bihar	25	54	32	59.2	22	40.7
Odisha	20	50	24	48	26	52
North-Eastern Region						
Assam	11	25	17	68	8	32

Nagaland	1	4	4	100	0	0
Tripura	2	6	3	50	3	50
Western Region						
Gujarat	6	12	6	50	6	50
Maharashtra	19	48	17	35.4	31	64.5
Southern Region						
Andhra Pradesh	20	36	30	83.3	6	16.6
Karnataka	9	25	20	80	5	20
Kerala	12	30	22	73.3	8	26.6
Central Region						
Chhattisgarh	7	20	11	55	9	45
MP	11	25	22	88	3	12
Total	**167**	**385**	**249**	**64.6**	**136**	**35.3**

As per data depicted in **Table 2.4** about 64.6 percent of Chief Instructors / Principals have received orientation training. In the States of Delhi, Haryana, H.P., J&K and Nagaland all (100%) chief instructors have received orientation training. In the state of Maharashtra about (64.5%), Bihar about (40.7%) and Rajasthan about (33.3%) of Chief Instructors did not received orientation training.

Fig.2.4 Percentage of Chief Instructors/Principals received/not recieved Orientation /Job Training
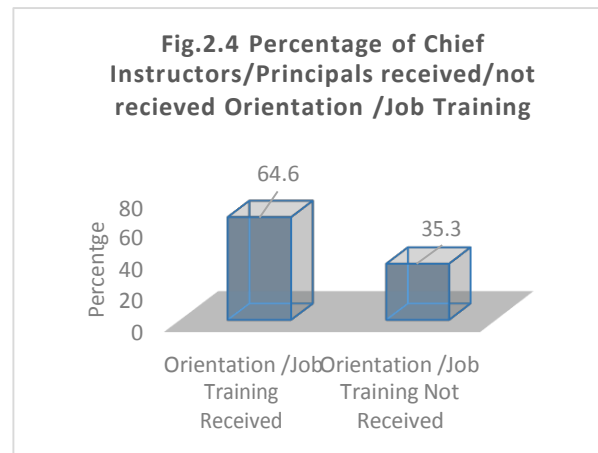
Appointment Status of Part Time Instructors

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. Part time instructors are integrated part of AWTCs .Data in this regard are presented in **Table 2.5**

Table 2.5: Appointment of Part Time Instructors

No. of AWTCs: 167

State	Total No. of AWTCs	No. of Part Time Instructors as per Norms	No. of Part time Instructors in Position	Shortfall	
				N	%
Northern Region					
Delhi	1	3	0	3	100
Haryana	6	18	5	13	72.2

Himachal Pradesh	1	3	0	3	100
Jammu & Kashmir	1	3	0	3	100
Rajasthan	13	39	9	30	76.9
Uttarakhand	2	6	2	4	66.6
Eastern Region					
Bihar	25	75	34	41	54.6
Odisha	20	60	19	41	68.3
North-Eastern Region					
Assam	11	33	16	17	51.5
Nagaland	1	3	0	3	100
Tripura	2	6	0	6	100
Western Region					
Gujarat	6	18	9	9	50
Maharashtra	19	57	47	10	17.5
Southern Region					
Andhra Pradesh	20	60	6	54	90
Karnataka	9	27	20	7	25.9
Kerala	12	36	27	9	25
Central Region					
Chhattisgarh	7	21	18	3	14.3
Madhya Pradesh	11	33	22	11	30.3
Total	**167**	**501**	**234**	**267**	**53.1**

Table 2.5 shows that about half of part time Instructors posts are lying vacant in AWTCs taken in the study. Only (53.1%) posts are filled. In central region nearly seventy percent of posts are filled. No State was found to fulfil the required no. of part time instructor as per norms. The total absences of part time instructors are found in the states of Delhi, Himachal Pradesh, Nagaland, Tripura and J&K. The highest percentage of vacant positions are in the state of Rajasthan (76.9%) followed by Haryana (72.2%), Odisha (68.3%), Uttarakhand (66.6%), Bihar (54.7%), Assam (51.5%) and Karnataka (25.9%). Beside these States all other states are also contributing to the vacant positions of part time instructors.

FIG.2.5 APPOINTMENT OF PART TIME INSTRUCTORS

22
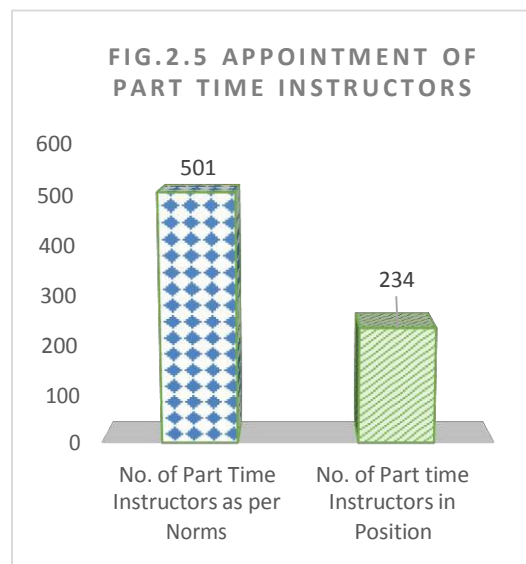
Appointment Status of supportive staff in the training centre

As per office order no 11-13/2006-TR dated 4th June, 2009, each AWTC should have one Typist, one Assistant Accountant and one peon/night guard in position. Data showing filled up status of mentioned above are presented in **Table 2.6**

Table 2.6: Appointment Status of Supportive Staff in the Training Centre

No. of AWTCs: 167

State	Total No. of AWTCs	No. of Typists/ Assistant Accountant & Peon (each)as per Norms	Typists in Position	Shortfall/ Excess		Asstt Accountant in Position	Shortfall/ Excess		Peon/ Night guard in Position	Shortfall/ Excess	
				N	%		N	%		N	%
Northern Region											
Delhi	1	1	1	0	0	1	0	0	1	0	0
Haryana	6	6	4	-2	33.3	4	-2	33.3	4	-2	33.3
Himachal Pradesh	1	1	0	-1	100	0	-1	100	0	-1	100
Jammu & Kashmir	1	1	0	-1	100	0	-1	100	1	0	0
Rajasthan	13	13	5	-8	61.5	12	-1	7.6	5	-8	61.5
Uttarakhand	2	2	1	-1	50	2	0	0	1	-1	50
Eastern Region											
Bihar	25	25	8	-17	68	13	-12	48	8	-17	68
Odisha	20	20	11	-9	45	16	-4	20	17	-3	15
North-Eastern Region											
Assam	11	11	6	-5	45.4	11	0	0	7	-4	36.3
Nagaland	1	1	1	0	0	3	2	200	1	0	0
Tripura	2	2	2	0	0	2	0	0	1	-1	50
Western Region											
Gujarat	6	6	2	-4	66.6	6	0	0	4	-2	33.3
Maharashtra	19	19	15	-4	21.1	18	-1	5.26	10	-9	47.3
Southern Region											
AP	20	20	11	-9	45	18	-2	10	9	-11	55
Karnataka	9	9	8	-1	11.1	11	2	22.2	8	-1	11.1
Kerala	12	12	10	-2	16.7	10	-2	16.6	7	-5	41.6
Central Region											
Chhattisgarh	7	7	6	-1	14.3	7	0	0	6	-1	14.2
Madhya Pradesh	11	11	8	-3	27.2	12	1	9.1	7	-4	36.3
Total	167	167	99	-68	40.7	146	-21	12.5	97	-70	41.9

Table 2.6 shows the data collected for the posts of Typists, Assistant Accountant and Peon/Night Guard in position from various AWTCs taken in the study. It shows that about (38.3%) of typist posts are lying vacant. All (100%) AWTCs in the states of H.P. and J&K are found to be working without typist followed by Rajasthan (61.5%) and Gujarat (66.6%). About (12.5%) of Assistant Accountants posts are lying vacant in AWTCs taken in the study. Highest no. of vacant posts (48%) are in State of Bihar followed by Haryana (33.3%) and Karnataka (22.2%).

Fig.2.6 Appointment Status of Supportive Staff in the Training Centre
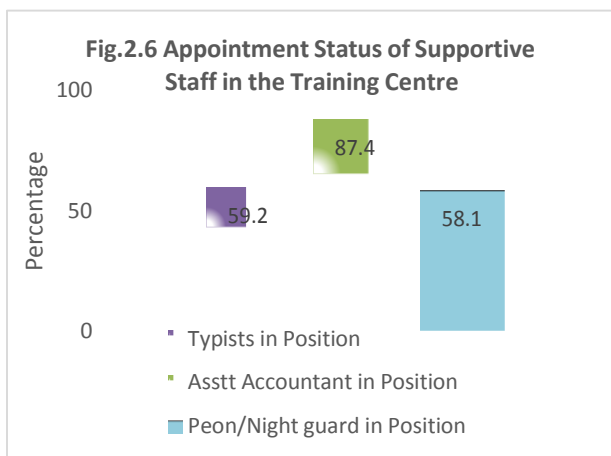
Data above shows that about (41%) of AWTCs are working without any night guard. In Rajasthan, more than sixty percent of AWTCs seems to be working without night guard followed by Haryana, Assam, M.P. and Gujarat.

Support Staff of AWTCs Hostel

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 2.7.**

<div align="center">Table 2.7: Appointment Status of Supportive Staff in the Hostel</div>

No. of AWTCs: 167

State	Total No. of AWTCs	Total Number of Lady Warden./Sweeper/Cook (each)as per Norms	Warden In Position		Sweeper In Position		Cook In Position	
			N	%	N	%	N	%
Northern Region								
Delhi	1	1	0	0	0	0	0	0
Haryana	6	6	2	33.3	3	50	4	66.6
Himachal Pradesh	1	1	0	0	0	0	0	0
Jammu & Kashmir	1	1	0	0	0	0	0	0
Rajasthan	13	13	5	38.4	5	38.4	11	84.6
Uttarakhand	2	2	2	100	0	0	2	100
Eastern Region								
Bihar	25	25	10	40	8	32	10	40
Odisha	20	20	13	65	7	35	11	55
North-Eastern Region								
Assam	11	11	9	81.8	0	0	8	72.7

Nagaland	1	1	0	0	1	100	1	100
Tripura	2	2	1	50	0	0	1	50
Western Region								
Gujarat	6	6	3	50	2	33.3	3	50
Maharashtra	19	19	14	73.6	1	5.2	15	78.9
Southern Region								
Andhra Pradesh	20	20	12	60	4	20	13	65
Karnataka	9	9	9	100	5	55.56	7	77.7
Kerala	12	12	7	58.3	7	58.3	5	41.6
Central Region								
Chhattisgarh	7	7	7	100	0	0	6	85.7
Madhya Pradesh	11	11	8	72.7	0	0	7	63.6
Total	167	167	102	61.1	43	25.8	105	62.9

Fig.2.7 Appointment Status of Supportive Staff in the Hostel

Warden In Position — 61.1
Sweeper In Position — 25.8
Cook In Position — 62.9
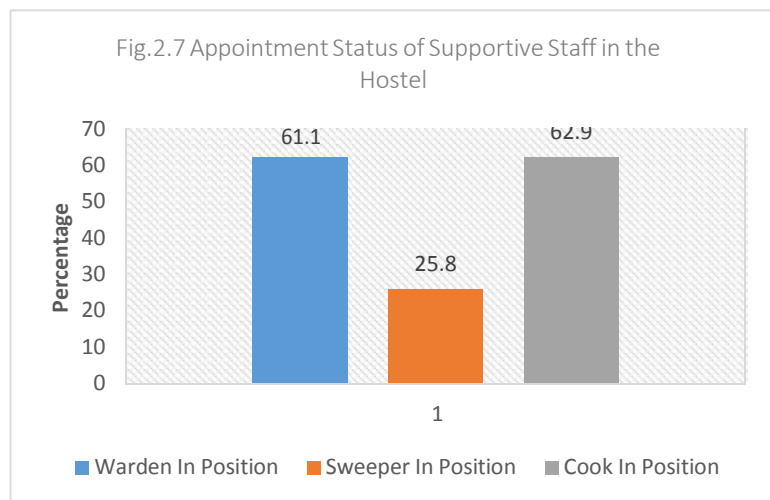
Table 2.7 shows that about 61.08 percent posts of Warden, 25.8 percent posts of Sweeper and 62.9 percent posts of cook are filled. All AWTCs (100%) in the states of Uttarakhand, Chhattisgarh and Karnataka are found to fulfil the required no. of Warden Posts as per norms. All AWTCs (100%) in the states of H.P., J&K and Nagaland are found to be working without any Warden. The highest percentages of vacant position are in Rajasthan, Bihar and Tripura & Gujarat. Assam is the only state with nearly (82%) of posts filled.

It is evident from the above **Table 2.7** that quite a large number of AWTCs (74.2%) are found running without engagement of sweeper. Absence of sweeper is reported in all AWTCs located in the states of Delhi, Himachal Pradesh, J&K, Uttarakhand, Assam, Tripura and central region.

Though positions of appointed cooks are marginally better than warden and sweeper posts, about (62.8%) of AWTCs taken in the study have the facility of cook. It is evident from the data that only States of Uttarakhand and Nagaland got the 100 percent cooks in position.

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Additional Tasks performed 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 2.8**

Table2.8 Additional Tasks performed by Instructors

No. of AWTCs: 167

State	Total No. of AWTCs	Total No. of Principals/ Chief Instructors	Additional Tasks Undertaken	
			N	%
Northern Region				
Delhi	1	1	0	0
Haryana	6	6	0	0
Himachal Pradesh	1	1	0	0
Jammu & Kashmir	1	1	1	100
Rajasthan	13	13	0	0
Uttarakhand	2	2	0	0
Eastern Region				
Bihar	25	25	0	0
Odisha	20	20	5	25
North-Eastern Region				
Assam	11	11	1	9.1
Nagaland	1	1	1	100
Tripura	2	2	0	0
Western Region				
Gujarat	6	6	4	66.7
Maharashtra	19	19	3	15.8
Southern Region				
Andhra Pradesh	20	20	7	35
Karnataka	9	9	3	33.3
Kerala	12	12	4	33.3
Central Region				
Chhattisgarh	7	7	3	42.9
Madhya Pradesh	11	11	2	18.2
Total	**167**	**167**	**34**	20.4

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The findings as reported in the **Table 2.8** show the engagements of 20.4 percent of ICDS Instructors in other tasks non-related to ICDS

FIG. 2.8 PERCENTAGE OF INSTRUCTORS UNDERTAKING ADDITIONAL TASKS
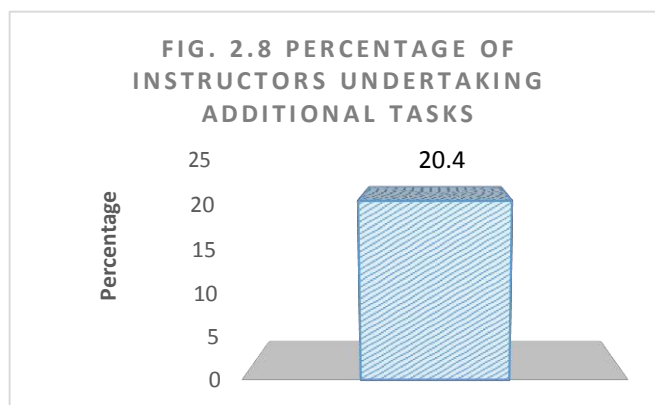
Availability of Funds for AWTCs

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 2.9.**

Table 2.9: Availability of Funds for AWTCs

No. of AWTCs: 167

State	Total No. of AWTCs	Timely Receipt of Funds	
		N	**%**
Northern Region			
Delhi	1	0	0
Haryana	6	1	16.6
Himachal Pradesh	1	0	0
Jammu & Kashmir	1	0	0
Rajasthan	13	4	30.7
Uttarakhand	2	0	0
Eastern Region			
Bihar	25	3	12
Odisha	20	4	20
North East Region			
Assam	11	2	18.1
Nagaland	1	1	100
Tripura	2	2	100
Western Region			
Gujarat	6	5	83.3
Maharashtra	19	6	31.5
Southern Region			
Andhra Pradesh	20	5	25

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State			
Karnataka	9	2	22.2
Kerala	12	4	33.3
Central Region			
Chhattisgarh	7	5	71.4
Madhya Pradesh	11	2	18.1
Total	**167**	**46**	**27.5**

Fig.2.9 Timely Receipt of Funds
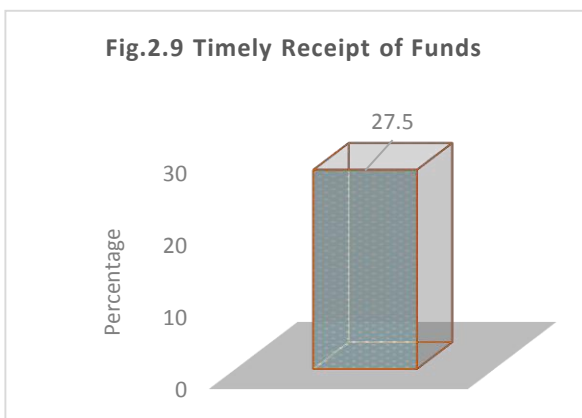
Table 2.9 reveals that timely receipt of funds has been reported only from two States. These are Nagaland and Tripura. Delay in timely receipt of funds is a matter of prime concern and needs attention.

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 Accounts incurred during the course. Such statement of expenditure has to be sent to parent institution running AWTC. Data showing status of submission of Statement of accounts are presented in **Table 2.10.**

Table 2.10: Submission of Statement of Accounts

No. of AWTCs: 167

State	Total No. of AWTCs	Statement Submitted on time	
		N	%
Northern Region			
Delhi	1	0	0
Haryana	6	5	83.3
Himachal Pradesh	1	0	0
Jammu & Kashmir	1	1	100
Rajasthan	13	10	76.9
Uttarakhand	2	2	100
Eastern Region			
Bihar	25	19	76
Odisha	20	19	95
North-Eastern Region			
Assam	11	7	63.6
Nagaland	1	1	100
Tripura	2	2	100

	Western Region		
Gujarat	6	6	100
Maharashtra	19	19	100
	Southern Region		
Andhra Pradesh	20	17	85
Karnataka	9	8	88.9
Kerala	12	10	83.3
	Central Region		
Chhattisgarh	7	6	85.7
Madhya Pradesh	11	10	90.9
Total	167	142	85

Fig.2.10 Statement Submitted on time
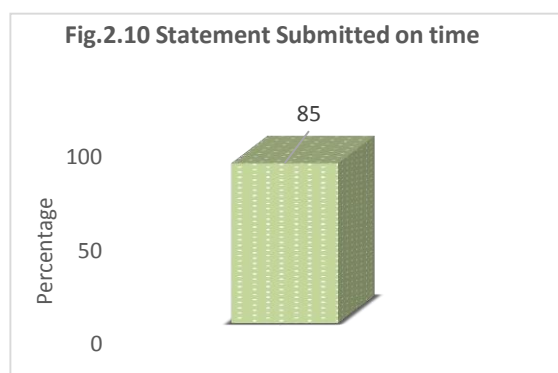
Table 2.10 shows that timely submission of SOEs have been reported from majority (85%) of AWTCs. All AWTCs located in the States of Jammu Kashmir, Uttarakhand, Nagaland, Tripura, Gujarat and Maharashtra have reported timely submission of SOEs, followed by Madhya Pradesh with 90.91percent.

Medical Treatment Facility

Data about the Medical Treatment of trainees in case of emergencies is presented in **Table 2.11.**

Table 2.11: Arrangement of Medical Facility by Training Centre

No. of AWTCs: 167

State	Total No. of AWTCs	Responses Received	Government Dispensary		Private Doctor	
			N	%	N	%
	Northern Region					
Delhi	1	1	1	100	0	0
Haryana	6	6	6	100	0	0

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Himachal Pradesh	1	1	1	100	0	0
Jammu & Kashmir	1	0	0	0	0	0
Rajasthan	13	13	13	100	0	0
Uttarakhand	2	2	2	100	0	0
Eastern Region						
Bihar	25	25	25	100	0	0
Odisha	20	18	18	100	0	0
North-Eastern Region						
Assam	11	11	11	100	0	0
Nagaland	1	1	1	100	0	0
Tripura	2	2	2	100	0	0
Western Region						
Gujarat	6	6	6	100	0	0
Maharashtra	19	19	18	94.7	0	0
Southern Region						
Andhra Pradesh	20	20	19	95	1	5
Karnataka	9	9	8	88.9	1	11.1
Kerala	12	10	9	90	1	10
Central Region						
Chhattisgarh	7	7	7	100	0	0
Madhya Pradesh	11	10	10	100	1	10
Total	**167**	**161**	**157**	97.5	**4**	**2.5**

Fig.2.11 Arrangement of Medical Facility by Training Centre
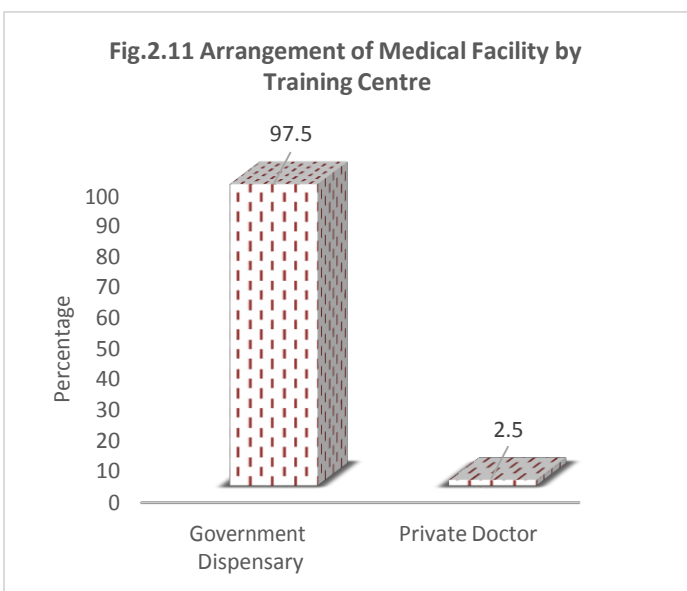
Table 2.11 shows that in 97.5 per cent of AWTCs, trainees are being referred to the Government hospitals in case of medical emergencies. The dependence on private dispensaries is reported only in 2.5 Percent of AWTCs, which is negligent in comparison to Govt. Dispensary. All AWTCs (100%) located in the States of Delhi, Haryana, Himachal Pradesh, Odisha, Nagaland, Rajasthan, Chhattisgarh, M.P., Bihar, Assam, Uttarakhand, Gujarat and Tripura have reported referring the trainees in case of medical emergency to Government Dispensary.

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Chapter – 3

Infrastructure Status of Training Centre

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. As per norms a minimum of 8-10 rooms of (12x12sq. ft. size) a hostel must have. 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 Accommodation - Availability of Rooms

No. of AWTCs: 167

State	Total No. of AWTCs	No. Of Rooms			
		Less than 8		8 to 10	
		N	%	N	%
Northern Region					
Delhi	1	0	0	0	0
Haryana	6	6	100	0	0
Himachal Pradesh	1	1	100	0	0
Jammu & Kashmir	1	0	0	0	0
Rajasthan	13	8	61.5	2	15.4
Uttarakhand	2	1	50	0	0
Eastern Region					
Bihar	25	9	36	3	12
Odisha	20	9	45	8	40
North-Eastern Region					
Assam	11	11	100	0	0
Nagaland	1	0	0	0	0
Tripura	2	2	100	0	0
Western Region					
Gujarat	6	4	66.6	2	33.3

| Maharashtra | 19 | 15 | 78.9 | 2 | 10.5 |

(continued from above)

State					
Maharashtra	19	15	78.9	2	10.5
Southern Region					
Andhra Pradesh	20	15	75	2	10
Karnataka	9	6	66.6	2	22.2
Kerala	12	6	50	4	33.3
Central Region					
Chhattisgarh	7	7	100	0	0
Madhya Pradesh	11	9	81.8	2	18.2
Total	**167**	**117**	70.1	**27**	16.2

Note: Total may not come to 100 percent because of no availability of rooms.

Table 3.2: Hostel Facilities - Use of Classroom as Hostel

No. of AWTCs: 167

State	Total No. of AWTCs	Use of Classroom as Hostel	
		N	**%**
Northern Region			
Delhi	1	0	0
Haryana	6	3	50
Himachal Pradesh	1	0	0
Jammu & Kashmir	1	0	0
Rajasthan	13	1	7.7
Uttarakhand	2	0	0
Eastern Region			
Bihar	25	2	8
Odisha	20	3	15
North-Eastern Region			
Assam	11	0	0
Nagaland	1	0	0
Tripura	2	0	0
Western Region			
Gujarat	6	2	33.3
Maharashtra	19	0	0
Southern Region			
Andhra Pradesh	20	4	20
Karnataka	9	1	11.1
Kerala	12	1	8.3
Central Region			
Chhattisgarh	7	4	57.1
Madhya Pradesh	11	5	45.4
Total	**167**	**26**	15.6

It is evident from **Table 3.1 & Table 3.2** that availability of number of rooms/Dormitories in the hostel varies from one to ten. About Seventy percent of AWTCs are having less than eight rooms. Only 16.2% of AWTCs from various states are having 8-10 rooms. In about (16%) of AWTCs classroom are being used as hostel room (Table 3.2).

Fig.3.1 Hostel Accommodation - No. of Rooms

Fig.3.2 Use of Classroom as Hostel
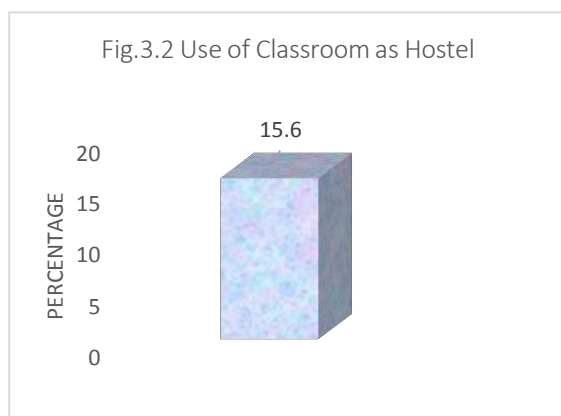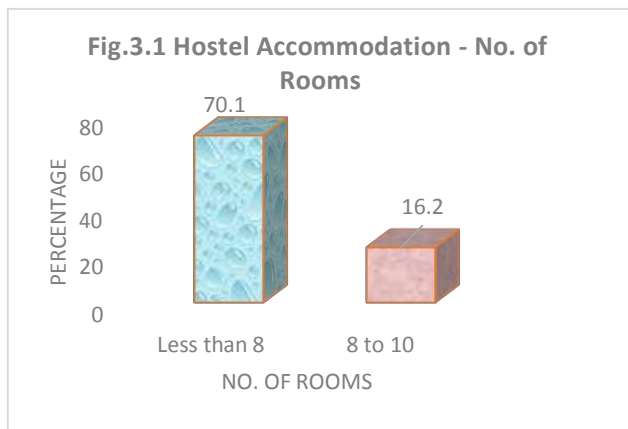
Availability of Separate Kitchen and Dining Hall

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**

Table 3.3: Availability of Kitchen and Dining Hall in the Hostel

No. of AWTCs: 167

State	Total No. of AWTCs	Kitchen		Dining Hall	
		N	%	N	%
Northern Region					
Delhi	1	0	0	0	0
Haryana	6	5	83.3	3	50
Himachal Pradesh	1	1	100	0	0
Jammu & Kashmir	1	0	0	0	0
Rajasthan	13	12	92.3	5	38.5
Uttarakhand	2	2	100	0	0
Eastern Region					
Bihar	25	21	84	15	60
Odisha	20	18	90	10	50
North-Eastern Region					
Assam	11	10	90.9	1	9.1
Nagaland	1	1	100	0	0
Tripura	2	2	100	0	0
Western Region					

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Gujarat	6	6	100	2	33.3
Maharashtra	19	16	84.2	5	26.3
Southern Region					
Andhra Pradesh	20	16	80	3	15
Karnataka	9	9	100	4	44.4
Kerala	12	11	91.6	4	33.3
Central Region					
Chhattisgarh	7	7	100	2	28.6
Madhya Pradesh	11	10	90.9	4	36.4
Total	**167**	147	88	58	34.7

The data as presented in **Table 3.3** shows that availability of separate kitchen has been reported in (88%) of AWTCs from various states. The availability of separate kitchen has been reported in all AWTCs (100%) located in the states of H.P., Uttarakhand, Nagaland, Gujarat, Karnataka and Chhattisgarh. Sizeable numbers of AWTCs (more than 90%) from the states of Rajasthan (92.3%), Assam (90.9%), Kerala (91.6%) and Madhya Pradesh (90.9%) have availability of separate kitchen. None of the AWTCs located in the States of Delhi and Jammu Kashmir have availability of separate kitchen.

FIG. 3.3 AVAILABILITY OF KITCHEN & DINING HALL IN THE HOSTEL

Dining Hall, 34.7

Kitchen, 88

The data also depicts availability of separate dining hall in only (35%) of AWTCs located in the various states. None of the AWTCs located in the States of Delhi, H.P., J&K, Uttarakhand, Nagaland and Tripura have the availability of separate 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 3.4*

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Table 3.4: Recreation Facilities in the Hostel

No. of AWTCs: 167

State	Total No. of AWTCs	Responses Received	Indoor		Outdoor		Both	
			N	%	N	%	N	%
Northern Region								
Delhi	1	0	0	0	0	0	0	0
Haryana	6	3	1	25	0	0	2	50
Himachal Pradesh	1	1	1	100	0	0	0	0
Jammu & Kashmir	1	0	0	0	0	0	0	0
Rajasthan	13	11	5	45.4	1	9.1	5	45.4
Uttarakhand	2	2	2	100	0	0	0	0
Eastern Region								
Bihar	25	24	14	58.3	2	8.3	8	33.3
Odisha	20	7	3	42.8	4	57.1	0	0
North-Eastern Region								
Assam	11	10	7	70	3	30	0	0
Nagaland	1	1	1	100	0	0	0	0
Tripura	2	2	2	100	0	0	0	0
Western Region								
Gujarat	6	6	5	83.3	0	0	1	16.6
Maharashtra	19	15	9	60	1	6.6	5	33.3
Southern Region								
Andhra Pradesh	20	14	9	64.3	1	7.1	4	28.5
Karnataka	9	8	6	75	0	0	2	25
Kerala	12	12	6	50	4	33.3	2	16.6
Central Region								
Chhattisgarh	7	7	4	57.1	0	0	3	42.8
Madhya Pradesh	11	9	6	66.6	1	11.1	2	22.2
Total	167	132	81	61.3	17	12.8	34	25.7

Table 3.4 shows that availability of indoor recreational facilities are reported in more than half (61.3%) of the AWTCs taken in the study. Though all AWTCs (100%) located in the States of Nagaland 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 Delhi, HP, J&K, and Uttarakhand.

The above data reveals the availability of outdoor recreational facilities in only 12.8% of AWTCs taken in the study however, availability of such facility has not been reported in any of the AWTCs located in the States of Chhattisgarh, Delhi, Haryana, H.P., J&K, Uttarakhand, Rajasthan, Assam, Nagaland, Tripura ,Gujarat, and Karnataka.

fig.3.4 Recreation Facilities In The Hostel
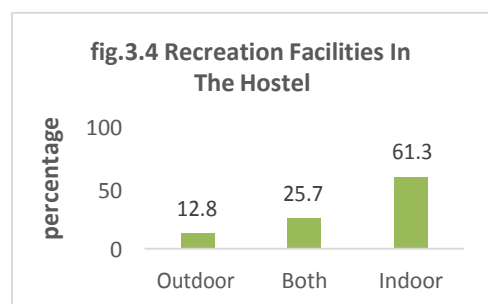
As from the above data it is clear that the availability of both outdoor and indoor recreational facilities in are found to be in about one fourth (25.7%) of AWTCs taken in the study. Though AWTCs located in the State of Rajasthan, Bihar, Gujarat, Maharashtra, A.P., Karnataka, Kerala, Chhattisgarh and M.P. 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 Delhi, Himachal Pradesh, J&K, Uttarakhand, Odisha, Assam, Nagaland and Tripura.

Basic 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 3.5**

Table 3.5: Availability of Basic Facilities in the Hostel (Water/Electricity)

No. of AWTCs: 167

State	Total No. of AWTCs	Water/Electricity	
		N	%
Northern Region			
Delhi	1	1	100
Haryana	6	6	100
Himachal Pradesh	1	1	100
Jammu & Kashmir	1	0	0
Rajasthan	13	10	76.9
Uttarakhand	2	0	0
Eastern Region			
Bihar	25	23	92

Odisha	20	17	85
North-Eastern Region			
Assam	11	9	81.8
Nagaland	1	1	100
Tripura	2	2	100
Western Region			
Gujarat	6	6	100
Maharashtra	19	17	89.5
Southern Region			
Andhra Pradesh	20	18	90
Karnataka	9	8	88.8
Kerala	12	10	83.3
Central Region			
Chhattisgarh	7	7	100
Madhya Pradesh	11	11	100
Total	**167**	**147**	88

Fig.3.5 Availability of Basic Facilities in the Hostel (Water/Electricity)
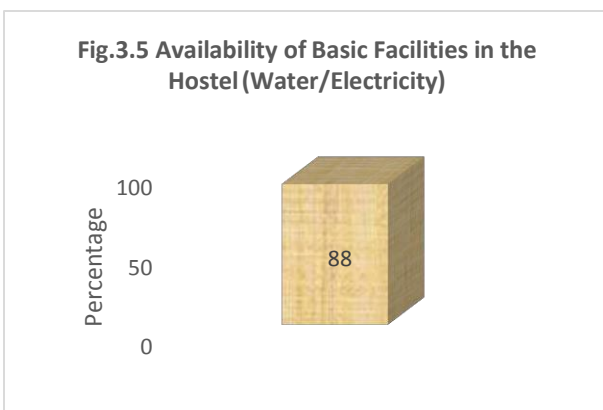
Table 3.5 reveals the availability of both water and electricity facilities in majority (88%) of AWTCs taken in the study. All AWTCs (100%) located in the States of Haryana, H.P., Nagaland, Tripura, Gujarat, Chhattisgarh and Madhya Pradesh have proper water and electricity facilities. The absence of either proper supply of water or electricity in all AWTCs located in the States of J&K, and Uttarakhand is a matter of concern.

- **Bath Rooms/Toilet Facilities in the hostel**

Table 3.6: Availability of Toilet/ Bathroom in the Hostel

No. of AWTCs: 167

State	**Total No. of AWTCs**	**Toilet/ Bathroom**	
		N	**%**
Northern Region			
Delhi	1	0	0
Haryana	6	6	100

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Himachal Pradesh	1	1	100
Jammu & Kashmir	1	0	0
Rajasthan	13	10	76.9
Uttarakhand	2	0	0
Eastern Region			
Bihar	25	20	80
Odisha	20	15	75
North-Eastern Region			
Assam	11	7	63.6
Meghalaya	1	0	0
Tripura	2	2	100
Western Region			
Gujarat	6	5	83.3
Maharashtra	19	17	89.5
Southern Region			
Andhra Pradesh	20	14	70
Karnataka	9	7	77.7
Kerala	12	10	83.3
Central Region			
Chhattisgarh	7	5	71.4
Madhya Pradesh	11	10	90.9
Total	**167**	**129**	77.8

Fig. 3.6 Availability of Basic Facilities in the Hostel (Toilet/Bathroom)
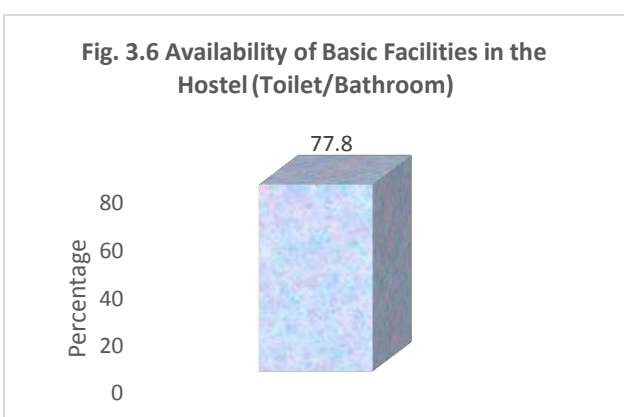
Table 3.6 reveals the availability of adequate number of bath rooms and toilets facilities in about (77.8%) of AWTCs taken in the study. All AWTCs (100%) located in the States of Haryana and Himachal Pradesh have availability of adequate number of bath rooms and toilets. No AWTCs from the States of J&K, Delhi, and Uttarakhand have adequate availability of such basic facilities. It is a matter of grave concern.

Availability of Hostel Security Guard

Table 3.7: Availability of Hostel Security Guard

No. of AWTCs: 167

State	Total No. of AWTCs	Hostel Security Guard	
		N	%
Northern Region			
Delhi	1	0	0
Haryana	6	6	100
Himachal Pradesh	1	1	100
Jammu & Kashmir	1	0	0
Rajasthan	13	13	100
Uttarakhand	2	2	100
Eastern Region			
Bihar	25	24	96
Odisha	20	18	90
North-Eastern Region			
Assam	11	9	81.8
Nagaland	1	1	100
Tripura	2	2	100
Western Region			
Gujarat	6	5	83.3
Maharashtra	19	18	94.7
Southern Region			
Andhra Pradesh	20	18	90
Karnataka	9	8	88.8
Kerala	12	11	91.6
Central Region			
Chhattisgarh	7	7	100
Madhya Pradesh	11	10	90.1
Total	**167**	**153**	92.2

FIG. 3.7 AVAILABILITY OF HOSTEL NIGHT GUARD
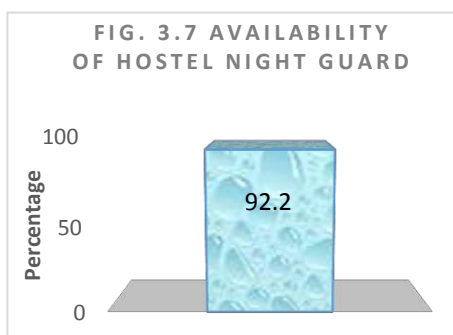
Table 3.7 reveals the availability of Security Guard in about (92.2%) of AWTCs. All AWTCs (100%) located in the States of Chhattisgarh, Haryana, H.P., Rajasthan, Uttarakhand and Nagaland have engaged the Security guards for trainees. Sizeable numbers of AWTCs (above 90%) from the States of Bihar, Odisha, Maharashtra, A.P. Kerala and M.P have also engaged Security Guards.

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Availability of Telephone in the hostel

Table 3.8: Availability of Telephone Facility in the Hostel

No. of AWTCs: 167

State	Total No. of AWTCs	Telephone	
		N	%
Northern Region			
Delhi	1	0	0
Haryana	6	4	66.6
Himachal Pradesh	1	1	100
Jammu & Kashmir	1	0	0
Rajasthan	13	7	53.8
Uttarakhand	2	1	50
Eastern Region			
Bihar	25	14	56
Odisha	20	4	20
North-Eastern Region			
Assam	11	3	27.2
Nagaland	1	1	100
Tripura	2	1	50
Western Region			
Gujarat	6	3	50
Maharashtra	19	9	47.3
Southern Region			
Andhra Pradesh	20	9	45
Karnataka	9	6	66.6
Kerala	12	8	66.6
Central Region			
Chhattisgarh	7	3	42.8
Madhya Pradesh	11	9	81.8
Total	**167**	**83**	49.7

Table 3.8 reveals the availability of telephones in approximately half (49.7%) of AWTCs taken in the study. All AWTCs (100%) from the States of Himachal Pradesh and Nagaland have the availability of telephone in the hostel. Half of the AWTCs in the States of Rajasthan, Uttarakhand, Gujarat and Tripura have the availability of telephone in the hostels. . Non availability of telephone in the hostel is reported from the State of J&K and Delhi.

Fig. 3.8 Telephone Facility in the Hostel
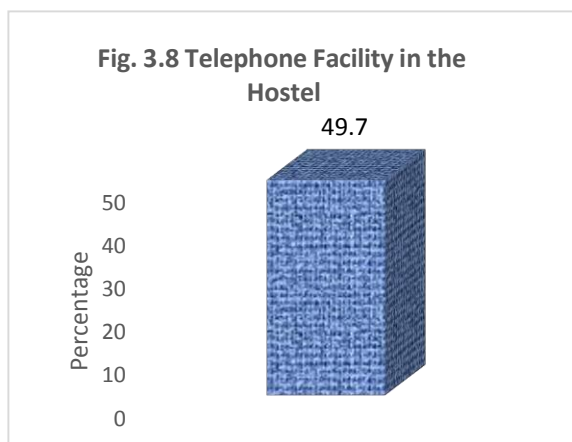
Source of Drinking Water in the Hostel

The data showing the source of drinking water in the hostels of AWTCs is presented in **Table 3.9**

Table 3.9 Source of Drinking Water in the Hostel*

No. of AWTCs: 167

State	Total No. of AWTCs	Tap		Well		Tube Well		Water Cooler	
		N	%	N	%	N	%	N	%
Northern Region									
Delhi	1	0	0	0	0	0	0	0	0
Haryana	6	0	0	2	33.3	0	0	6	100
Himachal Pradesh	1	1	100	0	0	0	0	0	0
Jammu & Kashmir	1	0	0	0	0	0	0	0	0
Rajasthan	13	7	53.8	0	0	1	7.7	3	23.1
Uttarakhand	2	2	100	0	0	0	0	0	0
Eastern Region									
Bihar	25	10	40	2	8	17	68	2	8
Odisha	20	11	55	6	30	3	15	4	20
North-Eastern Region									
Assam	11	6	54.5	3	27.2	5	45.4	0	0
Nagaland	1	1	100	0	0	0	0	0	0
Tripura	2	2	100	1	50	0	0	1	50
Western Region									
Gujarat	6	1	16.6	3	50	0	0	2	33.3
Maharashtra	19	5	26.3	5	26.3	1	5.3	8	42.1
Southern Region									

State									
Andhra Pradesh	20	5	25	3	15	2	10	6	30
Karnataka	9	6	66.6	2	22.2	2	22.2	0	0
Kerala	12	4	33.3	7	58.3	2	16.7	0	0
Central Region									
Chhattisgarh	7	5	71.4	2	28.5	0	0	0	0
Madhya Pradesh	11	3	27.2	5	45.4	2	18.2	2	18.2
Total	167	69	41.3	41	24.5	35	20.9	34	20.4

*Multiple Responses

Fig.3.9 Sources of Drinking Water in the Hostel
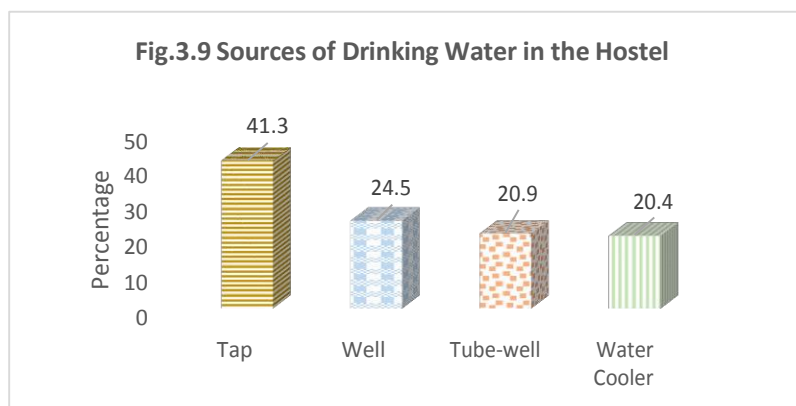
Table 3.9 shows that the tap water is the main source of drinking water (41.3%) followed by well (24.5%), tube well (20.9%) and lastly the water cooler (20.4%) as source of drinking water. States of Himachal Pradesh, Uttarakhand, Nagaland and Tripura have tap water as exclusive source of drinking water.

Availability of Class Rooms for Training

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 3.10.**

Table 3.10: Availability of Class Rooms

No. of AWTCs: 167

State	Total No. of AWTCs	1		More than 1	
		N	%	N	%
Northern Region					
Delhi	1	0	0	1	100
Haryana	6	6	100	0	0
Himachal Pradesh	1	0	0	1	100

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State	Total No. of AWTCs	Availability		%
Jammu & Kashmir	1	1	100	0	0
Rajasthan	13	8	61.5	5	38.4
Uttarakhand	2	2	100	0	0
Eastern Region					
Bihar	25	23	92	2	8
Odisha	20	20	100	0	0
North-Eastern Region					
Assam	11	11	100	0	0
Meghalaya	1	1	100	0	0
Tripura	2	0	0	0	0
Western Region					
Gujarat	6	3	50	3	50
Maharashtra	19	18	94.7	1	5.2
Southern Region					
Andhra Pradesh	20	11	55	7	35
Karnataka	9	8	88.8	0	0
Kerala	12	12	100	0	0
Central Region					
Chhattisgarh	7	6	85.7	1	14.2
Madhya Pradesh	11	8	72.7	3	27.2
Total	**167**	**138**	82.6	**24**	14.3

Note: Total may not come to 100 percent because of no availability of rooms

Table 3.11 Availability of Practical Rooms

No. of AWTCs: 167

State	Total No. of AWTCs	Availability of practical rooms	
		N	**%**
Northern Region			
Delhi	1	1	100
Haryana	6	0	0
Himachal Pradesh	1	1	100
Jammu & Kashmir	1	1	100
Rajasthan	13	9	69.2
Uttarakhand	2	0	0
Eastern Region			
Bihar	25	9	36
Odisha	20	6	30
North-Eastern Region			
Assam	11	1	9
Nagaland	1	0	0

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Tripura	2	0	0
Western Region			
Gujarat	6	5	83.3
Maharashtra	19	13	68.4
Southern Region			
Andhra Pradesh	20	14	70
Karnataka	9	5	55.5
Kerala	12	4	33.3
Central Region			
Chhattisgarh	7	1	14.2
Madhya Pradesh	11	4	36.3
Total	**167**	**74**	44.3

It is evident from **Table 3.10** that large numbers of AWTCs (88%) are meeting the norms for the availability of adequate number of classrooms. Separate practical rooms are available in 44.3 percent of AWTCs taken in for studies, except for AWTCs located in the states of Haryana, Nagaland, Tripura and Uttarakhand where there is no practical room available.

Fig.3.10 Availability of Classrooms

Fig.3.11 Availability of practical rooms
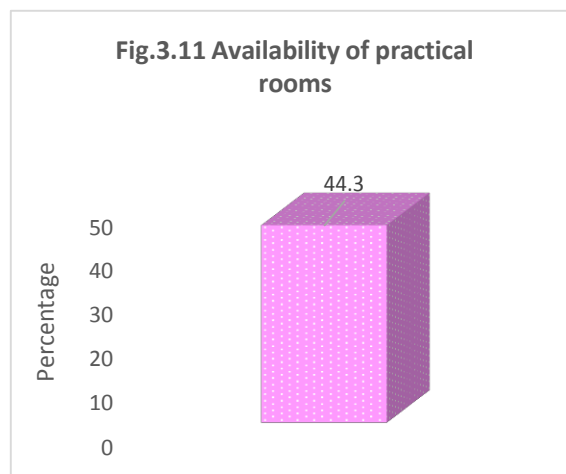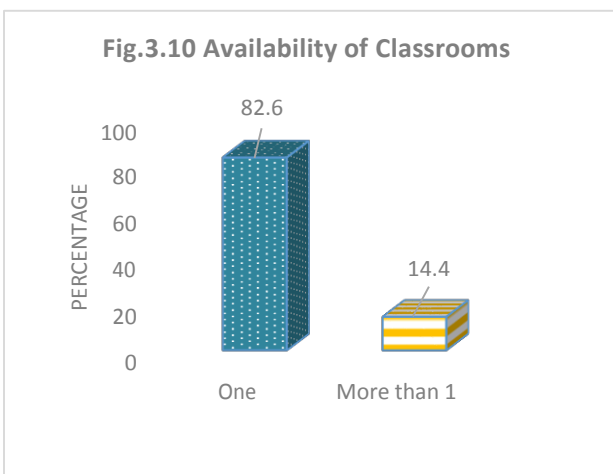
Availability of Light in the Rooms

The basic requirement that is essential for proper organization of training course also includes proper lighting arrangements in the classrooms of AWTCs. The data pertaining to this aspect are presented in **Table 3.12**

Table 3.12: Availability of Proper Lighting in Rooms

No. of AWTCs: 167

State	Total No. of AWTCs	Proper Lighting	
		N	%
Northern Region			
Delhi	1	1	100
Haryana	6	6	100
Himachal Pradesh	1	1	100
Jammu & Kashmir	1	1	100
Rajasthan	13	11	84.6
Uttarakhand	2	1	50
Eastern Region			
Bihar	25	22	88
Odisha	20	17	85
North-Eastern Region			
Assam	11	11	100
Nagaland	1	1	100
Tripura	2	2	100
Western Region			
Gujarat	6	5	83.3
Maharashtra	19	17	89.4
Southern Region			
Andhra Pradesh	20	17	85
Karnataka	9	9	100
Kerala	12	10	83.3
Central Region			
Chhattisgarh	7	5	71.4
Madhya Pradesh	11	8	72.7
Total	**167**	**145**	86.8

It is evident from **Table 3.12** that 86.8% of AWTCs are having proper lighting arrangements in the classrooms. All AWTCs (100%) located in the States of North East Region, Karnataka, Delhi, HP, Haryana and J&K have proper lighting in the classrooms. Sizeable number of AWTCs (more than 80%) from the States of Maharashtra (89.4%), Bihar (88%), Odisha (85%), A.P (85%), Rajasthan(84.6%) along with Gujarat and Kerala with (83.3%) each have proper lighting in the classrooms.

Fig.3.12 Availability of Proper Lighting in Rooms
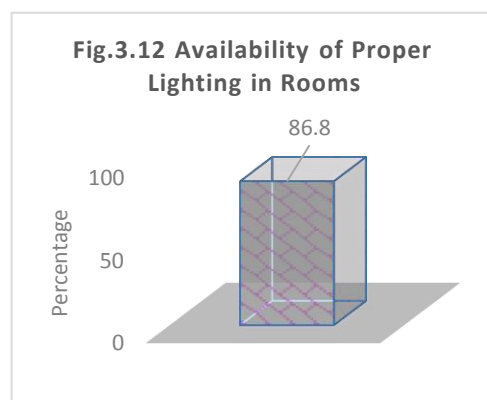
Availability of Fans and Air Coolers

Table 3.13 depicts the data concerning the availability of ceiling/ table fans and air coolers/ACs in the classroom.

Table 3.13: Facility of Fans and Air Coolers in Class Rooms

No. of AWTCs: 167

State	Total No. of AWTCs	Ceiling fans		Table fans		Air Cooler/ A/C	
		N	%	N	%	N	%
Northern Region							
Delhi	1	1	100	1	100	1	100
Haryana	6	6	100	4	66.6	4	66.6
Himachal Pradesh	1	1	100	1	100	0	0
Jammu & Kashmir	1	1	100	1	100	1	100
Rajasthan	13	11	84.6	4	30.7	5	38.4
Uttarakhand	2	2	100	0	0	0	0
Eastern Region							
Bihar	25	23	92	11	44	5	20
Odisha	20	18	90	0	0	3	15
North-Eastern Region							
Assam	11	11	100	0	0	1	9.1
Nagaland	1	1	100	0	0	1	100
Tripura	2	2	100	0	0	0	0
Western Region							
Gujarat	6	5	83.3	1	16.6	1	16.7
Maharashtra	19	18	94.7	4	21	0	0
Southern Region							
Andhra Pradesh	20	17	85	4	20	2	10
Karnataka	9	9	100	5	55.5	3	33.3
Kerala	12	11	91.6	5	41.6	0	0
Central Region							
Chhattisgarh	7	7	100	3	42.8	2	28.5
Madhya Pradesh	11	9	81.8	3	27.2	5	45.4
Total	167	153	91.6	47	28.1	34	20.4

Fig.3.13 Facility of Fans and Air Coolers in Class Rooms
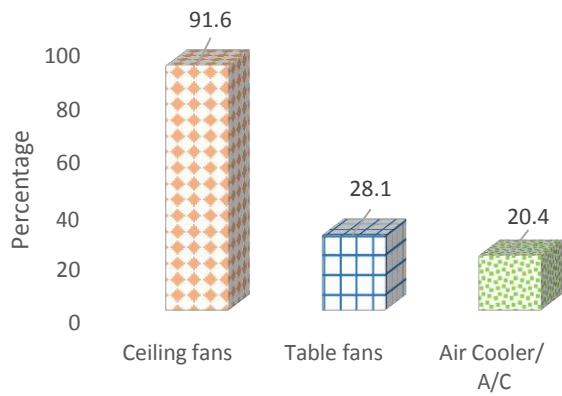
It is evident from **Table 3.13** that sizeable numbers of AWTCs (91.6%) are having availability of ceiling fans in the classrooms. All AWTCs (100%) located in the states of Delhi, Haryana, H.P., J&K, Uttarakhand and northern region of the country are having the availability of ceiling fans. Only 28.1 percent of AWTCs taken in the study are having the availability of table fans and the availability of air coolers/ACs is reported in only 20.4 percent of AWTCs

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<h1 style="text-align:center">Chapter – 4</h1>
<h1 style="text-align:center">Availability of Training Equipment and Furniture</h1>

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.

A. Training Equipment

Availability and Use of White 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 and Table 4.2.**

Table 4.1: Use of White Board in Class Room

No. of AWTCs -167

State	Total No. of AWTCs	White Board			
		Availability		In Use	
		N	%	N	%
Northern Region					
Delhi	1	1	100	1	100
Haryana	6	6	100	4	66.6
Himachal Pradesh	1	0	0	0	0
J & K	1	1	100	1	100
Rajasthan	13	8	61.5	6	75
Uttarakhand	2	2	100	2	100
Eastern Region					
Bihar	25	19	76	16	84.2
Odisha	20	17	85	17	100
North East Region					
Assam	11	11	100	10	90.9
Nagaland	1	1	100	1	100
Tripura	2	1	50	1	100
Western Region					
Gujarat	6	6	100	6	100
Maharashtra	19	15	78.9	13	86.6
Southern Region					
Andhra Pradesh	20	17	85	14	82.3
Karnataka	9	8	88.8	8	100
Kerala	12	10	83.3	10	100
Central Region					
Chhattisgarh	7	6	85.7	6	100
Madhya Pradesh	11	10	90.9	9	90
Total	**167**	**139**	**83.2**	**125**	**89.9**

Fig.4.2 Use of Display Boards for Training
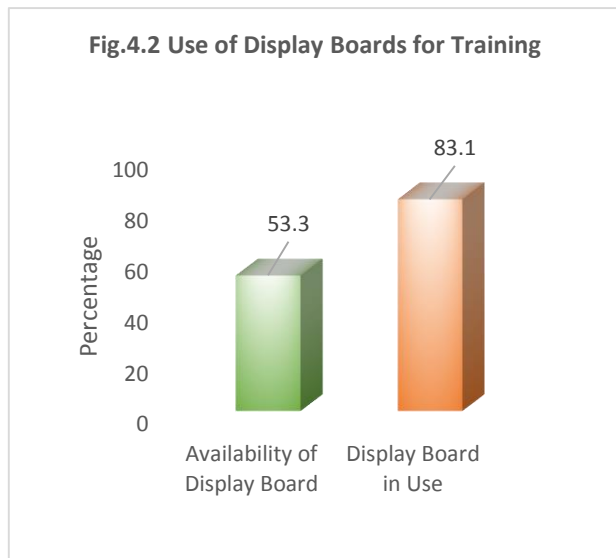
It is evident from **Table 4.1** that the availability of white board is observed in 83.2% of AWTCs. Though all AWTCs (100%) located in the Delhi, Haryana, J&K, Uttarakhand, Assam, Nagaland and Gujarat have the availability of white boards, however, the availability of white board was not observed in the AWTCs of Himachal Pradesh. In all (100%) AWTCs located in Delhi, J&K, Uttarakhand, Odisha, Nagaland, Tripura, Gujarat, Karnataka, Kerala, Chhattisgarh the use of white board was reported.

Table 4.2: **Availability of Display Boards**

No. of AWTCs -167

State	Total No. of AWTCs	Availability		In Use	
		N	%	N	%
Northern Region					
Delhi	1	1	100	1	100
Haryana	6	4	66.6	2	50
Himachal Pradesh	1	0	0	0	0
J & K	1	1	100	1	100
Rajasthan	13	10	76.9	7	70
Uttarakhand	2	1	50	0	0
Eastern Region					
Bihar	25	8	32	7	87.5
Odisha	20	9	45	9	100
North East Region					
Assam	11	4	36.4	4	100
Nagaland	1	1	100	1	100
Tripura	2	0	0	0	0
Western Region					
Gujarat	6	4	66.7	3	75
Maharashtra	19	14	73.68	13	92.8
Southern Region					
Andhra Pradesh	20	11	55	9	81.8
Karnataka	9	5	55.6	5	100
Kerala	12	5	41.7	4	80
Central Region					
Chhattisgarh	7	3	42.8	2	66.6
Madhya Pradesh	11	8	72.7	6	75
Total	**167**	**89**	**53.3**	**74**	**83.1**

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It is evident from **Table 4.2** that the availability of display board is observed in more than half (53.3%) of AWTCs. The availability of display board is reported from all AWTCs (100%) located in the States of Delhi, J&K and Nagaland. Inadequate availability is reported from the AWTCS located in the States of Bihar (32%), Odisha (45%), Assam (36.3%), Kerala (41.6%) and Chhattisgarh (42.8%). In most of the AWTCs, the use of display board has been reported except the AWTCs located in the states of Himachal Pradesh, Uttarakhand and Tripura.

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 4.3, 4.4 and Table 4.5.**

Table 4.3: Use of Over Head Projector (OHP) by Trainer

No. of AWTCs -167

State	Total No. of AWTCs	Availability		In Use	
		N	%	N	%
Northern Region					
Delhi	1	1	100	1	100
Haryana	6	6	100	2	33
Himachal Pradesh	1	0	0	0	0
J & K	1	1	100	1	100
Rajasthan	13	7	54	5	71
Uttarakhand	2	0	0	0	0
Eastern Region					
Bihar	25	3	12	3	100
Odisha	20	7	35	4	57
North East Region					
Assam	11	1	9	0	0
Nagaland	1	1	100	1	100
Tripura	2	0	0	0	0
Western Region					
Gujarat	6	3	50	2	67

Maharashtra	19	14	74	8	57
Southern Region					
Andhra Pradesh	20	5	25	3	60
Karnataka	9	7	78	5	71
Kerala	12	4	33	2	50
Chhattisgarh	7	3	43	2	67
Madhya Pradesh	11	9	82	6	67
Total	167	63	38	37	59

Fig.4.3 Use of Over Head Projecter (OHP) by Trainer
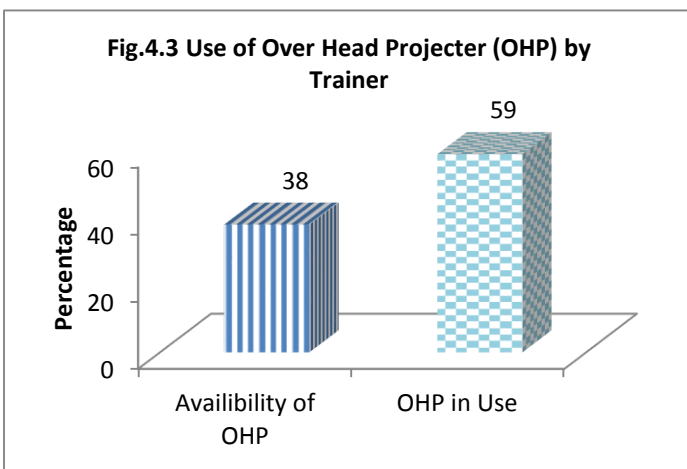
It is evident from **Table 4.3** that availability of OHP is reported in 38% of AWTCs taken in the study. All AWTCs (100%) located in the States of Delhi, J&K and Nagaland have the availability of OHP. The AWTCs where OHP is being used 100 percent are mainly located in the States of Delhi, J&K, Odisha, Assam, Nagaland and Karnataka.

Table 4.4 Use of Television Media

No. of AWTCs - 167

State	Total Number	Availability		In Use	
		N	%	N	%
Northern Region					
Delhi	1	1	100	1	100
Haryana	6	6	100	3	50
Himachal Pradesh	1	0	0	0	0
J & K	1	1	100	1	100
Rajasthan	13	10	76.9	7	70
Uttarakhand	2	2	100	1	50
Eastern Region					
Bihar	25	21	84	18	85.7
Odisha	20	12	60	10	83.3
North East Region					
Assam	11	5	45.4	3	60
Nagaland	1	1	100	0	0
Tripura	2	2	100	2	100
Western Region					
Gujarat	6	6	100	4	66.6
Maharashtra	19	16	84.2	13	81.2
Southern Region					

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Andhra Pradesh	20	14	70	11	78.5
Karnataka	9	7	77.7	6	85.7
Kerala	12	8	66.6	5	62.5
Central Region					
Chhattisgarh	7	7	100	4	57.1
Madhya Pradesh	11	10	90.9	8	80
Total	**167**	**129**	**77.2**	**97**	**75.1**

Fig.4.4 Availability/Use of Television Media
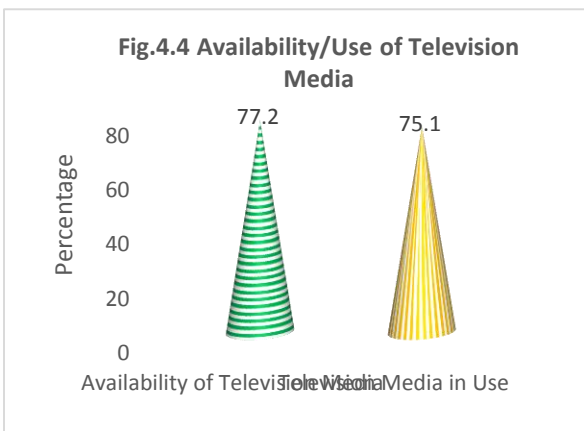
It is evident from **Table 4.4** that availability of TV is reported in 77.2% of AWTCs taken in the study. All AWTCs (100%) located in the States of Delhi, Haryana, J&K, Uttarakhand, Nagaland, Tripura, Gujarat and Chhattisgarh have availability of TV in the classrooms. In the states of Delhi, J&K and Tripura, all AWTCs (100%) are using TV in the classroom.

Table 4.5: Use of Computer with LCD Projector in the Class

No. of AWTCs - 167

State	Total No. of AWTCs	Availability		In Use	
		N	**%**	**N**	**%**
Northern Region					
Delhi	1	0	0	0	0
Haryana	6	5	83.3	3	60
H.P.	1	0	0	0	0
J & K	1	1	100	1	100
Rajasthan	13	7	53.8	6	85.7
Uttarakhand	2	0	0	0	0
Eastern Region					
Bihar	25	11	44	8	72.7
Odisha	20	12	60	12	100
North East Region					
Assam	11	2	18.1	2	100
Nagaland	1	1	100	1	100
Tripura	2	1	50	1	100
Western Region					
Gujarat	6	6	100	5	83.3
Maharashtra	19	10	52.6	7	70
Southern Region					
Andhra Pradesh	20	4	20	3	75

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Karnataka	9	4	44.4	4	100
Kerala	12	1	8.3	1	100
Central Region					
Chhattisgarh	7	4	57.1	3	75
MP	11	7	63.6	5	71.4
Total	167	76	45.5	62	81.5

Fig.4.5 Use of Computer with LCD Projector in the Class
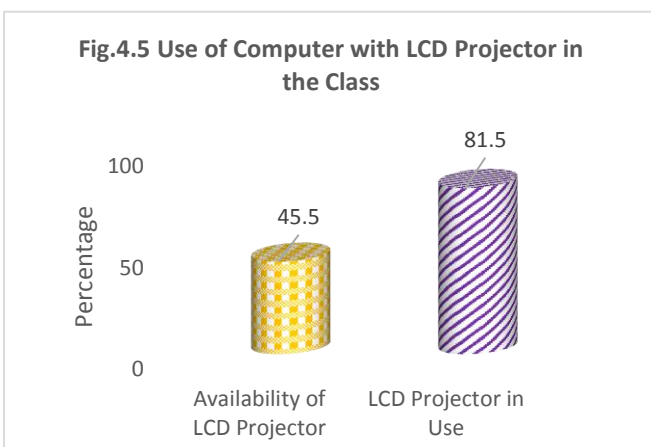
It is evident from **Table 4.5** that availability of Computer with LCD Projector is reported in only 45.5% of AWTCs taken in the study. All AWTCs (100%) located in the State of J&K, Nagaland and Gujarat has availability of Computer with LCD Projector in the classrooms. In about 20% of AWTCs, though 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 4.6 and Table 4.7.**

Table 4.6: Use of Flip Charts in Training

No. of AWTCs - 167

State	Total No. of AWTCs	Availability	
		N	%
Northern Region			
Delhi	1	1	100
Haryana	6	3	50
H.P.	1	0	0
J & K	1	0	0
Rajasthan	13	9	69.2
Uttarakhand	2	1	50
Eastern Region			
Bihar	25	12	48
Odisha	20	7	35
North East Region			
Assam	11	4	36.3
Nagaland	1	0	0
Tripura	2	1	50
Western Region			
Gujarat	6	4	66.6
Maharashtra	19	6	31.5

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Southern Region			
Andhra Pradesh	20	11	55
Karnataka	9	5	55.5
Kerala	12	10	83.3
Central Region			
Chhattisgarh	7	5	71.4
MP	11	8	72.7
Total	**167**	**87**	**52.1**

Fig.4.6 Availability of Flipcharts
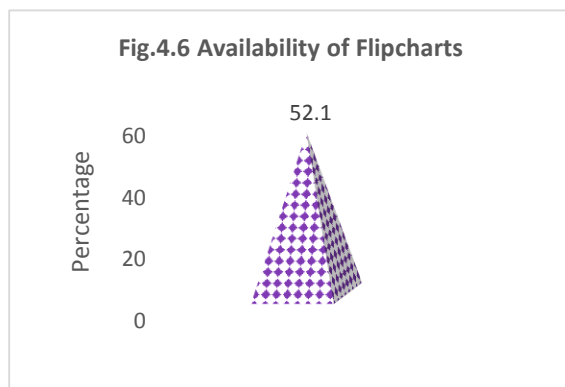
It is evident from **Table 4.6** that availability of flip charts is reported in more than half (52%) of AWTCs taken in the study.. The availability of flip charts has not been reported in any of the AWTCs located in the States of Himachal Pradesh, J&K and Nagaland.

Table 4.7: Availability of Weighing Scales at AWTC for Practical Session

No. of AWTCs -167

State	Total No. of AWTCs	Availability		In Working Condition	
		N	%	N	%
Northern Region					
Delhi	1	1	100	1	100
Haryana	6	6	100	5	83.3
H.P.	1	1	100	0	0
J & K	1	1	100	1	100
Rajasthan	13	12	92.3	7	58.3
Uttarakhand	2	2	100	0	0
Eastern Region					
Bihar	25	16	64	12	75
Odisha	20	17	85	15	88.2
North East Region					
Assam	11	9	81.8	7	77.7
Nagaland	1	1	100	1	100
Tripura	2	2	100	2	100
Western Region					
Gujarat	6	6	100	5	83.3
Maharashtra	19	18	94.7	14	77.7

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	Southern Region				
Andhra Pradesh	20	15	75	13	86.6
Karnataka	9	6	66.6	4	66.6
Kerala	12	9	75	6	66.6
	Central Region				
Chhattisgarh	7	6	85.7	3	50
MP	11	8	72.7	6	75
Total	167	136	81.4	102	75

Fig.4.7 Availability of Weighing Scales at AWTC

It is evident from **Table 4.7** that though the weighing scale which is an essential item for demonstration of growth monitoring activities, are available in about 81.4%. However, their usability is not found in one fourth of AWTCs. All AWTCs (100%) located in the States of Delhi, J&K, Nagaland and Tripura, have availability of weighing scales in the classrooms.

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 4.8.**

Table 4.8: Availability of Supporting Equipment at the Training Centre

No. of AWTCs -167

State	Total No. of AWTCs	Computer with Printer		In Use		Fax Machine		In USE		Xerox Machine		In Use	
		N	%	N	%	N	%	N	%	N	%	N	%
	Northern Region												
Delhi	1	1	100	1	100	0	0	0	0	1	100	1	100
Haryana	6	4	66.6	3	75	0	0	0	0	3	50	2	66.6
H.P.	1	0	0	0	0	0	0	0	0	0	0	0	0
J & K	1	1	100	1	100	0	0	0	0	1	100	1	100
Rajasthan	13	11	84.6	9	81.8	5	38.4	5	38.4	8	61.5	6	75
Uttarakhand	2	0	0	0	0	0	0	0	0	0	0	0	0
	Eastern Region												
Bihar	25	12	48	7	58.3	4	16	4	16	6	24	6	100
Odisha	20	16	80	16	100	3	15	3	15	10	50	9	90

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	North East Region												
Assam	11	5	45.4	4	80	0	0	0	0	0	0	0	0
Nagaland	1	1	100	1	100	0	0	0	0	1	100	1	100
Tripura	2	2	100	2	100	0	0	0	0	0	0	0	0
Western Region													
Gujarat	6	6	100	6	100	3	50	3	50	5	83.33	4	80
Maharashtra	19	12	63.1	11	91.6	5	26.3	5	26.3	6	31.5	5	83.3
Southern Region													
Andhra Pradesh	20	14	70	11	78.5	3	15	2	10	5	25	3	60
Karnataka	9	6	66.6	6	100	1	11.1	1	11.1	2	22.2	2	100
Kerala	12	3	25	1	33.3	1	8.3	0	0	1	8.3	0	0
Central Region													
Chhattisgarh	7	0	0	2	0	0	0	0	0	1	14.2	1	100
MP	11	8	72.7	7	87.5	3	27.2	3	27.2	4	36.3	3	75
Total	**167**	**102**	**61**	**88**	**86.3**	**28**	**16.7**	**26**	**92.8**	**54**	**32.3**	**44**	**81.4**

 Data as contained in **Table 4.8** *s*hows that the availability of computer with printer is reported in only 61percent of AWTCs taken in the study. The usability of the same is observed in more than four out of five (86.3%) of AWTCs. The availability of computer with printer has not been reported in any of the AWTCs located in the States of Chhattisgarh, H.P. and Uttarakhand.

Data as contained in **Table 4.8** *s*hows that the availability of fax machine is reported in only (16.7%) of AWTCs taken in the study. The usability of the same is observed in more than ninety percent (92.8%) of AWTCs. The availability of fax machine has not been reported in any of the AWTCs located in northern region except Rajasthan, north east region and Chhattisgarh from central region.

Data as contained in Table 4.8 shows the availability of Xerox machine in (32.34%) of AWTCs taken in the study. The usability of the same is observed in 81.48 percent of AWTCs. The availability of Xerox machine has not been reported in any of the AWTCs located in the States of HP, Kerala, Assam, Uttarakhand and Tripura

Fig.4.8 Availability of Supporting Equipment (Fax, Xerox Machine, Computer with Printer)
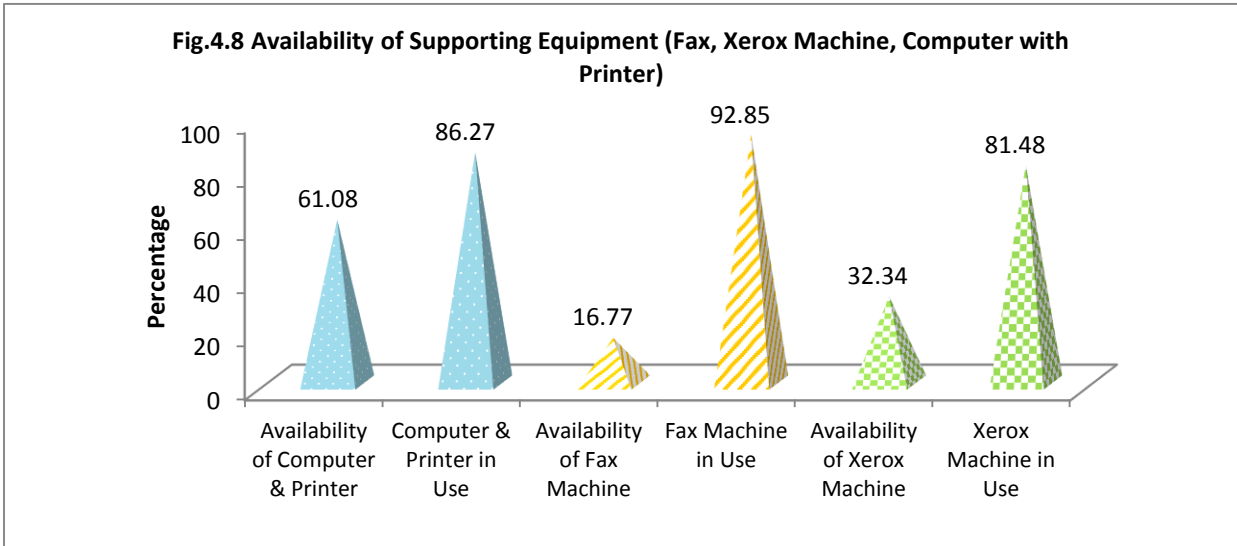
B. Availability of Library

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 4.9.**

Table 4.9: Availability of Library

No. of AWTCs: 167

| State	Total No. of AWTCs	Availability of library	
		N	%
Northern Region			
Delhi	1	1	100
Haryana	6	5	83.3
H.P.	1	0	0
J & K	1	1	100
Rajasthan	13	11	84.6
Uttarakhand	2	2	100
Eastern Region			
Bihar	25	18	72
Odisha	20	12	60
North East Region			
Assam	11	7	63.6
Nagaland	1	1	100
Tripura	2	0	0
Western Region			
Gujarat	6	6	100
Maharashtra	19	15	78.9
Southern Region			
Andhra Pradesh	20	18	90
Karnataka	9	8	88.8
Kerala	12	11	91.6
Central Region			
Chhattisgarh	7	7	100
MP	11	8	72.7
Total	167	131	78.4

Fig.4.9 Availability of Library
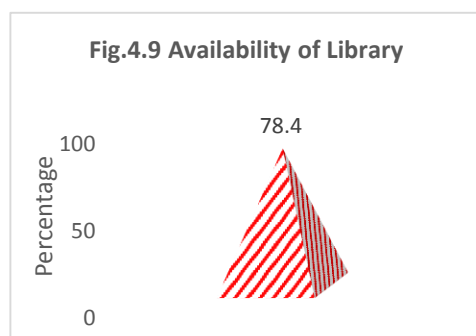
Table 4.9 depicts the availability of separate library in about (78.4%) of AWTCs taken in the study. Although there are no guidelines about the prescribed number of reading/reference material in the library, very few AWTCs with library are having all the reading/reference material essential for them.

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C. 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 4.10.**
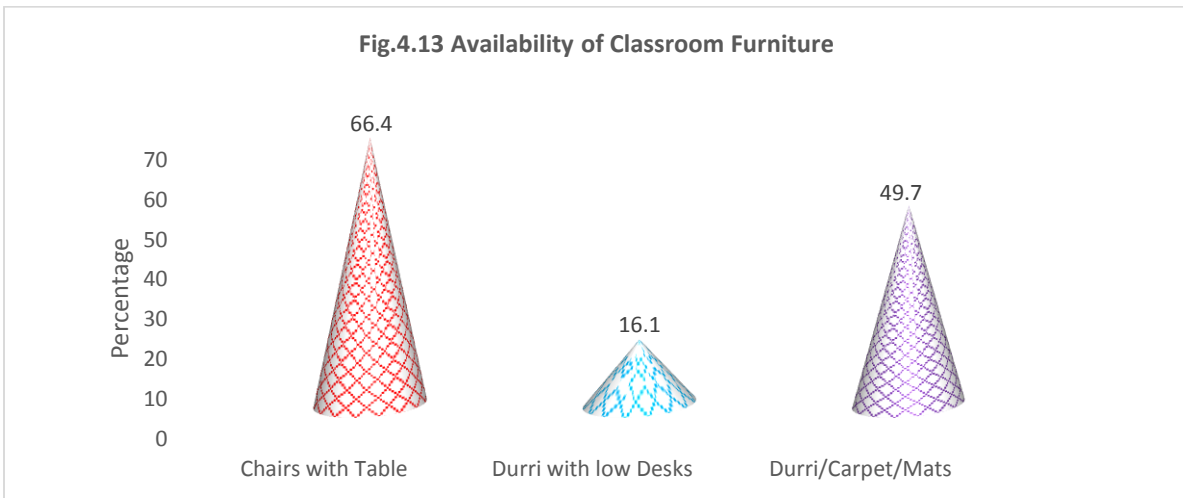
Table 4.10: Availability of Classroom Furniture*

No. of AWTCs: 167

States	Total No. of AWTCs	Chairs with Table		Durri with low Desks		Durri/Carpet/Mats	
		N	%	N	%	N	%
Northern Region							
Delhi	1	0	0	0	0	0	0
Haryana	6	4	66.6	2	33.3	4	66.6
H.P.	1	1	100	0	0	1	100
J & K	1	1	100	0	0	0	0
Rajasthan	13	10	76.9	1	7.6	5	38.4
Uttarakhand	2	1	50	0	0	2	100
Eastern Region							
Bihar	25	11	44	8	32	15	60
Odisha	20	12	60	1	5	10	50
Assam	11	7	63.6	1	9.1	3	27.2
Nagaland	1	1	100	0	0	0	0
Tripura	2	2	100	0	0	0	0
North East Region							
Gujarat	6	6	100	3	50	5	83.3
Maharashtra	19	13	68.4	4	21	11	57.8
Western Region							
Andhra Pradesh	20	16	80	1	5	7	35
Karnataka	9	8	88.8	3	33.3	7	77.7
Kerala	12	8	66.6	1	8.3	1	8.3
Central Region							
Chhattisgarh	7	4	57.1	1	14.2	6	85.7
MP	11	6	54.5	1	9	6	54.5
Total	**167**	**111**	66.4	**27**	16.1	**83**	49.7

*Multiple Responses

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Fig.4.13 Availability of Classroom Furniture

It is evident from **Table 4.13** that the situation regarding availability of proper class room furniture is not satisfactory. Only chairs with table show some sustainable data (66.4%), however the availability of Dari/Carpet/Mats is (49.7%) and Dari with low desk is (16.1%). All AWTCs located in the North East Region and Central Region are having satisfactory availability of class room furniture.

Chapter 5

Planning & Organization of Training at AWTC

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

Advance Planning of Course by Trainers

The AWTCs are required to plan the ICDS training programme 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 -167

Total No. of AWTCs	Planning of Course in Advance	
	N	%
167	128	76.6

Fig. 5.1: Planning of course in advance
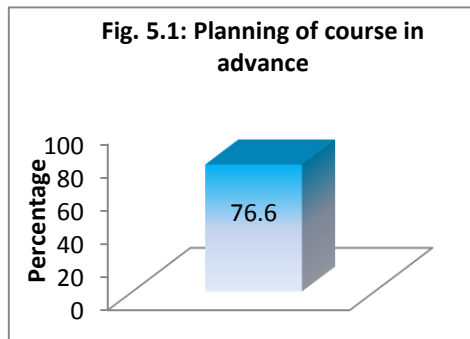
Table 5.1 shows the encouraging findings. About three fourth of AWTCs (76.6%) are making the preliminary arrangements of the course well in advance.

Use of Various 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

<div align="right">No. of AWTCs -167</div>

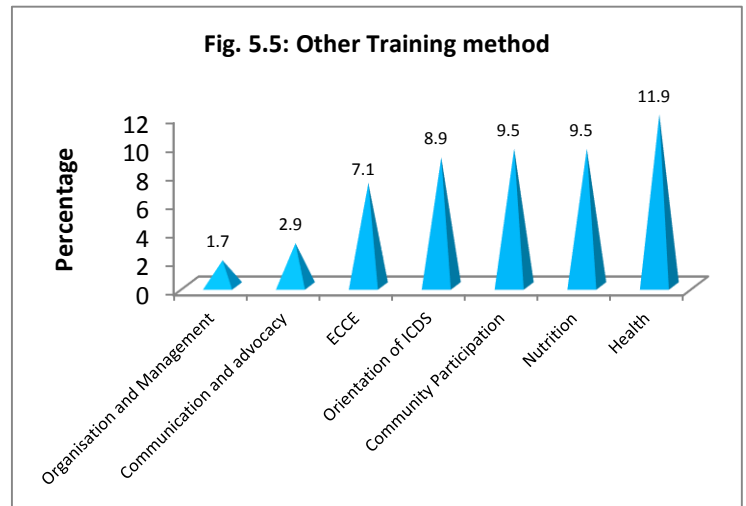| Use of Lecture Method													
Orientation of ICDS		ECCE		Nutrition		Health		Community Participation		Communication and Advocacy		Organization and Management	
N	%	N	%	N	%	N	%	N	%	N	%	N	%
37	22.1	28	16.7	29	17.3	29	17.3	26	15.5	19	11.3	18	10.7
Use of Group Discussion													
Orientation of ICDS		ECCE		Nutrition		Health		Community Participation		Communication and Advocacy		Organization and Management	
N	%	N	%	N	%	N	%	N	%	N	%	N	%
26	15.5	16	9.5	10	5.9	7	4.1	3	1.8	5	2.9	8	4.7
Use of Demonstration Method													
ECCE		Nutrition		Health		Community Participation		Communication and Advocacy		Organization and Management			
N	%	N	%	N	%	N	%	N		%	N	%	
13	7.7	12	7.1	8	4.7	7	4.1	5		2.9	6	3.5	
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	%
15	8.9	12	7.1	16	9.5	20	11.9	16	9.5	5	2.9	3	1.7
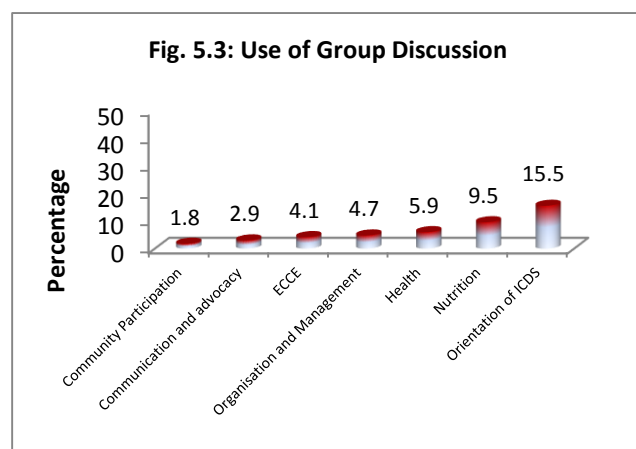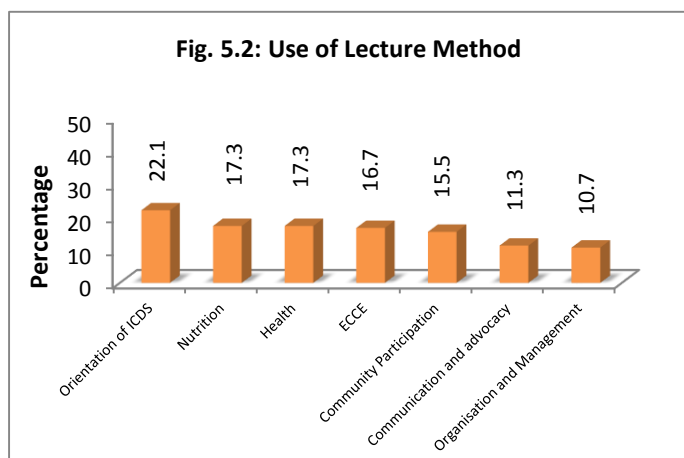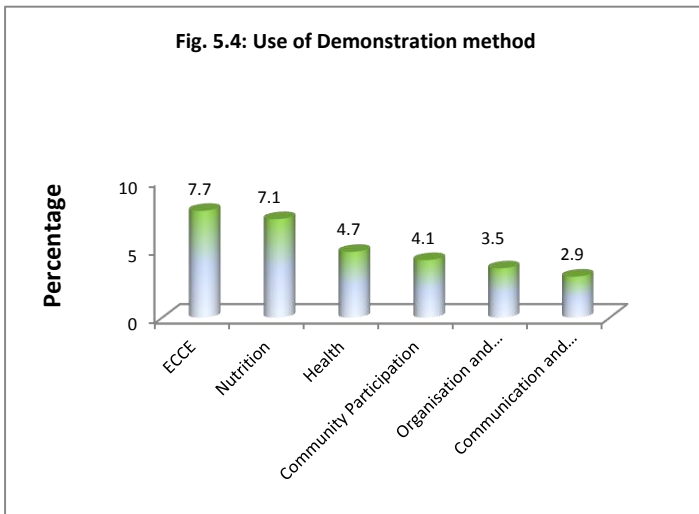
Fig. 5.2: Use of Lecture Method

Fig. 5.3: Use of Group Discussion

Fig. 5.4: Use of Demonstration method

Fig. 5.5: Other Training method

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 in only 8.4 percent of total AWTCs 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.

Organization of 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: Organization of Practical Exercises/Sessions (Indoor)
No. of AWTCs -167

Total No. of AWTCs	Responses Received	N	%
167	90	60	66.6

Fig. 5.6: Practical Exercise/Session (Indoor)
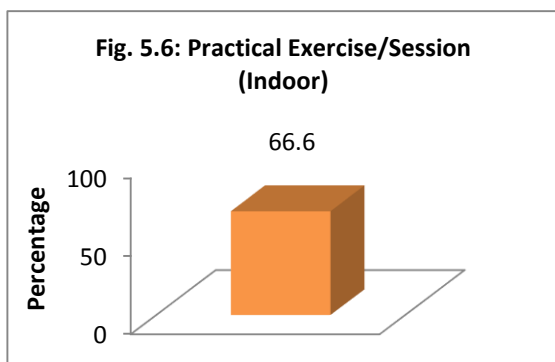
The syllabus of job and refresher training of ICDS Supervisors and Orientation training of Instructors of AWTCs prescribes a lot of practical exercises. The findings as presented in **Table 5.3** depicts that 66.6 percent of AWTCs are organizing indoor activities for imparting ICDS training.

Organization 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: Organization of Practical Exercises/Sessions (Outdoor)

No. of AWTCs -167

Total No. of AWTCs	Responses Received	N	%
167	90	30	33.3

Fig. 5.7: Practical Exercises/Session (Outdoor)
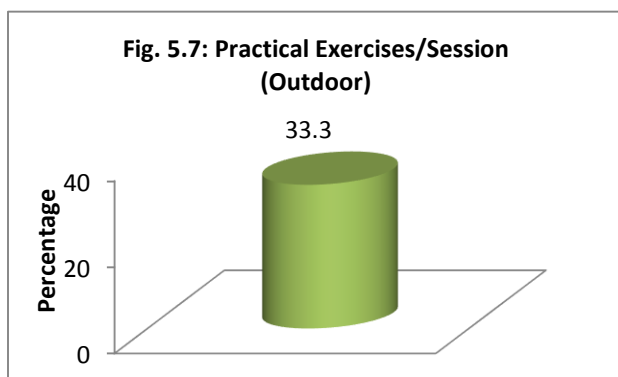
Though job and refresher training syllabus of ICDS Supervisors prescribes a lot of practical exercises in almost all component of ICDS training, however, as revealed from **Table 5.4**, the organization of such sessions has been observed in only 33.3 percent of AWTCs taken in the study.

Use of Feedback mechanism by Instructors

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.**

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Table 5.5: Use of Feedback mechanism by Instructors

Total No. of AWTCs	N	%
167	92	55

Fig. 5.8: Feedback from trainees
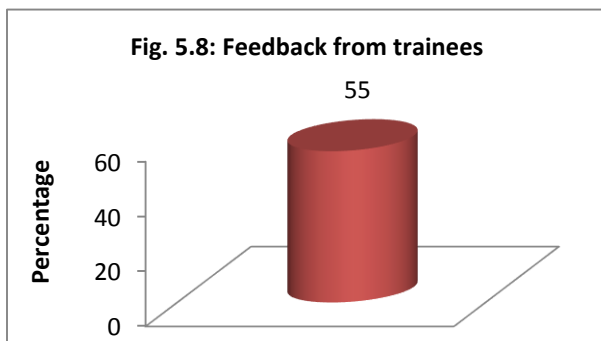
Table 5.5 indicates that practice of taking feedback by trainees at the end of every component of ICDS training is observed in only half (55.08%) of AWTCs taken in the study.

Supervised Practice Activity in Anganwadi

Besides conducting classroom practical's, 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 AWC for Supervised Practice Activity

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 AWC for Supervised Practice Activity

No. of AWTCs -167

Total No. of AWTCs	Responses Received	No. of Trainees placed in one AWC					
		1		2		More than 2	
		N	%	N	%	N	%
167	136	17	12.5	8	5.8	112	82.3

Fig. 5.9: No. of Trainees placed in One AWC
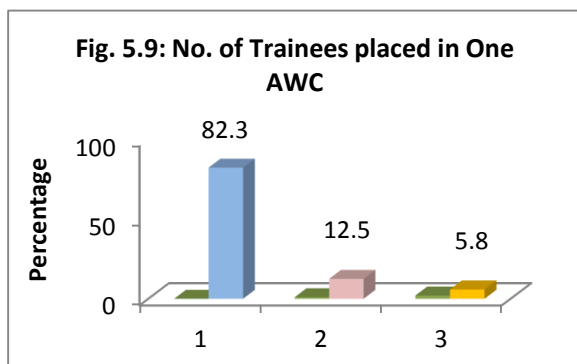
Table 5.6 indicates that in only (12.5%) of AWTCs, one trainee is placed in one AWC, in 5.8 percent of AWTCs, two trainees have been placed in one AWC for the purpose of supervised practice as envisaged under ICDS. In about 82.3 percent of AWTCs, more than two trainees are being placed in one AWC.

Use of Training Folder 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 Folder in Supervised Practice

No. of AWTCs-167

Total No. of AWTCs	Use of Training Folder in Supervised Practice	
	N	**%**
167	87	52.1

Fig. 5.10: Use of Training material
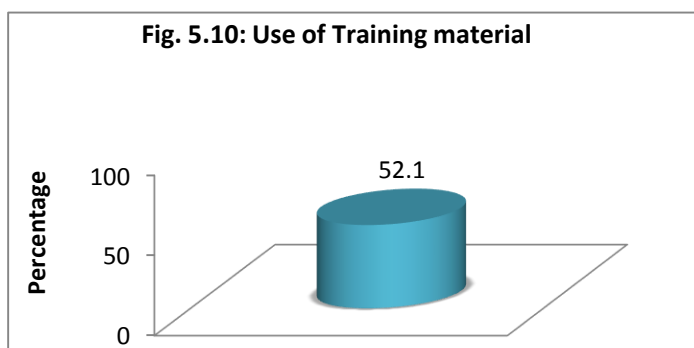
Table 5.7 reveals that in about little less than every three out of five AWTCs, (52.1%) the trainees are carrying the training learning material prepared by them in the class room for the purpose of their use in supervised practice.

Support Extended to Trainees by ICDS Staff

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.**

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Table 5.8: Support Extended To Trainees by ICDS Staff

No of AWTCs-167

Total No. of AWTCs	Support Extended To Trainees By ICDS Staff	
	N	%
167	114	68.2

Fig. 5.11: Support Extended to Trainees by ICDS Project Staffs

68.2
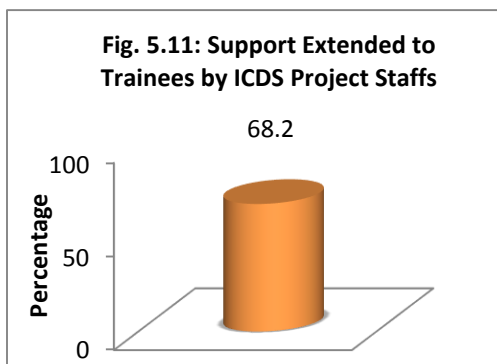
The above **Table-5.8** displays the data concerning the assistance of ICDS Project staff in selecting the AWCs for Supervised practice. It is observed that only 14.9 per cent of the AWTCs are getting the support for selection of the AWCs for supervised practice. Only 23.3 percent of AWTCs, ICDS functionaries have been found to extend support by providing guidance and undertaking supervision visits.

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. has 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 5.9**

Table 5.9: Timely Preparation of Course Report

No. of AWTCs -167

Total No of AWTCs	N	%
167	117	70

Fig. 5.12: Timely preparation of course Report

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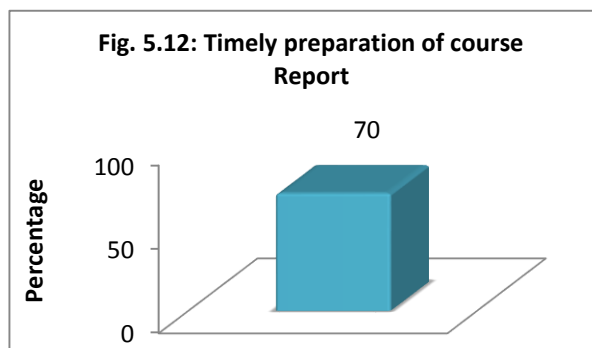
It is evident from the **Table 5.9** that 70 percent of AWTCs are preparing the course report in time.

Table 5.10: Submission of Course Report

No. of AWTCs -167

Total No. of AWTCs	NIPCCD		State Government		Parent Body		Others	
	N	%	N	%	N	%	N	%
167	57	34.1	53	31.7	4	2.4	26	15.5

Fig. 5.13: Submission of Course Report
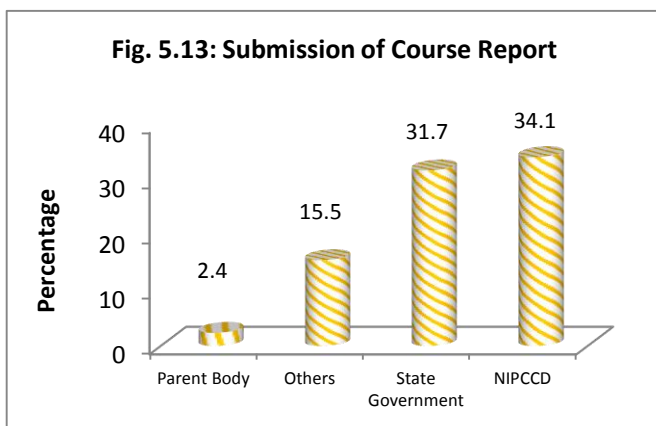
Table 5.10 reveals that only 34.1 percent of AWTCs are submitting the report to NIPCCD. All the AWTCs have been instructed to submit the course report to the concerned State Government within the stipulated time. The table 5.1 reveals that it is being practiced in only 31.7 percent of AWTCs located across the country.

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Chapter –6

AWTCs Monitoring and Training Evaluation

Visit to ICDS Project by AWTC Instructors

Besides organizing training programme 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 6.1**.

Table 6.1: Visit to ICDS Project

No. of AWTCs: 167

Total No. of AWTCs	Visit to ICDS Project	
	N	%
167	117	70

Fig. 6.1: Visit to ICDS Projects
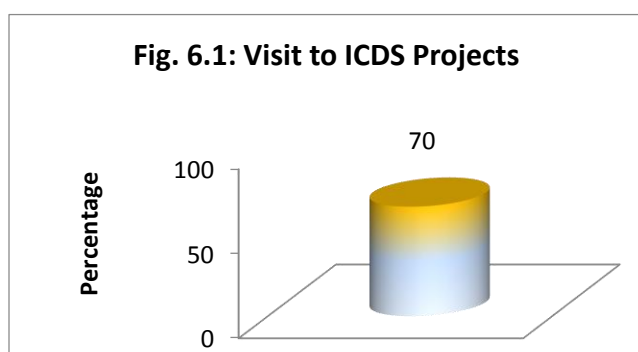
Table 6.1 shows that the visits of ICDS projects is being undertaken in little less than three fourth (70%) of AWTCs taken in the study

Monitoring of AWTCs

In order to ensure that AWTCs imparts 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 6.2.**

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Table 6.2: Monitoring of AWTCs

No. of AWTCs: 167

State	Total No. of AWTCs	Monitoring of AWTCs	
		N	%
Northern Region			
Delhi	1	1	100
Haryana	6	6	100
Himachal Pradesh	1	0	0
Jammu & Kashmir	1	0	0
Rajasthan	13	10	76.9
Uttarakhand	2	1	50
Eastern Region			
Bihar	25	10	40
Odisha	20	16	80
North-Eastern Region			
Assam	11	8	72.7
Nagaland	1	1	100
Tripura	2	0	0
Western Region			
Gujarat	6	5	83.3
Maharashtra	19	9	47.3
Southern Region			
Andhra Pradesh	20	15	75
Karnataka	9	5	55.5
Kerala	12	9	75
Central Region			
Chhattisgarh	7	6	85.7
Madhya Pradesh	11	11	100
Total	**167**	**113**	67.6

Fig. 6.2:Monitoring of AWTCs

67.6
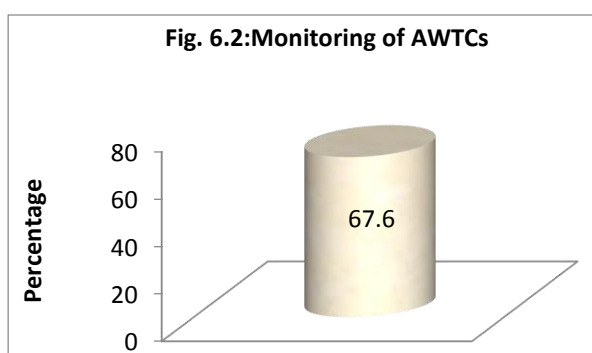
Table 6.2 shows that 67.6 percent of Anganwadi Training Centers are being monitored. It is evident from the table that all (100%) AWTCs located in the States of Delhi, Haryana, Nagaland and Madhya Pradesh have been monitored regularly. Majority of AWTCs are also monitored in the State of Gujarat (83.3%) and Chhattisgarh (85.7)

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Monitoring of AWTCs by various Agencies

NIPCCD and State Government officials looking after ICDS training in the State Governments/UT Administrations have been mandated with the task of undertaking monitoring visits of AWTCs so as to give on the spot suggestions for improving ICDS training. The officials of parent body running AWTCs and other agencies are also 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 6.3.

Table 6.3: Monitoring of AWTCs by various Agencies

No. of AWTCs: 167

State	Total No. of AWTCs	NIPCCD		State Government		Parent Body		Other Agencies	
		N	%	N	%	N	%	N	%
Northern Region									
Delhi	1	0	0	0	0	1	100	1	100
Haryana	6	6	100	3	50	2	33.3	0	0
Himachal Pradesh	1	0	0	0	0	0	0	0	0
J & K	1	0	0	0	0	0	0	0	0
Rajasthan	13	10	76.9	4	30.7	2	15.3	0	0
Uttarakhand	2	2	100	1	50	0	0	2	100
Eastern Region									
Bihar	25	9	36	17	68	6	24	2	8
Odisha	20	19	95	16	80	4	20	0	0
North-Eastern Region									
Assam	11	8	72.7	10	90.9	5	45.4	0	0
Nagaland	1	0	0	1	100	1	100	0	0
Tripura	2	2	100	2	100	1	50	0	0
Western Region									
Gujarat	6	2	33.3	5	83.3	5	83.3	4	66.6
Maharashtra	19	11	57.8	14	73.6	11	57.8	7	36.8
Southern Region									
Andhra Pradesh	20	11	55	15	75	8	40	3	15
Karnataka	9	6	66.6	4	44.4	3	33.3	2	22.2
Kerala	12	7	58.3	8	66.6	6	50	2	16.6
Central Region									
Chhattisgarh	7	6	85.7	6	85.7	5	71.4	6	85.7
Madhya Pradesh	11	9	81.8	9	81.8	6	54.5	3	27.2
Total	**167**	**108**	64.6	**115**	68.8	**66**	39.5	**32**	19.1

Central Monitoring Unit of ICDS, NIPCCD Delhi

Fig. 6.3: Monitoring of AWTCs by various agencies
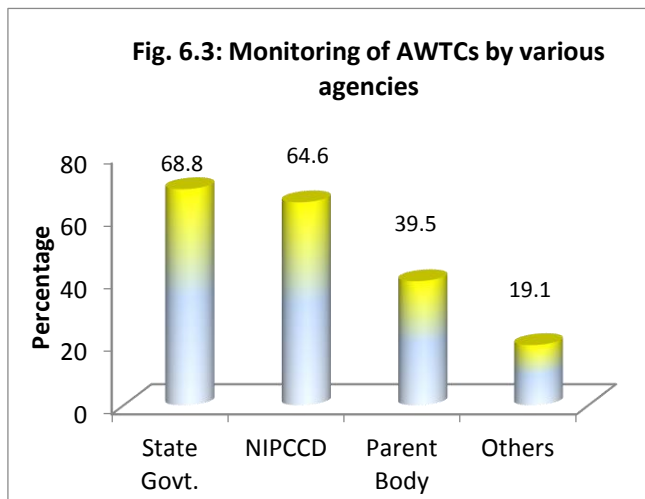
The data contained in **Table 6.3** reveals that 68.8 percent of AWTCs are monitored by the State Government Officials. All AWTCS (100%) located in the States of Nagaland and Tripura are being monitored by officials of the concerned State Government. It has also been noticed that significant number of AWTCs (more than 80%) have also been monitored by the officials of State Governments in the State of M.P. (81.8%), Chhattisgarh (85.7%), Gujarat (83.3%) and Assam (90.91%).

Table 6.3 also reveals that 64.6 percent of AWTCs are being monitored by NIPCCD. All (100%) AWTCs located in Haryana, Uttarakhand, and Tripura are monitored by NIPCCD faculty members. Significant number (more than 75%) of AWTCs have also been monitored by NIPCCD faculty in the State of Odisha (95%) Chhattisgarh (85.71%), M.P (81.82%) and Rajasthan (76.92%).

It can be seen from **Table 6.3** that only (39.5%) of AWTCs have been monitored by the officials of the parent body. In the state of Nagaland (100%) of AWTCs are monitored by Parent Body. More than (70%) of AWTCs which are monitored by parent body are in Chhattisgarh (71.4%) and Gujarat (83.3%).

Monitoring by other officials (apart from NIPCCD, State Governments and Parent Body) is being carried out in only small number (19.1%) of AWTCs located across the country. All AWTCs in the state of Uttarakhand have been monitored by other agencies.

Instructor's Understanding of Curriculum

The syllabus of JTC and refresher training of AWWs and orientation training of AWHs were 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-6.4.

Table 6.4: Instructor's Understanding of Curriculum

No. of AWTCs: 167

State	Total No of AWTCs	Responses Received	Syllabus Well Designed	
			N	**%**
Northern Region				
Delhi	1	1	1	100
Haryana	6	6	4	66.6
Himachal Pradesh	1	1	0	0
Jammu & Kashmir	1	1	0	0
Rajasthan	13	12	7	58.3
Uttarakhand	2	2	2	100
Eastern Region				
Bihar	25	25	16	64
Odisha	20	20	14	70
North-Eastern Region				
Assam	11	11	7	63.6
Nagaland	1	1	0	0
Tripura	2	0	0	0
Western Region				
Gujarat	6	6	4	66.6
Maharashtra	19	18	13	72.2
Southern Region				
Andhra Pradesh	20	17	13	76.4
Karnataka	9	8	6	75
Kerala	12	11	8	72.7
Central Region				
Chhattisgarh	7	7	6	85.7
Madhya Pradesh	11	9	4	44.4
Total	**167**	**156**	**105**	67.3

Fig. 6.4: Instructors Understanding the Curriculuum
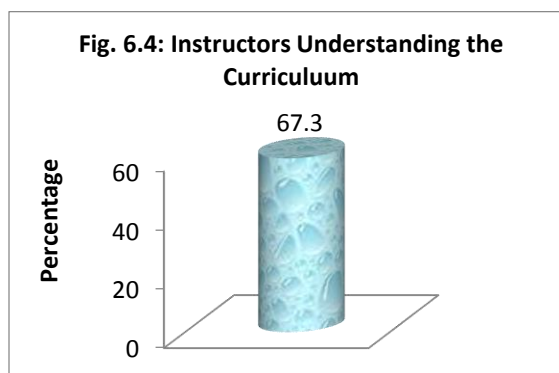
The **Table 6.4** reveals that about (67.3%) of instructors of AWTCs have reported that syllabus of ICDS training is well designed. All AWTCs (100%) located in Delhi and Uttarakhand have reported that the syllabus of ICDS training is well designed

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Competencies of Instructors for Preparation and 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 Competencies of instructors for adopting such training methods are presented in **Table 6.5**.

Table 6.5: Competencies of Instructors in Preparation and Adopting Various Training Methods

No. of AWTCs: 167

State	Total No. of AWTCs	Competencies of Instructors	
		N	%
Northern Region			
Delhi	1	1	100
Haryana	6	3	50
Himachal Pradesh	1	1	100
Jammu & Kashmir	1	1	100
Rajasthan	13	9	69.2
Uttarakhand	2	2	100
Eastern Region			
Bihar	25	11	44
Odisha	20	15	75
North-Eastern Region			
Assam	11	7	63.6
Nagaland	1	1	100
Tripura	2	2	100
Western Region			
Gujarat	6	6	100
Maharashtra	19	14	73.6
Southern Region			
Andhra Pradesh	20	14	70
Karnataka	9	7	77.7
Kerala	12	7	58.3
Central Region			
Chhattisgarh	7	5	71.4
Madhya Pradesh	11	9	81.8
Total	**167**	**115**	68.8

Fig. 6.5: Competencies of Instructors in Preparation and Adopting various Training Methods
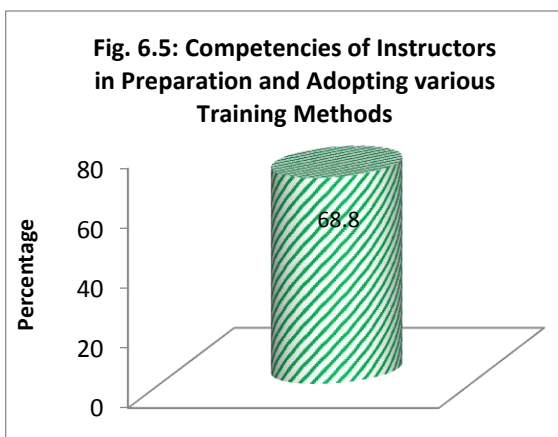
It is evident from **Table 6.5** that about two third (68.8%) of instructors working in AWTCs have been found competent enough for adopting different training methods as prescribed in syllabus of JTC and refresher courses of AWWs. Instructors working in AWTCs located in the Northern region (Delhi, Himachal Pradesh, Jammu and Kashmir, and Uttarakhand). North-East Region (Nagaland and Tripura), and Gujarat are found adequately equipped (100%) for adopting such training methods.

Introduction of New Topics in the Training Programme Schedule

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 6.6.**

Table 6.6: Addition of New Topics in the Training Programme Schedule
No. of AWTCs: 167

State	Total no of AWTCs	Responses Received	Addition of New Topics	
			N	%
Northern Region				
Delhi	1	0	0	0
Haryana	6	1	1	100
Himachal Pradesh	1	1	1	100
Jammu & Kashmir	1	1	1	100
Rajasthan	13	6	6	100
Uttarakhand	2	2	2	100
Eastern Region				
Bihar	25	17	17	100
Odisha	20	11	11	100
North-Eastern Region				
Assam	11	9	9	100
Nagaland	1	1	0	0
Tripura	2	0	0	0
Western Region				
Gujarat	6	3	3	100
Maharashtra	19	5	5	100
Southern Region				
Andhra Pradesh	20	11	11	100
Karnataka	9	4	4	100
Kerala	12	8	8	100

Central Region				
Chhattisgarh	7	6	6	100
Madhya Pradesh	11	6	6	100
Total	**167**	**92**	**91**	98.9

Fig. 6.6: Addition of New topics in the Training programme
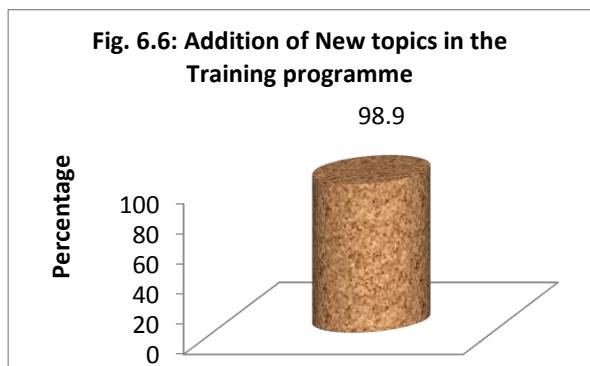
The data as contained in **Table 6.6** shows that 91 instructors (98.9%) out of 92 responses received from various AWTCs have expressed the need for addition of new topics in the current syllabus of JTC and refresher training of AWWs.

Evaluation of Trainees

I.   Knowledge Assessment

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 6.7.**

Table 6.7: Method of Examination of Trainees by AWTCs
No. of AWTCs: 167

State	Total No. of AWTCs	Oral Test		Written Test	
		N	**%**	**N**	**%**
Northern Region					
Delhi	1	1	100	1	100
Haryana	6	4	66.6	3	50
Himachal Pradesh	1	1	100	1	100
Jammu & Kashmir	1	1	100	1	100
Rajasthan	13	6	46.1	10	76.9
Uttarakhand	2	2	100	2	100

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Eastern Region					
Bihar	25	18	72	23	92
Odisha	20	11	55	18	90
North eastern Region					
Assam	11	7	63.6	7	63.6
Nagaland	1	0	0	1	100
Tripura	2	0	0	2	100
Western Region					
Gujarat	6	5	83.3	5	83.3
Maharashtra	19	14	73.6	0	0
Southern Region					
Andhra Pradesh	20	10	50	16	80
Karnataka	9	8	88.8	9	100
Kerala	12	9	75	11	91.6
Central Region					
Chhattisgarh	7	6	85.7	6	85.7
Madhya Pradesh	11	8	72.7	9	81.8
Total	**167**	**111**	66.4	125	74.8

Fig. 6.7: Methods of trainees evaluation adopted by ICDS training institutions
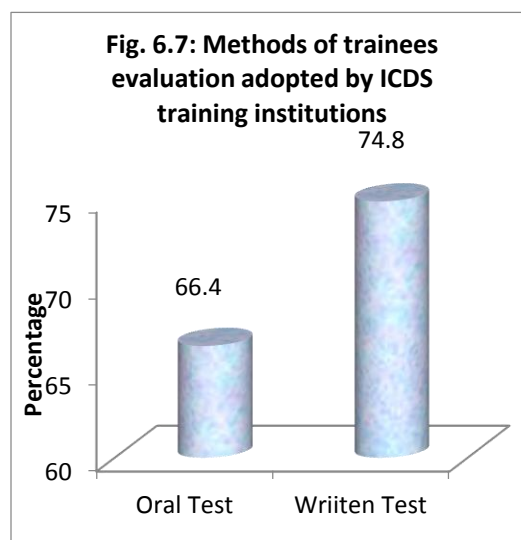
Table 6.7 shows that two third of AWTCs conducts oral test for evaluating trainees performance in the JTC. Though all AWTCs (100%) conduct oral tests located in Delhi, HP, J&K, and Uttarakhand. However, none of the AWTCs in the state of Nagaland and Tripura follows oral method of evaluation.

Table 6.7 also reveals that about 74.8 percent 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, J&K, Uttarakhand, Nagaland, Tripura and Karnataka. However, none of the AWTCs in the state of Maharashtra conducts written test as method of evaluation.

II.   Skill 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 6.8**

Table 6.8: Skill Assessment of Trainees during Skill Practice

No. of AWTCs: 167

State	Total No. of AWTCs	Supervised Practice		Preparation of Material		Punctuality & Discipline	
		N	%	N	%	N	%
Northern Region							
Delhi	1	1	100	1	100	0	0
Haryana	6	4	66.6	6	100	2	33.3
Himachal Pradesh	1	0	0	1	100	0	0
Jammu & Kashmir	1	1	100	1	100	1	100
Rajasthan	13	7	53.8	10	76.9	7	53.8
Uttarakhand	2	2	100	1	50	0	0
Eastern Region							
Bihar	25	18	72	18	72	13	52
Odisha	20	19	95	18	90	12	60
North-Eastern Region							
Assam	11	10	90.9	10	90.9	3	27.2
Nagaland	1	1	100	1	100	0	0
Tripura	2	2	100	2	100	0	0
Western Region							
Gujarat	6	6	100	6	100	3	50
Maharashtra	19	17	89.4	18	94.7	14	73.6
Southern Region							
Andhra Pradesh	20	12	60	14	70	11	55
Karnataka	9	8	88.8	9	100	4	44.4
Kerala	12	11	91.6	10	83.3	6	50
Central Region							
Chhattisgarh	7	7	100	6	85.7	2	28.5
Madhya Pradesh	11	8	72.7	8	72.7	4	36.3
Total	**167**	**134**	80.2	140	83.8	82	49.1

Fig. 6.8: Performance Assessment of trainees during Skill Practice
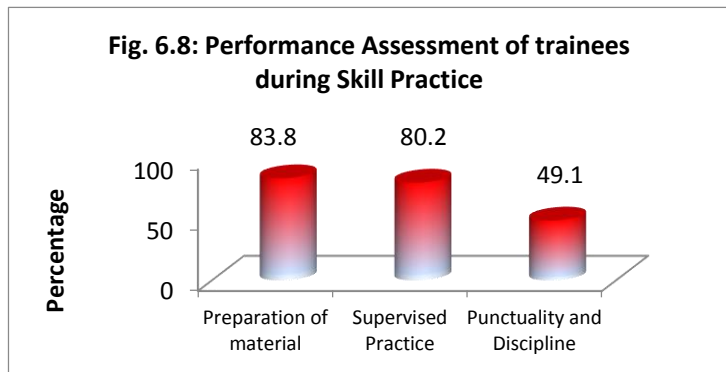
It is evident from the **Table 6.8** that 80.2 percent of AWTCs are assessing the trainee's performance in the area of Supervised Practice. All AWTCs (100%) are assessing the Supervised Practice performance of trainees in the State of Delhi, J&K, Nagaland and Tripura.

It is evident from the **Table 6.8** that about 83.83 percent of AWTCs are assessing the trainee's performance in the area of preparation of teaching learning material. All AWTCs (100%) in the State of Delhi, Haryana, Himachal Pradesh, J&K, Karnataka, Gujarat, Nagaland and Tripura are assessing the Supervised Practice performance of trainees

It is evident from the **Table 6.8** that only half (49.1%) of AWTCs are assessing the trainees performance in the area of punctuality and discipline.

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List of Anganwadi Training Centres

S.No.	State	Date of Visit	Name & Address of AWTC
1	Andhra Pradesh	28-11-14	AWTC, Srimathi Nandamuri Basava Rama Tarakam, plot No. 93, Door No.9/133, Kranthi nagar, Nandyal, Kurnool
2		21-02-14	Anganwadi Training Center,Durgabai Mahila Sisu Vikas Kendram,Parkasam,Near SSN.College ,Endluru Donka,Santhanuthala Padu (Mundal)
3		15-05-14	Dist.Manger D.M.S.V.K Chowat Palli Road Mariyampuram,Kandpa (Y.S.R Dist)
4		23-01-16	Shylaja Mahila Mandali,Unit-II, opp, R & B Guest House, Zilla Parishad, Road, Kadapa -516004
5		23-04-15	Durgabai,Mahila Shisu,Vikas Kendra,AWTC,Guntur; Nimmakuru,Andhra Pradesh
6		-	AWTC-1 ARDR,Godavali, Cherukupalli, Mandal,Guntur, Dist-522259
7		17-12-15	Durgabai,Nehru Shishu Vikas Kendram V.T.Agrachcnam, Vizangam, A.P
8		23-07-15	Sri Jhansi Laxmi Bai AWTC , karnala Veedi , Bukkapatnam, ananthapur
9		10-09-15	AWTC, C/o IRDS, Amadalawalsa , Sreekakulam,A.P Ramnagar
10		08-09-15	AWTC, DMSVK, Echerla Mandalam, Srikakulam , District, AP,
11		22-07-15	AWTC Durgabai Mahila Siru Vikasa Kendram , Anantapuramu A.P 515002
12		09-09-15	AWTC , C/O Yuva Vijana Parishad , Velama Veedhi Opp: TTD Choultry Sreekurmam 532404
13		08-12-15	AWTC Rastriya Seva Samittee, Tirupati , Chittor A.P
14		19-12-15	AWTC , Durgabai Mahila Shishu Vikas kendram Gandhi Nagar Nellore -524004
15		18-12-15	AWTC , Agency for sutaiable rural development & Relief , St Johpin School Road Vizanagaram A.P
16		09-12-15	AWTC Durgabai Mahila Shishu Vikas kendr, Triupati Chittor, A.P

17		23-12-15	JMJ AWTC S.Txaviers School Campus kurnool bypass Ongole, Prakasam A.P
18		21-12-15	AWTC Durgabai Mahila Shishu Vikas kendram ,Prakasan Endluru Donka, Santhanuthala Pandu A.P
19		22-12-15	AWTC Unit -1 ,Federation of District Mahila Mandals, station Road ,Chirala. Prakasham District (A.P.)
20		17-02-16	Federation of District Mahila Mandals, Anganwadi traning Centre , Unit -2 Station Road , Chirala
21	**Assam**	24-09-15	AWTC (Unit II), Run By ICCW, Naliapool Dibrugarh, Assam
22		12-08-15	Manikuntala Mahila Unmayan Kendra AWTC, P.O Kharghuli, near Barthakur Clinic Hospital,H.No-21,Guwahati-781004,ist Kamrup,Pin-781004
23		21-08-15	AWTC Golaghat Nirman Mahila Gut.P.O- Bengenakhowa Dist-Golaghat (Assam),Pin-785621
24		23-08-15	AWTC III Run by sodu Asom Grammya Puthibaral Santhan P.O Bokahat, District Golaghat (Assam) Pin -785612
25		13-08-15	AWTC Morigaon (purrana DC Court) Assam Pin 782105
26		07-09-15	AWTC-II R.K Mission Road guwahati Assam Pin 781007
27		04-09-15	AWTC Global Wealth Immunization Kaliabhumura (po) Tejpur, Nagaon 784047
28		08-09-15	Sreemanta Sankar Mission Sibasthan, Cherial , Nagaen ,Assam
29		08-09-15	Tezpur AWTC,III, Nikamal Satra, Tezpur
30		07-09-15	AWTC Sankar Madhab Kristi Bikas Kendra Milanpur, Nagaon , Assam
31		10-08-15	Anganwadi tranibg Center III ICCW ,Assam State Branch Roopnagar , Gawahati ,32
32	**Bihar**	23-11-15	Bal Sevika Prakshihna Kendra Near Thai Temple,Bodh Gaya,Dist Gaya Bihar
33		25-11-15	Bhartiya Siksha ewam Samajik Sodh Sansthan Near Green Field opp.Manju Mala Chand ChowhrahaMod,Gaya
34		27-11-15	Mahila Kalyan Vikas Partisthan,Vishnu Puri colony,P.O,Chand Chowraya,Gaya
35		16-12-15	Aasra Seva Kendra,AWTC Village Chandi Distt.Bhojpur
36		18-12-15	Prakritik Arogyasham, Rajgir, Nalanda-803116
37		15-12-15	Desh Ratan Dr.Rajender Parshad Samarak Samaj Kalyan Sansthan, at Sureval, Siwan, Bihar -841245
38		17-12-15	S.M Educational Council AWTC at Mohan Bazar ward no-6, P.O & P.S Maharaj Gunj-841238, Siwan Bihar
39		27-11-15	Neha Shilp kala Rendra Jarua Bazar Hajipur Vaishali, Bihar

40		19-12-15	Bihar State Child Council Housing Board volonyLaxmi Nagar Near Nayan Deep Eye Hospital,Muzzafarpur Bihar-843116
41		27-11-15	Baswaan Singh Gandhi Ashram Smiti Bhawan AWTC,Haji Pur,Bihar
42		26-11-15	AWTC,Kumharar Patna
43		26-11-15	Indian Institute of yog Research and Handicapped, Welfare Socity,Bettiah ,Bihar
44		28-11-15	Manav Kalyan Sansthan ,Mohalha Laxmi Nagar post,Mehsaul. Sitamarhi Bihar-843302
45		17-12-15	Nirdesh, AWTC,Village P.O Khabra Muzaffarpur,Bihar
46		18-12-15	AWTC,Yadav Nagar Bhagwanpur,Muzaffarpur
47		29-11-15	AWTC,Nutan Vikas Vihar, Ward No.29 Samastipur bihar
48		11-12-15	Savitri Katai Buhai Evam Mahila Vikas Kendra, AWTC,Chapra,Saran
49		03-12-15	Saraswati Pustakkaliye Evam Jan Kalyan Kendre,Sadhna Puri,Chhapra,Saran Bihar
50		19-12-15	Seva Sham AWTC, Muzaaffarpur Bihar-842002
51		01-12-15	Chandrika Samajik Utthan Evam Grameen Vikas Sansthan, Jamhaur Aurangabad, Bihar
52		15-12-15	Reshma Grameen Vikas Sangh,Raja Bazaar, Jehanabad,Bihar
53		16-12-15	Shama Vikas Samiti Islampur Nalanda Pin-801303
54		17-12-15	Grameen Mehila Vikas Samaj Kalyan Partishthan Bihar sharif -803101 Nalanda Bihar
55		18-12-15	Siwan Zila Vikas Parishad, AWTC Dhanauti Siwan Bihar
56		17-12-15	Bhartiya Vivah Kendra, New Gopalpur Motihari, Bihar
57	**Chattisgarh**	24-11-15	AWTC,Social Reviwal Group of Urban Rural & Tribal SROUT),Korba-495450, Chattisgarh
58		20-11-15	AWTC,Chatisgarh Bal Kalyan Parishad Sanchalit,Mana Camp, Near Police Station ,Raipur, Chattisgarh
59		20-11-15	AWTC,(Nehru Yuva Kendra Sansthan),Behaind Shriram,Hospital, Sahdev Nagar,Rajnandan Gaon
60		23-11-15	AWTC,(CG Bal Kalyan Parishad), Dharamjaygarh,Dist.Raigarh-496116, Chattisgarh
61		21-11-15	AWTC,(Manav Sanskriti Vikas Parishad, MSSUP), Ambika Pur, Sarguja-497001, Chattisgarh
62		21-11-15	AWTC,(Chhattisgarh Bal Kalyan Parishad Sanchalit) Near Bardha Talab, Pendra Road,Bilaspur, Chhattisgarh

63		27-12-15	Manav Sansadhan Sanskriti Vikas Parishad Chalit AWTC,Baikunth (Koria),Chhattisgarh
64	**Gujarat**	14-07-15	AWTC, Bhansali Trust Oprating Near High Way Crose opp. Gayatri Mata Temple radhanpur, Patan,Gujrat.
65		17-07-15	Sundaram Bharti AWTC Shri Ram Shoping Contrct opp Bus Stand Dakor,Kheda-388225 Gujrat
66		02-12-15	Shri,vardhman Gruh Udhyog Mahila Mandal Nathavora Street,Dholipol Road,Wardhwan, Dist Sundernagar, Gujarat
67		15-07-15	Nootan Bharti Sanchalit AWTC Vill Po Madana Gadh , Tec Planpur, Dist Banaskantha Gujarat
68		28-09-15	Shri Kasturba Stri Vikas Grah Patal Colony Main Road ,Jamnagar 361008
69		23-01-16	Bhavnagar Mahila Mandal AWTC Chitranjan Chowk Vidhyanagar , Bhavnagar Gujarat
70	**Haryana**	05-10-15	AWTC Bhiwani Near new Bus Stand, Rohtak Road. Himachal Paiu C/ O Bright Star School
71		18-09-15	AWTC C/O Working Womens Hostel Mahila Ashram road, Gandhinagar, Rohtak. Haryana
72		06-10-15	AWTC Hissar, C/O Working women Hostel, Near Madhuban Park, HAU gate no- 1 Hissar-125001
73		06-10-15	AWTC,Bal Bhawan Sirsa, Barnala Road Sirsa, Haryana
74		09-10-15	AWTC-I, Kasturba Gandhi Memorial Trust Radaur Distt-Yamuna Nagar Haryana-135133
75		09-10-15	AWTC, Kasturba Gandhi Memorial Trust AWTC Radaur - II Yamuna Nagar Haryana
76	**Himachal Pradesh**	18-09-15	AWTC , CSK HPKV Palampur
77	**Jammu & Kashmir**	11-04-14	Women Working Hostel Roopnagar,Mutthi,Jammu
78	**Karnataka**	21-04-15	AWTC, Prajapati Brahmakumari Ishwariya Vishwa Vidhyalaya, Tapo van, Yellapur-581359 (U.K) Karnataka
79		22-07-15	AWTC Kasturba Medical College Udupti, Manipal-576104 Karnataka
80		27-05-14	Sri Tarlabalu Jagadguru Education society AWTC, Sirigere Chitradurga, Ditt, Karnataka- 577541
81		25-07-14	River valley AWTC, Chandagal road, Kaveri Badavane, Srirangapatna-571438, district Mandya Karnataka
82		07-08-14	AWTC, Tumakuru District Council for child welfare # 42/2, Madhuvana, Vijay Nagar,Tuwkur-572102
83		14-08-14	K.L.E.Society's AWTC,Ankola, Uttar Kannada, Karnataka State-58314
84		05-09-14	AWTC,Sayeed Chincholl,Cross Old age Home,Gulbarga-585103

85		05-08-14	AWTC Ashraya Hriyar Vanitheyara Anandhama, 2nd Cross,MC Colony A Block,Davangere-577004
86		11-09-14	Sri Siddarameshwar Education Trust's AWTC, Shivabasav Nagar,Belgaum-590010 Karnataka State
87	**Kerala**	29-08-14	AWTC, Kerala State Council for Child Welfare Kalanthode Ollukkara P.O. Thrissur-680655
88		-	AWTC, Puthunagaram , Kollemcode Palakkad District, Kerala-678503
89		26-03-15	AWTC, Mannam Vidhya Bhavan, NSS Union Buildings Near Ayyappa Temple Perumbavoor, Ernakulam District, Kerala
90		23-03-15	AWTC Puthariyodukam ,Neeleswaram, P.O Distt -Kasaragod ,Kerala
91		15-10-14	AWTC,under Kerala State Council for child Welfare,Amaravila, Amaravila P.O,Kerala-695122
92		18-10-14	AWTC,Mayan ad, Kollam District-Kerala
93		22-09-15	AWTC , Pathupally P.O Vettathukavala , Kottayam Pin : 686011
94		05-10-15	AWTC Desseya Mahila samajam Leela Sadanam, Calicut
95		17-12-15	KSCCW-AWTC Cherickkal, Post Pinairayi Near-Health Sub center -670741 Kannur, Kerala
96		25-11-15	AWTC Gandhi Nayan Kadavanthara , Ernakulam Kerala
97		25-11-75	community welfare center R.N302/78AWTC. Callatumukku TVP-695009
98		26-11-15	AWTC ,T.C.64/201, Anand Bhavan , Kaimanam, PappanamcodeP.O., Thiruvananthpuram Dist,Kerala
99	**Madhya Pardesh**	17-06-14	Smt.Parbha Cturvedi,Dixit mohalla, tikamgarh,MP
100		23-08-14	AWTC,(balkalyan Parishad), Lal Bagh,H.P.G College Road,jaiswal Bhawan Chhindwara M.P -48000
101		30-05-14	Savya Sanchi For Urban & Rural Development AWTC,Rajrani Bhawan,Arjun Nagar sidhi-48666,Madhiya Pardesh
102		24-06-14	Institute Of Regional Audy Gram Palashkhedi (Bhairam) ,Post Muktagiri,dit Betul,MP
103		21-08-15	Shri Ramashankar Sahikishan samiti pamaya road, Banmor, Morena, Madhya Pardesh
104		26-03-14	AWTC Birya Khedi, Ratlam
105		22-03-14	Ist Industrial Area, Panchayat Printing Press Nagjhiri Dewas road, Ujjain M.P -456001
106		01-05-14	AWTC-Agrwal Manglic Bhawan, Dhan Mandir, Dhar, Madhay Pradesh
107		01-07-14	AWTC,Seoni, Madhya Pradesh
108		14-10-15	Anganwadi Karyakarta Prashikshan Kendra (Bal Kalayan Parishad Sanchalit) Chatrawas Kramank -5 Piplam Bhel Bhopal M.P Ph No 7869169110

109		18-10-15	Anganwadi Karyakarta Prashikshan Kendra, Smarkhapa Rd Katia Mandla
110	**Maharashtra**	13-08-15	Abhay Yuva Kalyana Anganwadi Worker Training Center navi mumbai, Agra Road,Dhuliya Maharashtra
111		10-09-15	Gram Sevak Training Center Shivaji Nagr, Morshi Road (Panchwati Chowk) amrawati-444603
112		02-09-15	AWTC-Ramnagar, Gadchiroli District- Gadchiroli-442605
113		20-07-15	Maharashi Karve Stree Shikshan Sanstha AWTC Sakhartra Road, Shirgaon, Ratnagiri-415621
114		15-07-15	Gokhale Education Society's Panchayat Raj Training Center AWTC Kosbad Hills,Taluka-Dahanu Dist-Palghar (thane),Maharashtra
115		22-07-15	Shri Mouniuidhya Pit,AWTC,Murlidhar Nagar, Gargoti Kolhapur, Maharashtra.
116		10-09-15	AWTC,Panchayati Raj Training Center PO.Murud,Teht Dist. Latur-413510, Maharashtra
117		09-09-15	AWTC, Bal Bhagwan Shikshan Prakash Mandal Ahemdapur sanchalit Shirur Tajband, Ter Ahemdapur, disrt Latur Maharashtra-413514
118		07-09-15	Indian Institute of Youth welfare Po:Gumti Lonara,Nagpur:444111
119		11-09-15	Panchayati Raj Training Center Shivaji Nagar, Amrawati-444603
120		23-04-15	AWTC,Chikhali Rd,Kumbhari Phata,Deulgaon Raja, Dist-Buldhana
121		26-02-15	Nutan Bal Shikshan Sangh;s Pune Brach AWTC Lodha Balak Mandir, Kothrud Pune-411038, Maharashtra
122		14-07-15	Nutan Bal Shiksha Sangha Sachalit Gram Bal Shiksha Kendra's AWTC,Vikaswadi, Taluka- Dahanu Dist.Palghar (Earlier Thane Distict) Maharashtra
123		26-12-15	Investment in man trust's AWTC Tal,Haveli,Dist, Pune, Maharashtra
124		19-08-15	Taluka Rahata, Ahmednagar,Dist.Maharashtra-413736
125		17-07-15	AWTC, Sudhagad Pali Near Post Office P.O. Pali, Taluka-Sudhagad, Raigad,Maharashtra
126		21-07-15	AWTC , Shree Balasaheb Mane Shikshan Prasarak Mandal , Wadgaon , Dist Kollapur Maharashtra
127		24-09-16	AWTC Shri Gajanan Maharaj & Shaika,Sanstha , Deodgaon Distt Buldhana , Maharashtra
128		23-09-15	AWTC, Nivant Nene Road , Wawdade, District Jalgaon Maharashtra
129	**Nagaland**	16-06-14	AWTC, Nagaland,DiphuPu,Dimapu,P.O- ARTE, BPO- Diphupu P/S- Diphupu, pin-797114

130	**New Delhi**	09-11-15	AWTC-II, DCCW, Orthoepaedic Center, D-34 Institutional Area, Pankha Road, Janakpuri, New Delhi-58
131	**Odisha**	28-10-15	AWTC, Home Economic Training Center, (HETC) Distt: Bargarh, Odisha-768029 unit-I
132		27-10-15	AWTC, Home Economic Training Center, (HETC) Distt: Bargarh, Odisha-768029 unit II
133		13-11-15	AWTC,Unit IV Run by Hetc,Bhubneswar ,Laxmi Sagar,Odisha
134		07-12-15	AWTC,Run by OSCCW, Ambaguda, Koraput, Odisha
135		09-12-15	AWTC,Koraput Run by OSCCW,PHD Colony,Koraput,Odisha
136		17-12-15	AWTC,Odisha State Council for child welfare Ekamra Vihar,Sundarpada ,Bhubaneswar-2-751002
137		03-11-15	AWTC Servant of Indian Society Chowdar Cuttack Odisa
138		09-11-15	AWTC, Bharatiya Adim Jati Sevak Sangha, Danguriguda Odisha - 766001
139		06-11-15	AWTC,Kasturba Gandhi National Memorial Trust, Satyabhamapur, Cuttack
140		04-11-15	AWTC, Servants of India Society, Chouedar Cuttack, Odisha
141		03-11-15	AWTC, Unit-I At, Darogadahi, P.O- Baripada, Distt Mayurbhanj
142		03-11-15	AWTC, Unit-II Darogadahi, P.O Baripada, Dist Mayurbhanj - 757001 Odisha
143		15-12-15	AWTC Society for Weaker Community , Chandabali bypass road (Infront of Uanani Recarch Center) Bhadrak
144		03-11-15	AWTC, Unit-III Darogadahi, P.O Baripada, Distt Mayurbhanj, Odisha
145		29-10-15	AWTC, Unit IV Home Economic Training Center (HETC) Dist: Bargarh, Odisha -768029
146		16-02-15	AWTC Society for Weaker Community , helper unit Chandabali bypass road (Infront of Uanani Recarch Center) Bhadrak
147		17-12-15	AWTC, Kasturba Gandhi National Memorial Trust ,Solyabhampur , Cuttack Odisha Pin -754200
148		15-12-15	AWTC (Unit-I) HETC Home Economic Training Center Laxmisagar Bhubneshwar
149		15-12-15	AWTC(Unit-II) Home Economic Training Center Laxmisagar Bhubneshwar
150		15-12-15	AWTC (Unit-III) Home Economic Training Center Laxmi Nagar Bhubneshwar
151	**Rajasthan**	07-11-15	Tagore Shod Vikas Sansthan,Aklera, Jhalawar,Rajasthan
152		27-05-15	AWTC,Run By Anya Vidyapith Society,Bhusawar,Rajasthan-321406
153		01-09-15	AWTC Unit Ist Rajasthan Vidyapeeth Kul Hatundi Rajasthan
154		01-09-15	AWTC Unit II Rajasthan Vidyapeeth Kul Hatundi Ajmer Rajasthan

155		01-09-15	Unit III Rajasthan Vidyapeeth Kul ,AWTC, Hatundi Ajmer Rajasthan
156		02-09-15	Unit IV Rajasthan Vidyapeeth Kul ,AWTC, Hatundi Ajmer Rajasthan
157		15-09-15	AWTC Gramin Vikas Evan Taknik Prakshikahan Santhan , Narshing Pura Jain Dharmshala Durgarpur , Rajanthan 314001
158		21-07-15	AWTC Garh Place Tipta, Kota Distt- Kota - 324006 Rajasthan
159		14-09-15	AWTC, Wagad Vikas Samthan 3/16, Rati Talai, New dharmshala Ke Pam Banaswada, Distt- Banswada, Rajasthan
160		03-11-15	ECAT Bodhgram, Kukanwal Kuchaman city, Nagaur District
161		21-03-16	Rajasthan Vidya Peeth AWTC Dabok Vdaipur
162		26-09-15	AWTC Rajasthan Mahila Vidyalaya Gyan Marg ,Gulab Road, Udaipur
163		24-09-15	AWTC CEOEDECON , Chaksu, Jaipur
164	**Tripura**	06-08-15	AWTC,Narsigarh, Agartala, Tripura
165		04-08-15	AWTC,under Tripura Council for child Welfare,Agartala, Tripura
166	**Uttarakhand**	08-10-15	AWTC Bhartiya Gramin Mehila Sangh 54, New Dwarika Puri Shaheed Ramesh Thapa Marg Gms Road , Dehradun 248001
167		05-10-15	Koranga Bhawan, Fort road, Pithoragarh, Uttarakhand

Comparative analysis of CMU data (year 2013 and 2014-16)

S.No.	Major Indicators for the Functioning of Training Centre	Status of CMU Data (in %)	
		Year 2013 (No. of AWTCs 268)	Year 2014-16 (No. of AWTCs 167)
1.	**Management of AWTCs and Staff Position**		
i	Mode of Management of AWTC		
	NGO/Private Organization	64	69
	Trust	10	11
	Govt. Institution	21	14
	Professional Institution	3	4
ii	Appointment of Full Time Instructors	87	76
iii	Educational Qualifications of Full Time Instructors		
	Graduate	34	18
	Post Graduate	62	78
	M.Phil/ Ph.D	3	1
iv	**Status of Orientation Training of Chief Instructors/Principals**	44	65
v	Appointment of Part Time Instructors	51	53
vi	Appointment Status of Supportive Staff		
	Typist	35	62
	Asstt Accountant	82	82
	Warden	49	43
	Sweeper	32	26
	Cook	37	63
vii	Additional Tasks Carried Out by Instructors	27	20
viii	Availability of funds for AWTCs	29	27
ix	Submission of Statement of Accounts	76	85
x	Arrangement of Medical facility		
	Government Dispensary	80	98
	Private Doctor	20	2
2.	**Infrastructure Status of Training Centre**		
i	Hostel Accommodation - Availability of Rooms		
	Less than 8	88	71
	8 to 10	12	23
ii	Hostel Facilities - Use of Classroom as Hostel	21	16

iii	Availability of Kitchen	79	88
iv	**Availability of Dining Hall**	**53**	**35**
v	Recreation Facilities in the Hostel		
	Outdoor	16	9
	Indoor	56	53
	Both	28	27
vi	Basic Facilities in the Hostel		
	Water/Electricity	85	88
	Toilet/ Bathroom	76	78
vii	Availability of Hostel Security Guard	87	92
viii	Availability of Telephone Facility in the Hostel	50	50
ix	Source of Drinking Water in the Hostel		
	Tap	**57**	**41**
	Well	16	25
	Tube Well	23	21
	Water Cooler	**7**	**20**
x	Availability of Light in the Rooms	91	87
3.	**Availability of Training Equipment and Furniture**		
i	Availability of Training Equipment		
	White Board	90	90
	Display Boards	80	83
	Over Head Projector	63	59
	Television Media	64	75
	Computer with LCD Projector	**71**	**82**
	Weighing Scales	81	75
	Flip Chart	54	52
	Fax Machine	24	17
	Xerox Machine	29	54
	Computer with Printer	**39**	**61**
ii	Availability of Library	75	78
iii	Availability of Classroom Furniture		
	Chairs with Table	**28**	**66**
	Durri with low Desks	16	16
	Durri/Carpet/Mats	59	50
4.	**Planning & Organization of Training at AWTC**		
i	**Planning of Course in Advance**	**89**	**77**
ii	Organization of Practical Exercises/Sessions		
	Indoor	78	67
	Outdoor	22	33
	Use of Feedback mechanism by Instructors	48	51
iii	Use of Training Folder in Supervised Practice	62	52

iv	**Support Extended to Trainees by ICDS Staff**	**50**	**68**
v	**Timely Preparation of Course Report**	**84**	**70**
vi	Submission of Course Report		
	NIPCCD	7	34
	State Government	63	31
	Parent Body	14	2
vii	Use of Various Training Methods		
	Lecture Method	**8**	**15**
	Group Discussion	2	6
	Demonstration Method	2	5
	Other training methods (Role Play)	2	7
5.	**AWTCs Monitoring and Training Evaluation**		
i	**Visit to ICDS Project by AWTC Instructors**	**55**	**70**
ii	Monitoring of AWTCs	70	68
iii	Monitoring of AWTCs by various Agencies		
	NIPCCD	**44**	**65**
	State Government	**57**	**69**
	Parent Body	34	40
	Other Agencies	13	32
iv	**Instructor's Understanding of Curriculum Syllabus Well Designed**	**95**	**67**
v	Competencies of Instructors in Preparation and Adopting Various Training Methods	72	69
vi	**Introduction of New Topics in the Training Programme Schedule(based on responses received)**	**5**	**99**
vii	Evaluation of Trainees		
	Oral examination	56	66
	Written Examination	63	75
	Supervised Practice	**40**	**80**
	Preparation of Material	**42**	**84**
	Punctuality & Discipline	49	35