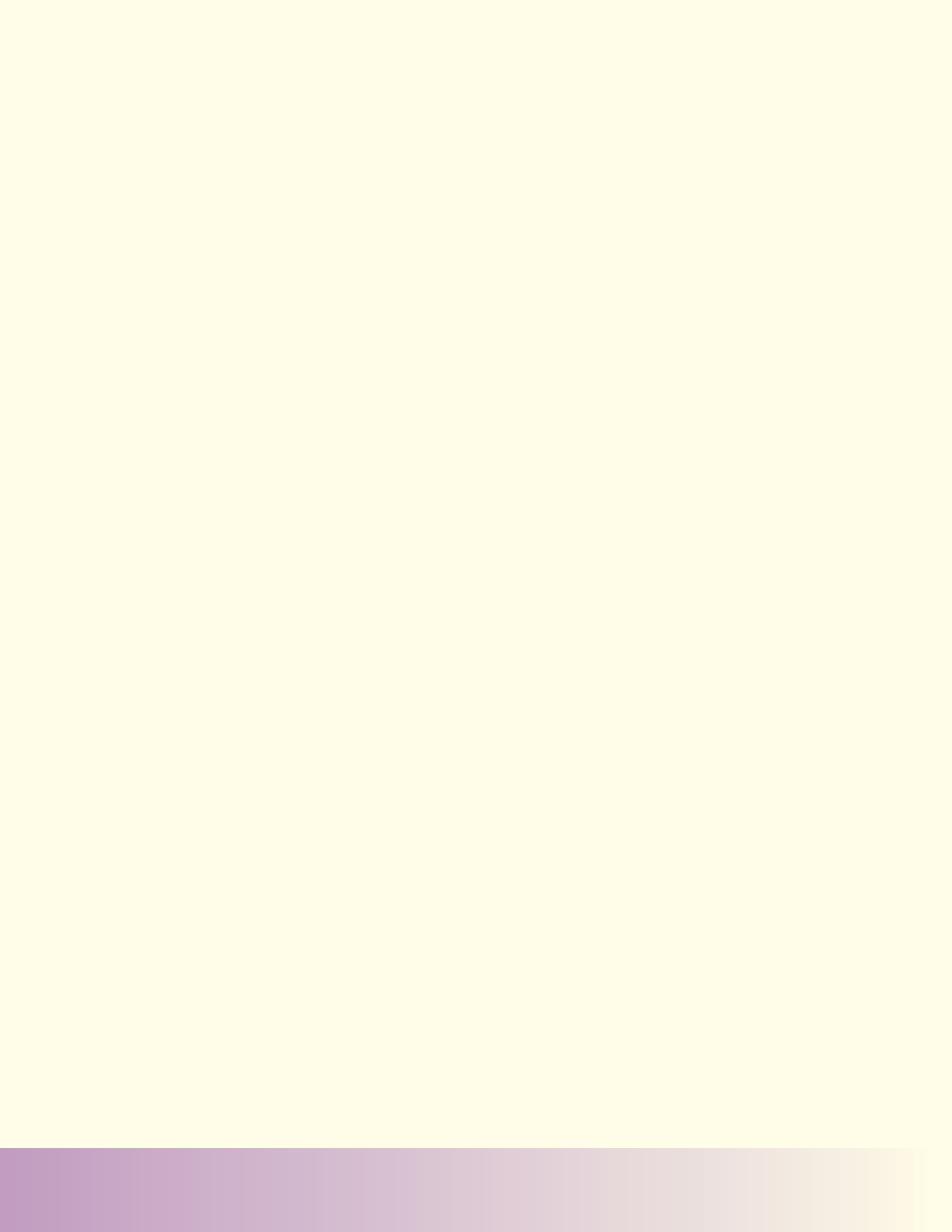




From the Director's Desk



## From the Director's Desk

It is my privilege and pleasure to present Annual Report of the Institute for the year 2009-10.

The year 2009-10 has witnessed several innovations and initiatives in the programmes and activities of the Institute. Subsequent chapters provide detailed information about various programmes and activities of the Institute undertaken during the year under



report, however I have tried to outline here some of the major initiatives and highlights of the Institute.

I am delighted to inform that the Institute in the year 2009-10 had successfully organised a total of **287** training programmes. This includes **192** training programmes on issues relating to women and child development; training on child protection and juvenile justice act; and training for representatives from SAARC countries on preventing and combating trafficking of women and children. In all, **6776** participants mainly representing the voluntary sector attended these programmes. Besides the Institute also organised **95** training programmes for functionaries of ICDS which were attended by **2670** participants.

NIPCCD has been functioning as premier institution devoted to promotion of voluntary action, research, training and documentation in the overall domain of women and child development. Established in the year 1966 as an autonomous institution under the Society Registration Act of 1860, it functions under the aegis of the Ministry of Women and Child Development, Government of India with its Headquarters in New Delhi. Considering the fact that the Headquarters of the Institute located at New Delhi would not be able to serve the research and training needs in social development in such a vast country, the Institute has set up four Regional Centres at Guwahati (1978), Bangaluru (1980), Lucknow (1982) and Indore (2001) to cater to the region – specific requirements.

The Institute has two main constitutional bodies namely, the General Body and the Executive Council. While the General Body is responsible for formulating overall policies of the Institute, the Executive Council is responsible for management and administration of the Institute. Both these bodies have representation of government and voluntary organisations. The Minister of State for Women and Child Development under whose administrative control the Institute is placed is the President of the General Body. The President of the General Body is also the Chairperson of the Executive Council.

The objectives of the Institute are to: develop and promote voluntary action in social development; promote and develop relevant need-based programmes in pursuance of the National Policy for Children; evolve measures for coordination between governmental and voluntary action in social development; develop framework and perspective for organising children's programmes through governmental and voluntary efforts; and establish liaison with international and regional agencies, research institutions, universities and technical bodies engaged in activities similar to those of the Institute.

The vision of the Institute is to become a Centre of Excellence in the field of women and child development in the South-East Asian region by developing linkages and partnership with National and International Agencies and making its training and research activities relevant to the needs of its clients. Its emergence as Centre of Excellence in the South-East region is evident in many of Institute's programmes carried out at the international level. At the instance of SAARC Division of Ministry of External Affairs, Government of India and Ministry of Women and Child Development, Government of India, the Institute organised a **Training on Preventing and Combating Trafficking in Women and Children for SAARC Countries** in 2009-10.

This year, 18 students successfully completed a full time one-year regular **Advance Diploma in Child Guidance and Counselling**. The course seeks to bridge the gap of trained professionals for undertaking guidance and counselling intervention with children and their families in different settings. It's my pleasure to inform you that the Diploma course has been affiliated to Guru Gobind Singh Indraprastha University, Delhi.

During the year 2009-10, the Institute continued its efforts to foster GO-NGO partnership in the area of women and child development and one of the major events on this aspect during the year has been the organisation of one **National** and four **Regional Consultations on Evolving an Efficient Grant Management System towards Improving GO-NGO Cooperation in WCD Schemes** at its Headquarters and four regional centres. Three hundred and thirty-one representatives of NGOs and Government officials attended these consultations.

At the instance of Ministry of Women and Child Development, Government of India, the Institute organised a **Poster Competition for School Children on the Themes of Female Foeticide or Sex Selective Abortion and Early Marriage and its Consequences** in collaboration with Children's Book Trust as a part of celebration of **National Girl Child Day** that was attended by 352 children from 25 schools of Delhi.



Understanding that Early Childhood Care and Development is a powerful means of nurturing diverse abilities and overcoming disadvantages and inequalities, the Institute organised three **Orientation Training Programmes on Early Childhood Care and Development (ECCD) for Voluntary Organisations** and one **Orientation Programme on Effective Management of ECCE for Senior Personnel of Social Organisations**.

Malnutrition and micronutrient deficiencies are a matter of serious concern in our country as these affect significant number of children in our country. Appropriate exposure programmes will bring awareness and behavioural change to combat malnutrition. To create greater understanding and awareness on the subject, the Institute organised three **Orientation Courses on Prevention of Micronutrient Malnutrition** during the year under report to sensitise the participants about the magnitude of the problem and create awareness about the policies and programmes for the control of micronutrient malnutrition. Apart from this, three **Sensitisation Programme for DPOs on Nutrition Issues with special Focus on Prevention and Reduction of Malnutrition in Children** were also organised by the Institute.

In India, 80 per cent of its geographical area is vulnerable to disasters, realising a paradigm shift in the approach to disaster management from a relief-centric approach to a multi-dimensional, multi-disciplinary and multi-sectoral approach with stress on building the capabilities of community to enable them to work towards their own risk reduction, NIPCCD Regional Centre, Bangaluru organised a **Sensitisation Programme on Food and Nutrition Security of Vulnerable Groups during Emergencies** to provide information on the vulnerability and nutritional requirement of women and children during emergencies.

The National Policy for Empowerment of Women envisaged introduction of the gender perspective in the budgeting process as an operational strategy and now Gender budgeting is recognised as a tool for empowering women. Keeping this in view, the Institute organised two **State Level Workshops on Gender Budgeting** at Imphal and Gangtok.

The right to protection from sexual harassment and the right of work with dignity are recognised as universal human rights by International Convention for Elimination of Discrimination against Women (CEDAW). All governments and private organisations come under the purview of these guidelines. Besides, the problem of harassment of women and girls in trains is persistent and we really need to make every train as safe as ladies special. One of the major innovative interventions by NIPCCD is organisation of **Sensitisation Programme for RPF Personnel to Protect Harassment of Women in Trains** at its Headquarters. In addition to this, a **Sensitisation Programme on Prevention of Sexual Harassment at Work Place** was also organised at Regional Centre, Bangaluru.

As a Nodal Resource Institution of Child Protection, NIPCCD continued to discharge its responsibility of capacity building of all functionaries and other stakeholders dealing with the subject of child protection and juvenile justice. One of the major concerns of the Integrated Child Protection Scheme (ICPS) is that the professionals providing services to the children should be competent and they should be bound by professional standards. Taking a further step in this direction 12 **Orientation Training Programmes on Child Rights and Protection for Superintendents of Children’s Home/Probation Officers/Welfare Officers/Voluntary Organisations** were organised by Headquarters and regional centres. To orient the PRI functionaries on child rights, four **Regional Training Programmes on Child Rights for PRI Functionaries** were organised at NIPCCD Headquarters and Regional Centres Bangalore, Guwahati and Lucknow. A **Workshop on Care and Protection of Women and Children in Disaster Situation** was also organised at Regional Centre, Guwahati to discuss the nature and extent of problems encountered by women and children during natural and man-made disasters. In addition, to bridge the gap of trained manpower in the area of child protection, the Institute conducted a four-week intensive **Certificate Course on Child Rights and Protection** at its Headquarters.

In order to strengthen existing initiatives of the Government in the area of child protection, NIPCCD organised three **Regional Consultations for the Members of the Juvenile Justice Boards (JJBs) on Juvenile Justice Act and Child Protection**. Apart from this, a **Regional Consultation of the Members of Juvenile Justice Boards (JJBs), Police Officials, Functionaries of CHILDLINE and Children’s Institution** and a **State Level Consultation of Members of the Juvenile Justice Boards (JJBs), Superintendents of Children’s Home and Special Police Officers of Chhattisgarh** were also organised by NIPCCD Regional Centre, Indore. During this year, a **Training of Trainers (TOT) on Juvenile Justice System and ICPS for Delhi Police and Master Trainers from Voluntary Organisations** from Delhi was organised at New Delhi to orient the participants on UNCRC and constitutional safeguards for children.

Trafficking of women and children has emerged an issue of grave concern. Human trafficking is the third largest and fastest growing criminal syndicate in the world. The Institute is trying its best to gain grounds in the area of prevention of trafficking of women and children. During the year under report, the Institute organised a **Training Programme for Grant Receiving NGOs on the Scheme of Ujjawala**, a scheme for prevention of trafficking for rescue, rehabilitation and reintegration of victims of Trafficking for commercial sexual exploitation launched by the Ministry of Women and Child Development. Apart from this, two **Sensitisation Programme on Prevention of Trafficking of Women and Children for District Level Officials**; a **Sensitisation Programme on Prevention of Trafficking of Women and Children**; an **Orientation Training on Prevention of Trafficking of Women**



**and Children; a Sensitisation Programmes on Prevention of Trafficking of Women and Children for Police Officials** and a **Training of Trainers (TOT) of Police Training Institute on Prevention of Trafficking of Women and Children** were also organised by Headquarters and its regional centres.

During this year, the Institute laid adequate emphasis on the situation of adolescent girls and their empowerment. The Institute organised an **Orientation Course on Adolescent Health and HIV/AIDS** for enabling voluntary organisations to develop better understanding of the issues relating to adolescents' health including HIV/AIDS at New Delhi. With a specific focus on adolescent health and Family Life education, Regional Centre, Lucknow organised an **Orientation Course on Adolescent Health, Family Life Education and HIV/AIDS for Executives of Voluntary Organisations**. Regional Centre, Indore also organised a **Training of Trainers on Life Skill Education (LSE) of Tribal Adolescent Girls** with the main objective to sensitise the participants about situation of tribal adolescent girls specially in relation to health and nutrition issues.

In the present social milieu parenting is becoming a heavy responsibility for the parents and particularly for the ones in the nuclear set ups. Parent today need a forum where they can vent their concerns and can find answers to the development concerns of their child. Sensing the need of the hour, the Institute conducted 14 **Workshops for Parents on Quality Parenting** at its Regional Centres located in Bangaluru, Guwahati and Lucknow. Three **Workshops for Parents of Child Care Centres** were also organised by its Headquarters.

With the premise that all the organisations working for women and children have the potential to play a vital role in checking the incidence of disability, provided they integrate the component of early detection within their programme activities, the Institute organised a **Sensitisation Programme on Prevention and Early Detection of Childhood Disabilities** at its premises at New Delhi. In addition to this, Regional Centre, Lucknow also organised an **Orientation Training on Community-Based Rehabilitation for Persons with Disabilities for Voluntary Organisations**.

NIPCCD Headquarters and its Regional Centres also organised 32 **Training of Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS** with the main objectives to orient the Instructors of MLTCs and AWTCs to new WHO Child Growth Standards in ICDS and to impart meaningful training to the Supervisors and AWWs in plotting and using the new Growth Chart. In all, **1065** Instructors received training.

Institute also organised three **Regional Workshops on Strengthening ICDS Training Programme** in collaboration with CARE India with the objectives to review the training



curriculum of ICDS functionaries in all its aspects; strengthen training of ICDS functionaries; understand the problems faced by Training Centres during training imparted by them to different functionaries. In all, 235 officials attended the workshops.

During the year, the Institute completed several **research/evaluation studies, compilations** and other **important projects**. Some of these are as follows.

- i. Scheme for Welfare of Working Children in Need of Care and Protection – An Evaluation
- ii. Sexual Harassment at Work Place: An Evaluation of the Working of the Committees
- iii. Socio-Cultural Barriers in Adopting Safe Reproductive and Child Health Practices in a Tribal Block of Uttarakhand
- iv. Evaluation of Wheat-Based Nutrition Programme (WBNP)
- v. Case Study on “Rambans (Sisal) Project” Implemented for Empowerment of Women in Uttarakhand
- vi. Traditional Beliefs and Maternal Child Health Practices among the Konda Reddis of Andhra Pradesh
- vii. Research Abstracts on Issues Related to Women and Children
- viii. Directories of Voluntary Organisations
- ix. Manual for Special Juvenile Police Units (SJPU) under Juvenile Justice Act 2000 / Police
- x. Development of Communication Material Targeting Adolescent Girls
- xi. Database on Voluntary Organisations - Vol 3
- xii. Statistics on Children in India: Pocket Book 2009
- xiii. Statistics on Women in India 2010
- xiv. Group Work Intervention for Adolescents: A Training Strategy
- xv. Initiatives in Anti-Trafficking: Some Selected Case Studies of Voluntary Organisations
- xvi. Manual on Management of Voluntary Organisations

In order to keep the faculty and staff updated on the latest knowledge in their fields of expertise, from time to time they are deputed to various programmes / seminars /workshops conducted by reputed professional institutions in India and abroad. To mention a few, during the year 2009-10, Shri S.K. Srivastava, Joint Director (CS) was deputed to attend





a **Workshop on Financial Management and Procurement** organised by IFAD Country Office on 19-21 April 2009 at New Delhi. Smt. Madhu Aggarwal, Deputy Director, Regional Centre, Lucknow was deputed to attend a Programme on **Cross-cultural Conflict Resolution Training** organised by Vistaar Project Intra Health International Inc., Safdarjung Enclave, New Delhi on 20-22 May 2009.

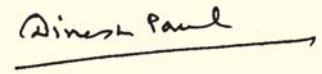
Smt. Vandana Thapar, Deputy Director was deputed to attend **Biennial Conference of Indian Association for Child and Adolescent Mental Health** at AIIMs from 23-25 November 2009; Dr. (Smt.) Manju Dhoundiyal, Assistant Director was deputed to attend the **Basic Course on Transactional Analysis** from 23-27 July 2009 at Bangaluru. Dr. V.D. Gadkar, Assistant Director and Dr. (Smt.) Sandhya Gupta, Assistant Director were deputed to participate in the 3rd Edition of **International CHIHN INDIA FORUM 2009** from 9-11 November 2009 at India Habitat Centre, New Delhi; Shri Balbir Rai, Assistant Administrative Officer, Regional Centre, Lucknow was deputed to attend **Training Programme on Record Management** at National Archives, New Delhi from 26-30 October 2009.

During the year several promotions took place. Dr. (Smt.) Madhu Aggrawal and Dr. P. Krishnamoorthy were promoted to the post of Regional Director. Shri Rajvir Singh was promoted to the post of Assistant Director, Shri Ramesh Kumar to the post of Section Officer (Accounts) and Shri P.R. Nath was promoted as Assistant Accountant.

The year gone by also witnessed several faculty and staff retiring on superannuation. Most prominent among them was Dr. A.K. Gopal, Director of the Institute. Smt. Pritam Sandhu, Regional Director and Smt. S.K. Sobti, Associate Librarian also retired during the year under report. Shri A. Chandran, Assistant Administrative Officer took voluntary retirement.

On behalf of the Institute, I express my deep gratitude to President, Smt. Krishna Tirath, Hon'ble Minister of State with Independent Charge, Ministry of Women and Child Development, Vice President Shri D.K. Sikri, and Vice Chairperson, Smt. Kamalakshi Sarma for their valuable guidance and continuous support. I take this opportunity to welcome members of the General Body of the Institute. I also convey my sincere thanks and gratitude to the distinguished members of the General Body and Executive Council, who devoted their precious time in deliberations over various important issues of the Institute from time to time. We express our thanks to the members of Research/Project Advisory Committees formed at Divisional and Regional Centres levels to guide and support Faculty Members to undertake research studies and other important projects. We are deeply grateful and express our heartfelt thanks to Ministry of Women and Child Development, Government of India, State Governments, UNICEF, CARE, World Bank, WFP for their continued support to the Institute.

I deeply appreciate dedication and hard work of “Team NIPCCD” for their unstinted support. I also thank the various collaborators for bestowing their confidence in NIPCCD. I am sure that coming years will see NIPCCD emerging as an excellent organisation of the future.

A handwritten signature in black ink that reads "Dinesh Paul". The signature is written in a cursive style and is positioned above a solid black horizontal line that extends to the right.

**(Dinesh Paul)**

**Director**



# Chapter 1



## Training Programmes/Consultation Meets/Symposia/Workshops

Training constitutes one of the major activities of the Institute. The training mandate of the Institute under this activity can be broadly classified into four categories namely,

- I. Training Programmes on Issues relating to Women and Child Development
- II. Training on Child Protection and Juvenile Justice Act
- III. Training for Representatives from SAARC countries on Child Rights and Prevention of Trafficking of Women and Children and
- IV. Training Programmes under ICDS.

During the year 2009–2010 the Institute organised a total of 287 training programmes. This includes 192 training programmes on issues relating to women and child development; Training on Child Protection and Juvenile Justice Act; and training for representatives from SAARC countries on child rights and prevention of trafficking of women and children. In all, 6776 participants mainly representing the voluntary sector attended these programmes. This is inclusive of a **Poster Competition for School Children on the Theme of Female Foeticide or Sex-selective Abortion and Early Marriage and its Consequences** organised by the Institute in collaboration with Children’s Book Trust at the instance of Ministry of Women and Child Development as a part of celebration of National Girl Child Day, which was attended by 352 children between the ages 11-16 years from 25 schools of Delhi. Besides this it also organised 95 training programmes for functionaries of ICDS which were attended by 2670 participants.

Under regular training programmes, the Institute organises orientation/training courses and workshops/seminars for representatives of voluntary organisations and officials of government departments engaged in implementation of programmes of mother care, child development and women’s empowerment. The Institute also conducts programmes on subjects of topical interest in these fields to highlight the role of voluntary organisations and government departments in tackling emerging social problems including those having a bearing on welfare and development of children and women.

The Institute has been consistently trying to maximise the outreach of its regular programmes for officials and non-officials engaged in the area of women and child development with the available resources. The Institute progressively extends its target groups and areas of concern. The highlights of the regular training programmes are covered in the following paragraphs.

### I. Training Programmes on Issues relating to Women and Child Development

#### Prevention of Malnutrition and Micronutrient Deficiencies

Malnutrition and micronutrient deficiencies are a matter of serious concern in our country as it affects more than a third of India’s population. Malnutrition remains among the most devastating problems affecting a large section of population including infants, children, adolescents, adults and the elderly. They suffer from multiple forms of malnutrition and protein – energy malnutrition to micronutrient deficiencies. The term ‘micronutrient’ may reflect the minute quantities needed by the human body but it certainly does not

reflect the nature and extent of damage being brought about by their deficiencies, as these are responsible for vital functions of human body. As micronutrients are required in small quantities, logically, they should be addressed easily and on a priority basis. The facts are, however, contrary. The intake of micronutrients in daily diet is far from satisfactory. In fact less than 50 per cent of recommended dietary allowance (RDA) is consumed by over 70 per cent of Indian population. As a result, micronutrient malnutrition has been a persistent problem in India, and as the recent data suggest, some forms of micronutrient malnutrition are reaching their peak in the present century. Today, more than ever before, there is a great need of intensification of the efforts of Government and voluntary sector in solving this problem. Keeping this in view, the Institute organised three **Orientation Courses on Prevention of Micronutrient Malnutrition** at its Headquarters in New Delhi and at its Regional Centre in Lucknow. The objectives of the courses were to: sensitise the participants about the magnitude of the problem of micronutrient malnutrition; create awareness about the policies and programmes for the control of micronutrient deficiencies; highlight causes and consequences of micronutrient malnutrition; and

evolve strategies for prevention and management of micronutrient malnutrition. The course content broadly included: overview of micronutrient malnutrition in the country; policies and programmes for the control of micronutrient deficiencies; functions and sources of micronutrients; causes and consequences of micronutrient malnutrition; identification, prevention and management of micronutrient deficiency diseases; strategies to combat the problem of micronutrient malnutrition etc.

Dates	No. of Participants	Venue
01.06.09-05.06.09	25	New Delhi
26.08.09-28.08.09	22	Lucknow
18.01.10-22.01.10	14	New Delhi

Apart from this, three **Sensitisation Programmes for DPOs on Nutrition Issues with Special Focus on Prevention and Reduction of Malnutrition in Children** were organised by Regional Centre, Lucknow in collaboration with UNICEF. The main objectives of the programme were: to enhance the understanding of the DPOs with regard to current situation of nutrition in the state; apprise them on the recent updates and development in the field of nutrition; and equip them with information and skills to develop plan of action to address malnutrition in the districts. The content broadly covered New WHO child growth standards; global and national evidence with regard to improving nutrition in the young child and infant and young child feeding; changes in policy with regard to micronutrients – anaemia control and vitamin A supplementation; and use of nutrition data for decision making.

Dates	No. of Participants	Venue
15.09.09-17.09.09	11	Lucknow
12.10.09-14.10.09	16	Lucknow
28.10.09-30.10.09	29	Lucknow



*A view of Orientation Course on Prevention of Micronutrient Malnutrition held at Headquarters*



## Nutrition and Health of Young Children and Women

### Infant and Young Child Feeding

In India, a review of mid-decade goals of National Plan of Action not only pointed to the steady progress regarding a number of child survival goals but also revealed some serious challenges. Malnutrition as manifested in underweight and stunted children continued to be a major problem and is directly or indirectly responsible for half of the childhood deaths under five years of age every year. Two-third of these deaths occur during first year of life, and are closely associated with inappropriate infant feeding practices. A child's survival, growth and development depend on the quality of care as well as the child's health and nutritional status. Poor feeding practices during first two years of life have immediate and long-term consequences on the health, growth and development of the child. Breastfeeding is a major determinant of infant's health and has an important role to play in improving the nutritional status of the family, community and nation by making food security a reality for over 20 million babies every year. It is realised that, if the functionaries of NGOs can be equipped with scientific ways of feeding infant and young children, it would improve the feeding practices of young children of general masses. With this in view an **Orientation Training on Infant and Young Child Feeding and Counselling for Voluntary Organisations** was organised by Headquarters. The main objectives of the course were to : sensitise the participants about the optimal infant and young child feeding practices; create awareness about the policies, programmes and plans for health and nutrition of women and children; highlight fundamental factors affecting feeding practices for infants and young children; enhance counselling skills on infants and young child feeding

practices; and evolve strategies to protect, promote and support optimal infant and young child feeding practices. The content of the course were nutrition and health status of women and children; need and importance of optimal infant and young child feeding; advantages of breastfeeding; complementary feeding guidelines; problems in feeding; and child counselling techniques.

Dates	No. of Participants	Venue
05.10.09-09.10.09	25	New Delhi

Women's health status is too often typified by neglect, abuse and victimisation. Female infanticide, genital mutilation, malnutrition and anaemia, early marriage, high fertility, abortion, HIV/AIDS, morbidity and incest are all conditions which either affect only women or which hit women hardest. Women's health will assume its proper place on the internationally set health norms only when the social and bio medical construction of women's core perceptions and needs are put at the centre of analysis and focus on the diversity of women's health requirements over the life span. Voluntary organisations have been playing a significant role in promoting, supplementing and supporting the nutrition and health-related activities of the Government, reaching inaccessible areas. In order to enhance the capabilities of functionaries of voluntary organisations in dealing the health and nutritional needs of community, especially of the vulnerable groups two **Orientation Training Programmes on Health and Nutrition Issues Affecting Women for Representatives of NGOs** were organised by Headquarters at Kolkata and New Delhi. The main objectives of the training were to: orient the participants to fundamental concepts in nutrition and health care of women; orient them to various issues affecting health and nutrition of women; acquaint them with the policies and programmes related to health and nutrition of women; build their capacity with necessary skills and techniques in Nutrition and Health Education

(NHED); and develop their skills; and undertake gender analysis of programmes related to health and nutrition of women and adolescent girls. The contents of the course broadly included: health and nutritional status of adolescent girls and women; programmes for women and adolescent girls-ICDS and RCH; critical issues in health and nutrition – maternal nutrition; gender bias in health and nutrition; maternal nutrition and inter-generational malnutrition cycle; critical issues in health and nutrition of adolescent girls/women covering age of marriage, teenage pregnancy, adolescent motherhood, unsafe abortion, etc; problems of elderly women – menopause, osteoporosis, depression, obesity and related problems etc; contraception and safe abortion services; basic information on RTI/STI/HIV/AIDS; gender-based violence and its impact on women; legal literacy for women/adolescent girls – prevention of domestic violence act, sexual harassment of women at workplaces etc; family life education for adolescent girls; empowering women to deal with violence; strategies in effective communication; an orientation to PLA techniques; developing health and nutrition messages.

Dates	No. of Participants	Venue
07.09.09-11.09.09	23	Kolkata
01.02.10-05.02.10	24	New Delhi

**An Orientation Course on Food Safety and Hygiene for Representatives of Government Officials and Social Organisations** was organised by Regional Centre Bengaluru with the objectives to: orient the participants about the importance of food safety and hygiene; create awareness on different methods of food handling and hygiene; apprise them about latest developments in food standards and food laws; and develop modalities for ensuring food safety and hygiene in public nutrition programme. The programme content included issues like current scenario of food safety in India; importance of food safety and hygiene and

safety food chain; food safety and hygiene practices, food safety measures in handling of various foods; demonstration of testing of food adulteration; existing food laws and standards; and ways of strengthening the food safety system.

Dates	No. of Participants	Venue
08.06.09-11.06.09	45	Bengaluru

**Nutrition Support for HIV/AIDS in Women and Children - An Orientation Programme for Representatives of Voluntary Organisation of Southern States** was organised by Regional Centre Bengaluru with the objectives to: provide an overview on the situation of HIV/AIDS in women and children; orient them about the vital role of nutrition in HIV/AIDS; provide an insight on the nutritional care and support of pregnant and lactating women/adolescent girls infected with HIV; and sensitise them on prevention of mother-to-child transmission of HIV. The content of the programme broadly included the situation of HIV/AIDS in women and children, the link between nutrition and HIV/AIDS, food security components in HIV/AIDS nutritional care and support, nutritional management of HIV/AIDS-related symptoms, nutritional care and support of pregnant or lactating women and adolescent girls infected with HIV/AIDS, prevention of mother-to-child transmission of HIV and infant feeding and nutritional care for young children infected with HIV or born to HIV-infected Mothers.

Dates	No. of Participants	Venue
01.06.09-03.06.09	52	Bengaluru

### Nutrition Security

In India, 80 per cent of its geographical area is vulnerable to disasters. One million houses are damaged annually with human, economic, social and other losses. As a result, the combinations of poor socio-economic





conditions and disasters have created a vicious cycle of poverty and vulnerability. These natural calamities can be managed by what is called as 'disaster preparedness', which means the state of readiness to deal with a threatening disaster situation or disaster and the effects thereof. As a consequence of disaster the first and the foremost need of the population is food and nutrition security. With this in view **Sensitisation Programme on Food and Nutrition Security of Vulnerable Groups during Emergencies** was organised by Regional Centre, Bengaluru. The main objectives of the programme were to: provide information on the vulnerability and nutritional requirement of women and children during emergencies; apprise them about food security standards, nutrition standards and food aid standards to be adopted during emergencies; orient about the role of the Government agencies and voluntary organisations in ensuring food and nutrition security; and provide insight on addressing the food and nutrition security of women and children through development programmes. The programme content included the vulnerability of women and children during emergencies; importance of meeting nutritional requirements and major nutritional deficiency diseases in emergencies; prevention, treatment and control of communicable diseases during emergencies; and role of the Government agencies and voluntary organisations in ensuring food security and nutrition of women and children during emergencies through development programmes.

Dates	No. of Participants	Venue
17.08.09-20.08.09	16	Bengaluru

## Reproductive Health and HIV/AIDS

### Reproductive and Child Health, Family Life Education and HIV/AIDS

Reproductive Tract Infections (RTIs) pose grave threat to women's lives throughout the world because of

the degree of morbidity and mortality they cause and well established evidence that it paves the way for transmission of HIV. One-third of the total disease burden of women in the age group of 15-44 years in developing countries is attributed to health problems related to pregnancy, childbirth, abortions, HIV/AIDS and RTIs. Taking view of this scenario, the Institute organised an **Orientation Course on Reproductive and Child Health, Family Life Education and HIV/AIDS**. The main objectives of the course were to: orient the personnel of voluntary organisations running Short-Stay Homes and implementing Swadhar scheme to the fundamental concepts of essential and emergency obstetric care, newborn care, infant and young child feeding, etc; and build the capacity of personnel of voluntary organisations with the necessary techniques and skills in nutrition and health education for dealing with issues related to family life education, reproductive and child health and HIV/AIDS. The course contents broadly covered health and nutritional status of children, adolescents and women; an overview of Reproductive and Child Health Programmes; psycho-social development of adolescents; contraception and safe abortion services; gender-based violence against adolescent girls/women; building self awareness, self esteem and inter-personal communication and counselling adolescents; transacting family life education with adolescents; basic facts about HIV/AIDS; and strategies for effective communication.

Dates	No. of Participants	Venue
30.11.09-04.12.09	27	New Delhi

## Adolescent Health and HIV/AIDS

Adolescence is not simply extension of childhood. It is characterised by major physical and psychosocial changes. It is a time for natural experimentation, abstract thought contemplating the future, empathy

and idealism. Adolescent health issues related to one's behaviour which includes age at which sexual activity is initiated and whether protection is used; eating habits; levels of physical activity; and use of tobacco, alcohol and other proactive substances. Evidences show that the health problems of adolescents are interrelated. That is because the factors which determine their health behaviour are also interrelated. Adolescents who have had the safety, support and opportunity to develop their physical, psychological, social, moral, spiritual, artistic or vocational potential are more likely to have the self esteem, knowledge and skills to be healthy and behave in ways that avert life or health threatening problems. With this in view the Institute organised an **Orientation Course on Adolescent Health and HIV/AIDS** at its Headquarters with the objectives to: enable the participants to develop an understanding of the issues relating to adolescent health and HIV/AIDS; and build the capacity of personnel of voluntary organisations with the necessary techniques and skills in nutrition and health education for dealing with issues related to adolescent health and HIV/AIDS. The course contents broadly covered health and nutritional status of children, adolescents and women: an overview; psycho-social development of adolescents; health and nutritional needs of adolescents; an analysis of critical issues in adolescent health such as safe sex, teenage pregnancies, unsafe abortions, adolescent motherhood, etc.; building self awareness, self esteem and inter-personal communication and counselling adolescents; life skills education and methodology of transacting life skill education with adolescents; basic facts about HIV/AIDS; an overview of National AIDS Control Programme; an orientation to laws related to HIV/AIDS and gender-based violence; contraception and safe abortion services; empowering adolescents to deal with violence; strategies for effective communication.

Dates	No. of Participants	Venue
18.05.09-22.05.09	20	New Delhi

An **Orientation Course on Adolescent Health, Family Life Education and HIV/AIDS for Executives of Voluntary Organisations** was organised by Regional Centre, Lucknow with the objectives to: enable the participants to develop an understanding of the issues relating to adolescent health and family life education and HIV/AIDS; discuss the existing strategies for promotion of adolescent health and development; develop skills in communicating effectively with adolescents ; and build the capacity of personnel of voluntary organisations for transacting family life education with adolescents. The main contents of the course were adolescent development and approaches and strategies; growing up process in boys and girls including myths and conceptions; psycho social development of adolescents; parents-adolescent relationship; adolescent sex abuse; adolescent health including teenage pregnancies, unsafe abortion and adolescent motherhood; self awareness; life skill education; health and nutritional status of adolescent; and basics of HIV/AIDS.



*A view of Orientation Course on Adolescent Health and HIV/AIDS organised by Headquarters*

Dates	No. of Participants	Venue
01.06.09-05.06.09	20	Lucknow



**A Training of Trainers on Life Skill Education (LSE) of Tribal Adolescent Girls** was also organised by Regional Centre, Indore with the objectives to: sensitise participants about situation of tribal adolescent girls especially related to the health and nutrition issues; orient them about need and importance of life skills education; equip them with skills in imparting life skills education; and develop a plan of action to carry forward training module on life skills education to the grassroots levels. The major contents covered in training were situational analysis of adolescent girls in the western region; socio economic and cultural taboos on the lives of adolescent girls and their impact on health and nutritional status; threats, potentials and opportunities of adolescent girls; and personality development skills in adolescent girls.

Dates	No. of Participants	Venue
08.06.09-11.06.09	26	Indore

## Early Childhood Care and Development

### Early Childhood Care and Education (ECCE)

Early Childhood Care and Education (ECCE) play an important role in the child's life. It is considered as an important input for the sound growth and development of children. Last few decades have seen an unprecedented expansion of early childhood care and education services in government and private sectors. The experimental activity alongwith proper nutrition and health care in the ECCE programme is fundamental to the fulfillment of the child's right to life, to the enjoyment of the highest attainable standard of health and to the right to achieve full development potential without any discrimination. In order to enhance the capabilities of functionaries in the innovative & experiential ECCE programmes, Regional Centre, Bengaluru organised an **Orientation**

**Programme on Effective Management of ECCE for Senior Personnel of Social Organisations** with the objectives to: sensitise and orient the participants to the needs of children; create awareness about the nature of services and its delivery; orient them on the effective organisation of ECCE centres; and apprise them about the minimum standards for ECCE centres. The broad contents covered were perspectives on child development; nature of services & their delivery systems; nutrition, & health; importance of domains of holistic child development; creating learning environment; need for minimum standards of ECCE centres & assessment of children; and emerging trends in ECCE.

Dates	No. of Participants	Venue
27.04.09-01.05.09	19	Bengaluru

The human child is the fastest learning creature on earth. The unique characteristic of a human child is his/her ability to learn rapidly from the moment it is born. The early years constitute the most crucial period in life because this is the time when the foundation is laid for motor, sensory, cognitive, language, social and personality development. A child's survival, growth and development depend on the quality of care as well as the child's health and nutritional status. Nutrition interventions such as growth promotion, nutritional counselling, education, food supplementation and micronutrient supplementation during prenatal and first few years of life can improve psychological development as well as reduce the prevalence of moderate and severe under nutrition. In order to enhance the capabilities of functionaries implementing various programmes of child development in the voluntary sector, three **Orientation Training Programmes on Early Childhood Care and Development (ECCD) for Voluntary Organisations** were organised by Headquarters with the objectives to: orient the

participants to the concept and significance of ECCD; enable the participants to develop better understanding of various critical issues related to survival, growth and development of children; help participants acquire skills for enhancing early development; discuss the existing community resources for promoting early childhood care and development; and enable the participants to plan and prepare need-based integrated programme for all round development of children. The course contents included need and significance of early childhood care and development; early childhood stimulation and pre-school education to promote all round development in children; health and nutritional requirements of children; supervision, monitoring and qualitative evaluation of a child care services; role of NGO, community and parents in ECCD.



*Dr. Dinesh Paul, Director, interacting with the participants of Orientation Training on ECCD for VOs held at Headquarters*

Dates	No. of Participants	Venue
20.04.09-24.04.09	12	New Delhi
27.07.09-31.07.09	15	New Delhi
11.01.10-15.01.10	13	New Delhi

### **Prevention and Early Identification of Developmental Disabilities**

According to one widely accepted estimate one in every 10 children in India is born with or acquires physical,

mental or sensory impairments. It is also estimated that about 30 million Indian children between the ages of 5-15 years are disabled. Rehabilitation Council of India, 1996. Further it is estimated that 70 per cent of the disabilities are preventable if they are identified very early in childhood (WHO). Timely identification of impairments can reduce the impact of the impairment on the functional level of the individual and also in checking the impairments from becoming a disabling condition.

While there has been increase in the budgetary allocations for rehabilitation of disabled in the Five-Year Plans of the country, the same has not been reflected in the expansion of services related to early detection and intervention of childhood disabilities. The community based organisations working in the area of child development focus mainly on maternal & child health and education; and the ones working in the area of disability, the focus is primarily on rehabilitation. Needless to say that all these organisations have potential to play a vital role in checking the incidence of disability, provided they integrate the component of early detection within their programme activities. A logical corollary would build capacity of these organisations to detect children 'at risk' and to plan intervention and referral services for them.

Keeping this in view, the Institute organised a **Sensitisation programme on Prevention and Early detection of Childhood Disabilities** at its premises in New Delhi. The main objectives of the programme were to sensitise the participants to the importance of prevention and early detection of childhood disabilities; and to enable them to learn skills in screening of children with developmental delays and disabilities. The content of the programme broadly covered understanding of developmental milestones of children; appraisal of disabilities in children; strategies



for identification of 'at risk' children at the community level; developmental screening of 'at risk' children and sharing of experiences on early intervention.

Dates	No. of Participants	Venue
20.01.10-22.01.10	19	New Delhi

The magnitude of the problem of disability is vast and its impact on the individual, family, community and the society is very severe. The community-based rehabilitation (CBR) has emerged as an effective way of rehabilitation by focusing and involving the family and the community at large in the treatment and rehabilitation process. It is not based on charity; rather the approach aims at meeting the special needs of the community using community resources. This approach strengthens the community in supporting the family to meet the needs of the disabled and empowers the disabled to live as a contributing and participative member of the family. Keeping this in view the Regional Centre, Lucknow organised an **Orientation Training on Community-Based Rehabilitation for Persons with Disabilities for Voluntary Organisations**. The main objectives of the training were to: provide insight on various types of disabilities; give information on various legal provisions; and create awareness on the community-based rehabilitation models to promote and protect the rights of people with disabilities. The broad contents of the training programme were: types of disabilities, constitutional & legal provisions for persons with disabilities, persons with Disabilities Act 1995, Rehabilitation Council of India (RCI) Act, and National Trust Act etc.; concept, need and importance of community-based rehabilitation; and various models of community-based rehabilitation.

Dates	No. of Participants	Venue
03.11.09-06.11.09	20	Lucknow

## Child and Adolescent Guidance and Counselling

### Advanced Diploma in Child Guidance and Counselling

The demand for counselling interventions for children and adolescents in our country is growing considerably. This is because the children are being subjected to extremely stressful and life altering situations on account of misplaced emphasis on achievement; strains of modern living and social and economic disadvantages. Professional counselling and guidance of children therefore is the answer to help children cope up with these stressful situations. However unfortunately, the counselling and guidance services for children have not expanded in response to the demand. One of the key reasons for limited services has been lack of availability of trained mental health professionals in the country.

In order to bridge this gap the Institute at its Headquarters conducts a one-year regular **Advanced Diploma in Child Guidance and Counselling recognised** with a vision to bridge the gap of trained professionals for undertaking guidance and counselling interventions with children and their families in different settings. The course has been designed to enable the learner to assess and plan preventive, promotive and therapeutic need-based and milieu-specific mental health programmes in schools and communities with children and adolescents. The course is being transacted with emphasis on 'development of self' and 'acquisition of skills' through experiential and action learning. Sixty-two students have completed the course successfully during the years 2005-06, 2006-07, 2007-08 and 2008-2009. Almost all the students who wanted to take job have been gainfully employed in lead schools in Delhi as School Counsellors and in non-governmental organisations working in the area of Child Mental Health. It is

encouraging to note that three students are working as Freelance counsellors across clinics, schools and NGO settings.

The fifth batch of one-year **Advanced Diploma in Child Guidance and Counselling** commenced in October 2009 after the Institute got an **affiliation from Guru Gobind Singh Indraprastha University, Delhi** to run the course with the objectives to: explore and evolve attitudes, values and beliefs that facilitate work with children as mental health professionals; acquire knowledge and understanding of theoretical constructs and socio-cultural perspectives in the context of counselling; develop skills to plan, provide and monitor counselling interventions for children and child-related systems; and develop skills of mobilising resources and networking and collaborating with stakeholders.



*Students of Advanced Diploma in Child Guidance and Counselling at the Headquarters*

Dates	No. of Participants	Venue
12.10.09-30.10.10	18	New Delhi

### Workshops for Parents on Quality Parenting

In the present social milieu parenting is becoming a heavy responsibility for the parents, particularly for the ones in the nuclear set ups. They often end up experimenting being a nurturing, friendly parent to

being a strict disciplinarian. Coupled with this they are puzzled about their child's growth and development. They want to know if the child is growing as he/ she should. Are they themselves being an appropriate parent? Do they know enough or do they need to consult a specialist? Parents today need a forum where they can vent their concern, and find answers to the development concerns of their child. Sensing the need of the hour, the Institute conducted 14 **Workshops for Parents on Quality Parenting** at its Regional Centres located in Bengaluru, Guwahati and Lucknow. The various themes covered in the workshops included qualitative parenting for holistic growth and development of children, educating the girl child; issues pertaining to scholastic performance of children; challenges of learning disability; parental support during early and late childhood; appropriate parenting skills to deal with the common problems during childhood; and addressing the challenges of growing-up.

Dates	No. of Participants	Venue
30.05.09	46	Guwahati
09.07.09	110	Guwahati
19.08.09	32	Bengaluru
24.09.09	35	Lucknow
30.10.09	44	Bengaluru
31.10.09	94	Guwahati
28.11.09	92	Guwahati
16.12.09	48	Bengaluru
18.01.10	16	Bengaluru
10.02.10	35	Lucknow
10.02.10	53	Guwahati
26.02.10	35	Lucknow
07.03.10	256	Lucknow
30.03.10	56	Guwahati



In addition to this, three **Workshops for Parents of Child Care Centre** were also organised by Headquarters with the objectives to: create a forum for parents to discuss developmental issues of pre-school children; and facilitate parents with supportive strategies to address challenges of growing up.

Dates	No. of Participants	Venue
30.04. 09	18	New Delhi
03.07.09	16	New Delhi
17.09. 09	24	New Delhi

**Street Theatre for Promoting Quality Parenting in ICDS** was also organised by Regional Centre, Bengaluru with the objectives to: discuss the utility of theatre formats in ICDS; develop a script for promoting quality parenting in ICDS; and enable the participants to use developed script for street theatre in ICDS. The Workshop focussed on the discussion on utility of Street Theatre formats in ICDS especially empowering parents. The forum also facilitated the development of the need-based script on parenting in ICDS. Besides, the opportunities were also provided to use Street Theatre format using the scripts.

Dates	No. of Participants	Venue
07.12.09-09.12.09	45	New Delhi

### Orientation to Teachers

In today's performance-based competitive school environment, schools are usually the first to recognise children's discrepancy between their good intelligence yet poor academic performances. If children with learning and behavioural problems are correctly diagnosed and dealt with carefully, it helps restore the child's self-esteem. Teachers play a crucial role in understanding these problems and help children overcoming these. In order to sensitise teachers towards their role in understanding and managing children,

the Institute organised four one-day workshops at its Regional Centre, Bengaluru on the theme, **Identification and Management of Scholastic Problems of Children**. The main objectives of the programme were to: orient the participants towards psychological needs of the children; sensitise the participants about the scholastic problems of children and its management; and orient the participants on the need and importance of early intervention. Various themes covered during the workshops included mental health services for children; identification and management of slow learners and children with learning disability; and learning and behavioural problems in children.

Dates	No. of Participants	Venue
17.07.09	30	Bengaluru
09.09.09	15	Bengaluru
28.10.09	26	Bengaluru
23.12.09	21	Bengaluru

Two **Sensitisation Programmes on Supportive Interventions for Children with Learning and Behaviour Problems for Principals and Teachers of Primary Schools** were organised by Headquarters with the objectives to: orient the participants to various learning problems in children and their associates; acquaint them with special interventions to bridge deficit in academic skills; familiarise them with the intervention measures to nurture emotional well being of children with learning problems; and apprise them of the strategies for organising supportive services for children in the school. The broad components of the programmes included acquainting the participants with the updated knowledge and tried out service delivery models to design and conceptualise support services for children with learning problems; developing conceptual clarity about causal links and manifestations of learning

problems in children; identification, assessment and intervention techniques for supporting children in the mainstream of the school; and developing strategies to reach out to children and service delivery models for facilitating children with learning problems.

Dates	No. of Participants	Venue
07.12.09-11.12.09	26	New Delhi
15.02.10-17.02.10	43	New Delhi

### Orientation Training on Child Mental Health

Principals and school managements can play a major role in promotion of child mental health in schools. With this in view Regional Centre Lucknow organised **Sensitisation Programme for Principals and Teachers on Child Mental Health**. The main objectives of the programme were to: sensitise the participants on the psycho-social needs of children; provide insight on learning and behavioural problems of children; equip them with skills in identification of children with problems; and enable them to develop strategies for seeking timely intervention from specialised agencies. The broad content of the programme included mental health services for development and psychological well being of children; stages of child development; impact of family, school and community on mental health of children; importance of child- friendly and positive school environment for children, common behavioural problems among children; and strategies for enhancing communication skills among the teachers.

Dates	No. of Participants	Venue
01.12.09-02.12.09	20	Lucknow

Another **Sensitisation Programme for Principals and Teachers of Navodaya Vidyalaya Samiti on Child Mental Health** was organised by Regional Centre Lucknow with the objectives to: sensitise the participants on learning and behavioural problems

of children; develop their skills in identification of children with these problems; and enable them to develop a strategy for seeking timely intervention from specialised agencies.

Dates	No. of Participants	Venue
04.08.09-05.08.09	29	Lucknow

### Counselling of Children in Distress

All children are born to live, grow, develop and they need protection, love, care and nurturance but at times they have to live without their families and they may find themselves in condition of distress. There is a need to understand how the caregivers need to supplement and sustain the care and nurturance these children's need. Many children in the institutions require more personalised emotional support and guidance as a consequence of their past traumatic experiences, as also to face the fears of the present and challenges of future. In order to address these issues an **Orientation Training on Counselling Intervention for Children Affected by Trauma, Abuse and Neglect** was organised by Headquarters with the objectives to: sensitise the participants to the need for counselling children affected by trauma, abuse and neglect; facilitate them to develop positive attitude for counselling children; and orient them to various approaches to counselling children. The major mandate of the course was to enhance the competency standards of caregivers working with institutionalised children and improve the quality of psycho-social care being provided to children in need of care and protection and children who have been abandoned by the society, neglected by fate and exploited by the harshness of the mankind. The course was an initiative for deliberations on the issues related to children and how to reach out to them in both personal and professional capacity. Emphasis was on helping the participants recognise how children





pass through successive stages of deceit, loss and exploitation leading to psychological, physiological and emotional problems. Old problems were looked at from new angles; new questions were raised from new angles; leading to recharging of commitments to find new possibilities. The participants were acquainted with assessment strategies to assess the impact of trauma on children and identify the possible areas of intervention included an appraisal of the Juvenile Justice Act with need and strategies of addressing the burnouts of the care givers who are the main pivots of the interventions.



*A view of Training Programme on Counselling Intervention for Children affected by Trauma, Abuse & Neglect held at Headquarters*

Dates	No. of Participants	Venue
22.06.09-03.07.09	21	New Delhi

Childline is a national level 24 hour emergency phone outreach service for children in need of care and protection linking them to long-term services for rehabilitation. The service can be accessed by a child in difficulty or an adult on his behalf by dialing 1098, a toll free number. It coordinates rescue and other outreach services with the help of relevant local departments like police, administration, labour, health, Railways and others. In reaching out to every child in distress, the childline service provider should understand the gamut

of problems of children in difficult circumstances. To deliver effective intervention and to respond to children in emergency situation, effective communication and counselling plays an important role. To provide some good intervention methods of counseling Regional Centre, Indore organised an **Orientation Training on Counselling and Case Intervention for the Functionaries of Childline** with the objectives to: discuss and understand the needs and problems of children in difficult circumstances; sensitise them on the role of childline in dealing with children in difficult circumstances; make them aware of the concept and methods of case intervention; and improve skills in counselling techniques.

Dates	No. of Participants	Venue
07.12.09-11.12.09	09	Indore

### Street and Working Children

The phenomenon of street children, widely acclaimed as an urban one, is a worldwide problem emerging as alarming and escalating. In fact, no country, for that matter, no city is spared from the presence of street children. The word 'street' indicates a wide concept covering all the odd places which have become these children's abode, day and night, permanently or for most of the time. As per one definition, these children are also known as **children on the street**. The other category of street children constitutes homeless street children (who work, live and sleep in the street, often lacking contact with their families. These children are also called as **children of the street**. The third categories of children who are abandoned by the parents/ families also join this group. The last two categories of street children fall in the highest risk zone as they are vulnerable to sexually transmitted diseases including HIV/AIDS. In order to deal with the problems of street and working children, a number

of initiatives have been taken both by the Government and voluntary organisations at local and national level. However, crucial to not only initiate rehabilitative mainstreaming measures but also preventive measures by considering all causative factors-social, economic, cultural or geo-political. In view of this, it has been felt that the voluntary organisations may play a crucial role to bring about a change in the perspective on street and working children by carefully conceiving sustainable development programmes for these children so that a concrete step is taken both in terms of prevention and mainstreaming. With this in view, the Institute organised two **Training Programmes on Evolving Sustainable Development Programme for Street and Working Children for Functionaries of Voluntary Organisations** at its Headquarters in New Delhi. The main objectives of the training were to: sensitise the participants to the importance of evolving sustainable development programme for street and working children; facilitate them to design such programmes taking into consideration a holistic view on the issue; and work-out mechanisms for monitoring and sustainability for a programme. The training content broadly included situational analysis of street and

working children in India; special needs of street and working children in view of their vulnerability and priority concerns; understanding street and working children and their problems; planning and working out strategies for sustainability of a programme; evolving monitoring system and evolving evaluation system; and developing blueprint of a programme aiming at welfare and development of street and working children.

Dates	No. of Participants	Venue
27.04.09-01.05.09	18	New Delhi
22.02.10-26.02.10	30	New Delhi

### Child Abuse

Child abuse is a serious problem involving all societies across the globe. Child abuse is a state of emotional, physical, economic and sexual maltreatment meted out to a person below the age of eighteen. Child abuse has serious physical and psycho-social consequences which adversely affect the health and overall well-being of a child. Despite the legislations and Policies on prevention of Child abuse and the fact that the National Commission for protection of Child Rights (NCPCR) had issued directives to all States, asking to strictly deal with cases of Corporal Punishment in Schools, cases of child abuse have been steadily increasing in Schools. Physical abuse in Schools, referred to as 'Corporal Punishment' includes acts such as slapping, rapping on knuckles, making students kneel down or stand up for long hours, sitting like a chair and beating with a scale, canning, whipping, pinching and slapping, locking up students alone in classrooms and making a child run in the school, etc. Besides punishing children physically, teachers also use foul and abusive language. Thus, children go through emotional, psychological, trauma and social isolation in schools. Humiliation and unnecessary comparison make children psychologically



*Inaugural Session of Training Programme on Evolving Sustainable Development Programme for Street and Working Children for Functionaries of VOs at Headquarters*



disturbed thereby drastically affecting their inclination to learn, to perform well in school and so on. Keeping in view the above, Regional Centre, Guwahati organised a **Sensitisation programme on Prevention of Child Abuse for District School Inspectors and Education Officers**. The main objectives of the programme were to: sensitise the officers of Education Department to the problem of Child Abuse; to make the participants aware about existing policies and legislative measures pertaining to the protection of children from abuse; and to enable them to take appropriate action for reducing the incidences of child abuse in schools. The contents of the course were concept of child abuse; situational analysis of abused children in India; different needs of children; Constitutional provisions and other statutory provisions relating to prevention of child abuse, personality development of children, policies and support services for children and role of Education Officers and School inspectors in prevention of child abuse in Schools.

Dates	No. of Participants	Venue
14.07.09-16.07.09	46	Guwahati

### Child Marriage

It has been universally acknowledged that child marriage is a harmful customary practice that infringes the right of children and hence needs to be reformed. As per prevailing social customs, girls are forced to get married at an early age. Often, most young girls are not aware about the adverse impact of child marriage on their lives. The issue of child marriage is seldom examined from the human rights perspective. It is increasingly being acknowledged national and international fora that the needs and rights of girl children deserve special attention. It is unfortunate that the practice of child marriage continues in some quarters despite existing laws prohibiting this practice. In this background, the

Headquarters organised a **National Level Sensitisation Programme on Prevention of Child Marriage in India for Prohibition Officers and NGOs** with the objectives to: create awareness on consequences of child marriage on overall development of the girl child; discuss and analyse the existing constitutional and legal measures against child marriage and their implementation; and provide suggestive strategies to minimise the practice of child marriage. The programme content included: status of women and child marriage in society; various forms of violence against women/girl child; legislations on child marriage and their implementation; available support services; and suggestive strategies and measures to curb the practice of child marriage.

Dates	No. of Participants	Venue
10.08.09-12.08.09	25	New Delhi

Besides this, a **Sensitisation Programme for Voluntary Organisations on Prevention of Child Marriages** was also organised by Regional Centre Lucknow with the objectives to: sensitise participants about legal and constitutional rights related to adolescent/women; provide information about legal machineries dealing with care, protection and justice for adolescent/women; and facilitate participants to develop action plan for prevention of child marriages in India.

Dates	No. of Participants	Venue
05.05.09-07.05.09	15	Lucknow

### Sensitisation Programmes on Issues Relating to Women and Children for Members of Panchayati Raj Institutions (PRIs)

Over the past decade, issues relating to women have increased manifold. The major issues, which need attention and focus are: status of women with special reference to early marriage in India, female foeticide

and infanticide, dowry, discrimination against girl child, domestic violence, etc. With the introduction of three-tier structure of local self government and formation of panchayats with elected people's representatives, emphasis has been on involvement of the members of Panchayati Raj Institutions (PRIs) in all kinds of development efforts at the grassroots level. The 73rd Constitutional Amendment has enabled women of this country to participate substantially in the panchayati raj bodies at various levels. It allows women to share power and participate directly in the developmental process. Along with other spheres of development, the elected members of Panchayati Raj bodies effectively contribute to women and child development initiatives both at the government and the non-government sector. This, however, demands adequate knowledge on the part of the elected members on various issues pertaining to women and children. There is a need to acquaint them with government policies and programmes for empowerment of women and children and their role as elected representatives of Panchayati Raj bodies in improving the status of women and children.

Keeping this in view, the Institute organised two **Sensitisation Programmes for Members of Panchayati Raj Institutions on Issues Related to Women and Children** at Regional Centres located at Bengaluru and Indore. The main objectives of the programmes were to: develop clear perspective about situation of women and children in their respective regions; create awareness about the existing policies and programmes for empowerment of women and development of children; provide information about the existing legislative measures for prevention of violence against women and children; and sensitise them to their role and responsibilities as elected representatives of people. The programme mainly focused on situational analysis of women and children;

major issues concerning welfare and development of women and children; policies, legislation and programmes for women and children; and role of people's representatives in protecting the interest of women and children

Dates	No. of Participants	Venue
30.06.09-02.07.09	33	Bengaluru
26.10.09-28.10.09	35	Indore

## Gender Sensitisation

Despite the constitutional guarantee against discrimination on the basis of gender, in our daily lives, we come across instances of rampant gender inequality where the women usually get the raw deal. Women are subjected to deep-rooted discrimination at almost every step of their lives. Understandably, illiteracy and lack of awareness contribute to the widespread exploitation of women at the lower economic strata of society, but even among the educated and economically privileged sections, gender inequality exists, though in a different form. Keeping this in view Regional Centre, Bengaluru organised two **Gender Sensitisation Workshops for Police Officers of Karnataka** with the objectives to: sensitise the police force regarding prevalent gender



*Inaugural Session in Progress of Gender Sensitisation Programme for Law Enforcement Agencies of Madhya Pradesh organised by Regional Centre, Indore*



inequality and violence against women in society; to discuss the critical issues and legislations concerning women and children; and enable them to appreciate the need for sensitivity among police officers and their role in dealing with cases of violence against women.

Dates	No. of Participants	Venue
22.03.10-24.03.10	24	Bengaluru
29.03.10-31.03.10	15	Bengaluru

Two **Gender Sensitisation Training Programmes for Law Enforcement Agencies** were also organised by Regional Centre, Indore with the objectives to: enable participants to develop a clear perspective on gender issues; sensitise them towards women's development and empowerment; equip them with appropriate skills necessary for developing alternate approaches regarding victims and perpetrators.

Dates	No. of Participants	Venue
19.01.10-20.01.10	48	Indore
11.03.10-12.03.10	53	Indore

### Prevention of Gender-Based Violence

Gender-based violence such as sex-selected abortion, female infanticide, child marriage, child prostitution, sexual harassment at work place, in schools and at home etc. manifest in different forms through the life cycle of women. There is no stage in the life cycle in which women are exempted from the threat of violence. In view of the impact of violence against women the Institute organised an **Orientation Training on Combating Domestic and Gender-Based Violence** with the objectives to: enable the participants to develop clear perspectives about domestic and gender based-violence: its causes, manifestations and consequences; and workout strategies for combating gender-based violence.

Dates	No. of Participants	Venue
11.05.09-15.05.09	34	New Delhi

On similar theme, two **Sensitisation Courses on Issues relating to Violence against Women and Children for Police Personnel** were organised by Regional Centre, Bengaluru with the objectives to: sensitise the police force regarding prevalent gender inequality and violence against women in the society; educate them about the critical issues and legislations concerning women and children; and appreciate the need for sensitivity in the role of police officers dealing with cases of violence against women.

Dates	No. of Participants	Venue
14.07.09-16.07.09	59	Bengaluru
27.07.09-29.07.09	21	Bengaluru

Again a **Sensitisation Programme on Violence Against Women for Functionaries of Development Programmes** was organised by Headquarters with the objectives to: sensitise the participants on the concept of violence; types of violence and gender-based violence; provide them an overview of instruments to eliminate discrimination against women; discuss existing legislations to prevent/protect women against violence; and apprise them of existing support services for women in distress. The contents of the programme broadly covered: situational analysis of women; status of women in society; various forms of violence against women such as domestic violence, dowry, female foeticide, child marriage, sexual harassment at workplace; policies and legislations and other mechanisms providing support services; and suggestive measures to curb violence against women.

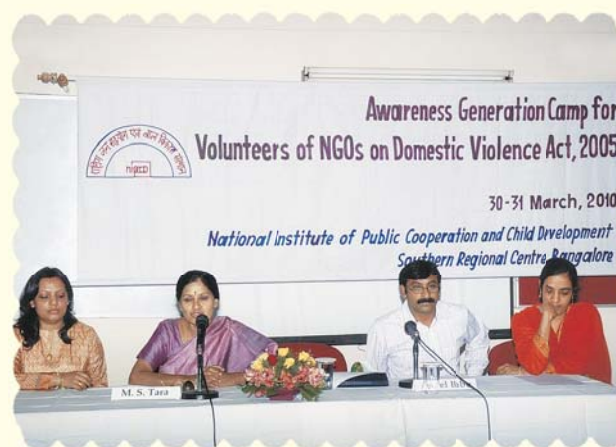
Dates	No. of Participants	Venue
11.01.10-14.01.10	22	New Delhi

## Prevention of Domestic Violence

Domestic violence has been recognised as a serious offence in recent years, leading to enacting of ‘Protection of Women from Domestic Violence Act (PWDVA) 2005’ and Notification of Rules in 2006 under the Act, but the legislation itself cannot be a penance to give relief to victims of domestic violence. There is a need to equip the NGOs working against domestic violence, as well as the service providers and the Protection Officers notified under the Act with the knowledge of the provisions of enforcement for effective implementation of the legislation and reduce incidents of domestic violence in the society. With this in view, the Institute organised four **Sensitisation Programmes on Effective Implementation of Protection of Women from Domestic Violence Act, 2005**, three by Headquarters and one by Regional Centre, Bengaluru. The main objectives of the programmes were to: sensitise the participants on manifestation of gender violence; enhance the knowledge base of key stakeholders/ implementing agencies for effective functioning of the Act; build capacity for better coordination; and understanding on the need for inter-agency response system for the effective implementation of the PWDVA. The training content broadly covered issues like status of women in society; violence against women and domestic violence; policies and programmes and institutional mechanisms for providing support services; constitutional provisions; legislations; and attitudinal patterns for curbing domestic violence.

Dates	No. of Participants	Venue
25.05.09-26.05.09	27	Bengaluru
09.07.09-10.07.09	51	Lucknow
10.09.09-11.09.09	36	Guwahati
02.02.10-03.02.10	45	Bengaluru

Despite PWDVA, it is seen that domestic violence against women are on the increase primarily on account of poor implementation of PWDVA and other related legislations. A major reason for ineffective implementation is the lack of awareness regarding the Domestic Violence Act on the part of functionaries of NGOs working for the upliftment of the women. Keeping this in view, the Institute’s Headquarters and all its Regional Centres organised six **Awareness Generation Camps for Volunteers of NGOs on Domestic Violence Act** with the objectives to: create awareness among the participants about the provisions under Protection of Women from Domestic Violence Act, 2005; familiarise them about roles and responsibilities of Protection Officers and Service Providers; and develop strategies for addressing the issues related to domestic violence. The programme contents broadly covered an overview of Domestic Violence in India; salient features of Domestic Violence Act, 2005; role and responsibilities of Service Providers and Protection Officer under the Act; role and responsibilities of Police, Magistrates and State Government etc.



*Awareness Generation Camp for Volunteer of NGOs on Domestic Violence Act, 2005 held at Regional Centre, Bengaluru*



Dates	No. of Participants	Venue
17.06.09-18.06.09	42	Lucknow
07.10.09-08.10.09	43	Guwahati
29.10.09-30.10.09	74	Indore
14.12.09-15.12.09	42	Guwahati
02.02.10-03.02.10	32	New Delhi
30.03.10-31.03.10	41	Bengaluru

Again a **Workshop on Prevention of Domestic Violence for Personnel Involved in Implementation of Domestic Violence Act 2005** was organised by Regional Centre, Indore with the objectives to: assess procedural problems of registering a complaint and filling-up of Direct Incidence Report; problems and issues faced by Protection Officers while implementing the law; strategy to promote coordination between the Law Enforcement Agency and Protection Officers of Department of Women and Child Development; and formulate strategies for dealing with the cases on domestic violence.

Dates	No. of Participants	Venue
23.11.09	70	Indore

In addition a **Sensitisation Training on Protection of Women against Domestic Violence for College Teachers** was organised by Regional Centre, Guwahati with the objectives to: discuss the trends in Domestic Violence over the past decade and the measures adopted to combat it; create awareness on the provisions of the 'Protection of Women from Domestic Violence' Act, 2005; and orient the college teachers to take a proactive role in bringing an awareness among the students on the issue.

Dates	No. of Participants	Venue
11.11.09-13.11.09	38	Guwahati

On similar theme, an **Orientation Course on Domestic Violence Act for Counsellors of Family Counselling Centres** was organised by Regional Centre, Lucknow with the objectives to: acquaint the participants about the Rights of Women; enable them to disseminate information on various provisions of Domestic Violence Act to the clients and community. The contents broadly covered; situation of women, rights of women and Domestic Violence Act, 2005.

Dates	No. of Participants	Venue
29.03.10-31.03.10	22	Lucknow

### **Prevention of Sexual Harassment at Workplace**

Sexual harassment infringes upon the fundamental rights of women to render equality under Article 14 of the Constitution of India and her right to life and live with dignity under Article 21 of the Constitution, which includes a right to a safe environment free from sexual harassment. The right to protection from sexual harassment and the rights of work with dignity are recognised as universal human rights by International Convention for Elimination of Discrimination against Women (CEDAW). The Supreme Court in *Vishakha Vs State of Rajasthan (1997) (7) (SCC 323)* has formulated guidelines to address sexual harassment until a suitable legislation is enacted in this respect. All government and private sector organisations, hospitals, universities and other responsible persons and the unorganised sector come under the purview of these guidelines. Women, who draw a regular salary, receive an honorarium or work in a voluntary organisation, will in particular benefit from these guidelines. In order to create awareness on the subject a **Sensitisation Programme on Prevention of Sexual Harassment at Workplace** was organised by Regional Centre, Bengaluru with the objectives to: sensitise the participants on manifestation of gender-based violence; discuss policies and legislative measures to curb atrocities against women specially at work

place; analyse the problems and work out strategies for prevention of sexual harassment of women at work place; and discuss existing mechanism/support services and provide suggestions for strengthening them. The contents of the training broadly covered topics like status of women in society; violence against women and sexual harassment at work place; policies programmes and institutional mechanisms providing support services; Constitutional provision and legislations for curbing sexual harassment.



*Sensitization Programme on Prevention of Sexual Harassment at Workplace held at Regional Centre, Bengaluru*

Dates	No. of Participants	Venue
11.08.09-13.08.09	45	Bengaluru

Lack of safety of women/girls while travelling is often the reason cited by families and parents for not allowing them to go to work, for studies, for social visits etc. Issue of safety and security is the first and foremost issue for women/girls. They feel vulnerable to harassment and threat of violence has serious effects in terms of curtailing women's freedom. The problem of harassment of women/girls is so persistent that in recent months the government has introduced eight new commuter trains exclusively for female passengers

in India's four largest cities: Delhi, Chennai, Mumbai and Kolkata. The trains are known as Ladies Specials. This is an innovative move but not a long-term solution to the problem. We really need to make every train as safe as the Ladies Specials. One of the innovative interventions in the area was emergence of Railway Protection Force (RPF). These RPF personnel needs to be sensitive especially towards the safety and security of the women/girls, who are more vulnerable to harassment and violence while travelling. Keeping the above facts in view, the Institute organised a **Sensitisation Programme for RPF Personnel to Protect Harassment of Women in Trains** at its Headquarters.

The objectives of the programme were to: enhance the sensitivity of RPF Personnel towards safety of women/girls passengers; make them aware about the type of harassment and violence faced by women/girls while travelling; impart knowledge and skills to prevent harassment of women/girls in trains; provide insights on the policies and legal safeguards to curb the problem; and evolve strategies to prevent harassment of women/girls in trains and ensure their safety and security. The contents of the programme broadly covered status of women in India and Social Justice; overview on gender-based violence with special reference to women traveling by trains; protection of women from sexual harassment traveling by trains; trafficking of women and girls: keeping a watch; legal safeguards for women victims of violence/harassment, medico-legal aspects of victims of abuse; roles and responsibilities of RPF personnel to protect women travellers from harassment, incorporating gender sensitivity in RPF system; strategies for ensuring safety and security of women train travelers etc.

Dates	No. of Participants	Venue
02.03.10-04.03.10	40	New Delhi





## Prevention of Female Foeticide and Infanticide

Female foeticide and infanticide are most brutal and destructive manifestation of anti-female bias prevailing in the patriarchal society that arise out of deep rooted discrimination, the cultural belief and social norms that view girl child as avoidable liability. A sustained educational and proactive campaign has been initiated by Government and NGOs to protect birth of female child and promote girl child. Although a large number of NGOs are involved in preventing the female foeticide and infanticide, the magnitude of the problem still persists. It is felt that sensitisation of wider canvas of NGOs is required to address this issue. Accordingly, the Institute organised two **National Level Sensitisation Programmes on Prevention of Female Foeticide and Infanticide for NGOs, Medical and Para-medical Personnel** at the Headquarters and Regional Centre, Guwahati with objectives to: sensitise the participants on issues of gender violence with special reference to female foeticide and infanticide; sensitise them to the magnitude of the problem and its overall impact on status of women, discuss the existing policies and legislation to curb female foeticide and infanticide; and identify strategies for strengthening the existing mechanism to curb these practices. The broad contents covered: disparity in sex ratio of Indian population; status of women in society; various forms of violence against women; existing legislations; police enforcement machinery; support services; attitudinal patterns; suggestive strategies; and measures to curb the foeticide and infanticide; etc.

Dates	No. of Participants	Venue
04.11.09-06.11.09	33	New Delhi
28.04.09-30.04.09	31	Guwahati

In addition, an **Orientation Training Programme on Prevention of Female Foeticide and Infanticide** was organised by the Regional Centre, Indore.

Dates	No. of Participants	Venue
20.05.09-22.05.09	28	Indore

Apart from this, a **Poster Competition for School Children** on the theme of **Female Foeticide or Sex-selective Abortion and Early Marriage and its Consequences** was organised by the Institute's Headquarters in collaboration with Children's Book Trust at the instance of Ministry of Women and Child Development as a part of celebration of National Girl Child Day. It was attended by 352 children between the ages 11-16 years from 25 schools of Delhi

Dates	No. of Participants	Venue
20.01.2010	352	New Delhi

## Prevention of Trafficking of Women and Children

Trafficking of women and children has, of late, emerged as an issue of grave concern. Human trafficking is the third largest and fastest growing criminal syndicate in the world. The practice includes forced sex work, domestic servitude, unsafe agricultural labour, sweatshop labour, construction or restaurant work and various forms of modern-day slavery. This global violation of human rights occurs within countries and across borders, regions, and continents. Trafficking in simple terms means illegal transportation of women and children from their homes to other places for unlawful detention, exploitation and use for commercial purposes. Despite various legislations and programmes, the situation is not improving and the phenomenon has assumed an alarming proportion in recent years. Keeping this in view an **Orientation Training on**

**Prevention of Trafficking of Women and Children** was organised by Headquarters with the objectives to: create awareness about the magnitude of the problem of trafficking; discuss concept, trends and dimensions of trafficking in India; familiarise them with the rescue operations, post rescue care and rehabilitation process; help develop communication and counselling strategies for survivors; and critically analyse and evolve the role of non-government organisations in prevention of trafficking. The contents broadly covered: definition of trafficking; trends of trafficking of women and children in the country; legal safeguards, rescue and rehabilitation services; issues related to health HIV/AIDS; trauma management role of NGOs etc.



*Dr. A.K. Gopal, Former Director, interacting with the Participants of Training Programme on Prevention of Trafficking of Women and Child Development held at Headquarters*

Dates	No. of Participants	Venue
14.07.09-16.07.09	32	New Delhi

Over the years, trafficking of women and children for commercial sexual exploitation has become a key concern of the Ministry of Women and Child development, Government of India. As a result several positive steps to address the issue including strengthening the capacities of various 'service providers' and caregivers have been highlighted.

Appropriate information and training that would enable them in understanding the issues and taking pro-active steps towards prevention, rehabilitation and reintegration of the child victims has become the prime concern. In particular, Women Welfare and Child Development officials play dual role in prevention of trafficking as well as rebuilding the lives of rescued victims. Therefore, there is a need for a great degree of sensitivity and high level of understanding among the officers, in order to deal the problems of the trafficked. With this in view, a **Sensitisation Programme on Prevention of Trafficking of Women and Children** was organised by Regional Centre, Bengaluru with the objectives to: orient participants to the concept and processes of trafficking; help them to understand the magnitude of the problem; discuss the roles of stakeholders in anti-trafficking issues; and discuss the strategies for prevention of trafficking. The programme content broadly included understanding human trafficking; situational analysis of trafficking of women and children in India; policies, programmes, roles and responsibilities of stake holders; rescue procedures and rehabilitation of trafficked women and children; legal framework of trafficking; support services for victims of trafficking; preventive strategies for containing trafficking of women and children.

Dates	No. of Participants	Venue
20.07.09-22.07.09	35	Bengaluru

Apart from this, two **Sensitisation Programmes on Prevention of Trafficking of Women and Children for the District Level Officials** were organised by Regional Centre, Indore and Regional Centre, Guwahati with the main objectives to: analyse different forms of trafficking of women and children; create awareness about the problem and its magnitude; review the programmes of Government of India and State Governments for prevention of trafficking; and evolve



action plan/role for officials in prevention, rescue and rehabilitation of the trafficking/trafficked.

Dates	No. of Participants	Venue
27.07.09- 29.07.09	13	Indore
25.08.09- 28.08.09	27	Guwahati

In addition, a **Sensitisation Programme on Prevention of Trafficking of Women and Children for Police Officials** was organised by Regional Centre, Indore with the objectives to: sensitise them about the magnitude of the problems of trafficking; discuss concept, trends and dimensions of trafficking in India; familiarise them with the rescue operations, post rescue care and rehabilitation process; communication and counselling strategies for survivors and critically analyse and evolve the role of non-government organisations in prevention of trafficking.

Dates	No. of Participants	Venue
25.06.09-27.06.09	27	Indore

Two **Orientation Course on Prevention of Trafficking of Women and Children for Police Officers** were also organised by Regional Centre, Lucknow with the objectives to: create awareness about the magnitude of the problem of trafficking; discuss concept, trends and dimensions of trafficking in India; familiarise them with the rescue operations, post-rescue care and rehabilitation process; help develop communication and counselling strategies for survivors; and critically analyse the role of police in prevention of trafficking. The broad content of the course were: trafficking of girls and children: situational analysis; prevention of trafficking; legal safeguards; role of police in prevention of trafficking of girls and children; rescue and rehabilitation of victims; problem of HIV/AIDS in trafficked children; support services for victims of trafficking; and strategy for prevention of trafficking of girls and children.

Dates	No. of Participants	Venue
17.11.09-19.11.09	16	Lucknow
16.03.10-18.03.10	41	Lucknow

In addition to this, a **Training of Trainers of Police Training Institute on Prevention of Trafficking of Women and Children** was organised by the Headquarters with the objectives to: clarify concepts and develop proper attitudinal orientation on trafficking; empower the trainees with laws and procedures on commercial sexual exploitation; make the trainees aware of laws and procedures on trafficking for exploitative labour and other exploitations; upgrade their skills on investigation techniques; and empower them with skills of rescuing victims, prosecution of trafficking criminals and prevention of trafficking including re-trafficking. The programme contents included: understanding concepts and gender dimensions in trafficking; types of commercial sexual exploitation: brothel-based, non brothel based and sex tourism; preventing and combating exploitative labour; professional aspects of investigation techniques, including role of forensics and medico-legal issues; rescue operation with networking of NGOs and other stakeholders; role of police in post-care and attention to survivors; and case study presentation and lecture on prosecution of trafficking criminals and prevention of trafficking including re-trafficking.

Dates	No. of Participants	Venue
15.04.09-17.04.09	28	New Delhi

India has emerged as a source, destination and transit country for both in-country and cross-border trafficking. Keeping in view the complexity of the problem, Ministry of Women and Child Development has formulated a central scheme, 'Prevention of Trafficking for Rescue, Rehabilitation and Re-Integration of Victims of Trafficking for Commercial Sexual Exploitation -

the Ujjawala'. The new scheme has been conceived primarily for the purpose of preventing trafficking on the one hand and rescue and rehabilitation of victims on the other. The Scheme is implemented through Social Welfare/Women and Child Welfare Departments of State Governments, Women's Development Corporations, Women's Development Centres, Urban Local Bodies or Voluntary Organisations. For effective implementation of the scheme, it was felt necessary to orient and sensitise the personnel engaged in implementation of Ujjawala Scheme. Keeping this in view, the Institute organised a **Training Programme for Grant Receiving NGOs on the Scheme of Ujjawala** with the objectives to: orient the participants about Ujjawala; equip the field practitioners with knowledge and skills to deal with trafficked women;



*Inaugural session of Training Programme for Grant Receiving NGOs on the Scheme of UJJAWALA by Headquarters*

provide them a platform to evolve an advocacy tool to prevent trafficking; orient them to rescue operations and provide guidelines for the same; inform them about protective homes and how to run them; enhance their skills in preparation of project proposal; and discuss the monitoring and networking system at the State and national level under the scheme. The programme contents broadly covered: concept, trends & dimension of trafficking; laws related to trafficking on women and

children; guidelines for rescue operation, setting up of a protective home and its management; vocational training and income generation activities; setting up of halfway home and restore the victims to the family; procedure for repatriation of victims; importance of counselling techniques; forming vigilance groups and making them social change agents; role of Government, NGOs, police, health care providers & family members in prevention, rescue, post- rescue and rehabilitation.

Dates	No. of Participants	Venue
30.11.09-04.12.09	32	New Delhi

### **Counselling Skills and Support Services for the Counsellors of Helplines**

The need to provide access to protection, rehabilitation, legal aid, counselling and other support services to women has been gaining importance in recent years. Government and non-governmental organisations have started many programmes/services/schemes to ensure protection and rehabilitation of women in distress. Counsellors of women helplines providing these services do not have adequate orientation to the legal aid, rehabilitation and other support services available for women in distress. With this in view, the Headquarters organised a **Training on Counselling Skills and Support Services for the Counsellors of Women Helplines** with the objectives to: sensitise the participants about women empowerment and gender-based violence; create awareness about identification of problems faced by women and understand them; familiarise participants about existing programmes and support services for distressed women; discuss principles and guidelines for counselling; develop communication, negotiation and counselling skills/techniques; and promote networking among NGOs and institutions providing support services to women in distress. The programme contents broadly covered



situational analysis of women in distress; legislations related to women in distress; domestic violence and atrocities against women; introduction to counselling, its need and techniques; supportive services for women in distress; orientation to techniques relating to counselling, communication, negotiation, networking etc.

Dates	No. of Participants	Venue
08.06.09-11.06.09	32	New Delhi

Apart from this, the Institute organised an **Orientation Training on Counselling Skills and Support Services for the Counsellors providing services to Women in Distress** at its headquarters.

Dates	No. of Participants	Venue
16.02.10-19.02.10	23	New Delhi

An **Orientation Training on Developing Counselling, Communication, Negotiation and Case Intervention Skills for Functionaries of Women Helpline** was also organised by Regional Centre Guwahati with the objectives to: orient the participants on counselling, communication, negotiation and case intervention skills; and equip them with effective, communication, negotiation and case intervention skills to deal with women in distress.

Dates	No. of Participants	Venue
15.06.09-19.06.09	31	Guwahati

**Orientation Training on Counselling for Counsellors of Family Counselling Centres** was organised by Regional Centre, Lucknow with the objectives to: create awareness about problems faced by women in distress; equip them with techniques of counselling; and orient them to alternative approaches to counselling.

Dates	No. of Participants	Venue
20.01.10-22.01.10	29	Lucknow

## Gender Planning and Mainstreaming

Gender mainstreaming is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. Gender mainstreaming is not only a question of social justice, but is also necessary for ensuring equitable and sustainable human development by the most effective and efficient means. As practitioner, we need frameworks and tools to operationalise gender analysis and planning and to assist in gender-sensitise project design, implementation, monitoring and evaluation. Keeping the above in view, the Institute organised a **Training on Gender Planning and Mainstreaming** at NIPCCD Headquarters with the main objectives to: enable the participants to develop clear perspectives about gender analysis and understand link between gender and development; enable them to acquire necessary knowledge and skills of gender planning; workout strategies for gender mainstreaming; discuss various ways and means of women's empowerment; and provide a forum for sharing the experiences of participants working on gender issues. The contents of training broadly covered topics relating to basic concepts on gender, gender analysis, tools and techniques of gender planning, mainstreaming gender, gender indicators and gender budgeting, participatory approach in formulating project; incorporating gender in the agenda of an organisation; gender mainstreaming policies and programmes for advancement of women; sectoral issues i.e. socio-economic and political issues in gender planning and mainstreaming etc.

Dates	No. of Participants	Venue
15.03.10-19.03.10	23	New Delhi

In addition to this, a **Sensitisation Training on Mainstreaming Gender Issues in Development Programmes** was organised by the Regional Centre, Guwahati.

Dates	No. of Participants	Venue
02.02.10-05.03.10	30	Guwahati

### Gender Budgeting

Welfare programmes for women and girls alone may not lead to gender equality. Problems impeding gender equality are not linear but cut across sectors. Further, the bulk of the public expenditure and policy concerns lie in ‘gender neutral’ sectors like power, defence, petroleum, transport etc. and the implications for women in these sectors are not recognised or identified. It is increasingly being felt that unless gender concerns are also mainstreamed in these sectors, public expenditure will always be skewed disadvantageously against women. Hence, the imperative need for gender mainstreaming as natural outcome of Gender Budgeting. Gender Budgeting is not an accounting exercise, it encompasses incorporating a gender perspective and sensitivity at various levels and stages of developmental planning, processes and implementation. Since the Government Departments are expected to undertake gender budgeting, exercise for various programmes and schemes by allocating resources meant for the benefit of women, it was necessary to orient them to on the concept and tools of gender budgeting. Therefore, the Institute organised two **State Level Workshops on Gender Budgeting** at Imphal and Gangtok. The main objectives of the programmes were to: sensitise the participants on gender issues; appraise them to the concept and need of gender responsive budgeting

and gender mainstreaming and; make the participants understand the extent to which gender issues are being addressed through budgetary allocations and expenditure statement. The content broadly covered gender concepts, gender responsive budgeting, causes consequences and solutions and impact indicators, gender budget statement, concept of outcome budget etc.

Dates	No. of Participants	Venue
14.07.09-16.07.09	53	Imphal
26.10.09-28.10.09	51	Gangtok

### Empowerment of Women

The Indian Constitution not only provides equality to women, but also empowers the State to adopt measures of positive discrimination in favour of women. Government has initiated various development policies, plans, programmes and legislations aiming at women’s advancement in different spheres. In consecutive Five-Year Plans there has been a marked shift in the approach to women’s issues from welfare to development and moving on to empowerment. Despite various inspiring initiatives towards women’s empowerment there still exists a wide gap between the goals enunciated in the Constitution, legislation, policies, plans and programmes on the one hand and the situational reality of the status of women, on the other. Voluntary organisations can play an important role in translating some policies and programmes into reality, thereby work towards empowerment of women. With this in view, the Institute organised three **Sensitisation Programmes for Functionaries of Voluntary Organisations and Government Officials on Women’s Empowerment** with the objectives to: familiarize the participants with the policies and programmes of women empowerment; sensitise the participants on gender issues and how to incorporate it in the agenda of voluntary agencies;



provide information on availability of resources for women's programmes; discuss the role of voluntary organisations in the empowerment of women; and orient the participants to project formulation with gender sensitivity. The programme content broadly covered programmes and policies for women's empowerment; situational analysis of women; basic concepts on gender; economic, political and social empowerment of women; project formulation and management; support services; developing leadership, assertive and communication skills; and income generation activities for economically poor women.

Dates	No. of Participants	Venue
24.08.09-28.08.09	27	New Delhi
16.11.09-20.11.09	34	New Delhi
08.02.10-11.02.10	23	New Delhi

**National Workshop on Gender Data Gaps** was organised by the Headquarters with the objectives to: identify gender gaps in chosen thematic areas and appropriate strategic action for bridging the gaps; explore alternative data sources for improvement of administrative data and would making recommendations for strengthening the data-base. The thematic areas included: development of GDI and GEM in the Indian context – approach to implement a right system; gender dimensions of disability statistics in India; statistics on women entrepreneurship, home work and home-based work-survey processes and strategic action plan; violence against women – approach to accessing alternative data sources and improvements of administrative data.

Dates	No. of Participants	Venue
21.04.09-22.04.09	50	Puducherry

### Economic Empowerment

Micro-enterprise development fosters the economic status of women as a powerful tool for poverty

eradication. Voluntary agencies remain a powerful medium to promote micro-enterprise among poor women. They act as an important link between financial institutions and women for providing efficient credit service and support services for setting-up micro-enterprise. Since credit alone cannot generate income, voluntary agencies are in a better position to identify other gaps and work towards filling these gaps. They can organise the poor women around the group activities based on local resources and market. With this in view, the Institute's Regional Centre Indore organised a **Training of NGOs on Economic Empowerment of Tribal, Rural Women through Micro-enterprise** with the objectives to: develop skills in formulation and management of livelihood programmes for economic empowerment; and acquaint them with techniques in monitoring, evaluation and supervision of livelihood programmes for economic empowerment. The contents of the programme broadly covered livelihood promotion through micro-enterprises; selection of viable economic activities for micro- enterprise; institutional support; marketing the products produced by women

Dates	No. of Participants	Venue
14.09.09-18.09.09	08	Indore

### Self-Help Group (SHG)

Self-Help Group (SHG) is considered to be an important process of empowerment for women at grass roots level. The SHG that mostly start with savings and credit activities provide women opportunities for self development, interaction with others, sense of belongingness, self expression, seeking information, analysing and viewing problems of self and others in right perspective, and decision making, etc. which are considered to be ingredients of empowerment. Presently important developmental programmes are planned and implemented by State and Central Government with the base component of formation and

development of SHGs. The facilitation of Voluntary Development Organisations (VDOs) has strengthened their collective voice. Keeping this in view, the Institute in collaboration with RKS Educational Society, Delhi has organised an **Orientation Training on Self-Help Groups Formation and Nurturance** for NGOs of Delhi promoting SHGs with the objective of building their capacity in SHGs Formation and Nurturance. The broad contents of the training programme were: socio economic dimensions of forming SHGs; concept principles and functioning of SHGs; group dynamics and conflict resolutions; group savings and credit; records and registers to be maintained by SHGs; practical exercise in filling up of records and registers; networking with institutions: SHG bank linkages; linkages with Rashtriya Mahila Kosh (RMK); economic empowerment of women; convergence with programmes and schemes; wins of change: convergence in Swa-Shakti; role of NGOs in SHG promotion and its sustainability etc.

Dates	No. of Participants	Venue
29.03.10-31.03.10	47	New Delhi

Besides this, an **Orientation Course on Formation of SHGs for Representatives of Voluntary Organisations** was organised by Regional Centre, Lucknow with the objectives to: enable participants to understand the concept, importance, dynamics and objectives of SHG for women; develop the skills of participants to train members of SHG for its management; help them to understand the importance and benefit of networking of SHGs; and orient them about the finance and accounts management. The contents of the programme were: situation of women in India; need and importance of women empowerment; concept, importance and objectives of SHG; formation and management of SHG; linking SHGs with banks; income generation activities and marketing of products; and networking of SHGs.

Dates	No. of Participants	Venue
18.05.09-22.05.09	22	Lucknow

**A Training Programme on Formation of Cluster and Federation for Voluntary Organisations on Promoting SHGs for Women Empowerment** was organised by Regional Centre, Indore with the objectives to orient the participants to the concept, need and steps involved in formation of cluster level association; enhance their knowledge on the diversified function of cluster and federation; and orient them to various models of cluster and federations and their functioning. The broad contents of the training programme were SHG: concept, need and relevance for women empowerment; group dynamics; formation of cluster and federation; typology and features of SHG federation; process of forming cluster and federation; micro enterprises for federation; and financial management of cluster and federation.

Dates	No. of Participants	Venue
10.08.09-13.08.09	39	Indore

### **Constitutional Provisions and Safeguards for Women and Children**

Safety and protection of children and women pertain not just to the police and the judiciary. A broader aspect of human development like nutrition, health, livelihoods and education for living a life of respect and dignity also has to be encompassed into the development scenario. The need to reflect on this aspect becomes pertinent given the present scenario of insecurity and injustice meted out to women and children. Across the region, there are several innovative alternatives that address the issues of safety and protection of women and children. Often these best practices and initiatives are neither documented nor disseminated. Sharing such innovative actions will strengthen the effective formulation and implementation of strategies. With this in view



an **Orientation Course on Legal Provisions and Safeguards for Protection of Women for Voluntary Organisations** was organised by Regional Centre, Lucknow with the objectives to: create awareness among participants about legal and constitutional rights; make aware the participants about legal provisions and safeguards for protection of women; provide information about legal machineries dealing with care, protection and justice; and facilitate participants to develop action plan for addressing women issues / rights. The broad contents of the programme were situational analysis of women; constitutional rights of women; personal laws (marriage, divorce, dowry, maintenance etc.); trafficking; domestic violence; schemes / programmes for development of women; and legal aid for women.

Dates	No. of Participants	Venue
09.11.09-13.11.09	24	Lucknow

Apart from this, a **Training Programme on Legal Matters and Counselling Pertaining to Women's Issues** for the coordinators and counsellors, and members of State Commissions for Women and counsellors from the NGO sector was organised by the Headquarters with the objectives to: build capacity of counselors and coordinators in handling cases of women/girl victims of violence; enhance skills of stakeholders in protecting rights of women/girls and empowering them; update their knowledge about recent laws and procedures to expedite relief for women victims of violence. The programme content covered: Protection of Women from Domestic Violence Act, 2005 and Protection of Women from Domestic Violence Rules, 2006; sexual harassment at work place – Constitutional framework and legal safeguards with relevant case laws; salient features of Domestic Violence Act, 2005 – guidelines and case laws for implementation and Dowry Prohibition

Act; procedures for issuing summons IPC and other special laws on crimes against women; trafficking of women and children; discussion on legal framework (ITPA); salient features of PCPNDT Act to prevent sex selection; developing psycho-social counselling skills for counsellors of the victims of violence.



*Training Programme on Legal Matters and Counselling Pertaining to Women's Issues*

Dates	No. of Participants	Venue
22.04.09-24.04.09	20	New Delhi

### **Integrated Micro Planning**

Women and children belonging to tribal and other underprivileged sections need special attention because of their low social, economic and participatory indicators. Whether it is maternal and child mortality, size of agricultural holdings or access to drinking water and electricity, they lag far behind the general population. Modernisation and urbanisation seem to have made a direct impact on these groups in the country. There seems to be growing poverty among tribals and other underprivileged sections in particular. This is largely because of the fact that poverty has become a way of life among them, depriving these groups of the values and skills necessary to achieve success in the mainstream. But the most challenging task the nation is facing today as to how to bring

these groups in the mainstream so as to facilitate them to move along with the pace of development of the nation. Despite the growing concern of the planners and policy makers for them, Constitutional safeguards to protect their interest and a number of Governmental schemes and programmes aiming at their welfare and development this remains a problem. In this regard, micro-planning process at the grassroots level assumes a crucial importance in bringing about all-necessary impetus to all underprivileged sections to look for a bright future. Micro-planning is a process of designing at the lowest level of development. It brings the planning process to the lowest or grass root level to tackle specific problems at the micro region. The main idea behind micro-planning is to establish a connection between governance and people. Here, people are the main stakeholder in the planning process wherein they would direct the process of their own development. People, in such a situation, being at the helm of affairs, would also plan for development of resources and provision of infrastructure facilities as also plan for utilising maximally the existing resources and infrastructure available at the grass roots level. A large number of voluntary organisations are closely working with tribals and other underprivileged sections at various places. These organisations are better placed than any other entities to sensitise and involve tribals and other underprivileged sections in community micro-planning process in an integrated manner by holding a total perspective on the local scenario. In order to facilitate this process, the Institute organised a **Training Programme on Community Micro Planning for Development of Women and Children of Tribals and Other Underprivileged Sections of Society for the Functionaries of Voluntary Organisations.** The training programme broadly covered problems of women and children belonging to tribals and other underprivileged sections in the country; concept of

community micro planning; significance of community micro planning to address the problems of women and children belonging to tribals and other underprivileged sections; need for sensitising the community and process of community mobilisation; approaches and strategies to mobilise community for evolving micro planning; working with community leaders; developing a module for micro planning involving the community; evolving a developmental action plan as also strategic planning focusing on specific problems and issues concerning women and children of tribals and other underprivileged sections of society.

Dates	No. of Participants	Venue
07.09.09-11.09.09	25	New Delhi

### **Strengthening Social Organisations**

Voluntary Organisations are an inalienable part of the contemporary development scene in India. The successive Five-Year Plans in the process also emphasised the significant role voluntary organisations could play in the planning and implementation of welfare and development programmes. One of the reasons for this has been that voluntary organisations are nearer to the local community and have roots in the life of the people. Moreover, as they function outside the Government system, they have the flexibility to experiment and introduce innovative approaches in the organisation and delivery of services through people's participation. Recognising the important role of voluntary organisations, the National Policy for the Voluntary Sector 2007, was formulated by the Planning Commission which affirms the growing need for collaboration with the voluntary sector by the Government, as well as by the private sector, at the local, district, state and national levels. In pursuance of its policy to support and encourage voluntary action, the Government of India initiated a programme of providing

financial assistance to voluntary organisations through Grants-in-Aid. Over the years, provision of Grants-in-Aid had helped a number of agencies to augment their resources and undertake several welfare and development activities. The purpose of Grants-in-Aid is to encourage innovation and promote voluntary effort in areas where it is non-existent. It is also meant to help voluntary agencies develop a professional approach through induction of trained manpower and build their administrative and organisational competence.

### GO-NGO Cooperation in WCD Schemes

A large number of Government agencies operate schemes for financial assistance to voluntary organisations. These schemes usually deal with activities such as surveys, research, workshops, documentation, awareness raising, training, creation and running of public welfare facilities. There is a need for more frequent dialogue exclusively focused on the subject for providing opportunity to grant-giving and grant-receiving agencies for a discussion on problems experienced by both. In order to bring about



*Hon'ble Minister of Ministry of Woman and Child Development, Independent Charge and Chairperson, NIPCCD, Smt. Krishna Tirath, inaugurating the National Consultation on Evolving an Efficient Grant Management System Towards Improving GO-NGO Cooperation in WCD Scheme at Headquarters*

transparency and accountability at various levels the Institute organised one **National** and four **Regional Consultations on Evolving an Efficient Grant Management System towards Improving GO-NGO Cooperation in WCD Schemes**, at its Headquarters and Regional Centre, Bengaluru, Guwahati, Lucknow



*A Session in Progress of Consultation on Evolving an Efficient Grant Management System Towards Improving GO-NGO Cooperation in WCD Scheme at Headquarters*

and Indore. The Objectives of the Consultations were to: review the existing pattern, process and procedure of Grant-in-Aid under different schemes; identify the complexities and challenges of disbursement of Grant-in-Aid experienced by VOs and the Government agencies; and suggest remedial measures for evolving an efficient Grant Management System to achieve improved GO-NGO cooperation for providing better services to the community. The contents of the programme included: schemes relating to women's empowerment such as working women hostel, short-stay home, Swadhar, STEP and Ujjawala; schemes relating to child protection such as scheme for working children, ICPS including integrated scheme for street children, juvenile justice, childline; scheme for welfare of working children and Rajiv Gandhi National Creche Scheme.



*A view of Regional Consultation on Evolving an Efficient Grant Management System Towards Improving GO-NGO Cooperation in WCD Scheme held at Regional Centre, Indore*

Dates	No. of Participants	Venue
15.02.10-16.02.10	48	New Delhi
15.02.10-16.02.10	67	Bengaluru
15.02.10-16.02.10	63	Guwahati
15.02.10-16.02.10	86	Lucknow
15.02.10-16.02.10	67	Indore

### Establishing and Managing Voluntary Organisations

Voluntary organisations working at the grassroots level have little or no access to information regarding programmes and schemes of development for women and children. They also lack professional and technical skills. The Institute, with its mandate to promote and strengthen voluntary action in the country organised series of programmes at its Headquarters and Regional Centres. These programmes were organised in the diversified fields like **establishing and managing a voluntary organisation**; community mobilisation and participation; project formulation; legal regulations; financial management; procedures for seeking financial assistance; and good governance. With the above in view the Institute organised five orientation training

programmes on Establishing and Managing a Voluntary Organisation one each at Headquarters and Regional Centre at Bengaluru, Guwahati, Lucknow and Indore. The objectives of the training programmes were to: share the concept and relevance of voluntary action and social development; orient the participants on modalities of establishing a voluntary organisation, process of institution building, administration and management; build capacity in planning and designing project proposals; provide insights on resource mobilisation and effective financial management; and make them conversant with issues related to good governance, accountability and transparency in voluntary organisations. The course contents were mainly on conceptual framework of voluntary action; registration of voluntary organisation; rules and regulations under societies registration act, 1860; companies act; public trust act; institution building and its management; good governance; management of resources; legal issues on taxation; and accountability and transparency in organisations.

Dates	No. of Participants	Venue
05.05.09-07.05.09	20	Indore
24.08.09-28.08.09	22	Lucknow
23.11.09-27.11.09	12	Bengaluru
08.03.10-12.03.10	19	New Delhi
15.03.10-19.03.10	37	Guwahati

### Financial Management and Reporting

A sound financial system is one of the supporting pillars for organisational sustainability. All the voluntary organisations require effective internal control and financial management system. Effective and systematic reporting by voluntary organisations not only helps in providing tangible proof of donor's contribution, utilisation of the funds and results achieved, but also builds its credibility for future support. Hence, while



enhancing their resource base through various sources or raising funds through various techniques, it is equally important for these organisations to be able to use them strategically and manage its resources/finances effectively. Due to lack of knowledge about various reporting procedures and lack of requisite skills to manage their funds/finances, a large number of voluntary organisations, inspite of their dedicated services and best of intentions, lose credibility in the eyes of the donors and the community. Absence of such skills in functionaries of voluntary organisations also affects sustainability of projects. Taking view of the need and importance of legal regulations and financial planning and management in voluntary organisations the Institute organised an **Orientation Training for Voluntary Organisations on Financial Management and Reporting Skills** at Regional Centre Bengaluru with the objectives to discuss the agency's obligations with regard to transparency; impart knowledge on need for developing effective internal controls and accounting systems; develop skills of functionaries in budgeting and maintaining books of accounts; and discuss income tax rules and procedures. The main contents of the programme were planning for projects; establishing linkage between programme planning and budgeting; basic norms for submitting various types of reports by voluntary organisations; accounting and internal control procedures; managing funds and assets; transparencies / accountability of an organisation; and role of auditor/ audit for voluntary organisations.

Dates	No. of Participants	Venue
09.11.09-13.11.09	20	Bengaluru

**Training on Fund Raising Techniques and Resource Management for Voluntary Organisations** was organised by Headquarters and Regional Centre,

Lucknow, Bengaluru, Indore and Guwahati with the objectives to: acquaint the participants to fund raising techniques; impart knowledge on need for developing internal controls and accounting systems for effective utilisation of funds and content covered: establishing linkages between programme planning and budgeting; basic norms resources; and discuss income tax rules and procedures. The course content covered: planning for fund raising; an overview of selected fund raising techniques; best practices in fund raising; developing internal controls and accounting systems for effective management of funds; income tax rules and procedures and other legislations governing voluntary organisations.

Dates	No. of Participants	Venue
24.08.09-27.08.09	23	Lucknow
20.10.09-23.10.09	39	Bengaluru
30.11.09-04.12.09	31	Guwahati
09.02.10-12.02.10	21	Indore
22.03.10-26.03.10	25	New Delhi

### **Planning and Designing a Project Proposal**

A skill-oriented training in project planning and designing can go a long way to help functionaries of voluntary organisations in making a realistic assessment of the situation, develop their perspective for planning viable projects and identify effective strategies for implementation and control, thereby enhancing their capabilities in effective management of projects/programmes. With the above in view, five **Training Programmes on Planning and Designing a Project Proposal** were organised by Headquarters and its Regional Centres at Bengaluru, Guwahati, Indore and Lucknow. The main objectives of training programmes

were to: enable the participants to develop a perspective on the need and importance of a project; enhance their knowledge-base and skills in techniques of planning, designing and presenting effective project proposals; and develop skills in cost estimation and working out mechanisms for monitoring and sustainability for a project. The course content covered: understanding a project and its underlying concepts; developing a project proposal; planning activities and working out an action plan; planning resource requirements and monitoring mechanisms for a result-oriented project (use of Result-Based Management Method); estimating project costs and assessing financial viability of the project.



*Dr.Dinesh Paul, Addl Director(TC), Interacting with the Participants of Training Programme on Planning and Designing a Project at Headquarters*

Dates	No. of Participants	Venue
22.06.09-26.06.09	24	New Delhi
03.08.09-06.08.09	31	Bengaluru
21.04.09-24.04.09	21	Lucknow
12.10.09-15.10.09	31	Guwahati
29.06.09-02.07.09	19	Indore

## Good Governance for Voluntary Organisations

Good governance means effective management of voluntary organisation's resources in a manner that is open, transparent, accountable, equitable and responsive to people's needs. The rule of law, transparency, accountability and effectiveness of an organisation's management are all essential components of good governance. This issue of governance is now widely regarded as one of the key ingredients for sustainable development as poor governance and poor management lead to organisational crisis and failure. Most of the voluntary organisations, in today's world, are aiming to become self-sufficient and therefore, good governance becomes a vital aspect of its existence. Realising the importance of good governance as vital to the success of implementation of programmes of welfare and development by voluntary sector, the Institute organised two **Training Programmes on Good Governance in Voluntary Organisation** at its Regional Centres located at Guwahati and Indore for the voluntary organisations. The objectives of the programme were to: develop professional skills among participants for making programmes sustainable; make them conversant with the essential features of good governance; apprise them of techniques of good governance; and enhance their capabilities to tackle the problems of lacking good governance. The training programme covered: defining governance; components of appropriate governance; actions to be taken in order to tackle the problems of lack of good governance; evolving strategies for participatory governance etc.

Dates	No. of Participants	Venue
11.05.09-15.05.09	37	Guwahati
21.07.09-24.07.09	25	Indore



## Mobilisation and Management of Community Resources

Community resource mobilisation is a process through which community as a whole could realise the importance of their involvement in development process and gives away the conventional thought of community remaining only as 'recipient of services'. This process also creates will and determination among the community to improve upon their present and future lives thereby developing local resources to generate self-reliance among them. Some of the important factors which lead to the success of any effort in mobilising resources from the community include rapport building, efficient and experienced leadership of voluntary organisation, well defined programmes and activities, effective skills of communication with community about the aims and activities of the voluntary organisation, right choice of the methods of communicating with community and accountability and transparency of funds to the community. Keeping this in view, Headquarters and the Regional Centres located at Bengaluru, Guwahati, Lucknow and Indore organised one course each on **Training on Mobilising and Management of Community Resources for Voluntary Organisations** with the objectives to: enhance the knowledge and understanding of the participants on the techniques for mobilizing and managing community resources; reduce their dependency on donor agencies by developing necessary skills and awareness to adopt the techniques as a sustainable alternative for programme implementation; enable them to manage their financial matters and funds; and provide information on legal framework for voluntary organisations. The course content covered: need and importance of resources; method and techniques of resource mobilisation; developing a strategy for raising resources; SWOT analysis; resource mobilisation from

the community; planning a campaign; communicating about the organisation; project accountability and transparency; tips on financial management and management of funds; tax exemptions and legal framework for voluntary organisations.

Dates	No. of Participants	Venue
04.05.09-07.05.09	41	Indore
18.05.09-22.05.09	31	New Delhi
07.12.09-10.12.09	40	Bengaluru
08.03.10-12.03.10	22	Guwahati
09.03.10-12.03.10	16	Lucknow

## Participatory Learning and Action

Participatory Learning & Action (PLA) is a flexible, innovative and non-structured method of planning and designing programmes, which has the ability to change attitudes and lives of the people in the community. PLA approaches and methods may be used for appraisal, analysis and research in many subject areas. These approaches are in sharp contrast to the one in which programmes and projects aimed at welfare and development of the poor are initiated, designed and implemented from top to down by implementing agencies without the consultation and involvement of intended beneficiaries. In the context of NGOs, PLA techniques have been found to be crucial and critical factor for empowering the community, as these ultimately aim at changing levels of knowledge, attitude and behavior of the community. In this backdrop Regional Centre, Bengaluru organised an **Orientation Training programme on the Techniques of Participatory Learning & Action (PLA) for the Functionaries of Voluntary Organisations** at its premises. The main objectives of the programme were to: develop understanding of concept, principles and techniques of PLA; highlight the need and importance

of PLA techniques in community participation especially for women and child welfare/development programmes; impart theoretical and practical training in conducting PLA; and sensitise the participants in evolving plan of action for the development of women and children with the help of PLA techniques. The broad contents of the training programme were the concept and philosophy of PLA; Principles of PLA; tools and techniques of PLA; sequencing, combining and limitations of PLA techniques and application of PLA techniques to various programmes

Dates	No. of Participants	Venue
20.04.09-25.04.09	45	Bengaluru

### Communication and Negotiation Skills

Communication plays a vital role in all aspects of the lives of people. Modern concept of management considers communication as an important element in the management process. In an organisation, the communication skills of the functionaries decide, to a large extent, the productivity and smooth management of the organisation. This is not only true for a highly structured government or corporate organisation, but is also equally applicable to the social organisations working in different fields of social development. The functionaries of voluntary organisations, who need to do a great deal of interactions in every aspect of planning, implementation and monitoring of their activities, are required to possess adequate communication skills. Effective communication skills are also linked to the ability of the personnel to negotiate their deals for the organisation, which, ultimately can contribute to the sustenance and development of the organisation. Keeping this in view, the Regional Centre, Indore organised an **Orientation Course on Communication and Negotiation Skills for Functionaries of Voluntary Organisations** with

the objectives to: orient the participants on concept and importance of communication process and negotiation; equip them with effective communication and negotiation skills for better work performance; and enable them to be a better negotiator in the dealings of their organisation. The course content broadly covered: concept and importance of communication process; types and factors affecting communication; role of communication in social development; why and when to negotiate; requirements for negotiation; styles of negotiation; setting the best deal; and improving the outcome by negotiation.

Dates	No. of Participants	Venue
01.06.09-03.06.09	12	Indore

### Right to Information Act

Right to information (RTI) is a facet of the right of “speech and expression” as contained in Article 19(1) (a) of the Constitution. Right to information, thus, indisputably is a fundamental right. The freedom of speech and expression includes right to acquire information and to disseminate it. Freedom of speech and expression is necessary for self-expression that is an important manifestation of free conscience and self-fulfillment. Keeping this in view, legislation on RTI was enacted in June 2005, which is considered to be a major breakthrough in seeking information from public offices on a variety of subjects/issues. Since voluntary organisations have a major role in social development, their access to information from public offices would help them to work effectively for the welfare of people. With this in view, an **Orientation Course on Awareness Building for Senior Representatives of Voluntary Organisations on Right to Information (RTI) Act** was organised by Regional Centre Guwhati with the objectives to: enable participants to understand various aspects of the RTI





Act; acquaint the participants with the procedure and process of seeking information from public offices; and enable participants to disseminate information on RTI to the larger community. The contents of the programme included an overview of right to information act, 2005; major provisions of RTI act; importance of RTI act in good governance; mechanisms of seeking information under RTI act; the appellate bodies under the act; roles and responsibilities of Public Information Officers and Assistant Information Officers; rules and procedures of dealing with the applications seeking information etc

Dates	No. of Participants	Venue
16.03.10-17.03.10	31	Guwahati

## Monitoring and Evaluation

A number of schemes/programmes are being sponsored by the Central/State Governments for development and welfare of women and children. Voluntary organisations play a significant role in supporting and supplementing the Government's initiatives in this regard. Different Ministries are giving grants-in-aid to the NGOs for implementing schemes/programmes for women and children. The success of implementation of these programmes/schemes largely depends on effective monitoring and evaluation by the implementing agencies. However, it has been noted that despite this important component being inbuilt in many schemes, the implementing agencies lack knowledge and skills on monitoring and evaluation. Keeping this in view, the Institute organised an **Orientation Course for the Functionaries of Voluntary Organisations on Monitoring and Evaluation of Developmental Programmes for Women and Children** at its Headquarters. The main objectives of the course were to: orient the participants to the concept and importance of monitoring and evaluation of the programmes; apprise them to the latest methods/techniques of

monitoring and evaluation; and enhance their skills for quality monitoring and supervision of women and child development programmes. The course contents broadly covered schemes and programmes for women and children; concepts of monitoring and evaluation in social development programmes; methods and techniques of monitoring and evaluation; identification of social indicators and their relevance in programme evaluation; role of voluntary organisations in monitoring and evaluation of developmental programmes for women and children.

Dates	No. of Participants	Venue
22.09.09-25.09.09	22	New Delhi

## II. Training on Child Protection and Juvenile Justice Act

### Child Rights and Child Protection

#### Certificate Course on Child Rights and Protection

India is a country of young persons. The large number of children and youth constitute both a potential and a challenge. The potential of this large demographic group is to stride new vistas and make India a key global player. The challenge is to address issues of neglect, want, services, abuse, abandonment, petty and heinous crimes by young persons. While educational and employment opportunities can address the development side, the care and protection of children is more daunting. There is a shortfall in services and institutions to deal with children in need of care. The management of services for such a large number of children will require a huge contingent of trained professionals. This shortfall of trained manpower cannot be met from the existing mechanisms. It is imperative to train development professionals in order to prepare them to address child care and protection issues. With

this endeavour institute organised the **Certificate Course on Child Rights and Child Protection**. The objectives of the programme were to build knowledge-base of participants on child rights, child protection and rights-based approach for organising training and implementing ICPS programme; facilitate improvement in quality and standards of services for children in need of special care; sensitise them about the procedures & provisions for children under Juvenile Justice (Care & Protection of Children) Amendment Act 2006; expose the participants to field situations and innovative approaches in the area of child protection with hands-on training to sharpen the skills of participants; and create a cadre of functionaries to work in the area of child protection with requisite knowledge and skills on the subject. The course contents mainly covered children: issues and concerns; constitutional and legal provisions for children; international conventions and instruments for child rights, programmes and services for children; child development & adolescence; community mobilisation; networking & linkages; advocacy & documentation; and counselling & communication skills.



*Certificate Course on Child Rights and Protection at Headquarters*

Dates	No. of Participants	Venue
21.10.09-20.11.09	30	New Delhi

Twelve **Orientation Training Programmes on Child Rights and Protection for Superintendents of Children's Homes/Probation Officers/ Welfare Officers/Voluntary Organisations** were organised by Headquarters and Regional Centres. The objectives of these programmes were to: orient the participants about the conceptual framework of child rights and protection; enable them to understand service delivery mechanisms and legal provisions; and create an understanding of the good child protection practices including various legislations, policies and programmes. The course content broadly covered: situational analysis of vulnerable children in India; policies and legislations on child protection; and emerging issues in juvenile justice system and ICPS etc.

Dates	No. of Participants	Venue
25.05.09-29.05.10	47	Guwahati
15.06.09-19.06.09	10	Indore
29.06.09-03.07.09	32	Bengaluru
17.08.09-21.08.09	18	New Delhi
14.09.09-18.09.09	24	Lucknow
12.10.09-16.10.09	12	Bengaluru
14.12.09-18.12.09	19	Indore
18.01.10-22.01.10	20	Bengaluru
18.01.10-22.01.10	35	Guwahati
15.02.10-19.02.10	18	Lucknow
22.02.10-26.02.10	16	Lucknow
22.02.10-26.02.10	28	Indore

Four **Regional Training Programmes on Child Rights for PRI Functionaries** in collaboration with NCPCR were organised by Headquarters and Regional Centre, Bengaluru, Lucknow and Guwahati with the objectives to: orient the participants on child rights and the role of PRI functionaries on ensuring rights of the child; and evolve mechanisms for monitoring child rights by Zila Parishads, Block and Gram Panchayats.



Dates	No. of Participants	Venue
23.09.09-25.09.09	36	Lucknow
07.12.09-09.12.09	26	New Delhi
22.02.10-24.02.10	49	Guwahati
17.03.10-19.03.10	51	Bengaluru

Four **Orientation Programmes on Issues Relating to Child Rights and Child Protection for School Principals and Teachers** were organised by Headquarters and Regional Centre, Guwahati, Bengaluru and Lucknow with the objectives to: orient the participants about the conceptual framework of child rights and protection; create awareness on policies, programmes and various legislations for children; and enable them to understand the existing service delivery mechanisms. The training content covered: the perspective of human rights, the concept and context of CRC, policies and programmes for child care and protection, primer on salient legislative instruments relating to children and juvenile justice, services for helping children in distress - child line, counselling and group work to evolve a plan of action.

Dates	No. of Participants	Venue
11.11.09-12.11.09	46	Guwahati
19.11.09-20.11.09	31	New Delhi
24.02.10-25.02.10	64	Bengaluru
28.01.10-29.01.10	19	Lucknow

A Training of Senior Welfare Officers of Special Juvenile Police Unit (SJPU) on Issues Related to Child Protection and Operating Procedures of SJPUs (in collaboration with Police Department of Karnataka) was organised by Regional Centre, Bengaluru with the objectives to: sensitise the participants about the situational analysis of children; orient them to child rights and child protection; create awareness on Juvenile Justice Act, JJ System and legislations

pertaining to child protection; and familiarise them with Operating Procedures of SJPUs.

Dates	No. of Participants	Venue
25.02.10-27.02.10	37	Bengaluru

**A Workshop on Care and Protection of Women and Children in Disaster Situations** was organised by Regional Centre, Guwahati with the objectives to: discuss the nature and extent of problems encountered by women and children during natural and man-made disasters; analyse the existing mechanisms for care and protection of women and children during disasters; and evolve strategies for care and protection of women and children during disasters. The contents of the programme covered: vulnerability of women and children in disaster situations; nature and extent of the problems faced by women and children during disaster situations; and development of appropriate mechanism and strategies for care and protection of women and children.

Dates	No. of Participants	Venue
03.02.10-05.02.10	68	Guwahati

### Juvenile Justice System

Juvenile justice is commonly understood as a notion of fairness and justice and also an alternative system of dealing with children through laws. The idea of fairness concerning children is the fundamental ideological premise of juvenile justice, which ensures that the mental and physical incapability of a child are taken into account. Fairness and justice not only demand diminishing children's liability but also ordain that they must be subject to such protective and restorative measures as are conducive to their reintegration into society.

In a landmark step, the Government of India, repealing the Juvenile Justice Act 1986, introduced Juvenile

Justice (Care and Protection of Children) Amendment Act 2006, so as to make it responsive to the emerging needs in the field of juvenile justice, and making it compatible with U N Convention on the Rights of the Child (UNCRC) standards. The Act aims at consolidating and amending laws relating to juveniles in conflict with law, and children in need of care and protection – by providing proper care, protection and treatment by catering to their developmental needs, by adopting child-friendly approach in adjudication and disposition of matters in the best interest of children, and for their rehabilitation through various institutional mechanisms established under the enactment.

Consequent upon transferring of the subject and programmes relating to Juvenile Justice Act from Ministry of Social Justice and Empowerment to Ministry of Women and Child Development, NIPCCD has been entrusted with the responsibility of providing training to the functionaries and other stakeholders. An important feature of the Act is the provision of Juvenile Justice Board which ‘the State Government may, by notification in the Official Gazette, constitute for a district or a group of districts specified in the notification, one or more Juvenile Justice Boards (JJBs) for exercising the powers and discharging the duties conferred or imposed on such Boards in relation to the juveniles in conflict with law’. The composition of such Juvenile Justice Board as mentioned in the Act is a Metropolitan Magistrate or a first class Judicial Magistrate and two social workers of whom at least one shall be a woman. Thus the JJB holds a key position in providing justice to juveniles. The reality is that despite a legal back-up system, juvenile justice system in India is beset with certain problems that need to be addressed in order to make the system more effective and relevant. Moreover, it is important to share views and experiences those who are instrumental in providing justice to the juveniles so that a strong mechanism to support the existing legal system emerges nationwide. In view of

this, three **Regional Consultation for the Members of the Juvenile Justice Boards (JJBs) on Juvenile Justice Act and Child Protection** were organised by Headquarters and Regional Centre, Bengaluru and Guwahati with the objectives to: review of the status of implementation of Juvenile Justice Amendment Act, 2006 by States/UTs; discuss the roles and responsibilities of the members of JJBs; highlight the importance of non-institutional services under the Act to facilitate effective rehabilitation and social reintegration of children; identify the obstacles/difficulties in carrying out their roles and responsibilities; and develop State-specific action plan for implementation of the Act. The Regional Consultation broadly covered the following aspects: situational analysis of Juvenile Justice System in the region; emerging issues in Juvenile Justice system; an overview on Integrated Child Protection Scheme; children in conflict with law; adjudication and dispositional alternatives; review of the status of implementation of the Juvenile Justice (Care and Protection of Children) Amendment Act 2006 by States/UTs; preparing the state specific action plan/recommendations for effective implementation of the Juvenile Justice (Care and Protection of Children) Amendment Act 2006.



*Inaugural Session of Regional Consultation for the Members of the Juvenile Justice Boards (JJBs) held at Regional Centre, Bengaluru*



Dates	No. of Participants	Venue
13.10.09-14.10.09	18	New Delhi
24.11.09-25.11.09	37	Guwahati
03.12.09-04.12.09	20	Bengaluru

In addition to this, a **Regional Consultation of the Members of Juvenile Justice Boards (JJBs), Police Officials, Functionaries of Childline and Children's Institution** was organised by Regional Centre, Indore with the objectives to: review the status of JJ Act 2000 and its amendment Act 2006 by the State; discuss the roles and responsibilities of the members of JJBs, police officials, functionaries of Childline and Children's Institutions and state representatives; discuss relevance of non-institutional services under the Act; and develop state-specific action plan for proper and effective implementation of JJ Act.; and develop state-specific action plan for proper and effective implementation of JJ Act.

Dates	No. of Participants	Venue
27.05.09-28.05.09	23	Indore

Besides, a **State Level Consultation of Members of Juvenile Justice Boards (JJBs), Superintendents of Children's Homes and Special Police Officers of Chhattisgarh** was organised by Regional Centre, Indore.

Dates	No. of Participants	Venue
27.04.09-28.04.09	43	Indore

A **Consultation on Juvenile Justice Care & Protection of Children Amendment Act 2006 and ICPS** was organised by Headquarters with the objectives to: review the status of implementation of Juvenile Justice Amendment Act 2006 by States/UTs; discuss the roles and responsibilities of the members of CWC; highlight the importance of non-Institutional services under the Act to facilitate effective rehabilitation and social reintegration of children; identify the

obstacles/difficulties in carrying out their roles and responsibilities; and develop State Specific Action Plan for implementation. The programme content broadly covered: situational analysis of Juvenile Justice System in India; salient features of Juvenile Justice (Care & Protection of Children) Act, 2000 and its Amendment Act, 2006; Integrated Child Protection Scheme; emerging issues in Juvenile Justice system: strengthening mandatory statutory mechanism at the pre-adjudicatory stages; strengthening non-institutional services for children in need of care and protection; networking among different agencies dealing with children covered under JJ Act.

Dates	No. of Participants	Venue
18.02.10-19.02.10	40	New Delhi
18.03.10-19.03.10	29	Lucknow

Four **Regional Training and Sensitisation Programmes on Juvenile Justice (Care & Protection of Children) Amendment Act 2006** were also organised by Regional Centre, Bengaluru, Guwahati, Lucknow and Indore with the objectives to: acquaint the participants about Integrated Child Protection Scheme (ICPS); sensitise and orient them to the Juvenile Justice (Care and Protection of Children) Amendment Act, 2006; orient them about the roles and responsibilities of different personnel involved in the implementation of ICPS and Juvenile Justice Act; discuss the role of voluntary agencies and community in ICPS and Juvenile Justice Act; and discuss the procedures for speedy disposal of case under Juvenile Justice Act.

Dates	No. of Participants	Venue
22.09.09-24.09.09	21	Indore
21.12.09-23.12.09	29	Bengaluru
04.01.10-06.01.10	42	Guwahati
27.01.10-29.01.10	28	Lucknow

**A Training of Trainers (ToT) on Juvenile Justice System and ICPS for Delhi Police and Master Trainers from Voluntary Organisations of Delhi** was organised by Headquarters with the objectives to: orient the participants on UNCRC and Constitutional safeguards for children; enable them to develop and understanding of the Juvenile Justice System; facilitate them to identify and analyse linkages, coordination mechanisms and challenges in implanting the Juvenile Justice law; develop a Plan of Action for capacity building of key personnel concerned with child protection for child-friendly State of Delhi; and sensitise and orient them to the main features of ICPS and their role and responsibilities in ICPS.

Dates	No. of Participants	Venue
14.12.09-18.12.09	19	New Delhi

One **Sensitisation Programme on Juvenile Justice (Care and Protection of Children) Amendment Act 2006 and ICPS** was organised by Headquarters with the objectives to: acquaint the participants about Integrated Child Protection Scheme (ICPS); sensitise and orient them to the Juvenile Justice (Care and Protection of Children) Amendment Act, 2006; orient them about the roles and responsibilities of different personnel involved in the implementation of ICPS and Juvenile Justice Act; discuss the role of voluntary agencies and community in ICPS and Juvenile Justice Act; and discuss the procedures for speedy disposal of case under Juvenile Justice Act.

Dates	No. of Participants	Venue
27.05.09-29.05.09	29	New Delhi

Three **Regional Consultations of the Members of the CWCs** were organised by Regional Centre, Guwahati, Bengaluru and Indore with the objectives to: review of the status of implementation of Juvenile Justice Amendment Act 2006 by States/UTs; discuss

the roles and responsibilities of the members of CWC; highlight the importance of non-institutional services under the Act to facilitate effective rehabilitation and social reintegration of children; identify the obstacles/difficulties in carrying out their roles and responsibilities; and develop state specific action plan for implementation.

Dates	No. of Participants	Venue
04.06.09-05.06.09	29	Guwahati
07.10.09-08.10.09	25	Bengaluru
18.03.10-19.03.10	19	Indore

### Collaborative Programmes

Consequent upon transferring of the subject and programmes relating to child protection and Juvenile Justice Act from Ministry of Social Justice and Empowerment to Ministry of Women and Child Development, NIPCCD has been identified as the Nodal Resource Department of Child Protection and has been entrusted with the major responsibility of capacity building of all functionaries and other stakeholders dealing with the subject. Under the new ICPS there is a proposal to set up a Child Protection Division at NIPCCD Headquarters and one each at its four Regional Centres to facilitate carrying out all training and capacity building activities relating to the subject. However, till such time that it becomes fully operational and in the absence of required infrastructure and human resources, NIPCCD organised a number of programmes in collaboration with State Governments, police academy and NGOs working in the area of child protection. During the year, three **Sensitisation Programmes on Juvenile Justice (Care and Protection of Children) Amendment Act 2006 and ICPS** were organised by Headquarters one each in collaboration with CHETNA, Ahmedabad, Child In



Need Institute (CINI), Kolkata and State Government Chhattisgarh respectively. The main objectives of the training were to: acquaint the participants about Integrated Child Protection Scheme (ICPS); sensitise and orient them to the Juvenile Justice (Care and Protection of Children) Amendment Act, 2006; orient them about the roles and responsibilities of different personnel involved in the implementation of ICPS and Juvenile Justice Act; discuss the role of voluntary agencies and community in ICPS and Juvenile Justice Act; and discuss the procedures for speedy disposal of case under Juvenile Justice Act. The training content



*Regional Consultation Meet for Members of Child Welfare Committees held at Regional Centre, Indore*

broadly covered: constitutional provisions for children; child rights: its implications in child protection; salient features of Juvenile Justice (Care and Protection of Children) Amendment Act, 2006; role, eligibility and powers of Juvenile Justice Board (JJB) and Child Welfare Committees (CWCs); role of police & Special Juvenile Police Units in implementation of JJ Act; monitoring of cases brought before the JJBs/CWCs; institutional and non-institutional services under the Act; understanding Child Psychology; role of community & voluntary organisations in Juvenile Justice System and ICPS, etc.

Dates	No. of Participants	Venue
23.09.09-25.09.09	37	Ahmedabad
28.10.09-30.10.09	57	Kolkatta
25.11.09-27.11.09	47	Raipur

Two **Sensitisation Programmes for Police Officials on Juvenile Justice Act 2006 and ICPS** were organised by Headquarters one each in collaboration with Biju Patnayak Police Academy, Bhubaneswar and Nagaland Police Academy, Dimapur with the objectives to: sensitise and orient police officers to the Juvenile Justice (Care and Protection of Children) Amendment Act 2006; create clarity and understanding of their roles and responsibilities in the implementation of the Act; sensitise them to deal with children in conflict with law softly and sensitively; and discuss the procedures for speedy disposal of case under Juvenile Justice Act.

Dates	No. of Participants	Venue
10.03.10-12.03.10	38	Bhubaneswar
22.03.10-24.03.10	70	Dimapur

### **Programmes Organised through Childline India Foundation**

In all, 217 **Sensitisation Workshops for the Members of Allied Systems on Child Protection** were organised by Childline India Foundation (CIF) in different cities of the country. The major objectives of the sensitisation workshops were to sensitise the members of allied systems on child rights and protection, ICPS and its roles and responsibilities in creation of protective environment for children at the grassroots level. The programme contents covered: understanding child rights and protection; understanding provisions laid down under the Juvenile Justice (Care and Protection of Children) Amendment Act 2006 for care and protection of children; understanding the objectives and programme framework and service delivery mechanism

of ICPS; understanding roles and responsibilities of allied systems in creating protective environment for children; sensitising about the existing legal safeguards and emergency outreach services like Childline; and discussing other related and emerging issues relating to child rights and protection.

Dates	No. of Participants	Venue
Between 01.04.09 and 31.03.10	12,164	Different cities of the country

**A National Partnership Meet of Childline Directors** was organised with the objectives to: identify issues for advocacy at the regional and national level; share best practices from all Childline cities; strengthen the network between the diverse partner organisations of Childline; enhance inter-regional coordination between the partners and Childline functionaries; facilitate peer learning among Childline Directors; provide a platform to deliberate on concerns relating to Childline; identify thrust areas for interventions; and advocacy for the service at the national level. The content of the programme included: presentation of activities undertaken by Childline India Foundation; sharing of best practices by Childline partners; reviewing data trends; understanding of issues of national concerns and future thrust areas for Childline intervention; operational models in the evolving scenario; upscaling of various mechanisms of child protection including NICP workshops; and protocols on issue-based interventions.

Dates	No. of Participants	Venue
25.11.09-27.11.09	168	New Delhi

Four **Regional Partnership Meets of Childline Coordinators** were also organised with the objectives to: provide opportunities for enhancement of skills and knowledge-base of grassroots level functionaries

for handling needs and issues concerning child protection; strengthen network between the diverse partner organisations of Childline within the region; improve interregional coordination between the partners and Childline functionaries; provide a forum to deliberate on concerns relating to child protection in the context of securing children their rights; facilitate peer learning among Childline Coordinators through sharing of best practices; identify issues for advocacy at the regional level; provide a forum for Coordinators and Directors to jointly review operational practices and norms in Childline interventions and advocacy; facilitate understanding of evolving trends in issue-based interventions, regional networking and advocacy pertaining to child protection. The contents of the programme included: existing mechanisms to ensure implementation of processes and adherence to protocols in issue-based interventions; understanding provisions laid down under the Juvenile Justice (Care and Protection of Children) Amendment Act, 2006 and other relevant legislations concerning child protection; operational models and documentation processes in renewed scenario; and sharing of best practices.

Dates	No. of Participants	Venue
14.09.09-17.09.09	35	Lucknow
23.10.09-26.10.09	33	Mumbai
28.10.09 -30.10.09	65	Kerala
16.12.09-18.12.09	79	Kolkata

Four **Regional Partnership Meets of Childline Para Professionals/Team Members** were organised with the objectives to: provide opportunities for enhancement of skills and knowledge-base of Para Professionals/Team Members to equip them to respond to the emerging needs and issues concerning child protection; strengthen network between the diverse partner organisations of Childline within the region; provide a forum to





deliberate on concerns relating to child protection in the context of securing children their rights; facilitate peer learning among Para Professionals/Team Members through sharing of best practices; identify issues for advocacy at the regional level; provide a forum for Para Professionals/Team Members to jointly review operational practices and norms in Childline interventions and advocacy; facilitate understanding of evolving trends in issue-based interventions, regional networking and advocacy pertaining to child protection. The contents of the programme included: existing mechanisms to ensure implementation of processes and adherence to protocols in issue-based interventions; understanding provisions laid down under the Juvenile Justice (Care and Protection of Children) Amendment Act, 2006 and other relevant legislations concerning child protection; operational models and documentation processes in the new scenario; and sharing of best practices.

Dates	No. of Participants	Venue
11.09.09-12.09.09	47	Lucknow
21.10.09-22.10.09	49	Mumbai
26.10.09-27.10.09	79	Kerala
14.12.09-15.12.09	65	Kolkata

**A State Consultation Meet with Allied System & Stakeholders** was organised with the objectives to: sensitise the members of allied systems on child rights and child protection issues; elicit the support and cooperation of the allied systems towards child protection activities and CHILDLINE intervention; provide a forum for stakeholders to review issues related to service delivery of the allied systems and inter system coordination; share city/district-wise experiences of CHILDLINE services and highlighting coordination & support received from different allied systems. The programme contents covered: child

protection issues within the state with special reference to CHILDLINE's mandate; existing mechanisms to ensure implementation of processes and adherence to protocols on issue-based interventions across various allied systems; understanding provisions laid down under the Juvenile Justice (Care and Protection of Children) Act 2000 for care and protection of children and other relevant legislations concerning child protection; sharing of best practices; and operational models and documentation processes in emerging scenario.

Dates	No. of Participants	Venue
26.03.10	68	Tamil Nadu

**A Core Group Meeting of CHILDLINE Directors to Develop Operational Child Protection Norms for the CHILDLINE Network** was organised by Headquarters with the main objectives to: proactively work towards ensuring activities that protect rights of the children; provide a forum for sharing existing child protection norms of partner organisations; review existing practices/protocols that would govern children's activities undertaken by the partners; collectively work towards developing operational guidelines/protection norms for the CHILDLINE network.

The contents of the programme included: review of recommendations made by e-group on child protection norms; sharing of existing best practices/protection norms of organisations; review protection mechanisms built within CHILDLINE's current mandate and scope of activities and stakeholders within the interaction circle of CHILDLINE.

Dates	No. of Participants	Venue
17.06.09	24	Mumbai

This apart, a **Core Group Meeting of CHILDLINE Directors to Develop Mechanisms to Track Missing Children** was organised with the objectives to:

streamline processes within the CHILDLINE network and related to tracking missing children; evolve mechanisms to facilitate co-ordination between the stake holders. The content of the programme included: review of recommendations made by e-group; sharing of best existing practices and protocols being followed in tracing missing children; develop mechanisms for central tracking of data and children.

Dates	No of Participants	Venue
18.06.09	16	Mumbai

### III. Programmes for the Countries of SAARC Region

#### Preventing and Combating Trafficking in Women and Children

Trafficking is the worst form of abuse that causes irregular migration for commercial sexual exploitation, forced labour or services, servitude, slavery or similar practices. Globally, the human trafficking has reached an alarming proportion in the past two decades particularly in the South Asian Region. Trafficking of women and children is an international phenomenon not restricted by boundary constraint or community profile. Like globalisation in trade and commerce, trading



*Dr. Dinesh Paul, Addl. Director (TC), interacting with the Participants of Training Programme on Preventing and Combating Trafficking in Women and Children for SAARC Countries*

in human beings has become a trans-national crime, involving huge money. Trafficking not only violates the fundamental rights of human beings to live with dignity but also the right to liberty, freedom from violence, cruelty and degradation. It denies children right to education and freedom to choose the way of life.

Most countries recognise that trafficking has serious medical, social, legal and economic effects on the victims. In the last 30 years trafficking in women and children for sexual exploitation in Asia alone has victimised more than 30 million people. UN estimates that four million people are traded against their will to work in some form of slavery. Unfortunately, many of them are children.

The Institute organised a **Training Programme on Preventing and Combating Trafficking in Women and Children for SAARC Countries** at the instance of SAARC Division of Ministries of External Affairs and Women & Child Development, Government of India. The main objectives of the training were to: create awareness among the participants on the state of trafficking in human beings with particular reference to Asia and South Asia; make them aware of the extent of trafficking in women and children for commercial sexual exploitation; orient them on the strategies that are required to be adopted for preventing and combating trafficking of human beings; impart knowledge on legal structure and law enforcement measures adopted in India against trafficking and exploitation; familiarise them with relief and rehabilitation measures for victims rescued; and apprise them of health and social consequences of trafficking. Government and non-government officials from Afghanistan, Bangladesh, Maldives, Nepal, Sri Lanka and India participated in the programme.

Dates	No. of Participants	Venue
05.10.09-14.10.09	15	New Delhi



## Sponsored Training Programmes

As in past, the Institute organised some programmes sponsored by other organisations. The details of these programmes are given below.

### Counselling Skills and Support Services

The need to provide access to protection, rehabilitation, legal aid, counselling and other support services to women has been gaining importance in recent years. Government and non-governmental organisations have started many programmes/services/schemes to ensure protection and rehabilitation of women in distress. Counsellors of women helplines providing these services do not have adequate orientation to the legal aid, rehabilitation and other support services available for women in distress. With this in view, the Institute organised two **Training on Counselling Skills and Support Services for Police Personnel of Crime against Women Cells** at the Headquarters.

The objectives of the programme were to: sensitise the participants on gender issues and women empowerment; create awareness about problems faced by women in distress; familiarise the participants to the existing support services for women in distress, and introduce them to the need for counselling women in distress; orient them to processes involved in promoting networking among NGOs and institutions providing support services to women in distress. The contents broadly covered situational analysis of women in distress; domestic violence and atrocities against women; introduction to counselling, its need and techniques; supportive services for women in distress; and techniques relating to counselling, communication, negotiation, networking etc. The programme was sponsored by the Delhi Police.

Dates	No. of Participants	Venue
16.06.09-19.06.09	33	New Delhi
21.12.09-24.12.09	16	New Delhi





## Chapter 2



# Training Programmes/Activities under ICDS

## Training Programmes

NIPCCD is an apex organisation for training of functionaries of Integrated Child Development Services (ICDS) programme, hence the Institute is responsible for planning, organising, coordinating and monitoring training; building capabilities of various institutions engaged in training; organising training of trainers; designing, revising and standardising syllabi for training of all categories of ICDS functionaries; preparation of training modules and developing, procuring and distributing training materials including audio-visual aids. The Institute has also been providing technical support and feedback to Ministry of Women and Child Development (MWCD), Government of India on various components of training of ICDS functionaries.

At the instance of the MWCD the Training Division is also monitoring Anganwadi Training Centres/Middle Level Training Centres (AWTCs/MLTCs) and ICDS projects for assessing and improving the overall quality of training centres as well as services being rendered by ICDS projects.

The Headquarters and the four Regional Centres of NIPCCD located at Bengaluru, Guwahati, Indore and Lucknow organise Training of Child Development Project Officers (CDPOs)/ Assistant Child Development Project Officers (ACDPOs). The Headquarters and its Regional Centres also organise Training of Trainers (TOTs) of AWTCs and MLTCs. Supervisors and AWWs are trained at MLTCs and AWTCs respectively, which are identified and commissioned by the state governments.

The activities of the Institute in the area of training of CDPOs, ACDPOs, Trainers and other related tasks are presented in the following sections.

## Training of ICDS Functionaries

### Job Training Course (JTC) for Child Development Project Officer (CDPOs)/ Assistant Child Development Project Officers (ACDPOs)

The CDPOs/ACDPOs are provided initial Job Training at NIPCCD Headquarters and its Regional Centres. The main objectives of the training are to: orient the trainee CDPOs/ACDPOs about ICDS programme – its vision, objectives, package of services and beneficiaries; familiarise them with their role and responsibilities vis-à-vis job responsibilities of other block functionaries in coordination, supervision, and management of ICDS project; share with them the need, importance and strategies for convergence of services at various levels of implementation; develop their requisite skills required for guiding grass roots level functionaries in pre-school education, health & nutrition and community participation; and equip them with knowledge for effective leadership, supportive supervision and management of ICDS projects. In all, the Institute organised 9 Job Training Courses for CDPOs/ACDPOs during the year 2009-10 and trained 238 participants.

Dates	No. of Participants	Venue
27.04.09 – 28.05.09	24	Lucknow
25.05.09 – 23.06.09	30	Bengaluru
06.07.09 – 05.08.09	37	Lucknow
17.08.09 – 15.09.09	35	New Delhi
19.08.09 – 17.09.09	22	Guwahati
05.10.09 – 03.11.09	30	Bengaluru
03.11.09 – 03.12.09	09	Indore
16.11.09 – 16.12.09	23	Guwahati
04.01.10 – 03.02.10	28	Indore

## Refresher Course for CDPOs/ACDPOs

The CDPOs/ACDPOs are project leaders vested with the responsibility of managing the effective delivery of services under the ICDS. In order to share generic information as well as latest developments in the field of ICDS, Refresher Courses are organised for these personnel from time to time from the point of view of enhancing their supervisory, monitoring and liaison skills for effective coordination and convergence of services at the Anganwadi Centres. During the year under report **412 CDPOs/ACDPOs** received Refresher Training in **19 courses** organised at NIPCCD Headquarters and Regional Centres at Bengaluru, Guwahati, Indore and Lucknow.

Dates	No. of Participants	Venue
27.04.09 – 01.05.09	33	New Delhi
04.05.09 – 08.05.09	22	Bengaluru
25.05.09 – 29.05.09	21	New Delhi
25.05.09 – 29.05.09	30	Guwahati
08.06.09 – 12.06.09	17	Lucknow
22.06.09 – 26.06.09	31	Indore
17.08.09 – 21.08.09	07	Indore
07.09.09 – 11.09.09	20	Guwahati
14.09.09 – 18.09.09	18	Lucknow
22.09.09 – 26.09.09	23	Bengaluru
05.10.09 – 09.10.09	32	Indore
09.11.09 – 13.11.09	22	Bengaluru
07.12.09 – 11.12.09	18	Lucknow
14.12.09 – 18.12.09	19	New Delhi
18.01.10 – 22.01.10	24	Bengaluru
15.02.10 – 19.02.10	13	Indore
15.02.10 – 19.02.10	22	Guwahati
22.02.10 – 26.02.10	30	New Delhi
15.03.10 – 19.03.10	10	Lucknow



*Refresher Course for CDPOs/ACDPOs*

## Job Training Course for Supervisors

On the request from State Government of Assam, Nagaland, Sikkim and Tripura, three **Job Training Courses for Supervisors** were organised at Regional Centre, Guwahati. The main objectives of these courses were to: train and orient the Supervisors to various components of the scheme of the ICDS; enable them understand their roles and responsibilities as well as those of other functionaries of the scheme; and enhance their skills necessary for supervision of programme implementation and general administration.

Date	No. of Participants	Venue
20.04.09-20.05.09	27	Guwahati
01.06.09 -30.06.09	28	Guwahati
06.07.09 -04.08.09	38	Guwahati

## Training of Trainers

### Orientation Training for Instructors of MLTCs

An **Orientation Course for Instructors of MLTCs** was organised by NIPCCD Headquarters, New Delhi with the objectives to: apprise the newly appointed Instructors of MLTCs about the ICDS programme and its services and issues related to early childhood





*A session of Orientation Course for MLTC Instructors*

care and development including child health, nutrition and education; familiarise them with the training syllabi of Supervisors; and build up their training and communication skills.

Date	No. of Participants	Venue
13.04.09 – 21.04.09	05	New Delhi

### **Refresher Course for Instructors of MLTCs**

A **Refresher Course for Instructors of MLTCs** was organised by Institute's Headquarters at New Delhi with the objectives to: orient the Instructors about the latest developments in ICDS programme; apprise them about the trends and challenges in health, nutrition and ECCE; update their knowledge and skills in innovative training techniques; discuss the implementation of syllabus for Supervisors; and resolve the problems and constraints in organising training of ICDS functionaries at MLTCs.

Date	No. of Participants	Venue
15.03.10-19.03.10	08	New Delhi

### **Orientation Training for Instructors of AWTCs**

At the requests from State Governments of Arunachal Pradesh, Assam, Mizoram, Sikkim, Madhya Pradesh,

Maharashtra, Rajasthan, Chhattisgarh and Jharkhand, the Institute's Regional Centres located at Lucknow, Guwahati, and Indore organised **three Orientation Training for Instructors of AWTCs**. The main objectives of the training were to: apprise the newly appointed Instructors of AWTCs about the ICDS programme and its services and issues related to early childhood care and development including child health, nutrition and education; familiarise them with the training syllabi of AWWs; and build up their training and communication skills.

Date	No. of Participants	Venue
01.04.09 -11.04.09	37	Guwahati
03.07.09 -11.07.09	26	Indore
04.03.10 -12.03.10	33	Lucknow

### **Orientation Training of Instructors of AWTCs/MLTCs on Life Skill Education and Counselling of Adolescent Girls**

During the year under report, NIPCCD Headquarters organised an **Orientation Training of Instructors of AWTCs/MLTCs on Life Skill Education and Counselling of Adolescent Girls**. The main objectives of the training were to: apprise the participants about the concept and significance of Adolescence and life



*Orientation Training for Instructors of MLTCs*

skill education; orient them about various methods and skills in imparting life skill education; strengthen their communication and counselling skills; and enable them to develop a strategic framework for life skill education of adolescent girls.

Dates	No. of Participants	Venue
15.06.09-19.06.09	25	New Delhi

### **Sensitization Programme of Instructors of AWTCs/MLTCs on Prevention of Micronutrient Malnutrition**

NIPCCD Regional Centre, Guwahati organised a **Sensitisation Programme of Instructors of AWTCs/MLTCs on Prevention of Micronutrient Malnutrition** with the objectives to sensitise the participants towards the problem of micronutrient deficiency disorders; enrich their knowledge on different aspects of micronutrient deficiency disorders; and develop lesson plan for training of AWWs on prevention and management of micronutrient malnutrition.

Dates	No. of Participants	Venue
02.12.09-04.12.09	26	Guwahati

### **Orientation Training for State/District Programme Officers and Deputy Directors dealing with ICDS**

The Headquarters and its four Regional Centres located at Bengaluru, Guwahati, Indore and Lucknow organised seven **Orientation Training for State Programme Officers and Deputy Directors Dealing with ICDS** with the objectives to: familiarise participants about recent developments in ICDS; appraise them about various innovations and new initiatives in ICDS; analyse problems hindering successful implementation of the programme; and facilitate them in preparation of an action plan whereby they could improve the quality of ICDS programme.



*Orientation Training of State District Programme Officers and Deputy Directors Dealing with ICDS at Headquarters*

Dates	No. of Participants	Venue
28.05.09 – 30.05.09	15	Bengaluru
21.10.09 – 23.10.09	13	New Delhi
21.10.09 – 23.10.09	12	Indore
04.11.09 – 06.11.09	16	Guwahati
18.11.09 – 20.11.09	22	Bengaluru
08.02.10 – 10.02.10	21	New Delhi
09.03.10 – 11.03.10	07	Lucknow

### **Skill Training Programmes for Trainers**

The Headquarters and Regional Centres of the Institute organised 12 skill training programmes for the Instructors of MLTCs/AWTCs in which 245 trainers of MLTCs/AWTCs were provided training in the areas described below.

#### **Skill Training for Instructors of AWTCs/MLTCs on Community Mobilisation and Participation**

NIPCCD Headquarters and Regional Centre, Bengaluru organised one each **Skill Training for Instructors of AWTCs/MLTCs on Community Mobilisation and Participation** with the objectives to: develop



understanding of participants to the concept and principles of community mobilisation and participation; enhance their skills in eliciting community participation and participatory communication techniques; equip the trainers with the requisite skills to impart effective training to Supervisors and AWWs in the area of community mobilisation and participation.

Dates	No. of Participants	Venue
08.06.09-12.06.09	30	New Delhi
08.02.10-12.02.10	26	Bengaluru

### **Training of Trainers of AWTCs/MLTCs on Prevention of Child Marriage and Female Foeticide**

The Institute's Headquarters organised a **Training of Trainers of AWTCs/MLTCs on Prevention of Child Marriage and Female Foeticide** with the objectives to: sensitise the participants about gender violence with special focus on child marriage and female foeticide; sensitise them about the magnitude of the problems and its overall impact on the status of girl child and women; and discuss related laws and strategies for bringing about attitudinal changes to curb female foeticide and child marriage.

Dates	No. of Participants	Venue
11.08.09 -12.08.09	21	New Delhi

### **Training of Instructors of AWTCs/MLTCs on Communication and Counselling Skills**

NIPCCD Headquarters organised a **Training of Instructors of AWTCs/MLTCs on Communication and Counselling Skills**. The main objectives of training were to: acquaint the participants about the concepts of communication and counselling; equip them with skills related to communication and counselling; facilitate them to gain knowledge about other vital indicators related to communication and counselling.

Dates	No. of Participants	Venue
12.10.09-16.10.09	12	New Delhi

### **Skill Training of Trainers of AWTCs/MLTCs on Participatory Learning and Action (PLA) Techniques**

A **Skill Training for Trainers of AWTCs/MLTCs on PLA Techniques** was organised by Institute's Headquarters with the objectives to: appraise trainers to the concept, principles and philosophy of participatory learning and action; build skills of trainers on use of PLA techniques including analysis and interpretation of data and reporting; train them in application of PLA techniques in ICDS training for training needs assessment, classroom teaching, interacting with community and monitoring and evaluation of a training programme.

Dates	No. of Participants	Venue
23.11.09 – 27.11.09	13	New Delhi

### **Skill Training of Trainers of AWTCs/MLTCs on Infant & Young Child Feeding & Counselling (IYCF)**

The Institute's Regional Centre, Lucknow organised a **Skill Training of Trainers of AWTCs/MLTCs on Infant & Young Child Feeding & Counselling (IYCF)**. The main objectives of the training were to: train the participants to be able to provide knowledge understanding and support regarding optimal infant feeding practices; enhance their skills in counselling mothers and care givers to practice optimal infant and young child feeding as per guidelines of the Global Strategy for Infant and Young Child Feeding.

Dates	No. of Participants	Venue
09.11.09-14.11.09	25	Lucknow

### **Skill Training for Instructors of AWTCs/MLTCs on Integrated Management of Neonatal and Childhood Illness (IMNCI)**

NIPCCD Regional Centre, Lucknow organised a **Skill Training for Instructors of AWTCs/MLTCs on IMNCI** with an aim to build the capacity of trainers in management of neonatal and childhood illness in an integrated manner; familiarise them about the technique of assessment, classification and treatment of common childhood diseases; strengthen their communication and counselling skills.

Dates	No. of Participants	Venue
20.04.09-24.04.09	21	Lucknow

### **Skill Training of Trainers of AWTCs/MLTCs on Training Technology**

Three **Skill Training of Trainers of AWTCs/MLTCs on Training Technology** were organised at NIPCCD, New Delhi and Regional Centre, Lucknow. The main objectives were to: build up the skills of Trainers of MLTCs / AWTCs in planning and organising a training programme; apprise the trainers about the concept and stages of training cycle; familiarise them with various training approaches and methods; and equip the trainees to select, prepare and use different training material effectively.

Dates	No. of Participants	Venue
04.05.09-08.05.09	15	Lucknow
04.01.10-08.01.10	24	New Delhi
04.01.10-08.01.10	21	Lucknow

### **Training of Trainers of AWTCs/MLTCs on Early Childhood Care and Development (ECCD)**

The Institute's Regional Centre, Lucknow organised a **Training of Trainers of AWTCs/MLTCs on Early**

**Childhood Care and Development (ECCD)**. The main objectives of the training were to: familiarise the participants to the conceptual framework of ECCD; orient them on key care behaviours; and facilitate them to incorporate key care practices in the existing syllabi for strengthening the ECCD component.

Dates	No. of Participants	Venue
23.02.10-25.02.10	22	Lucknow

### **Skill Training of Instructors of AWTCs/MLTCs on Strengthening PSE Component in ICDS**

The Headquarters of the Institute organised a **Skill Training of Instructors of AWTCs/MLTCs on Strengthening PSE Component in ICDS** to strengthen the knowledge and understanding of Instructors on importance of early years and need of ECCD; broaden understanding and skills of participants on activities of early childhood stimulation and PSE; and strengthen skill of participants on planning and organising PSE at AWC. Fifteen Instructors received training in this programme.

Date	No. of Participants	Venue
11.05.09-15.05.09	15	New Delhi

### **Other Training Programmes**

#### **Vertical Training Programme of Block Level ICDS Functionaries for Quality Improvement in ICDS Programme**

NIPCCD Headquarters at New Delhi organised a **Vertical Training Programme of Block Level ICDS Functionaries for Quality Improvement in ICDS Programme**. The main objectives of the training were to: enhance the skills of CDPOs and Supervisors to act as master trainer for providing continuing education to AWWs at project level; provide inputs to improve



knowledge and skills of all ICDS functionaries at project level for quality improvement in ICDS services; work jointly and formulate joint action plan at project level for quality improvement of delivery of ICDS services.



*Vertical Training of ICDS Functionaries for Quality Improvement in ICDS being addressed by Dr. Dinesh Paul, Director, in the presence of Shri D. K. Sikri, Secretary, MWCD*

Dates	No. of Participants	Venue
15.03.10-19.03.10	37	New Delhi

### **Training of Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS**

NIPCCD Headquarters and its four Regional Centres organised 32 **Training of Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS** with the objectives to orient the Instructors of MLTCs and AWTCs to New WHO Child Growth Standards in ICDS; develop necessary skills among the participants for using the new Growth Chart; enable the Instructors to impart meaningful training to the Supervisors and AWWs in plotting and using the new Growth Chart. In all, **1065** Instructors received training in these programmes.

Dates	No. of Participants	Venue
01.06.09-03.06.09	16	New Delhi
01.06.09-03.06.09	35	Guwahati
22.06.09-24.06.09	17	Lucknow
06.07.09-08.07.09	40	New Delhi
07.07.09-09.07.09	31	Guwahati
21.07.09-23.07.09	41	Guwahati
22.07.09-24.07.09	35	Lucknow
29.07.09-31.07.09	48	New Delhi
03.08.09-05.08.09	34	Bengaluru
04.08.09-06.08.09	10	New Delhi
08.08.09-10.08.09	15	New Delhi
10.08.09-11.08.09	32	Guwahati
11.08.09-13.08.09	85	Indore
12.08.09-13.08.09	18	New Delhi
18.08.09-20.08.09	36	Lucknow
18.08.09-20.08.09	35	Bengaluru
25.08.09-27.08.09	21	Bengaluru
26.08.09 - 28.08.09	12	Indore
01.09.09-03.09.09	38	Bengaluru
01.09.09-03.09.09	24	Indore
02.09.09-04.09.09	37	New Delhi
02.09.09-04.09.09	35	Lucknow
03.09.09-05.09.09	23	Guwahati
07.09.09-09.09.09	16	Indore
08.09.09-10.09.09	51	Lucknow
08.09.09-10.09.09	26	Bengaluru
10.09.09-12.09.09	24	Indore
14.09.09-16.09.09	36	Guwahati
07.12.09-09.12.09	62	Indore
06.01.10-08.01.10	42	Bengaluru
01.03.10-03.03.10	42	Bengaluru
09.03.10-11.03.10	48	Bengaluru



*Inauguration of State Level Training of Trainers to Roll Out New WHO Child Growth Standards in Madhya Pradesh by Regional Centre, Indore*



*Training of Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS*

**Seminars/Workshops/Meets**

**Regional Workshop on Strengthening ICDS Training Programme in collaboration with CARE India**

The Institute’s Headquarters organised three **Regional Workshop on Strengthening ICDS Training Programme in collaboration with CARE India** with the objectives to: review the training curriculum of ICDS functionaries in all its aspects; strengthen training of ICDS functionaries; understand the problems faced by Training Centres during training imparted by them to different functionaries.

Dates	No. of Participants	Venue
22.07.09-23.07.09	71	Bengaluru
29.07.09-30.07.09	68	Lucknow
20.08.09-21.08.09	96	Guwahati

**Workshop on Preparation of Low Cost Pre-school Material for Instructors of AWTCs**

During the year under report the Institute’s Headquarters organised a **Workshop on Preparation of Low Cost Pre-school Material for Instructors of AWTC**. The main objectives of the workshop were to: share about the domains of child development and significance of pre-school education in ICDS with participants; develop their understanding about the importance of use of low cost material in the organisation of PSE activities in Anganwadi; facilitate them to prepare no cost/low cost PSE activity material; build up their skills to plan and organise activities of PSE by using the low cost material.



*Workshop for Preparation of Low Cost Pre-school Material for Instructors of AWTCs/ MLTCs*

Dates	No. of Participants	Venue
16.09.09 – 18.09.09	38	New Delhi

**Workshop on Early Childhood Education for ICDS Officials**

NIPCCD Regional Centre, Guwahati organised a **Workshop on Early Childhood Education for**



**ICDS Officials** with the objectives to: review the Early Childhood Education (ECE) component of ICDS programme in North Eastern States as well as West Bengal and Orissa; share the experiences of ECE activities at the AW level amongst the different states; discuss the problems and constraints in implementing ECE in ICDS; highlight the recent trends and innovations in ECE; and evolve appropriate strategies for enhancing the quality of ECE in ICDS.

Dates	No. of Participants	Venue
01.09.09 – 03.09.09	41	Guwahati

## Research and Other Projects

### Best Practices of Early Childhood Education in ICDS

The Institute undertook this project with the major objective to: provide a summary review with comprehensive insight into some of the innovative models of ECE in ICDS being practiced in various States/UTs. The specific objectives of the project were: identification of different models and their implementation; innovations; documentation of these identified models and making recommendations as to how these successful experiments can be replicated and scaled up in larger settings across the country.

The project was carried out by identifying different models of early childhood education being practiced under ICDS in different socio-cultural settings. These identified models were then reviewed from multidimensional perspectives in the form of their outreach, budgetary, structural and training inputs, service delivery process like pedagogical concerns, designing and evolving indigenous teaching learning material, monitoring and other managerial aspects, school readiness outcomes and survey/evaluation/research findings and their effectiveness. While reviewing these models, particular attention was paid

to those practices that have been rigorously field-tested and can be adopted widely and are sustainable.

Besides using secondary data from different sources (World Bank review mission/evaluation reports/DCWC literature / documents produced by international and donor agencies etc), various State governments and UT administrations, prominent NGOs working for strengthening the ECE in ICDS and other national and state level institutions like NCERT and SCERTs were also requested to provide relevant material. Other than this, an online literature review was also conducted.

Some of the early childhood education models which were thoroughly reviewed in the documentation included Shishuvachan programme in Maharashtra; cognitively oriented programme for pre-school children in Karnataka; Sisu vikas karyakramam in Andhra Pradesh; developing parenting skills on early childhood education in Tamilnadu; Nursery teachers training to AWWs in Tamilnadu; upgrading AWCs into English medium pre-primary schools in Tamilnadu; pre-school education curriculum in Himachal Pradesh; Ankur pre-school education intervention in Haryana; yearly pre-school education calendar in Rajasthan; and Pahal initiative in Chhattisgarh.

## Ongoing Research and Other Projects

### A Study on Monitoring Strategy of Pre-school Education Component under ICDS

The study has been undertaken by the Institute with the objectives to: examine the existing monitoring mechanism of PSE component at the different administrative levels as well as assess the extent of its implementation; analyse the factors that facilitate or hinder effective monitoring of PSE component at different administrative levels; and identify good practices, if any, in monitoring; study the efforts made to involve the community in the monitoring process;

and suggest specific recommendations for improving the monitoring process for ECCE/PSE. The data collection of the study is completed and analysis is under progress.

### **Training of Trainers: A Handbook for Instructors of AWTCs/MLTCs**

This task has been undertaken by the Institute with the objectives to: enable the Instructors of AWTCs/MLTCs to strengthen their knowledge about planning and organisation of effective training; provide them opportunity to acquire skills of various participatory training techniques; and build up the requisite skills of the instructors to be an effective trainer. The document is under finalisation with MWCD.

### **Initiatives Concerning Public Private Partnership in ICDS**

The objectives of the above project undertaken by the Institute included: identification and documentation of various Public Private Partnership (PPP) initiatives in ICDS; studying the process and mechanisms involved in forging of these partnerships; analysing the extent to which these initiatives have succeeded in improving the delivery of services under ICDS; and examining the feasibility of replication of these initiatives across the country. Data collection of the project is completed and report writing is in progress.

### **Updating the Manual on ICDS**

The above documentation project has been undertaken by the Institute with the objectives to provide updated information incorporating changes made in the implementation of ICDS programme. The document is under revision.

### **Updating the Guidebook for Supervisors**

The Institute has undertaken the above documentation project with the objectives to: provide updated

information for facilitating the tasks of Supervisors as also help the ICDS officials in providing required guidance to the Supervisors. The work on the project has been initiated.

### **Revision of Growth Monitoring Manual**

The Institute had undertaken the above project with the objectives to review the content of the Manual on Growth Monitoring and incorporate revisions based on the New WHO Growth Standards. The manual is under revision based on the feedback received from the experts.

### **Central Monitoring Unit for Strengthening of Monitoring and Supervision System in ICDS Scheme**

Ministry of Women and Child Development (MWCD) decided to set up a monitoring and supervision mechanism for the ICDS scheme through NIPCCD in addition to the existing Monitoring and Evaluation Unit in the MWCD. The new monitoring set up has a three tier system – monitoring at Community, State and National level. At the National level, a Central Monitoring Unit (CMU) has been set up at NIPCCD Headquarters, New Delhi, wherein data received from selected Institutions from States is analysed, interpreted and reports are generated. The performance of the scheme has been evaluated for quantitative and qualitative outcomes of the scheme on pre-determined set of indicators and for taking corrective steps. At the State level, various tasks relating to supervision and monitoring of the scheme were undertaken with the help of selected academic institutions viz. Medical Colleges, Home Science Colleges and Schools of Social Work.

NIPCCD had approached 56 academic institutions across the country to seek their willingness to be involved in the monitoring and supervision of the ICDS





scheme. Out of these 42 Institutions in 25 States/UTs finally agreed to be associated with the monitoring of ICDS Scheme. In addition, 4 Regional Centres of NIPCCD were also associated with the Project.

The Monitoring and Supervision project became functional in October, 2008 for a period of one year after signing the MOUs with these institutions. In each state, one institution among the selected institutions has been identified as lead institution that is responsible for collecting information at the state level. After that, selected Institutions were requested to depute their consultants to field visits immediately on receipt of funds and submit reports to the respective lead Institutions to enable them to prepare and submit consolidated report to the CMU. The selected Institutions were also requested to furnish raw data collected by the Consultants during their field visits to CMU.

During the year Concurrent Evaluation for 328 ICDS Projects, 1749 AWCs in addition to detailed reports of 100 AWTCs and 8 MLTCs prepared and submitted to the Ministry of Women and Child Development.

Based on the results of the concurrent evaluation submitted during the year, following broad recommendations were made to improve the functioning of ICDS Project, AWCs and AWTCs. The important observations are as under.

### ICDS Project and AWCs

- ❖ The status of supplies of both PSE and NHED kits was good in most of the states, however there were no supplies of NHED kits in the few States.
- ❖ Weighing scales were supplied to Anganwadi centres in most of the states.
- ❖ The supply and replenishment of medicine kit was not up to the mark in almost all States.
- ❖ More than 57 per cent CDPOs reported that reference material i.e. manual/booklets were available with them.
- ❖ On an average 90.2 per cent CDPOs reported the regular visits of AWCs.
- ❖ The assessment of AWCs was done regularly by 80.0 percent CDPOs.
- ❖ More than three fourth CDPOs helped their supervisors to plan the monitoring visit to AWCs.
- ❖ Eighty-two percent CDPOs were providing continuing education to AWWs and supervisors.
- ❖ The IEC activities were organised regularly by majority of CDPOs (66 per cent).
- ❖ State Government has taken up many initiatives at the state level by introducing innovation in ICDS.
- ❖ It was observed that innovations/best practices were being practiced by ICDS functionaries. About 28 per cent CDPOs have adopted innovation and best practices in their project areas.
- ❖ The improper monitoring and supervision was due to lack of vehicle, lack of support from subordinate, inadequate training of functionaries and lack of community participation further added problems in smooth functioning.
- ❖ Majority of the AWWs were literate (16.1% AWWs were graduate and 4.1% AWWs were postgraduate).
- ❖ Ninety percent AWCs were located in pucca/semi-pucca buildings, about 30 per cent of the AWCs were housed in own/State Govt./Primary school buildings.

- ❖ Majority of AWCs (66.8%) had sufficient indoor and outdoor (68%) space available to them. However, lack of indoor space was observed in Delhi, Goa, Bihar, Rajasthan and Puducherry.
- ❖ Separate space for cooking was available in 48.4 per cent Anganwadi Centres.
- ❖ Fifty-five percent AWCs have no proper space for storage of ration and other material.
- ❖ In two-third of the AWCs utensils for cooking and serving supplementary food were available.
- ❖ Two-third Anganwadi centres were providing cooked meal for the beneficiaries and 6.5 percent RTE and in one-fourth of AWCs both cooked meal and RTE was served.
- ❖ As far as quality of food is concerned, the Consultants/Faculty Members rated it as good in 78.6 per cent AWCs and average in another 16.9 per cent AWCs.
- ❖ Though the programme is running successfully, an interruption in distribution was reported in 16.4 per cent AWCs. The major cause of interruption in Supplementary Nutrition was shortage of supply (90.6%).
- ❖ The Consultants found the pre-school activities satisfactory in more than three fourth AWCs (77.1%).
- ❖ Adolescent girls were provided supplementary nutrition in 56% AWCs, IFA tablets in 50.3%, de-worming tablets in 39.2% and counselling on reproductive health in 61.8% AWCs.

## **AWTCs/MLTCs**

- ❖ Most of the AWTCs/ MLTCs had adequate physical setup.
- ❖ Availability of basic amenities like bathroom, toilets, facilities etc. in the hostel was available in 79.2 percent AWTCs.
- ❖ Only 27.0 percent AWTCs had received funds on time.
- ❖ Office equipments like fax machine, TV, VCR and computer were either not available or not in working condition in majority of AWTCs/ MLTCs.
- ❖ Library facilities were available only in about 77.0 percent of the AWTCs.
- ❖ Almost all AWTCs were providing hostel facilities to their trainees except one AWTC in Goa.
- ❖ Recreation room was available in 36.4 percent of the AWTCs.
- ❖ Training equipment/Aid in the class room were available in all AWTCs/ MLTCs, but only few AWTCs/ MLTCs were equipped with modern/latest techniques of teachings.
- ❖ The educational qualifications of majority of instructors were as per norms ranging from graduation to doctorate degree.
- ❖ Around 90.0 percent of instructors were trained and they have received different type of trainings from different Training Centres/Institutions.



# Chapter 3



## Research/ Evaluation Studies and Other Projects

As part of its academic activities the Institute undertakes Research and Evaluation studies in accordance with its mandate. Research projects and evaluation studies are undertaken in different areas of voluntary action, women and child development guided by the Institute's research policy.

### Research Policy of NIPCCD: Thrust Areas

- ❖ Identification of needs and problems in the field of public cooperation, child development and women's empowerment;
- ❖ Providing information for policy formulation and programme development and serving as a clearing house for information and research;
- ❖ Developing empirically based training curricula and instructional material so as to enrich the training contents and methodology;
- ❖ Assessing the impact of ongoing programmes, identifying bottlenecks and undertaking mid-term corrections for promotion of voluntary action, mother care, child development; and women's empowerment;
- ❖ Establishing liaison with other research bodies/institutions.

### Research/Evaluation Studies, Documentation/Compilations

Research on areas falling within its mandate is conducted by the Headquarters and the Regional Centres of the Institute. Evaluation studies are undertaken to assess the impact of ongoing schemes of interventions or projects of Women and Child Development as an independent initiative, or at the request of sponsoring

Department/agency. Once complete, the research works are documented in the form of reports and compilations for wider dissemination.

A brief account of the research/evaluation studies, compilations and other projects completed during the year 2009-10 is given in the following paragraphs.

#### 1. Scheme for Welfare of Working Children in Need of Care and Protection – An Evaluation

This study was undertaken by the Headquarters of the Institute at the instance of the Ministry of Women and Child Development, Government of India. The main objectives of the evaluation study were to: find out factors responsible for children entering into the work force; ascertain the number of children who have actually been inducted into the mainstream education system through bridge education; ascertain the number of parents who have actually withdrawn their children from working life as result of the project; identify the types of children that are covered under the scheme and the extent to which facilities are being provided to them; find out the extent to which the programme components as envisaged in the scheme have been implemented; assess the benefits of the scheme and identify gaps and lacunae prevalent in the scheme and accordingly suggest modifications so that the scheme becomes better equipped to tackle the problem of working children in the country. The study was carried out in 14 States/UTs. Fifty-five voluntary organisations were studied under this project.

#### Main Findings

- ❖ Various infrastructural facilities available at the centres included water cooler, tables, chairs, tube lights, utensils, durries etc. Almost all the

organisations had one building where they were running this project and all the buildings had the facility of electricity.

- ❖ The reasons for taking up the issue of working children and selecting the work areas by organisations reportedly included acute problem of child labour in the organisations' working area; the organisations' mandate/ objective specifically addressed the subject; easy availability of funds; demand of local groups/ pressure groups; absence of government scheme or organisations on working children in the chosen area; convenience of the organisation; proximity to the place where children live; organisation was already working in this area.
- ❖ The occupations of children in which children were engaged included domestic maids/servants; children working at dhabas/restaurants/hotels; rag-picking; petty business; vendor; auto garages; selling newspaper/magazine; agricultural labour; book binding; beautician; making electrical nuts; stitching/knitting; working in brick kiln; packet making; shoe-making; carpentry; construction labour.
- ❖ Sixty-four per cent chief functionaries said that financial assistance was sought because the organisations did not have adequate financial resources. Twenty-four per cent of them mentioned that they wanted the government to support their efforts. According to 16 per cent respondents, government wanted the organisation to take up the programme. Only 1 per cent asserted that assistance is being taken temporarily.
- ❖ Data revealed that 37 per cent children had not attended school before joining the centre. As for reasons for not attending the school, most of the children (80.8%) reported that parents' earning was not sufficient for sending them to school. The other reasons included children had to earn money (15.9%); children were not interested in studying (8.5%); no school in vicinity or neighbourhood (6.3%); education is not considered important (5%). It was found out that the major reasons for not attending formal education was low income of parents which was leading the children to enter into work force.
- ❖ The study revealed that 39.8 per cent of parents withdrew their children from work sometime after joining the centre. It was also found that the parents of those children who made their children join the centre did so because they wanted their children to study and learn some skills.
- ❖ Though 50 per cent children said that they did not face any job hazards/exploitation-related problem but some of them faced problems like psychological and emotional abuse including scolding, bullying, threatening (13.2%), overtime (7.8%), underpayment (6.6%), physical abuse like beating from employer and other staff (4.5%).
- ❖ Majority of the opinion leaders (83.3%) held that there was a perceptible change in the children after attending the centre. Major changes observed included the children became more disciplined (88.8%); change in behaviour (75.5%); maintain cleanliness (56.6%); attentive in studies (53.3%). These findings reflected a positive impact of the programme.
- ❖ The changes found by the parents in their children included: they become more disciplined (87.1%); try to keep clean & hygienic (23.6%); become good in mathematical skills (18.8%) etc.
- ❖ Sixty-seven per cent child respondents mentioned that they would like to spend their time at the centre



- if given a choice; this indicates that they liked the centres which they were attending. Majority of the respondents (69%) reported that they liked reading, writing and learning the most, followed by vocational training (61%). The other things they relished were: meal (46.2%); recreational activities (32.8%); stipend (31.6%); health facility (25%) and so on. Though most of them mentioned (85%) that they liked everything about the centre, only some children said that the things they did not like were: bullying by students (4.6%); rude behaviour of the teacher (1.9%); centre too far (1.3%).
- ❖ Data also revealed that maximum time for both bridge education (53.3%) and vocational training (56.6%) ranged from 1-3 hours. Health check-up was carried out monthly in 30 per cent of the centres. Nutritional services were provided almost daily and counselling of parents was done monthly. In 75 per cent cases recreation facility was provided to children daily. It was found that most of the children came to the centre daily and spent around 5-6 hours at the centre. Most of the centres worked 6 days a week. Students were taught subjects like English, Hindi, mathematics, moral science, social sciences, general knowledge etc.
  - ❖ The study found that the major skills learnt by the children at the centre included cutting and tailoring (54.8%); flower making (19.4%); electrical repairing (5.5%) etc. Regarding the stipend, 78 per cent of the children said that they got stipend from the centre, usually they received the money monthly (91%). The amount received was, as reported by the children, Rs. 100 (92.3%) and most of them gave and sent the money to parents, relatives and guardians (61.6%), and 21 percent spent on self for buying some items. The duration of vocational training was 1-2 hours (46.5%) as reported by the children.
  - ❖ Regarding views of chief functionaries about the services and facilities provided under the scheme, 60 per cent thought it was not adequate and the reasons put forth by them included funds not adequate (69.6%); support from government not enough (36.4%) and other reasons like funds and stipend were less; delay in grants; and no staff training, etc.
  - ❖ About the major hurdles faced by Chief Functionaries of the organisations in implementing the scheme, 61 per cent respondents said that the grant released by government was not sufficient and needed upward revision. The other hurdles were delay in grant (52.7%); lack of awareness regarding importance of education and adverse effects of child labour (36.4%).
- ## 2. Sexual Harassment at Work Place: An Evaluation of the Working of the Committees
- The Institute undertook this study with main objectives to: understand the working of the committees that have been constituted in various sectors: study the nature of complaints received by the Committees; understand the manner in which the complaints have been handled; study the effectiveness of monitoring mechanism of the State Women Commissions; and suggest measures to strengthen and improve the working of Committees. The sample for the study in the three Southern States included 762 respondents (250 from Andhra Pradesh, 256 from Karnataka, and 256 from Tamil Nadu). Further 74 Employers, 615 Employees and 73 Committee members were interviewed. The respondents included representatives from Government, Private and Public Sectors, Universities and Banks.

## Main Findings

- ❖ The subject of Sexual Harassment has received casual treatment in all the states. There were no systems to ensure conformity with constitutional norms or monitoring of the committees. In many instances the employees were not even aware of the existence of the complaint committee as there was no adequate publicity.
- ❖ As regards handling of complaints, it was revealed that only one-third of the registered complains actually pertained to sexual harassment. This clearly indicates the lack of understanding of the concept of sexual harassment.
- ❖ The conceptual clarity of Sexual Harassment was higher amongst employers and committee members than the employees. This was true even with regard to awareness of Supreme Court Guidelines.
- ❖ There was no central monitoring mechanism in place. The State Women's Commission, Department of Women and Child Development and Department of Social Welfare took up issues as and when they received any direct representation. It was noted that the concerned departments had not made enough efforts towards mandatory compilation, analysis and providing feedback.
- ❖ A nodal department needs to be identified in each state to monitor and strengthen the functioning of the committees. This can further be utilised as an advisory body to enable smooth functioning of the committees.
- ❖ The research team had the experience that the committees in most places existed only for name sake. Most often regular meetings were not being held, records of meetings were not being maintained and there was no monitoring system. Although a

few were sending quarterly statements to their nodal departments, no systematic tracking system/data management system existed.

- ❖ Absence of proper information on prospective NGOs to serve as a third party in the sexual harassment committee was found to be a major barrier for effective functioning of the committee. In the light of this fact, there is a need to develop a directory of prospective NGOs to serve as a third party on different Sexual Harassment Committees.
- ❖ The proceedings of the Sexual Harassment Committees were not maintained properly. Framework for recording of the proceedings needs to be developed and disseminated.
- ❖ There was lack of awareness on this issue calling for massive training and sensitisation on the subject for employees, employers as also the committee members.
- ❖ Proper awareness on sexual harassment and publicity of the functions of the committee and Supreme Court guidelines among the employees is the need of the hour.

### 3. Socio-Cultural Barriers in Adopting Safe Reproductive and Child Health Practices in a Tribal Block of Uttarakhand

Lucknow Regional Centre of the Institute undertook this study with main objectives to: assess the knowledge, attitude, behaviour and practices of tribal women towards reproductive and child health; identify myths, misconception and barriers about safe reproductive and child health and care; recommend measures to government for re-shaping strategies in consonance with the tribal culture; and identify training needs of the functionaries. A total of 88 respondents from *Jaunsari* tribes of three villages namely Lakhamandal, Jogiyo





and Tyuni of Chakrata Block of Dehradun district of Uttarakhand have been selected to collect the requisite information. The sample includes unmarried adolescent girls, women in reproductive age group, pregnant women and lactating mothers.

### Main Findings

- ❖ The study found that perception to work at household and in farm fields continued to be a barrier in literacy level of respondents and thus make them unaware about various facts of healthy lifestyle.
- ❖ More than 50 per cent of the respondents do not have bathroom and toilet facilities at their house. They preferred going outdoor in fields for defecation.
- ❖ The study revealed that during illness, 35.3 per cent of adolescent girls obtain self or home treatment followed by government doctor (29.4%), magico-religious performer (5.8%) and private medical practitioner or ANM (2.9%).
- ❖ About 53 per cent of adolescent girls had knowledge about anaemia and 47 per cent of adolescent girls were not aware about TT immunisation during adolescence age.
- ❖ Seventy per cent of girls and a total of 91.6 per cent of women have perceived menstruation as '*dirty and impure*'. It was also revealed that 97 per cent of adolescent girls and a total of 63.8 per cent of married women use '*panties*' on daily basis while 2.9 per cent of girls and a total of 33.3 per cent married women use '*panties*' only during menstruation.
- ❖ Cleaning of inner garments on daily basis is a major concern among adolescent girls and women of Jaunsaris which. Neglect of same has been found lead to various skin or reproductive tract infections.
- ❖ Major proportion of girls (62.5%) and women (80.5%) use clean cloth during the menstruation while only 37.5 per cent of adolescent girls and a total of 11.1 per cent of married women buy sanitary napkins from the market. A small proportion (8.3%) of married women also uses cotton and gauze during menstruation.
- ❖ It was found that 11.7 per cent of adolescent girls and a total of 19.4 per cent of married women had incorrect knowledge about legal age of marriage of girl.
- ❖ Eighty five per cent of adolescent girls and a total of 75 per cent of women had correct knowledge about age of first conception.
- ❖ It was revealed that one-fourth (25%) of women got conceived first time at the age of 16 year followed by 17 years (19.4%), 18, 20 and 21 years (13.8% each). Interestingly, 15.3 per cent of women in reproductive age group have answered 15 year as their age of first conception. Thus early marriage and early conception are the issues needs to be addressed among Jaunsaris.
- ❖ The study has shown that 91.1 per cent of adolescent girls and a total of 88.8 per cent of married women were aware about family planning methods.
- ❖ About 88 per cent of women were aware about 'government provided services' available for pregnant women. It has also revealed that supplementary nutrition (100%) is the most popular service known by the women followed by immunisation (53.12%), double ration and daliya & salt (34.37% each). Surprisingly, only 9.3 percent of women knew about free antenatal check-up as an available health service in the study area.

- ❖ The study has revealed that women were aware about an ideal measure of having more diet (44.4%), more rest (36.1%), and gaining more weight (13.8%) during pregnancy. On the other side, practices of consuming less diet (38.8%), taking less rest (41.6%) and gaining less weight (33.3%) during pregnancy prevailed among women.
- ❖ Eighty-six per cent of married women were enrolled at AWC during their pregnancy period and a total of 80.5 per cent of deliveries have been carried out at home and only 19.4 per cent of deliveries were being performed in a hospital setting by qualified doctor.
- ❖ Sixty-seven per cent of women have reported 'honey' as first feed to new born baby. It has also been found that if the new born baby does not accept mother's milk then *Ajwain water* has been given to infant, as reported by 30 per cent of pregnant women and 23 per cent of lactating mothers. A small proportion (2.7%) of respondents reported goat milk as first feed to new born baby.
- ❖ Only 27.7 per cent of women had correct knowledge about colostrum feeding and significantly, high percentage (77.7% on overall basis) of women have been found throwing away the colostrum.
- ❖ Among *Jaunsaris* disease has been considered to originate from a supernatural cause (anger of *Mahasu Devta* or *Evil's Eye*) and could be treated by only making *Mahasu Devta* happy using magico-religious method through some religious performer or elder member of family.
- ❖ The study has revealed that 75 per cent of married women and 94.1 percent of unmarried adolescent girls had heard about HIV/AIDS. Media (TV) (72.8%) has found to be a major source of information for HIV/AIDS followed by friends (20.3%) and AWW and ANM (combined 22%).

#### 4. Evaluation of Wheat-Based Nutrition Programme (WBNP)

The Institute undertook this evaluation with the objectives to: study the existing guidelines regarding allocation of food grains to the States/UTs under WBNP; study the procedure with regard to lifting of food grains by States from Food Corporation of India; study the procedures and time taken in lifting food grains by States and its delivery to Anganwadi Centre/beneficiaries; identify bottlenecks / pilferages, if any, in transit of food grains and suggest improvements; and study the reasons for low / no demand of food grains by the State Governments. The sample for the study comprised of 25 districts in 16 States namely Andhra Pradesh, Chhattisgarh, Gujarat, Haryana, Himachal Pradesh, Karnataka, Madhya Pradesh, Maharashtra, Mizoram, Orissa, Punjab, Rajasthan, Tamil Nadu, Tripura, Uttar Pradesh, and Uttarakhand. Officials from the State Department of Women and Child Development, Department of Food and Public Distribution, District Programme Officers/Deputy Directors of ICDS, District Supply Officers, CDPO, Anganwadi Workers and women of SHGs were contacted for eliciting information.

#### Main Recommendations

- ❖ Allocation of food grains before the ending of the current quarter to allow processing of food grains on time and avoid interruption in food supply.
- ❖ Biannual/yearly allocation especially for the geographically disadvantaged regions which cannot be supplied food grains on regular basis.
- ❖ Allocation and release of grains as per the demand raised by the States.



### **Recommendations related to procurement and distribution of food grains:**

- ❖ Timely receipt of release orders of food grains and thereafter release of food grains on time.
- ❖ Availability of sufficient quantity of food grains to the states.
- ❖ Provision of adequate funds and prompt clearance of dues.
- ❖ Authorization for electronic payments.
- ❖ Lifting of food grains within the validity period.
- ❖ Extension in the time duration provided for lifting of grains from the FCI godowns.
- ❖ Setting up of coordination committees of FCI and DWCD officials at the state and District level for improved coordination mechanism.
- ❖ Availability of proper transport facility for distribution of supplementary nutrition.
- ❖ Local purchasing and involvement of fair price shops and local agencies in the distribution of supplementary nutrition.
- ❖ Monthly and district-wise distribution of food grains including those other than wheat, pulses etc.
- ❖ Increase in loading and unloading charges up to 5%.
- ❖ Permission for staggered lifting of food grains.
- ❖ Avoidance of frequent transfer of staff to facilitate the implementation of the programme.

### **Recommendations for the overall improvement in the programme implementation:**

- ❖ Improvement in the quality of the food grains being supplied.

- ❖ Introducing of variety in supplementary nutrition which is made of locally available items and is also compatible with the regional food habits.
- ❖ Supply of raw food grains instead of RTE so that it can be molded into the form which is acceptable to the community.
- ❖ Availability of storage space, utensils, cooking gas facility and weighing machine to tally stocks remaining at the end of every month at the AWCs.
- ❖ Expansion of the programme to cover children who have been enrolled in schools.

### **5. Case Study on “Rambans (Sisal) Project” Implemented for Empowerment of Women in Uttarakhand**

This project was undertaken by the Institute with the objectives to: study the strategies adopted for socio-economic empowerment of women, the institutional mechanism, networking, advocacy and partnership process of the project with a view to examine the changes in socio-economic status of beneficiaries; and replicability of the project in other parts of the State/country for empowering women. The case study was undertaken in five villages namely Dhulkot, Kolhupani, Nayagaon, Nanda ki Choki and Hasanpur of Deharadun District in Uttarakhand where 10 self-help groups of women are working on the Rambans project.

#### **Main Findings**

- ❖ The study revealed that about 88 per cent of beneficiaries were above 31 years old, followed by 8 per cent of women in the age group of 26-30 years and only 4 per cent belonged to age group of 21-25 years.
- ❖ Seventy-six per cent of women were literate and out of them 42 per cent had education more than

8th standard. Twenty-four per cent were illiterate or could hardly write their names.

- ❖ As per the findings, 80 per cent of women were married and 10 per cent were widows, and they were able to take activities of Rambans along with their household work.
- ❖ Sixty-six per cent of women spent between 1 to 3 hours per day on Sisal work, along with other responsibilities, 28 per cent of women spent 4 to 6 hours on this work to earn more money, followed by 6 per cent who devoted around 7-9 hours per day on the activities. There was a flexibility of taking work at home, and do it at their convenience and time.
- ❖ About 56 per cent of women earned up to ₹ 1500/- per month, followed by 38 per cent who earned between ₹ 1501 to ₹ 3000 /- monthly and only 6 per cent earned more than ₹ 3000/-. The amount of money earned by women depends upon their skill, speed, time spent on activities and so on. They are paid on piece meal wage system.
- ❖ Most of the women felt that their socio-economic status had risen after joining the group. Besides, their confidence level has increased as they are spending money on nutritive food, giving emphasis on education by sending their children for tuition. Women are now in position to take part in decision making of family matters.
- ❖ Rambans project has brought a silent revolution in the area. Many poor women have come out with positive changes in their lives. The success of the programme is an eye opener for the others and many people in remote areas of Uttarakhand are seeking to replicate the programme.
- ❖ The study revealed that the level of knowledge of women has increased, as they have developed the

skills of production and marketing the products, and they are able to handle the Rambans activity in their convenient timings alongwith other household responsibilities.

## 6. Traditional Beliefs and Maternal Child Health Practices among the Konda Reddis of Andhra Pradesh

The study was undertaken by the Institute with the objectives to: understand the living conditions of the Konda Reddis, their linkages within and between other communities; study their access to health and nutrition services; and analyse the existing traditional beliefs and practices influencing the maternal and child health.

### Main Findings

- ❖ Seventy-five per cent of girls got married between the age of 18-21 years. Majority of the pregnant women belong to the age group of 22-25 years.
- ❖ It was found in the study that 59 per cent of pregnant women suffered from blurred vision, bleeding, white discharge and urinary problems.
- ❖ Konda Reddis of Andhra Pradesh believed that going to temple and sacrificing animal to the deities helps in the improvement of health of child.
- ❖ Ninety-five percent of the respondents were consuming iron and folic acid tablets and got vaccinated.
- ❖ In most cases, home delivery methods were reported and during delivery most of them were using knife. After that they were preserving the umbilical cord in the corner of house.
- ❖ Fifty per cent of the children were born underweight i.e. less than 2.5 kg at the time of birth.



- ❖ Use of neem stick for brushing was one of the most widely followed practices across the region.
- ❖ Most of women preferred husband's house for delivery followed by parent's house only few of them went to hospital.
- ❖ Fifty-nine per cent respondents believed that the spiritual measures were the best course of action to cure infertility.
- ❖ Seventy-six per cent women did not give colostrum to the new born babies because they believed that this was bad.
- ❖ Majority of the nursing mothers breastfed their children for 3-6 months.
- ❖ Twenty-two per cent of the respondents have undergone family planning methods.

## 7. Research Abstracts on Issues Related to Women and Children

Research on women and children reveals that there are several areas which require the attention of planners and programme implementers. During the year this series was published and uploaded on Institute's website for wider dissemination.

Seven documents of Research Abstracts subject wise brought out covered areas like: health; nutrition; child welfare; human development; education; social welfare; women empowerment; child in need/ destitute child; social defence (trafficking, prostitution, rape); child labour/ labour/ women labour; rural development; and ICDS. This is also available in NIPCCD website.

## 8. Directories of Voluntary Organisations

Institute collects information about voluntary organisations from widely scattered sources such as newsletters, directories, annual reports and other documents.

During the year six directories were published on education; human development; scheduled castes and scheduled tribes; funding; rural development and women's empowerment.

## 9. Manual for Special Juvenile Police Units (SJPUs) under Juvenile Justice Act 2000 / Police

The project on preparation of **Manual for Special Juvenile Police Units under Juvenile Justice Act 2000 / Police in collaboration with Prayas Institute of JJ, New Delhi** was undertaken with the objectives to: develop appropriate manual for SJPU/Police Officers and associated persons in collaboration of the partnering agencies; make the Manual a user-friendly and comprehensive document for the members of SJPUs and other connected stakeholders for dealing with children in distress.

The Manual provides a backdrop of international conventions and National Policies related to children. It further, describes the provisions in the Juvenile Justice Act 2000 and its Rules 2007 on the setting up of SJPUs. The Manual contains key legal cases and some good practices relating to children and police. The Manual uses pictorials and highlight boxes for better clarity of ideas for user groups.

## 10. Development of Communication Material Targeting Adolescent Girls

The project was undertaken by Regional Centre, Bangalore with main objectives to: survey the available communication materials relating to adolescent girls in the country; develop catalogue of available material in Karnataka; identify gaps in the available communication materials; and develop prototype for communication material for adolescent girls.

Under this project, a catalogue entitled **Glimpses of the Support Material Targeting Adolescent Girls**

attempted to tag documents in varied formats around the issue of adolescent girls. An **Exhibition on Communication Materials Targeting Adolescent Girls** was also organised wherein all the material collected from different agencies were displayed. A module on **Adolescence to Adulthood in Harmony; Facilitators' Guide on Self Defence for Adolescent Girls and Facilitators' Guide on Partner Yoga for Adolescent Girls** were also developed.

### **11. Database on Voluntary Organisations -Vol 3**

The Institute undertook this project with objective to: provide an opportunity to voluntary organisations to have the essential information about them that could be accessed by those who are interested in such information; and have an assorted list of voluntary organisations engaged in various fields of social development particularly with focus on women and child. During the year under report information received from 204 voluntary organisations was compiled.

### **12. Statistics on Children in India: Pocket Book 2009**

The Institute has been bringing out a pocket book/hand book since 1990 as an effort to present a consolidated statistical database on child survival, protection and development. This endeavour is aimed at strengthening the efforts of policy planners, voluntary organisations, researchers and administrators towards holistic development of children.

The pocket book/hand book provides information on children covering the demographic profile, health status, nutritional status, information about various programmes for welfare and development of children, status of child labour etc. The information is collected from different sources like the Registrar General of India, National Sample Survey Organisation,

National Institute of Nutrition, National Crime Records Bureau; International Institute for Population Sciences, international organisations like UNICEF and UNDP and different Ministries and Departments of Government of India.

The data contained in the hand book was updated and published during the year.

### **13. Statistics on Women in India 2010**

Successive Governments have launched programmes to bring about perceptible change in the situation of women. After six decades of independence we need to evaluate our achievements and look objectively at the available statistics, which are indicators of our achievements, and also highlight gaps where further efforts are required. Statistical information on various indicators was generated from various sources. This statistics includes women-related indicators such as population, sex ratio, health and nutritional status, education, labour and employment, early marriage, women and disability, support service for women, crime against women, etc. The electronic version of the same can also be accessed via NIPCCD website.

### **14. Group Work Intervention for Adolescents: A Training Strategy**

This Project was initiated in collaboration with Pravah: a non-governmental organisation with expertise in the area of life skill education of adolescents. The project was also dovetailed with the Advanced Diploma in Child Guidance and Counselling wherein the student trainees of the course were trained to conduct group work interventions in schools. The broad objective of the project was to develop a methodology to train facilitators for designing and implementing Group Work Interventions for Life Skill Education for Adolescents.



The development of the module took over three years of strenuous work and was evolved in three phases within the period from July 2006 to October 2009. At each phase, the module was field tested by conducting training for students of Advanced Diploma in Child Guidance and Counselling. The module was revised, again at each stage, based on the feedback and learning of the students and observations of the trainers.

### **15. Initiatives in Anti-Trafficking: Some Selected Case Studies of VOs**

The Institute conducted this study with the objectives to: analyse the perspectives of selected voluntary organisations on anti-trafficking issues as a whole as also their views on such issues which have been taken up by them; assess the nature and extent of measures taken by them in preventing trafficking of women and children, rescuing the victims and rehabilitating or repatriating them; identify strategies deployed by them to work with the victims as well as to work with the community; document their experiences in the whole process particularly about their successes and failures; and draw lessons from their experiences and work pattern. The study included case studies of four voluntary organisations working in the relevant area in the country, viz. Vimochana Sangha, Athani, Karnataka; Sanlaap, Kolkata; Prajwala, Hyderabad; and STOP, Delhi.

Major activities of these voluntary organisations are presented below.

#### **Vimochana Sangha, Athani, Karnataka**

- ❖ It is engaged in a variety of activities which like: formal education/non-formal education; vocational training; health & sanitation; income generation programme; rehabilitation of Devadasi women through socio-economic activities including rural development and environmental upgradation

activities; setting up educational, co-operative, health, training & research institutions; publications on social issues; surveys, research studies, PRAs; and rural development activities.

#### **Sanlaap, Kolkata**

- ❖ The core programmes of Sanlaap include community-based prevention and protection programme (Red Light Area Intervention); institutional care and protection programme; district-based prevention and protection programme; Focus Women; empowering Law Enforcement Agencies (LEA) through capacity building. Sanlaap, Delhi (the Strategic Impact Initiative of the organisation with the Government of India) conducts advocacy & networking; research; documentation; Salah – the Legal Assistance Programme; Sanjog II. Notably, Sanlaap has taken Anganwadi Centres (at present 30) under the ICDS programme in different red light areas.

#### **Prajwala, Hyderabad**

- ❖ Prajwala works on all aspects of anti-trafficking: prevention, rescue, rehabilitation, restoration and social integration of victims of trafficking for commercial sexual exploitation. A large number of survivors of trafficking are working as full time partners of Prajwala. Some of the efforts worth mentioning include: transition centres and drop-in centres through which education is imparted to prevent children of prostitutes from being sex trafficked; community vigilant groups – training men, women and young adults as watchdog committees to combat trafficking; community campaign; addressing demand by sensitising men; crises counselling centres in police station; anti human trafficking unit; rehabilitation programmes; mainstreaming the victims with the society; policy and legal advocacy.

## **STOP (Stop Trafficking and Oppression of Children & Women), Delhi**

❖ STOP follows a synthesis of two essential approaches to combat trafficking – curative and preventive. While working on the curative aspects certain gaps were identified. From the experiences gained in working on the curative aspects, it was considered necessary to address the roots of the problem and to work with different stakeholders involved in trafficking. In view of this, STOP decided to concentrate in different areas of Delhi that were serving as source points as well as destination points. STOP's work thus includes: curative – recovery of trafficked persons, legal proceedings against perpetrators, restoration/repatriation, rehabilitation, reintegration; preventive – community outreach programme, awareness generation activities, information sharing activities, shelter home, self-regulatory body of sex workers.

## **16. Manual on Management of Voluntary Organisations**

The Institute undertook this project with main objectives to develop an understanding of its users on various issues in management of voluntary organisations and familiarise its users about ways and means to strengthen capabilities of voluntary organisations so as to bring efficiency in programme management. The chapters in this manual cover such issues as genesis of voluntarism and the current scenario. The document explains the formal procedures which are required to set up voluntary organisation, the basic norms for governance and good practices to be followed to project its transparency and accountability. Other topics include the process of programme planning, execution, monitoring and evaluation, resource mobilisation, techniques of a project proposal and capacity building. The last chapter presents guidelines to the key aspects of book keeping,

income tax laws, FCRA etc. for the understanding of the functionalities of voluntary organisations. The document has been printed and disseminated.

## **Ongoing Research/Evaluation Studies, Documentation/ Compilations**

### **1. Pilot Study to Assess the Nutritional Status of Children Using the New WHO Growth Standards**

The Institute has undertaken this study with the main objective to determine the feasibility of adopting New WHO Growth Curves by ICDS Functionaries. The specific objectives of the study are to: obtain precise information on the nutritional status in children aged 0-4 years in the field area; identify children 'at risk' of malnutrition amongst the children assessed for nutritional status; provide nutritional counselling/ recommend important and feasible actions to the parents/ care givers of these children; and compare the nutritional status using ICDS growth curves versus New WHO growth curves. The data collection of the study has been completed and the report writing is in progress.

### **2. Early Childhood Care Centres in Delhi – A Critical Review**

The Institute has undertaken this project with the objectives to: prepare a database of all the ECE centres for 3 – 6 years children run by Government agencies in Delhi; make a critical review of the existing ECE centres run by various government agencies in terms of infrastructure, fee structure, age group of children, population coverage, teacher – pupil ratio, teacher qualifications/training, teaching aids/play material and parental involvement etc; review the existing curricula adopted by various government agencies running ECE centres in Delhi; make recommendations on the basis of the findings of the study for improving the quality of ECE. Schedules are under preparation.





### **3. Booklet on Pre-school Activities for Children 3-4 Age Group**

This project has been taken by the Institute with the objectives to: have a ready reference for planning and organising activities for 3-4 years children; to develop age-appropriate, theme- based activities catering to different aspects of development; and develop an assessment plan to evaluate the activities and progress of children. Research design and budget has been approved.

### **4. Enhancing Life Skills for Adolescent's Parenting**

This project was undertaken by the Institute with the objectives to: build capacity of trainers to conduct parent education workshops on Family Life Education (FLE) for adolescents; and enhance parent's awareness, information and skills related to adolescent's parenting. The project includes development of modules for conducting parent education and training on FLE and information booklets for parents on FLE. Finalisation of Module is in progress.

### **5. Directories of Child Welfare Committees/ Juvenile Justice Boards/Institutions for Children in India under Juvenile Justice Act 2006 (in the form of webpages)**

The Institute has undertaken this project with the objectives to: collect and collate information on Juvenile Justice Boards (JJBs), Child Welfare Committees (CWCs), Special Juvenile Police Units (SJPU) and Homes under the Act; and prepare a database of information for uploading it on the Institute's website. The project envisaged a periodical updation of information relating to all the institutions covered under the Juvenile Justice Act. The compiled information is uploaded to the Institute's website

(<http://nipccd.nic.in.>); State-wise and institution-wise information has been uploaded for 21 States/UTs.

### **6. Database on Orphanages under Women and Children Licensing (Act), 1956**

The Institute has undertaken the project with the objectives to: prepare a database to serve as a reference document by other organisations; facilitate the process of building capacities of personnel involved in planning and execution of programmes for the care and protection of these children; promote coordination among different institutions with special reference to child protection. A total of 936 Orphanages were sent well structured questionnaire for detailed information. Out of which so far information from only 130 Orphanages has been obtained. The information obtained has been analysed.

### **7. Database on Protection Officers and Service Providers under the Protection of Women from Domestic Violence Act, 2005**

The above project has been undertaken with the objectives to collect basic information and profile of the Protection Officers and Service Providers under the Protection of Women from Domestic Violence Act, 2005; develop a database for Protection Officers and Service Providers under the Protection of Women from Domestic Violence Act, 2005; and prepare and disseminate an inventory of the state machinery under the Protection of Women from Domestic Violence Act, 2005.

Information was collected and updated in respect of 21 States/UTs that had notified the Protection Officers and Service Providers and information was sought from the remaining 14 States/UTs to complete the database of Protection Officers and Service Providers for the whole country.

## 8. Gender Training Needs Assessment for Capacity Building and Empowerment of Women: A Study of Haryana State

The main objectives of the study are to: study the existing institutional mechanisms, functionalities and their job responsibilities; analyse the job responsibilities of the key functionaries associated with the women's development/empowerment programmes and identify the problems and constraints faced by them; assess the current status of awareness, knowledge and skill of the women development functionaries to identify their training needs for capacity building; suggest gender training measures for women development functionaries in the context of improving their skills, attitude and knowledge for effective and efficient implementation of programmes; and develop training module/manual and material in order to impart effective gender training to various functionaries. Draft of the report has been submitted.

## 9. Status of Widows at Religious Places – A Study

In India, women generally marry at a very young age relative to men and are likely to experience widowhood much earlier than their male counterparts. They often face social, economic, psychological and cultural problems when their husbands are no more. More often they are forced to live at religious places where they encounter immense hardships. There is a need to take measures to stop the flow of widows to Vrindavan and other religious places, as also to initiate rehabilitation programmes aimed at improving the overall plight of these women. With this in view, the Institute has undertaken the study with the objectives to: examine the causes of vulnerability and dependence among widows; assess the socio-economic conditions of widows; understand the socio-psychological status of widows; examine the measures taken by the government and

NGOs towards the welfare of the widows and various support services available to them; highlight the issues which they feel are central to their experience; and make recommendations for improving the status of widows. Report writing is in progress.

## 10. Training cum Awareness Kit on Prevention of Child Marriages in India

The Institute has undertaken this project with specific objectives of preparation of kit to generate grassroots-friendly material for awareness generation and training regarding factors leading to and consequences of child marriage; demystifying the provisions of Prohibition of Child Marriage Act (PCMA), 2006 for the stakeholders; and address the gender and developmental issues related to child marriage.

The kit, under preparation, would comprise of pamphlets, booklets, flip books, flash cards/story cards etc that will be used by Child Marriage Prohibition Officers (CMPOs), NGOs organising camps against child marriage, social worker, demonstrators and field workers of central agencies and state government officials dealing with the subject.

## 11. Impact Evaluation of Swayamsiddha Project

At the instance of the Ministry of Women and Child Development, Government of India, the Institute has undertaken the study. The objective of the impact evaluation is to identify key areas of achievements, shortcomings and the lessons learnt under the project so as to evolve a suitable empowerment model for phase-II of Swayamsidha. Besides, the evaluation aims to compare the impact of Swayamsidha interventions in terms of social, political, economic, health, legal and other empowerment processes of women in Swayamsiddha blocks vis-à-vis the block /area which have not been brought under the ambit of Swayamsidha/



Swashakti project/or other SHG-based projects. The design of the impact evaluation has been prepared. Approval from MWCD is awaited.

### **12. A Study on Nutritional Status of Children in Karnataka**

Regional Centre, Bengaluru has undertaken the study in collaboration with Department of Women and Child Development, Government of Karnataka with the objectives to: assess the nutritional status of children in Karnataka; study the infant and young child feeding practices; and examine the factors that impact the nutritional status of children. Report writing is in progress.

### **13. Behaviour Problems in Early Childhood: An Exploratory Study**

The above study has been undertaken by Regional Centre, Bengaluru with the objectives to: assess the nature and type of behaviour problems and other mental health problems as perceived by the parents in their children, study age and sex differentials of behaviour problems in children; and study the relationship between quality of parenting and incidence of behaviour problems in children. Analysis of data has been completed.

### **14. Status of Food Safety Measures in ICDS in Southern States**

This study has been undertaken by Regional Centre, Bengaluru with the main objectives to: examine the food safety measures adopted under SNP component of ICDS programme; undertake microbial testing of supplementary food provided at the Anganwadi Centre in the State of Karnataka; assess the knowledge, attitude, practice on food safety and hygiene of food handlers at the Anganwadi Centres; review the situation of SNP in ICDS in the context of existing food laws and

food standards; and suggest measures for strengthening food safety system in ICDS programme. Study tools are under preparation.

### **15. Knowledge, Attitude, Practices of Adolescent Girls regarding Health, Nutrition and Social Status in Medak District of Andhra Pradesh (in collaboration with Dangoria Charitable Trust)**

Regional Centre, Bengaluru of the Institute is conducting this study with the objectives to: assess the knowledge, attitude and practice (KAP) regarding health, nutrition, education and social status of girls in selected villages of the Medak District of Andhra Pradesh and develop educational and vocational intervention strategies to improve the situation. Data collection is in progress.

### **16. Study of Children's Institutions in Assam**

Regional Centre, Guwahati has undertaken this study with the main objectives to: assess the basic infrastructural facilities made for children prescribed under the Juvenile Justice Act; understand the functioning and management of the institutions for children; assess the quality of different services rendered to children; and identify gaps and problems in the implementation of the Act; and suggest strategies to the State Government for improving the conditions of the institutions. Draft report of the study is under preparation.

### **17. ICDS in Tripura: An Evaluation**

The study has been undertaken by Regional Centre, Guwahati with the objectives to: assess the existing status of implementation of ICDS programme in terms of coverage, outreach, coordination, and convergence; compare the differences in implementation of the ICDS programme in rural, urban and tribal areas; identify gaps and problems in the implementation of ICDS;

find out the perception of community and local bodies about ICDS and the extent of support provided by them in implementation of the programme; explore the inter-linkages of ICDS with other development programmes and their role in improving the quality of services; and ascertain the benefits of the scheme on selected outcome indicators related to different services provided to children, women and adolescent girls. Draft report of the study is being prepared.

### **18. An Exploratory Study of Working Conditions of Women Engaged in Weaving Industry**

This study has been undertaken by Regional Centre, Guwahati with the objectives to: find out the socio-economic profile of the women engaged in weaving industry in Assam; analyse the prevailing working conditions of women in the weaving sector and thereby understand the problems / constraints faced by women weavers/ spinners and their suggestions for improvement; understand and examine the implementation of different schemes of government/ voluntary bodies for strengthening the weaving sector; study the perception of employers regarding the problems and constraints of women and charges suggested by them; and suggest measures for improving the working conditions of the weavers and their overall status. Data collection is in progress.

### **19. Developing a Data base on NGOs Working in Eastern Region**

Regional Centre, Guwahati has undertaken this project with the main objectives to: present the widely scattered information on organisations working in the eastern region in a compact, ready, easy to use format for the convenience of various stakeholders by compiling the information into one single directory; provide an opportunity to voluntary organisations at single source

such basic information as is essential for them; to have an assorted list of voluntary organisations engaged in various fields of social development, particularly with focus on women and children. Research design of the project has been revised.

### **20. Status of Child Care Institutions in the North Eastern Region**

Regional Centre, Guwahati is conducting this study with the objectives to: assess the existing status of child care institutions; assess adequacy of infrastructure prescribed in the Act and Rules framed under the Act by the respective States; study the budgetary provision and utilisation of budget; assess the appropriateness and quality of different services rendered to children; identify gaps and problems in the implementation of JJ Act; and offer suggestions to the State Government for improving the conditions of the institutions. Research design of the study is under preparation.

### **21. Effect of Low Sex Ratio on Marriage Practices: A Study in Punjab**

Regional Centre, Lucknow has undertaken the above study with the objectives to: examine the trend of declining sex ratio; study the impact of declining sex ratio on marriage patterns in the area; and highlight the social repercussions in emerging marriage patterns. Data collection of the study has been completed. Editing of draft report is in progress.

### **22. Role of Panchayati Raj Institutions in the Implementation of ICDS**

Regional Centre, Lucknow has undertaken the above study with the objectives to: study the extent of involvement of Panchayat in ICDS; identify facilitating factors for effective functioning of ICDS; examine the factors responsible for the non-involvement and involvement of Panchayat in ICDS; and elicit the



views of beneficiaries and functionaries on the role of Panchayats in ICDS. Report writing of the study is in progress.

### **23. Family Counselling Centres: A Case Study**

The scheme of Family Counselling Centres (FCCs) was started by Central Social Welfare Board (CSWB) in 1983 and it is being implemented by voluntary organisations across the country. The objective of these is to provide preventive and rehabilitative services to women and families who are victims of atrocities and family mal-adjustments through crisis intervention and systematic counselling.

In order to gain more insight into the functioning of Family Counselling Centres, a study has been undertaken by the Regional Centre, Lucknow with the objectives to: explore the extent to which the scheme has achieved its objectives; assess the type of cases reported at FCCs and effectiveness of services provided; study the rate of success with respect to rehabilitation of aggrieved women; understand the problems and difficulties faced by voluntary organisations in effective implementation of the programme; and suggest ways and means for strengthening FCCs. Report writing of the study is in progress.

### **24. Documentation of Activities of Child Guidance Centre (CGC)**

Regional Centre, Lucknow has undertaken the study with the objectives to: analyse the cases registered at the CGCs; document processes involved in assessment, intervention and management of children with problems; and disseminate the documentation among other organisations working for promotion of child mental health. The report writing of the documentation has been completed, and final editing is being done.



*Assessment of a Child in Progress at the Child Guidance Centre*

### **25. Rehabilitation of Juveniles in Conflict with Law and Children in Need of Care and Protection – A Study**

Regional Centre, Lucknow has undertaken this study with the aims to: study the services provided by Aftercare Homes; assess the status of rehabilitation of inmates of Aftercare Homes; identify the problems being faced by Aftercare Homes in rehabilitation of inmates; study the utilisation and effectiveness of the skills/trades learned in Aftercare Homes; and suggest some corrective measures for effective implementation of rehabilitation services at Aftercare Homes. Preparation of research design and other work is in progress.

### **26. Status Appraisal of Supplementary Nutrition Programme under ICDS in UP**

This study has been undertaken by Regional Centre, Lucknow with the main objectives to: study the status of supplementary nutrition provided to beneficiaries in the light of Supreme Court guidelines; find out whether the improved rates of supplementary nutrition has made any effect on quality and quantity of supplementary nutrition; suggest measures for further strengthening the supplementary nutrition services. Research design is being prepared.

### **27. Status of Childcare Institutions in Bihar, Jharkhand, Uttar Pradesh and Uttarakhand**

Regional Centre, Lucknow of the Institute is conducting this study with the objectives to: study the present status of Children's Home in service delivery as states in law; identify the needs of children staying at Children's Home; suggest measures for effective implementation of services provided to children. Initial work is in progress.

### **28. Health and Nutritional Status of Women and Children of Pahari Korwa Tribe in Chhattisgarh**

Regional Centre, Indore is conducting this study with objectives to: study living conditions, social and cultural practices of pahari Korwa tribe; assess health and nutritional status of their children; analyse factors responsible for morbidity and mortality among women and children of pahari Korwa tribe. Pre-testing of schedules has been done in the field.

### **29. Impact of Educational Level of Anganwadi Workers (AWWs) on Delivery of ICDS Services: A Comparative Study in Rajasthan**

The study has been undertaken by Regional Centre, Indore with the objectives to: study the extent of job performance of the AWWs at AWCs; ascertain the difficulties and problems associated with AWWs' educational level in delivery of services; and analyse correlation between educational level and effective delivery of services. The study tools are under preparation.

### **30. Study on Mental Health of Children Affected by Insurgency in Chhattisgarh**

Regional Centre Indore of the Institute has taken up this study with the objectives to: examine the mental

health status of children affected with insurgency in Chhattisgarh; assess the social adjustment pattern of children affected with insurgency and compare it with the children not affected with insurgency; analyse the emotional problems of children affected with insurgency; and formulate effective intervention strategies for the betterment of children affected with insurgency. Research design of the study has been approved.

### **31. Gender Issues in Food Processing Sector**

The study has been undertaken by the Institute with the objectives to determine the current status and socio-economic conditions of women in food processing (fruits and vegetables) industries in small scale and medium scale industry; study employment/ income generating opportunities for women in the food processing sector; identify income generating projects aimed at creating sustainable income source for women entrepreneurs; and to determine the changes and interventions needed to improve employment/ income opportunities for women employees/entrepreneurs, their productivity and socio-economic conditions. During the year a meeting of experts was held and study design has been revised and tools developed based on the suggestions of the experts.

## **Other Ongoing Important Projects**

### **1. Childline**

Childline is an all-India, 24 hours emergency outreach service, a free phone helpline for children in need of care and protection. It aims to reach out to the most marginalised children in the age group of 0-18 years. It responds to calls for medical assistance, shelter and protection from abuse, restoration, death-related calls, emotional support and guidance, information and referral services. Childline operates through a network of organisations including NGOs in the city, which not



only respond to the needs of the child but also play a major role in crisis intervention, long-term care and rehabilitation.

### **Childline, Lucknow**

NIPCCD Regional Centre, Lucknow is associated with the Childline project as nodal organisation since December 2001. Human Unity Movement (HUM) is working as support organisation, under the Childline project at the city level by running a call centre, case follow-up, creating awareness in the community, networking with NGOs and other organisations etc. During the year, around 67,136 calls were received by Childline out of which 995 cases were provided services such as intervention, referrals, counselling and restoration of missing children. These cases included 27 newborn babies found in difficult circumstances in area covered by Lucknow Childline. Among them 15 were girls and 12 were boys. Besides these 12 corporal punishment cases were directed to Lucknow Childline.

In order to bring about qualitative attitudinal change, Childline Lucknow organised three National Initiatives for Child Protection (NIPC) Workshops on Child Rights for the functionaries of ICDS and these workshops were attended by 175 participants.

During the year, a Childline Resource Directory was prepared by the Regional Centre Lucknow to support Childline-related activities. Awareness was created about Childline among NCC Cadets, Tempo/Taxi Drivers and various intervention cases were got highlighted in news paper and News channels such as newborn cases, child labour, trafficking, missing or abundant children etc.

### **Childline, Guwahati**

During the year 2009-10, Guwahati Childline received a total of 12,029 calls including 367 intervention calls.

The various categories of cases dealt by the Childline included repatriation, missing children, children requiring shelter, rescue and referral services, medical help and counselling, sponsorship, etc.

During the year, Childline organised a meeting of the City Advisory Board (CAB). On completion of nine years of service to the needy children of Guwahati city, Childline celebrated its Ninth Foundation Day on 10 February 2010 with a day-long programme at Shanti Uddyan, Guwahati, at this occasion, various competitions i.e. drawing, musical chair, utha baha were organised for children. The Open Meeting was also held with a group song performed by the inmates of Kalyani Nivas, a Shelter Home for girls run by ICCW, Assam State Branch. The Meeting was presided by a child (inmate) and the Chief Guest was also a Child (inmate). Later, winners were awarded with prizes. During this year, Guwahati Childline organised a series of special awareness campaign against the engagement of child labourer in and around the city. Guwahati Childline had also observed Anti-Child Labour Day on 30 April 2009 at Guwahati Childline office, Ulubari, Guwahati. On this occasion an essay competition was held among the school children on the topic Situation of Working Children in Guwahati City. In all, 10 schools participated in the competition.

During the year Regional Centre, Guwahati also organised three National Initiatives for Child Protection (NIPC) Workshops for the functionaries of different organisations like Primary and Middle School Teachers and Medical Personnel.

## **2. Field Demonstration Services**

### **i. Child Care Centre (CCC)**

The Child Care Centre (CCC) aims at holistic development of the child. It follows play-way and activity approach to provide a stimulating environment

for intellectual, social, emotional, physical and language development of the child. The ECE programme is planned taking into account the developmental level and needs of the children. The child-centred programmes at CCC reflect a balance between individual and group activities, free play and guided activities, active play and quiet play, indoor and outdoor activities and activities to foster all aspects of development.



*Children and Mothers of Children of Child Care Centre at Headquarters*

To provide a variety of experiences to children, the Centre undertakes activities like free and structured conversation, rhymes, songs, story telling, story making, music and movement, dramatisation, indoor play activities with blocks, beads, puzzles etc., doll play, puppet play, clay modelling, outdoor games and activities like running, jumping, hopping, balancing, sand play, water play, gardening, nature walk, etc.

Child Care Centre enrolled 30 children in the age group of 2.5 to 5 years for the academic session April 2009 - March 2010. These children belonged to neighbouring localities like Shahpur Jat Village, Hauz Khas Police Colony and NIPCCD Campus. The Centre is run for three hours everyday from 9.30 a.m. to 12.30 p.m.

During the year, the Centre celebrated various socio-cultural festivals and National Days like Raksha Bandhan, Janmashtmi, Holi, Diwali, Universal Children's Day, Christmas, Eid, Independence Day and birthdays of children with active participation of children and their parents. On the occasion of Children's Day, various activities like Racing, Painting, Action Song competitions for children and Doll making competition for mothers were held, one month (05th October – 06 November 2009) was observed as a special month for 'Personal Hygiene, Cleanliness & Nutritious Recipes'. Besides, a regular monitoring of weight and attendance of children was also done on monthly basis.

Besides, four workshops for Mahila Mandal were organised during the year to impart health and nutrition education to mothers of children attending Child Care Centre. The various topics covered included nutritious recipes for pre-schoolers, healthy cooking for preserving nutritive value of food, management of diarrhoea and fever, basic food and its functions, growth monitoring for children, needs of children, importance of pre-school education and common behavioural problems among children.

During the year, students from various universities visited the Child Care Centre. The purpose of these visits of students was to observe the delivery of pre-school education being imparted to children and have interact action with the beneficiaries at CCC. Child Development Project Officers undergoing training at the Institute were placed at the Centre for hands-on experience.

## **ii. Child Guidance Centre (CGC)**

The Institute is running Child Guidance Centres (CGCs) at its Headquarters as well as its three Regional Centres located at Bengaluru, Guwahati and Lucknow.





### **Child Guidance Centre at Headquarters**

The Child Guidance Centre provides diagnostic, therapeutic and referral services to children upto 13 years of age with developmental, learning and behavioural problems including childhood disabilities. The Centre functions on a part time basis (15 hours a week) and extends its services through a multidisciplinary team comprising counsellor, psychiatrist, child development worker, clinical psychologist and speech therapist.

During the year, 142 new cases were registered with various developmental, behavioural and learning problems. The classification of these problems revealed that majority of children at the Centre reported with learning disability, dyslexia (47%), followed by mental retardation (20%), autism (18%), attention deficit hyperactivity disorder (ADHD) (5%) and a small percentage of children with developmental delays, epilepsy and sensory difficulties (10%). Perusal of the client profile revealed that about 80 per cent of the clientele was school-aged children (6-13 years). These children were helped through extensive psycho-diagnostic assessment, parental counselling and reworking of school environment. Referrals were also provided for educational interventions. Twenty-two per cent of children registered during the period were in pre-school age group (3 to 6 years). These children had complaints related to delayed development or specific delays in the areas of speech and language development. Many of these children were also brought by their parents with conditions such as epilepsy, ADHD, autism or early signs of learning difficulties. Many of these children required regular monitoring, follow-up and home-based intervention programmes along with parental counselling and referrals. Significant gender differentials were also observed with regards to utilisation of the clinical services. Seventy per cent of the clientele across ages included boys as opposed to 30 per cent girls.

The Centre, recognised for its diagnostic services for children with learning disabilities, autism and hearing impairment, the Centre also provides several therapeutic interventions, though at a modest scale, such as speech therapy, language stimulation, individualised education planning for children with learning disability, play therapy, home-based interventions and supportive counselling to parents and teenagers.

The Centre has wide recognition among professionals, schools, special schools and hospitals. Its referral sources include schools, other mental health professionals and even specialised institutions such as AIIMS, Kalawati Saran Hospital and other CHGCs.

The CGC of the Institute is actively capitalised as a training ground for honing the clinical skills of students of the course, Advanced Diploma in Child Guidance and Counselling run by the Institute. The students learn several assessment skills such as undertaking case history, conducting play sessions, educational assessment, assessment of adaptive behaviour, family functioning assessment and social investigations along with psycho-social interventions for children and adolescents. The Centre is also being used as a placement agency by students of other academic courses such as social work, psychology and child development/human development. Though the Centre mainly provides tertiary level clinical services, but of late has also started undertaking parent workshops on prevention and early identification of developmental problems targeted at parents of pre-schoolers.

### **Child Guidance Centre, Bengaluru**

The Bengaluru CGC is running successfully in its outreach efforts towards reaching the children and parents in the surrounding areas of the Institute. The schools located around the Institute are availing the services of Child Guidance Centre. The facilities



*Assessment of a Child at the Child Guidance Centre, Regional Centre, Bengaluru*

provided include psychological assessment/ diagnosis; counselling; speech therapy and psychotherapy.

As part of its extension activities, the Regional Centre organised four workshops for teachers and four workshops for the parents on Identification and Management of Slow Learners.

### **Child Guidance Centre, Lucknow**

Child Guidance Centre was started at Regional Centre, Lucknow to provide services to children up to 14 years of age with learning and behavioural problems. The services include educational assessment, remedial education, play observation and therapy, IQ testing and other psychological assessments, medicinal intervention, counselling and guidance to children and referral. The services of CGC are provided through multi disciplinary team viz. psychiatrist, clinical psychologist, social worker and special educator. The Centre has developed a good infrastructure and playroom (indoor & outdoor) for children. It has established linkages with 135 schools in the city and majority of the cases that come to CGC are referred by these schools for assessment and interventions. As of today, a total of 690 cases have been registered with CGC.

During the year, a total of 68 new cases were registered. The dominant problems diagnosed were learning disability, slow learning, behavioural problems, attention deficit hyperactivity disorder (ADHD), mentally challenged, phobia, autism and speech & language problems. The Centre also handled around 201 follow-up visits of both old and new cases.

The CGC Lucknow also organised two sensitisation programmes for school principals, teachers and parents as part of advocacy to promote child mental health, which was appreciated by school management and principals as they realised the dire need for effective counselling and guidance services in school premises to promote mental health and healthy development of children. During the year, CGC organised 4 parent education workshops with the objective to promote child mental health. Around 29 principals from Navodaya Vidyalaya Samiti, 20 teachers from local schools and 233 parents were sensitised during the above programmes.

### **Child Guidance Centre, Guwahati**

The CGC at Regional Centre, Guwahati was started with the objectives to provide diagnostic, counselling, therapeutic and referral services to children with developmental, behavioural and learning problem; to plan need-based preventive measures for the children below 10 years of age; to empower the pre-schools and other schools to integrate supportive mental health services; to create effective referral network for diagnostic, therapeutic and referral services for children with developmental, behavioural and learning problems; and to be used as a demonstration centre related to these issues for the participants of the different training programmes organised by the Institute.

Equipped with all modern amenities and manned by qualified psychologist, special educator, social worker, speech therapist and physiotherapist, the CGC is



serving children with behavioural problems, learning difficulties, speech problems, physical problems, down syndrome, autism, mentally challenged, etc. Many children with such problems are now regularly being referred to CGC by the psychiatrists, psychologists, special schools, school teachers, ICDS functionaries and other physicians. As of today a total of 840 cases have been registered with CGC. During the year, 144 new cases were registered.

### **iii. Adolescent Guidance Service Centre**

Addressing mental health needs of children and adolescents is an important thrust area of the Institute. The Institute already has a Child Guidance Centre in place. The Institute had started an Adolescent Guidance Service Centre (AGSC) in 2003-04 to reach out to adolescents with counselling and psycho-social interventions through a comprehensive guidance programme.

During the year, AGSC adopted a two-fold strategy to reach out the young adults in the age group of 10-19 years. The professionals visited the nearby schools to undertake preventive, promotive and early identification activities. The adolescents from the schools were encouraged to attend the AGSC in the Institute for counselling interventions in needy cases.

The AGSC reached out to different schools for school mental health activities. Sarvodaya Government Co-educational Senior Secondary School, Shahpur Jat was adopted for comprehensive school mental health programme. In this school, the work was initiated after need assessment and activities were conducted during the entire year on regular basis. Following the WHO Model of School Mental Health, activities were organised to promote psycho-social competence in all children, provide mental health education to parents and teachers and conduct psycho-social interventions for children with problems.

### ***Preventive Activities***

The preventive activities in Sarvodaya School and Gargi Senior Secondary School comprised conduct 'Life Skills Education Programme' and 'Career Talks for Students'. In addition, workshops for teachers and parents were also conducted.

Life Skills Education Programme was conducted for students of class VIII, IX and X from November 2009 to continue upto March 2010. The themes of Life Skills Education were planning of life goals; motivation towards academics; taking responsibility; listening with concentration; self-awareness; self conflict and gender stereotype.

The career talks were conducted for class X, XI and XII students with the objective to understand the importance of career guidance and also for acquainting the students with various career options associated with different streams. Students were acquainted with careers in hotel management, defence services, etc.

### ***Activities for Secondary Prevention***

The AGSC also undertook screening of children with learning and behaviour problems for class VI students of Sarvodaya Government Co-Educational Senior Secondary School with the help of 'Achievement Test for Evaluating Children in Primary School'. The results revealed that out of 158 students, 58 had global deficit in academic skills. The children requiring clinical assessments were referred to the AGSC of the Institute. This required extensive liaisoning and networking with parents and teachers. Further, the AGSC along with the teachers worked on building foundation skills of students to bridge gaps in learning, reading and writing skills.

### ***Clinical Activities***

The AGSC has a multidisciplinary team of Social Worker, Child Development Worker, Counsellor and

Clinical Psychologist to provide counselling services to adolescents in the age group, 12-19 years. Wherever required, the services of Psychiatrist were made available through referral at the CGC of the Institute. During the year the AGSC became fully functional for clinical work.

During the year 132 new cases were registered. The age profile of the clients indicated that majority of the children who accessed services of the AGSC were in the age range of 12-15 years (66%) and 34 per cent above 15 years of age. However, significant gender difference was noted with 70 per cent boys availing the services. Over 1138 consultations were provided by the AGSC team. The common problems of Adolescents comprised of conduct disorders; depression and anxiety disorder; scholastic backwardness due to socio-cultural factors; learning disabilities; mental retardation and psychotic disorder. Twenty clients have been continuing with follow up services such as career counselling; supportive counselling; cognitive behaviour therapy; relaxation therapy; medicinal interventions and parental counselling. This year, adolescents turned up more to seek career guidance and counselling at the AGSC.

The process usually included initial interviews with the parents and also with the client, separately for mental status examination. On the basis of the expectations of the clients and the requirement perceived by the team, an

assessment plan was evolved. Assessment was followed by parent guidance and adolescent guidance sessions. Some clients continued with follow-up services such as career counselling; supportive counselling; cognitive behaviour therapy; relaxation therapy; medicinal intervention and educational planning.

### **3. Facilitation Centre for Voluntary Organisations**

A Facilitation Centre for voluntary organisations of the region has been initiated at Regional Centre, Guwahati. The Centre extends consultations, guidance and assistance to the voluntary organisations in planning and formulating programmes for women and children and acquaints the organisations with funding agencies and the modalities of applying for funds. The Centre also provides tips on management of the voluntary organisations.

During the year, representatives of 80 voluntary organisations visited the Centre. Information was provided to them on various training programmes and schemes of Ministry of Women and Child Development such as Rashtriya Mahila Kosh (RMK), Support to Training and Employment Programme (STEP), Rajiv Gandhi National Creche Scheme for Children of Working Mothers, Swadhar, Scheme of Assistance to Homes for Children (Shishu Greh) to promote in-country adoption, etc.



# Chapter 4





## Documentation and Publications

The Institute's Documentation Centre for Women and Children (DCWC) is engaged in identification, collection and documentation of information on various issues related to children and women. It has a special collection of unpublished documents, research papers and publications, legislations and statistics on women, children and vulnerable groups. The Library offers various services i.e. reference, inter library loan, issue of books, periodicals and magazines to the faculty of the Institute and scholars from academic and professional institutions in India. DCWC is a member of Developing Libraries Network (DELNET) and can access the resources of other libraries to borrow books on Inter Library Loan. The following activities were undertaken by DCWC in the area of documentation and dissemination of information during the year 2009-10 have been outlined in the following paragraphs.

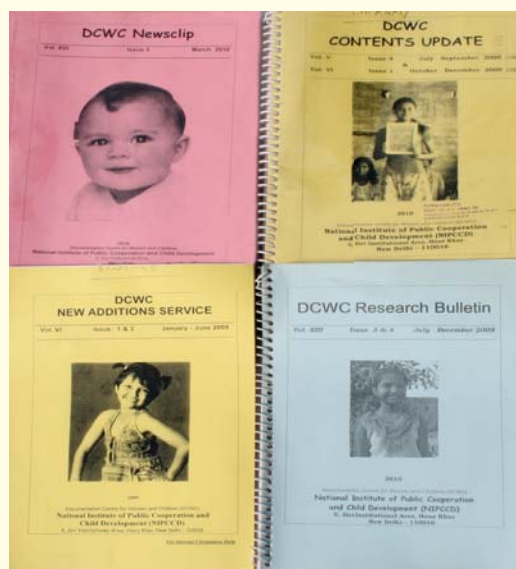
### a. Collection, Documentation and Dissemination of Information

During the year DCWC had collected about 350 unpublished and published documents, purchased 99 books in the Library and subscribed to 13 foreign journals, 59 Indian journals, 44 magazines and 27 newspapers.

The Documentation Centre brings out the following publications on monthly/ quarterly basis.

- *DCWC Research Bulletin* (quarterly publication) – A bibliographic record of subject-wise research studies was published. This publication is also uploaded on NIPCCD website [www.nipccd.nic.in](http://www.nipccd.nic.in) for wider circulation among readers.
- *DCWC Newsclips* (monthly publication) – A compilation of newspaper clippings from 15 newspapers of different regions of the country covering various social issues which are arranged subject-wise.

- *DCWC Contents Update* (quarterly publication) – This document is a classified compilation containing photocopies of the content pages of journals received in the library during the quarter.
- *DCWC New Additions Service* (quarterly publication) – This is a subject-wise classified publication containing a bibliographic record of books purchased by the Library and unpublished documents acquired in Documentation Centre.



### b. Databases

- *Database of Documents*: All new documents are entered into the computerised Database of Documents using Libsys library software. The software provides facilities for users to get a computerised list in response to queries of users.
- *Database of Organisations*: This Database contains information collected and updated about government departments, autonomous organisations, research institutes, home science colleges, schools/ departments of social work, medical colleges, voluntary organisations, population research centres, international organisations, etc.

### c. Other Projects

During the year 2009-10 DCWC had undertaken the following projects.

#### Assigning Keywords to Database of Organisations

This Database has information about more than 8000 organisations working in many areas. Under this Project, keywords are being assigned according to the respective activities and programmes of the organisations. About 12 directories were brought out on research institutes in the field of social sciences and women studies centres, home science colleges, schools/ departments of social work, autonomous organisations, university departments, medical colleges and government departments (social welfare, education, health, social defence, labour, rural development, scheduled castes and scheduled tribes, ministries in

Delhi). These Directories were published and uploaded on NIPCCD website.

#### Publications

During the year 2009-10, the Institute brought out various publications comprising reports of research studies and training programmes undertaken by it, syllabi/compendia and other training material prepared for regular training programmes and training of ICDS functionaries. A list of publications brought out, excluding the compendia is given below:

- ❖ Research on ICDS: An Overview – Volume 2
- ❖ Research on ICDS: An Overview – Volume 3
- ❖ Directory of Voluntary Organisations – Education (Memeograph)



*Publications of NIPCCD*





- ❖ Directory of Voluntary Organisations – Social Defence and Prevention of Trafficking (Memeograph)
  - ❖ Directory of Voluntary Organisations – Human Development (Memeograph)
  - ❖ Directory of Voluntary Organisations – Child Labour (Memeograph)
  - ❖ Directory of Voluntary Organisations – Child Welfare (Memeograph)
  - ❖ Directory of Voluntary Organisations – Schedule Castes (Memeograph)
  - ❖ Directory of Voluntary Organisations – Schedule Tribes (Memeograph)
  - ❖ Directory of Voluntary Organisations – Destitute, Adoption and Street Children (Memeograph)
  - ❖ Research Abstracts on Health (Memeograph)
  - ❖ Research Abstracts on Nutrition (Memeograph)
  - ❖ Research Abstracts on Social Welfare (Memeograph)
  - ❖ Research Abstracts on Women Empowerment (Memeograph)
  - ❖ Research Abstracts on Child Welfare 1998-2008 (Memeograph)
  - ❖ Programme Calendar 2009-10 (Hindi)
  - ❖ Programme Calendar 2009-10 (English)
  - ❖ Placement Brochure of Diploma in Child Guidance and Child Counselling 2009-10
  - ❖ Prospectus of Advanced Diploma in Child Guidance and Counselling 2009-10
  - ❖ Annual Report 2008-09 (Hindi)
  - ❖ Annual Report 2008-09 (English)
  - ❖ Manual on Management of Voluntary Organisations (English)
  - ❖ Statistics on Children in India – Hand Book 2009 - bilingual (Hindi-English)
- Publications brought out on behalf of MWCD**
- ❖ *MWCD Newsletter SAMPARK* (quarterly publication): English and Hindi editions of Jan-Mar 2009.
  - ❖ *Anganvarta* (monthly publication): Three issues (April 2009, May 2009 and June 2009 editions) in English, Hindi and 11 regional languages were brought out.





# Chapter 5





## Organisation and Management

The Institute has two constitutional bodies, viz. the General Body and the Executive Council. The General Body formulates policies while the Executive Council is responsible for management and administration of the Institute. The Executive Council may set up Standing or Adhoc Committees from time to time to discharge certain specific functions. At present, an Adhoc Building Committee is in existence to oversee the construction of the buildings of the Regional Centres.

### Meetings of the General Body and the Executive Council

The Forty-first Annual Meeting of the General Body of the Institute was held on 25 March 2010. It adopted the Annual Report of the Institute for the year 2008-09, and also approved Revised Estimates for the year 2009-10 and Budget Estimates for 2010-11. The General Body, besides adopting the Annual Report of the Institute for 2008-09, made general review of the programmes and activities of the Institute and offered its suggestions.

The Sixty-first Meeting of the Executive Council of the Institute was held on 25 March 2010. In addition to reviewing the programmes undertaken by the Institute during 2008-09, the Council considered and recommended for approval by General Body the Annual Report of the Institute for the year 2008-09, Revised Estimates for 2009-10 and Budget Estimates for 2010-11. The Executive Council made a general review of the programmes organised by the Institute during the year 2008-09 and expressed its appreciation. The Executive Council considered some proposals relating to the administrative and financial matters and approved these proposals.

### Funds from Government of India

Grant-in-aid from the Government of India continued to be the main source of funding the activities of the Institute. During the year 2009-10, the Institute received a grant of ₹ 1480.00 lakh under Non-Plan and ₹ 670.00 lakh under Plan fund. An expenditure of ₹ 1560.15\* lakh and ₹ 681.35\* lakh was incurred under Non-Plan and Plan respectively.



*61<sup>st</sup> Meeting of the Executive Council, March, 2010*



*61<sup>st</sup> Meeting of the Executive Council, March, 2010*

## Accounts and Audit

The Institute maintains its accounts on the basis of Accrual System of Accounting as provided in Bye-law 60 of its Bye-laws. The Audit of the Annual Accounts for 2009-10 was undertaken by M/s M.C. Maheshwari & Co. New Delhi who were appointed as Auditors by Chairperson-cum-MOS, NIPCCD, on behalf of the Executive Council. The Audit Certificate and Annual Accounts of the Institute have been reproduced in the section on 'Audit Report and Annual Accounts 2009-10' of this Annual Report.

## Personnel Matters

The Institute convened meetings of Selection Committee in 2009-10 to fill-up posts through Promotions.

## Promotions during the year 2009-10

Sl. No.	Post Promoted to	No. of Posts
1.	Regional Director	2
2.	Assistant Director	1
3.	Section Officer(Accounts)	1
4.	Assistant Accountant	1

## Confirmations during the year 2009-10

Sl. No.	Name & Designation of Incumbent	Post on which Confirmed
1.	Shri Bharat Kumar Deputy Director	Deputy Director
2.	Smt. Hema Sharma Steno Grade - II	Steno Grade - II

\* Provisional, subject to Audit.

## Superannuations

After attaining the age of superannuation, following staff members were relieved from the services of the Institute.

Sl. No.	Name and Date of Retirement	Designation
1.	Smt. Pritam Sandhu 30.06.09	Regional Director
2.	Smt. S.K. Sobti 31.07.2009	Associate Librarian
3.	Dr. A.K. Gopal 31.01.2010	Director
4.	Shri A. Chandran (Voluntary Retirement) 31.1.2010	Assistant Administrative Officer

## Implementation of Official Language Policy

The Hindi Section of the Institute, which came in existence in 1980 which monitors the use of Hindi with respect to various constitutional and legal provisions of



*A view of celebration of Hindi Pakhwara at the Headquarters at New Delhi*

Official Language Act, 1963. This section is actively involved in promotion of use of Hindi at Headquarters and its Regional Centres. It also provides required support to the training and other programme divisions



in translation of training material, various proforma besides providing guidance in use of Hindi from time to time. During the year, major activities of Hindi Section included translation of Annual Report, Annual Audit Report, course designs/brochures of various programmes and translation of various other material/ notes/letters etc. The list of major translation jobs performed during the year is shown below.

### **Published Reports/Books/Pamphlets etc.**

- ❖ Review of Annual Report (2008-09) and comments on annual audit report
- ❖ Calendar of Programme (2009-2010)
- ❖ Annual Report of the Institute (2008-09)
- ❖ Annual Audit Report (2008-09)
- ❖ Highlights of Programmes organised during the year 2009-2010
- ❖ Annual Report of NCF (2008-2009)

### **Agenda/Agenda Notes and Minutes of various Meetings**

- ❖ Agenda and Agenda Notes on meeting of general Body held during 2009-10
- ❖ Agenda and Agenda Notes on meeting of Executive Council held during 2009-10
- ❖ Minutes of the Meetings of General Body and Executive Council held during the year
- ❖ Action Taken Report on Minutes of the Meetings of General Body and Executive Council held during the year 2008-09

### **Work Regarding Organisation of Course Workshops**

- ❖ State Specific Observations of ICDS Project and Tour Reports of AWTCs/MLTCs

- ❖ Training material on counselling skills & support services for Police Personnel of Crime against Women Cells
- ❖ Sensitisation Programme on Effective Implementation of Protection of Women from Domestic Violence Act 2005
- ❖ Introduction of Rashtriya Mahila Kosh
- ❖ Translation of amendments in the Bye-laws of the Institute
- ❖ Proforma of Evaluation study of Pre-school education
- ❖ Website of the Institute
- ❖ Translation of three Chapters of Annual Report of Ministry of Women and Child Development
- ❖ Training Material on Orientation Training on Infant & Young Child Feeding & Counselling for Voluntary Organisations
- ❖ Report on National Consultation on evolving grant management system towards improving GO-NGO Cooperation in schemes of Ministry of Women and Child Development
- ❖ Press Release on Research on ICDS: An overview
- ❖ Training Programme on Supportive Interventions for Children with Learning & Behavioural Problems
- ❖ Training Material for Sensitisation Programme on JJ Act 2006 and ICPS for Child Welfare Committees/ JJBs/Representatives of NGOs
- ❖ Awareness Generation Camps on Protection of Women Against Domestic Violence Act 2005 for Volunteers of NGOs
- ❖ Orientation Course on ECCD for Volunteers Organisations
- ❖ Training material on Gender Planning and Mainstreaming

- ❖ Library Forms
- ❖ Slides of Different Subjects
- ❖ Inaugural Speech of Hon'ble Minister of Women and Child Development
- ❖ Internship scheme of Post Graduate/Research Students
- ❖ Mother and Child Protection Card
- ❖ Material for Girl Child Day and Poster Competition

2. In order to Promote use of Hindi during 2009-10, the following measures were also taken by the Institute:

- ❖ The Official Language Committee constituted during 1980-81 continued to function during this year also. The meetings of the committee were held in each quarter regularly. All Regional Centres also have Official Language Implementation Committees and they organised meetings of these committees on quarterly basis.
- ❖ To promote use of Hindi these schemes were continued: (1) Incentive scheme for Original Hindi

Noting and drafting in official work (2) Grant of 'Incentive allowance' to Stenographers and typists for doing their official work in Hindi in addition to English (3) A Cash Award Scheme for Officers for giving dictation in Hindi.

- ❖ Hindi Pakhwara was celebrated during 1-15 September 2009. During this fortnight number of programmes were organised. The main function was organised on 15 September 2009. Shri O.P. Sethi, Director (Official Language), Ministry of Communication and Information Technology, Postal Department, Government of India was the chief guest on the occasion. Cash Awards were given to the winners of the competition and officers for giving dictation in Hindi.
- ❖ During the year Hindi Workshops were organised regularly to promote use of Hindi in the Institute.
- ❖ During the period under Report Hindi Officer inspected NIPCCD Regional Centre, Bengaluru regarding implementation of official language.





# Annexures



## List of Members of General Body of NIPCCD for the Year 2009-10

1. Smt. Krishna Tirath Minister of State (Independent Charge) Ministry of Women and Child Development Shastri Bhawan New Delhi – 110001	President	7. Department of Food and Public Distribution Ministry of Consumer Affairs Food and Public Distribution Krishi Bhawan New Delhi – 110 001	Member
2. Shri D.K. Sikri Secretary Ministry of Women and Child Development Shastri Bhawan New Delhi – 110001	Vice-President	8. Department of Health and Family Welfare Ministry of Health and Family Welfare Nirman Bhawan New Delhi - 110011	Member
3. Smt. Munesh Nirwal House No. 420 East Bhatia Colony Bhagat Singh Marg Near Sector-2 (Nirwal High School) Ballabgarh -121 004 (Haryana)	Vice-President	9. Department of Rural Development Ministry of Rural Development Krishi Bhawan New Delhi - 110 001	Member
4. Vacant	Vice-President	10. Department of Urban Employment and Poverty Alleviation Ministry of Urban Affairs and Employment Nirman Bhawan New Delhi – 110 011	Member
5. Financial Adviser Ministry of Women and Child Development Shastri Bhawan New Delhi – 110 001	Member	11. Planning Commission Yojna Bhawan Parliament Street New Delhi – 110 001	Member
<b>A nominee from each of the following Ministries/ Departments of Govt. of India</b>			
6. Department of School Education and Literacy Ministry of Human Resource Development Shastri Bhawan New Delhi – 110 001	Member	12. Ministry of Women and Child Development Shastri Bhawan New Delhi – 110 001	Member

13. Ministry of Information and Broadcasting Room No.753, 'A' Wing Shastri Bhawan New Delhi – 110 001	Member	19. Department of Social Welfare Govt. of Bihar Main Secretariat Patna (Bihar)	Member
14. Ministry of Social Justice and Empowerment (Formerly Ministry of Welfare) Shastri Bhawan New Delhi – 110 001	Member	20. Department of Women and Child Development Room No. 412, 4th Floor Union Territory Secretariat Deluxe Building, Sector-9A Chandigarh	Member
<b>A representative from each of the State Governments and UTs (in the Department Dealing with Women and Child Development)</b>		21. Department of Women and Child Development Govt. of Chhattisgarh Room No.154, D K S Bhawan Mantralaya Raipur – 492 001 Chhatisgarh	Member
15. Department of Women and Child Development Andaman and Nicobar Administration Port Blair -744 101 (Andaman & Nicobar Island)	Member	22. UT Administration of Dadra & Nagar Haveli Secretariat Silvasa – 396 230 (Dadra & Nagar Haveli)	Member
16. Women's Development and Child Welfare Disabled Welfare Department Govt. of Andhra Pradesh Andhra Pradesh Secretariat Hyderabad -500 022 (Andhra Pradesh)	Member	23. Department of Social Welfare and Women & Child Development UT Administration of Daman & Diu Secretariat Moti Daman – 696 210	Member
17. Department of Social Welfare Women and Child Development Govt. of Arunachal Pradesh Civil Secretariat, Block-23 Itanagar - 791 119 (Arunachal Pradesh)	Member	24. Department of Social Welfare & Women and Child Development Govt. of NCT of Delhi GLNS School Complex Behind Feroze Kotla Maidan Delhi Gate New Delhi – 110 002	Member
18. Social Welfare Department Govt. of Assam Assam Sachivalaya, Dispur Guwahati –781 006 (Assam)	Member	25. Department of Social Welfare Govt. of Goa Secretariat Complex Porvorim – 403 521 Goa	Member

26. Department of Women and Child Development Govt. of Gujarat Block No. 9th/6th Floor Sachivalaya Gandhinagar – 382 010 Gujarat	Member	32. Department of Social Welfare and Women and Child Development Govt. of Kerala Government Secretariat Thiruvananthapuram – 695 001 Kerala	Member
27. Women and Child Development Department Govt. of Haryana Room No. 40, 7th Floor Haryana Civil Secretariat Chandigarh – 160 017	Member	33. Department of Social Welfare & Culture UT of Lakshadweep Administration Secretariat Kavarati - 682 555	Member
28. Social Welfare Department Govt. of Himachal Pradesh Secretariat Simla –171 002 Himachal Pradesh	Member	34. Women and Child Development Department and Social Justice Govt. of Madhya Pradesh Mantralaya, Vallabh Bhawan Bhopal-462 004	Member
29. Department of Social Welfare & Women & Child Development Govt. of Jammu & Kashmir Civil Secretariat Srinagar – 190 001	Member	35. Department of Women and Child Development Govt. of Maharashtra Mantralaya Mumbai - 400 032	Member
30. Department of Social Welfare Women & Child Development Govt. of Jharkhand Secretariat Ranchi-834 001 Jharkhand	Member	36. Department of Social Welfare Women and Child Development Govt. of Manipur Old Secretariat Building Imphal – 795 001 Manipur	Member
31. Department of Women & Child Development Govt. of Karnataka 2nd Floor, Multi Storeyed Building Dr. B.R. Ambedkar Veedhi Bengaluru – 560 001	Member	37. Department of Social Welfare Govt. of Meghalaya Shillong – 783 001 Meghalaya	Member
		38. Department of Social Welfare Govt. of Mizoram Aizwal – 797 00 Mizoram	Member

39. Department of Social Welfare and Women and Child Development Govt. of Nagaland Kohima – 797 001 Nagaland	Member	46. Department of Social Welfare and Social Education Govt. of Tripura Agartala – 799 001 Tripura	Member
40. Women and Child Development Department Govt. of Orissa Bhubaneswar-751 001 Orissa	Member	47. Department of Women and Child Development Govt. of Uttar Pradesh 2nd Floor, Bapu Bhawan Lucknow-226 001	Member
41. Social Security and Women and Child Development Govt. of Punjab Mini Secretariat Chandigarh-160 017	Member	48. Department of Women and Child Development Govt. of Uttarakhand 4, Subhash Road Dehradun -248 001 Uttarakhand	Member
42. Department of Women and Child Development Govt. of Puducherry Chief Secretariat Puducherry - 605 001	Member	49. Department of Women & Child Development and Social Welfare Govt. of West Bengal Writer's Building Kolkata – 700 001	Member
43. Department of Women and Child Development Govt. of Rajasthan Secretariat 2, Jalpath, Gandhi Nagar Jaipur – 302 015 Rajasthan	Member	<b>Institutional Members</b>	
44. Social Justice, Empowerment & Welfare Department Govt. of Sikkim Lower Secretariat Below Super Market Gangtok – 737 101 Sikkim	Member	50. All India Boy Scouts Association 7, Mathura Road Jangpura –B New Delhi – 110 014	Member
45. Department of Social Welfare and Nutrition Meal Programme Govt. of Tamil Nadu Secretariat, Fort St. George Chennai-600 013	Member	51. Association for Social Health in India (ASHI) 19, Rouse Avenue, Institutional Area New Delhi – 110 002	Member
		52. Bhartiya Adimjati Sevak Sangh Thakkar Bapa Smarak Sadan Dr. Ambedkar Marg (Link Road) New Delhi – 110 055	Member
		53. Association of Voluntary Agencies for Rural Development 5 (FF), Institutional Area Deen Dayal Upadhyay Marg New Delhi – 110 002	Member

54. All India Women's Conference Sarojini House 6, Bhagwan Das Road New Delhi – 110 011	Member	64. All India Centre for Urban and Rural Development 16, Bhai Veer Singh Marg Gole Market New Delhi – 110 001	Member
55. All India Panchayat Parishad Pocket IV, Mayur Vihar, Phase I Delhi – 110091	Member	65. Indian Council for Mental Health (Hygiene), UPM School Building Khetwadi, Ist Lane, SVP Road, Girgaum Mumbai – 400 004	Member
56. Harijan Sevak Sangh Kingsway Camp Delhi – 110 009	Member	66. Indian Adult Education Association, Shafiq Memorial 17-B, Indraprastha Marg New Delhi – 110 002	Member
57. Central Bharat Sevak Samaj Sadhu Samaj Bhawan 22, Sardar Patel Marg New Delhi – 110 021	Member	67. Indian Council for Child Welfare 4, Deen Dayal Upadhyay Marg New Delhi – 110 002	Member
58. All India Balkan-ji-Bari 25, Juhu Road, Santacruz (West) Mumbai – 400 054	Member	68. Indian Medical Association IMA House, I.P Marg New Delhi – 110 002	Member
59. Bhartiya Grameen Mahila Sangh Savitri Nagar, Panchsheel Park Sheikh Sarai, Phase-I New Delhi – 110 017	Member	69. Kasturba Gandhi National Memorial Trust, Kasturbagram Indore – 452020 Madhya Pradesh	Member
60. Federation of Organisations Working for Children in India 7, Mathura Road, Jangpura –B New Delhi – 110 014	Member	70. National Association for the Blind, India 11, Khan Abdul Gaffar Khan Road Worli, Seaface Mumbai – 400 033	Member
61. Family Planning Association of India, New Delhi Branch FPAI Bhawan, Sector IV, R.K. Puram New Delhi – 110 022	Member	71. National Society for Equal Opportunities for the Handicapped Postal Colony Road Chembur Mumbai – 400 071	Member
62. Guild of Services (Central) 28, Casa Major Road, Egmore Chennai – 600 008	Member	72. National Council for Women in India, 'Pushpa Kamal' S.No. 245/104, Lane No. 3 Prabhat Road, Pune – 411004	Member
63. Federation for the Welfare of Mentally Retarded (India) Shaheed Jeet Singh Marg Special Institutional Area New Delhi – 110 067	Member		

73. National Programme and Youth Work National Council of YMCAs of India Bharat Yuvak Bhawan Jai Singh Road, Post Box - 14 New Delhi – 110 001	Member	80. Vidya Bharti Akhil Bhartiya Shiksha Sansthan Gandhi Marg, Ring Road (Compound of Saraswati Bal Mandir) Nehru Nagar New Delhi – 110 065	Member
74. The Trained Nurses Association of India, L-17, Florence Nightingale Lane Green Park New Delhi – 110 016	Member	81. Matrashakti Sanvardhan Shaudh Avam Prashikshan Kendra 16, Lokmanya Nagar Indore Madhya Pradesh	Member
75. Young Women’s Christian Association of India 10, Sansad Marg New Delhi – 110 001	Member	<b>Others</b>	
76. Youth Hostel Association of India 5, Nyaya Marg Chanakya Puri New Delhi – 110 021	Member	82. Indian Council for Social Science Research Aruna Asaf Ali Marg, Near JNU New Delhi – 110 067	Member
77. All India Committee for Eradication of Illiteracy among Women Sarojini House 6, Bhagwan Dass Road New Delhi – 110 011	Member	83. Association of Schools of Social Work in India C/o Dr. Farida Lambay Vice-Principal, College of Social Work Nirmala Niketan 38 New Marine Line Mumbai - 400 020	Member
78. Indian Academy of Paediatrics Kailash Darshan, Kennedy Bridge Nana Chowk Mumbai – 400 007	Member	84. Central Social Welfare Board Samaj Kalyan Bhawan B-12, Qutab Institutional Area South of IIT New Delhi -110 016	Member
79. All India Institute of Local Self-Government M.N. Roy Human Development Campus, Plot No.6, ‘F’ Block Opposite Govt. Colony Bldg. No.326, TPS Road No.12 (BKC) Bandra (East) Mumbai - 400051	Member	<b>Nominated Members</b>	
		85. Shri Balraj B. 310, 7th Main Road Vyalikaval Bengaluru – 560 003	Member



86. Shri Rajesh Singh 6, Valley Road New Katra Allahabad (Uttar Pradesh)	Member	91. Dr. Arvind Kumar Srivastava J-100, Sector-41 On Dadri Road, Near Prayag Hospital Noida Uttar Pradesh	Member
87. Dr. P. T. Sundari Krishna 5-10-197, Hill Fort Road Hyderabad – 500 004	Member	92. Shri Kulwant Singh Bagga C-14/59-17-22, Sonian Varanasi Uttar Pradesh	Member
88. Dr. Gayatri Krishna Brindavan Education Trust 456, 9th A Main, Second Block Jayanagar, Bengaluru -560011	Member	93. Shri Harpal Singh Harpuria SD-31, Tower Apartment Pitampura Delhi-110088	Member
89. Shri Jagdish D-9, Adarsh Nagar Ballabgarh – 121 004 Haryana	Member	94. Dr. (Smt.) M.S. Tara Regional Director NIPCCD Regional Centre Bengaluru	Member
90. Dr. Charu Mehrotra 35-A, Civil Lines Chowki Chauraha Bareilly-243001 Uttar Pradesh	Member	95. Dr. (Smt.) Neelam Bhatia Joint Director (CD) NIPCCD New Delhi	Member
		96. Dr. Dinesh Paul Director (I/c) NIPCCD New Delhi	Member-Secretary

## List of Members of Executive Council of NIPCCD for the Year 2009-10

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|---|------------------|--|--------|
| 1. Smt. Krishna Tirath<br>Minister of State<br>(Independent Charge)<br>Ministry of Women and<br>Child Development<br>New Delhi – 110001 | Chairperson      | 7. Department of Rural<br>Development<br>Ministry of Rural Development<br>Krishi Bhawan<br>New Delhi – 110 003   | Member |
| 2. Shri D.K. Sikri<br>Secretary<br>Ministry of Women and<br>Child Development<br>Shastri Bhawan<br>New Delhi – 110001                   | Vice-Chairperson | 8. Financial Adviser<br>Ministry of Women and<br>Child Development<br>Shastri Bhawan<br>New Delhi – 110 001  | Member |
| 3. Smt. Kamalakshi Sarma<br>C-6/6445, Vasant Kunj<br>New Delhi – 110070   | Vice-Chairperson | 9. Central Social Welfare Board<br>Samaj Kalyan Bhawan<br>B-12, Qutub Institutional Area<br>South of IIT<br>New Delhi -110 016   | Member |
| <b>A nominee from each of following Department/<br/>Ministries of Government of India</b>   |                  | 10. Association of Schools of<br>Social Work in India<br>C/o Dr. Farida Lambay<br>Vice-Principal, College of Social Work<br>Nirmala Niketan,<br>38 New Marine Line<br>Mumbai - 400 020 | Member |
| 4. Planning Commission<br>Yojna Bhawan<br>Parliament Street<br>New Delhi – 110 001  | Member           | 11. Bhartiya Adimjati Sevak Sangh<br>Thakkar Bapa Smarak Sadan<br>Dr. Ambedkar Marg (Link Road)<br>New Delhi -110 055  | Member |
| 5. Department of School<br>Education & Literacy<br>Ministry of Human Resource<br>Development<br>Shastri Bhawan<br>New Delhi – 110 001   | Member           | 12. Central Bharat Sevak Samaj<br>Sadhu Samaj Bhawan<br>22, Sardar Patel Marg<br>New Delhi -110 021  | Member |
| 6. Department of Health &<br>Family Welfare<br>Ministry of Health and<br>Family Welfare<br>Nirman Bhawan<br>New Delhi- 110011           | Member           | 13. Bhartiya Grameen Mahila Sangh<br>Savitri Nagar,<br>Opp. Panchsheel Park<br>Sheikh Sarai, Phase-I<br>New Delhi -110 017   | Member |

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| 14. Family Planning Association of India<br>New Delhi Branch, FPAI Bhawan<br>Sector-IV, R.K. Puram<br>New Delhi -110 022 | Member | 18. Smt. Daljeet Singh<br>Daljeet Farm House<br>Behind D-1, Vasant Kunj<br>New Delhi     | Member           |
| 15. All India Centre for Urban and<br>Rural Development<br>16, Bhai Veer Singh Marg<br>New Delhi - 110 001               | Member | 19. Dr. Ashok Kumar<br>Joint Director (PC)<br>NIPCCD<br>New Delhi                        | Member           |
| 16. Ms. Sangeeta Das<br>No. 42, Pocket-E<br>Mayur Vihar, Phase-II<br>Delhi -110091                                       | Member | 20. Dr. Dinesh Paul<br>Additional Director (TC)<br>& Director I/c<br>NIPCCD<br>New Delhi | Member-Secretary |
| 17. Prof. M. Sreedhara Murthy<br>22/15, MGK Layout<br>Appu Rao Road<br>Chamarajapet<br>Bengaluru-560018                  | Member |  |                  |

## State-wise Break-up of Participants in Various Training Programmes of the Institute During 2009-10

S. No.	States/UTs	No. of Participants
1.	Andhra Pradesh	436
2.	Arunachal Pradesh	87
3.	Assam	1071
4.	Bihar	453
5.	Chhattisgarh	328
6.	Delhi	898
7.	Goa	32
8.	Gujarat	294
9.	Haryana	166
10.	Himachal Pradesh	148
11.	Jammu & Kashmir	51
12.	Jharkhand	235
13.	Karnataka	1040
14.	Kerala	261
15.	Madhya Pradesh	571
16.	Maharashtra	328
17.	Manipur	164
18.	Meghalaya	97
19.	Mizoram	55
20.	Nagaland	170
21.	Orissa	423
22.	Punjab	56
23.	Rajasthan	222
24.	Sikkim	120
25.	Tamil Nadu	335
26.	Tripura	79
27.	Uttarakhand	72
28.	Uttar Pradesh	861
29.	West Bengal	321
30.	Andaman & Nicobar Islands	22
31.	Chandigarh	22
32.	Puducherry	13
33.	<i>International Participants</i>	15
	<b>Total</b>	<b>9446</b>

## LIST OF PROGRAMMES ORGANISED DURING 2009-10

### A. Regular Programmes

#### Headquarters

1. Training of Trainers of Police Training Institutes on Prevention of Trafficking of Women and Children (15-17 April 2009)
2. Orientation Training Programme on ECCD for Voluntary Organisations (20-24 April 2009)
3. National Workshop on Gender Data Gaps (21-22 April 2009)
4. Training Programme on Legal Matters and Counselling Pertaining to Women's Issues (22-24 April 2009)
5. Training Programme on Evolving Sustainable Development Programme for Street and Working Children (27 April-1 May 2009)
6. Workshop for Parents of Child Care Centre (30 April 2009)
7. Orientation Training on Combating Domestic and Gender Based Violence (11-15 May 2009)
8. Orientation Course on Adolescent Health and HIV / AIDS (18-22 May 2009)
9. Training Course on Mobilisation and Management of Community Resources for Voluntary Organisations (18-22 May 2009)
10. Sensitisation Programme on Effective Implementation of Protection of Women from Domestic Violence Act, 2005 (25-26 May 2009)
11. Sensitisation Programme on Juvenile Justice (Care and Protection of Children) Amendment Act 2006 and ICPS (27-29 May 2009)
12. Orientation Course on Prevention of Micronutrient Malnutrition (1-5 June 2009)
13. Training on Counselling Skills and Support Services for the Counsellors of Women Helplines (8-11 June 2009)
14. Training on Planning and Designing a Project (22-26 June 2009)
15. Counselling Intervention for Children Affected by Trauma, Abuse and Neglect (22 June-3 July 2009)
16. Workshop for Parents of Child Care Centre (3 July 2009)
17. Sensitisation Programme on Effective Implementation of "Protection of Women from Domestic Violence Act (PWDVA), 2005" (9-10 July 2009)

18. State Level Workshop on Gender Budgeting (14-16 July 2009)
19. Orientation Training on Prevention of Trafficking of Women and Children (14-16 July 2009)
20. Orientation Course on Early Childhood Care and Development (ECCD) for Voluntary Organisations (27-31 July 2009)
21. Sensitisation Programme on Prevention of Child Marriages in India for Prohibition Officers and NGOs (10-12 August 2009)
22. Orientation Training on Child Rights and Child Protection for Superintendents of Children's Homes/ Probation Officers/ Welfare Officers/ VOs (17-21 August 2009)
23. Sensitisation Programme for the Functionaries of Voluntary Organisations and Government Officials on Women Empowerment (24-28 August 2009)
24. Training Programme on Community Micro Planning for Development of Women and Children of Tribals and Other Underprivileged Sections of Society for the Functionaries of Voluntary Organisations (7-11 September 2009)
25. Orientation Training Programme on Health and Nutrition Issues Affecting Women for Representatives of NGOs (7-11 September 2009)
26. Sensitisation Programme on Effective Implementation of Protection of Women from Domestic Violence Act (PWDVA), 2005 (10-11 September 2009)
27. Workshop for Parents of Child Care Centre (17 September 2009)
28. Orientation Course for the Functionaries of Voluntary Organisations on Monitoring and Evaluation of Developmental Programmes on Women and Children (22-25 September 2009)
29. Sensitisation Programme on Juvenile Justice (Care & Protection of Children) Amendment Act 2006 and ICPS (23-25 September 2009)
30. Orientation Training on Infant and Young Child Feeding and Counselling for Voluntary Organisations (5-9 October 2009)
31. Training Programme on Preventing and Combating Trafficking in Women and Children for SAARC Countries (5-14 October 2009)
32. Advanced Diploma in Child Guidance and Counselling (12 October 2009-30 October 2010)
33. Regional Consultation Meet on Juvenile Justice Act for Members of Juvenile Justice Boards (JJBs) (13-14 October 2009)
34. Certificate Course on Child Rights and Protection (21 October-20 November 2009)
35. State Level Workshop on Gender Budgeting (26-28 October 2009)
36. Sensitisation Programme for CWCs/JJBs/NGOs Representatives on Juvenile Justice Act 2006 and ICPS (28-30 October 2009)

37. National Level Sensitisation Programme on Prevention of Female Foeticide and Infanticide for NGOs and Para Medical Staff (4-6 November 2009)
38. Sensitisation Programme for the Functionaries of Voluntary Organisations and Government Officials on Women's Empowerment (16-20 November 2009)
39. Orientation Programme on Issues relating to Child Rights and Child Protection for School Principals and Teachers (19-20 November 2009)
40. Sensitisation Programme for CWCs/JJBs/NGOs Representatives on Juvenile Justice Act 2006 (25-27 November 2009)
41. Training of Grant Receiving NGOs on the Scheme of Ujjawala (30 November- 4 December 2009)
42. Orientation Course on Reproductive and Child Health, Family Life Education and HIV/AIDS (30 November- 4 December 2009)
43. Regional Training Programme on Child Rights for Panchayati Raj Institutions(PRI) Functionaries and concerned Government Officials and NGOs (7-9 December 2009)
44. Sensitisation Programme on Supportive Interventions for Children with Learning and Behaviour Problems for Principals and Teachers of Primary Schools (7-11 December 2009)
45. Training of Trainers(ToT) on Juvenile Justice System and ICPS for Delhi Police and Master Trainers from Voluntary Organisations of Delhi (14-18 December 2009)
46. Sensitisation Programme on Violence Against Women for Functionaries of Development Programmes (11-14 January 2010)
47. Orientation Training Programme on ECCD for Voluntary Organisations (11-15 January 2010)
48. Orientation Course on Prevention of Micronutrient Malnutrition (18-22 January 2010)
49. Poster Competition for School Children on the Theme of Female Foeticide or Sex Selective Abortion and Early Marriage and its Consequences (20 January 2009)
50. Sensitisation Programme on Prevention and Early Detection of Childhood Disabilities (20-22 January 2010)
51. Orientation Training Programme on Health and Nutrition Issues Affecting Women Representatives of NGOs (1-5 February 2010)
52. Awareness Generation Camp for Volunteers of NGOs on Domestic Violence Act, 2005 (2-3 February 2010)
53. Sensitisation Programme for the Functionaries of Voluntary Organisations and Government Officials on Women's Empowerment (8-11 February 2010)
54. National Consultations on Evolving an Efficient Grant Management System towards Improving GO-NGO Cooperation in WCD Schemes (15-16 February 2010)

55. Sensitisation Programme on Supportive Interventions for Children with Learning and Behaviour Problems for Principals and Teachers of Primary Schools (15-17 February 2010)
56. Orientation Training on Counselling Skills and Support Services for the Counsellors Providing Services to Women in Distress (16-19 February 2010)
57. Consultation on Juvenile Justice Act (Care & Protection of Children) Amendment Act, 2006 and ICPS for Chairperson, Members of Child Welfare Committees, JJB Member and Govt. Officials and NGOs (18-19 February, 2010)
58. Training Programme on Evolving Sustainable Development Programme for Street and Working Children for Functionaries of Voluntary Organisations (22-26 February 2010)
59. Sensitisation Programme for RPF Personnel to Prevent Harassment of Women in Trains (2-4 March 2010)
60. Orientation Training on Establishing and Managing a Voluntary Organisation (8-12 March 2010)
61. Sensitisation Programme for Police Officials on Juvenile Justice Act 2006 and ICPS (10-12 March 2010)
62. Orientation Training on Gender Planning and Mainstreaming (15-19 March 2010)
63. Sensitisation Programme for Police Officials on Juvenile Justice Act 2006 and ICPS (22-24 March 2010)
64. Training on Fund Raising Techniques and Resource Management for Voluntary Organisations (22-26 March 2010)
65. Orientation Training Programme on Self Help Group Formation and Nurturance (29-31 March 2010)

#### **Regional Centre, Bengaluru**

66. Orientation Training on Participatory Learning and Action (PLA) for Voluntary Organisations (20-25 April 2009)
67. Orientation Programme on Effective Management of ECCE for Senior Personnel of Social Organisations (27 April -1 May 2009)
68. Nutrition Support for HIV/AIDS in Women and Children –An Orientation Programme for Representatives of Voluntary Organisation of Southern States (1-3 June 2009)
69. Orientation Course on Food Safety and Hygiene for Representatives of Government Officials and Social Organisations (8-11 June 2009)
70. Orientation Training on Child Rights and Child Protection for Superintendents of Homes/Probation/Welfare Officers/VOs (29 June – 3 July 2009)
71. Sensitisation Programme for Members of Panchayati Raj Institutions on issues related to Women and Children (30 June – 2 July 2009)
72. Sensitisation Course on Issues relating to Violence against Women and Children for Police Personnel (14-16 July 2009)



73. Workshop for the School Teachers on Identification and Management of Scholastic Problems of Children (17 July 2009)
74. Sensitisation Course on Prevention of Trafficking of Women and Children (20-22 July 2009)
75. Sensitisation Course on Issues Relating to Violence against Women and Children for Police Personnel (27-29 July 2009)
76. Training on Planning and Designing a Project (3-6 August 2009)
77. Sensitisation Programme on Prevention of Sexual Harassment at Workplace (11-13 August 2009)
78. Sensitisation Programme on Food and Nutrition Security of Vulnerable Groups during Emergencies (17-20 August, 2009)
79. Workshop on Parents Education (19 August 2009)
80. Workshop for School Teachers on Identification and Management of Scholastic Problems of Children (9 September 2009)
81. Regional Consultation of the Members of the Child Welfare Committees (CWCs) (7-8 October 2009)
82. Orientation Training on Child Rights and Child Protection for Superintendents of Children's Homes/ Probation Officers/ Welfare Officers/ VOs (12-16 October 2009)
83. Training on Fund Raising Techniques and Resource Management for Voluntary Organisations (20-23 October 2009)
84. Workshop for School Teachers on Identification and Management of Scholastic Problems of Children (28 October 2009)
85. Workshop for Parents on Identification and Management of Scholastic Problems of Children (30 October 2009)
86. Orientation Training for VOs on Financial Management and Reporting Skills (9-13 November 2009)
87. Orientation Training on Establishing and Managing a Voluntary Organisation (23-27 November, 2009)
88. Regional Consultation of the Members of the Juvenile Justice Boards (JJBs) (3-4 December 2009)
89. Street Theater for Promoting Quality Parenting in ICDS (7- 9 December 2009)
90. Training on Mobilisation and Management of Community Resources for Voluntary Organisations (7-10 December 2009)
91. Workshop for Parents on Identification and Management of Scholastic Problems of Children (16 December 2009)
92. Sensitisation Programme on Juvenile Justice (Care and Protection of Children) Amendment Act, 2006 (21-23 December 2009)

93. Workshop for School Teachers on Identification and Management of Scholastic Problems of Children (23 December 2009)
94. Orientation Training on Child Rights and Child Protection for Superintendents of Children's Homes/ Probation Officers/ Welfare Officers/ VOs (18-22 January 2010)
95. Workshop for Parents on Identification and Management of Behaviour Problems of Children (18 January 2010)
96. Sensitisation Programme on Effective Implementation of Protection of Women from Domestic Violence Act, 2005 (2-3 February 2010)
97. Regional Consultations on Evolving an Efficient Grant Management System towards Improving GO-NGO Cooperation in WCD Schemes (15-16 February 2010)
98. Orientation Programme on Issues Relating to Child Rights and Protection for School Principals (24-25 February 2010)
99. Special Juvenile Police Unit Training on Issues Related to Child Protection SJPU Procedures for Senior Welfare Officers (in collaboration with Police Department of Karnataka) (25-27 February 2010)
100. Regional Training Programme on Child Rights for Members of Panchayati Raj Institutions, Government Officials and NGOs (17-19 March 2010)
101. Gender Sensitisation Workshop for Police Officials of Raichur and Gulburga Districts in Karnataka (in collaboration with Karnataka State Police) (22-24 March, 2010)
102. Gender Sensitisation Workshop for Police Officials of Raichur and Gulburga Districts in Karnataka (in collaboration with Karnataka State Police) (29-31 March 2010)
103. Awareness Generation Camp for Volunteers of NGOs on Domestic Violence Act 2005 (30-31 March 2010)

#### **Regional Centre, Guwahati**

104. Sensitisation Programme on Prevention of Female Foeticide for NGOs and Para-medical Personnel (28-30 April 2009)
105. Training on Good Governance in Voluntary Organisations (11-15 May 2009)
106. Orientation Training on Child Rights and Protection for Superintendents of Children's Homes/Probation Officers/ Welfare Officers/Voluntary Organisations (25-29 May 2009)
107. Workshop on Parent Education (30 May 2009)
108. Regional Consultation of the Members of the CWCs (4-5 June 2009)
109. Orientation Training on Developing Counselling, Communication, Negotiation and Case Intervention Skills for Functionaries of Women Helpline (15-19 June 2009)

110. Workshop on Parent Education (9 July 2009)
111. Sensitisation Programme on Prevention of Child Abuse for District School Inspectors and Education Officers (14-16 July 2009)
112. Sensitisation Programme on Prevention of Trafficking of Women and Children for the District Level Officials in North Eastern Region (25-28 August 2009)
113. Awareness Generation Camp for Volunteers of NGOs on Protection of Women from Domestic Violence Act (7-8 October 2009)
114. Training on Planning and Designing a Project (12-15 October, 2009)
115. Parents Education Workshop (31 October 2009)
116. Orientation Programmes on Issues Relating to Child Rights and Child Protection for School Principals and Teachers (11-12 November 2009)
117. Sensitisation Training on Protection of Women against Domestic Violence for College Teachers (11 -13 November 2009)
118. Regional Consultation Meet of the Members of Juvenile Justice Boards (24-25 November 2009)
119. Parents Education Workshop (28 November 2009)
120. Training on Fund Raising Techniques and Resource Management for Voluntary Organisations (30 November- 4 December 2009)
121. Awareness Generation Camp for Volunteers of NGOs on Domestic Violence Act (14-15 December 2009)
122. Regional Training and Sensitisation Programme on Juvenile Justice (Care & Protection of Children) Amendment Act 2006 (4-6 January 2010)
123. Orientation Training on Child Rights and Child Protection for Superintendents of Children's Homes/ Probation Officers/ Welfare Officers/ VOs (18-22 January 2010)
124. Workshop on Care and Protection of Women and Children in Disaster Situations (3-5 February 2010)
125. Workshop on Parents Education (10 February 2010)
126. Regional Consultations on Evolving an Efficient Grant Management System towards Improving GO-NGO Cooperation in WCD Schemes (15-16 February 2010)
127. Regional Training Programme on Child Rights for PRI Functionaries (in collaboration with NCPCR) (22-24 February 2010)
128. Sensitisation Training on Mainstreaming Gender Issues in Development Programmes (2-5 March 2010)
129. Training on Mobilisation and Management of Community Resources for Voluntary Organisations (8-12 March 2010)

130. Orientation Training on Establishing and Managing a Voluntary Organisation (15-19 March 2010)
131. Orientation Course on Awareness Building for Senior Representatives of Voluntary Organisations on Right to Information (RTI) Act (16-17 March 2010)
132. Parents Education Workshop (30 March 2010)

**Regional Centre, Lucknow**

133. Training on Planning and Designing a Project (21-24 April 2009)
134. Sensitisation Programme for Voluntary Organisations on Prevention of Child Marriages (5-7 May 2009)
135. Orientation Course on Formation of SHGs for Representatives of Voluntary Organisations (18 -22 May 2009)
136. Orientation Course on Adolescent Health, Family Life Education and HIV/AIDS for Executives of Voluntary Organisations (1-5 June 2009)
137. Awareness Generation Camp for Volunteers of NGOs on Domestic Violence Act (17-18 June 2009)
138. Sensitisation Programme for Principals of Navodaya Vidyalaya Samiti on Child Mental Health (4-5 August 2009)
139. Training on Fund Raising Techniques and Resource Management for Voluntary Organisations (24-27 August 2009)
140. Orientation Training on Establishing and Managing a Voluntary Organisation (24-28 August 2009)
141. Orientation Course on Micronutrients for Representatives of Voluntary Organisations (26-28 August 2009)
142. Orientation Training on Child Rights and Protection for Superintendents of Children's Homes/Probation Officers/Welfare Officers/VOs (14-18 September 2009)
143. Sensitisation Programme for DPOs on Nutrition Issues with Special Focus on Prevention and Reduction of Malnutrition in Children (15-17 September 2009)
144. Regional Training Programme on Child Rights for PRI Functionaries (23-25 September 2009)
145. Workshop on Parents Education (24 September 2009)
146. Sensitisation Programme for DPOs on Nutrition Issues with Special Focus on Prevention and Reduction of Malnutrition in Children (12-14 October 2009)
147. Sensitisation Programme for DPOs on Nutrition Issues with Special Focus on Prevention and Reduction of Malnutrition in Children (28-30 October 2009)
148. Orientation Training on Community Based Rehabilitation for Persons with Disabilities for the Functionaries of Voluntary Organisations (3-6 November 2009)

149. Orientation Course on Legal Provisions and Safeguards for Protection of Women for Voluntary Organisations (9-13 November 2009)
150. Orientation Course on Prevention of Trafficking of Women and Children for Police Officers (17-19 November 2009)
151. Sensitisation Programme for Principals and Teachers on Child Mental Health (1-2 December 2009)
152. Orientation Training on Counselling for Counsellors of Family Counselling Centres (20-22 January 2010)
153. Regional Training and Sensitisation Programme on Juvenile Justice (Care and Protection of Children) Amendment Act 2006 (27-29 January 2010)
154. Orientation Course on Issues Relating to Child Rights and Child Protection for School Principals (28-29 January 2010)
155. Workshop on Parents Education (10 February 2010)
156. Regional Consultations on Evolving an Efficient Grant Management System towards Improving GO-NGO Cooperation in WCD Schemes (15-16 February 2010)
157. Orientation Training on Child Rights and Child Protection for Superintendents of Children's Homes/ Probation Officers/ Welfare Officers/ VOs (15-19 February 2010)
158. Orientation Training on Child Rights and Child Protection for Superintendents of Children's Homes/ Probation Officers/ Welfare Officers/ VOs (22-26, February 2010)
159. Workshop on Parents Education (26 February 2010)
160. Workshop on Parents Education (7 March 2010)
161. Training on Mobilisation and Management of Community Resources for Voluntary Organisations (9-12 March 2010)
162. Orientation Course on Prevention of Trafficking of Women and Children for Police Officers (16-18 March 2010)
163. Consultation Meet on Juvenile Justice (Care and Protection of Children) Amendment Act 2006 and ICPS (18-19 March 2010)
164. Orientation Course on Domestic Violence Act for Counsellors of Family Counselling Centres (29-31 March 2010)

**Regional Centre, Indore**

165. State Level Consultation of Members of Juvenile Justice Boards (JJBs), Superintendent of Children's Homes and Special Police Officers of Chhattisgarh (27-28 April 2009)
166. Training on Mobilisation and Management of Community Resources for Voluntary Organisations (4-7 May 2009)

167. Orientation Course on Establishing and Managing a Voluntary Organisation (5-7 May, 2009)
168. Orientation Training Programme on Prevention of Female Foeticide and Infanticide (20 -22 May 2009)
169. Regional Consultation of the Members of Juvenile Justice Boards (JJBs), Police Officials, Functionaries of Childline and Children's Institution (27-28 May 2009)
170. Orientation Course on Communication and Negotiation Skills for Chief Functionaries of Voluntary Organisations (1-3 June 2009)
171. Training of Trainers on Life Skill Education (LSE) of Tribal Adolescent Girls (8-11 June 2009)
172. Orientation Training on Child Rights and Child Protection for Superintendents of Homes/Probation/Welfare Officers/VOs (15-19 June 2009)
173. Sensitisation Programme on Prevention of Trafficking of Women and Children for Police Officials (25-27 June 2009)
174. Training on Planning and Designing a Project (29 June-2 July 2009)
175. Training on Good Governance in Voluntary Organisations (21-24 July 2009)
176. Sensitisation Programme for District Level Officials on Prevention of Trafficking of Women and Children (27- 29 July 2009)
177. Training Programme on Formation of Cluster and Federation for Voluntary Organisations for Promoting SHGs for Women Empowerment (10-13 August 2009)
178. Training of NGOs on Economic Empowerment of Tribal, Rural Women through Micro-enterprise (14-18 September 2009)
179. Regional Training and Sensitisation Programme on Juvenile Justice (Care and Protection of Children) Amendment Act 2006 (22-24 September 2009)
180. Sensitisation Programme on Issues Relating to Women and Children for Representatives of Panchayati Raj Institutions (26-28 October 2009)
181. Awareness Generation Camps for Volunteers of NGOs on Domestic Violence Act (29-30 October 2009)
182. Workshop on Prevention of Domestic Violence for Personnel Involved in Implementation of Domestic Violence Act 2005 (23 November 2009)
183. Orientation Training on Counselling and Case Intervention for the Functionaries of Childline (7-11 December 2009)
184. Orientation Training on Child Rights and Child Protection for Superintendents of Homes/ Probation/Welfare Officers/ VOs (14-18 December 2009)
185. Gender Sensitisation Training Programme for Law Enforcement Agencies (19-20 January 2010)

186. Training of Fund Raising Techniques and Resource Management for VOs (9-12 February 2010)
187. Regional Consultations on Evolving an Efficient Grant Management System towards Improving GO-NGO Cooperation in WCD Schemes (15-16 February 2010)
188. Orientation Training on Child Rights and Child Protection for Superintendents of Children's Homes/ Probation Officers/ Welfare Officers/ VOs (22-26 February 2010)
189. Gender Sensitisation Training Programme for Law Enforcement Agencies (11-12 March 2010)
190. Regional Consultation of the Members of the Child Welfare Committees (CWCs) (18-19 March 2010)

## **B. Sponsored**

### **Headquarters**

191. Training on Counselling Skills and Support Services for Police Personnel of CAW Cells (16-19 June 2009)
192. Training on Counselling Skills and Support Services for Police Personnel of CAW Cells (21-24 December 2009)

## **C. Training Programmes under ICDS**

### **Headquarters**

193. Orientation Training for Instructors MLTCs (13-21 April 2009)
194. Refresher Course for CDPOs/ACDPOs (27 April-1 May 2009)
195. Skill Training of Instructors of AWTCs/MLTCs on Strengthening Pre-School Education Component in ICDS (11-15 May 2009)
196. Refresher Course for CDPOs/ACDPOs (25-29 May 2009)
197. Training of NIPCCD Trainers on New WHO Child Growth Standards in ICDS (1-3 June 2009)
198. Skill Training of Instructors of AWTCs/MLTCs on Community Mobilization and Participation (8-12 June 2009)
199. Orientation Training of Instructors of AWTCs/MLTCs on Life Skills Education and Counselling of Adolescent Girls (15-19 June 2009)
200. Training Programmes of Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS (6-8 July 2009)
201. Training Programme of Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS (29-31 July 2009)
202. Training Programme of Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS (4-6 August 2009)

203. Training Programme of Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS (8-10 August 2009)
  204. Training of Trainers of AWTCs/MLTCs on Prevention of Child Marriage and Female Foeticide (11-12 August 2009)
  205. Training Programme of Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS (12-13 August 2009)
  206. Job Training Course for CDPOs/ACDPOs (17 August-15 September, 2009)
  207. Training Programme of Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS (2-4 September 2009)
  208. Workshop on Preparation of Low Cost Preschool Material for Instructors of AWTCs/MLTCs (16-18 September 2009)
  209. Training of Instructors of AWTCs/MLTCs on Communication and Counselling Skills (12-16 October 2009)
  210. Orientation Training for State / District Programme Officers and Deputy Directors Dealing with ICDS (21-23 October 2009)
  211. Skill Training of Trainers of AWTCs/MLTCs on PLA Techniques (23-27 November 2009)
  212. Refresher Course for CDPOs/ACDPOs (14-18 December 2009)
  213. Training of Trainers of AWTCs/MLTCs on Training Technology (4-8 January 2010)
  214. Orientation Training for State / District Programme Officers and Deputy Directors Dealing with ICDS (8-10 February 2010)
  215. Refresher Course for CDPOs/ACDPOs (22-26 February 2010)
  216. Vertical Training Programme of Block Level ICDS Functionaries for Quality Improvement in ICDS Programme (15-19 March 2010)
  217. Refresher Course for Instructors of MLTCs (15-19 March 2010)
- Regional Centre, Bengaluru**
218. Refresher Course for CDPOs/ACDPOs (4-8 May 2009)
  219. Job Training Course for CDPOs/ACDPOs (25 May-23 June 2009)
  220. Orientation Training of State/District Programme Officers and Deputy Directors dealing with ICDS (28-30 May 2009)
  221. Regional Workshop on Strengthening ICDS Training Programme (22-23 July 2009)
  222. Training Programme of Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS (3-5 August 2009)



223. Training Programme of Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS (18-20 August 2009)
224. Training Programme of Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS (25-27 August 2009)
225. Training Programme of Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS (1-3 September 2009)
226. Training Programme of Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS (8-10 September 2009)
227. Refresher Course for CDPOs/ACDPOs (22-26 September 2009)
228. Job Training Course for CDPOs/ACDPOs (5 October-3 November 2009)
229. Refresher Course for CDPOs/ACDPOs (9-13 November 2009)
230. Orientation Training for State / District Programme Officers and Deputy Directors Dealing with ICDS (18-20 November 2009)
231. Training of Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS (6-8 January 2010)
232. Refresher Course for CDPOs/ACDPOs (18-22 January 2010)
233. Skill Training of Instructors of AWTCs/MLTCs on Community Mobilisation and Participation (8-12 February 2010)
234. Training of Trainers on New WHO Child Growth Standards in ICDS (1-3 March 2010)
235. Training of Trainers on New WHO Child Growth Standards in ICDS (9-11 March 2010)

**Regional Centre, Guwahati**

236. Orientation Training for the Instructors of MLTCs/AWTCs (1-11 April 2009)
237. Job Training Course of ICDS Supervisors (20 April- 20 May 2009)
238. Refresher Course for CDPOs/ACDPOs (25-29 May 2009)
239. Training Programme for Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS (1-3 June 2009)
240. Job Training Course for Supervisors (1-30 June 2009)
241. Job Training Course for Supervisors (6 July-4 August 2009)
242. Training Programmes of Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS (7-9 July 2009)

243. Training Programmes of Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS (21-23 July 2009)
244. Training Programmes of Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS (10-11 August 2009)
245. Job Training Course for CDPOs/ACDPOs (19 August-18 September 2009)
246. Regional Workshop on Strengthening ICDS Training Programme (20-21 August 2009)
247. Workshop on Early Childhood Education for ICDS Officials (1-3 September 2009)
248. Training Programme of Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS (3-5 September 2009)
249. Refresher Course for CDPOs/ACDPOs (7-11 September 2009)
250. Training Programme of Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS (14-16 September 2009)
251. Orientation Training for State / District Programme Officers and Deputy Directors Dealing with ICDS (4-6 November 2009)
252. Job Training Courses for CDPOs/ACDPOs (16 November- 16 December 2009)
253. Sensitisation Programme for Instructors of MLTCs/AWTCs on Prevention of Micronutrient Malnutrition (2-4 December 2009)
254. Refresher Course for CDPOs/ACDPOs (15-19 February 2010)

#### **Regional Centre, Lucknow**

255. Skill Training on Integrated Management of Neonatal and Childhood Illness (IMNCI) for Instructors of AWTCs/MLTCs (20-24 April 2009)
256. Job Training Course for CDPOs/ACDPOs (27 April – 27 May 2009)
257. Training of Trainers of AWTCs/ MLTCs on Training Techniques (4-8 May 2009)
258. Refresher Course for CDPOs/ACDPOs (8-12 June 2009)
259. Training Programme of Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS (22-24 June 2009)
260. Job Training Course for CDPOs/ACDPOs (6 July - 5 August 2009)
261. Training Programme of Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS (22-24 July 2009)
262. Regional Workshop on Strengthening ICDS Training Programme (29-30 July 2009)
263. Training Programme of Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS (18-20 August 2009)

264. Training Programme of Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS (2-4 September 2009)
265. Training Programme of Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS (8-10 September 2009)
266. Refresher Course for CDPOs/ACDPOs (14-18 September 2009)
267. Skill Training of Trainers of AWTCs/MLTCs on Infant and Young Child Feeding and Counselling (IYCF) (9-14 November 2009)
268. Refresher Course for CDPOs/ACDPOs (7-11 December 2009)
269. Training of Trainers of AWTCs/MLTCs on Training Technology (4-8 January 2010)
270. Orientation Workshop on Early Childhood Care and Development (ECCD) for Instructors of AWTCs/MLTCs (23-25 February 2010)
271. Orientation Training of Instructors of AWTCs/ MLTCs (4-12 March 2010)
272. Orientation Training of State Programme Officers/DPOs and Deputy Directors dealing with ICDS (9-11 March 2010)
273. Refresher Course for CDPOs/ACDPOs (15-19 March 2010)

**Regional Centre, Indore**

274. Refresher Course for CDPOs/ACDPOs (22-26 June, 2009)
275. Orientation Training for Instructors of AWTCs/MLTCs (3-11 July 2009)
276. Training Programme of Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS (11-13 August 2009)
277. Refresher Course for CDPOs/ACDPOs (17-21 August 2009)
278. Training Programme of Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS (26-28 August 2009)
279. Training Programme of Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS (1-3 September 2009)
280. Training Programme of Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS (7-9 September 2009)
281. Training Programme of Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS (10-12 September 2009)
282. Refresher Course for CDPOs (5-9 October 2009)
283. Orientation Training for State / District Programme Officers and Deputy Directors Dealing with ICDS (21-23 October, 2009)

- 284. Job Training Courses for CDPOs/ACDPOs (3 November - 3 December 2009)
- 285. Training of Trainers on New WHO Child Growth Standards in ICDS for the State Level Officials of Chhattisgarh (7-9 December 2009)
- 286. Job Training Course for CDPOs/ACDPOs (4 January - 3 February 2010)
- 287. Refresher Course for CDPOs/ACDPOs (15-19 February 2010)

## Academic Activities/Participation of the Institute's Faculty and Staff in Various Programmes

### Participation in Training Programmes/ Workshops/ Consultation Meets/ Seminars/ Symposia

#### Aggarwal, Dr. Madhu

- Attended a meeting on “Supplementary Nutrition” convened by ICDS Directorate, Government of UP on 1 April 2009.
- Attended a meeting on “Weaning Food Recipe’s” with Principal Secretary, Secretary, WCD and Director, ICDS, Government of UP on 22 April 2009.
- Attended the training programme on “Cross Cultural Conflict Resolution” organised by VISTAAR at New Delhi from 19-22 May 2009.
- Attended the “National Core Trainers Training Programme on Child Growth Assessment – WHO Child Growth Standard” at Hyderabad from 9-13 June 2009.
- Attended the ‘Facilitators’ meeting’ convened by CARE at New Delhi on 9 July 2009.
- Attended the “National Consultation on India Adaptation of Training Package on WHO Child Growth Standards” organised by National Institute of Health and Family Welfare, New Delhi in collaboration with WHO and UNICEF from 13-14 July 2009.
- Attended the “Consultation Meet on How can We Better Integrate Nutrition into Existing Public Sector Programmes” organised by VISTAAR in collaboration with AYUSH (Ministry of Health and Family Welfare), National Aids Control Organisation and World Food Program in New Delhi from 10-11 September 2009.
- Attended a “Workshop on Domestic Violence” organised by UP State Legal Services Authority for the Judicial Officers on 30 September 2009.

#### Arvind, S.K.

- Attended a “Workshop on Quality Training in ICDS” organised by DWCD, Karnataka on 24 November 2009 at Hotel Capitol, Bengaluru.
- Attended a “Review Meeting for Heads of AWTCs” organised by Government of Karnataka on 5 January 2010 at DWCD, Bengaluru, Karnataka.

#### Babu, Dr. Aneel V.B.

- Attended the “Southern Regional Workshop on Strengthening of ICDS Training Programme” organised from 22-23 July 2009.

**Barik, Dr. S.**

- Attended the “Regional Workshop on Strengthening of ICDS Training Programme” organised by MWCD, Govt. of India and NIPCCD in collaboration with USAID and CARE India on 20-21 August 2009 at NIPCCD, Regional Centre Guwahati.
- Attended the “Sensitisation Programme on the Protection of Women from Domestic Violence Act, 2005”, on 10-11 September 2009 in Regional Centre Guwahati organised by NIPCCD HQs in collaboration with Lawyers’ Collective, New Delhi.

**Bhuyan, Dr. B.**

- Attended the “Sensitisation Programme on Prevention of Female Foeticide for NGOs and paramedical Personnel” organised at Biju Patnaik State Police Academy, Bhubaneswar from 28-30 April 2009.
- Attended the “National Meeting of Childline Directors” in New Delhi from 25-27 November 2009.
- Attended the “Consultation Meet to discuss the findings of the Domestic Child Labour Project in Guwahati City” conducted by Society for Social Transformation and Environmental Protection (SSTEP) on 10 February 2010.
- Attended the “Development Seminar for Entrusted Departments” under Karbi Anglong Autonomous Council organised by Ministry of Development of NE Region (DONER) at Diphu on 17 February 2010.
- Attended the “Sensitisation Programme for Police Officials on Juvenile Justice (Care and Protection of Children) Act 2000 and its Amendment Act, 2006” of NIPCCD, New Delhi at Police Training School, Nagaland from 21-22 March 2010.

**Dhoundiyal, Dr. Manju**

- Attended the ‘Southern Regional Workshop on Strengthening of ICDS Training Programme’ organised from 22-23 July 2009.
- Attended the “Second Disaster Management Congress” organised by National Institute of Disaster Management, New Delhi, from 4- 6 November 2009.

**Gadkar, Dr. V.D.**

- Attended in the “State Level Workshop on ‘Uttar Pradesh SHG Movement’ organised by APMAS, Hyderabad at BIRD, Lucknow on 23 October 2009.
- Attended 3rd Edition of “International CHINH INDIA FORUM 2009” organised by CHINH, New Delhi at India Habitat Centre, New Delhi, from 9-11 November 2009.

**Joshi, Dr. S.C.**

- Attended a one-day “Workshop on Drug Abuse & Illicit Trafficking” on 4 July, 2009 organised by Association for Social Health in India, Assam Branch in collaboration with the RRTC (NE-I Assam and Manipur) & Ministry of Social Justice and Empowerment.

- Attended the “Regional Workshop on Strengthening of ICDS Training Programme” organised by MWCD, Govt. of India and NIPCCD in collaboration with USAID and CARE India on 20 -21 August, 2009 at NIPCCD, Regional Centre Guwahati.

**Jyothi, Dr. G**

- Attended “Southern Regional Workshop on Strengthening of ICDS Training Programme” organised from 22-23, July 2009

**Khatoon, Dr. Naveeda**

- Attended the “Southern Regional Workshop on Strengthening of ICDS Training Programme” organised from 22-23 July, 2009.
- Attended a “Workshop on “Quality Training in ICDS” organised by DWCD, Karnataka on 24 November 2009 at Hotel Capitol, Bengaluru.

**Kumar, Dr. Ashok**

- Participated in a Meeting regarding “Review of the Implementation of NGO Database Management” convened by Planning Commission, Government of India on 2 April 2009.
- Participated in a training programme on “Juvenile Justice System for Child for Juvenile Officers of Delhi Police” and interacted with the participants / police officers and other stakeholders on 9 April 2009.
- Facilitated in the two days “State Orientation Programme on Integrated Child Protection Scheme” on 12 December 2009 organised by Department of Women and Child Development, Government of West Bengal, UNICEF at JP Institute of Social Change.

**Kumar, M. Bharat**

- Attended “National Consultation on Access to Justice Relief and Rehabilitation of Rape Victims” on 7 March 2010.

**Mishra, Dr. Rajesh**

- Attended a ‘Workshop on Developing Training Module and Review of Study Material’ organised by State Resource Centre, Indore on 22-23 October 2009.

**Paul, Dr. Dinesh**

- Participated in a discussion as a member of committee of NACO regarding “Estimation of Children Infected with and Affected by HIV/AIDS” at UNICEF on 7 April 2009.
- Attended two “Meetings of Fortification of Supplementary Nutrition Component of ICDS” on 15 April 2009 and 23 November 2009.
- Attended “First Meeting of the Core Group Constituted for Finalising Conditional Maternity Benefit Scheme” on 22 April 2009.

- Attended “Meeting of Technical Bid Evaluation for Procurement of Salt Testing Kit” on 28 May 2009 under the Chairmanship of Dr. Shiv Lal, Special DGHS(PH).
- Attended the “National Consultation on India Adaptation of Training Package on WHO Child Growth Standards (Integrating Mother and Child Protection Card)” in collaboration with WHO and UNICEF on 13-14 July 2009 at NIHFW.
- Acted as a Chief Guest in “Team Training in Comprehensive Care of People Living with HIV/AIDS for Doctors, Counsellors and Nurses” held at Kasturba Medical College, Mangalore from 20-25 July 2009.
- Attended “National Task Force Meeting of the Partners in Population and Development: A South South Initiatives” on 31 August 2009 at NIHFW.
- Attended Meeting convened under the Chairpersonship of Secretary, Ministry of Health and Family Welfare to discuss ”Health and Nutrition Issues” on 9 December, 2009 at Nirman Bhavan, New Delhi.

**Regon, Dr. M.**

- Attended “National Trainer’s Training on WHO Growth Standards” at Hyderabad from 8-13 June 2009
- Attended the “National Consultation on India Adaptation of New WHO Child Growth Standards” at NIHFW, New Delhi on 13-14 July 2009.
- Attended one day “Orientation workshop” on the occasion of World’s Breast Feeding Week on 31 July 2009 at State Institute of Health and Family Welfare, Assam organised by State Branch of BPNI in collaboration with NRHM and
- Attended the “Regional Workshop on “Strengthening of ICDS Training Programme” organised by MWCD, Govt. of India and NIPCCD in collaboration with USAID and CARE India on 20 -21 August 2009 at NIPCCD, Regional Centre Guwahati.

**Saikia, Dr. D.K.**

- Attended the “Regional Workshop on Strengthening of ICDS Training Programme” organised by MWCD, Govt. of India and NIPCCD in collaboration with USAID and CARE India on 20-21 August 2009 at NIPCCD, Regional Centre Guwahati.

**Sharma, S.R.**

- Attended the “Workshop on ‘Domestic Violence’” organised by U.P. State Legal Services Authority for the Judicial Officers on 30 September 2009.

**Senapati, S.S.**

- Attended the “Regional Workshop on Strengthening of ICDS Training Programme” organised by MWCD, Govt. of India and NIPCCD in collaboration with USAID and CARE India on 20-21 August 2009 at NIPCCD, Regional Centre Guwahati.
- Attended “Direct Trainer Skill (DTS) Course” at Assam Administrative Staff College, Guwahati from 2-6 March 2010.



**Seshadri, Sunita K.**

- Attended a programme on “Marketing Management” organised by Indian Institute of Entrepreneurship (IIE), Guwahati from 27-28, May 2009 sponsored by Ministry of Housing & Urban Poverty Alleviation, Govt. of India.
- Attended a one-day “Workshop on Drug Abuse & Illicit Trafficking” on 4 July 2009 organised by Association for Social Health in India, Assam Branch in collaboration with the RRTC (NE-I Assam and Manipur) & Ministry of Social Justice and Empowerment.
- Attended the “Regional Workshop on Strengthening of ICDS Training Programme” organised by MWCD, Govt. of India and NIPCCD in collaboration with USAID and CARE India on 20-21 August 2009 at NIPCCD, Regional Centre Guwahati.
- Attended the “Sensitisation Programme on the Protection of Women from Domestic Violence Act, 2005”, from 10-11 September 2009 in Regional Centre Guwahati organised by NIPCCD HQs in collaboration with Lawyers’ Collective, New Delhi.
- Attended a seminar on “Status of Children and Share of Children in the Assam Budget” from 6 - 7 January, 2010 at Bosco Reach Out, Guwahati in collaboration with Forces – NE & HAQ, New Delhi organised by North Eastern Social Research Centre, Guwahati.

**Talukdar, S.H.**

- Attended “7th Convention PLANNER” (Promotion of Library Automation and Networking in North Eastern Region), 2010, organised by INFLIBNET Centre, Ahmedabad and hosted by Tezpur University in Tezpur from 18 - 20 February 2010.

**Tara, Dr. M.S.**

- Attended “National Core Trainers Programme on Child Growth Assessment- WHO Child Growth Standard” at Hyderabad from 9-13 June 2009.
- Attended “State Level Stakeholders Consultation Workshop for ICDS” convened by Department of W&CD, Government of Karnataka at Hotel Capitol on 23 June 2009.
- Attended “National Consultation on India Adaptation of New WHO Child Growth Standards” at NIHF, New Delhi on 13-14 July 2009.
- Attended a “Workshop on Quality Training in ICDS” organised by DWCD, Karnataka on 24 November, 2009, at Hotel Capitol, Bengaluru.

**Tripathi, Dr. S.K.**

- Attended the ‘Southern Regional Workshop on Strengthening of ICDS Training Programme’ organised from 22-23 July 2009.

**Vasudevan, Dr. Sulochana**

- Attended “National Consultation on the Implementation of Concluding Observations of CEDAW Committee” on 4 April 2009 at Hotel Park, New Delhi.
- Attended meeting on “National Plan of Action for Implementing the National Policy for Empowerment of Women” on 20 May 2009 organised by Ministry of Women and Child Development, Government of India.
- Attended a “Core Group Meeting set up for finalising the Maternity Benefit Scheme” on 15 June 2009 organised by Ministry of Women and Child Development, Government of India.

**Vijayalakshmi, D.R.**

- Attended “State Level Stakeholders Consultation Workshop for ICDS” convened by Department of W&CD, Government of Karnataka at Hotel Capitol on 23 June 2009.
- Attended the “Southern Regional Workshop on Strengthening of ICDS Training Programme” organised from 22-23 July 2009.

**Guest Lectures Delivered****Aggarwal, Dr. Madhu**

- Took a session on “Diet and Nutrition” in the training programme of Counsellors of Voluntary Counselling and Testing Centres of UP organised by Department of Psychology, Lucknow University on 13 April 2009.
- Took a session on “New WHO Child Growth Standards” in the Training of Trainers of AWTCs/MLTCs organised at Ranchi, Jharkhand from 22 - 24 July 2009.
- Delivered a lecture on “Importance of Nutrition” for the District Medical Officers of UP on 20 August 2009.
- Took a session on “Good Nutrition: Foundation for a Healthy Life” in a state level workshop organised by Food and Nutrition Board in collaboration with Directorate of ICDS on 1 September 2009.
- Took a session on “New WHO Growth standards” in the training course organised at AWTC, Bal Bhawan on 1, 2 and 16 September 2009.
- Acted as a resource person in the Training of Trainers of AWTCs /MLTCs on “New WHO Child Growth Standards” at Uddhamsingh Nagar and Haridwar from 6-8 October 2009.

**Barik, Dr. S.**

- Took sessions on “Salient Features of Juvenile Justice (Care & Protection of Children) Amendment Act, 2006 and Role of Superintendent, Welfare Officers and Care Takers under JJ Act” in Boko Observation Home, Boko organised by Indian Council of Child Welfare, Assam State Branch on 30 April 2009.

- Conducted a session on “Sexual Abuse and Misconduct: Role of Parents, Children and Teachers” on 22 October 2009 in a 2-day Refresher Training for Life Skill Facilitators and DRPs organised by Axom Sarba Siksha Abhijan Mission at Kahilipara, Guwahati.
- Acted as a Resource Person in a “Workshop on Rights of the Child” organised by State Council for Child Welfare, Arunachal Pradesh on 10 December 2009.
- Took sessions on “Concept of Child Rights and Laws Relating to Children and Provision for Child Protection under JJ Act” in National Initiative for Child Protection Workshop on Child Rights and Protection for the Functionaries of Different Organisations, organised by Guwahati Childline on 2 February 2010 at NIPCCD, Guwahati.
- Acted as a Resource Person in “Workshop on the implementation of the PWDV Act, 2005” organised by Department of Social Welfare, Government of Tripura from 23-25 February 2010.

**Bhuyan, Dr. B.**

- Delivered a talk on “Child Care and Child Protection: Role of Government and NGOs” at the Rotary Club of Guwahati (South) on 9 February 2010.
- Delivered a talk on “Basic Rights of Women with Special Emphasis on Health, Education, Economic and decision making with special reference to North East” in the Regional Conference on Women’s Right with special focus on NE States jointly organised by NCW and Department of Social Welfare, Meghalaya in Shillong on 18 February 2010.
- Delivered a talk on “Gender Perspective in Health and Nutrition” to a group of College and University Teachers attending the 4th Refresher Course in Women Studies at the Academic Staff College of Guwahati University on 16 March 2010.

**Dhoundiyal, Dr. Manju**

- Delivered a talk at IIM, Bengaluru on “Rajbhasha Karyaavayan aur hum: Ek Aatmavalokan” on 1 September 2009.
- Delivered a talk on “Muskurahat Par Abhipreran” at the technical seminar hosted by the Rajbhasha Cell of Indian Institute of Science, Bengaluru on 22 March 2010.

**Gadkar, Dr. V.D.**

- Delivered a lecture on “Constitutional Provisions, Rights and Legislation concerning Children and Women” on 10 October 2009 at AWTC, UPCCW, Lucknow.
- Acted as a resource person in the Training of Trainers of AWTCs /MLTCs on “New WHO Child Growth Standards” at Udham Singh Nagar from 6 October 2009.
- Delivered a lecture on “Constitutional Provisions, Rights and Legislation concerning Children and Women” on 14 November 2009 at AWTC, UPCCW, Lucknow.

**Joshi, Dr. S.C.**

- Delivered a lecture on ‘Involvement of Community for Prevention of Drug Abuse’ in a Workshop on “Drug Abuse and Illicit Trafficking” on 4 July 2009 organised by Association for Social Health in India, Assam Branch.

**Jyothi, Dr. G.**

- Acted as a Resource Person for the two “TOT Programmes on New WHO Child Growth Standards” organised by Directorate of Social Welfare, Government of Kerala on 17 and 18 February 2010 at Kakkanad, Ernakulam District (Kerala).

**Kaur, Dr. Tejinder**

- Delivered various lectures on “Consequences of Malnutrition and Low Birth Weight & its Management”, “Nutrition & Health Education of Adolescent Girls and Newly Married Women”, “Breastfeeding: Community & Family Support”, and “Support of Family to Lactating Women” in OTC Programmes organised by Food & Nutrition Board, Govt. of India, in Dakshinpuiri, Delhi from 1-5 June 2009.
- Delivered various lectures on “Nutrition Scenario in India and Respective States”, “Consequences of Malnutrition and Government Efforts/Programmes”, “National Nutrition Policy and Nutrition as a Development Indicator”, “National Nutrition Goals”, “CED in Adults, Women and its Prevention”, “Adolescent Health and Nutrition” in OTC Programmes organised by Food & Nutrition Board, Govt. of India on Nutrition Education & its Allied Components for the Trainers of ICDS and Health held from 20-24 July 2009.
- Delivered lectures for ICDS functionaries and Beneficiaries of ICDS organised by Food & Nutrition Board on 30 July, 2009 on: “Existing Practices of Breast Feeding and Complementary Feeding”, “Importance of Early Breast Feeding and Colostrums Feeding”, “Dangers of Bottle Feeding and Pre-Lacteal Feeding”.
- Took the Sessions entitled “Adolescents’ Health and their Reproductive Rights: Issues and Concerns using Life Skill Education” on 15 September, 2009 in the training programme Female Feticide, Declining Sex Ratio and Genesis of PCPNDT act from 14-18 September 2009 at Haryana institute of public administration, Govt. of Haryana.
- Delivered lectures on “Consequences of Malnutrition and Government Efforts/Programmes”, “National Nutrition Policy and Nutrition as a Development Indicator”, “National Nutrition Goals”, “CED in Adults, Women and its Prevention”, “Adolescent Health and Nutrition” in OTC Programmes organised by Food & Nutrition Board, Govt. of India on Nutrition Education & its Allied Components for the Trainers of ICDS and Health held from 1-5 February 2010.

**Khan, N.**

- Acted as a resource person in the Training of Trainers of AWTCs /MLTCs on “New WHO Child Growth Standards” at Uddhamsingh Nagar and Haridwar from 6-8 October 2009.

**Khatoon, Dr. Naveeda**

- Delivered a talk on “Management of Malnutrition” organised by State Institute of Health and Family Welfare on 13 October 2009.
- Acted as a Resource Person for a session “Malnutrition and its Management” organised by State Institute of Health and Family Welfare, Bangalore on 8 March 2010.

**Kumar, Dr. Ashok**

- Delivered a talk on “Salient Features of ICPS Programmes” on 23 November 2009 at National Institute of Social Defence.
- Delivered a talk on “Juvenile Justice and ICPS” on 22 February 2010 organised by CARA at Ranchi, Jharkhand.

**Maurya, Mukesh Kumar**

- Acted as a resource person in the Training of Trainers of AWTCs /MLTCs on “New WHO Child Growth Standards” at Uddhamsingh Nagar and Haridwar from 6-8 October 2009.

**Mishra, Dr. Rajesh**

- Acted as a Resource Person in “Training of Trainers on New WHO Growth Standards” in Raipur, Chhattisgarh from 7-9 December 2009 as per the request of State Government.

**Paul, Dr. Dinesh**

- Acted as a Resource Person in “One Day Workshop on New WHO Child Growth Standards” held on 4 May 2009 at Puri, Bhubaneswar.
- Acted as a Resource Person in “Two-days Workshop on New WHO Child Growth Standards” organised by DWCD, Govt. of MP, NIPCCD and UNICEF from 11-12 May 2009.
- As a Member of the Core Group, gave a presentation on “Mother & Child Protection Card” in National Core Trainers Training of Child Growth Assessment WHO Child Growth Standards (Integrating Mother & Child Protection Card) from 9-12 June 2009 at Hotel Taj Krishna Banjara Hills, Hyderabad.
- Acted as Resource Person in Sensitisation Workshop for State Level Officials of Deptt. of WCD (Kashmir) on “Adoption of New WHO Child Growth Standards” from 25-26 June 2009 at Srinagar.
- Took a session on “ICDS and Convergence in NRHM” on 11 August 2009 in the Professional Development Course in Management of Public Health Sector Reforms for District Medical Officers organised at NIHFW< New Delhi.
- Took a session on “Preventing Mal Nutrition and Role of ICDS” in a training programme entitled Public Health Nutrition at NIHF New Delhi organised from 14-18 December 2009.

**Saikia, Dr. D.K.**

- Conducted a session on “PLA Tools /Social Mapping” for NGO Functionaries organised by Shanti Sadhana Ashram, Guwahati with UNICEF Support on 21 May 2009.

**Seshadri, K. Sunita**

- Took two sessions on “Guidance & Counselling” and “Mental Retardation” on 7 & 10 October 2009 respectively for B. ED Special Education programme under NEHU, organised by Shishu Sarothi Centre for Rehabilitation & Training for Multiple Disability.
- Conducted a session on “Learning Disabilities” on 16 October 2009 at MIND India in Eight Weeks Course on ‘Psychological Counselling.
- Conducted a session on “Growing up in Adolescent Girls and Boys: Myths & Misconceptions” on 21 October 2009 for Life Skill Facilitators and DRPs organised by Axom Sarba Siksha Abhijan Mission at Kahilipara, Guwahati.
- Conducted a session on “Career Planning & Goal Setting” in a Teachers training programme on 12 December 2009. The Programme was organised by PSS Centre, Institute of Vocational Education, NCERT, Bhopal.
- Took a session on “Understanding Autism and its Rehabilitation Measures” in a Parental Workshop at IIE, Guwahati on 19 December 2009 organised by Society for Health & Educational Development (SHED), Guwahati.
- Took a session on “Need based Counselling of Trafficked Survivors” on 10 March 2010 in a two-day Workshop on Ujjwala Scheme under MWCD organised by Global Organisation for Life (GOLD), Guwahati.

**Tara, M.S.**

- Took a session on “Child Development and Nutrition in the Rural Areas” during the WHO Workshop on Issues and Strategies for the Development of Human Resources for Deafness Prevention, Identification and Management on 14 August 2009 being organised by All India Institute of Speech and Hearing, Mysore.

**Vasudevan, Dr. Sulochana**

- Took a Session on “Concept, Trends and Dimensions of Trafficking and Legal Framework on Trafficking” in a Seminar on Anti-Human Trafficking Crimes organised by CBI Academy on 1 April 2009.
- Delivered a talk on “Initiatives of MWCD on Anti-Human Trafficking” in a Training of Trainers on Combating Human Trafficking for SAARC Countries organised by UNODC in New Delhi on 28 May 2009.
- Took a Session on “Concept of Gender Budgeting and Entry Points in a Programme” organised by NIHFW for the Health Personnel on Increasing Human Capacity to Address Gender Equity in Health and Development on 8 September 2009.
- Took a Session on “Tools of Gender Budgeting” on 23 September 2009 in a Course organised by MWCD, GOI for State Government officials who attended SEDWA Workshop.

- Took a Session on “Concept, Trends and Dimensions of Trafficking” in a Seminar on Anti-Human Trafficking Crimes organised by CBI Academy on 29 September 2009.
- Took a Session on “Nature and Extent of Trafficking in India” on 19 December 2009 at National Judicial Workshop on Adjudication Management organised by National Judicial Academy, Bhopal.

### **Papers Presented**

#### **Aggarwal, Dr. Madhu**

- Presented a paper on ‘Domestic Violence’ in the workshop organised by UP State Legal Services Authority for the Judicial Officers on 30 September 2009.

#### **Dhondiyal, Dr. Manju**

- Presented a paper on “Exploring ICDS Potential to contain the effect of disasters on children” in the “Second Disaster Management Congress” organised by National Institute of Disaster Management, New Delhi, from 4- 6 November 2009.

#### **Sharma, S.R.**

- Presented a paper on ‘Domestic Violence’ in the workshop organised by U.P. State Legal Services Authority for the Judicial Officers on 30 September 2009.

#### **Kumar, M.Bharat**

- Presented paper on “Child Protection During Disasters” in the Second India Disaster Management Congress on 4-6 November 2009 organised by National Institute of Disaster Management, New Delhi at Vigyan Bhawan, New Delhi.

### **Papers/ Books Published**

#### **Chhabra, Satbeer**

- Published a paper on “Transformative Concept of Women’s Health and Empowerment for Community Development” in the book entitled “Sustaining Communities: Strategies for Sustainable Community Development, published by Indian Social Institute, New Delhi in January 2010.

#### **Joshi, Dr. S.C.**

- Published a book entitled ”Human Rights in Cultural and Religious Perspective” by Akansha Publishing House, New Delhi, 2010.
- Published a book entitled ”Human Rights in Environmental Perspective” by Akansha Publishing House, New Delhi, 2010.

## Members of Faculty and Staff as on 31 March, 2010

### Director

Paul, Dr. Dinesh

### Joint Directors (HQrs.)

1. Bhatia, Dr. Neelam
2. Kumar, Dr. Ashok
3. Srivastava, S.K.
4. Vasudevan, Dr. Sulochana

### Regional Directors

1. Aggarwal, Dr. Madhu
2. Bhuyan, Dr. Bandana
3. Krishnamoorthy, Dr. P
4. Tara, Dr. M.S.

### Deputy Directors

1. Barua, P.K.
2. Kaul, Manorama
3. Kumar, Dr. Salil
4. Kumar, M. Bharat
5. Mishra, Dr. Suryamani
6. Pandey, Dr. D.D.
7. Saikia, Dr. D.K.
8. Siwal, B. R.
9. Sood, Meenakshi
10. Srivastava, G.B.
11. Srivastava, S.C.

12. Thapar, Vandana

13. Tripathi, Dr. S.K.

### Editor

1. Barthwal, H.K.

### Sr. Programmer

1. Goyal, A.K.

### Publication Officer

1. Kaul, A.J.

### Assistant Directors

1. Arya, Dr. Alka
2. Babu, Dr. Aneel V. B.
3. Dhoundiyal, Dr. Manju
4. Dung Dung, Tobias
5. Gadkar, Dr. Vidhyadhar
6. Gangur, S.G.
7. George, Dr. K.C.
8. Gopalakrishnan, Shanta
9. Gupta, Dr. Sandhya
10. Joshi, Dr. S.C.
11. Jyothi, Dr. Ganga
12. Khan, N.
13. Khanna, Manju
14. Khatoon, Dr. Naveeda
15. Mathur, Sunita



16. Maurya, Mukesh Kumar
17. Mishra, Dr. Rajesh
18. Philips, P.J.
19. Ray, Subhasis
20. Regon, Dr. M.
21. Sahu, B.
22. Sharma, Dr. Shish Ram
23. Sharma, N.K.
24. Singh, Dr. Om Raj
25. Singh, Rajvir
26. Sunita, K.
27. Thopiah

**Hindi Officer**

1. Juneja, Rekha

**Research Assistants/Training Assistants**

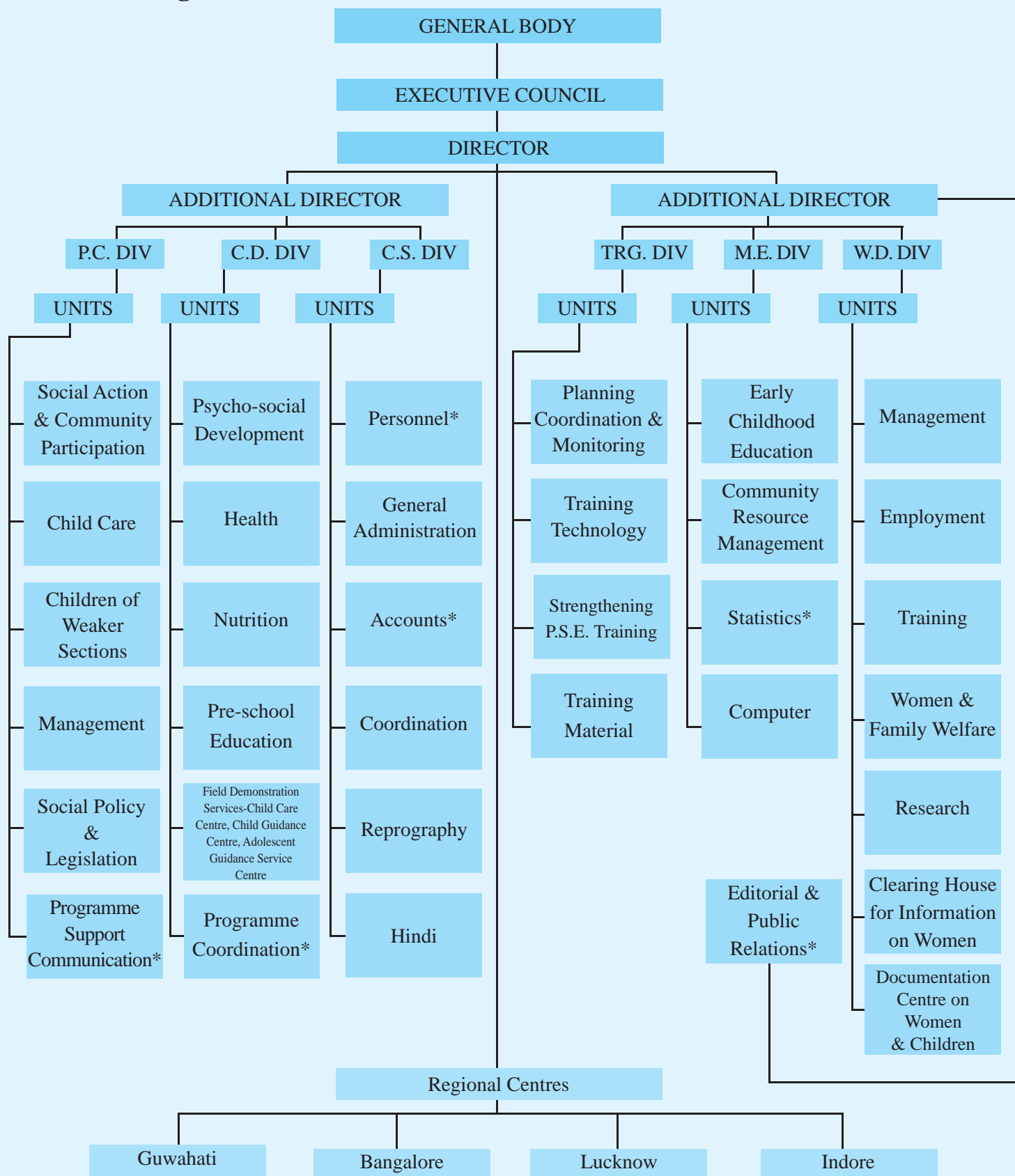
1. Alam, Mushir
2. Arvind, S. K.

3. Barik, Dr. Sanghmitra
4. Bodra, Shashi Kala
5. Chhabra, Satbeer
6. Guite, T.
7. Gupta, Seema
8. Joshi, H.P.
9. Katta, Jaya Ranjani
10. Kaur, Dr. Tejinder
11. Kumar, Anand
12. Kumar, Sunil
13. Kumari, Leena
14. Mohan, Chander
15. Pandey, Prema
16. Senapati, S.S.
17. Sharma, Poonam
18. Srivastav, Parul
19. Vijaylakshmi, D.R.

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*Note: The names have been given in alphabetic order in each category*

## Organisational Chart of the Institute for the Year 2009 - 10



\* These units cater to the requirements of the Institute as a whole.