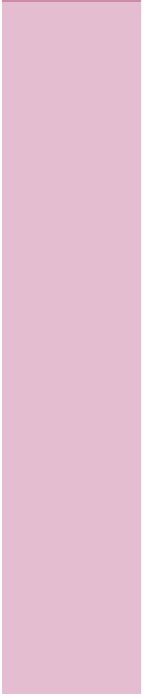
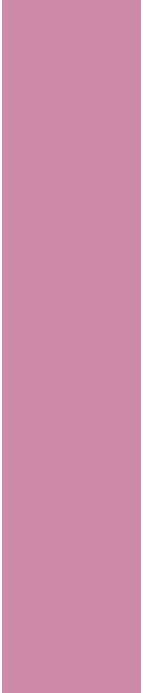




From the Director's Desk



From the Director's Desk

It gives me immense pleasure and pride to present the Annual Report of the Institute for the year 2010–11. We have made rapid strides in the area of training, research and other related fields over the last one year, thus the year gone by once again added many feathers to the Institute's cap with numerous achievements to report upon. As you can see from the impressive scope of the activities by the faculty and staff of the Institute, this has been a highly fruitful year.



It has been our continuous endeavour to improve our performance so that the Institute serves its purpose more effectively. For this, it requires, among other things to create and develop new knowledge in its domain to make training and research increasingly relevant for the changing requirements. Intellectual rigor, practical insight, research and innovation are our forte. We are continually building our network capability with the best professionals, academicians to maintain the relevance of our training and research.

National Institute of Public Cooperation and Child Development (NIPCCD) is an autonomous organisation under the aegis of the Ministry of Women and Child Development, Government of India. Established in the year 1,966 under the Society Registration Act, 1,860 in New Delhi, the Institute has by now set up four Regional Centres at Guwahati (1978), Bengaluru (1980), Lucknow (1982) and Indore (2001) to cater to the region-specific requirements across the country. The Institute has been functioning as an apex institution for training of the Integrated Child Development Services (ICDS) functionaries since 1975. ICDS Scheme represents one of the world's largest and most unique programmes for early childhood development. The Institute as a nodal resource agency has also been entrusted with the responsibility of training and capacity building of functionaries at the national and regional level, under the new Integrated Child Protection Scheme (ICPS).

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 be seen as an Institute of global repute in child rights, child protection and child development.

NIPCCD has been persistently strengthening its activities and focusing on its thrust areas. It is indeed a matter of great pleasure to inform you that in the year 2010 – 11 the Institute successfully organised a total of **310** training programmes which were attended by **10159** participants. Out of it, **199** programmes were organised on issues relating to Women and Child Development including Child Protection and Juvenile Justice Act and **111** training programmes for functionaries of ICDS which were attended by **6797** and **3362** participants respectively. The Institute also completed **16** research studies/documentations during this year. Thus research and training activities go hand in hand with Institute's pursuit of academic excellence.

The **sixth** batch of **Advanced Diploma in Child Guidance and Counselling** commenced in September 2010 in affiliation with **Guru Gobind Singh Indraprastha University, New Delhi** 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. Twenty post graduate students from the disciplines of psychology, social work, and child development were enrolled during this year. Thus NIPCCD is proud to be able to guide these students and transform them into true professionals with the potential they have.

With an objective to further extend its reach and serve its clientele at a large scale, the Institute this year also continued its efforts in adding some more important and relevant programmes in GO – NGO partnership. One **National** and four **Regional Consultations on Evolving an Efficient Grant Management System towards Improving GO – NGO Cooperation in WCD Schemes** were held at its Headquarters and its four Regional Centres. Two hundred and fifty-six representatives of NGOs and Government Officials attended these consultations.



Early Childhood Care & Development (ECCD) plays an important role in the child's life. Significant changes occur in the child's behaviour, thought processes, emotions & attitudes during this period. Towards understanding the importance of ECCD and enhancing the capabilities of functionaries implementing various programmes of child development in the voluntary sector, 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**.

Micronutrients such as vitamins and minerals are nutrients required in small quantities. These are responsible for vital functions of the human body. Malnutrition and micronutrient deficiencies are a matter of serious concerns in our country. In order to combat iron, iodine and vitamin A deficiency disorders, the Government of India initiated several intervention programmes in the last three-four decades. With the view to educate the communities about the dietary approaches, as also to orient them to other food-based strategies including food fortification and home gardening to prevent micronutrient disorders, the Institute organised five **Orientation Courses on Prevention of Micronutrient Malnutrition** and two **Orientation Training on Infant and Young Child Feeding (IYCF) and Counselling for Voluntary Organisations** during the year under report. In addition to this, one-day **Consultation on Child Nutrition and Maternity Entitlements for National Food Security Bill** was also held with the assistance of Ministry of Women and Child Development, Government of India.

The skewed sex ratio has its adverse impact on social and personal attributes of the society, leading to increased crime against women, rise in trafficking and exploitation of women. The influence of socio-cultural factors on the psyche of people is so strong that they accept wrong practices to eliminate the girl child for the sake of social superiority. The security of the girl child of any age is a matter of great concern in all socio-economic groups. Hence there was a need to take steps to improve the sex ratio, enhance the level of awareness of public in both rural and urban areas to ensure birth and survival of girl children, besides evolving strategies to improve the sex ratio and provide a safe environment for birth and development of the girl child. Keeping this in view, the Institute organised two **Regional Level Sensitisation Programmes on Improving Sex Ratio** for the northern and central states of the country to stimulate thought and action to improve the declining sex ratio.

Girl child in India is subjected to "inequality", "disparity" and "neglect". Gender-based inequalities permeate the very fabric of the social and cultural environment and the value system. Gender discrimination replicates them from generation to generation and violates the rights of the girl child and chokes her future development. Persisting gender inequalities, existing cultural beliefs and practices permeate into almost every aspect of the growing girl's, social and cultural environment and our value system. In spite of all the efforts made, an insight into girl child profile indicates negative sex ratio, higher



female child mortality rate and lesser access to food, health and care. Sex pre-selection is prevalent in many states. Keeping the above in view the Institute organised an **Orientation Training on Survival and Development of Girl Child** at New Delhi.

During this year, the Institute laid adequate emphasis on adolescent girls and issues related to them. Two **Orientation Courses on Adolescent Health and HIV/AIDS** were organised by the Institute. Regional Centre Guwahati of the Institute also organised a three-day **Training on Adolescent Health for Tea Garden Management and NGOs Working in Tea Garden Areas** and one **Sensitisation Programme for School Principals and Teachers on Adolescent Health**. Another **Training on Trainers on Life Skills Education (LSE) of Tribal Adolescent Girls** was organised by Indore Regional Centre of the Institute. Besides these programmes, a **Southern Regional Consultation Meet on Care and Development of Adolescent Girls** was also organised by Regional Centre, Bengaluru.

Gender Budgeting is not an accounting exercise, it encompasses a gender perspective and sensitivity at all 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 the concept and tools of gender budgeting. Therefore, the Institute organised five **Regional Workshops on Gender Budgeting** for officials of NGOs of North Eastern States, Government Officers of Maharashtra, Chhattisgarh, Andhra Pradesh and Karnataka.

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 view, the Institute organised eight **Sensitisation Programmes on Effective Implementation of Protection of Women from Domestic Violence Act (PWDVA), 2005**. Again two **Workshops on Prevention of Women from Domestic Violence Act (PWDVA), 2005** were organised by Regional Centre, Indore. Besides, above programmes an **Awareness Generation Camp for Volunteers of NGOs on Protection of Women from Domestic Violence Act (PWDVA) 2005** was also organised by the Institute’s Regional Centre, Indore.

The right to protection from sexual harassment and the right of work with dignity are recognised as universal human rights by international conventions and instruments such as Convention of the Elimination of all Forms of Discrimination against Women (CEDAW), which has been ratified by the Government of India. All Government and private sector organisations, hospitals, universities and other



responsible persons, and the unorganised sector come under the purview of the guidelines. In order to create awareness on the subject, the Institute organised a **Sensitisation Programme on Prevention of Sexual Harassment at Work Places**.

Social and Behaviour Change Communication (SBCC) is one of the names used to define the inter-disciplinary areas of work also known as Communication for Development, Development Communication, Behaviour Change Communication, Communication for Social Change etc. That communication perspective is rooted in the basic Sender-Message-Channel-Receiver (SMCR) model, which has been shown to be useful in disseminating information rather than promoting behaviour changes. In order to acquaint and train the NIPCCD trainers to the paradigm shift in the field of communication, a **Training of NIPCCD Trainers on Strategic Applications of Social and Behaviour Change Communication (SBCC)** was organised in collaboration with UNICEF during the year 2010-11.

NIPCCD continued to discharge its responsibility as a Nodal Resource Institution in capacity building of all functionaries and other stakeholders dealing with the subject of child protection and juvenile justice. Child protection refers to protection from violence, exploitation, abuse and neglect – all these are sheer violation of child rights in humanistic context. This year, the Institute organised six **Orientation Trainings on Child Rights and Child Protection for Superintendents of Children’s Homes/Probation Officers/Welfare Officers/Voluntary Organisations**. The Institute also organised five **Orientation/Sensitisation Programmes on Child Rights and Protection for School Principals/Teachers**.

During the year under report the Institute organised four **Trainings of Trainers (TOT) on Juvenile Justice System and ICPS for Police Officers and Representatives of Voluntary Organisations** at its four Regional Centres and four **Sensitisation Programmes on JJ system and ICPS for Personnel of Legal Aid Services**. Besides that, four **Sensitisation Programmes on Juvenile Justice (Care and Protection of Children) Amendment Act, 2006 for Police Officials/Judicial Magistrates/Judges/Chairpersons of Juvenile Justice Boards** were also organised. NIPCCD Regional Centre, Lucknow and Indore organised two **Regional Training and Sensitisation Programme on Juvenile Justice (Care and Protection of Children) Amendment Act 2006**. Apart from that two **Regional Consultations Meet of the Members of Child Welfare Committees (CWCs) and Members of Juvenile Justice Boards (JJBs) and Other Functionaries of Juvenile Justice Administration** was also convened at NIPCCD Regional Centres, Lucknow and Indore.

India has the second largest child population in the world and a large number of them are languishing in orphanages with bleak future. There is a need to look after them and rehabilitate them through adoption as it helps those children who do not have a family and can be benefitted by providing homely environment and surroundings. Rehabilitation of children in difficult circumstances through adoption is one of the major planks of the Ministry’s policies for children. It has also been noticed that quality in service and



level of professionalism differ and poor networking results in duplication of efforts. Continuation of informal adoptions and institutionalisation of children and lack of linkages and coordination have also been observed. In view of this, NIPCCD and CARA jointly organised five **Workshops on Promoting In-country Adoption** during the year 2010-11.

The National Policy for Children, adopted on 22 August 1974 has been in process of review from 2008 in order to better address emerging challenges related to the rights of children and an Advisory and Drafting Committee had been formed for the purpose. As part of the on-going process of review, five **Consultations on Revision of National Policy for Children 1974** were organised by the Institute in collaboration with Ministry of Women and Child Development at NIPCCD Regional Centres and Headquarters.

The Institute's Headquarters and its Regional Centres located at Bengaluru, Guwahati, Indore and Lucknow organised eighteen **Vertical Training Programme of Block Level ICDS Functionaries for Quality Improvement in ICDS Programme** in order 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. In all, **720** ICDS functionaries received training.

The Institute also organised five **Training of Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS and Use of MCP Card** with the objectives to orient the Instructors of MLTCs and AWTCs to new WHO Child Growth Standards in ICDS and use of MCP Card. In all, **111** Instructors received training in these programmes.

Apart from this three **Regional Workshops on Rajiv Gandhi Scheme for Empowerment of Adolescent Girls (RGSEAG) - SABLA and Indira Gandhi Matritava Sahyog Yojana (IGMSY) Schemes** were organised with the objectives to orient the trainers and other concerned functionaries about the SABLA and IGMSY Schemes of MWCD, GOI. In all 138 participants attended these workshops.

During the year 2010–11, the Institute completed following sixteen research/evaluation studies, compilations and other important projects.

1. Effect of Low Sex Ratio on Marriage Practices: A Study in Punjab
2. Revision of Growth Monitoring Manual
3. Gender Training Need Assessment for Capacity Building and Empowerment of Women - A Case Study of Haryana
4. Status of Widows at Religious Places: A Study



5. Pilot Study to Assess the Nutritional Status of Children Using the New WHO Growth Standards
6. Database on Protection Officers and Service Providers under PWDVA 2005 (Vol.II)
7. Assessment of ICDS Projects Implemented by Voluntary Organisations – A Study
8. Modules for Leadership Development of Minority Women
9. A Study on Nutritional Status of Children in Karnataka
10. Behaviour Problems in Early Childhood: An Exploratory Study
11. Directories of Voluntary Organisations
12. Evaluation of STEP Project implemented by Karnataka Cooperative Milk Producers Federation Ltd.
13. ICDS in Tripura – An Evaluation
14. Role of Panchayati Raj Institutions in ICDS
15. Family Counselling Centres: A Case Study
16. Documentation of Activities of Child Guidance Centre

In order to keep the faculty and staff updated on the latest knowledge in their field of expertise, from time to time they were deputed to various programmes/seminars/workshops conducted by reputed professional institutions in India and abroad. To mention a few, during the year 2010-11, Shri Jayant Mahajan, Assistant was deputed to attend a training programme **Establishment Rules** organised by Indian Maritime University, Kolkata from 22–24 April 2010. Shri P.K. Barua, Deputy Director (Administration) was deputed to attend a training programme entitled **Application of FR and SR** organised by Indian Maritime University, Kolkata from 29–30 April 2010. Shri S.K. Vashisht, AAO attended a programme **Right to Information Act and Judgement** from 9–10 June 2010 organised by Indian Maritime University, Kolkata. Dr. D.D. Pandey, Deputy Director was deputed to attend a training programme entitled **Train the Trainers in Early Childhood Development and Education** under the Singapore Cooperation Training Programmes Award (SCTPA) from 27 September–8 October 2010 at The SEED Institute, Singapore. Ms. Parul Srivastava, Assistant Director was deputed to attend a workshop namely **Mentoring Misunderstood Minds to Sparkling Minds: Workshop on ADHD** organised by Children First, New Delhi from 24-25 September 2010. Dr. Dinesh Paul, Director was nominated by Ministry of Women and Child Development to attend a **World Conference on Early Childhood Education** at Moscow from 27-29 September 2010.

Shri S.S. Senapati, Research Assistant was awarded Ph.D. on the topic **A Study of Attitude of Secondary Schools Students Towards Mathematics by Department of Sociology, Assam University, Silchar, Assam** during the year under report.



The year gone also witnessed several promotions. Shri S.K. Srivastava was promoted to the post of Additional Director whereas Shri P.K. Barua was promoted to the post of Joint Director (CS). Shri V.D. Gadkar was promoted to the post of Deputy Director and Shri S.K. Vashist to Deputy Director (Admn). Ms. Parul Srivastava, Dr. (Ms) S. Barik and Smt. Satbeer Chhabra were also promoted to the post of Assistant Director.

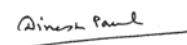
During this year, 129 staff members of Group A, B, C and D have also been given benefit under the Modified Assured Career Progression Scheme.

During the year 2010-11, several faculty and staff after attaining the age of superannuation were relieved from the services of the Institute. These were Smt. Meenakshi Sood, Deputy Director; Shri M.A. Khan, Assistant Administrative Officer; Shri Ramesh Kumar, Section Officer (A/cs); Shri Mahender Kumar, Library Assistant; Shri Lila Dhar, Reprography Attendant and Shri Ram Dayal, Daftary.

On behalf of NIPCCD and on my personal behalf I would like to express my full hearted thanks and 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; Vice Chairperson, Smt. Kamalakshi Sarma; and Dr. Shreeranjana, Joint Secretary, for their valuable guidance and support to us from time to time. I take this opportunity to welcome members of the General Body of the Institute. I 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. A special word of thanks is due 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 must compliment the Senior Officers/ faculty members and all staff for carrying further the dreams and aspiration of the founding fathers of the Institute by involving themselves with devotion in the various activities of NIPCCD. I once again thank all and assure you of a challenging and vibrant environment where, together, many benchmarks are set to be made and many heights set to be sealed.

With warm regards,



(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 three categories namely:

- I. Training Programmes on Issues Relating to Women and Child Development
- II. Training on Child Protection and Juvenile Justice Act
- III. Training Programmes under ICDS

During the year 2010-11 the Institute organised a total of 310 training programmes which were attended by 10,159 participants. Out of these, 199 programmes were organised on issues relating to Women and Child Development including Child Protection and Juvenile Justice Act and 111 training programmes for functionaries of ICDS which were attended by 6797 and 3362 participants respectively.

Under regular training programmes, the institute organises orientation/training courses and workshops/seminars for representatives of voluntary organisation and officials of government departments engaged in implementation of programmes of child development, mother care 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 is progressively extending its target groups and areas of concern and trying its best to maximize the outreach of its regular programmes for officials and non-officials engaged in the areas of women and child

development. The highlights of some of the important programmes conducted by the Institute are given in following pages.

I. Training Programmes on Issues Relating to Women and Child Development

Prevention of Malnutrition and Micronutrient Deficiencies

India's life expectancy has more than doubled and infant mortality halved in the last 50 years. The extent of progress on the economic front has been enormous; however, paradoxically the child malnutrition rate in India is unacceptably high. With one-sixth of the global population residing in India, one-third of about two billion people suffering from vitamin and micronutrient deficit are in India, micronutrients such as vitamins and minerals are essential in small quantities and responsible for vital functions of the human body. In order to combat iron, iodine and vitamin A deficiency disorders, the Government of India initiated several intervention programmes in the last three-four decades. Evaluations revealed that the biologic impact of these interventions has been unsatisfactory. Inadequate allocation of funds necessary to cover the enormous number of beneficiaries, poor orientation and non-adherence to the guidelines by the functionaries, lack of awareness among the community about the consequences of micronutrient deficiencies, etc. were the factors for inadequate and irregular coverage. This has been a strong pointer for an effective nutrition education programme that can increase the regular consumption of foods rich in micronutrients by all the members of the family, particularly the vulnerable and high-risk groups namely, children, adolescent



girls and pregnant women. With the view to educate the communities about the dietary approaches, as also to orient them to other food-based strategies including food fortification and home gardening to prevent micronutrient disorders, the Institute organised five **Orientation Courses on Prevention of Micronutrient Malnutrition** in New Delhi and its Regional Centres at Guwahati, Lucknow and Indore. The main objectives of the course were to: orient the participants to the extent, type and prevalence of micronutrient malnutrition; analyse causes of micronutrient malnutrition; highlight long-term effects of micronutrient malnutrition; and evolve strategies for controlling and preventing micronutrient malnutrition. The course content broadly included: nutritional and health status of children, adolescents and women; identification, management and prevention of common nutritional deficiencies, vitamin A deficiency, iron deficiency anaemia and iodine deficiency disorders; health and nutritional needs of adolescents; critical issues in maternal health and nutrition; mainstreaming gender in health and nutrition programmes; dietary diversification and modification to combat micronutrient deficiencies.



Dr. Dinesh Paul, Director, NIPCCD interacting with the participants of Orientation Course on Prevention of Micronutrient Malnutrition

Dates	No. of Participants	Venue
31 May-4 June 2010	16	New Delhi
7-9 July 2010	23	Lucknow
23-27 August 2010	36	Guwahati
6-10 September 2010	16	Indore
15-19 February 2011	21	New Delhi

Nutrition and Health of Young Children and Women

Infant and Young Child Feeding

The World Health Organisation (WHO) and United Nations International Children’s Fund (UNICEF) estimated that improved breastfeeding practices could save some 1.5 million (15 lakh) children in a year. During the 1990s modest improvements were made in exclusive breastfeeding for the first four months of life with rates increasing from 48 per cent to 52 per cent in the developing world (based on 37 countries with trend data). Timely complementary feeding (at six months) has also improved with levels increasing from 43 per cent to 49 per cent between 1990 and 2000. The proportion of infants still breastfeeding at two years of age increased only slightly. Despite over all improvements in breastfeeding patterns made less than half of all infants are being exclusively breastfed for up to four months and only about half are receiving complementary foods in a timely manner. Although, global levels of continued breastfeeding are relatively high at one year of age (79%), only around half of infants are still breastfeeding up to two years of age. Thus the current breastfeeding patterns are still far from the recommended levels (UNICEF, 2001). Promotion of exclusive breastfeeding until the age of six months in India through existing primary health care service was found feasible, reduces the risk of diarrhoea and did

not lead to growth faltering. Under the circumstances, the breast milk or mother's milk is considered to be the best easily available to the infant to protect against infections and diseases. Therefore, the need and importance of skills in infant and young child feeding and counselling practices for functionaries of voluntary organisations, ICDS trainers, child care workers, parents and community, has been widely recognised. The international agencies (WHO, UNICEF), the Ministries of Health and Family Welfare and Women and Child Development, National Rural Health Mission (NRHM), and Breastfeeding Promotion Network of India (BPNI) are engaged in advocacy on Infant and Young Child Feeding (IYCF) and Counselling Practices through training and awareness generation activities in India. Keeping all the above in view, NIPCCD Regional Centre, Lucknow and Indore organised two **Orientation Training on Infant and Young Child Feeding (IYCF) and Counselling for Voluntary Organisations**. The objectives of the orientation training were to: orient the participants about the need and importance of Infant and Young Child Feeding Practices (IYCF); enhance skills in Knowledge Attitudes and Practice (KAP) in participants on IYCF & counselling practices; build Capabilities on Nutrition and Health Education (NHED) in participants; and equip them with latest guidelines and procedures on IYCF and counselling. 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
10-12 August 2010	21	Lucknow
11-15 October 2010	36	Indore

Child Nutrition and Maternity Entitlements for National Food Security Bill

India has unacceptably high levels of malnutrition with almost one in two children being underweight. Research shows that focused interventions during childhood, especially during infancy and early childhood, are needed to address the problem of malnutrition. Effective and comprehensive child nutrition programmes, along with a broad framework of interventions that address food and livelihood security for all, especially the poor are necessary. It is



A view of Consultation on Child Nutrition and Maternity Entitlements for National Food Security Bill

also recognised that maternity entitlements are required to provide wage-compensation to lactating women, nutrition support to pregnant and lactating women and as a support mechanism for exclusive breastfeeding. Further, it is important to have social security provisions in place for the destitute and vulnerable such as the aged, single women, disabled and the homeless. The National Advisory Council (NAC) has been discussing the various provisions needed in the proposed National Food Security Act (NFSA) to ensure that all the above concerns are addressed. In this context, there is a general agreement based on the initial discussions of the NAC that special entitlements for child nutrition must be central to the National Food Security Act.

The NFSA can be an opportunity to strengthen and expand the child nutrition programmes in the country. However, it was felt that further consultations were required with government and civil society on some of the issues related to child nutrition—on what entitlements should be included in the Act and what are the implementation and programmatic mechanism that need to be put in place to have maximum impact. With this in view a one-day **Consultation on Child Nutrition and Maternity Entitlements for National Food Security Bill** was held with the assistance of MWCD in facilitation of the Consultation Meet. In this connection, NIPCCD was identified by MWCD. The major objective of the Consultation was to deliberate on issues relating to child nutrition and maternity entitlements for the National Food Security Bill. The documentation of the consultation covered issues relating to supplementary nutrition to ICDS; entitlements, cost and food implications, and reform proposals especially vulnerable children; entitlements, cost and food implications and reform proposals and restructuring ICDS; legal mandate and maternity benefits; entitlements, cost and food implications and reform proposals for incorporating it in the upcoming National Food Security Bill.

Dates	No. of Participants	Venue
13 August 2010	34	New Delhi

A Sensitisation Programme on Advocacy Skills for Food Safety and Hygiene for Government Officials and Representatives of Voluntary Organisations was also organised at Regional Centre, Bengaluru with the objectives to: orient the participants about the importance of food safety and hygiene; appraise them about latest development in food standards and food laws; discuss the ways of strengthening food safety and

hygiene in public nutrition programmes; and orient the participants about the importance of advocacy and its role in behavioural change communication for positive attitude facilitating food safety and hygiene in various nutrition programmes. The programme primarily focused on issues like current scenario of food safety in India; food safety and hygiene practices; food safety measures in handling of various foods; detection of food adulteration; existing food laws and standards; ways of strengthening the food safety system; and skills for advocacy on food safety and hygiene.

Dates	No. of Participants	Venue
17-19 January 2011	33	Bengaluru

Nutrition Security

The importance of optimal nutrition for health and human development is well recognised. Achieving Food and Nutrition Security for all people is one of the prime challenges for this new century. Food and Nutrition insecurity may be viewed from three different perspectives: as a lack of a basic human right; as a symptom of broader poverty and underdevelopment problems; and as a cause of these poverty and development problems. While analysing the situation, Government of India provides a broad spectrum of measures and programmes launched by the country for achieving food security and nutrition security. These include: economic growth and reduction in poverty, increasing food production and building buffer stocks, improving food distribution through the Public Distribution System, improving household food security, Food supplementation to address special needs of the vulnerable groups such as pre-school and school children, pregnant and lactating women through programmes like Integrated Child

Development Services and Mid-day Meals. Despite the efforts made by the Government to achieve food and nutrition security through policies and different programmes, there are many problems and challenges like low productivity, under nutrition and micronutrient malnutrition especially in vulnerable groups as the programmes have limitation of advocacy planning. Therefore to address these issues strong advocacy and communications at all levels is needed to achieve food and nutrition security. “Advocacy” is in this context viewed as the process of influencing decision-makers and public perceptions about the need for achieving food and nutrition security and mobilising community action to achieve behavioural change leading to a social change. Needless to mention that in the present context the stakeholders are restricting their operation in their own area in an isolated way. In order to have a common understanding on the issues and to have optimum nutritional status of the population, a strong advocacy plan and skills are inevitable to address food insecurity. In view of this, the Regional Centre, Bengaluru organised an **Orientation Course on Advocacy Skills to Achieve Food and Nutrition Security** with the main objectives to: orient on the present situation of food and nutrition security; acquaint the participants about the causes and effects of food and nutrition insecurity in vulnerable groups; appraise about the existing programmatic and operational directives to achieve food and nutrition security; make them aware of different advocacy methods for achieving food and nutrition security among vulnerable groups; and enhance the advocacy skills of participants in achieving food and nutrition security. The content of the programme included the food and nutrition security-conceptual framework; present situation of food and nutrition security: causes, impact etc.; causes and effect of food and nutrition insecurity in women and children; advocacy definition, methods and importance; advocacy skills in achieving food and nutrition security among vulnerable groups.

Dates	No. of Participants	Venue
08-12 November 2010	28	Bengaluru

Reproductive Health and HIV/AIDS

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

Reproductive tract infections (RTIs) pose a grave threat to women’s lives throughout the world because of the degree of morbidity and mortality they cause and well established evidence shows that it paves the way for transmission of HIV. It is estimated that 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 **Orientation Course on Reproductive and Child Health, Family Life Education and HIV/AIDS** for the personnel of voluntary organisations running Short-Stay Homes and implementing Swadhar scheme. The main objectives of the course were to: orient the personnel of voluntary organisations to the fundamental concepts of reproductive and child health, family life education,



Orientation Course on Reproductive and Child Health, Family Life Education and HIV/AIDS

HIV/AIDS, etc; and build the capacity of personnel of voluntary organisations with the necessary skills for dealing with issues related to reproductive and child health, family life education, and HIV/AIDS. The course content broadly included: health and nutritional status of children, adolescents and women; basic facts about RTI/STI/HIV/AIDS; National AIDS Control Programme; convergence and coordination of services under reproductive and child health programme and Integrated Child Development Services; contraception and safe abortion services; empowering women/ adolescent girls to deal with violence: approaches to counselling victims; family life education and methodology of transacting family life education with adolescents; gender issues in HIV/AIDS; HIV and breastfeeding; overview of social and behaviour change communication; and group exercises on developing messages on reproductive and child health, adolescent health and nutrition; and HIV/AIDS.

Dates	No. of Participants	Venue
17-21 January 2011	23	New Delhi

A Sensitisation Programme on Nutritional Care of Women and Children with HIV/AIDS for Representatives of Voluntary Organisations of Southern States was also organised by Regional Centre, Bengaluru with the main objectives to: appraise on the situation of HIV/AIDS in women and children; orient about the vital role of nutrition in HIV/AIDS; provide an insight on the nutritional care and support of pregnant/ lactating women/adolescent girls infected with HIV/AIDS; and sensitise the participants on prevention of mother-to-child transmission of HIV vis-à-vis the nutritional care of infected infants and young children. The programme content included: causes and consequences of HIV/AIDS; situation of HIV/

AIDS in women and children; importance of nutrition in HIV/AIDS; nutritional care and therapeutic diets of pregnant, lactating women and adolescent girls infected with HIV/AIDS; parent to child transmission of HIV during pregnancy and breastfeeding; counselling HIV +ve mothers for feeding options for infants; implication of HIV infection on nutritional status of children and adolescents; care and support for HIV positive children and adolescents; personal hygiene in HIV positive women and children; and counselling skills for care and support of HIV positive women and children.

Dates	No. of Participants	Venue
09-11 August 2010	42	Bengaluru

Adolescent Health

Adolescent health issues relate 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



Orientation Course on Adolescent Health and HIV/AIDS

other proactive substances. There is evidence 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 two **Orientation Courses on Adolescent Health and HIV/AIDS** for personnel of voluntary organisations with the objectives to: enable the participants to develop an understanding of the issues relating to adolescent health and HIV/AIDS; discuss the existing strategies for promoting adolescent health and development; develop their skills in communicating effectively with adolescents; and build their capacity with necessary techniques and skills for dealing with issues related to adolescent health and HIV/AIDS. The course content broadly covered: health and nutritional status of children, adolescents and women: an overview; health and nutritional needs of adolescents; National AIDS Control Programme: An overview; adolescent health: an analysis of critical issues (safe sex, teenage pregnancies, unsafe abortions, adolescent motherhood); psycho-social development of adolescents; building self awareness, self esteem and inter-personal communication and counselling adolescents; family life education: methodology of transacting family life education with adolescents; basic facts about HIV/AIDS; an orientation to laws related to HIV/AIDS and gender-based violence; contraception and safe abortion services; empowering adolescents to deal with violence; and strategies for behaviour change communication; and group exercises on developing strategy design on issues relating to adolescent health and HIV/AIDS..

Dates	No. of Participants	Venue
19-23 April 2010	26	Lucknow
21-25 June 2010	24	New Delhi

The World Health Organisation (WHO) defines adolescence as a period of life between 10-19 years of age. The period of adolescence, the unique bridge between childhood and adulthood is of paramount importance from many angles in one's life. Adolescents in India, account for one-fifth of the total population and are a significant human resource that needs to be given ample opportunity for holistic development towards achieving fullest potential. Adolescence is the span of human growth and maturation in which every individual experiences a variety of physical, emotional and psychological changes. It has been established by several studies that a conducive environment facilitates holistic development of adolescence into a mature and productive human resource base and absence of it, affects their normal growth and development. Tea is an important agro-industry of states like Arunachal Pradesh, Assam, Sikkim, Tripura and West Bengal which contributes immensely to the economy of these states. Poor socio-economic conditions, ignorance due to illiteracy, over-crowded and unhygienic living conditions in the residential colonies make the tea garden population particularly the adolescents vulnerable to various communicable diseases and malnutrition. Inadequate nutrition, lack of health care facilities, lack of awareness, inaccessibility to education put the adolescents at risk. Responsibilities of household chores, looking after younger siblings when mothers are away for work make schooling difficult for them. Poor nutritional status of adolescents, especially girls, has important implications in terms of physical work capacity and adverse reproductive outcomes. Health status of the adolescents can be ameliorated through better hygienic practices, environmental sanitation, creating health awareness and nutritional intervention. During adolescence, the regions of the brain that control emotions develop and mature. This phase is characterised by seemingly spontaneous outbursts and mood swings that can be challenging for parents and others. Happiness is manifested as joy, exuberance, exhilaration and sadness as depression, unhappiness,



anxiety, fear etc. In addition feelings of anger, rebellion and protest also emerge. In the social sphere, adolescents undergo a lot of changes in their interpersonal relationship and they also begin to understand society and its diverse influences. Attraction towards members of the opposite sex is another prominent characteristic of the adolescent. The thinking and reasoning skills of adolescent expand substantially. Therefore, it is essential to create awareness about adolescence growth and development among managers of tea gardens and representatives of NGOs working in tea garden areas. Keeping the above in view, NIPCCD, Regional Centre Guwahati organised a three day **Training on Adolescent Health for Tea Garden Management and NGOs Working in Tea Garden Areas** with the main objectives to: orient the participants about physical and psychological changes & challenges of adolescents; appraise them to reproductive health issues and nutritional needs of adolescents; and sensitise them about their role in healthy development of adolescents in tea garden areas. The training content broadly covered: adolescent health in India—emerging issues and challenges; understanding adolescence; health and nutritional needs of adolescents, health and nutritional problems among adolescents; prevention, treatment and management of problems; and its management; psycho-social development of adolescents; role of representatives of tea garden management and NGOs in promoting appropriate health and nutritional needs among adolescents.

Dates	No. of Participants	Venue
18-20 January 2011	28	Dibrugarh (Assam)

A Sensitisation Programme for School Principals and Teachers on Adolescent Health was also organised by Regional Centre, Guwahati. The main objectives of the programme were: to orient

the Principals and Teachers about physical and psychological changes and challenges of adolescents; make them aware about the problems of adolescents and how to handle it; appraise the participants to reproductive health issues and nutritional needs of adolescents; and sensitise the participants about their role in healthy development of adolescents in schools. The content of the programme broadly covered adolescent development in India: emerging issues and challenges; understanding adolescence; coping and managing stress of adolescents; factors affecting personality development of adolescents; health and nutritional needs of adolescents; reproductive health problems; role of principals of schools in healthy development of adolescents.

Dates	No. of Participants	Venue
05-07 October 2010	35	Guwahati

Another **Training on Trainers on Life Skills Education (LSE) of Tribal Adolescent Girls** was organised by the Regional Centre, Indore with the objectives to: sensitise participants about the situation of tribal adolescent girls; orient them about the need and importance of life skills education; equip the participants with technical skills in imparting life skill education; and develop a plan of action to carry forward the training module on life skills education to the grassroots levels. The major content covered in the training was: 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
21-24 June 2010	43	Indore



Another **Southern Regional Consultation Meet on Care and Development of Adolescent Girls** was also organised by the Regional Centre, Bengaluru. The main objectives of the meet were to: share recent developments and best practices in care and development of adolescent girls and review innovative practices in empowering adolescent girls. The programme deliberated on the aspects of physical well being and life skills of adolescent girls. It focused on issues of health, nutrition and sexuality under physical well being and delved on social skills, reflective skills, communication skills and negotiation skills under the theme of Life Skills. The concerns of adolescent girls in difficult circumstances were emphasised by addressing special needs of girls in need of care and protection and those in conflict with law. The deliberations also included the art forms for working with adolescent girls with special emphasis on movement and theatre, activity bank and yoga.

Dates	No. of Participants	Venue
17-18 February 2011	52	Bengaluru

Early Childhood Care and Development

Early Childhood Care and Education (ECCE)

Early Childhood Care & Education plays an important role in the child's life. Significant changes occur in the child's behaviour, thought processes, emotions & attitudes during this period. Presently with the nuclear families becoming the norm, women have a greater responsibility for contributing to the family income as well as taking care of the children. Therefore the working women look forward to quality substitute care for their young children. However, women from the underprivileged groups do not even lookout for such facilities because of lack of awareness. There has been

an unprecedented expansion of ECCE programmes in the recent years supported both by government and non-government sectors. However, this does not include a very large number of children in the rural areas and the quality outreach is a big challenge. While, ECCE programmes are well recognised and accepted they are designed and implemented in an isolated manner, thus diluting the effort for holistic development of children. Although minimum standards for ECCE centres have been setup, many of them are unaware of these standards and the stipulations. Many reports on ECCE have indicated that the functionaries dealing with these children are constrained to using the innovations, because they lack proper information, innovative skills, opportunities, etc. It is also pragmatic that the functionaries have very little opportunities to learn about nutrition, health and experiential learning for the children. Therefore they are unable to provide the quality nutrition and health services and to organise innovative and experiential activities for the children. It is in this context that the need to build the capacity of ECCE managers is essential, which will enhance not only their knowledge but also sharpen their skills thereby enabling them to manage the ECCE centres more effectively. In view of this, the Regional Centre, Bengaluru of the institute organised an **Orientation Programme on Effective Management of ECCE for Senior Personnel of Social Organisation** with the objectives to: orient the participants to the needs of children; sensitise them to the role of the caretaker of the ECCE centre; discuss the services and the effective functioning of ECCE centres and expose participants to the child-friendly activities; and appraise the participants to the minimum standard for ECCE centres. The broad content of the training programme was: perspectives on child development;



nature of services and their delivery systems; nutrition and health; importance of domains of holistic child development; creating a learning environment; need for minimum standards of ECCE centres; assessment of children and emerging trends in ECCE.

Dates	No. of Participants	Venue
21-25 June 2010	30	Bengaluru

Early Childhood Care and Development

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 the 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 and Regional Centre, Lucknow with the objectives to: orient the participants to the concept and significance of ECCD; enable them to develop better understanding of various critical issues related to survival, growth and development of children; help them to acquire skills for enhancing early development; discuss the existing community resources for promoting early childhood care and development; and enable

them to plan and prepare need-based integrated programmes for all round development of children. The course content 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.

Dates	No. of Participants	Venue
16-20 August 2010	14	New Delhi
13-15 December 2010	32	Lucknow
10-14 January 2011	10	New Delhi

Management of Creche Services

The need for child care services has been emphasised in the National Policy for Children, 1994, National Policy for Education, 1986 and National Policy for Empowerment of Women, 2001 and the National Plan of Action for Children, 2005. The Parliamentary Standing Committee on demand for grants for the year 2002-03 has also pointed out that all sections of the society should be allowed to avail the services of the crèches. Labour legislations also contain provisions for child care facilities for women workers. The National Common Minimum Programme also emphasises enhancement of child care and development services in the future. Thus there is need for an expanded and effective scheme for childcare facilities. As a minimum standard the crèche services envisages certain features that are conducive for the organisation and the children using services from a crèche. Some of them include that a crèche must have a minimum space of 6-8 sq ft per child so that they can play, rest, and learn without any hindrance. The centre must have clean toilet and sanitation facilities, sleeping facilities, cooking

equipment, essential play material and teaching and learning materials, first aid kit, safe and regular drinking water source. Food provided to the children must have adequate nutritional value. Thus it specifies all the essential standards in order to provide quality service in the crèches. The crèche workers are given training and they are expected to perform certain functions. They include pre-school activities for children between 3 to 6 years and stimulation activities for children below 3 years using low cost teaching learning aids. They need to provide nutritious food and ensure health facilities for children attending the crèche including the other activities specified in the scheme. Therefore the awareness on the managerial issues in such a setup are inevitable for the executives and middle level functionaries from non-governmental organisations who are involved in monitoring and supervision of crèche services. In order to enhance their sensitivity to quality childcare and education it is imperative to have a platform as also to channelise the potentials of these functionaries. In view of this, NIPCCD, Regional Centre, Bengaluru organised an **Orientation Training on Total Quality Management in Crèche Services**. The objectives of the programme were to: acquaint the participants to the concept of total quality management in crèche services; orient to the role of crèche workers for effective service delivery; provide a perspective on the needs of children; and discuss strategies that facilitate age-specific development. The programme content included: an overview of crèche services; different components of crèche services; minimum standards of crèche services; need and importance of building skills of crèche workers; and roles and responsibilities of different functionaries for providing effective crèche services.

Dates	No. of Participants	Venue
30 August- 03 September 2010	35	Bengaluru

Prevention and Early Identification of Developmental Disabilities

According to the widely accepted estimate one in every ten children in India is born with or acquires physical, mental or sensory impairments. The estimate that 30 million Indian children between the age of 5-15 years are disabled is considered to be a conservative one by many (RCI 1996). Further it is estimated that 70% of the disabilities are preventable if they are identified very early in childhood. 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 budgetary allocations for rehabilitation of the 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 and child health and education and those working in the area of disability their focus is primarily on rehabilitation. Needless to say, all these organisations 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. In order to facilitate the process, the Institute organised a three-day 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 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 of 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
30 March-01 April 2011	20	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. A report released by Ministry of Social Justice & Empowerment indicates that only 5.7% disabled people are availing rehabilitation services. Despite the efforts made by the Government and non-government sectors a large number of disabled populations still do not receive basic rehabilitation services. As a result, they cannot participate equally in education, training work, recreation or other activities in their community or in the wider society. The most affected persons in these category are women with disabilities, people with severe and multiple disabilities, people with a psychiatric condition, and persons with disabilities who are poor and whose families get least access to the facilities. The community-based rehabilitation (CBR) strategy, initiated two and a half decades ago promotes collaboration among community leaders, people with disabilities, their families and other concerned citizens to provide equal opportunities for all people with disabilities in the community. 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 focused on charity; rather the approach aims at addressing 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, an **Orientation Training on Community-Based Rehabilitation for Persons with Disabilities for the Functionaries of Voluntary Organisations** was organised by the Regional Centre, Lucknow. The main objectives of the programme were to: discuss various types of disabilities; impart knowledge on various legal provisions; apprise the participants about the community-based rehabilitation models; and build capacity of VOs to promote and protect the rights of people with disabilities. The broad content of the training programme were: types of disabilities; constitutional and legal provisions for persons with disabilities; persons with Disabilities Act 1995; RCI Act; National Trust Act; and need and importance and various models of CBR.

Dates	No. of Participants	Venue
25-28 October 2010	18	Lucknow

An **Orientation Course on Identification and Prevention of Early Childhood Disabilities for Functionaries of Voluntary Organisations (NGOs) and ICDS Supervisors and Instructors of MLTCs/AWTCs of Western Region** was also organised by the Regional Centre, Indore with the main objectives to: orient the participants about international classification of impairments, disabilities and handicaps (ICIDH) as defined by WHO; sensitise them about the need for recognising the impact of a disorder on functions and capacities of individuals; and develop basic skills in identification and prevention of early childhood disabilities for parental counselling. The main content of the course were: constitutional provisions and disability acts relating to prevention of early

childhood disability; international classification of ICDH and global model to guide clinical thinking and practice in childhood disability; factors affecting various disabilities; approaches for prevention of childhood disabilities; skills in prevention of childhood disabilities; and rehabilitation programmes of the Government for disabled children.

Dates	No. of Participants	Venue
16-20 August 2010	33	Indore

Child and Adolescent Guidance and Counselling

Advanced Diploma in Child Guidance and Counselling

In recent years, there has been overwhelming demand for counselling interventions for children and adolescents. 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. All of these young people – those facing the brunt of new form of psychosocial trauma as well as those encountering exploitative situations such as general abuse, domestic violence etc. would benefit tremendously from professional counselling services. Unfortunately, the counselling 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. The Institute at its headquarters initiated a one-year regular **Advanced Diploma in Child Guidance and Counselling** 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 adolescent. Eighty students have completed the course successfully during the years 2005-06, 2006-07, 2007-08, 2008-2009 and 2009-2010. Almost all the students 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 **sixth** batch of **Advanced Diploma in Child Guidance and Counselling** commenced in September 2010 in affiliation with **Guru Gobind Singh Indraprastha University, New Delhi**. Twenty post graduate students from the disciplines of psychology, social work, and child development have been enrolled after a rigorous process of selection, comprising written test and personal interview. The main objectives of the course were 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.

Dates	No. of Participants	Venue
15 September 2010 - 15 October 2011	20	New Delhi



Workshops for Parents on Quality Parenting

Parental Education Workshop

Parenting is a natural instinct among all human beings. The pattern of parenting is mostly decided by the values, beliefs and practices of a society. Although it comes “naturally” and all parents make efforts to rear their children well, yet, in many situations the parents are unable to provide the required support to the children. Confused and inappropriate parenting can affect not just a child’s formative years, but also their later life. In order to equip the parents with necessary information for enhancing their parenting skills particularly in dealing with children with behavioural problems, learning disabilities, crisis period during adolescence, etc. there is a need for providing some forum to the parents to discuss some common concerns pertaining to child care and development. Keeping this in view, the Regional Centres at Guwahati, Lucknow and Bengaluru organised nine **Parental Education Workshops**. The main objectives of the workshops were to: create a forum for parents to discuss shared concerns related to challenges of growing up; and facilitate them to explore attitudes and skills to address psycho-sexual concerns of adolescents. The content of the workshops were: problems of school children relating to school performance; role of parents in managing adolescents; supporting children with learning and behavioural problems; support during early and late childhood; enhancing parenting skills; scholastic, social, behavioural and emotional problems in children, etc.

Dates	No. of parents attended	Venue
31 May 2010	56	Jagiroad
16 June 2010	25	Bengaluru
19 July 2010	132	Guwahati

29 September 2010	52	Guwahati
26 November 2010	51	Guwahati
11 December 2010	51	Lucknow
05 February 2011	31	Lucknow
26 February 2011	245	Guwahati
22 March 2011	42	Morigaon

A **Workshop for Parents on Management of Children with Scholastic Problems** was also organised by the Regional Centre, Guwahati with the main objectives to: acquaint the parents about the nature and magnitude of scholastic problems of children; and sensitise the parents about their roles in providing a supportive environment to such children for better scholastic performance. The broad content of the programme included: the nature, types of scholastic problems of children; causes and factors affecting children’s academic pursuits; and helping the parents to create a supportive environment for providing guidance to their children at home.

Dates	No. of Participants	Venue
18 August 2010	66	Guwahati

Orientation to Teachers

Classroom behaviour difficulties represent an unpleasant emotion that reflects distress or apprehension of some type. These may be caused either by heredity which may add physical, emotional and nervous defects, or by environmental factors such as family issues, school environment or setting of classroom. Family issues such as divorce, illness, financial difficulties, death, poor physical living may cause problem behaviour. School environment with poor support system of relationships with teachers, poor study habits, lack of coping strategies etc. may cause behavioural

problems. Addressing the issue requires equal effort by the teacher and the child concerned. Children are active participants in their own development. Thus it is important for the children to practice techniques such as having a positive attitude towards classroom and avoiding internalising negative self statements. It is important to focus on organisational skills, class participation, taking care of physical needs, identifying stress triggers, note taking in class, asking questions to avoid misconceptions etc. A teacher plays the role of a gardener looking after the growing plants and a guide for the route taken by the child's development. Positive schooling suggests focusing on a teacher firstly providing care, trust and respect for diversity among children, and in classrooms. The influence of a good teacher does not end with imparting information, extends beyond the syllabus and classroom walls. In this view, Regional Centre, Bengaluru of the institute organised five **Workshops for School Teachers on Identification and Management of Classroom Behaviour**. The objectives of the workshops were to: facilitate the participants on understanding about the needs of children as well as the psychological problems which may hamper the learning and behaviour in early childhood. The content of the programme covered the following themes: specific delays in academic skills, delayed milestones of brain development, scholastic backwardness of the under achievement, intelligence, the kind of behaviour that is facing in the school.

Dates	No. of Participants	Venue
19 May 2010	23	Bengaluru
22 September 2010	85	Bengaluru
26 November 2010	36	Bengaluru
23 February 2011	20	Bengaluru
12 March 2011	16	Bengaluru

Another two **Sensitisation Programme on Supportive Interventions for Children with Learning Problems** were also organised for Principals and departmental heads of primary and secondary sections of schools and teachers 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 schools. The broad components of the programme 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 casual 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.



Dr. Dinesh Paul, Director, NIPCCD addressing the participants of Sensitisation Programme on Supportive Intervention for Children with Learning Problems

Dates	No. of Participants	Venue
22-24 November 2010	37	New Delhi
06-10 December 2010	20	New Delhi

To facilitate school teachers in identifying children with learning and behavioural problems, the Regional Centre Lucknow organised two **Orientation Programmes for School Teachers on Learning and Behavioural Problems in Children** for teachers. The major



Training Programme on Supportive Intervention for Children with Learning and Behaviour Problems

objectives of the programmes were to sensitise school teachers on learning and behavioural problems of children and to develop their skills in identifying children with these problems; and to enable them to develop a strategy for seeking timely interventions for children from specialised agencies. The contents covered broadly included: behavioural problems of children; dyslexia, dysgraphia, autism, scholastic backwardness etc., skill for identifying children with learning and behavioural problems; services of Child Guidance Centre; counselling services; and strategy for referring children to CGC for assessment and interventions.

Dates	No. of Participants	Venue
31 July 2010	33	Lucknow
20 November 2010	35	Lucknow

Sensitisation Programme on Child Mental Health

Another **Sensitisation Programme for School Principals/Teachers on Child Mental Health** was organised by the Regional Centre, Lucknow. The main objectives of the programme were: to sensitise school principals about learning problems and behavioural problems of children; and enable the principals to develop a strategy for providing or seeking timely intervention from specialised agencies. The contents covered broadly included; behavioural problems of children; dyslexia, dysgraphia, scholastic backwardness; check list for identifying children/adolescent behavioural problems; counselling services; and strategies for helping children with problems.

Dates	No. of Participants	Venue
05-06 August 2010	20	Lucknow

A Workshop for Teachers on Identification and Management of Scholastic Problems of Children was also organised by Institute’s Regional Centre, Guwahati with the objectives to: make the teachers realise the importance of developing an understanding of scholastic problems of children; familiarise the teachers with the process/methods of identifications of children with scholastic problems; and train the teachers to build special skills and competencies required for early detection of academic problems and providing assistance and need-based services in the school set up. The broad content of the programme included: the nature, types of scholastic problems among school

children; causes and factors affecting children's academic pursuits; methods/processes in identifying children with scholastic problems; hands on experience with psychological assessment tools for diagnosing children with learning disability.

Dates	No. of Participants	Venue
30-31 August 2010	34	Guwahati

Counselling of Children in Distress

Family disintegration caused by parental death, desertion, divorce, separation or abandonment may precipitate situations such as deviant socialisation, truancy and vagrancy, bringing children onto the streets away from the family to fend for themselves. Physical or sexual abuse or traumas are other reasons which hit our children making them even more vulnerable. All such children are urgently in need of special care and protection. Protecting children from suffering, harm, ill-treatment, abuse, neglect and deprivation, and ensuring they have the care and protection they need to keep them safe from harm is a major responsibility of the state. Multiple route maps are followed for social rehabilitation of these children. Priority is given to reintegration of the child into the family either by repatriation, family sponsorship, and adoption or foster care. However, in many situations these children have to be provided institutional care. Government has assumed the responsibility for care of destitute and orphaned children creating structures of institutions or 'Homes'. All these children need supportive, protective and substitute quality care which may be a big challenge for the caretakers in the 'Homes'. Each child feels like being one in many desiring the undivided attention of the adults. These children are lost in the numbers struggling to find their share of nurturance and care. Unlike parents the caretakers require intensive training

to effectively handle their parenting responsibility. The caretakers require training so that they are comfortable in dealing with children's natural distress and recognise children who may need more specialised support. Also the caretakers need support to understand their own inner worlds and the impact the child's emotional pain may have on them and the opportunities they require to address their professional burn outs. In view of this, a nine-day training programme on **Counselling Interventions for Children Affected by Trauma, Abuse and Neglect** was organised by the institute. The specific objectives of the programme were to: enable the participants to understand the linkages between neglect, abuse and trauma and its impact on the development of children; orient them to the various counselling interventions for addressing the psychosocial needs of children; provide opportunities for hands on training to sharpen the skills and attitudes for working with children and; expose them to the field situations and innovative approaches being tried out in the field. The content of the course broadly focused on developing an appreciative understanding of the developmental needs of children particularly in the context of trauma, abuse and neglect; socialisation issues of institutionalised children. It also included skill training in core skills of working with children such as communicating with children, developing life skills such as decision making, problem solving, negotiating solutions, assertiveness training, handling interpersonal relationships, planning for the future etc. The course critically focused on training the children in skills of anger management, thought management, relaxation techniques to deal with stress.

Dates	No. of Participants	Venue
21February-04 March 2011	22	New Delhi



Child Abuse

Child abuse is a state of emotional, physical, economic and sexual maltreatment meted out to a person below the age of eighteen. However, in India, there has been lack of adequate understanding of the extent, magnitude and trend of the problem. The growing complexities of life and the dramatic changes brought about by socio-economic transitions in India have played a major role in increasing the vulnerability of children to various forms of abuse. Child abuse has serious physical and psycho-social consequences which adversely affect the health and overall well-being of a child. Child abuse is a violation of the human rights of a child and is an outcome of a set of inter-related i.e. familial, social, psychological and economic factors. Despite the legislations, 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, as 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, many children go through emotional, psychological, trauma and social isolation in schools. Many teachers take pride in striking terror in the hearts of their students reinforcing the belief that inflicting pain can make children perform better, what’s more alarming is that children have come to accept this as part and parcel of their school education. Similarly, sexual abuse in schools is increasing at an alarming rate. Teachers have often been charged with

molestation of girl students in schools. This points out to the need of orienting the School Inspectors and Education Officers on prevention of child abuse in schools. Keeping in view the above, the Regional Centre Guwahati organised a five-day **Sensitisation Programme on Prevention of Child Abuse for District School Inspectors and Education Officers.** The main objectives of the training programme were to: sensitise the officers of Education Department/schools to the problem of child abuse; make the participants aware of existing policies and legislative measures pertaining to protection of children from abuse and enable the participants 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 on prevention of child abuse in schools.

Dates	No. of Participants	Venue
27-29 April 2010	42	Guwahati

Child Labour

Children working as main or marginal labourers in different sectors have been deprived of their rights to survival and development, education, leisure, recreation, standard care of living, opportunity for developing personality and protection from various forms of abuse and neglect. Though the school enrollment has improved as a whole after the launching of Sarva Shiksha Abhiyan, the school dropout rates seems to be higher in the 10-14 years age group showing higher work participation of children. Work



participation of children is higher in rural areas than in urban areas. Despite having affirmative programmatic action, legislation and policies against child labour, children continue to be engaged in significant numbers in hazardous and non-hazardous sectors. The children of the families of marginal farmers, agriculture labourers, tea garden labourers constitute the cheapest labour force found abundantly in various industries. The North Eastern Region of India is famous for its tea industry. Sizeable portions of the region consist of tea gardens. Children in the tea garden areas are not regular in attending schools. In some seasons, particularly, during plucking season when mothers are busy with plucking, children are forced to stay at home to look after younger siblings or to do other household work. Long absence from school makes them disinterested in going to school. Eventually, they drop out of the school and enter the labour force at a very early age. Many parents deliberately report the age of their children at a higher side to get some employment as tea garden labourers. In a profiling exercise of children carried out by UNICEF Assam in Dibrugarh district of Assam found only 53.54 per cent children were enrolled in schools. Thus, the goal to make education compulsory up to secondary level faces challenges in many tea garden areas. Against these backdrops, the Regional Centre, Guwahati organised a three-day **Training Programme on Child Labour for SSA Officials and Functionaries of Voluntary Organisations Working in Tea Garden Areas**. The objectives of the programme were to: acquaint the participants to the rights of the child; sensitise them to the plights of working children in the tea industry; orient the participants to legal provisions for prohibition of child labour; and develop strategies for combating child labour and increasing school enrollment and school attendance in tea garden areas. The training contents mainly covered were:

scenario of working children in the tea industry; Child Rights; Child Labour (Prohibition and Regulation) Act 1986 and other relevant laws; policies, programmes and support services for children; role of SSA and NGOs in combating child labour in tea garden areas; and developing strategies for combating child labour in the tea industry.

Dates	No. of Participants	Venue
15-17 December 2010	34	Siliguri

Child Marriage

Child Marriage is one of the burning problems of Indian society. In India, despite amended laws advocating 18 years as the legal minimum age at marriage for females, a substantial proportion i.e. every third adolescent girl in the age group of 15-19 years is married and every second married adolescent girl has given birth to a child. However, it is hard to know the exact number of child marriages as most of them are unregistered and unofficial. Though the statistics are contentious, it is estimated that in some parts of India, like the state of Rajasthan, nearly 80 per cent of the marriages are among girls under the age of fifteen. In India overall, roughly 47.6 per cent of girls are married by the age of eighteen. Andhra Pradesh and Karnataka from the southern part of the country face this problem though in a lesser magnitude than in the North. The institution of patriarchy, the feudal set-up, the low status of women, the economic and social disadvantages, the lack of awareness about the law, the health consequences, the lack of alternatives, the limited political commitment and, the traditional and cultural norms, all overlap and compound the problems of child marriage. The material cost of the consequences of child marriage is far exceeded by the more intangible costs relating to the quality of life, the suppression of

human rights, and the denial of women's potential to participate fully in the development process. Research studies prove that societies in which child marriage takes place have higher rates of early childbearing, unwanted pregnancies, maternal and infant mortality, sexually transmitted diseases (including HIV/AIDS) and unsafe abortions. Additionally, adolescent girls placed in child marriages are often deprived of basic health care and health information, and achieve extremely low educational attainment. Major factors that influence child marriage rates are the



A view of Sensitisation Programme on Prevention of Child Marriage in India for Prohibition Officers and NGOs

state of the country's civil registration system, the existence of an adequate legislative framework with an accompanying enforcement mechanism and the existence of customary or religious laws that condone the practice. An analysis of the factors associated with the risk of or protection from child marriage and current programmatic approaches to prevent child marriage can help policymakers, programme designers and development practitioners to develop new insights on protective factors. It is against this backdrop that the Institute organised three **Sensitisation Programmes on Prevention of Child Marriage**. The objectives of the programmes were to: discuss and analyse the existing constitutional and legal measures against child marriage and their implementation; create awareness on

consequence of child marriage on overall development of the girl child; and analyse the situation and provide suggestive strategies to minimise the problem. The course content broadly covered; situational analysis of girl child and women; socio-cultural, psychological and historical factors leading to child marriages; analysis of the existing constitutional and legal framework to deal with child marriages and its implementation; and suggestions and recommendations for prevention of child marriage.

Dates	No. of Participants	Venue
04-06 May 2010	17	Lucknow
16-18 June 2010	20	New Delhi
14-16 July 2010	43	Bengaluru

Another **Sensitisation Programme on Empowering Adolescents Towards Delaying Marriage** was also organised with the objectives to: creating awareness on consequences of child marriage on overall development of adolescent girls; discussing and analysing the existing constitutional and legal provisions against child marriage and their implementation; and analysing the situation and provide suggestive strategies to delay marriage of adolescent girls. The programme content comprised of topics like: situational analysis of girls and women; focus on socio-cultural, psychological and historical factors leading to child marriages; analysis of existing constitutional and legal framework against child marriages; potential to curb child marriages and strategic advantages of delaying marriage: SWOT analysis; consequences of child marriage and empowerment of adolescents through various strategies, including delayed marriage; voluntary sector and government partnership in delaying marriage; machinery under the PCMA, 2006 to curb child marriage; designing campaign to delay marriage of adolescent girls.

Dates	No. of Participants	Venue
2-4 March 2011	20	Bengaluru

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

Several legal provisions are enacted in our constitution for the safety, protection and development of women and children. Alongwith this, several programmes and schemes are being implemented for the welfare of women and children by the Central as well as State governments. But all these constitutional provisions and programmes have not given the expected results in improving the status of women and children as they lack the effective implementation mechanism. Every social group needs to make serious efforts to achieve the desired goals. Today, there are strong and empowered Panchayati Raj institutions successfully functioning at the grassroots level. There is need to actively involve PRIs on issues pertaining to women and child development. PRIs can play a pivotal role in improving the status of women and children in our country. In view of the above the Regional Centres, Indore and Bengaluru organised two **Sensitisation Programmes on Issues Relating to Women and Children for Representatives of Panchayati Raj Institutions**. The objectives of the programme were to: analyse the situation of women and children; share the constitutional provisions/Acts and their implementation for protection, empowerment and development of women and children; and identify and emphasise the role of PRIs in protection, empowerment and development of women and children. 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
09-11 December 2010	35	Indore
08-10 February 2011	37	Bengaluru

The Regional Centre Lucknow also organised an **Orientation Course for PRI Members on Social Issues Related to Women and Children** with the objectives to develop clear perspective among the participants about Panchayati Raj system as well as women and child development; and to provide knowledge about the role of members of PRIs in implementation of schemes/programmes for Women and Child Development. The content broadly covered were: Panchayati Raj system in India; women and panchayat; constitutional provisions, amendments, acts and policies related to women and children; issues related to women and children such as dowry, widow marriage, re-marriage, female foeticide, discrimination against girl child, illiteracy, among women, domestic violence, child labour and other state specific issues; role of PRI members in implementation of programmes related to women and child development.

Dates	No. of Participants	Venue
28-30 March 2011	20	Lucknow

Another **Sensitisation Training for PRI Functionaries and Autonomous Council Members on Child Rights and Protection** was also organised by the Regional Centre, Guwahati with the objectives to: sensitise the members of PRIs and Autonomous District Councils about the conceptual framework of child rights and protection; enable them to understand



service delivery mechanisms and legal provisions; create an understanding of the good child protection practices; and make them aware about their role in child protection. The content of the training were broadly included: child rights and its implications; defining child rights and child protection; understanding child rights in the context of ICPS; policies and programmes/ interventions on child protection; legislations in the context of ICPS; salient features of Juvenile Justice (care and protection of children) Act, 2000; and role and responsibilities of members of PRIs and Autonomous Councils in Child Protection.

Dates	No. of Participants	Venue
07-09 September 2010	18	Guwahati

Gender Sensitisation

Sex ratio is an important indicator of gender equality in any society at any given point of time. It is a function of socio-cultural and economic compulsions of the society. The determinants of variation in sex ratio include differentials in mortality, sex selective migration, sex ratio at birth, pre-conception sex-selection. The skewed sex ratio has its adverse impact on social and personal attributes of the society, leading to increased crime against women, rise in trafficking and exploitation of women. The influence of socio-cultural factors on the psyche of people is so strong that they accept wrong practices to eliminate the girl child for the sake of social superiority. The security of the girl child of any age is a cause of great concern in all socio-economic groups. However, none of the social groups realise that declining sex ratio gives rise to several socio-economic problems like, non-availability of brides, rise in sexual violence, lack of female workforce and polyandry, in view of which there was a need to take steps to improve the sex ratio, enhance the level of awareness of public in

both rural and urban areas to ensure birth and survival of girl children, besides evolving strategies to improve the sex ratio and provide a safe environment for birth and development of the girl child. The Institute organised two **Regional Level Sensitisation Programmes on Improving Sex Ratio** for the northern and central states of the country to stimulate thought and action to improve the declining sex ratio. The specific objectives of the programme were to: analyse the causes of low sex ratio in the region; discuss the steps taken by Governments and NGOs in the region to improve sex ratio; and evolve region-specific strategies to improve sex ratio. The programme content included State-wise trends of sex ratio; regional socio-cultural and economic compulsions leading to lowering of sex ratio; gender perspective of the problem of low sex ratio; initiatives by State Governments and NGOs to improve sex ratio; misuse of modern technology to lower sex ratio; legal safeguards and their implementation to improve sex ratio; and evolving region-specific strategies to improve sex ratio.

Dates	No. of Participants	Venue
08-09 June 2010	10	Indore
10-11 January 2011	14	New Delhi

Besides that, one **Sensitisation Programme on Gender Equality in Governance** was organised with the objectives to: highlight the role of women in decision making; sensitise the participants towards gender inequality in governance; create awareness about the gender-related obstacles to women's participation in governance; discuss gender-sensitive reforms in governance; and evolve strategies for gender mainstreaming in governance. The programme contents broadly covered: gender concepts; situational analysis of women with special reference to women's participation in decision making; gender analysis



Dr. Dinesh Paul, Director, NIPCCD addressing the participants of Sensitisation Programme on Gender Equality in Governance

frameworks; role of women in decision making; gender inequality in governance; gender-related obstacles to women's participation in governance; and gender strategies for gender mainstreaming in governance.

Dates	No. of Participants	Venue
11-13 May 2010	16	New Delhi

A **Gender Sensitisation Workshop for Police Officials of Raichur and Gulbarga Districts in Karnataka** was also organised by Regional Centre, Bengaluru with the objectives to: sensitise the police force regarding prevalent gender inequality and violence against women in the society; discuss about 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
05-07 April 2010	20	Bengaluru

Two Gender Sensitisation Training Programmes for Law Enforcement Agencies and Railway Protection

Officers were organised by Regional Centre Indore. The main objectives of the programmes were to: enable the participants to develop a clear perspective on gender issues; enrich and strengthen their sensitivity towards women's development and empowerment; equip them with appropriate instruments and approach necessary for integrating women's concern in planning/designing/monitoring/ implementation of programmes; specially focusing on gender-sensitisation training of all ranks and files of police personnel; and elaborate alternate approaches regarding victims and perpetrators. The content of the programme broadly covered: construction of gender; overview of situation of women in the western region of our country; important legislation related to women; support services to women; crimes against women; and gender justice.



A view on Sensitisation Training Programme on Gender for Railway Security Officers at Regional Centre, Indore

Dates	No. of Participants	Venue
06-07 April 2010	52	Rewa
30-31 August 2010	34	Indore

Survival and Development of Girl Child

Although the principle of gender equality and gender equity is basic to Indian thinking, girls in our country are still deprived of equal opportunities for survival

and development and unfortunately, this begins early in life or rather before birth. Girl child in India is subjected to "inequality", "disparity" and "neglect". Gender-based inequalities permeate the very fabric of the social and cultural environment and the value system. Gender discrimination replicates them from generation to generation and violates the rights of the girl child and chokes her future development. Persisting gender inequalities, existing cultural beliefs and practices permeate almost every aspect of the growing girl's, social and cultural environment and our value system. In spite of all the efforts made, and insight into girl child, the general profile indicates a negative sex ratio, higher female child mortality rate and less access to food, health and care. Sex pre-selection is prevalent in many states. Keeping the above in view the Institute organised an **Orientation Training on Survival and Development of Girl Child** at New Delhi. The main objectives of the training were to: impart knowledge and attitudinal change on gender equality at early childhood and positive image of the girl child; make participants aware about survival and development threats for the girl child such as declining sex ratio, foeticide, girl child abuse/violence, child marriage and other evil social practices and how to counter these; make them aware about policies, rights, legislations and schemes related to survival, protection and development of the girl child; impart knowledge and skills for involving effective strategy for survival and development of the girl child; and share the experience of the participants for better understanding of the subject. The training contents broadly covered: health and nutrition status of girl child; causes and consequences of gender discrimination at early childhood; remedial measures; prevention of sex determination; child marriage; prevention measures on violence on girl child; child trafficking; life skills for adolescent girls; communication strategy for survival

and development; child rights; and legislations, policies and programmes for girl child .

Dates	No. of Participants	Venue
26-30 April 2010	25	New Delhi

Prevention of Gender-Based Violence

Gender based violence such as sex-selected abortion, female infanticide, child marriage, child prostitution, sexual harassment at the work place, in schools and at home are 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 role of violence against women on the empowerment of women, and its impact the Institute organised three **Orientation Training Programmes for Trainers of Gender Resource Centres on 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. The contents of training covered include: gender-based violence; manifestation and strategies for combating violence; prevention of sexual harassment of women at work place; causes and consequences of trafficking; support services and capacity building of violence victims circumstances; counselling techniques; network and advocacy for combating violence; laws relating to violence against women; and policy, programmes and machinery for advancement of women.

Dates	No. of Participants	Venue
28-30 June 2010	30	New Delhi
06-08 July 2010	27	New Delhi
20-22 July 2010	27	New Delhi

An **Orientation Training on Domestic and Gender-related Violence** was also organised by Headquarters with main objectives to: enable the participants to develop clear perspectives about domestic and gender-based violence—its causes, manifestations and consequences; discuss sexual violence and trafficking of women and girls; enable them to acquire necessary knowledge about laws relating to violence; workout strategies for combating gender-based violence; discuss ways and means of capacity building of violence victim; and provide a forum for sharing the experiences of participants working on gender-based violence. The contents of training broadly covered topics relating to: gender-based and domestic violence; laws relating to domestic violence against women; policy, programmes and machinery for advancement of women; gender-based violence; manifestation and strategies for combating violence; prevention of sexual harassment of women at work place; causes and consequences of trafficking, support services and capacity building of violence victim; and counselling techniques, etc.



A session is in Progress of Orientation Training on Domestic and Gender Based Violence

Dates	No. of Participants	Venue
13-17 September 2010	27	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 view, the Institute organised eight **Sensitisation Programmes on Effective Implementation of Protection of Women from Domestic Violence Act (PWDVA), 2005**, three by Headquarters, one by Regional Centre, Bengaluru, three by Regional Centre, Guwahati and one by Regional Centre, Lucknow for representatives of NGOs, Protection Officer and Service Providers and College and University Teachers. The objectives of the training were to: sensitise the participants on manifestation of gender violence; enhance the knowledge base of key stakeholders / implementation 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: 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
22-23 April 2010	47	Bengaluru
02-04 June 2010	32	Guwahati
15-16 June 2010	24	Lucknow
24-25 June 2010	46	New Delhi
19-20 August 2010	25	Guwahati
26-27 August 2010	31	Indore
18-19 November 2010	35	Bengaluru
23-25 November 2010	34	Guwahati

Again two **Workshops on Prevention of Women from Domestic Violence Act (PWDVA), 2005** were organised by Regional Centre, Indore with the objectives to: create awareness about the provisions of PWDV Act, 2005; clarify the roles and responsibilities of Protection Officers and Service Providers; and formulate a strategy for dealing with the cases on domestic violence.

Dates	No. of Participants	Venue
27-28 May 2010	67	Goa
3-4 February 2011	76	Indore

Besides, the above programmes an **Awareness Generation Camp for Volunteers of NGOs on Protection of Women from Domestic Violence Act (PWDVA) 2005** was also organised by Regional Centre, Indore with the objectives to: create awareness about the provisions of PWDV Act, 2005; clarify the roles and responsibilities of Protection Officers & Service Providers; and procedures for enlisting

as Service Providers. The content mainly covered: domestic violence—its forms and trends; provisions and guidelines in reference to the Domestic Violence Act, 2005; role of Protection Officers and service providers in the area of domestic violence; developing a media campaign on domestic violence; and field strategies to manage, prevent and curtail violence against women.

Dates	No. of Participants	Venue
06-07 October 2010	50	Indore

Prevention of Sexual Harassment at Workplace

Sexual harassment at workplace takes a serious psychological toll and violates women's freedom and personal dignity. To work in a healthy environment, free from discrimination is a right of every employee. Sexual harassment at the workplace thus is unequal and discriminatory behaviour. Sexual harassment infringes the fundamental right 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 right of work with dignity are recognised as universal human rights by international conventions and instruments such as Convention of the Elimination of all Forms of Discrimination against Women (CEDAW), which has been ratified by the Government of India. The Supreme Court in Vishakha vs State of Rajasthan (1977[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 the guidelines. Women, who draw a regular salary, receive an honorarium or work in a voluntary capacity will in particular benefit from these guidelines. All employers or responsible heads

of institutions are to institute certain conduct rules and preventive measures to stop sexual harassment. The guidelines direct employers to set up procedures through which women can make their complaints heard. A complaints committee headed by a woman, and of which half the members are women, should be constituted to look into complaints of sexual harassment. To prevent undue pressure from within the organisations the committee should include a third-party representative from an NGO or any other body conversant with the issue of sexual harassment. In order to create awareness on the subject, Regional Centre, Bengaluru of the Institute organised a **Sensitisation Programme on Prevention of Sexual Harassment at Work Places**. The main objectives of the programme were to: sensitise the participants on locus and manifestation of gender violence; discuss policies and legislative measures to curb atrocities against women specially at work place; analyse the problem and work out strategies for addressing the problem of sexual harassment of women at the work place; and discuss existing mechanisms/ supports services and provide suggestions for strengthening them. The contents of training broadly covered topics like: status of women in society; violence against women and sexual harassment at work place; policies and programmes and institutional mechanisms for providing support services; constitutional provisions; legislations; and group exercises on verbal and non-verbal communication/behaviour/attitudinal patterns for curbing sexual harassment and attitude at workplace.

Dates	No. of Participants	Venue
20-21 September 2010	36	Bengaluru

Prevention of Females Foeticide and Infanticide

There has been strong 'son preference' in our society since ancient times. Though India has made commendable progress and has attained a new

dimension in multi-sectoral development, it has taken a back seat on the social front. The social evils like gender discrimination vis-à-vis female foeticide and infanticide and its consequences have further worsened the situation with advancement in medical technology, its access and enhanced buying power. The progress in medical science has given new ways and techniques to eliminate the girl child. Pre-natal diagnostic and selective abortion of female foetus is one of the heinous crimes against females. In different parts of the country, girl child is killed due to the dowry system prevailing in the society. Similarly, a large number of girl children are forced to die due to poor health and nutrition care. All these resulted in rapid reduction in number of girl children which has become a major social challenge. Though the Government has made several constitutional provisions to prevent female foeticide and infanticide but the desired results have not been achieved. The discrimination against the girl child vis-à-vis female foeticide and infanticide cannot be prevented only through constitutional and legal provisions rather it requires social reckoning to bring attitudinal change. Voluntary organisations being closer to the community could be very effective in realising the goal of social change in favour of the girl child. Keeping above facts in view, Regional Centre, Indore and Lucknow organised two **Orientation Trainings on Prevention of Female Foeticide and Infanticide for Representatives of Voluntary Organisations**. The main objectives of the programme were to: sensitise the participants on issues of gender violence with special reference to female foeticide and infanticide; discuss policies and legislations to curb female foeticide and infanticide; and analyse the current situation and provide suggestive strategies to minimise the problem and strengthen existing mechanism. The content mainly covered: health status of Indian women; an analysis of critical issues (Reproductive Health, Psychological and Physiological impact of abortions on the health of



women); declining sex ratio; female foeticide; factors affecting female foeticide; tools and techniques of sex-determination; various social repercussions of female foeticide; and abortions and related laws.

Dates	No. of Participants	Venue
15-17 June 2010	20	Indore
29 November-01 December 2010	16	Lucknow

Prevention of Trafficking of Women and Children

Economic rehabilitation is important for moving towards achievement of sustainable progress in combating trafficking. While the private sector may have the capacity to absorb these survivors into their supply chain, they are normally not in a position to provide the added psychological care that is necessary. On the other hand, NGOs (or civil society organisations) are concerned with rescue and subsequent counselling of the survivor, they are not in a position, on their own, to provide complete rehabilitation. At most they can provide some degree of vocational skill training, unless the government steps in, through a variety of programmes and schemes to provide the finances and resources for training and rehabilitation. These resources are limited, and are usually not adequate to cover the costs of preparing the candidate mentally and psychologically to successfully enter the employment market, or the regular business arena. Sustainable rehabilitation will be possible only when all three actors come together. This calls for involvement of the industries in the form of corporate social responsibility with regard to social equity and well being, and their larger role in development. Keeping the above in view, the Ministry of Women and Child Development, Govt. of India and NIPCCD, New Delhi had organised the **Multi Stakeholders Public Private Partnership Workshop for Combating Trafficking of Women and**

Children with the objectives to: discuss and deliberate on Public Private Partnership for providing economic rehabilitation of survivors of trafficking as well as for prevention of trafficking through skill building and employment opportunities; create linkages and strengthen alliances between the corporate sector and NGO sector and Government; and lay the foundation for a business coalition on anti-human trafficking initiatives through formation of a committee to carry forward the action plan evolved in the workshop. The contents covered in the Workshop included: public private partnership to combat human trafficking: an overview; sharing experiences of partnership and learning and discussions; rehabilitation through farm-based activities; PPP through Dabur, IOM, MVKS and NABARD and discussion; role of public and private sector in prevention of human trafficking; role of stakeholders in creating economic opportunities for trafficked victims; and role of stakeholders in rehabilitating the survivors of trafficked victims.

Dates	No. of Participants	Venue
14-15 September 2010	70	Chennai

A Training of Trainers of Police Institutes on Prevention of Trafficking of Women and Children was also organised by 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 contents included: understanding concepts and gender dimensions in trafficking; and all types of commercial

sexual exploitation – brothel-based, non-brothel based and sex tourism; preventing and combating exploitative labour; all professional aspects of investigational 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
22-24 November 2010	23	New Delhi

In addition to this a **Sensitisation Programme on Prevention of Trafficking of Women and Children for Police Personnel** was also organised by Regional Centre, Guwahati with the objectives to: acquaint the officials to the nature and magnitude of trafficking of women and children; familiarise the officials to the process and consequences of trafficking; make the officials understand about the existing legal provision and support services for rescue and rehabilitation of trafficked women and children; and sensitise the police officials about their roles in prevention of trafficking and networking with community, civil societies, etc. The broad content of the programme included: situational analysis of trafficking of women and children with special reference to eastern India; consequences of trafficking on women and children; prevention of trafficking and the relevant legal provisions, rescue and rehabilitation of trafficked women and children and available support services; role of police, media, government officials and other stakeholders in prevention, detection of cases of trafficking; and evolving a strategy for linkages and networking for combating trafficking.

Dates	No. of Participants	Venue
07-09 July 2010	16	Guwahati

An **Orientation Course on Prevention of Trafficking of Women and Children for Police Personnel** was also organised at Regional Centre, Lucknow. The main objectives of the course were to: create awareness among the participants about the magnitude of the problem of trafficking; discuss with them various kinds of trafficking; and familiarise the participants about the process and consequences of trafficking and critically analyse their role in prevention of trafficking. The contents broadly covered: trafficking of girls and children: situational analysis; prevention of trafficking; legal safeguards; role of RPF/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
11-13 January 2011	65	Lucknow

Regional Centre, Indore also organised a **Sensitisation Workshop for Media Personnel on Prevention of Trafficking of Women and Children** with the objectives to: sensitise the participants on core issues of trafficking and its complexities; orient them on the legal provisions supportive of anti trafficking; and discuss the role of media in creating awareness.

The programme content mainly covered the topics: causes and consequences of trafficking of women and children; legal provision and support services for rescue and rehabilitation of the trafficked; and role of media in creating awareness.



Dates	No. of Participants	Venue
07-08 February 2011	38	Indore

Training on Ujjawala

Ministry of Women and Child Development, Government of India formulated a central scheme for ‘Prevention of Trafficking for Rescue, Rehabilitation and Re-Integration of Victims of Trafficking for Commercial Sexual Exploitation – the Ujjawala’. This 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 of 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 two **Training Programmes for Grant Receiving NGOs on the Scheme of Ujjawala** with the objectives to: equip the participants with information



Dr. Dinesh Paul, Director, NIPCCD interacting with participants of Training for Grant Receiving NGOs on the Scheme of UJJAWLA

regarding human trafficking; provide 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; and discuss the monitoring and networking system at state and national level. The contents of the training programme included: concept, trends and 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, restore the victims to the family; procedure for repatriation of victims; importance and techniques of counselling; monitor and evaluate the programmes, form vigilance groups and make them a social change agents; role of Government, NGOs and family members in prevention, rescue, post rescue and rehabilitation.

Dates	No. of Participants	Venue
02-06 August 2010	31	New Delhi
21-25 February 2011	16	Pune

Counselling Skills and Support Services

The importance of providing 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 felt the need to initiate a number of programmes/ services and schemes to ensure protection and rehabilitation of women in distress. Keeping this in view, the Institute organised four **Training Programmes on Counselling Skills and Support Services for Women in Distress**: two for the Counsellors of Helplines and another two for NGOs running Family Counselling Centres. The objectives

of the programmes were: to sensitise the participants on gender issues and women empowerment; create awareness about problems faced by women in distress; familiarise them 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 and networking.

Dates	No. of Participants	Venue
06-09 April 2010	22	New Delhi
16-20 August 2010	32	Bengaluru
22-24 February 2011	16	Lucknow
28-31 March 2011	27	New Delhi

A Training on Developing, Communication and Case Intervention Skills for Functionaries of Child/Women Helpline was also organised by Regional Centre, Guwahati with the objectives to: orient the counsellors of women helpline on importance of communication, negotiation and counselling in their work situations; equip them with effective communication, negotiation and counselling skills for better understanding and handling of distressed women; acquaint them with case intervention techniques; and develop a clear understandings among them about their roles in providing necessary relief to women in distress. The content coverage of the programme was: 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; and setting the best deal and improving the outcome by negotiation.

Dates	No. of Participants	Venue
18-20 May 2010	19	Guwahati

Gender Planning and Mainstreaming

A variety of programmes in different sectors of development have been initiated to improve the quality of life among women and to raise their economic and social status. Many voluntary organisations have taken up various issues relating to the empowerment of women. Over the years, the role of voluntary sector in women's development and empowerment has increasingly been recognised. Besides UN agencies many international, bilateral and multilateral development and donor agencies have included gender and development as core item in their agenda. It is well realised that the success of these efforts to a very large extent depends on a clear perspective of gender issues, gender sensitivity of policy makers, planners, implementers and field functionaries. The development projects fail to achieve the desired results if some critical gender needs are not addressed properly in their formulation and implementation. Keeping the above in view, the Institute organised a **Training on Gender Planning and Mainstreaming** at Headquarters in New Delhi for government officials, academic and technical institutions and representatives of civil society organisations. The objectives of the training were 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 content 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; and sectoral issues and political issues in gender planning and mainstreaming.

Dates	No. of Participants	Venue
21-25 March 2011	16	New Delhi

Another programme on **Gender Mainstreaming in Health and Nutrition** was also organised in New Delhi with the main objectives to: enable the participants to develop clear perspective about gender analysis and its importance in health and nutrition programmes; make them understand the interrelationship between biological, psychological and social factors that generate specify health and nutritional needs for women and men; develop the skills for conducting gender diagnosis of existing health and nutrition programmes; develop skills for planning health and nutrition programmes/projects with gendered approach; and evolve an action plan to mainstream gender in health and nutrition programmes. The contents of programme included: basic concepts on gender; gender analysis frameworks and its use in health and nutrition programmes; gender differentials in health and nutrition profiles; factors affecting health and nutritional needs of women and men; gender issues in reproductive health; gender and HIV/AIDS; gender and food security; health care of women in difficult circumstances; health and nutrition programmes/policies, gender diagnosis of health and nutrition programmes; and tools and techniques of gender planning and mainstreaming gender in health and nutrition programmes/projects.

Dates	No. of Participants	Venue
20-24 September 2010	22	New Delhi

Gender Budgeting

Welfare programmes for women and girls alone may not leave 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 towards 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 all 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 had organised five **Regional Workshops on Gender Budgeting** for officials of NGOs of North Eastern States, Government Officers of Maharashtra, Chhattisgarh, Andhra Pradesh and Karnataka. The main objectives of the programme were to: sensitise the participants on gender issues; apprise them to the concept and need of gender responsive budgeting and gender mainstreaming; and make them 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; and concept of outcome budget etc.

Dates	No. of Participants	Venue
11-12 May 2010	24	Guwahati
29 Nov.- 01 Dec. 2010	42	Chhattisgarh
08-09 December 2010	43	Hyderabad
27-29 January 2011	42	Bengaluru
16-18 February 2011	19	Guwahati

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, three **Sensitisation Programmes for the Functionaries of Voluntary Organisations and Government Officials on Women's Empowerment** were organised. The objectives of the course were to: familiarise the participants with the policies and programmes of women empowerment; sensitise them

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 them 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
26-30 April 2010	16	Bengaluru
16-20 August 2010	29	New Delhi
20-24 December 2010	29	New Delhi

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 microenterprise. 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 content of the programme broadly covered livelihood promotion through micro enterprises; selection of viable economic activities for micro- enterprise; institutional support; and marketing the products produced by women.

Dates	No. of Participants	Venue
13-17 December 2011	11	Indore

Micro Enterprise for Women

Micro-enterprise development is an opportunity for providing gainful employment to the women below poverty line and thereby improving their income and living standard. Micro-enterprise development is an emerging process which starts with low capital low risk and low profit at the initial stage. Micro enterprise development fosters the economic status of women as a powerful tool for poverty eradication. An increasing number of women are establishing businesses as a way of generating an income and sometimes these ventures will grow and become larger established enterprises. For many of these women, particularly poor women, their businesses will remain very small, these are often called micro enterprise. Women’s micro enterprise springs largely from economic necessity. Technical training or upgrading of skills is often a prerequisite for women’s business venture start-up phase. Even established business owners lack the necessary technical know-how involved in the implementation of a business idea. However, the availability of credit schemes and entrepreneurial training for women is still very limited. This is due to, inter alia, limited programme outreach due to financial constraints; lack of awareness among women and their communities about the purpose and availability of programmes; and

general lack of knowledge among women about starting and running micro enterprises. With the increasing realisation that women’s enterprises are important, many organisations/institutions are now developing and administering training programmes aimed at fulfilling women’s specific requirements. The emphasis in most existing training programmes, therefore, is on imparting or enhancing such traditional skills to the point that they can be developed into a business. Keeping the above in view the Institute organised a four-day **Orientation Training on Micro Enterprise Development for Women**. The main objectives of the training were to: acquaint the participants about how to promote micro enterprise for women; make them aware about developing entrepreneurship among women and management of micro enterprises; impart their knowledge and skill in selection of viable economic activities, credit, marketing and other support services for micro-enterprises; develop capabilities on preparation of business plan for starting micro enterprise; and share the experience of participants on the management of micro-enterprise. The contents of the training included: livelihood promotion through macro-enterprise; developing entrepreneurship among women; basic managerial skills for management of micro enterprises; selection of viable economic activities for micro enterprises and generation of business ideas; institutional support for micro-enterprises; marketing the products produced by women entrepreneurs; and preparation of business plan.

Dates	No. of Participants	Venue
08-11 November 2010	36	New Delhi

Self-Help Group

Self-Help Group (SHG) is considered to be an approach for participatory development and has been proved as

an important process of empowerment at the grass-root level. The SHG that often starts with savings and credit activities provides women opportunities like finding some time for themselves, sitting together, feeling of belongingness, self expression, understanding problems of her own and others, getting more information, analysing and putting problems in a right perspective, taking decision etc. which are considered to be ingredients of empowerment. Significantly, now important development programmes mean formation and development of SHGs. The group fails to achieve its objectives if essential features of SHG are not considered while forming a group. Keeping these facts in view as well as the involvement of voluntary organisations (VOs) in promotion of SHGs, one **Orientation Course on Formation of SHGs for Representatives of Voluntary Organisations** was organised at Regional Centre, Lucknow. The main objectives of the programme were to: enable participants to understand the concept, importance, dynamics and objectives of SHG for women; develop their skill for formation, development and strengthening of SHGs; develop their skill to train members of SHGs for its management; and help them to understand the importance and benefit of networking of SHGs and role of members of SHGs as change agents. The contents broadly covered were: situation of women in India/ State; need and importance of women empowerment; concept, importance and objectives of SHGs for women; formation of SHGs for women; management of SHGs; linking SHGs with banks; IGA and marketing of products; and networking of SHGs.

Dates	No. of Participants	Venue
10-14 May 2010	26	Lucknow

A **Training of Trainers of SHGs on Entrepreneurship Development** was also organised by Regional Centre, Bengaluru with the objectives to: acquaint the participants on promotion of micro enterprise for women;

impart knowledge on developing entrepreneurship among women through micro enterprises; provide a perspectives on credit, marketing and other support services for micro enterprises; and enable participants to develop a business plan for starting and management micro enterprise. The content of the training included: livelihood promotion through micro enterprise; developing entrepreneurship among women; basic managerial skills for management of micro enterprises; selection of viable economic activities for micro enterprises; generation of business ideas; institutional support for micro enterprises; marketing the products produced by women entrepreneurs; and preparation of business plan etc.

Dates	No. of Participants	Venue
09-11 February 2011	21	Bengaluru

Regional Centre, Guwahati also organised a **Training Programme for the Representatives of Voluntary Organisations on Formation of Clusters and Federations** with the main objectives to: orient the participants to the concepts of need for cluster level association; orient them to the concepts of steps in formation of cluster and federation; tell them about the importance of cluster and federation; and acquaint them about the rules and regulations in forming the federation. The broad contents of the training programme were: situational analysis of women with special reference to NE Region; empowerment of women focusing on economic empowerment; concept of SHG; steps in formation of cluster and federation; functions of cluster and federation; different model of clusters and federations; convergence of services; and sustenance of SHGs of women.



Dates	No. of Participants	Venue
27-30 July 2010	25	Guwahati

Constitutional Provisions and Safeguards for Women and Children

Women constitute a vulnerable segment of our society, who on most occasions, are unable to exercise their rights and maintain a dignified existence for want of knowledge and due to lack of awareness about their rights in all walks of life. The situation is further compounded by the poor literacy status of women, poor access to education and law, besides limited mobility. Further there has been a rise in the gender-related violence and crimes against women, which make their position even more insecure in the society. Rape, molestation, kidnapping/abortion, eve-teasing/sexual harassment, dowry deaths and cruelty by husband and his relatives comprise the major crimes against women in the country. For updating knowledge and skills of the stake-holders was felt desirable to open an interface of discussion between the stake-holders at one end, and other experts in field at the other end to find solutions to the commonly faced situations in handling cases in the field, to sort out problems or resolve the conflicts with appropriate interventions. In view of this the Institute organised a three-day **Orientation Programme on Laws Relating to Women** for the Coordinators and Counsellors and nodal officers of the National and State Commission for Women. The objectives of the programme were to: build the capacity of stake-holders working on women’s issues for effectively handling cases of women in distress; strengthen the support system of women in need of legal aid; and update the knowledge on recent laws and procedures to expedite relief for women in difficult circumstances. Contents broadly covered were: matrimonial laws and maintenances laws, property laws in urban & rural settings; domestic violence and PWDVA, 2005;

provisions of IPC & Cr PC related to women; trafficking of women & children and provisions of ITPA; sexual harassment at workplace; constitutional framework and legal safeguards; prohibition of Child Marriage Act, PC&PNDT Act, 2003 and its implementation to prevent sex selection.



Orientation Programme on Laws Relating to Women

Dates	No. of Participants	Venue
01-03 February 2011	37	New Delhi

Another **Orientation Course on Legal Provisions and Safeguards for Protection of Women for Voluntary Organisations** was also organised by Regional Centre, Lucknow with the main objectives to: create awareness among participants about legal and constitutional rights; make them aware 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 for justice. The broad contents of the training 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 machineries involved in justice for women i.e. free legal aid, family court etc.

Dates	No. of Participants	Venue
26-30 July 2010	22	Lucknow

Community Micro Planning

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 tribal and other underprivileged sections at various places. These organisations are better placed than any other entities to sensitise, capacitate 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 five-day **Training Programme on Community Micro Planning for the Functionaries of Voluntary Organisations Working for Underprivileged Sections** at its premises in New Delhi. The objectives of the training programme were to: expose the participants to the concept of community micro planning so as to evolve participatory development methodology to address the problems of women and children belonging to underprivileged sections of society; help the participants to evolve a module for community

micro planning involving the community; and facilitate evolving a developmental action plan which comprises identifying and prioritising problems, strategies and options for dealing with the problems. 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.

Dates	No. of Participants	Venue
03-07 May 2010	16	New Delhi

Strengthening Social Organisations

The role of voluntary organisations in socio economic development of the society and their participation in social welfare activities has been recognised by all. The Government of India ever since it launched its First Five-Year Plan in the year 1951 expressed faith in the inherent potentialities of voluntary organisation and committed itself to actively support them, facilitating their participation in nation building. 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. Realising the situation of women and children in our country, Government has initiated various measures. Eleventh Five-Year Plan (2007 – 12) has also focused on need for promotion and development of women and children in country's developmental agenda. Recognising the important role of VOs, the National Policy for the Voluntary Sector, was formulated by the Planning Commission which affirms the growing need for collaboration within the voluntary sector by the Government, as

well as the private sector at the local, district, state and national levels. Ministry of Women and Child Development, Government of India has launched various programmes for the welfare and development of women and children. So there is a need to train the representatives of NGOs for successful implementation of the schemes especially for the welfare and development of women and children. Keeping this in view, Institute’s Regional Centre, Guwahati organised **Training for Representatives of NGOs on Schemes and Programmes of Government for Women and Children.** The main objectives of the programme were: orient the participants to the constitutional provision and rights of women and children; acquaint them with the policies, legislations, programmes and services for development of women and children; and sensitise them about their roles in implementation of the legislations, policies and programmes. The content of the programme were: constitutional provisions for welfare and development of women and children; perspectives on advancements of women and children through five-year plans; policies of government for welfare/ development of women and children; problems and issues related to women and children; various schemes and programmes for women and children; and national rural health mission.

Dates	No. of Participants	Venue
14-18 June 2010	33	Guwahati

Training of Trainers for Circle Organisers of Village Defence Organisations

Village Defence Organisation (VDO) is a unique concept and endeavour of Assam Police under which voluntary forces from the villages are organised to mobilize the community to prevent and fight crimes

in society. Constituted under a state legislation, the Village Defence Organisations of Assam are spread all over the state. Under the administrative control and guidance of Assam Police, the volunteers of Village Defence Organisation are rendering yeomen’s service to the people of the state since its inception. The village defence parties of VDO work under the supervision of a Circle Organiser who is a personnel of state Police Department. These village defence parties work in coordination with the Police and effectively contribute towards the prevention and detection of crimes, resolving of minor village land and other disputes and also render other social services to the community apart from their primary responsibility of guarding against the anti-social elements in society. Taking into consideration the fact that prevention of crimes, particularly, crime against women and children cannot be entirely left to the statutory law enforcement agencies like the Police or Para-Military Forces, the VDOs can be an effective force at the grass root level for protection of the interest of women and children. However, to realise this, it becomes necessary that the members of these voluntary forces are acquainted with the burning issues adversely affecting the status of women and children in our society. Keeping this in view, on the request of Assam Police the institute organised **Training of Trainers for Circle Organisers of Village Defence Organisations under Assam Police.** The objectives of the programme were to: orient the participants to the situation of women and children in Assam with particular reference to crime against women and children and the factors responsible for these; acquaint them with the various relevant legislations towards protection and rights of women and children; enable them to understand their role in prevention of these social evils; and enable them to act as trainers for sensitising the functionaries of Village Defence Organisation on these issues. The content

of the course included: situational analysis of women and children in difficult circumstances with special references to Assam; an overview of crimes against women focusing specially on witch hunting, trafficking of women and children; violence against women; child labour; child marriage; rights of the child and UNCRC; constitutional provision and important legislations; government programmes for women and children; and roles and responsibilities of VDOs in prevention of crimes against women.

Dates	No. of Participants	Venue
04-06 August 2010	25	Guwahati

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 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 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.



Smt. Krishna Tirath, Hon'ble Minister, Ministry of Women and Child Development and Chairperson, NIPCCD addressing the participants of Consultation on Evolving an Efficient Grant Management System towards improving GO-NGO Cooperation in WCD Schemes



A session is in progress on Consultation on Evolving an Efficient Grant Management System towards improving GO-NGO Cooperation in WCD Schemes in which Smt. Krishna Tirath, Hon'ble Minister, Ministry of Women and Child Development and Chairperson, NIPCCD is also present

Dates	No. of Participants	Venue
27-28 January 2011	51	New Delhi
27-28 January 2011	51	Bengaluru
27-28 January 2011	63	Guwahati
27-28 January 2011	41	Lucknow
27-28 January 2011	50	Indore

Establishing and Managing Voluntary Organisations

The participation of voluntary organisations in Government programmes has been increasing year after year. Voluntary organisations have been playing a vital role in the development of the country. Their strength is being felt in terms of emerging professional expertise, commitment and outreach upon which the success of the developmental programmes of Government largely depends. It has been recognised that the task of the development cannot be achieved by Governmental efforts alone. The role of voluntary organisations or non-governmental organisations with their local rooting and sense of service, therefore, assumes significance. The voluntary sector is thus expected to be a major partner in governance and mainstreaming people who lagged behind in the process of development. In India, the importance and relevance of voluntary organisations has been recognised since beginning of the First Five-Year Plan. A large number of voluntary organisations throughout the country are today engaged in diverse fields of women and child development such as health, nutrition, education, environment etc. However, with the multiplicity in the number of voluntary organisations in the area, the resources and managerial

capacities of so many voluntary organisations have become an issue of concern. There is a strong need to provide technical training to functionaries of voluntary organisations and help them develop their human resources and manpower for improving performance and quality of services. In view of above, the institute organised four **Training Programmes on Establishing and Managing a Voluntary Organisation** for the functionaries of voluntary organisations. The main objectives of the training programmes were to: share the concept and relevance of voluntary action and social development in India; orient the participants about how to establish a voluntary organisation, process of institution building, administration and management; help them learn the process of planning and designing project proposals; orient them about ways and means of resource mobilisation from various sources and effective financial management; and discuss 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
05-09 July 2010	29	Indore
12-16 July 2010	26	New Delhi
13-17 September 2010	23	Lucknow
07-11 March 2011	30	Guwahati

Financial Management and Reporting

Fund raising is not an easy task. However, as a technique if used strategically and in a planned manner, fund raising can definitely prove to be a vehicle for sustenance of programmes and processes of voluntary organisations in the long run. It is therefore crucial that voluntary organisations, being key players in the development field, be more professional and result-oriented in approach and diversifies their activities to explore the available cache of indigenous and exogenous resources which can help them to equip themselves with a sustainable resource base and not just limit their abilities to project-based funding support. To achieve results professionally and in a result-oriented manner, it is equally important for VOs to maintain an excellent track record and transparency of activities, so that an organisation can create its own distinct identity among its stakeholders. Hence, along with generating resources through various methods, utilisation and effective management of resources thus mobilised has become an equally essential part for sustenance and self reliance of any organisation and its activities. Keeping the above in view and its mandate to promote voluntary action, Institute organised five **Training Programmes on Fund Raising Techniques and Resource Management for Voluntary Organisations**. The main objectives of the training were to: acquaint the participants to fund raising know how and techniques; recognise fund raising as a planned activity providing for sustained benefits at community level; impart knowledge on need for developing internal controls and accounting systems for effective utilisation and management of funds; and discuss ethical and legal concerns governing voluntary organisations. The training programme broadly covered the following aspects: getting to know each other's experiences on methods used by VOs for generating resources; introduction to fund raising and its techniques; strategies for raising funds; preparation of business plan

on fund raising; projecting transparency and credibility of an organisation; raising funds from community and individuals; strategies used by selected VOs in raising funds for their organisation and establishing marketing linkages; observational visit, case study; exercises on developing a fund raising plan; and detailed exercises on preparing various tools for communication etc.



A view of Training in Fund Raising Techniques and Resource Management

Dates	No. of Participants	Venue
26-29 April 2010	33	Indore
10-13 August 2010	25	Lucknow
06-10 September 2010	28	Bengaluru
27 September-01 October 2010	28	New Delhi
04-08 October 2010	32	Guwahati

Planning and Designing a Project Proposal

The process of managing change is important from the very stage of the conception of idea to controlling the consequences or managing problems that occur. The vehicle which helps one to achieve all these in a systematic manner is termed as the 'project'. Hence, it is crucial that people, who are responsible for designing the project, possess requisite technical knowledge, skills and expertise to perform this critical

task. By understanding the tools and techniques for project development one can organise and manage the complexities more effectively and predictably. It is felt that 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



Training on Designing and Planning a Project

of projects/programmes. Keeping this in view, the Institute organised five **Trainings on Planning and Designing a Project** with the main objectives to: enable the participants to develop a perspective on the need and importance of a project; enhance their knowledge base and skills to the techniques of project planning & designing; develop skills in cost estimation and working out mechanisms for monitoring and sustainability for a project; and analyse pitfalls in planning and designing project proposals. The contents of the programme focused on following aspects: conceptualising/planning a project; methods of conducting situational analysis and SWOT; framing objectives for the project; project need assessment; steps and techniques; planning activities for the Project and working out an action,

planning resource requirements for a project and estimating project costs; planning for monitoring evaluation and sustainability; evolving indicators for monitoring of project; legal and statutory compliances for VOs; group exercise on designing a Project and guidelines for submitting project Proposals to National Children's Fund (NCF).

Dates	No. of Participants	Venue
10-13 May 2010	29	Lucknow
10-14 May 2010	28	New Delhi
17-21 May 2010	33	Bengaluru
18-21 May 2010	23	Indore
09-13 August 2010	52	Guwahati

Good Governance for Voluntary Organisations

Good governance means effective management of a 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. The 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 aspects of any voluntary organisation's existence. Participatory approach or management is essential to the achievement of sustainable development. In order to ensure effective and proper management of resources, good governance becomes an important aspect of every voluntary organisation. The Institute

since its inception has been involved in promotion of voluntary action in social development through its endeavours of capacity building of the voluntary organisations. 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 three **Trainings on Good Governance in Voluntary Organisations**. The broad objectives of the programme were to: develop professional skills among the participants for making their programmes sustainable at the field level; make them understand the essential features of appropriate/good governance; apprise them of techniques of good governance; and enhance their capabilities to govern their organisations better. The content of the course were broadly covered: concept of governance; components of appropriate governance; actions need to be taken in order to tackle the problems arising for lack of good governance; and evolving strategies for participatory governance etc.

Dates	No. of Participants	Venue
05-08 April 2010	25	Guwahati
04 -07 May 2010	23	Indore
17-21 January 2011	25	Lucknow

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 mobilising 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 training content broadly 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; and tax exemptions and legal frameworks for voluntary organisations.

Dates	No. of Participants	Venue
17-21 May 2010	21	New Delhi
19-22 July 2010	28	Indore
26-29 July 2010	28	Bengaluru
26-30 July 2010	14	Lucknow
08-11 February 2011	39	Guwahati



Social and Behaviour Change Communication (SBCC)

Social and Behaviour Change Communication (SBCC) is one of the names used to define the inter-disciplinary areas of work also known as communication for development, development communication, behaviour change communication, communication for social change and others more. The initial stages of this field were characterised by the use of mass-media and considered people as audiences ready to be influenced by the messages they received through those media. That communication perspective is rooted in the basic Sender-Message-Channel-Receiver (SMCR) model, which has been shown to be useful in disseminating information rather than promoting behaviour changes. The overall effectiveness of this basic model, however, has been proven rather limited. Over time its linear flow has been replaced with a more complex perspective in which communication is envisioned as a horizontal process aimed, first of all, at building trust, then at assessing risks, exploring opportunities and facilitating the sharing of knowledge, experiences and perceptions among stakeholders. The aim of this process is to probe each situation through communication in order to reduce or eliminate risks and misunderstandings that could negatively affect project design and its success. Only after this explorative and participatory research has been carried out, does communication regain its well-known role of communicating information to specific groups in order to achieve the intended change. To fully understand the way SBCC can be effectively applied to promote change, it is necessary to have clearly in mind how its scope has broadened. The practical differences are often significant and are rooted not only in the scope, functions, and applications of the different fields, but also in the

theories behind those applications and the methods and techniques being used. Furthermore, the operational implications of the emerging development paradigm have gradually broadened the scope and functions of communication in a way not yet fully understood by all those concerned. In order to acquaint and train the NIPCCD trainers to the paradigm shift in the field of communication, a **Training of NIPCCD Trainers on Strategic Applications of Social and Behaviour Change Communication (SBCC)** was organised in collaboration with UNICEF. The main objectives of the course were to: enhance the knowledge of the NIPCCD trainers on the principles of communication for development and setting of communication objectives for ICDS; enhance understanding related to strategic shifts in Communication for Development (C for D) and the basic steps in conducting a perceptions study; explain and apply the C for D planning process for developing a strategic communication; and enhance understanding of principles of monitoring and evaluation process to assess effectiveness of communication and application of the same to ICDS. In order that the learning objectives get achieved, the training content focused on: communication: main types and functions; identifying the appropriate communication strategy - from problems to objectives; social and behaviour change communication (SBCC): values, principles, key concepts and strategic shifts; foundations of communication strategy design and effective planning; defining SMART objectives and indicators; developing an effective communication strategy; defining audiences, levels of change and communication approaches; criteria for selecting media and channels - creative and strategic elements of message design completing the communication puzzle – channels and messages; producing effective

communication material: some tips and lessons learned; finalising the implementation plan - developing a work plan; accountability, monitoring and evaluation (indicators); SBCC resources and activities planning: from production to strategic mode - a review; and media and the art of facilitation.



View of Training of NIPCCD Trainers on Strategic Applications of Social and Behaviour Change Communication

Dates	No. of Participants	Venue
24-26 May 2010	20	New Delhi

Right to Information Act

The Right to Information legislation was passed by the Parliament in May 2005 and received the President's assent on 15 June in the same year. The Right to Information Act (RTI Act) was notified in the same month and came into force in the year 2005 itself. This revolutionary piece of Act enables the citizens to have access to information on a statutory basis. The Act specifies that subject to the provisions of the Act, every citizen shall have the right to freedom of information. It casts obligation upon every public authority to provide information and to maintain all records consistent with its operational requirements. For facilitating appropriate implementation of this Act,

massive mechanisms have been set up at the Central and the State Government levels. Besides ensuring the citizens their right to information, this particular Act is also a powerful tool for good governance because, through the provisions of this Act one can hope to bring in transparency at all levels of public work and the chances of misdeeds and corruption can be minimised to a large extent. However, the effective implementation of this Act and its proper use for public good depend, to a large extent, on the awareness of the common masses about the spirit of this Act, its provisions and above all, the procedures of seeking information under Right to Information Act. It has been experienced in the last few years that voluntary organisations can play a pivotal role in proper implementation of the RTI Act. In fact, some voluntary organisations in India have spearheaded the movement of Right to Information. However, their number is too small. Therefore, there is a need for orienting the functionaries of voluntary organisations about different aspects of RTI Act and the procedures and the mechanism of seeking information under the Act for public interest, who in turn, can educate the masses and create awareness about this Act and its proper utilisation for improving the condition of lives of the disadvantaged sections of people. At the same time, the government officials, particularly those who are designated as the Public Information Officers also need to be oriented to the provisions of the Act, their roles and responsibilities and also the procedures of dealing with the requests for information. In this backdrop, the institute organised four **Sensitisation Programmes on Right to Information Act (RTI), 2005 for Senior Officers of Voluntary Organisations and Public Information Officers**. The objectives of the programmes were to: sensitise the government and the NGO personnel to the provisions of Right to Information Act 2005; acquaint them with the

procedures of appeal for information under the Act and the appellat bodies and also the procedures of dealing with the requests for information; and make the participants realise the relevance of RTI Act in good governance with particular reference to improving the status of women and children. The content of the programme included: an overview of Right to Information Act, 2005; philosophy and 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; RTI Act and the social organisations; RTI Act and the status of women and children etc.

Dates	No. of Participants	Venue
22-23 June 2010	25	Guwahati
12-13 August 2010	41	Lucknow
15-16 September 2010	36	Bengaluru
14-15 March 2011	38	Indore

Monitoring and Evaluation

Since independence Government of India has launched a number of programmes and schemes for the development of children and women. Most of these schemes/programmes are implemented with the active participation of voluntary organisations. The success of implementation of any programme or scheme largely depends on effective monitoring and evaluation of these by the implementing agencies. However, it has been noted that despite this important component being inbuilt in many schemes, the implementing agencies mainly the voluntary organisations lack enough knowledge and skills on monitoring and evaluation.

Keeping this in view the Institute considered it worthwhile to organise an **Orientation Course for Functionaries of Voluntary Organisations on Monitoring & Evaluation of Developmental Programmes for Women and Children**. The main objectives of the course were to: orient the participants



Orientation Course for the Functionaries of Voluntary Organisations on Monitoring and Evaluation of Developmental Programmes on Women and Children

to the concept and importance of Monitoring and Evaluation in social development programmes; apprise them to the latest methods/techniques of monitoring and evaluation of the programmes; and enhance their skills for quality monitoring and supervision of women and child development programmes. The content of the programme were: schemes and programmes for women and children; importance of monitoring and evaluation in programmes run by voluntary organisations; concepts of monitoring & evaluation in social development programme; designing proposal for evaluation of developmental programmes; techniques of monitoring of the project and developing design; sampling techniques; developing indicators for monitoring and evaluation; techniques for developing schedules and questionnaires; budgeting and financial aspects of developmental projects; analysis and interpretation of data; and descriptive and inferential statistics and report writing.

Dates	No. of Participants	Venue
26-30 July 2010	24	New Delhi

II. Training on Child Protection and Juvenile Justice Act

Child Rights and Child Protection

Child protection refers to protection from violence, exploitation, abuse and neglect – all these are sheer violation of child rights in humanistic context. The Convention on the Rights of the Child (CRC) 1989 recognises that children are entitled to all the rights and freedoms without distinction of any kind such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or any other status. The preventive approach has so far been dealt with a conventional piecemeal approach which was limited to programmes like awareness generation, media advocacy, training and capacity building of various stakeholders, legal literacy, sex education in schools etc. This approach needs to be adopted more comprehensively by taking into account the link between child protection and other micro and macro development issues. In view of this, Ministry of Women and Child Development has come out with a new scheme called Integrated Child Protection Scheme (ICPS) by combining its existing child protection schemes under this centrally sponsored scheme. The scheme brings together multiple vertical schemes under one comprehensive child protection programme and integrates interventions for protecting children and preventing harm. The ICPS is based on the cardinal principles of “protection of child rights” and “best interests of the child”. The ICPS aims to promote the best interests of the child and prevent violation of child rights through appropriate punitive measures against perpetrators of abuse and crimes against children and to

ensure rehabilitation for all children in need of care and protection. It aims to create a protective environment by improving regulatory frameworks, strengthening structures and professional capabilities at national, state and district levels so as to cover all child protection issues and provide child-friendly services at all levels. To implement these programmes, there are various Government Departments, voluntary organisations and social activists who are playing an important role in it. They need to be fully sensitised to the needs of children and will have to be well conversant with the various provisions of not only CRC but also other legal provisions and their delivery mechanisms. Keeping this in view, the Institute organised six **Orientation Trainings on Child Rights and Child Protection for Superintendents of Children’s Homes/Probation Officers/Welfare Officers/Voluntary Organisations**. The main objectives of the programmes were to: orient the participants about the conceptual framework of child rights, child protection and ICPS; to enable them to understand service delivery mechanisms and legal provisions; to create an understanding of the good child protection practices including various legislations, policies and programmes etc. The content broadly covered were: situational analysis of vulnerable children in India; policies, legislations on child protection; emerging Issues in Juvenile Justice System; and mental health issues in the Institution; and ICPS etc.

Dates	No. of Participants	Venue
23-27 August 2010	20	New Delhi
08-12 November 2010	17	Lucknow
06-10 December 2010	22	Lucknow
20-24 December 2010	32	Bengaluru
31 January - 04 February 2011	54	Indore
14 -16 March 2011	29	Guwahati



The Institute also organised five **Orientation/ Sensitisation Programmes on Child Rights and Protection for School Principals/ Teachers** with the objectives to: orient the participants on provisions of CRC and national initiatives for child rights and child protection including various legal instruments and services for child protection; enable them to identify their roles and responsibilities to foster full participation and realisation of rights by children; and prepare a Plan of Action to develop schools into child-friendly institutions with emphasis on Rights-Based Approach (RBA). The content of the programme included: child rights and its implications; policies, legislations, programmes/interventions on child protection; problems/issues in schools and its impact on children; role of schools/administration in creating safe, learning environment; role of counsellors of school in dealing with children having behavioural problems; and corporal punishment & child abuse.

Dates	No. of Participants	Venue
24-25 May 2010	39	Guwahati
02-03 June 2010	41	Indore
20-21 December 2010	39	Lucknow
05 January 2011	30	Indore
20-21 January 2011	55	Bengaluru

Juvenile Justice System

Juvenile justice system in India can be briefly traced to initial Children’s Act of some States in pre-independence era. The Central Legislation on Children – The Children Act was enacted in 1960 which governed the administration of care and protection of children till 1986, when the ambit and nomenclature was changed to include juveniles as well. The Juvenile Justice Act 1986 also addressed the need for a mechanism of

handling children and juveniles in institutional care. When, in early 2006, the Department of Women and Child Development became a full-fledged Ministry, the juvenile justice and adoption related matters were transferred to this Ministry. It was found that child protection has never been a programme of any Ministry/ Department. It was further found that the existing child protection schemes of the Ministry suffered from major shortcomings and gaps in the infrastructure, set up and outreach services for children. In view of this, the Ministry has come out with a new scheme called Integrated Child Protection Scheme (ICPS) by combining its existing child protection schemes under this centrally sponsored scheme. ICPS aims at functioning as a Government-Civil Society Partnership scheme under the direction and responsibility of the Central Government and State Governments. It work closely with all stakeholders including Government Departments, police, judiciary, the voluntary sector, community groups, academia and most importantly, families and children to create protective environment for children in the country. Even with all the above initiatives, implementation of law and programmes remains weak and in many cases, invisible, which is reflected in the situation of the children. One of the biggest problems in the implementation of Juvenile Justice Act lies in the narrow understanding of different stakeholders regarding use or jurisdiction of the law. Police has a major and crucial role to play in implementation of the Juvenile Justice Act. On the other hand, one of the major concerns of the ICPS is that professionals providing services for children should be competent and they should be bound by professional standards. This aspect, which needs to be looked into with adequate thoughts and perspectives therefore calls for active and enriching participation of all the stakeholders by strengthening their level of knowledge, skills and attitude. However, even before doing so, it is essential to sensitise and orient those

who are directly and indirectly engaged in training and strengthening capabilities of functionaries to be engaged in implementation of the ICPS on various aspects of the Scheme and its mode of application at various levels. In view of this, the Institute organised four **Trainings of Trainers (TOT) on Juvenile Justice System and ICPS for Police Officers and Representatives of Voluntary Organisations** in its four Regional Centres. The main objectives of the training programmes were to: enable the participants to develop an understanding of the Juvenile Justice System; sensitise and orient them to the main features of Integrated Child Protection Scheme (ICPS) and their role and responsibilities in ICPS; help them to administer the training manual on Juvenile System for Police Officials developed for the purpose and practice training sessions with the help of the training manual. The content of the training programmes broadly covered: understanding children and self attitude towards them; international and Indian legal instruments for protection of children; provisions and mechanisms under the Juvenile Justice (Care & Protection of Children) Amendment Act 2006 and the model rules; role of police in implementation of provisions of Juvenile Justice (Care & Protection of Children) Amendment Act 2006; rights-based perspective; rehabilitation and social reintegration issues including community-based support for children in need of care & protection; and role of VOs in



Smt. Krishna Tirath, Hon'ble Minister, Ministry of Women and Child Development and Chairperson, NIPCCD reviewing the activities of Regional Centre, Bengaluru during her visit to RC (B)

mainstreaming child rights; children in need of care and protection; introduction to child rights and principles of juvenile justice; child and the Juvenile Justice law in India; children in conflict with law; role and problems of Police in Juvenile Justice system; ICPS and its various components; training needs assessment and systematic approach to learning/training; role and skills of a good trainer; process of training session planning and use of training techniques and methodologies.

Dates	No. of Participants	Venue
28 June-02 July 2010	25	Bengaluru
23-27 August 2010	35	Guwahati
25-29 October 2010	45	Indore
20-24 December 2010	26	Lucknow

Initiatives like the JJ legislation and the ICPS lay down elaborate provisions for protection of rights of delinquents and provides for adequate opportunities for their rehabilitation, with a legal backup system. However, due to the narrow understanding of different stakeholders regarding the use and jurisdiction of law and mode of implementation, the juvenile justice system in India is facing certain problems which need to be addressed. It is therefore felt important to sensitise and share views experiences among those who are instrumental in providing justice to juvenile so that a strong legal system emerges nationwide. In view of this, the Institute organised four **Sensitisation Programmes on JJ System and ICPS for Personnel of Legal Aid Services**. The main objectives of the programme were to: sensitise the members of state and district legal service authority to the Juvenile Justice (Care and Protection of Children) Act 2000 and its Amendment Act 2006 vis-à-vis ICPS; enable them to understand the problems of children in conflict with law and importance of rehabilitation; and create clarity

and understanding of the role and responsibilities of the members in ensuring free legal aid services to children under the said Act. The training programme broadly covered the following aspects: an overview on juvenile justice system in India vis-à-vis legal aid; relevant constitutional provisions for children; salient features of JJ Act and ICPS; need for legal aid in juvenile justice system and problem associated with it; role and responsibilities of JJB; institutional and non-institutional services for children in conflict with law under the act; salient features of legal services Authority Act, 1987; and role of state legal service authority (SLSA) / recognised voluntary legal services organisations under the act.

Dates	No. of Participants	Venue
10-12 November 2010	28	New Delhi
24-26 November 2010	44	Bengaluru
29 November-1 December 2010	27	Guwahati
01-03 February 2011	24	Lucknow

Four **Sensitisation Programmes on Juvenile Justice (Care and Protection of Children) Amendment Act, 2006** for Police Officials/Judicial Magistrates/Judges/ Chairpersons of Juvenile Justice Boards were also organised with the objectives to: sensitise and orient police officers/other members to the Juvenile Justice (Care and Protection of Children) act 2000 and its amendment Act 2006 and ICPS; create clarity and understanding of their roles and responsibilities in the implementation of the act; sensitise the police officers to deal with children in conflict with law softly and sensitively; and to facilitate the speedy disposal of cases. The sensitisation programme enabled the participants to learn about child rights; communicating

with children; dealing with street children; life of children in institutions; Juvenile Justice (Care and Protection of Children) Act 2000, Amendment Act 2006 and Central Rules & State Rules.

Dates	No. of Participants	Venue
08-10 June 2010	30	Chennai
21-23 September 2010	35	Guwahati
07-09 December 2010	40	Phillaur
10-12 December 2010	42	Chandigarh

NIPCCD Regional Centre, Lucknow and Indore also organised two **Regional Training and Sensitisation Programme on Juvenile Justice (Care and Protection of Children) Amendment Act 2006**. The main objectives of the programmes were to: sensitise and orient participants to the Juvenile Justice (Care and Protection of Children) Amendment Act 2006; to create clarity and understanding of the roles and responsibilities of different personnel involved in the implementation of the Act; to facilitate sharing of best practices at regional level for strengthening implementation of the Juvenile Justice Act; to create awareness on the role of voluntary agencies and community as provided for in the Act; to create an understanding of the concept of rehabilitation and social reintegration and to enable effective options assessment; and to facilitate the speedy disposal of cases. The major contents of the training and sensitisation programme were: constitutional provisions, National Policy for Children and National Plan of Action for Children; child rights and its implications; salient features of Juvenile Justice (Care and Protection of Children) Amendment Act 2006; differential procedures for children in need of care and protection and children in conflict with law; role of Juvenile Justice Board and Child Welfare Committee; eligibility and power of members of Juvenile Justice Board & Child Welfare Committee; role of police & special juvenile police

units; institutional and non institutional services under the act; procedures for speedy disposal of cases; role of community & voluntary agencies in the JJA 2000; understanding child psychology - institutionalised children and their socialization process; special issues affecting children; emotional development of children; communicating with children effectively; rehabilitation and social reintegration - its concept & importance; monitoring and evaluation of implementation of JJA 2006.

Dates	No. of Participants	Venue
25-27 August 2010	52	Lucknow
22-24 September 2010	21	Indore

Apart from that two **Regional Consultation Meets of the Members of Child Welfare Committees (CWCs) and Members of Juvenile Justice Boards (JJBs) and Other Functionaries of Juvenile Justice Administration** was also convened with the main objectives to: to review of the status of implementation of Juvenile Justice Act 2006 by States/UTs; to discuss the roles and responsibilities of the members of CWC/JJB; to highlight the importance of non-institutional services under the act to facilitate effective rehabilitation and social reintegration of children; to identify the obstacles/difficulties in carrying out their (CWC/JJB) roles and responsibilities; and to develop the State Specific Action Plan for implementation. The content covered were: status of implementation of Juvenile Justice Act 2000; roles and responsibilities of the members of CWC/JJB under the Juvenile Justice (Care and Protection of Children) Act 2000, its amendment and the ICPS; sharing of experiences and best practices by the members; non-institutional services and their importance; rehabilitation and social reintegration of children; obstacles or difficulties in implementation; developing the state-specific action

plan for implementation; and presentation of state specific action plan.

Dates	No. of Participants	Venue
26-27 October 2010	57	Lucknow
24-25 February 2011	20	Indore

Five **Regional Consultations on Integrated Child Protection Scheme for Senior Government Officials/Nodal Officers** were also convened with the objective to: share the priorities and concerns of the Ministry in the implementation of ICPS; and understand the status and plan of action for ICPS in the States / UTs. During the Consultations, MWCD set out the priorities of rationalisation of existing services to ensure prescribed quality of services for intended beneficiaries of the Scheme. It also emphasised the need to streamline adoption procedures for which setting up of SARA and SAAs are required. The importance of building awareness about the programme for the target group as well as for the service providers and the need for Child Tracking System to monitor the welfare and rehabilitation and for tracing of missing children were also emphasised. It also emphasised the importance of ICPS for ensuring the welfare of children in difficult circumstances, who require a supportive and healthy environment to grow up in so that they develop into responsible citizens.

Dates	No. of Participants	Venue
9 July 2010	34	Bengaluru
1 September 2010	39	Guwahati
29 October 2010	20	Lucknow
3 November 2010	23	New Delhi
3 February 2011	26	New Delhi

Two **Sensitisation Programmes on ICPS for Deputy Chief Probation Officers, District Probation Officers and Senior Officers of Mahila Kalyan Nideshalaya of UP Government** were also organised by Regional Centre, Lucknow at the instance of Government of Uttar Pradesh. The main objective of the programme was to: sensitise District Probation Officers about implementation of ICPS Scheme in the state of Uttar Pradesh. The content covered was: ICPS an overview; ICPS: service delivery; staff and training; accounts and management; maintenance of records and registers; fund pattern; monitoring and evaluation/MIS; and programme implementation plan.

Dates	No. of Participants	Venue
03-04 March 2011	27	Lucknow
10-11 March 2011	20	Lucknow

Two **Regional Consultation Meets of Members of the Child Welfare Committees** were also organised by Regional Centre, Guwahati and Indore with the objectives to: review the status of implementation of JJ Act 2000 & Amendment Act 2006 by States/UTs; discuss the role and responsibilities of Chairpersons/ Members of CWC and State representatives; discuss relevance of the non-institutional services under the act to facilitate effective rehabilitation and social reintegration of children including difficulties faced by them; and develop state specific action plan for proper effective implementation of JJ Act 2000 & its Amendment Act 2006. The broad content of the programme included: situational analysis of juvenile justice system in India: major issues and challenges; role and responsibilities of CWCs under the JJ Amendment Act 2006; emerging issues in JJ system and rules (minimum standard for protection of children,

strengthening mandatory statutory mechanism at the pre-adjudicatory stages, strengthening community-based services for children in need of care and protection and networking among different agencies dealing with children in need of care and protection); and a group work on modifying /preparing state-specific action plan for effective implementation of JJ Act 2000 and its Amendment Act 2006.

Dates	No. of Participants	Venue
26 - 27 August 2010	43	Kolkata
10 - 11 February 2011	39	Indore

In-country Adoption

Care and Protection of Children is recognised as basic to the survival and growth of the human beings. It is widely accepted that the family provides the most natural surroundings for children and should, therefore, be preserved wherever possible. It has also been recognised that family is the best place for the overall development of the child. Children are found in the most vulnerable situations and professional approach towards their amelioration is mandatory for any society. India has the second largest child population in the world and it is estimated that there are over 44 million destitute children in our country; a large number of them are languishing in orphanages with bleak future. There is a need to look after them and rehabilitate them through adoption as it helps those children who do not have a family and can be benefitted by providing natural environment and surroundings. Rehabilitation of children in difficult circumstances through adoption is one of the major planks of the Ministry's policies for children. It has also been noticed that quality in service and level of professionalism differ and poor networking results in duplication of efforts. Continuation of informal adoptions and institutionalisation of children

and no linkages and coordination have also been observed. In view of this, NIPCCD and Child Adoption Resource Agency (CARA) jointly organised five **Workshops on Promoting In-country Adoption** during the year, 2010-11. The major objectives of the workshops were to: discuss about the significance of adoption and non-institutional care; apprise the participants about procedures involved in in-country adoption vis-à-vis Juvenile Justice Act and ICPS; discuss strategies for promoting in-country adoption and also problems of Prospective Adoptive Parents (PAPs); and obtain feedback from the participants about regional needs and requirements concerning adoption. Programme content of the workshop was: Juvenile Justice (Care & Protection of Children) Act, 2000 and ICPS; rehabilitation & social reintegration of children (provisions under JJ Act); best Practices on promotion of child protection and rehabilitation; children in need of care and protection and children without parental care; adoption and other non-institutional care; adoption guidelines; evolving strategies for efficient adoption process; and strengthening and promoting legal adoption.

Dates	No. of Participants	Venue
28 September 2010	23	New Delhi
23 November 2010	72	Bengaluru
23 December 2010	82	Lucknow
20 January 2011	49	Guwahati
18 February 2011	18	Indore

An **Orientation Training on Legislation on Adoption and Guardianship for the Functionaries of Child Care Institutions** was also organised by Regional Centre, Indore with the main objectives to: orient participants about the significance of family in development of child; make them aware of procedural

aspects of adoption and guardianship; and appraise them about various schemes of assistance to homes and provisions for adoption of children. The training content mainly covered: needs of institutionalised children; perspectives on stages of child development; approaches towards the process of rehabilitation of the children; role of prospective adoptive parents; legislation for adoption; and guidelines for in-country and inter-country adoption.

Dates	No. of Participants	Venue
26-29 October 2010	18	Indore

Consultations on Revision of National Policy for Children 1974

The National Policy for Children, adopted on 22 August 1974 has been in process of review from 2008 in order to better address emerging challenges related to the rights of children and an Advisory and Drafting Committee had been formed for the purpose. As part of the on-going process of review, five **Consultations on Revision of National Policy for Children 1974** were organised by the Institute in collaboration with Ministry of Women and Child Development at NIPCCD Regional Centres and Headquarters. The objective of the Consultations was to: deliberate the draft working document and collate comments, views, suggestions and inputs from all stakeholders on the contents of a new policy for children. The inputs received in the consultations would enable the Ministry of Women and Child Development to evolve a National Policy for Children.





Consultation on National Policy for Children

Dates	No. of Participants	Venue
28 September 2010	45	Bengaluru
12 October 2010	64	Guwahati
21 October 2010	52	New Delhi
6 January 2011	48	Lucknow
7 January 2011	37	Lucknow

Tracking Missing and Found Children

One of the objectives of ICPS is to create a database and a knowledge base for child protection services. This endeavour is proposed to be realized by (a) Developing a Child Protection Data Management System (CPDMS)/ Management Information System (MIS) and by (b) setting up a Child Tracking System (CTS). The CTS is viewed as a strategy to understand the magnitude of the problem, record and track details/key events of children from birth till the age of 18, review and reflect on events, and, if need be, to formulate case-based strategies for mitigation of problems, rehabilitation and restoration of the child. Child Tracking System refers to a coordinated mechanism involving a multitude of partners at different levels to obtain, collate and synthesise information about children in order to track children, prevent abuse and provide a cover with a

view to enable a healthy and supportive environment for children for full and fruitful realisation of their rights and opportunities. The tracking system will use information technology tools such as database management tools and web tools to operate the system. In order to be effective and be accessible to a large population, the CTS can be upscaled to a portal or a website. A perusal of the existing models indicates that Child Tracking System and Missing/Found children websites are few in number. The police networks are some of the best examples. However, these sporadic initiatives neither offer a unified solution to problems of children nor provide a picture of the magnitude of the problem. Child Tracking System under ICPS is a partnership model involving a multitude of organisations. It is a system, process, strategy and a mechanism to monitor and protect children. The process, starting with registration of birth should travel through and along the developmental journey of children upto the age of 18 years. The process may begin with the registration of pregnancy instead of registration of birth to prevent female foeticide. It is a system, laden with technological tools and other cues to ensure a safe childhood to all Indian children. The responsibility of developing such a system is vested with the Central Protection Support Unit (CPSU) under the Integrated Child Protection Scheme (ICPS). In order to carry forward this and at the behest of Ministry of Women and Child Development, the Institute organised a two-day **Workshop on Show Casing Different Models for Tracking Missing and Found Children** in New Delhi. The objectives of the Workshop were to: review the existing models of CTS and missing / found children websites and their strategy; deliberate the complexities and challenges in evolving a child tracking system; and to suggest measures to evolve CTS as a monitoring and reporting mechanism for

child protection. The deliberations demonstrated that the initiative to establishing a Child Tracking System (CTS) is a strong felt-need among the stakeholders. The Workshop deliberations also recommended a clear line of action. They identified some mechanisms, discussed the importance of data integrity, networking and partnerships between a multitude of stakeholders and a broad strategy for the MWCD to contemplate and move forward with National Information Centre (NIC) spearheading the initiative under the direction of the Ministry of Women and Child Development, Government of India.

Dates	No. of Participants	Venue
05-06 October 2010	70	Delhi

Sponsored Programme

Training on Juvenile Justice System for Juvenile Welfare Officers (JWOs) of Delhi

As per the request of Delhi State Police Unit (Women & Children) the Institute also organised two **Training on Juvenile Justice System for Juvenile Welfare Officers (JWOs) of Delhi** at its premises in New Delhi.



Training on Juvenile Justice System for Juvenile Welfare Officers of Delhi

The main objectives of the training programmes were to: orient the participants to develop an understanding of the Juvenile Justice System; facilitate them to identify and analyse the problems of children in need of care and protection and children in conflict with law; and prepare them to effectively deal with the children in a child-friendly way. The content of the training programme broadly covered: understanding self attitude; child rights and principles of juvenile justice; child and the juvenile justice law in India; child in need of care and protection; and children in conflict with law.

Dates	No. of Participants	Venue
14-15 June 2010	36	New Delhi
22-23 July 2010	23	New Delhi

Programmes Organised Through Childline India Foundation

Childline India Foundation organised 239 programmes in the year of report. Out of which, 225 **Sensitisation Workshops for the Members of Allied Systems on Child Protection** in different cities of the country. The main objectives of the workshops were to sensitise the members of allied systems on child rights and protection, ICPS and their roles and responsibilities in creation of protective environment for children at the grassroots level. The contents of the programme covered included understanding child rights and their protection; provisions laid down under the Juvenile Justice (care and protection of children) Act 2000 and Amendment Act 2006 for care and protection of children; the objectives and programme framework and service delivery mechanism of ICPS; the roles and responsibilities of allied systems in creating

protective environment of children; and 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
13 November 2010- 28 March 2011	12,324	In different cities of the country

Four **Regional Partnership Meets of Childline Directors** were organised with the main 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 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 contents covered: presentation of activities undertaken by Childline India Foundation; sharing of best practices by Childline partners, reviewing data trends; understanding issues of national concerns and future thrust areas from Childline intervention; operational models in the evolving scenario; upscaling of various mechanisms of child protection including NICEP workshop; and protocols on issue-based interventions.

Dates	No. of Participants	Venue
25 - 26 October 2010	59	Bengaluru
06 - 07 December 2010	25	New Delhi
13 - 14 December 2010	55	West Bengal
13 -14 January 2011	35	Pune

The CIF organised four **Regional Partnership Meets of Childline Coordinators**. The main objectives were to: provide opportunities for enhancement of skills and knowledge base of grassroots level functionaries equip them to respond to the emerging needs and issues concerning child protection; strengthening network between the diverse partner organisations of Childline within the region; improve inter regional coordination between the partners and Childline functionaries; provide a forum to deliberate 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 new scenario; and sharing of best practices.

Dates	No. of Participants	Venue
21-23 October 2010	68	Bengaluru
01-03 December 2010	30	New Delhi
09-11 December 2010	69	West Bengal
09-11 January 2011	44	Pune

Four **Regional Partnership Meets of Childline Team Members** were also organised with the objectives to: provide opportunities for enhancement of skills and knowledgebase of para-professional 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 intervention, understanding provisions laid down under the Juvenile Justice (Care and Protection of Children) Act 2000 and 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
19-20 October 2010	99	Bengaluru
29-30 November 2010	48	New Delhi
06-08 December 2010	68	West Bengal
06-08 January 2011	57	Pune

CIF also organised one **Core Group Meeting on Strengthening Childline in CCC Model** in Mumbai. The objectives of this meeting was to: share experiences of city/district-wise Childlines; providing a forum for sharing and reviewing existing processes and protocols between Childline organisations and Centralised Call Centre team; strengthen service delivery in the CCC model vis-a-vis interventions, outreach programmes, advocacy and documentation. The contents covered included sharing on experiences of city district-wise Childlines, outreach/ awareness and advocacy activities in CCC model; mechanisms to ensure coordination of processes and adherence to protocols; operational

models and documentation, processes in renewed scenario; and sharing of best practices.

In this series, CIF organised two **Task Force Meeting of Childline Directors, External Experts and CIF representatives on NICP and Child Protection Policy** at Delhi. The main objectives of this meeting were to: review and strengthen the present structure of sensitisation process with allied systems through NICP workshops content and methodology; to evolve mechanisms/indicators to measure impact of NICP; review existing processes & evolve mechanisms for operational single child protection policy (CPP) in

Childline programme implementation. The contents covered: review of existing NICP workshops structures – content and methodology; review existing processes/ mechanisms for implementation of CPP with Childline network; and prioritisation and planning for advocacy for CPP in allied sectors.

Dates	No. of Participants	Venue
06-07 December 2010	34	Delhi
24-25 March 2011	42	Mumbai



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 MWCD the Training Division is also monitoring Anganwadi Workers 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, Lucknow and Indore 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 the 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 8 Job Training Courses for CDPOs/ACDPOs during the year 2010-11 and trained 225 participants.



Job Training Course of CDPOs/ACDPOs

Dates	No. of Participants	Venue
05 April-04 May 2010	45	Lucknow
12 April-11 May 2010	35	Bengaluru
22 April-21 May 2010	11	Guwahati
21 June-20 July 2010	31	Lucknow
30 August-30 September 2010	28	New Delhi
13 September-12 October 2010	19	Bengaluru
08 November-07 December 2010	23	Guwahati
08 November-07 December 2010	33	Indore

Refresher Course for CDPOs/ACDPOs

The CDPOs/ACDPOs are project leaders assigned 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 **354 CDPOs/ACDPOs** received Refresher Training in **15 courses** organised at NIPCCD Headquarters and Regional Centres at Bengaluru, Guwahati, Indore and Lucknow.

Dates	No. of Participants	Venue
26-30 April 2010	25	New Delhi
17-21 May 2010	28	New Delhi
07-11 June 2010	33	Guwahati
07-11 June 2010	29	Lucknow
14-18 June 2010	20	New Delhi
14-18 June 2010	26	Bengaluru
02-06 August 2010	24	Indore
23-27 August 2010	21	Lucknow

23-27 August 2010	19	Bengaluru
06-10 September 2010	34	Guwahati
18-22 October 2010	14	Indore
25-29 October 2010	20	Bengaluru
06-10 December 2010	17	Lucknow
20-24 December 2010	21	Indore
17-21 January 2011	23	Guwahati

Job Training Course for Supervisors

On the request from State Governments of Assam and Nagaland, two **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.

Dates	No. of Participants	Venue
17 May-16 June 2010	29	Guwahati
05 July-03 August 2010	34	Guwahati

Refresher Course for Supervisors

On the request from State Governments of Assam, Manipur, Mizoram, Sikkim and Tripura, two **Refresher Courses for Supervisors** were organised at Regional Centre, Guwahati. The main objectives of these courses were to: apprise them the latest development in ICDS programme; review the problems and constraints in effective implementation of ICDS programme; and suggest the ways and means for quality improvement in ICDS programme.

Dates	No. of Participants	Venue
27 September-01 October 2010	23	Guwahati
31 January-04 February 2011	35	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 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.

Dates	No. of Participants	Venue
31 May-08 June 2010	25	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.



Refresher Training of Instructors of MLTCs

Dates	No. of Participants	Venue
14-18 March 2011	11	New Delhi

Orientation Training for Instructors of AWTCs

At the requests from State Governments of Assam, Gujarat, Madhya Pradesh, Maharashtra, Manipur and Rajasthan, the Institute's Regional Centres located at Guwahati and Indore organised two **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.

Dates	No. of Participants	Venue
13-21 September 2010	25	Indore
07-15 March 2011	16	Guwahati

Sensitisation Programme of Instructors of AWTCs/MLTCs on Prevention of Micronutrient Malnutrition

The Headquarters and its four Regional Centres located at Bengaluru, Guwahati, Indore and Lucknow organised ten **Sensitisation Programmes for 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. In all, **260** Instructors received training in these programmes.



Sensitisation Training for Instructors of AWTCs/MLTCs on Prevention of Micronutrient and Malnutrition

Dates	No. of Participants	Venue
20-22 July 2010	22	Guwahati
09-11 August 2010	35	Indore
12-14 October 2010	27	Bengaluru
27-29 October 2010	30	Lucknow
08-10 November 2010	09	Guwahati
22-24 November 2010	38	Bengaluru
13-15 December 2010	24	New Delhi
20-22 December 2010	16	Lucknow
28 February 02 March 2011	32	New Delhi
07-09 March 2011	27	Indore

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

The Institute's Headquarters organised two **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.

Dates	No. of Participants	Venue
28-30 June 2010	22	New Delhi
02-04 February 2011	19	New Delhi

Skill Training Programme for Trainers

The Headquarters and Regional Centres of the Institute organised 23 skill training programmes for the Instructors of MLTCs/AWTCs in which 513 trainers of MLTCs/AWTCs were provided training in the areas of described below.

Skill Training of Instructors of AWTCs/MLTCs on Planning and Organising Community Education Sessions

NIPCCD Headquarters organised one **Skill Training of Instructors of AWTCs/MLTCs on Planning and Organising Community Education Sessions** with the objectives to: orient the participants about the overall concept and significance of community education sessions like NHED, MM, CM etc.; apprise them the importance of crucial data of Anganwadi for the national importance; train the Instructors on planning and organisation of community education sessions like NHED, Mother's Meeting, Home Visits, and Community Meetings etc.; guide trainers of AWTCs/MLTCs in developing reporting skills of AWWs/Supervisors i.e. how to report daily activities on concerned registers; strengthen the skills of Instructors on updating/mending deficiencies of records and registers maintained by AWWs and Supervisors.

Dates	No. of Participants	Venue
04-08 October 2010	39	New Delhi

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

The Institute's Headquarters and its Regional Centres located at Bengaluru, Guwahati, Indore and Lucknow organised eleven **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. In all, **242** Instructors received training in these programmes.

Dates	No. of Participants	Venue
05-10 April 2010	25	Bengaluru
05-09 July 2010	14	New Delhi
02-06 August 2010	34	Bengaluru
30 August-03 September 2010	33	New Delhi
25-29 October 2010	23	New Delhi
29 November-03 December 2010	16	Lucknow
17-21 January 2011	09	New Delhi
17-21 January 2011	15	Indore
07-11 February 2011	24	Guwahati
14-18 February 2011	30	Indore
07-11 March 2011	19	Lucknow

Skill Training for Instructors of AWTCs/MLTCs on Integrated Management of Neonatal and Childhood Illness (IMNCI) and Use of MCP Card

The Institute's Headquarters and its Regional Centres located at Bengaluru, Guwahati, Indore and Lucknow organised nine **Skill Training for Instructors of AWTCs/MLTCs on IMNCI and Use of MCP Card** 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 childhood illness; strengthen their communication and counselling skills. In all, **191** Instructors received training in these programmes.



Skill Training of Instructors of AWTCs/MLTCs on Integrated Management of Neonatal and Childhood Illness (IMNCI) and Use of MCP Card

Dates	No. of Participants	Venue
03-07 May 2010	30	New Delhi
13-17 September 2010	32	Guwahati
20-24 September 2010	20	Lucknow
06-10 December 2010	20	Bengaluru
27-31 December 2010	09	Indore
10-14 January 2011	14	Indore
17-21 January 2011	19	Lucknow
28 February-04 March 2011	23	Bengaluru
14-18 March 2011	24	Guwahati

Skill Training of Trainers of AWTCs/MLTCs on Training Techniques

NIPCCD Regional Centre, Lucknow organised a **Skill Training of Trainers of AWTCs/MLTCs on Training Techniques** with an aim 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
21-25 June 2010	19	Lucknow

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

NIPCCD Regional Centre, Guwahati 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.

Dates	No. of Participants	Venue
25-29 October 2010	22	Guwahati

Other Training Programmes

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

The Institute's Headquarters and its Regional Centres located at Bengaluru, Guwahati, Indore and Lucknow organised eighteen **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. In all, **720** ICDS functionaries received training in these programmes.

Dates	No. of Participants	Venue
19-23 April 2010	37	New Delhi
12-16 July 2010	29	Indore
19-23 July 2010	36	New Delhi
19-23 July 2010	39	Bengaluru
18-22 October 2010	42	Indore
18-22 October 2010	41	Indore
22-26 November 2010	44	Lucknow
06-10 December 2010	38	Indore
06-10 December 2010	52	Guwahati
07-11 December 2010	40	Lucknow
08-12 December 2010	48	Guwahati

27-31 December 2010	37	Bengaluru
03-07 January 2011	34	Lucknow
17-21 January 2011	41	Indore
18-22 January 2011	45	Guwahati
14-18 January 2011	38	New Delhi
22-26 February 2011	44	Lucknow
29 March -02 April 2011	35	Bengaluru

Training of Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS and Use of MCP Card

NIPCCD Headquarters and its Regional Centres located at Bengaluru, Lucknow and Indore organised 5 **Training of Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS and Use of MCP Card** 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, **111** Instructors received training in these programmes.



Dr. Dinesh Paul, Director, NIPCCD addressing the participants of Training of Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS and Use of MCP Card

Dates	No. of Participants	Venue
19-21 April 2010	22	New Delhi
27-29 April 2010	26	Lucknow
06-08 September 2010	32	Bengaluru
27-29 September 2010	22	Indore
09-11 February 2011	09	New Delhi

Training-cum-Workshop on Developing Comprehensive Checklist for Effective Monitoring and Supervision of Anganwadi

NIPCCD Headquarters organised one **Training-cum-Workshop on Developing Comprehensive Checklist for Effective Monitoring and Supervision of Anganwadi** with the objective to apprise participants about the existing pattern of Monitoring and Supervision of Anganwadis in India; apprise them about the use of tools and techniques for Monitoring & Supervision by the Supervisors and CDPOs in ICDS and its bottlenecks; involve participants for developing suitable user-friendly tools for Monitoring and Supervision by the Supervisors; train the Instructors of MLTCs and AWTCs about proper planning of the training session related to Monitoring & Supervision in the Training Curriculum of Supervisors and AWWs.

Dates	No. of Participants	Venue
23-27 August 2010	26	New Delhi

Orientation Training of Trainers of District Mobile Training Teams (DMTT)

NIPCCD Regional Centre, Lucknow organised two **Orientation Training of Trainers of District Mobile Training Teams (DMTT)** with an aim to apprise the newly appointed DMTT trainers about ICDS programme and its services; acquaint them in the area of childhood care and development, child health

and nutrition; enable them to systematically plan and organise training programmes; and build up their communication and training skills.

Dates	No. of Participants	Venue
21-25 June 2010	28	Lucknow
28 March-01 April 2011	30	Lucknow

Training-cum-Workshop on Pre-testing of Handbook of Training of Trainers of AWTCs/MLTCs

NIPCCD Headquarters organised a **Training-cum-Workshop on Pre-testing of Handbook of Training of Trainers of AWTCs/MLTCs** with the objective to review the training of trainers and do the Training Need Assessment; make trainers proficient in various participatory/interactive training techniques and presentation skills; enable trainers of AWTCs/MLTCs to strengthen their Direct Training Skills; carry out pre-testing of the *Handbook for Training of Trainers of AWTCs/MLTCs*; guide trainers on how to design & implement an effective training programme.

Dates	No. of Participants	Venue
25-29 October 2010	17	New Delhi

Programme of Leadership Development Training for CDPOs and District Programme Officers

NIPCCD Headquarters organised two Programmes of **Leadership Development Training for CDPOs and District Programme Officers** with the objective to apprise them about the qualities of effective leadership; develop requisite capabilities to become an effective leader for better supervision and monitoring of ICDS programme; help them to prepare effective plan of

action for quality improvement in delivery of ICDS services.

Dates	No. of Participants	Venue
09-12 November 2010	23	New Delhi
13-16 December 2010	39	New Delhi

Training Programme for Block Level ICDS Functionaries on the Issues Related to Women and Child Development

NIPCCD Headquarters organised four **Training Programmes for Block Level ICDS Functionaries on the Issues Related to Women and Child Development** with an aim to: provide knowledge on important issues related to Women and Child Development; strengthen interpersonal communication skills of the field functionaries; and enhance the skills of CDPOs and supervisors to act as a master trainers for providing continuing education to AWWs at project level.

Dates	No. of Participants	Venue
17-18 January 2011	62	New Delhi
18-19 January 2011	54	New Delhi
19-20 January 2011	60	New Delhi
20-21 January 2011	49	New Delhi

Skill Training for Trainers of NIPCCD and AWTCs/MLTCs on IMNCI

NIPCCD Headquarters organised a **Skill Training for Trainers of NIPCCD and AWTCs/MLTCs on IMNCI** with the objectives to build the capacity of NIPCCD Trainers in management of neo-natal and childhood illness in an integrated manner; familiarise the trainers

about the technique of assessment, classification and treatment of common childhood diseases; and strengthen communication and counselling skills of trainers of NIPCCD.



Skill Training for Trainers of NIPCCD and AWTCs/MLTCs on IMNCI, SABLA and Conditional Maternity Benefit

Dates	No. of Participants	Venue
12-15 February 2011	19	New Delhi

Sensitisation Programme for District Programme Officers on Nutrition Issues with Special Focus on Prevention and Reduction of Malnutrition in Children

NIPCCD Regional Centre, Lucknow organised a **Sensitisation Programme for District Programme Officers on Nutrition Issues with Special Focus on Prevention and Reduction of Malnutrition in Children** with the objectives to enhance the understanding of the DPOs with regard to current situation of nutrition in the state; apprise them about the recent updates and developments in the field of nutrition; and equip them with information and skills to develop plan of action to address malnutrition in the districts.

Dates	No. of Participants	Venue
24-26 November 2010	18	Lucknow

Sensitisation Programme on New WHO Child Growth Standards for Medical Officers of Karnataka

As per the request from the State Government of Karnataka, NIPCCD Regional Centre, Bengaluru organised one **Sensitisation Programme on New WHO Child Growth Standards for Medical Officers of Karnataka** with an aim to apprise them about the New WHO Growth Standards, their importance and relevance.

Dates	No. of Participants	Venue
07-08 July 2010	30	Bengaluru

Training of Trainers of AWTCs/MLTCs on SABLA, IGMSY and Use of MCP Card

The Institute's Regional Centres located at Guwahati and Indore organised two **Training of Trainers of AWTCs/MLTCs on SABLA, IGMSY and Use of MCP Card** with an aim to : orient the Instructors of AWTCs/MLTCs about the Rajiv Gandhi Scheme for Empowerment of Adolescent Girls – SABLA & Indira Gandhi Matritava Sahyog Yojana (IGMSY) of MWCD, GOI; and apprise them of their role and responsibility in creating the awareness among the AWWs and Supervisors.

Dates	No. of Participants	Venue
07-09 March 2011	29	Guwahati
17-19 March 2011	42	Indore

Seminars/Workshops/Meets

Regional Workshop on Rajiv Gandhi Scheme for Empowerment of Adolescent Girls (RGSEAG) - SABLA and Indira Gandhi Matritava Sahyog Yojana (IGMSY) Schemes

NIPCCD Headquarters organised three **Regional Workshop on SABLA and IGMSY at our Regional Centres** located at Lucknow, Guwahati and Bengaluru with the objectives to orient the trainers and other concerned functionaries about the SABLA and IGMSY Schemes of MWCD, GOI; appraise them of the role and responsibility of trainers and other functionaries in creating the awareness about the schemes among the ICDS functionaries.

Dates	No. of Participants	Venue
04-05 February 2011	49	New Delhi
23-24 February 2011	38	New Delhi
28 February-01 March 2011	51	New Delhi



Shri D. K. Sikri, Secretary, MWCD and Vice-Chairperson, NIPCCD addressing the Meeting to Discuss Issues Under Wheat Based Nutrition Programme on Modalities of Implementation of Proposed Scheme of RGSEAG-SABLA

Workshop on Multi-tasking Skills for Programme Managers of ICDS

NIPCCD Regional Centre, Bengaluru organised a **Workshop on Multi-tasking Skills for Programme Managers of ICDS** with the objectives to role perception and performance; managerial issues for effective service deliveries; methods and techniques of delegation of responsibilities at various stages; skills for multitasking.

Dates	No. of Participants	Venue
29 November-01 December 2010	37	Bengaluru

Workshop on Utilisation of Theatre Format for Promoting Quality Parenting in ICDS

NIPCCD Regional Centre, Bengaluru organised a **Workshop on Utilisation of Theatre Format for Promoting Quality Parenting in ICDS** with the objectives to discuss the utility of folk theatre format in ICDS; build skills in developing scripts using the folk theatre format for promoting quality parenting in ICDS; enable the participants to field test the developed folk theatre format on quality parenting.

Dates	No. of Participants	Venue
31 January-04 February 2011	30	Bengaluru

Review Workshop on Status of Implementation of New WHO Child Growth Standards in North-Eastern States

NIPCCD Regional Centre, Guwahati organised a **Review Workshop on Status of Implementation of New WHO Child Growth Standards in North-Eastern States** with the objectives to know the status of the implementation New WHO Growth Charts in the North-eastern States.

Dates	No. of Participants	Venue
22-23 February 2011	40	Guwahati

Sensitisation Workshop on New WHO Child Growth Standards in ICDS and Use of MCP Card

As per the request of State government of Haryana, NIPCCD Headquarter organised **Sensitisation Workshop on New WHO Child Growth Standards in ICDS and Use of MCP Card** with an aim to provide the detailed information about New WHO Growth Chart and Use of MCP Card.

Dates	No. of Participants	Venue
17 March 2011	169	New Delhi

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

Monitoring is a systematic process for a continuous review of the flow of inputs and outcome indicators. The process also helps in introducing mid-course corrections, whenever necessary. The term ‘monitoring’ has come into greater circulation in planning and management terminology in recent years. Earlier too, there was a system of reporting progress with regard to the implementation of schemes, but with the progressive of Five-Year Plans the role of monitoring has assumed a greater recognition for achieving greater effectiveness in programme implementation through prompt attention or by introducing mid-course modifications in the schemes necessitated by the realities of field situations. Monitoring, therefore, is a valuable tool for getting the feedback, necessary to spot out problems of logistics and defects or failures in coordination.

Monitoring being a continuous process with both the project implementation and outcome indicators to be monitored on a regular basis, includes availability of a plan of action, continuous or periodical feedback information on actual performance, comparison of actual performance with planned course of action. The fact that monitoring has to ensure significant improvement in the quality and flow of information; it should essentially be action-oriented. The effectiveness of monitoring to a large extent depends on the available information system.

Ministry of Women and Child Development 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 Ministry of Women and Child Development. 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 HQs, 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 forty-two Institutions in 25 States/UTs finally agreed to be associated with the monitoring of ICDS Scheme. The project was extended for the year 2010-11. Revised MOU has been signed by 34



Selected Institutions for the year 2010-11 including two new Institutions. In addition, four NIPCCD Regional Centres of NIPCCD and Headquarters, New Delhi were also associated with the Project.

Under the Monitoring and Supervision project, in each state, one institution among the selected institutions has been identified as lead institution which is responsible for collecting information at the state level. Selected Institutions depute their consultants to field visits and submit reports to the respective lead Institutions to enable them to prepare and submit consolidated report to the CMU. The selected Institutions also furnish raw data collected by the Consultants during their field visits to CMU.

So far, 156 Consultants/Faculty/Project staff have total data from 500 ICDS Projects, 2720 AWCs, 153 AWTCs and 12 MLTCs (upto 31 March, 2011). Out of these the data of 433 ICDS Projects, 2353 AWCs, 126 AWTCs and 8 MLTCs has been received in old formats and the data of 67 ICDS Projects, 367 AWCs, 27 AWTCs and 4 MLTCs has been received in new revised formats, which were sent to the selected institutions and RCs in the month of September, 2010. The data thus received was coded, tabulated and submitted to the MWCD. The monitoring report of 433 ICDS Projects, 2353 AWCs is under finalisation and the monitoring report of 126 AWTCs has been finalised.

Based on the results of the above report of concurrent evaluation, following broad recommendations were made to improve the functioning of ICDS Project and AWCs. The important observations are as under:

ICDS Project and AWCs

- ❖ The Status of supplies of both PSE kits was good in most of the States, as 61.0 per cent CDPOs reported that PSE kits were supplied to AWCs. However, there was no supply of NHed kits in the States of Chhattisgarh, Delhi, Jammu & Kashmir, Punjab and Uttar Pradesh.
- ❖ Weighing scales and growth chart register were supplied to Anganwadi centres by 85.5 per cent and 79.7 per cent CDPOs respectively. The supply of weighing scales showed good responses in States of Assam, Goa, Haryana, Himachal Pradesh, Jharkhand, Kerala, Tamil Nadu, Uttarakhand, West Bengal and UTs of Andaman & Nicobar Islands, Chandigarh and Puducherry.
- ❖ The supply of medicine kits was on an average 55.4 per cent in all States and the probable reason could be the problem of replenishment.
- ❖ More than 57 per cent CDPOs reported that manual/booklets were available with them. However the availability of reading materials (manual/booklets) was not satisfactory in the States of Assam, Chhattisgarh, Himachal Pradesh, Jharkhand, Manipur, Punjab, Rajasthan and West Bengal.
- ❖ The maintenance of records and registers was found to be satisfactory in all States (86.4%) except in Gujarat, Maharashtra, Punjab and Bihar.
- ❖ The availability of MPRs and MIS performae was noted in more than 55 per cent projects.
- ❖ All the CDPOs from Andhra Pradesh, Gujarat, Maharashtra, Manipur, Orissa, Rajasthan, Uttarakhand, Andaman & Nicobar Islands, Chandigarh and Puducherry reported regular visits to AWCs. On an average 90.8 per cent CDPOs reported regular monitoring of AWCs.
- ❖ All the CDPOs of Chhattisgarh, Rajasthan, Uttarakhand and Andaman & Nicobar Islands were having check lists for monitoring AWCs. All India average in this regard was 65.8 per cent. However,

- majority of CDPOs from Delhi, Gujarat, Orissa, Uttar Pradesh and Chandigarh had no checklist for monitoring AWCs.
- ❖ It has been noticed that for monitoring of AWCs, CDPOs were using different methods viz. through regular visits, use of checklist and observation.
 - ❖ The assessment of AWCs was done regularly by 83.6 per cent CDPOs.
 - ❖ Methods used for assessment of performance included delivery of services, maintenance of records and registers, punctuality, cleanliness, attendance of children and co-ordination with the functionaries of other Departments.
 - ❖ Three-fourth CDPOs helped their supervisors to plan the monitoring visit to AWCs. One-fourth of them were not planning visit due to lack of time, vacant post of Supervisors, or Supervisors planning their own visit.
 - ❖ About 95 per cent of CDPOs were providing guidance to field functionaries by giving instructions, demonstration of growth monitoring/ supplementary nutrition, checking records and registers and conducting mother's meetings.
 - ❖ Mothers' meeting/Balvikas Samiti meetings were not being conducted regularly at AWCs level as reported by majority of CDPOs (96.1%).
 - ❖ Some of the strengths of AWWs and supervisors highlighted by CDPOs were: sincerity/adjustable dedication (49.6% & 43.3%), co-operative nature, a good rapport with community (16.5% & 7.4%) as well as well education and knowledge of grass root functionaries.
 - ❖ Interestingly, 79.9 per cent CDPOs were providing continuing education to AWWs and Supervisors.
 - ❖ The IEC activities were organised regularly by majority of CDPOs (64.0%).
 - ❖ Almost all the CDPOs from Haryana, Meghalaya, Uttarakhand, Andaman & Nicobar Islands and Chandigarh were organising IEC activities regularly.
 - ❖ Different types of IEC activities organised included Mahila Jagriti Shivar and Women and Adolescent Girls, Campaigns during Breastfeeding/nutrition week, Health camps/Awareness camps, and nutrition exhibition.
 - ❖ The States of Assam, Delhi and Uttarakhand did not utilise any IEC funds as reported by the CDPOs of these States.
 - ❖ The IEC funds were utilised for preparation of different training materials: pamphlets/wall board (44.1%), slogans/wall writing (11.8%), organising NHED during breast-feeding week, nutrition week (29.4%) and community meetings etc.
 - ❖ ICDS has been envisaged and conceptualised as a community-based programme, hence PRI members were involved in bringing quality improvement in ICDS. The involvement of PRIs was stated by all CDPOs belonging to Himachal Pradesh, Rajasthan, Andaman & Nicobar Islands and Chandigarh. In the State of Delhi there was no involvement of PRIs as reported by the CDPOs. However, 68.6 per cent of CDPOs felt that involving PRIs would bring changes in quality improvement.
 - ❖ State Government has taken up many initiatives at the state level by introducing innovation in ICDS. The different scheme/programmes introduced by State Governments included child and women protection/women empowerment programmes etc.

- ❖ Programmes of Municipal Corporation/Rotary Club and other scheme like Mission Shakti and Micro finance activities and Ladli Scheme were some of the schemes/programmes which were observed to be popular in ICDS project area.
- ❖ As for innovation/best practices being followed by ICDS functionaries, about 22 per cent CDPOs had adopted innovation and best practices in their project areas.
- ❖ Most of the ICDS functionaries at the project/ village level were given many other responsibilities in addition to their routine responsibilities.
- ❖ Additional task/assignments related to their own department as well as other ministries/ departments such as Health & Family Welfare, Rural Development, Food and Civil Supplies and Education etc. were given to the majority of AWWs from time to time.
- ❖ Non-availability of PSE kit, NHed kit, Medicine kit, weighing machines, and irregular supply of Supplementary Nutrition were reported by only one-fifth of CDPOs.
- ❖ Improper monitoring and supervision was due to lack of vehicles as reported by CDPOs.
- ❖ Some of the CDPOs felt that regular refresher training should be provided to them.
- ❖ Lack of support from subordinates, inadequate training of functionaries and lack of community participation further added to the problems in smooth functioning.
- ❖ Interestingly, no AWW in Manipur, only one AWW in Himachal Pradesh and Puducherry and two in Kerala was below Matric/High school.
- ❖ As high as 85.2 per cent AWWs had undergone job training. In Haryana, Jharkhand, Rajasthan, Meghalaya and Uttarakhand cent per cent (100.0%) AWWs were trained.
- ❖ About 64 per cent AWWs had also received Refresher Training.
- ❖ AWWs should preferably be from same village/ locality and in accordance with this guidelines it is noticed that 81.3 per cent of AWWs belonged to same village/locality.
- ❖ It was interesting to note that 88.5 per cent AWCs were located in pucca/semi-pucca buildings.
- ❖ About 36.4 per cent of the AWCs were housed in own/State Govt./Primary school buildings.
- ❖ At majority of AWCs (65.5%) sufficient indoor and outdoor (66%) space were available. However, lack of indoor space was observed in Delhi, Goa, Bihar, Rajasthan and Puducherry.
- ❖ Despite all efforts, still 18.1 per cent of AWCs were without drinking water facility. The condition was observed below average in Assam where only 35.2 per cent AWCs had drinking water facility. But all the AWCs in Chandigarh had proper facilities. Most of the Anganwadis in Goa and Chandigarh were provided tap water.
- ❖ Less than half of the AWC (49.0%) had toilet facilities.
- ❖ Separate space for cooking was available in 49.3 per cent Anganwadi Centres.
- ❖ Fifty-five per cent AWCs have no proper space for storage of ration and other material.
- ❖ The AWCs were having utensils for cooking (66.8%) and serving supplementary food (64.5%).

Anganwadi Workers

- ❖ Majority of the AWWs were literate (16.1% graduate and 4.1% postgraduate). Among all States Uttar Pradesh reported maximum number of post graduate AWWs (15.3%).



Services Provided at AWC

- ❖ Two-third Anganwadi centres were providing cooked meal for the beneficiaries and 7.3 per cent RTE and in one-fourth of AWCs both cooked meal and RTE was served.
- ❖ Practice of providing cooked meal was prevalent (100.0%) in Goa, Jammu & Kashmir, Manipur, West Bengal, Andaman & Nicobar Islands and Puducherry.
- ❖ So far as acceptability of food is concerned, 87.6 per cent AWWs reported that food was acceptable by the beneficiaries.
- ❖ As far as quality of food is concerned, the Consultants/Faculty Members rated it as good in 79.3 per cent AWCs and average in another 15.5 per cent AWCs.
- ❖ The quantity of food given to different categories of beneficiaries was found adequate/as per norms in 85.7 per cent Anganwadi centres.
- ❖ Though the programme is running successfully, an interruption in distribution of supplementary nutrition was reported only in 15.8 per cent AWCs. The main reason reported for interruption in Supplementary Nutrition was shortage of supply in these centres.
- ❖ Success of growth monitoring depends on the extent to which weighing scales, growth charts etc. are available. The data revealed that 57.4 per cent AWCs had Salter scale/spring balance. Gujarat and West Bengal reported cent per cent (100.0%) availability of salter scales.
- ❖ Monitoring status in some States was not up to the mark, as in Bihar (39.4%), Punjab (43.3%), Rajasthan (50%) and Uttar Pradesh (27%) AWCs had no weighing scale.
- ❖ About three-fourth (76.5%) of the AWWs were accurately plotting the weight in the growth charts.
- ❖ A large majority (83.3%) of AWWs were able to determine the accurate age of children.
- ❖ More than three-fourth of AWWs were organising counselling sessions with mothers after weighing the children.
- ❖ Data during monitoring visits was collected in respect of PSE activities conducted. It was observed that at all the AWCs PSE activities were being provided.
- ❖ Different methods were being used including play way method (45.9%), role play (8.3%) etc. at the AWCs.
- ❖ In seventy-two per cent of the AWCs, local games were conducted as part of PSE activities and low cost material was used.
- ❖ The consultants found that the pre-school activities were satisfactory in three-fourth AWCs (75.6%).
- ❖ More than 90 per cent AWWs appreciated the help provided by helper for PSE activities at AWCs.
- ❖ Health cards were maintained properly in 39.7 per cent AWCs.
- ❖ Consultants observed that records/registers regarding health check up and immunisation were not available in 14.2 per cent AWCs.
- ❖ The availability of referral slips at AWCs was reported in 24.2 per cent AWCs and no slips were available in any of the centres in Goa and Meghalaya which is a matter of great concern.
- ❖ Majority (80.2%) of AWWs were organising meetings with local women groups/SHGs. These meeting are generally organised for imparting nutrition and health education to mothers/community.



- ❖ Data shows that the NHED materials were inadequate/not available in most of the AWCs of Goa, Assam, Bihar, Jammu & Kashmir, Punjab, UP, and Meghalaya to conduct the activities smoothly.
- ❖ Adolescent girls were provided supplementary nutrition (54.2%), IFA tablets (50.3%), de-worming tablets (39.3%) and counselling on reproductive health (63.8%) at AWCs.

Problems/Difficulties Faced by AWWs

- ❖ The major problem reported by AWWs was lack of facilities (87.9%). These were mainly lack of infrastructure and improper drinking water and toilet facilities. Other problems listed were inadequate supply of materials (23.7%), lack of funds (13.9%), excess workload (6.4%) and lack of community support (5.9%).

Suggestions

The major suggestions for improving implementation of ICDS programme include:

- ❖ Proper infrastructural facilities at project level as well as AWC level
- ❖ Convergence of services with health department for health check-up, immunisation and referral
- ❖ Filling up of vacant position
- ❖ Strict monitoring and supervision of delivery of services
- ❖ Regular supply and quality of supplementary nutrition programme to be ensured
- ❖ Proper Growth Monitoring and functional weighing scales
- ❖ Ensuring supply of medicine kit and vaccines at AWCs
- ❖ PSE / NHED kits to be made available
- ❖ Availability of vehicle for monitoring

- ❖ Village level involvement of PRIs for village level monitoring
- ❖ Additional responsibilities be curtailed down

AWTCs/MLTCs

The following broad recommendations were made to improve the functioning of AWTCs/MLTCs. The important observations are as under:

- ❖ Most of the AWTCs/ MLTCs had adequate physical setup.
- ❖ Basic amenities like bathroom, toilets, facilities etc. in the hostel were as available in 80.2 per cent AWTCs.
- ❖ Only 25.4 per cent 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 75.4 per cent of the AWTCs.
- ❖ Almost all AWTCs were providing hostel facilities to their trainees except one AWTC in Goa.
- ❖ Recreation room was found available in 36.5 per cent 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 teaching.
- ❖ The educational qualifications of majority of instructors were as per norms ranging from graduation to doctorate degree.
- ❖ Around 88 per cent 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. Guided by the Institute's research policy, research projects and evaluation studies are undertaken in different areas of voluntary action, women and child development.

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 2010-11 is given in the following paragraphs.

1. Effect of Low Sex Ratio on Marriage Practices: A Study in Punjab

This study was undertaken by the Regional Centre, Lucknow with the objectives to: examine the trend of declining sex ratio; study the impact of declining sex ratio on marriage pattern in the area; and highlight the social repercussions in emerging marriage patterns. One each ICDS block of Ludhiana and Hoshiarpur districts of Punjab were selected for study. The sample of the study comprised 412 respondents i.e. 207 from ICDS block of Ludhiana and 205 from ICDS block of Hoshiarpur.

Marriageable Age

- ❖ The study reveals a sharp decline in average age of starting marriage process for girls in low sex ratio block (Ludhiana-I) in the last one decade. It has come down from 20.13 years in 1997 to 18.92 in the year 2007. Further decline in sex ratio may promote child marriage practices. The trend was found to be reversed in high sex ratio block (Talwada) where the average age of initiating marriage process has gone up from 19.7 years in 1997 to 21.60 years in 2007.
- ❖ The average age of females at marriage has declined significantly in low sex ratio block (Ludhiana-I) from 22.33 years in 1997 to 20.72 years in 2007. This may be due to availability of early and attractive marriage proposals for their daughters.

The trend was found upward in high sex ratio area (Talwada). It has increased to 23 years in 2007 from 20.92 years in 1997.

- ❖ The study showed an increase in marriageable age of male respondents from low sex ratio area (Ludhiana). The average age in the area has increased from 23.08 years in 1997 to 25.37 years in 2007. The major reason may be shortage of potential brides which forced men to delay the marriages. Effect of delayed marriages may not be visible at present but it will be felt by anyone entering in marriage market 5-10 years later. This indicates that the unmarried males and the younger generation would remain bachelors due to lack of availability of girls.
- ❖ The study revealed that a majority of respondents believed that due to shortage of females there is a decline in marriage proposals for their sons. Sixty per cent parents who got their sons married in 2007 faced difficulties in arranging brides in Ludhiana due to lack of marriage proposals. Low educational status, unemployment, drug addiction among male and high educational level of girls were the main reasons which were influencing decline in marriage proposals for males. As a traditional marriage practice, proposals were initiated by bridal side. However, 79 per cent respondents opined that this trend is getting reversed due to less number of females available for marriage in the area. Further, it was observed that only those proposals were given preference by the bridal side who could take them to other countries like Canada, USA, and UK etc.
- ❖ The study showed no change in sources of matches in high sex ratio area during last decade. Parents were still relying on traditional methods for selection of suitable matches like relatives, friends and neighbours. However, in low sex ratio area (Ludhiana), parents were found to be using non-traditional sources such as marriage bureaus, marriage fixers, matrimonial advertisement in news papers etc. The change in source of match making indicates the difficulty of parents in finding brides for their sons through traditional sources.
- ❖ The study showed increase in spouse age gap in low sex area (3.72 years in 1997 to 4.02 years in 2007); shortage of brides may have forced men to delay their marriages. Marrying older is the first adjustment to adversely imbalanced sex ratios. The effect of delayed marriages for one generation of men will then be felt by the younger generation, as they become adults. As in a queue, unmarried men will accumulate as new cohorts of bachelors come up. This means that if the sex ratio of the area continues to decline in the same manner the spousal age gap would increase till 30 years of age men will remain single. Many of the men with low economic status might not be able to marry at all.
- ❖ It was found that due to decline in sex ratio, the girl's education is getting adversely affected as parents preferred to marry their daughters early due to attractive marriage proposals. This may be due to lure for settling their daughters abroad, no demand for dowry and the groom party is ready to bear the marriage expenses etc. It was found that in Ludhiana as high as 50 per cent girls married in 2007 did not even complete education up to intermediate at the time of their marriage, though 90 per cent of them were interested to continue their studies before getting married.
- ❖ It was observed that the trend of dowry in Ludhiana has decreased substantially due to less number of girls available for marriage. Rather, there were a number of incidences wherein the groom's side met the entire expenses incurred on the marriage. This could be seen mostly in poor families.

- ❖ The study has indicated incidences of polyandry at study area. It was revealed by one of the respondents of low sex ratio area (Ludhiana) that she had received a proposal for such type of marriage. This may be seen as presence of this practice in the area.

Recommendations

- ❖ Some of the recent reports on child sex ratio indicated further decline in child sex ratio. These reports clearly point out the loopholes in the implementation of Pre-Natal Diagnostics Techniques (Regulation and Prevention of Misuse) PNDT Act. In order to curb the higher incidence of female foeticide, there is an urgent need for not only strengthening the provisions of the Act with respect to inspection and monitoring but also performance of advisory committees, awareness generation among the people about the provisions of the Act and the expected role of social organisations.
- ❖ Intensive awareness regarding Laws relating to equal rights regarding heritage of parental property needs to be generated. This will ensure legal support to female and social stigma of liability attached to girlhood and womanhood could be eradicated. Further, all available means of communication such as media, public lectures, poster campaigns, exhibitions, films and publications needs to be utilised.
- ❖ Medical professionals, on account of their position of strength and repute, should be made responsible to counsel their patients and families on the importance of the girl child and the impact of the skewed sex ratio in the society.
- ❖ Registration of Births and Deaths is the single most important way of keeping track of the trends relating to sex ratio. Thus, strengthening and enforcing the registration of births and deaths can play a vital role in curbing female foeticide.
- ❖ At village level, health functionaries such as Auxiliary Nurse Midwives (ANM), Anganwadi Workers (AWWs) and members of Panchayati Raj Institutions (PRIs) should be involved in preventive strategies of female foeticide. These stakeholders, who can maintain relevant demographic records and close association with local people, act as a crucial link in the implementation of the schemes meant to curb the evil.
- ❖ The study has revealed pathetic situation of women with respective to employment opportunities. Empowerment of Women through equal opportunity in jobs in public as well as in private would increase their status in society. This would also increase their decision making skills and can oppose the family demand of sex selection-related abortions.
- ❖ Schemes promoting vocational training for skill development, employment and income generating activities such as Support to Training & Employment Programme for Women (STEP) may be implemented more rigorously in the identified areas in order to empower women which in turn help them to take proper decisions.
- ❖ As a policy to encourage birth of girl child, the Government should extend financial support to voluntary organisations, women's group and Self-Help Groups (SHGs) for innovative programmes which could promote sex ratio in favour of girls in general, and Punjab and Haryana in particular.
- ❖ The Dowry Prohibition Act should be implemented more rigorously and stringently to ensure change in the attitude of the parents whereby daughters are not considered as liability in the family.
- ❖ The gender issues specifying effect of sex ratio imbalance should be included as subject in

curriculum of schools and colleges. This would increase knowledge and sensitivity about the subject in upcoming generation.

2. Revision of Growth Monitoring Manual

It was recognised that the use of child growth standards is not consistent across the country, as different child growth reference values and different system of classification are being used to assess nutritional status of young children. In ICDS, growth monitoring of children (weight-for-age) was done earlier using IAP Classification by modifying Harvard Standards. Comprehensive review showed that growth patterns of healthy breastfed infants are different from the existing national/international references. The availability of new child growth standards and implementation of Eleventh Five-Year Plan provided an opportune moment to review the use of different child growth standards in India, different classifications used, and to analyse different options for updating and harmonising the use of child growth standards in both ICDS and NRHM. The new WHO child growth standards represent a shift from describing how children grow – to prescribing how they should grow – how they have a right to grow. They demonstrate for the first time ever that children born in different regions of the world and given the optimum start in life, have the potential to grow and develop to within the same range of height and weight for age. The standards show that nutrition, environment and healthcare are stronger factors in determining growth and development than regional or ethnic background. Keeping this in view, the Institute's Headquarters undertook this project with the objectives to: review the content of the Manual on Growth Monitoring; and incorporate revisions based on the New WHO Growth Standards.

This manual gives detailed information in the area of growth monitoring of children (birth to 5 years). The document contains eight chapters: Introduction to growth monitoring; Determining correct age of the child; Accurate and safe weighing of infants and children; Plotting weight on the growth chart; Interpreting the growth curve; Discussing the child's growth and follow-up action with the mother; Organising and accomplishing the task of growth monitoring; and Role of supervisor in growth monitoring. The document is for all those involved in training in growth monitoring. Apart from certain exercises suggested at the end of each chapter which need to be completed before going on to the next chapter, the Manual has some useful annexures related to growth monitoring of children. These are local events calendar; mother and child protection card; recipes of micronutrient fortified food/energy-dense food for severely underweight children; brief module on skill training for instructors of MLTCs/AWTCs on new WHO child growth standards in ICDS; and answers of exercises. The Module has been printed and disseminated to ICDS functionaries.

3. Gender Training Need Assessment for Capacity Building and Empowerment of Women - A Case Study of Haryana

The Institute's Headquarters undertook this study with the main objectives to: review and analyse major socio-economic and political empowerment and institutional mechanism and functionaries associated with women empowerment along with their job responsibilities; analyse the job/tasks responsibilities of the key functionaries associated with the women's development/empowerment programmes and problems and constraints faced by them; assess the current status of awareness, knowledge and skill of the women development functionaries and to identify the training

needs for capacity building and empowerment of women to bridge the gaps; suggesting gender training measures for women development functionaries in the context of improving their performance and substantive skills, attitude and knowledge for effective and efficient implementation of programmes of socio-economic and political empowerment of women; develop training module/manual and material for sequence learning in order to impart effective gender training to various functionaries of women empowerment and capacity building (second stage). The research study was carried out in Haryana state and covered all the 21 districts.

Main Findings

- ❖ It was revealed from the study that considerable numbers of the respondents were not very clear about their job responsibilities in details and tasks and sub tasks associated with the job responsibilities. In some cases there were no written job responsibilities.
 - ❖ Elected women representatives of Panchayati Raj Institutions and Urban Municipal bodies were least equipped with training; many members have not received training on functioning of Panchayats and Municipal bodies.
 - ❖ It was informed by many respondents that lack of training is not the only factor for performance gap, there are many other factors too e.g. administrative hurdles, lack of funds, lack of support, non-cooperation of other support agencies etc. However, training plays an important role in enhancing efficiency of a worker.
 - ❖ Gender training is not an integral part of ongoing programmes in the training institutions in Haryana. However, Haryana Institute of Public Administration (HIPA) is one of the lead agencies in the state which imparts various types of training to civil servants.
- The training curriculum also includes topics on gender issues and some time exclusive programmes on gender issues.
- ❖ Haryana Institute of Rural Development inputs training to rural development functionaries including elected representatives of Panchayati Raj Institutions. However, it has to go a long way for universal coverage. Efforts should be made to set up mobile orientation team for elected women representatives.
 - ❖ Faculty members in training institutions are not very well versed with gender analysis, planning, mainstreaming, budgeting indicators and sectoral issues. There is need to organise training of gender trainers.
 - ❖ There are very few voluntary agencies who are generally working on empowerment/development of women. The functionaries of NGOs are not well equipped with knowledge and skills required to carry out their work. There is need to incorporate gender agenda in their ongoing work by imparting proper gender training.
 - ❖ The overall impression gained during the interaction with various stakeholders is that there are fewer girls than boys in Haryana. In Haryana, because of the publicity the issue has received, it appears that a significantly higher proportion of the population is aware that sex determination is illegal. Issue concerning the foeticide and declining sex ratio should be integral topic in the training.
 - ❖ One of the key symbols of Haryanavi culture is honour or izzat, which belongs collectively, in the first instance, to the village, and then to the patrilineage. Any breach of honour brings shame to both these collectivities. Honour lies in the maintenance of virginity of girls, ensuring caste

endogamy and the honour of married women in observing the rules pertaining to incest and those upholding the pride of the males of the patrilineage. Marriages are strictly arranged by elders and usually by the women of the household. Honour crimes are acts of violence, usually murder, mostly committed by family members predominantly against female relatives, who are perceived to have brought dishonour upon the family. Topics covering the honour-related violence and harmful customary practice should be incorporated in gender sensitisation training.

- ❖ In HIPA faculty functions with considerable autonomy and flexibility and is responsible for designing, developing and carrying out training programmes, research and consultancy. The Institute maintains a permanent core faculty of well-qualified and experienced members, while the gender specialists are invited as guest faculty from time to time. There is need to equip the faculty with gender specialisation.
- ❖ HIRD provides extensive training to various categories of trainees - both governmental, non-governmental and people's representatives. The focus area of such training modules for government/departmental officials pertains to providing knowledge, information and behavioural inputs to enhance and upgrade the managerial capabilities for project planning and implementation of the participants. The training modules for the elected representatives focus on equipping them with knowledge and awareness of their powers and responsibilities under the new Panchayati Raj. There is need to incorporate issues relating to women and children.
- ❖ State Community Development Training Centre provided training courses for Block Development & Panchayat Officers and Extension Officers of Punjab, Haryana, Jammu & Kashmir, Himachal Pradesh, Delhi State. This training centre is engaged in imparting training and research on Rural Development, Panchayati Raj for Elected Panchayati Raj Functionaries (Panchayat Samitis, Sarpanches & Panches), Officials and Non-Officials of Panchayati Raj and Rural Development Department and line department. There is need to incorporate gender issues in training programmes.
- ❖ WAMA is running a Middle Level Training Centre for imparting job training and refresher trainings to Supervisors of Integrated Child Development Services Scheme. In the year 2007-08, 416 Supervisors have been provided job/refresher training. This Institute has emerged as a premier Institution for training women workers within a short period of about 8 years with no faculty liability and without its own resources. There is need to strengthen WAMA from infrastructure point of view and also from management perspective as well for regular and quality trainings by providing it adequate funds and regular faculty.
- ❖ While assessing individual task analysis it was found that majority of functionaries clear about their roles and responsibilities such as Programme Officers - ICDS, District Managers-WDC, Youth coordinators – NYK etc. as these personnel have experience of many years in the same profession. On the contrary newly appointed personnel such as Protection officers, Counsellors, Project coordinators are facing problems as they are not well aware of their roles and responsibilities.

- ❖ Training and capacity building of the Panchayat representatives is of critical importance in order to equip them with the knowledge and skills required to discharge their various duties & functions under the act. The Haryana State Institute of Rural Development (SIRD) at Nilokheri and State Community Development Training Centre, Nilokheri should conduct village-to-village training for Panchayat members and Sarpanches.
- ❖ Even today Khap Panchayats play an important role in village life and dictate the personal life of the people. People's participation in village life is limited by the place they occupy in the social hierarchy. The traditional caste panchayats of Haryana prevent the weaker sections from raising their voice. Training of PRIs should also take into account these issues.

4. Status of Widows at Religious Places : A Study

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 major objectives of the study were to examine the causes of vulnerability and dependence; assess the socio-economic conditions of widows; understand their socio-psychological status; examine the available support services and measures taken by the government and NGOs towards the welfare of the widows; highlight the issues which widows feel are central to their experiences; and make suggestions and recommendations for improving the status of widows.

Main Findings

- ❖ Education: Most of the women, being victims of child marriage, did not really have a chance for education. Especially among respondents in Vrindavan, the majority (66%) of the widows reported their inability to read or write. Out of the total respondents in both the regions, 78 per cent were either illiterate or studied up to the fifth standard. This has affected them greatly in leading a good life for themselves after their husbands' deaths. They are also unaware of the benefits available for them. The study data reveals that widows, 78.5 per cent in Haridwar and 71.5 per cent in Vrindavan, faced problems of accommodation, food, clothing, health & medicare, finances, adjusting with others and home sickness.
- ❖ It was observed that of the sample interviewed, the majority of widows, both in Haridwar (64%) and Vrindavan (87%) were employed. However, on further analysis, it was seen that even though the majority of respondents were working, they were employed in very low-paying jobs as domestic help (17.6%) and bhajan singers (61%) at local temples in the name of occupation. Most often they were paid back with some low-quality rations and in some cases just enough money for them to pay their rent. The rest of them were mostly occupied in low paid jobs such as domestic help, making dresses, flower garlands and batti making for gods and idols. Thus, most of them led an economically deprived life with just about Rs. 100-500 per month to fend for themselves.
- ❖ Most of the widows (82.2%) at Vrindavan earned below Rs. 500. The findings show a deplorable condition of widows who have to make ends meet with such a low income. The widows, having no other major source of livelihood have to mainly depend on their pensions. However it is observed that a staggering figure of 64.5 per cent of widow

respondents at two places (62% at Haridwar and 66% at Vrindavan) did not receive any kind of pension; the reasons being lengthy procedures and paper work for procurement and misguidance by greedy people. Due to a little education and awareness, most of the widows do not claim what is rightfully theirs.

- ❖ The study reveals great incidence of migrant population of widows to Vrindavan (92%) compared to Haridwar (7.7%). Most of them come from Kolkata. Reasons quoted for migration were lack of acceptance by family members, desire to lead a religious life and also inadequate ashrams in their hometown. Post widowhood they experience ill-treatment and change in the attitude of their families. As a result they come to Vrindavan in the hope of getting at least one meal a day, and remain close to Krishna to attain moksha.
- ❖ It was also observed that, once in Haridwar or Vrindavan, the widows faced problems of accommodation. There are very few ashrams dedicated exclusively for widows. Even in existing ashrams there were very limited seats available for widows. Almost half (48.5%) of the widow respondents at Vrindavan stayed in rented accommodation and lived in conditions unfit for human survival, since they are unable to pay rent even on sharing basis. They are also found to often sell the rice and dal which they get for reciting bhajans. The figure shows the paucity of space and infrastructure with respect to the widow homes, thus creating an extreme need for building the same. In ashrams like Meera Sehbhagini, Ma Dham, Mahila Ashray Sadan, more than four to five widows are made to stay in one room. In such

a case, to accommodate a widow with children is just not possible. This becomes a major problem.

- ❖ Widows who cannot afford and do not get accommodation, live on the streets, temples and lead a miserable life. On the other hand, at Haridwar there are negligible ashrams and the majority of widows (68.5%) stay with their families. The ashrams in Haridwar are self-managed with respect to funds. Very few of them get government funding, and hence suffer from insufficient funds due to which they are unable to provide facilities for widows.
- ❖ It has been observed that irrespective of whether widows live with families or at religious places, they are subjected to some kind of violence or other, like domestic violence at home and sexual abuse in the form of molestation, rape and trafficking by relatives and outside by foreigners, religious leaders and employers.
- ❖ Most of the widows in Haridwar and Vrindavan reported that they are victims of some sort of health issue. They remained depressed, lost weight and experienced headaches. Tensions with respect to financial, social and emotional problems cause deterioration of health such as headaches, uneasiness, disturbed sleep patterns, pain in the body and irritability. Health problems are partially due to the death of the husband and partially due to responsibility of earning a livelihood.
- ❖ Sixty-three per cent of widows of Haridwar and 66.1 per cent of Vrindavan respondents did not receive pensions owing to lack of information and illiteracy. Therefore, Pradhans of the village and other officers should be appointed and held responsible for providing pensions, ration or identity cards to them

so that illiterate widows can avail themselves of the benefits. Along with it, camps should be organised at grass root level to help widows know whom to approach so that they can derive benefits from the relevant schemes.

5. Pilot Study to Assess the Nutritional Status of Children Using the New WHO Growth Standards

The study was conducted by Headquarters with the objective to: obtain precise information on the nutritional status in children aged birth-4 years in the field area; identify children 'at risk' of underweight amongst the children assessed for nutritional status; compare the nutritional status using ICDS growth curves versus new WHO growth curves; determine the causes responsible for the poor nutritional status of these children; and provide nutritional counselling/recommend important and feasible actions to the parents/care givers of these children.

The sample was selected from the Lado Sarai (8 AWCs) and Andheria Mode (3 AWCs) projects of Delhi. It was based on the purposive sampling due to inclusion and exclusion criteria. After obtaining the informed consent from the mothers of the children beneficiaries of ICDS, 233 girls and 275 boys belonging to the lower socio-economic group were enrolled for the study. Weight of all children was taken regularly at the interval of one month from June 2009 upto November 2009. The weight of the children was plotted on both old and new growth charts and classification of under nutrition was done accordingly. Nutrition & health education was provided to mothers individually and through group counselling.

Main Findings

❖ It was seen that replacing the existing growth standards with the new WHO growth standards for children in the ICDS scheme increases the number of

children having a normal weight for age especially in the older age groups. Simultaneously, while the prevalence of moderately underweight children decreased, that of severe underweight children was found to increase thus increasing enrollment under the Supplementary Nutrition Programme.

- ❖ The mechanism of replacing the existing growth charts with the WHO growth charts should extend beyond just changing the charts, and remodelling growth monitoring practices as a whole. Intensive training of functionaries/officials at all levels and not just grass root level workers would be needed for correct interpretation of the standards and thereafter to put into effect, an intervention programme to spread information about correct feeding and caring practices along with other associated factors which bring about normal growth and development in children.
- ❖ The growth monitoring activity may be replaced by "Nutritional Assessment and Nutritional Counselling (NANC) sessions. The emphasis in NANC sessions should be on Nutritional and Health Counselling of mothers with objective of changing their behaviour for adopting good practices in the field of nutrition and health. NANC sessions will also provide data on nutritional grades of children for their selection for the supplementary feeding programme.
- ❖ The existing growth chart should be accompanied with the Mother and Child Protection Card, which has parameters on the child (including developmental milestones) and key messages related to child caring and feeding. Cognizance should also be given to State variations. This card should replace all the cards that currently exist, including immunisation card and centre-based growth charts.
- ❖ To improve the nutritional status of children, breastfeeding should be supported by protected

and promoted; mothers should be informed and empowered to practice exclusive breastfeeding for the first six months, children should be provided with wholesome, nutritionally appropriate foods after six months and lastly, vaccinations and good health care should be accessible.

- ❖ Study has also shown that apart from various food related factors, the factors existing in the environment such as hygiene and sanitary practices, prevalence of various illnesses in the neighbourhood etc. are major determinants of the nutritional status of children. Hence, these have to be given considerable importance in any intervention planned to improve the nutrition security of children in India.

6. Database on Protection Officers and Service Providers under PWDVA 2005 (Vol. II)

The “Protection of Women from Domestic Violence Act” (PWDVA), 2005 is a law that provides for more effective protection of the rights of the women as guaranteed under the Constitution of India, who are the victims of violence within the family. In order to implement the law, various State Governments have notified the Protection Officers and Service Providers for specific jurisdictions within each district of each state of the country, but such information had not been readily available to policy planners and trainers on gender issues to build the capacity of these functionaries under the PWDVA, 2005.

A project to compile a database on Protection Officers and Service Providers in the country was undertaken by the Institute with the specific objectives of collection of basic information on the Protection Officers and Service Providers under the PWDVA, 2005; form a data base

of the Protection Officers and Service Providers under the PWDVA, 2005; and prepare and disseminate an inventory of the state machinery under the PWDVA, 2005.

Information from 26 States/UTs on Protection Officers and Service Providers in the country was compiled by the Institute into three volumes and is available in the Documentation Centre on Women and Children (DCWC) in the Institute for reference. It is a useful reference document for all stakeholders and also promote better coordination between the functionaries of the PWDVA, 2005. The information has also been uploaded on the website of the Institute for all stakeholders and members of the public.

7. Assessment of ICDS Projects Implemented by Voluntary Organisations – A Study

The Institute Headquarters undertook this study with the major objectives to : assess the status of implementation of ICDS in terms of coverage, outreach, coordination, convergence and innovations introduced by NGOs; to assess the nature and extent of involvement of NGOs in ICDS Projects run by NGOs; assess the service delivery mechanism of ICDS; to find out the perception of community and other local bodies about the extent of involvement of NGOs in providing ICDS services; identify the expectations of NGOs and the Government from each other for better implementation of ICDS; identify the gaps, problems and constraints in the implementation of ICDS programme by NGOs; and recommend suitable mechanism /strategies for greater and effective involvement of NGOs in implementation of ICDS.

The study was conducted on all voluntary organisations involved in implementation of ICDS Projects across the country. These voluntary organisations were located

in the state of Andhra Pradesh (1), Chhattisgarh (2), Delhi (4), Gujarat (36), Karnataka (1), Madhya Pradesh (2), Punjab (2), Rajasthan (3) and West Bengal (14). After collecting, tabulating, interpreting the data and summarising the results, following broad conclusions and recommendations emerged from the study.

- ❖ The ICDS functionaries appointed in Government-run AWCs were found having better service conditions compared to those employed in NGOs. Due to this, most of the time, NGOs find it difficult to attract qualified personnel and to sustain them for a longer duration.
- ❖ It was observed that out of total number 6,719 operational ICDS blocks in the country (as on 2.2.2011), 51 ICDS projects are being fully operated by NGOs. It was also noted that in spite of several communications and supplying of model guidelines for involvement of NGOs in ICDS, the same number of ICDS projects (67) which were being run by NGOs in 1992 are being run by them in 2010. It seems that either NGOs are not coming forward in very large numbers in taking up the programme or there has been a lack of initiative from the State Governments to involve NGOs in implementation of ICDS. Therefore, it is felt that wider publicity needs to be given involving print and electronic media both for seeking the engagement of NGOs in implementation of ICDS in the country.
- ❖ Handing over of a cluster of 20-40 AWCs instead of whole ICDS Projects to NGOs generates a lot of administrative problems. Most of the head of NGOs and other ICDS functionaries working in these NGO-run ICDS Projects/AWCs were have the opinion that developing best practices and supplementation of additional resources for such small number of AWCs was not cost effective. Thus, it would be rather appropriate and useful to consider allocation of entire project to a particular NGO rather than allocating a cluster / group of 20-40 such AWCs. However, in order to provide a common platform for field exposure, establishing model AWCs, experimentation / demonstration of best practices and for trying out innovative ideas, all of those NGOs which are running ICDS Training Centres (MLTCs or AWTCs) may be assigned such cluster/group of 20-40 AWCs.
- ❖ Many of the NGO-run ICDS Projects have been in existence for last more than 25 years. However, as per the current practice, the renewal of these NGO-run ICDS Projects has to be made every year by the concerned State Government which, in turn, not only introduces a lot of uncertainty amongst them but also involves heavy paper work and consumption of time. This system of annual renewal needs to be scrapped out by evolving the guidelines that MOUs of those NGOs which are implementing the projects for more than five years on a continuum basis should be renewed for at least three fiscal years at a stretch with condition of their third party accreditation/performance report.
- ❖ Most of the heads of NGOs implementing ICDS Projects reported that they have to struggle a lot and move here and there for various tasks connected with implementation of ICDS project. These include granting extension, signing of MOUs, depositing audited accounts, reporting the performance etc. Keeping this in view, it was suggested that an independent committee / ICDS cell for NGOs may be formulated at the state level comprising representatives of NGOs as well. All tasks connected with implementation of ICDS by NGOs such as involvement like selection of NGOs, reviewing the progress of the NGOs running ICDS Projects, granting extension, withdrawing the work of ICDS Project implementation, signing of MOUs, accreditation/performance appraisal, release of grants-in-aid etc. needs to be executed

only after approval of this committee. This independent committee/cell should also suggest to the Government the corrective actions and other remedial measures wherever and whenever required. This independent committee/state NGO ICDS Cell may also be given the mandate for making administrative/managerial efforts gearing towards creating a healthy administrative and operational environment for smooth engagement of NGOs in implementation of ICDS.

8. Modules for Leaderships Development of Minority Women

The Institute's Headquarter undertook this project on the request of Ministry of Minority Affairs, Government of India. The main objectives of the schemes are to: empower and instill confidence in women by providing knowledge, tools and techniques for interacting with Government systems, banks, and intermediaries at various levels.

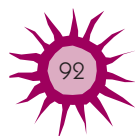
This scheme is envisaged to reach out to women through NGOs/organisations/institutions at the field level who will be provided with financial support for conducting Leadership Development Trainings to Minority Women. Organisations selected for carrying out training for leadership development of minority women would have the responsibility to identify and select motivate and train the women in accordance with the criteria of the scheme. Although there will be no annual income bar, women/parent or guardian of women in age range 18-65 years having annual income not exceeding Rs. 2.20 lakh from all sources would be given preference. Two types of trainings were proposed under the Scheme: (i) Leadership training in village, and (ii) Leadership training in residential training institution.

Leadership Training Module comprised of:

- ❖ Leadership Development Training Module for Trainers (in Hindi & English).
- ❖ A set of Booklets (Leadership, Rights of Women, Issues Related to Women, Health and Hygiene, Common Childhood Illnesses and Immunisation, Nutrition, Family Planning, Home Management, Waste Water Sanitation and Solid Waste Disposal, Public Distribution System and Government Mechanism) for trainee woman in English and Hindi.
- ❖ The Leadership Development Training Module, developed for 6 days covered, inter alia:
 - Issues and rights under the Constitution and various Acts relating to women, education, employment and livelihood.
 - Opportunities, facilities and services available under the schemes and programmes of the Central Government and State Government in the fields of education, health, hygiene, nutrition, immunisation, family planning, disease control, fair price shop, drinking water supply, electricity supply, sanitation, housing, self-employment, wage employment, skill training opportunities, crimes against women.
 - The role of women in Panchayati Raj and Nagar Palika, Legal Rights of women, Right to Information Act (RTI), National Rural Employment Programme (NREGA), household surveys.

Outcome

With the help of this women leadership development training programme trainers will be familiarised with the various components of the schemes. The trainers and the minority women will be able to assume



leadership roles and assert their rights (collectively or individually) in accessing services, facilities, skills, and opportunities besides claiming their due share of development benefits of the government for improving their lives and living conditions. They will be more confident, mutual understanding will increase, gender aspects will be clear, overall management will improve and a concrete vision shall be built. This will thus help in improving the status of the minority women.

9. A Study on Nutritional Status of Children in Karnataka

The study was taken up by the Regional Centre, Bengaluru at the request of Department of Women and Child Development, Government of Karnataka with the main objectives to: assess the nutritional status of children in Karnataka; study the infant and young child feeding practices; and examine the socio-economic factors associated with nutritional status of children.

Main Findings

- ❖ The sample constituted respondents from backward caste, who were majority in number followed by Scheduled Caste and Scheduled Tribe respectively. Majority of the households in the selected sample possessed houses with semi *Pucca* structure followed by *Pucca* and *Kutchra* houses, majority of the respondents were from nuclear families followed by joint families and extended families respectively. The trend indicated that joint family system is decreasing and many households are venturing into nuclear family system.
- ❖ While the average family size (4.9%) has been constant in almost all the districts, prevalence of large family size is high in Bidar and Shimoga District.
- ❖ Majority of the mothers were educated up to 12th standard (27.3%) followed by almost the same percentage of mothers (25.5%) who were illiterate. Only 4.2 per cent of mothers were able to read and write in the surveyed area. A small percentage (4.9%) of mothers had attained higher education (upto pre-university) indicating rigorous efforts needed to improve the situation.
- ❖ As regards occupation of the household, the sample constituted agricultural labourers, petty business, service category, land owners, own cultivators, tenant cultivators, artisan's, other labourers, etc.; majority of them are engaged in unorganised sector.
- ❖ Majority of mothers (88.1%) had given colostrum to their babies, which is very encouraging. This practice is found to be high in Mysore district (98.9%) followed by Kodagu (96.6%) and Uttar Kannada (92.7%). Among the selected districts, feeding of colostrum by mothers was found to be low (63.7%) in Bellary District, which points out that more efforts are to be made to empower women for practicing colostrum feeding.
- ❖ As regards the initiation of breastfeeding a majority (68.2%) of the mothers initiated within one hour of birth followed by mothers (25.2%) who initiated within one day of the birth. Nearly 6.6 per cent of mothers initiated later than a day.
- ❖ The results show that 58.5 per cent of mothers initiated breastfeeding within one hour. As regards early initiation of breastfeeding (within 1 hour), mothers of Kodagu (92.3%) and Mysore district (88.9%) are better off when compared to other districts.
- ❖ It was observed that 61.8 per cent of babies had started receiving complementary foods at the age of 6 months, which is as per the recommendation of infant feeding guidelines. While the percentage of babies who received complimentary feeding

below six months was 24 per cent, almost 14 per cent children received the complementary food after nine months, which is a great cause of concern.

- ❖ The information pertaining to introduction of complimentary foods among the selected districts clearly shows that Uttar Kannada District is highest in introducing complementary food at the right time (97.7%) and followed by Bengaluru (79.3%), Kodagu (67.3%) and Bellary districts (64.5%). In Bidar district very low percentage of babies (30.6%) received complimentary feeding at the recommended age, which calls for immediate attention of the authority to initiate appropriate action for behaviour change.
- ❖ The prevalence of underweight among children (0-6 years) in the surveyed area is 28.7 per cent and majority of the children had normal (71.3%) weight for their age. Gender wise analysis of underweight shows that there is higher prevalence among boys (32.3%) than girls (25.2%). Thus the above observation clearly indicates that there is some improvement of status of the girl child in the surveyed area.
- ❖ It is to be noted that the prevalence of stunting (48.8%) was much higher than the prevalence of underweight (28.7%). It was also noted that the percentage of stunting among boys was higher (52.8%) when compared to girls (45.1%) of the same age.
- ❖ Prevalence of wasting was observed to be 15.3 per cent and severely wasting was 4.5 per cent, while moderate categories being 10.8 per cent.
- ❖ The study points out that the nutritional indicators such as underweight, stunting and wasting were less among girls as compared to boys. Besides awareness about importance of care for girl child and decreasing gender discrimination practices appeared as some of source of endorsement.

The popularity and participation of community in “Bhagya Lakshmi Scheme” implemented by DWCD, Government of Karnataka has been a contributory factor in acceptance of a girl child in the society.

10. Behaviour Problems in Early Childhood: An Exploratory Study

The study was undertaken by the Regional Centre, Bengaluru with the main objectives to: assess the nature and type of behaviour problems manifested by children as perceived by the parent; investigate the differentials in nature of behaviour problems due to variations in age and sex of children; and study the relationship between quality of parenting and incidence of behaviour problems in children.

Main Findings

- ❖ The study revealed that major behaviour disorders are attention, eating, mood and emotional disorders.
- ❖ Majority of children cannot eat properly or they are in the habit of spilling food while eating.
- ❖ Refusal for attending school emerged as a major conduct disorder followed by lying behaviour; further, few children found to be careless towards instructions given by their parents and teachers.
- ❖ Under attention disorder, majority of children were found to be inattentive and suffering from poor concentration in their everyday life.
- ❖ Majority of children were found to be in the habit of blaming others and crying excessively followed by tendency to become fearful of unknown object followed by stuttering and stammering.
- ❖ Majority of children found to be in the habit of disturbing others, making noise and in the habit of tapping their feet, finger and pencils followed by throwing temper tantrums in everyday life.

- ❖ Majority of children were found to be in the habit of bullying other children and manifest severe fussy behaviour.

11. 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 three directories were published on Rural Development; University/ Departments of Sociology; and Medical Colleges in India.

12. Evaluation of STEP Project implemented by Karnataka Cooperative Milk Producers Federation Ltd.

At the behest of Ministry of Women and Child Development, Government of India, Regional Centre Bengaluru undertook evaluation of STEP Project implemented by Karnataka Cooperative Milk Producers Federation Ltd. The main objectives of the evaluation were to: appraise the implementation of STEP undertaken by Karnataka Milk Producers Federation Ltd (KMF), Bengaluru; examine the extent of utilisation of the benefits of this scheme; and study the impact of the project on women beneficiaries. The evaluation report has been submitted to Ministry of Women and Child Development.

13. ICDS in Tripura – An Evaluation

The study was 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.

Data for the study were collected from two sets of respondents. One set included the target population of the ICDS services in each Anganwadi and the other set included different categories of functionaries of ICDS. In each Anganwadi area, samples from different categories of target groups of ICDS like expectant mothers, nursing mothers, mothers of children (of 6 months to 3 years and 3 - 6 years) and mothers in the reproductive age group were selected for data collection. Over and above, in each AWC six randomly selected children in the age group 3-6 years were administered Child Learning Competence Test (CLCT). The other set of respondents selected for data collection under each project comprised ICDS functionaries, community leaders and health functionaries.

Main Findings

- ❖ As envisaged, ICDS programme in Tripura mostly focuses on covering poor and marginalised section of the population that includes Scheduled Caste (23%), Scheduled Tribe (30%), OBC (21%) and others (26%) with nearly half of the beneficiaries from below poverty line families.
- ❖ By and large the key positions of AWWs, Supervisors and the CDPOs had been filled up in the ICDS Projects of the State. However, there was considerable backlog of training in case of the CDPOs and the Supervisors whereas most of the AWWs had already been trained.

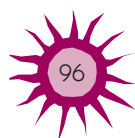
- ❖ The present study has brought to light that for a large number of habitations access to health care facilities was still a problem as they did not have Primary Health Centre (PHC) or Sub Centre in close proximity. The situation was worse in Dhalai district where only 30 per cent and 20 per cent of the villages have PHCs and Sub Centres respectively. A large number of the surveyed Anganwadi villages (36%) did not have access to tap water. In Dhalai district 70 per cent of the villages did not have this facility. Majority of the AWCs (60%) were easily accessible to the beneficiaries of the respective Anganwadi area. Nearly 90 per cent of the AWCs in the study sample were housed in *Pakka* (concrete) buildings provided by the government. Indoor and outdoor space in majority of the AWCs had been found to be inadequate.
- ❖ Although involvement of PRI bodies at different levels for implementation of the ICDS programme was a positive strength in Tripura yet it was learnt that most of these PRI members did not have adequate knowledge regarding ICDS programme.
- ❖ Delivery of supplementary nutrition component was fairly regular. Although the AWCs faced interruption in the feeding programme, yet the breaks are not very long. The supplementary food stuff provided at the AWCs is *Khichdi* which is a common recipe among the people and is thus, largely acceptable to the people.
- ❖ Except in a small per cent of the AWCs, growth monitoring activities were carried out regularly. Majority of the AWWs, however, lacked the requisite skills for Growth Monitoring, particularly filling and maintaining the Growth Charts and counselling mothers. The new WHO Growth Standards Charts were not yet used by the AWW.
- ❖ While attendance of children in pre-school session, on an average, was found to be fairly good (65% -

73%), yet the quality of PSE sessions needs to be improved by way of building the capacity of the AWWs, supply of adequate TLMs, arranging for proper infrastructure, regular supervision, etc.

- ❖ Although the rate of full immunisation was low in the state, yet, as reported by the nursing mothers, the large majority of the children (80%) below six months of age had received the initial doses of immunisation. Location wise, the tribal project areas showed less coverage than the rural and urban projects. The quality and regularity of other health services like health checkup and referral services need to be improved.
- ❖ Organising Nutrition and Health Education (NHED) sessions once a month had been found to be the norm in most of the AWCs (89%). However, there is a need for improving the quality of the sessions through prior planning, use of appropriate methods and communication aids and active involvement of medical and para-medical functionaries and other resource persons.
- ❖ Supervision of the AWWs by the Supervisors and the CDPOs had been found to be rather weak. These functionaries did not spend quality time in the AWCs and mostly were unable to render necessary support to the AWWs. Too many AWCs to supervise, often with the charge of other sectors, difficult terrain and communication system, law and order situation in some pockets, pressure of some other assignments, lack of adequate training, etc. also prevented the Supervisors in particular to actually guide and assist the AWWs.

14. Role of Panchayati Raj Institutions in 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. A sample of 200 village Panchayats of two districts namely Sitapur and Ghaziabad in Uttar Pradesh State were selected for data collection.

Main Findings

- ❖ Participation of general public in general and involvement of panchayat elected representatives belonging to BPL/SC and OBC families in particular has been found increased in the New Panchayati Raj system.
- ❖ Work of Anganwadi Centre was affected directly due to lack of adequate place and non-availability of PHC/Sub centres.
- ❖ The non-availability of community resources put a big question mark in implementation of development programmes of Government such as NRHM.
- ❖ It was also found that the poverty alleviation and job-oriented programme like NAREGA has been proved more successful while it was not happening with ICDS. It may be because of Panchayats were the main Executive body for Implementation of NAREGA programme.
- ❖ The village panchayats with educated young elected representative from dalit families have been found effective. Similarly functional and effective coordination between AWWs, ANMS, ASHA and Pradhan of village panchayat has been found a positive element of active participation in ICDS.
- ❖ The domination of well-to-do families and male members, husbands of elected women representative of panchayats was found as feature of non-participation in ICDS. Similarly, the leadership



Mothers Meeting at Child Care Centre

of panchayats was found affected from casteism, feudalism and groupism.

15. Family Counselling Centres: A Case Study

The study was undertaken by Regional Centre, Lucknow with the objectives to: study the extent to which the scheme has achieved its objectives; study the effectiveness of services provided and identify type of cases reported to Family Counselling Centres (FCCs); know 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.

Main Findings

- ❖ The study revealed that not only the regular FCCs but also those located in Police headquarters and jail premises were rendering services very effectively. In fact, the responses for the FCCs located in police headquarter were observed to be very prompt as summoning of 2nd party for consultations could be done with ease as the Police tag was attached with it. It was also found that the FCCs run in women jail premises were very useful as support provided by

counsellors to the inmates cannot be underestimated. It was found that as soon as the women prisoners entered the jail they were completely cut off from their near and dear ones and as the days passed in the jail they got into the cycle of depression and the same was expressed in the form of aggression. Here the counsellors were found to be very effective in bridging the gap between women prisoners and their families by providing necessary support in the form of counselling, legal aid, arranging meeting with family members particularly children for whom they were often worried about. These inputs may look very trivial for outside world but are invaluable to the female inmates and mean a great deal to them.

- ❖ As regards the condition of buildings where the FCCs were housed, it was observed that almost all the buildings were ‘fairly good’ and some buildings were ‘very good and well maintained’ with adequate ventilation and good lighting facilities with *pucca* construction. All the surveyed FCCs had sign boards at appropriate places, which helped in locating them with ease. As far as the availability of the furniture/furnishings in the FCCs is concerned, majority of the FCCs were having chairs, tables, almirahs, fans, typewriter, computers, telephone, fax, e-mail, books on counselling and books related to law. Very few FCCs were deprived of modern facilities like computer, e-mail, fax and library.

It was also observed that almost 50 per cent of the FCCs had earmarked two rooms for work related to FCCs as one room was used for administrative purpose of the FCCs with tables and chairs and the second one was utilised for counselling.

- ❖ It was revealed that majority (55%) of the organisations were running FCCs between 6–15 years followed by 27 per cent organisations which were running these for more than 15 years. It shows that all the sample FCCs had very rich experience

of handling cases of marital disputes. Almost all the FCCs were having two counsellors and all the counsellors of the surveyed FCCs were qualified as per the norms set by Central Social Welfare Board i.e. they were holding Masters Degree either in Psychology or Social Work/Sociology.

- ❖ About three-fourth of the sample heads of organisations said that their counsellors were not having any experience of counselling at the time of joining the job. It was interesting to note that most of the counsellors had attended orientation training on counselling organised by Central Social Welfare Board. As regards the percentage of solved cases at the FCC, the organisational heads were of the view that 80 per cent cases were solved by them every year. On an average every FCC received around 25 – 30 cases per year and it was observed that reporting of cases at FCC largely depended on the kind of ground work carried out by the organisation in terms of advocacy. Majority of the organisations were conducting advocacy programmes for FCC through monthly Mohalla meetings, awareness camps, advertisement in newspapers, and local cable TV, distributing posters and pamphlets etc.
- ❖ The study has pointed out that majority of the cases registered with the FCC received counselling services, referrals, free legal aid etc. Further, the FCCs were able to facilitate in settling down family disputes and helped in reintegration of families which were otherwise on the verge of collapse.
- ❖ It is quite disappointing that though of late the media has been proactive and a number of safeguards are in place to protect women yet a majority of the interviewed clients hardly had any knowledge of laws and its provisions. To add insult to injury, in rural areas a significant number of women believed, or rather were made to believe, that wife beating was justified. In this context it is suggested that the

awareness generation programmes of FCC should address these issues rigorously and some financial provisions have to be made in the schematic budget for organising these.

- ❖ It was also observed that in most of the cases both in regular FCCs as well as FCCs in jail premises the clients were so poor that they could hardly afford to pay for their lawyers. The situation of some inmates in jails was pathetic as on the one hand there was rampant illiteracy among them and on the other their families disowned them completely due to stigma. There was hardly anybody to take up their cause. In fact, in such cases the counsellors took up some of the very deserving cases through free legal aid or by requesting local lawyers to take up these cases free of cost. But this luxury could not be availed to all the deserving inmates. In this context it is recommended that the schematic budget should have a budgetary provision for services of a lawyer under which a minimum fee could be paid for taking up cases in the court for bail etc.
- ❖ Majority of the NGO heads expressed difficulties on account of late release of grants for project implementation. It was observed that a number of organisations had to wait minimum of six months from the beginning of the financial year to receive their first installment of the grant. To add to their woes even issuance of sanctioned letter for continuation of the FCC was also considerably delayed in almost all cases. It is therefore recommended that utmost attention be paid to timely release of grants as also requisite sanction for continuation of FCCs preferably between April and May (beginning of financial year), so that there was no break in rendering services at the FCCs. Further, this kind of arrangement would also help in arresting massive turnover of trained and experienced counsellors. It may be mentioned that in majority of the FCCs surveyed, the honorarium to counsellors was being paid once in six months and this was the main factor which played a significant role for the heavy turnover of staff at the FCCs.
- ❖ A lot of discontentment was seen among NGO heads over low budgetary provisions of the scheme. In fact, almost all the heads reiterated that a grant of Rs.1,92,000/- per FCC is too meagre to run it properly. They mentioned that the contingency amount is Rs.60,000/- which covers expenses like honorarium to clerk or any office staff/peon/ sweeper, rent for the building, electricity, stationery, telephone, postage, travelling allowance to counsellors for making home visits, at times nominal fee to lawyer etc. They questioned whether all these expenditures could be met from the paltry amount earmarked as contingency.
- ❖ A lot of discontentment was also seen among the counsellors working with FCCs over the amount of honorarium paid to them as it did not match their qualifications. It may be mentioned that the Central Social Welfare Board has prescribed Masters Degree in Social Work and Psychology for the post of counsellors in FCCs, which is no doubt a basic and essential educational qualification for technical job of counselling. However, the honorarium prescribed for the post of counsellor i.e. Rs.7,000/- (A class city) and Rs.5,500/- (B class city) per month is no doubt paltry by any standard. In this context, it is recommended that an immediate review may be done to increase the honorarium for counsellors, which should commensurate with their qualifications and the price index. Further, it is suggested that the amount of honorarium to counsellors should be based on number of years of experience (service in the FCC), which may be divided into slab of 5 years, 10 years, 15 years and so on. This would help in giving weightage to senior counsellors.



- ❖ It was observed that barring a few counsellors, a majority of them had knowledge gap on counselling skills, laws related to women, personal laws related to different religious communities etc. It is therefore, recommended that the concerned State Social Welfare Boards make suitable arrangements for regular orientation/ refresher training for the counsellors on the subjects mentioned. Further, it is suggested that there should also be Annual Meets



A view of Practical Demonstration of Testing of Food Adulteration

or Symposia for the counsellors at national level where they could share their cases, best practices and views and learn from sharing of experiences of one another.

- ❖ The study revealed that almost all the FCCs surveyed were devoid of publicity or IEC material on issues related to women and legal safeguards. Therefore, there is a need to develop subject specific IEC materials for advocacy. Besides, it is further suggested that the Central Social Welfare Board may, if deemed fit, could publish the successful case studies of resolved cases as there were a variety of cases handled by different FCCs. This sharing of information would not only help the counsellors but also all the stake holders working on women's issues.

16. Documentation of Activities of Child Guidance Centre

The Project was undertaken by Regional Centre, Lucknow with main objectives to: analyse cases reported to CGC with various difficulties; document processes involved in assessment, intervention and management of children with difficulties; and disseminate the documentation to other organisations working for promotion of child mental health.

Main Findings

- ❖ Majority of male children were found with problems in their developmental perspective showing gender difference. This implies that boys are more susceptible to suffer from different problems. A major complaint of the parents was that their children were scholastically backward, lacked concentration and therefore needed guidance in CGC.
- ❖ In terms of age majority of the children were found belonging to 6 to 14 years and the remaining were above 14 years. This is the period when children are filled with energy and competition and want to do things of their own. These children also needed guidance for healthy development.
- ❖ Changing trends in social and economic conditions of families have implications on psychological satisfaction of members and children. Majority of the children are from nuclear families.
- ❖ According to income of the family, 32.40 per cent of the children were found to belong to upper class, at the same time there were 20.37 per cent of the families belonging to lower middle class. This indicates the impact of the developmental problems on children irrespective of the family types.
- ❖ The education status of the parents revealed that 52 per cent of the children's fathers and 44 per

cent mothers were graduates. This denotes that the children had good educational background in the family for study. As per occupational status of children's parents it was found that all children's fathers were engaged in work. Maybe because of father's occupation they do not give as much time to their children as desired.

- ❖ Majority of the mothers were housewives so the mothers could give much of their time to their children, helping them in development and growth, in their studies, listening to their stories, observing daily activities and sharing their own life experiences. Comparing mothers with fathers of children it may be said that former were giving more time to children than their counterparts.
- ❖ Separation of parents or loss of a parent is another equally important dimension of child's suffering and stress, depriving the child of love and affection of the other parent. The study indicates that 12.13 per cent children's parents were separated and one child had lost one of his parents.
- ❖ Attachment is a biologically based strategy that provides emotional and physical protection for children. The study indicates that all the children were attached with their father or mother whereas 18 children (16.66%) were attached to others than parents.
- ❖ The study also points out that more than two-third of the children were not afraid of anyone in the house and less than one-fourth children were afraid of someone in the house. This suggests poor healthy relationship between children and parents and family members.
- ❖ Historical studies on the value of children's contribution to their families' households demonstrate that children's productive role in pre-industrial households has shifted with industrialisation, being defined as useful being. The study indicates majority of children (71.29%) were involved in household works.
- ❖ Education is very important for future development of children as well as for the nation as they are the future assets of the nation. Majority of the children (87.96%) were interested to go to school; 13 children (12.4%) were not interested to go to school, these children needed interactive learning.
- ❖ Relocation to a new school may be stressful, as it demands learning about new school routines and academic standards. The study reveals that 65 per cent of children have changed 2 to 5 schools till the time they had come to the CGC. The reason for changing school was the long distance, dissatisfaction with the schools and transfer of jobs of their parents.
- ❖ In terms of cognitive and motivational problems three-fourth of the children (75.92%) demonstrated poor memory and attention, 69.44 per cent had poor academic performance and 53.70 per cent children were lacking motivation for studies.
- ❖ Facilities for children regarding education were not sufficiently available. About 70 per cent children do not have separate room for study. These children's parents did not feel the need of having a separate room for study.
- ❖ Play is a rite and a quality of mind in engaging with one's worldview. Children's involvement in play with others indicates more than one-third children (81.48%) were involved in play whereas 20 children (18.61%) were not involved in play.
- ❖ Communication skills facilitate interaction with others. Communication disorders are problems related to the development of these skills. The study indicates two third of children (69.44%) were receptive and expressive in communication.



Session on Optimal Infant and Young Child Feeding in a Vertical Training Programme for ICDS Functionaries

- ❖ Children and their issues are the first priority in every family. In an ideal family children are loved, cared and their needs are met. The study indicates that majority of the children (73.14%) were able to manage all the self help skills.
- ❖ Socialising with friends and getting involved in activities outside of school are a big part among children. The study indicates majority of the children (90.74%) were aware of their neighbourhood.
- ❖ Milestones are changes in specific physical and mental abilities (such as walking and understanding language) that mark the end of one developmental period and the beginning of another. The study indicates that almost two-third of the children (72.22%) had normal Early Development Milestones.
- ❖ People who suffer and have early traumatic experiences and do not have proper upbringing show the effect of family or cultural influences. The data reveals only one-third of the children (30.55%) had normal birth and mothers of 14 children (12.96%) had high risk pregnancy, 10 children (9.25%) were kept in incubation, 9 children (8.33%) had illness soon after the birth and 8 children (7.40%) went through the delayed birth, 5 children (4.62%) had diarrhoea with dehydration.
- ❖ Behavioural problems are on the rise now-a-days among school going children due to unprecedented stresses, changing family structures, increasing pressure for achievements and influence of mass media etc. The study indicates that behaviour of majority of the children (83.33%) was acceptable that of nine children (8.33%) behaviour was acceptable to some extent and that of equal number of children (8.33%) was not acceptable.
- ❖ Pattern of common behaviour problems indicates three-fourth (35.18%) of the children were found engaged in lying, stealing, truancy and jealousy and 28.78 per cent children were restless, disobedient and had poor attention.
- ❖ Specific learning disability means a disorder in one or more of the basic psychological processes involved in understanding or in using language, spoken or written which may manifest itself in an imperfect ability to listen, think, speak, read, write, spell or to do mathematical calculations. The study indicates 17.59 per cent children had learning problems and less than one-fourth (12.96%) children were slow learners who needed guidance and assistance by professionals for improving learning skills.
- ❖ As far source of referral to CGC, the study indicates that out of 108 children, 50 children were referred by various schools and other children came by various sources, such as self referral, advertisement, doctors/hospitals etc. This points out that there is a need to create awareness among school teachers and principals regarding contribution of child guidance centre for the promotion of positive child mental health. This would help in identifying problems of children at early stage and intervention services could be provided accordingly.
- ❖ The study indicates that majority of children had improvement in academics (51.85%) as well as in behaviour (41.66%). This indicates that there was a

need of counselling for children as well for parents for preventing learning and behavioural problems at an early stage.

On-going Research/Evaluation Studies, Documentation/ Compilations

1. Enhancing Life Skills for Adolescents 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 parents awareness, information and skills related to adolescents' parenting. The project includes development of modules for conducting parent education and training on Family Life Education (FLE) and information booklets for parents on FLE. Finalisation of Module is in progress.

During the year, eight modules were prepared through series of workshops with writers. The modules are being edited and field-tested.

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. Tabulation of data has been completed and analysis of data is in progress.

3. Booklet on Pre-school Activities for Children 3-6 Years Age Group

This project has been taken up 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. The data has been tabulated and its analysis is in progress.

4. Directories of Child Welfare Committees / JJ Boards/ SJPU's / Institutions for Children in India (Homes) under the Juvenile Justice (Care and Protection of Children) Amendment Act 2006 (in the form of web pages)

Juvenile Justice (Care and Protection of Children) Act 2000 / Amendment Act 2006 stipulates statutory and non-statutory institutions such as Child Welfare Committees (CWCs), Juvenile Justice Boards (JJBs), Special Juvenile Police Units (SJPU's), Children Homes, Shelter Homes, Observation Homes, Special Homes and After Care Homes. Information collected from the above institutions included names and addresses of the institutions and contact details of members / officials managing the institutions. There has been a spurt in the process with the launch of Integrated Child Protection Scheme (ICPS) and the Consultations initiated by the Institute in collaboration with Ministry of Women and Child Development in 2010-11.

Information from 31 States / UTs was collected and updated. The information has been uploaded to the Institute website. The data is dynamic as changes initiated by the State Governments due to re-appointment / fresh appointment of members on completion of tenure of incumbent members need to be incorporated. The tenure of members of CWCs and JJBs is three years. Periodic updation of information was done.



5. Implementation Manual on ICPS

The Manual on ICPS is a comprehensive document. The document is meant to facilitate the understanding of ICPS and its components. The Manual discusses the planned introduction of services. After discussing the components and roadmap, the document elaborates the process and procedures for introduction of ICPS by states. The components include need assessment and setting up of various service delivery structures such as CPSU, SPSU, SCPS, SARA, NIPCCD, Childline and DCPS. It provides introductory information mandatory standards, procedural and practice requirements for implementing ICPS. The Manual contains guidelines for Training Needs Assessment (TNA), research and documentation, public awareness, advocacy, Child Tracking System and MIS etc. The Manual, also briefly discusses the legislative protection for children including Juvenile Justice (Care & Protection for Children) Act 2000/Amendment Act 2006, the merged Schemes, their delivery structures supported by statutory services and institutions including their implementation.

The Manual is meant for personnel dealing with child protection in general and ICPS in particular in States/UTs as a reference documents with templates and formats. The Manual has been sent to MWCD for approval.

6. Syllabus for Orientation Training for District Child Protection Officers (DCPOs)

The District Child Protection Society (DCPS), as a nodal agency under ICPS, functions under the overall administrative control and supervision of the District Magistrate of the concerned district. The District Child Protection Officer (DCPO) functions as the head of the District Child Protection Society and be responsible for carrying out all the functions of the District Child Protection Society at the district level. District Child

Protection Officers at District Child Protection Society plays a key role for effective implementation of ICPS at the district level of the States. A syllabus to orient the newly recruited District Child Protection Officers at DCPS with an aim to appraise and familiarise them with Juvenile Justice System and Integrated Child Protection Scheme (ICPS) incorporating their respective roles and responsibilities was prepared by the Institute. The duration of the programme is 8 days. The main objectives of the programme are to develop their knowledge base on the issue of child rights and protection in the global and Indian context; develop their understanding of various issues concerning children in need of care and protection and juveniles in conflict with law, the existing Juvenile Justice System and the prevailing laws in the country to address these issues; help them to learn the main features of ICPS and its components and the role of various stakeholders under the JJ System and ICPS; explain the specific role for DCPS and the action priorities for DCPOs as laid down in the scheme; to facilitate them to understand the supervision, monitoring, networking and coordination mechanisms under ICPS; enhance their skills in effective implementation of child protection plan at the district level. The syllabus has been sent to MWCD for approval.

7. Syllabus for Orientation Training for Programme Officers (Child in Need of Care and Protection/Juvenile in Conflict with Law/Training/IEC & Advocacy for State Child Protection Society (SCPS)

The State Child Protection Society (SCPS) functions as a nodal agency at the state level with specific objectives of, among others, ensuring effective implementation of child protection legislation particularly the Juvenile Justice (Care and Protection of Children) Act, 2000 and its Amendment Act, 2006, schemes and achievement of child protection goals laid out in the National Plan of Action for Children 2005 and Implementation,

supervision and monitoring of Integrated Child Protection Scheme (ICPS) and all other child protection scheme/programmes and agencies/institutions at State/UT level. In order to carry out these tasks each SCPS will engage four types of Programme Officers with different job responsibilities. These Programme Officers are: Programme Officer (CNCP), Programme Officer (JCL), Programme Officer (Training) and Programme Officer (IEC & Advocacy). Programme Officer (CNCP) and Programme Officer (JCL) shall function under the overall supervision of Programme Manager (Child Protection). On the other hand, Programme Officer (Training) and Programme Officer (IEC & Advocacy) shall support the Programme Manager (Training, IEC & Advocacy) in coordinating and supervising all capacity building programmes, IEC and advocacy initiatives.

A syllabus for orientation training has been developed in order to sensitise and orient the above-mentioned Programme Officers of SCPS who are directly and indirectly engaged in training and strengthening capabilities of functionaries to be engaged in implementation of the ICPS on various aspects of the Scheme and its mode of application at various levels. The objectives of the training programme would be to help the participants develop a comprehensive perspective on child protection in the global and Indian context; enable them to understand various issues concerning children in need of care and protection and juveniles in conflict with law in India and the existing juvenile justice system including the prevailing laws to address these issues; orient them to ICPS and its various components and discuss specific roles of different Programme Officers of SCPS; discuss with them the role of different stakeholders in ICPS; and facilitate them to understand the monitoring and evaluation mechanism of ICPS. The syllabus has been sent to MWCD for approval.

8. Juvenile Justice Indicators in India: An Assessment

The Headquarters of the Institute undertook this study with the objectives of assessing the existing juvenile justice system in India vis-à-vis the quantitative and qualitative indicators; ascertaining the situation of juveniles who have entered into the juvenile justice system based on the indicators; and suggesting changes in policy matters concerning juvenile justice system in the country by measuring various indicators. During the year 2010-11 collection of data from the Observation Homes, Special Homes, Juvenile Justice Boards and Special Juvenile Police Units of all the States and Union Territories of the country was in progress.

9. Database of NGOs Working on Juvenile Justice/Child Protection (Registered under JJ Act with State Governments)

The main objectives of the Project were: A questionnaire Detailed Information Sheet was prepared and mailed to 699 Child Care Institutions (CCIs) (both government-run and those run by the VOs) to seek information on the registration status and various other crucial aspects governing Child Care Institutions seeking registration under JJ Amendment Act, 2006. Information was received from 160 CCIs from 19 States till March 2011. Follow-up was done with the rest of the states to send in the information. Compilation of information received and data entry in progress.

10. Child Care Services Provided by Government & NGO Run Homes: A Comparative Study

The Institute has undertaken this study with main objective to: draw out comparison between institutions run by government and NGOs in respect of their activities/functions related to those children as defined in JJ Act 2000 and Amendment Act 2006; find out the

differences in implementation of prescribed standards, approaches adopted, procedures followed, catching the needs of children, quality care and problems and difficulties faced; and to find out any innovative experiment/initiative made by institutions both run by government and NGOs and assess the impact of those experiments and to suggest measures to improve quality care in the institutions to be studied. Report writing is in progress.

11. Training-cum Awareness Kit on Prevention of Child Marriages in India

The Institute has undertaken this project with specific objectives to: generate grassroots-friendly material to create awareness regarding factors leading to child marriages in our society; demystify the provisions of prohibition of Child Marriage Act (PCMA) 2006 for stakeholders. The kit has been developed and has been field-tested during the year. The necessary changes are being incorporated for approval final text of the kit. Information will be developed and disseminated in the form of pamphlets, small booklets, flip books, story cards etc. for orienting the stake-holders like NGOs, CMPOs, etc.

12. Training-cum-Awareness Kit on Adverse Sex Ratio

The Institute has undertaken this project with specific objectives: to prepare kit to generate grassroots-friendly material for awareness generation and training regarding factors leading to and consequences of child marriage; demystify 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 contents of the kit are being developed in the form of pamphlets, small

booklets, flip books, story cards etc. The data from Census, 2011 shall be studied for use in the kit.

13. Gender Training Module for Capacity Building and Empowerment of Women

The Institute undertook this project with specific objectives to: enhance capacity of trainers/learners on practical gender analysis skills as a basis for identifying gender issues in different sectors of the economy and society; provide gender mainstreaming competence development among trainers to increase common understanding among trainers about the ways in which gender perspectives are relevant to the subjects they address; provide the trainer with background information on how to plan, organise and implement gender training programmes, improve facilitation skill and preparation of a training session: provide necessary training exercise in order to conduct gender training programme effectively. The overall objective of the module is to facilitate the learning on mainstreaming of the needs and concerns of women in all sectors of development. Lesson plan has been prepared, work relating to preparation of prime messages is under preparation.

14. Status of Food Safety Measures in ICDS

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. Data entry of schedules and tabulation and microbial analysis of food samples are in progress.

15. 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. Report writing of the study is in final phase.

17. An Exploratory Study of Working Conditions of Women Engaged in Weaving Industry

Regional Centre, Guwahati has undertaken this study with the main objectives to: find out the socio-economic profile of the women engaged in weaving industry in Assam; study the prevailing working conditions of women in the weaving sector and thereby understand the problems/ constraints faced by the women weavers/ spinners and together their suggestions

for improvement; understand and to 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 any change suggested by them; and suggest measures for improving the working conditions of the weavers and their overall status. Data collection has been completed and report writing is in progress.

18. 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.

19. 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.

20. 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 After Care Homes; assess the status of rehabilitation of inmates of After Care Homes; identify the problems being faced by After Care Homes in rehabilitation of inmates; study the utilisation and effectiveness of the skills/trades learned in After Care Homes; and suggest some corrective measures for effective implementation of rehabilitation services at After Care Homes. Preparation of research design is in progress.

21. Status Appraisal of Supplementary Nutrition Programme under ICDS in Uttar Pradesh

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.

22. 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 of the study is in progress.

23. 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. Development of tools is in progress.

24. 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. Report writing is in progress.

25. 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. Data collection work has been initiated.



26. 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. Data compilation and analysis work is in progress.

27. Module of Training of Trainers on SABLA: A Reference Document

The Institute undertook this project with the objectives of the reference document are to enable trainers to built up effective communication skills which could open the channels of communication with Adolescent Girls, to strengthen the training skills of Trainers of AWW, Sakhi and Sahelis and to equip them with the knowledge and application of various new participatory training techniques on community participation that would be useful for class and while educating Adolescent Girls. The trainers will have a comprehensive reference document related to SABLA scheme which will in turn improve communication skills and help in eliciting the community participation in ICDS. The document is being prepared.

28. Study on Monitoring Strategy of Preschool Education Component under ICDS

The above 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 report is being finalised.

29. Training of Trainers – A Handbook for Instructors of AWTCs/MLTCs

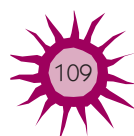
This task has been undertaken by the Institute with the objectives to: enable the Instructors of AWTCs/MLTCs to strengthen their knowledge about planning and organisation of effective training; provide them opportunity to acquire skills of various participatory training techniques; and build up the requisite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

30. Initiatives Concerning Public-Private Partnership (PPP) in ICDS

The objectives of the above project undertaken by the Institute include: 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.

31. Updating the Manual on ICDS (1984)/ Implementation 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. Chapterisation is in progress.



32. Updating the Guidebook for Supervisors (1994)

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. Chapterisation is in progress.

33. Module on SABLA (Health, Nutrition, ARSH, Life Skills-Home Management)

This task has been undertaken by the Institute with an objective to empower adolescent girls and generate awareness among them by providing knowledge in Health, Nutrition, ARSH and Life Skills (Home Management) Education. Through this module, the adolescent girls in the age group of 11-18 years would be provided leadership and vocational training and skills development so that they can access public services, facilities, skills and opportunities collectively or individually. The module is in process of finalisation.

Other On-going 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 44,074 calls were received by Childline out of which 774 cases were provided services such as intervention, referrals, counselling and restoration of missing children. These cases included 12 newborn babies found in difficult circumstances in area covered by Lucknow Childline. In a joint operation with government, Railway Police Childline rescued 32 children employed as child labourers and 31 rescued children were reintegrated to community.

In order to bring about qualitative attitudinal change, Childline Lucknow organised three National Initiatives for Child Protection (NICP) Workshops on Child Rights for the functionaries of ICDS. These workshops were attended by 193 participants.

Childline, Guwahati

Regional Centre, Guwahati was appointed as the nodal agency of Guwahati Childline by the Childline India Foundation (CIF) and the Regional Centre, Guwahati started its activities as a nodal organisation with effect from January 2002. During the year 2010-11, Childline organised meeting of City Advisory Board of Guwahati Childline on 14 October 2010 at the office of the Deputy Commissioner, Kamrup Metro, Guwahati. On completion of its ten years of service to the needy children of Guwahati City, Childline celebrated its tenth Foundation Day on 10 February 2011 with the children of Surujmukhi Kendra of Bamunimaidan and Noonmati, inmates of the Kalyani Nivas and the local children of Omala Ghar at Sneh Tirtha situated at North



Guwahati on the bank of the river Brahmaputra with a day long programme. Various games like drawing, Utha Baha and running competition were organised among the children. An open meeting was also held the Centre Coordinator Mr Ashok Sarma briefed about Childline service, toll free No. 1098. Mrs. Anjali Baruah also addressed the children and graced all of them for a better future. Later, winners were awarded with prizes. During this year, Guwahati Childline organised two Resource Organisation Meetings on 2 December 2010 and 25 March 2011.

This year Guwahati Childline celebrated Children's Day in two days activities. In the first day i.e. 9 November 2010 some interesting competitions like Musical Chair, Up and Down, Go As You Like were organised amongst 120 street children and 15 inmate of Kalyani Nivas. On the 2nd day i.e. 14 November 2010 a four-wheeler was covered with different banner, poster will all sensitive and current issues and messages by distributing leaflets and tied a piece of ribbon "Child Se Dosti" in hand.

Besides, this Childline Guwahati also conducted three NICP workshops for the police personnel, under graduate and post graduate students on role of police personnel and media in child rights and protection. During the year 2010-11, Childline Guwahati has intervened a total of 419 cases of different categories.

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.

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 2010 - March 2011. 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. Child Care Centre activities were also organised in Vatsalya Mela with active participation of children and their parents at Dilli Haat from 15-19 November 2010. On the occasion of annual day various activities like fancy dress, sports and drawing competitions were conducted.

Four Mothers' Meetings were organised at the CCC on issues related to development of children. A competition on free conversation was also organised for mothers. During the year, students from various universities visited the Child Care Centre. The purpose of these visits was to observe the delivery of pre-school education being imparted to children and have interaction with the children at CCC.



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.

CGC 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, 165 new cases were registered with various developmental, behavioural and learning problems. The children were mainly referred for assessments by schools, special schools, hospitals and other mental health professionals such as counsellors, speech therapist or general practitioners. The client profile indicated that the majority (60%) were school going children in the age range of 6-13 years of age and about 35 per cent were pre-schoolers aged between 3-6 years and a small proportion of children were below three years of age. Since the major proportion of the clientele was school going children therefore they were reported at the clinic for scholastic complaints, attention difficulties and behaviour problems. Younger children came in for developmental delays or other conditions such as epilepsy, hearing difficulties or minor congenital problems. Thus the common disorders diagnosed at the Centre included developmental delays, epilepsy, attention deficit hyperactivity disorder, autism spectrum disorder, scholastic backwardness, learning disability, borderline intelligence, mental retardation etc.

Around **1743** consultations were provided during this period through various professionals of the team. Two-third of this professional time was devoted to

providing various assessment services that included case history, psychiatric evaluation, psychological assessment comprising evaluation of intelligence, personality or developmental screening, speech and language assessment, educational assessment, or assessment of functional academics for children with mental retardation or borderline intelligence, parent counselling is conducted to enable parents to understand diagnosis and plan realistically for optimum development of children. Considering the age group of children, play is heavily used as a medium to relate to the child for both assessment and rapport formation. One-third of the professional time is invested into providing interventions and therapeutic services to children and families that include speech therapy for children with dysfluent speech and misarticulated speech, language stimulation, home-based training programme for children with autism and developmental delays, supportive counselling for parents, play therapy for children with emotional difficulty, individualised educational planning for children with learning problems.

In addition to the clinical activities, the centre is heavily utilised as a training and placement ground. During this period students of Advanced Diploma in Child Guidance and Counselling were provided training experience for learning clinical protocols. Similarly the students of Jodhpur University, Department of Human Development were placed for a period of three weeks for understanding the functioning of CGC and its assessment and intervention procedures.

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 the Child Guidance Centre. The facilities 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 two workshops for the parents on identification and management of slow learners.

Child Guidance Centre, Lucknow

The 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 and 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 63 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 and language problems. The Centre also handled around 164 follow-up visits of both old and new cases. Besides clinical services, the CGC, Lucknow organised a number of sensitisation programmes for school principals, teachers and parents as part of its advocacy programmes to promote child mental health in schools.

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 children below 10 years of age; to empower the pre-schools and other schools to integrate supportive mental health services; to create an 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 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's 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. During the year, 208 new cases were registered.

iii. Adolescent Guidance Service Centre

The Adolescent Guidance Service Centre reached out to young adults in the age group of 12-19 years by adopting a two-fold strategy. On one hand the professionals ventured out to the nearby schools to undertake preventive and promotive and early identification activities, on the other hand the adolescents were encouraged to come to the Adolescent Guidance Service Centre in the Institute for Counselling Interventions.

Clinical Activities

The AGSC had a multidisciplinary team comprising of Social Worker, Child Development Worker, Counsellor and Clinical Psychologist to provide counselling services to adolescents within the age group of 12-19 years. Wherever required, the services of Psychiatrist

were made available through referral at the Child Guidance Centre of the Institute.

During the period from April, 2010 to March 2011, services were provided to **143** New Cases. Though most of the cases were self registered, some were provided services in their respective schools. Over **1304** consultations were provided by the multidisciplinary 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. One-third of the clients have been continuing with follow up services such as career counselling; supportive counselling; cognitive behaviour therapy; relaxation therapy; medicinal interventions and parental counselling.

The process of Clinical Intervention at AGSC usually include initial interviews with the parents and also with the client (separately) and mental status examination. On the basis of the expectations of the clients and the requirement perceived by the team an assessment plan is evolved. Assessment is then followed by developing an intervention plan. In most instances Parent Guidance and Adolescent Guidance sessions are carried out separately. However, wherever required joint sessions are also conducted. The interventions too are being tailored according to the problem of the child, whenever required environmental restructuring and referrals are carried out.

Preventive Activities

During the current year, AGSC undertook preventive activities in two government schools viz. (i) Government Sarvodaya Sr Secondary Co-Educational School, Shahpurjat and (ii) Gargi Government Sr Secondary School, Green Park and two Private Schools viz. (i) Sadhu Vaswani International School, Shantiniketan, New Delhi and (ii) Army Public School, Dhaulakuan, New Delhi.

The following activities were carried out.

- ❖ *Career Talks*: AGSC team has participated in Career Mela of Sarvodaya Sr Secondary Co-Educational School, Shahpurjat where one-day Career Talk was being conducted for X and XI class students with the objective to understand the importance of Career Guidance and also acquainting the students with various career options associated with different streams. The focus of the career talk was to empower the students with awareness about different careers to make informed decision in the future. In both Gargi Government Sr Secondary School and Government Sarvodaya Sr Secondary Co-Educational School Career Workshops were conducted for the students with the objective of developing self awareness and awareness of different careers to make informed decision in the future. The students were encouraged to seek individual guidance if they were not clear about the future.
- ❖ *Life Skill Education*: Life Skill Education was conducted for students of classes VIII, IX and X from November 2010 to March 2011 at Government Sarvodaya Sr. Secondary Co-Educational School, Shahpurjat and Gargi Government Sr Secondary School, Green Park. The focus of Life Skill Education Programme was to empower the adolescent with better understanding about themselves (awareness about their bodily and emotional changes) and enhance their life skills related to academics. Six sessions were conducted on self-awareness and physical changes during adolescent period. In class X the focus of the sessions gravitated towards “Study Skill Training” and “Time Management” as the students were experiencing difficulties in preparing for the forthcoming board exams. Six sessions were conducted with students.

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 72 voluntary organisations visited the Centre. Information was provided to them on various training programmes and schemes of the Ministry of Women & 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 subjects related to children and women. It has a special collection of unpublished documents, research, legislations and statistics on issues related to 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 2010-2011.

a. Collection, Documentation and Dissemination of Information

During the year 2010-2011, DCWC collected about 300 unpublished and published documents, purchased 107 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 research studies which is arranged subject-wise. This publication is also uploaded on NIPCCD website (nipccd.nic.in) for wider circulation among readers.
- **DCWC News Clips** (*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 the 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, school/ departments of social work, medical colleges, voluntary organisations, population research centres and international organisations, etc.

c. Other Projects

During the year 2010-11 DCWC had undertaken the following projects.

Database of Organisations Assigning Keywords

This Database has information about more than 8,000 organisations working in many areas. Under this Project, keywords were 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's 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.

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. Under this project the Documentation Centre collects and documents valuable research studies and prepares small abstracts of these research studies for the convenience of users. The 12 Research Abstracts subject-wise-brought out by DCWC are on various subjects namely Health; Nutrition; Child Welfare; Human Development; Education; Social Welfare; Women's Empowerment; Child in Need/Destitute Child; Social Defence (Trafficking, Prostitution, Rape); Child Labour/ Labour/ Women Labour; Rural Development; and ICDS. These are also available on the NIPCCD Website.

Publication

During the period 2010-11 (April 2010-March 2011), the Institute brought out 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 during the period, including the compendia and the mimeographs, is given below.

- ❖ Statistics of Women in India 2010-11 (English)
- ❖ Statistics of Women in India 2010-11 (Hindi)

- ❖ Annual Report 2009-10 (English)
- ❖ Annual Report 2009-10 (Hindi)
- ❖ Programme Calendar 2010-11 (English)
- ❖ Programme Calendar 2010-11 (Hindi)
- ❖ Placement Brochure of Diploma in Child Guidance and Child Counselling
- ❖ Prospectus of Diploma Course on Child Guidance and Child Counselling 2010-11
- ❖ Data base on Voluntary Organisations – A Compilation
- ❖ Directory of Voluntary Organisations – Rural Development
- ❖ Directory of Voluntary Organisations – Health and Nutrition
- ❖ Research Abstracts on Children in Need of Care and Protection
- ❖ Annual Report – NCF 2009-10 (English)
- ❖ Annual Report – NCF 2009-10 (Hindi)
- ❖ Best Practices in Nutrition and Health Education in ICDS
- ❖ Directory of Voluntary Organisations–Destitute, Adoption and Street Children
- ❖ Directory of Medical Colleges in India
- ❖ Directory of Institutions
- ❖ Directory of University / Departments–Sociology
- ❖ Directory of Voluntary Organisation–Funding
- ❖ Directory of Voluntary Organisations–Education
- ❖ Directory of Institutions Management





- ❖ Directory of Voluntary Organisations–Social Defence and Prevention of Trafficking
- ❖ Directory of Voluntary Organisations–Women’s Empowerment
- ❖ Samekit Bal Vikas Sewa Yojna me Panchayati Raj Sansthao ki Bhumika
- ❖ Mahilayon ke Sashaktikaran hetu Karyanvit Rambans (Seesal) Pariyojna–Case Study
- ❖ Domestic Violence Training-cum-Awareness Kit (English)
- ❖ Domestic Violence Training-cum-Awareness Kit (Hindi)
- ❖ ICPS Scheme (English)
- ❖ ICPS Scheme (Hindi)

In addition, support services were provided to (i) DCWC in reproduction of *DCWC News Clip* (monthly),

(ii) *DCWC Research Bulletin* (quarterly), (iii) *DCWC Content Update* (quarterly), and (iv) *DCWC New Additions Service* (quarterly).

Publications brought out on behalf of MWCD

- ❖ Vatsalaya Mela Brochure (English and Hindi)
- ❖ Citation Booklet on National Award for Child Welfare 2009
- ❖ Rajiv Gandhi Manav Sewa Award 2009
- ❖ National Child Award for Exceptional Achievement 2010
- ❖ Rajiv Gandhi Scheme for Empowerment of Adolescent Girls-SABLA (bilingual, English & Hindi)
- ❖ Women Welfare Schemes
- ❖ Citation Booklet for Stree Shakti Puraskar-2010





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-second Annual Meeting of the General Body of the Institute was held on 23 March 2011. It adopted the Annual Report of the Institute for the year 2009-10, and also approved Revised Estimates for the year 2010-11 and Budget Estimates for 2011-12. The General Body, besides adopting the Annual Report of the Institute for 2009-10, made general review of the programmes and activities of the Institute and offered its suggestions.



Dr. Dinesh Paul, Director, NIPCCD Welcoming Smt. Krishna Tirath, Hon'ble Minister, Ministry of Women and Child Development and Chairperson, NIPCCD in Sixty-Second Meeting of the Executive Council held on 23 March, 2011

The Sixty-second Meeting of the Executive Council of the Institute was held on 23 March 2011. In addition to reviewing the programmes undertaken by the Institute during 2009-10, the Council considered and recommended for approval by General Body the Annual Report of the Institute for the year 2009-10, Revised Estimates for 2010-11 and Budget Estimates for 2011-12. The Executive Council made a general review of the programmes organised by the Institute during the year 2009-10 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 2010-11, the Institute received a grant of Rs. 1480.00 lakh under Non-Plan and Rs. 700.71 lakh under Plan fund. An expenditure of Rs. 1541.06 lakh and Rs. 750.13 lakh was incurred under Non-Plan and Plan respectively.

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 2010-11 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 2010-11' of this Annual Report.

Personnel Matters

The Institute convened meetings of Selection Committee in 2010-11 to fill-up posts through promotions.

Promotions during the year 2010-11

Sl. No.	Post Promoted to	No. of Posts
1.	Additional Director	1
2.	Joint Director	1
3.	Deputy Director	2
4.	Assistant Director	3

New Appointments during the year 2010-11

Sl. No.	Name of Post	No. of Posts
1.	Assistant	1
2.	Junior Hindi Translator	1
3.	Research Assistant	2
4.	Section Officer (Accts)	1
5.	Assistant Librarian	1
6.	Accounts Clerk	1

MACP Benefits During the Year 2010-11

During the year 2010-11, the staff members of Group A, B, C & D have been given benefits under the Modified Assured Career Progression (MACP) Scheme as per details given below:

Sl. No.	Name of Post	No. of Posts
1.	Deputy Director	7
2.	Senior Programmer	1
3.	Assistant Director	16
4.	Research Assistant	3
5.	Stenographer Gr.II	6
6.	Junior Hindi Translator	2
7.	Assistant Accountant	1
8.	Upper Division Clerk	4
9.	Computer Operator	2
10.	Stenographer Gr.III	6
11.	Lower Division Clerk	22

12.	Offset Machine Operator	2
13.	Electrician	1
14.	Inker Feeder Man	2
15.	Audio Visual Aids Attendant	1
16.	Photographer-cum-Operator	1
17.	Binder-cum Operator	1
18.	Handyman	1
19.	Plumber	1
20.	Painter-cum-Polisher	1
21.	Daftary	2
22.	Peon-cum-Messenger	23
23.	Chowkidar	7
24.	Hostel Attendant	4
25.	Reprography Attendant	1
26.	Mali	2
27.	Farash	3
28.	Safai Karmchari	6

Superannuations

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

Sl. No.	Name and Date of Retirement	Designation
1.	Shri Mahender Kumar 30.04.2010	Library Assistant
2.	Shri Ram Dayal 31.05.2010	Daftary
3.	Smt. Meenakshi Sood 31.07.2010	Deputy Director
4.	Shri Lila Dhar 31.07.2010	Reprography Attendant
5.	Shri Ramesh Kumar 31.10.2010	Section Officer (A/cs)
6.	Shri M.A.Khan 31.10.2010	Assistant Administrative Officer





The Business of the Sixty-second Meeting of the Executive Council held on 23 March, 2011 is in Progress

Implementation of Official Language Policy

With a view to implementing various constitutional and legal provisions of the Official Language Act, 1963, the Institute set up a Hindi Section in 1980. This section is actively involved in promotion of use of Hindi at



Smt. Krishna Tirath, Hon'ble Minister, Ministry of Women and Child Development and Chairperson, NIPCCD and Shri D. K. Sikri, Secretary, MWCD and Vice-Chairperson, NIPCCD releasing the Revised Growth Monitoring Manual in General Body Meeting

headquarters and its regional centres. It also provides instant support to the training and other programme divisions in translation of training materials, various proforma and providing guidance in use of Hindi from time to time. The services rendered by Hindi Section

included translation of NIPCCD Annual Report, Annual Audit Report, Course Design/brochures of various programmes and translation of various other material/notes/letters etc. The works undertaken by the Hindi Section during the period under report were as under:

Published Reports/Books/Pamphlets etc.

- ❖ Review of Annual Report (2009-10) and comments on Annual Audit Report.
- ❖ Calendar of Programmes (2010-2011)
- ❖ Annual Report of the Institute (2009-10)
- ❖ Annual Audit Report (2009-10)
- ❖ Highlights of Programmes organised during the year 2010-2011.
- ❖ Annual Report of NCF (2009-2010)

Agenda/Agenda Notes and Minutes of Various Meetings

- ❖ Agenda Notes for meeting of General Body held during 2010-11
- ❖ Agenda Notes for meeting of Executive Council held during 2010-11
- ❖ Minutes of the Meetings of General Body and Executive Council respectively held during the year
- ❖ Action Taken Report

Work Relating to Organisation of Courses/Workshops etc.

- ❖ Material on Regional Level Sensitisation Programme for Improving Sex Ratio
- ❖ Question Paper regarding Sensitisation Programme on Gender Equality in Governance

- ❖ Skill Training of Instructors of AWTCs/MLTCs for Promotion of Infant and Young Child Feeding (IYCF) and Counselling



Smt. Krishna Tirath, Hon'ble Minister, Ministry of Women and Child Development and Chairperson, NIPCCD Chairing the Forty-second Meeting of General Body of the Institute held on 23 March, 2011

- ❖ Training and Workshop for preparation of detailed check lists for Effective Monitoring and Supervision of Anganwadi Centres
- ❖ Proforma regarding Quarterly Report of CDPOs
- ❖ Evaluation Proforma for Supervisors
- ❖ Material relating to Workshop on Promoting In-Country Adoption
- ❖ Booklet on Leadership – A Training Manual
- ❖ Sensitisation Programme on Prevention of Micro Nutrient Malnutrition for Instructors of AWTCs/MLTCs
- ❖ Questionnaire on Working Conditions of AWWs
- ❖ Material (Panels) of Ministry of Women and Child Development and its subordinate offices

- ❖ Material relating to Orientation Course on Early Detection and Prevention of Childhood Disabilities

- ❖ Guidebook on Mother and Child Protection Card
- ❖ Speech for Chairperson, NIPCCD

2. In order to Promote use of Hindi during 2010-11, 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 every quarter of period reported upon. Regional Centres also have Official Language Implementation Committees and they organised meetings of these Committees every quarter besides organising Hindi Workshops for the staff and observing the Hindi Fortnight.
- ❖ 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



A view of celebration of Hindi Pakhwara at the Regional Centre, Bengaluru

for doing their official work in Hindi in addition to English (3) A Cash Award Scheme for Officers for giving dictation in Hindi.

- ❖ Hindi Fortnight was organised during 1-14 September 2010. During this fortnight, a number



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

of programmes were organised. The main function was organised on 14 September 2010. Cash Awards were given to the winners of the competition including cash awards to officers for giving dictation in Hindi.

- ❖ During this period, Hindi Workshop was organised to promote use of Hindi in the Institute.
- ❖ During the period under report officers of Ministry of Women and Child Development inspected the Institute with regard to implementation of Official Language. They appreciated the work done by the Institute in this regard.



Annexures



List of Members of General Body of NIPCCD for the Year 2010-11

- | | | | |
|---|----------------|--|--------|
| 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. Mrs. Arifa Hasan
147, Nimri Colony
Old Ashok Vihar
Phase-IV
New Delhi-110 052 | Vice-President | 9. Department of Rural
Development
Ministry of Rural Development
Krishi Bhawan
New Delhi - 110 001 | Member |
| 4. Shri Digvijay Singh Chauhan
Flat No.81, Pocket D-10
Sector-7, Rohini
New Delhi-110 085 | 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 |
| A nominee from each of the following Ministries/
Departments of Govt. of India | | | |
| 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
A representative from each of the State Governments and UTs (in the Department Dealing with Women and Child Development)		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. 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, Babu 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	Institutional Members	
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

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	Others	
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	Nominated Members	
		85. Shri Daulat Ram 2/119, Daya Basti Harijan Basti New Rohtak Road New Delhi-110005	Member

86. Shri Anil Khosla T-302, Road No. 20 Baljeet Nagar New Delhi-110008	Member	91. Shri Inderjeet A-102, Saraswati Vihar Ground Floor New Delhi-110034	Member
87. Shri Damodar Singhal H.No. 300, Street No. 9 Nehru Nagar (Near Prem Nagar) New Delhi-110008	Member	92. Shri Pratap Singh H-549, Dariyapur Kalan Near Bawana Delhi-110039	Member
88. Shri Jugal Kishore Sharma 447/2, Kashmiri Bagh Kishan Ganj New Delhi-110007	Member	93. Ms. Anita Rathi H.No. 133, 134, Pocket 16 Ground Floor Sector 24, Rohini New Delhi-110085	Member
89. Ms. Kiran Kapoor 626, Double Storey New Rajender Nagar New Delhi-110060	Member	94. Dr. (Smt.) M.S. Tara Regional Director NIPCCD Regional Centre Bengaluru	Member
90. Shri Ajesh Yadav 56, Laxmi Kunj Sector 13, Rohini New Delhi-110085	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 2010-11

- | | | | |
|---|-------------------------|--|---------------|
| <p>1. Smt. Krishna Tirath
Minister of State
(Independent Charge)
Ministry of Women and
Child Development and
Chairperson NIPCCD
Shastri Bhawan
New Delhi – 110001</p> | <p>Chairperson</p> | <p>7. Department of Rural
Development
Ministry of Rural Development
Krishi Bhawan
New Delhi – 110 001</p> | <p>Member</p> |
| <p>2. Shri D.K. Sikri
Secretary
Ministry of Women and
Child Development and
Vice-Chairperson NIPCCD
Shastri Bhawan
New Delhi – 110001</p> | <p>Vice-Chairperson</p> | <p>8. Financial Adviser
Ministry of Women and
Child Development
Shastri Bhawan
New Delhi – 110 001</p> | <p>Member</p> |
| <p>3. Smt. Kamalakshi Sarma
Vice-Chairperson NIPCCD
C-6/6445, Vasant Kunj
New Delhi – 110070</p> | <p>Vice-Chairperson</p> | <p>9. Central Social Welfare Board
Samaj Kalyan Bhawan
B-12, Qutub Institutional Area
South of IIT
New Delhi -110 016</p> | <p>Member</p> |
| <p>A nominee from each of following Department/
Ministries of Government of India</p> | | | |
| <p>4. Planning Commission
Yojna Bhawan
Parliament Street
New Delhi – 110 001</p> | <p>Member</p> | <p>10. Association of Schools of
Social Work in India
Vice-Principal
College of Social Work
Nirmala Niketan,
38 New Marine Line
Mumbai - 400 020</p> | <p>Member</p> |
| <p>5. Department of School
Education & Literacy
Ministry of Human Resource
Development
Shastri Bhawan
New Delhi – 110 001</p> | <p>Member</p> | <p>11. All India Women’s Conference
Sarojini House
6, Bhagwan Das Road
New Delhi- 110011</p> | <p>Member</p> |
| <p>6. Ministry of Health and
Family Welfare
Department of Health and
Family Welfare
Nirman Bhawan
New Delhi- 110011</p> | <p>Member</p> | <p>12. Harijan Sevak Sangh
Kingsway Camp
Delhi- 110009</p> | <p>Member</p> |
| <p>6. Ministry of Health and
Family Welfare
Department of Health and
Family Welfare
Nirman Bhawan
New Delhi- 110011</p> | <p>Member</p> | <p>13. Family Planning Association
of India
New Delhi Branch, FPAI Bhawan
Sector -IV, R.K. Puram
New Delhi- 110022</p> | <p>Member</p> |



14. All India Centre for Urban and Rural Development 16, Bhai Veer Singh Marg Gole Market New Delhi - 110 001	Member	New Delhi-110011	
		18. Shri Naresh Gupta 52/38-D, Anand Parbat Street No. 16, Nai Basti New Delhi-110005	Member
15. Indian Academy of Paediatrics Kailas Darshan, Kennedy Bridge Nana Chowk Mumbai – 400007	Member		
		19. Dr. Ashok Kumar Joint Director(PC) NIPCCD New Delhi	Member
Nominated Members			
16. Shri Sushil Kumar Sharma 7, UA, Jawahar Nagar New Delhi-110007	Member	20. Additional Director (TC) NIPCCD New Delhi	Member
17. Mrs. Anita Karnavar 120, V.P. House Rafi Marg	Member	21. Dr. Dinesh Paul Director NIPCCD New Delhi	Member-Secretary

State-wise Break-up of Participants in Various Training Programmes of the Institute During 2010-11

S. No.	States/UTs	No. of Participants
1.	Andhr Pradesh	514
2.	Arunachal Pradesh	96
3.	Assam	1392
4.	Bihar	344
5.	Chhattisgarh	222
6.	Delhi	877
7.	Goa	66
8.	Gujarat	277
9.	Haryana	380
10.	Himachal Pradesh	107
11.	Jammu & Kashmir	43
12.	Jharkhand	123
13.	Karnataka	968
14.	Kerala	218
15.	Madhya Pradesh	784
16.	Maharashtra	424
17.	Manipur	136
18.	Meghalaya	78
19.	Mizoram	36
20.	Nagaland	67
21.	Odisha	346
22.	Punjab	108
23.	Rajasthan	270
24.	Sikkim	82
25.	Tamil Nadu	400
26.	Tripura	76
27.	Uttarakhand	179
28.	Uttar Pradesh	1194
29.	West Bengal	255
30.	Andaman & Nicobar Islands	06
31.	Chandigarh	34
32.	Puducherry	53
33.	Daman & Diu	03
34.	Lakshadweep	01
	Total	<u>10159</u>

* Includes 578 participants of Parents Education Workshops



List of Programmes Organised During 2010-2011

Sl. No.	Title of the Course	Dates	Total No. of Participants	Venue
Headquarters				
Child Development Division				
1.	Training of NIPCCD Trainers on Strategic Applications of Social and Behaviour Change Communication	24-26 May, 2010	20	New Delhi
2.	Orientation Course on Prevention of Micronutrient Malnutrition	31 May-4 June, 2010	16	New Delhi
3.	Orientation Course on Adolescent Health and HIV/AIDS for Executives of Voluntary Organisations	21-25 June, 2010	24	New Delhi
4.	Consultation on Child Nutrition and Maternity Entitlements for National Food Security Bill	13 August, 2010	34	New Delhi
5.	Orientation Training on ECCD for Voluntary Organisations	16-20 August, 2010	14	New Delhi
6.	Advanced Diploma in Child Guidance and Counselling	15 September, 2010 –15 October, 2011	20	New Delhi
7.	Sensitisation Programme on Supportive Interventions for Children with Learning Problems	22-24 November, 2010	37	New Delhi
8.	Sensitisation Programme for Primary School Principals and Teachers on Supportive Services for Learning and Behaviour Problems in Children in Schools	6-10 December, 2010	20	New Delhi
9.	Orientation Programme on Early Childhood Care and Development (ECCD) for Voluntary Organisation	10-14 January, 2011	10	New Delhi
10.	Orientation Course on Reproductive and Child Health, Family Life Education and HIV/AIDS	17-21 January, 2011	23	New Delhi

Sl. No.	Title of the Course	Dates	Total No. of Participants	Venue
11.	Orientation Course on Prevention of Micronutrient Malnutrition	15-19 February, 2011	21	New Delhi
12.	Orientation Training on Counselling Interventions for Children Affected by Trauma, Abuse and Neglect	21 February – 4 March, 2011	22	New Delhi
13.	Sensitisation Programme on Prevention and Early Detection of Childhood Disabilities	30 March- 1 April, 2011	20	New Delhi
Public Cooperation Division				
14.	Training Programme on Community Micro Planning for the Functionaries of Voluntary Organisations Working for Underprivileged Sections	3-7 May, 2010	16	New Delhi
15.	Training on Planning and Designing a Project	10-14 May, 2010	28	New Delhi
16.	Training on Mobilisation and Management of Community Resources for Voluntary Organisations	17-21 May, 2010	21	New Delhi
17.	Sensitisation Programme on Juvenile Justice (Care & Protection of Children) Amendment Act 2006 (in collaboration with Police Academy)	8-10 June, 2010	30	New Delhi
18.	Training of Trainers (ToT) on Juvenile Justice System and ICPS for Police Officers and Representatives of Voluntary Organisations	28 June –2 July, 2010	25	New Delhi
19.	Regional Consultation Meet on ICPS for Senior Government Officials/Nodal Officers	9 July, 2010	34	Bengaluru
20.	Orientation Training on Establishing and Managing a Voluntary Organisation	12-16 July, 2010	26	New Delhi
21.	Training of Trainers (ToT) on Juvenile Justice System and ICPS for Police Officers and Representatives of Voluntary Organisations	23-27 August, 2010	35	Guwahati
22.	Orientation Training on Child Rights and Child Protection for Superintendents of Children's Homes/Probation Officers/ Welfare Officers/Voluntary Organisations	23-27 August, 2010	20	New Delhi

Sl. No.	Title of the Course	Dates	Total No. of Participants	Venue
23.	Regional Consultation Meet on ICPS for Senior Government Officials/Nodal Officers	1 September, 2010	39	Guwahati
24.	Training on Fund Raising Techniques and Resource Management for Voluntary Organisations	27 September -01 October, 2010	28	New Delhi
25.	Workshop on Promoting In-Country Adoption in collaboration with CARA	28 September, 2010	23	New Delhi
26.	State Consultation on Revision of the National Policy for Children, 1974	28 September, 2010	45	Bengaluru
27.	Workshop on Show- Casing different Models for Tracking Missing and Found Children	5-6 October, 2010	70	New Delhi
28.	Consultations on Revision of the National Policy for Children, 1974	12 October, 2010	64	Guwahati
29.	Consultations on Revision of the National Policy for Children, 1974	21 October, 2010	52	New Delhi
30.	Training of Trainers (ToT) on Juvenile Justice System and ICPS for Police Officers and Representatives of Voluntary Organisations	25-29 October, 2010	45	New Delhi
31.	Regional Consultation Meet on ICPS for Senior Government Officials/Nodal Officers	29 October, 2010	20	Lucknow
32.	Regional Consultation Meet on ICPS for Senior Government Officials/Nodal Officers	3 November, 2010	23	New Delhi
33.	Sensitisation Programmes on JJ System and ICPS for Personnel of Legal Aid Services Authority	10-12 November, 2010	28	New Delhi
34.	Workshop on Promoting In-Country Adoption (in collaboration with CARA)	23 November, 2010	72	Bengaluru
35.	Sensitisation Programme for Police Officials on Juvenile Justice (Care & Protection of Children) Amendment Act 2006	7-9 December, 2010	40	Phillaur

Sl. No.	Title of the Course	Dates	Total No. of Participants	Venue
36.	Sensitisation Programme on Juvenile Justice (Care & Protection of Children) Amendment Act 2006 and Child Psychology/Child Welfare for Judicial Magistrates/Judges/ Chairpersons of JJBs	10-12 December, 2010	42	Chandigarh
37.	Training of Trainers (ToT) on Juvenile Justice System and ICPS for Police Officers and Representatives of Voluntary Organisations	20-24 December, 2010	26	Lucknow
38.	Workshop on In-Country Adoption (in collaboration with CARA)	23 December, 2010	82	Lucknow
39.	Regional Consultation on Revision of the National Policy for Children, 1974	6 January, 2011	48	Lucknow
40.	Regional Consultation on Revision of the National Policy for Children, 1974	7 January, 2011	37	Lucknow
41.	Workshop on Promoting In-Country Adoption	20 January, 2011	49	Guwahati
42.	National Consultation on Evolving an Efficient Grant Management System towards Improving GO-NGO Cooperation in WCD Schemes	27-28 January, 2011	51	New Delhi
43.	Consultation on ICPS for Senior Government Officials/Nodal Officers	3 February, 2011	26	New Delhi
44.	Workshop on Promoting In-Country Adoption	18 February, 2011	18	Indore
Women's Development Division				
45.	Training on Counselling Skills and Support Services for the Counsellors of Women Helplines	6-9 April, 2010	22	New Delhi
46.	Sensitisation Programme on Effective Implementation of Protection of Women from Domestic Violence Act (in collaboration with Lawyers Collective)	22-23 April, 2010	47	Bengaluru
47.	Orientation Training on Survival and Development of Girl Child	26-30 April, 2010	25	New Delhi
48.	Sensitisation Programme for the Functionaries of Voluntary Organisations and Government Officials on Women Empowerment	26-30 April, 2010	16	Bengaluru

Sl. No.	Title of the Course	Dates	Total No. of Participants	Venue
49.	Regional Workshop on Gender Budgeting for North Eastern Region	11-12 May, 2010	24	Guwahati
50.	Sensitisation Programme on Gender Equality in Governance	11-13 May, 2010	16	New Delhi
51.	Regional Level Sensitisation Programme for Improving Sex Ratio	8-9 June, 2010	10	Indore
52.	Sensitisation Programme on Prevention of Child Marriages in India for Prohibition Officers and NGOs	16-18 June, 2010	20	New Delhi
53.	Sensitisation Programme on Effective Implementation of Protection of Women from Domestic Violence Act (PWDVA), 2005	24-25 June, 2010	46	New Delhi
54.	Orientation Training for Trainers of Gender Resource Centres of Delhi on Gender Based Violence	28-30 June, 2010	30	New Delhi
55.	Orientation Training for Trainers of Gender Resource Centres of Delhi on Gender Based Violence	6-8 July, 2010	27	New Delhi
56.	Orientation Training for Trainers of Gender Resource Centres of Delhi on Gender Based Violence	20 -22 July, 2010	28	New Delhi
57.	Training on the Scheme of UJJAWALA for Grant Receiving NGO's	2-6 August, 2010	31	New Delhi
58.	Sensitisation Programme for the Functionaries of Voluntary Organisations and Government Officials on Women's Empowerment	16-20 August, 2010	29	New Delhi
59.	Sensitisation Programme on Effective Implementation of Protection of Women from Domestic Violence Act (PWDVA), 2005	26-27 August, 2010	31	Indore
60.	Training on Combating Domestic and Gender Based Violence	13-17 September, 2010	27	New Delhi
61.	Multi Stakeholder Public Private Partnership Workshop for Combating Trafficking of Women and Children	14-15 September, 2010	70	Chennai

Sl. No.	Title of the Course	Dates	Total No. of Participants	Venue
62.	Training on Gender Mainstreaming in Health and Nutrition Programmes`	20-24 September, 2010	22	New Delhi
63.	Orientation Training on Micro Enterprise Development for Women	8-11 November, 2010	36	New Delhi
64.	Training for Trainers of Police Training Institutes on Prevention of Trafficking of Women and Children	22-24 November, 2010	23	New Delhi
65.	Sensitisation Programme for the Functionaries of Voluntary Organisations and Government Officials on Women's Empowerment	20-24 December, 2010	29	New Delhi
66.	State Level Workshop on Gender Budgeting for Officials of Government of Chhattisgarh	29 November- 01 December, 2010	42	Chhatisgarh
67.	State Level Workshop on Gender Budgeting for Officials of Government of Andhra Pradesh	8-9 December, 2010	43	Hyderabad
68.	Regional Level Sensitisation Programme on Improving Sex Ratio	10-11 January, 2011	14	New Delhi
69.	State Level Workshop on Gender Budgeting for Officials of Government of Karnataka	27-29 January, 2011	42	Bengaluru
70.	Orientation Programme on Laws Relating to Women	1-3 February, 2011	37	New Delhi
71.	Regional Level Workshop on Gender Budgeting for NGOs and Academics	16-18 February, 2011	19	Guwahati
72.	Training on the Scheme of UJJAWALA for Grant Receiving NGOs	21-25 February, 2011	16	Pune
73.	Sensitisation Programme on Empowering Adolescents towards Delaying Marriage	2-4 March, 2011	20	Bengaluru
74.	Orientation Training on Gender Planning and Mainstreaming	21-25 March, 2011	16	New Delhi
75.	Training on Counselling Skills and Support Services for the Counsellors Providing Services to Women in Distress	28- 31 March, 2011	27	New Delhi

Sl. No.	Title of the Course	Dates	Total No. of Participants	Venue
Monitoring and Evaluation Division				
76.	Orientation Course for the Functionaries of Voluntary Organisations on Monitoring and Evaluation of Developmental Programmes on Women and Children	26-30 July, 2010	24	New Delhi
Regional Centre, Bengaluru				
77.	Gender Sensitisation Workshop for Police Officials of Raichur and Gulburga Districts in Karnataka (in collaboration with Karnataka State Police)	5-7 April, 2010	20	Bengaluru
78.	Training on Planning and Designing a Project	17-21 May, 2010	33	Bengaluru
79.	Workshop for School Teachers on Identification and Management of Behaviour Problems in Children	19 May 2010	23	Bengaluru
80.	Workshop for the Parents on Identification & Management of Behaviour Problems among Children	16 June, 2010	25	Bengaluru
81.	Orientation Programme on Effective Management of ECCE for Senior Personnel of Social Organisations	21-25 June, 2010	30	Bengaluru
82.	Sensitisation Programme on Prevention of Child Marriage	14-16 July, 2010	43	Bengaluru
83.	Training on Mobilisation and Management of Community Resources for Voluntary Organisations	26 -29 July, 2010	28	Bengaluru
84.	Sensitisation Programme on Nutritional Care of Women and Children with HIV/AIDS for Representatives of Voluntary Organisations of Southern States	9-11 August, 2010	42	Bengaluru
85.	Upgrading Counselling Skills of Counsellors Working for Women in Distress	16-20 August, 2010	32	Bengaluru
86.	Orientation Training on Total Quality Management in Creche Services	30 August- 3 September, 2010	35	Bengaluru
87.	Training on Fund Raising Techniques and Resource Management for VOs	6-10 September, 2010	28	Bengaluru

Sl. No.	Title of the Course	Dates	Total No. of Participants	Venue
88.	Sensitisation Programme on Right to Information Act, 2005 for Senior Officers of VOs and Public Information Officers	15-16 September, 2010	36	Bengaluru
89.	Sensitisation Programme on Prevention of Sexual Harassment at Workplace	20-21 September, 2010	36	Bengaluru
90.	Workshop for School Teachers on Identification and Management of Classroom Behaviour	22 September 2010	85	Bengaluru
91.	Orientation Course on Advocacy Skills to Achieve Food and Nutrition Security	8-12 November, 2010	28	Bengaluru
92.	Sensitisation Programme on Implementation of Protection of Women from Domestic Violence Act, (PWDVA) 2005	18-19 November, 2010	35	Bengaluru
93.	Sensitisation Programme on JJ System and ICPS for Personnel of Legal Aid Services Authority	24-26 November, 2010	44	Bengaluru
94.	Workshop for School Teachers on Identification and Management of Behaviour Problems in Classroom	26 November, 2010	36	Bengaluru
95.	Orientation Training on Child Rights and Protection for Superintendents of Children's Homes /Probation Officers/ Welfare Officers/ Voluntary Organisation	20-24 December, 2010	32	Bengaluru
96.	Sensitisation Programme on Advocacy Skills for Food Safety and Hygiene for Government Officials and Representatives of Voluntary Organisations	17-19 January, 2011	33	Bangaluru
97.	Orientation Programme on Issues Relating to Child Rights and Protection for School Principals	20-21 January, 2011	55	Bengaluru
98.	Regional Consultation on Evolving an Efficient Grant Management System towards Improving GO-NGO Cooperation in WCD Schemes	27-28 January, 2011	51	Bengaluru
99.	Sensitisation Programme on Issues Relating to Women and Children for members of Panchayati Raj Institutions	8-10 February, 2011	37	Bengaluru

Sl. No.	Title of the Course	Dates	Total No. of Participants	Venue
100.	Training for Trainers of SHGs on Entrepreneurship Development	9-11 February, 2011	21	Bengaluru
101.	Southern Regional Consultation Meet on Care and Development of Adolescent Girls	17-18 February, 2011	52	Bengaluru
102.	Workshop for School Teachers on Identification and Management of Behaviour Problems in Children	23 February, 2011	20	Bengaluru
103.	Workshop for School Teachers on Identification and Management of Behaviour Problems in Children	12 March, 2011	16	Bengaluru
Regional Centre, Guwahati				
104.	Training on Good Governance in Voluntary Organisations	5-8 April, 2010	25	Guwahati
105.	Sensitisation Programme on Prevention of Child Abuse for District School Inspectors and Education Officers	27-29 April, 2010	42	Guwahati
106.	Training on Developing Communication and Case Intervention Skills for Functionaries of Child/ Women Helplines	18-20 May, 2010	19	Guwahati
107.	Sensitisation Programme on Issues Relating to Child Rights and Protection for School Principals	24-25 May, 2010	39	Guwahati
108.	Workshop on Parent Education	31 May, 2010	56	Guwahati
109.	Sensitisation Training on Prevention of Women from Domestic Violence Act for Voluntary Organisations	2-4 June, 2010	32	Guwahati
110.	Training for Representatives of NGOs on Schemes and Programmes of Government for Women and Children	14-18 June, 2010	33	Guwahati
111.	Sensitisation Programme on Right to Information Act, 2005 for Senior Officers of VOs & Public Information Officers	22-23 June, 2010	25	Guwahati
112.	Sensitisation Programme on Prevention of Trafficking of Women and Children for Police Personnel	7-9 July, 2010	16	Guwahati

Sl. No.	Title of the Course	Dates	Total No. of Participants	Venue
113.	Workshop on Parent Education	19 July, 2010	132	Guwahati
114.	Training Programme for the Representatives of Voluntary Organisations on Formation of Clusters and Federations	27- 30 July, 2010	25	Guwahati
115.	Training for Trainers for Circle Organisers of Village Defence Organisations under Assam Police	4-6 August, 2010	25	Guwahati
116.	Training on Planning and Designing a Project	9 -13 August, 2010	52	Guwahati
117.	Workshop for Parents on Management of Children with Scholastic Problems	18 August, 2010	66	Guwahati
118.	Sensitisation Training on Protection of Women from Domestic Violence Act, 2005 for Protection Officers and Service Providers	19-20 August, 2010	25	Guwahati
119.	Orientation Course on Prevention of Micronutrient Malnutrition for Voluntary Organisations	23-27 August, 2010	36	Guwahati
120.	Regional Consultation Meet of the Members of the Child Welfare Committees (CWCs)	26-27 August, 2010	43	Kolkata
121.	Workshop for Teachers on Identification and Management of Scholastic Problems of Children	30-31 August, 2010	34	Guwahati
122.	Sensitisation Training for PRI Functionaries and Autonomous Council Members on Child Rights and Protection	7-9 September, 2010	18	Guwahati
123.	Sensitisation Programme on Juvenile Justice (Care & Protection of Children) Amendment Act 2006 for Police Personnel and Probation Officers	21-23 September, 2010	35	Guwahati
124.	Parental Meeting on Managing the Problems of Adolescents	29 September, 2010	52	Guwahati
125.	Training on Fund Raising Techniques and Resource Management for Voluntary Organisations	4-8 October, 2010	32	Guwahati
126.	Sensitisation Programme for School Principals and Teachers on Adolescent Health	5-7 October, 2010	35	Guwahati

Sl. No.	Title of the Course	Dates	Total No. of Participants	Venue
127.	Sensitisation Training on Protection of Women from Domestic Violence for College / University Teachers	23 -25 November, 2010	34	Guwahati
128.	Workshop on Parent Education	26 November, 2010	51	Guwahati
129.	Sensitisation Programme on J.J. System and ICPS for Personnel of Legal Aid Services Authority	29 November – 01 December, 2010	27	Guwahati
130.	Training on Child Labour for SSA Officials and Functionaries of NGOs Working in Tea Garden Areas	15-17 December, 2010	34	Guwahati
131.	Training on Adolescent Health for Tea Garden Management and NGOs Working in Tea Garden Areas	18-20 January, 2011	28	Dibrugarh
132.	Regional Consultation on Evolving an Efficient Grant Management System towards Improving GO-NGO Cooperation in WCD Schemes	27-28 January, 2011	63	Guwahati
133.	Training on Mobilisation and Management of Community Resources for Voluntary Organisations	8-11 February, 2011	39	Guwahati
134.	Workshop on Parent Education	26 February, 2011	245	Guwahati
135.	Training on Establishing and Managing a Voluntary Organisation	7-11 March, 2011	30	Guwahati
136.	Orientation Training on Child Rights and Protection for Superintendents of Children's Homes/Asstt. Directors/Probation Officers/ Welfare Officers/Voluntary Organisations	14-16 March, 2011	29	Guwahati
137.	Workshop on Parent Education	22 March, 2011	42	Guwahati
Regional Centre, Lucknow				
138.	Orientation Course on Adolescent Health, Family Life Education and HIV/AIDS for Executives of Voluntary Organisations	19 -23 April, 2010	26	Lucknow
139.	Sensitisation Programme for Voluntary Organisations on Prevention of Child Marriage	4-6 May, 2010	17	Lucknow
140.	Training on Planning and Designing a Project	10-13 May, 2010	29	Lucknow

Sl. No.	Title of the Course	Dates	Total No. of Participants	Venue
141.	Orientation Course on Formation of SHGs for Representatives of VOs	10-14 May, 2010	26	Lucknow
142.	Sensitisation Programme on Effective Implementation of Protection of Women from Domestic Violence Act (PWDVA), 2005	15-16 June, 2010	24	Lucknow
143.	Orientation Course on Micronutrients for Representatives of Voluntary Organisations	7-9 July, 2010	23	Lucknow
144.	Orientation Course on Legal Provisions and Safeguards for Protection of Women for Voluntary Organisations	26-30 July, 2010	22	Lucknow
145.	Training on Mobilisation and Management of Community Resources for Voluntary Organisations	26-30 July, 2010	14	Lucknow
146.	Orientation Programme for School Teachers on Learning and Behavioural Problems in Children	31 July, 2010	33	Lucknow
147.	Sensitisation Programme for School Principals and Teachers on Child Mental Health	5-6 August, 2010	20	Lucknow
148.	Orientation Training on Promotion of Infant and Young Child Feeding (IYCF) for the Representatives of Voluntary Organisations	10-12 August, 2010	21	Lucknow
149.	Training on Fund Raising Techniques and Resource Management for VOs	10-13 August, 2010	25	Lucknow
150.	Sensitisation Programme on Right to Information Act, 2005 for Senior Officers of VOs & Public Information Officers	12-13 August, 2010	41	Lucknow
151.	Regional Training and Sensitisation Programme on Juvenile Justice (Care & Protection of Children) Amendment Act, 2006	25-27 August, 2010	52	Lucknow
152.	Orientation Training on Establishing and Managing a Voluntary Organisation	13-17 September, 2010	23	Lucknow
153.	Orientation Training on Community Based Rehabilitation for Persons with Disabilities for the Functionaries of VOs	25-28 October, 2010	18	Lucknow
154.	Regional Consultation of the Members of Child Welfare Committee (CWCs) and Members of Juvenile Justice Boards (JJBs) and Other Functionaries of Juvenile Justice Administration	26-27 October, 2010	57	Lucknow

Sl. No.	Title of the Course	Dates	Total No. of Participants	Venue
155.	Orientation Training on Child Rights and Protection for Superintendents of Children's Homes/Asstt. Directors/ Probation Officers/ Welfare Officers/Voluntary Organisations	8-12 November, 2010	17	Lucknow
156.	Orientation Programme for School Teachers on Learning and Behavioural Problems in Children	20 November, 2010	35	Lucknow
157.	Orientation Training on Prevention of Female Foeticide and Infanticide for Representatives of Voluntary Organisations	29 November - 1 December, 2010	16	Lucknow
158.	Orientation Training on Child Rights and Protection for Superintendents of Children's Homes /Probation Officers/ Welfare Officers/ Voluntary Organisations	6-10 December, 2010	22	Lucknow
159.	Parent Education Workshop	11 December, 2010	51	Lucknow
160.	Orientation Programme on Early Childhood Care and Development (ECCD) for Heads of Voluntary Organisations running Creches	13-15 December, 2010	32	Lucknow
161.	Orientation Programme on Issues Related to Child Rights and Protection for School Principals and Teachers	20-21 December, 2010	39	Lucknow
162.	Orientation Course on Prevention of Trafficking of Women and Children for Police Personnel	11-13 January, 2011	65	Lucknow
163.	Training on Good Governance in Voluntary Organisation	17-21 January, 2011	25	Lucknow
164.	Regional Consultation on Evolving an Efficient Grant Management System towards Improving GO-NGO Cooperation in WCD Schemes	27-28 January, 2011	41	Lucknow
165.	Sensitisation Programme on J.J. System and ICPS for Personnel of Legal Aid Services Authority	1-3 February, 2011	24	Lucknow
166.	Workshop on Parent Education	5 February, 2011	31	Lucknow

Sl. No.	Title of the Course	Dates	Total No. of Participants	Venue
167.	Orientation Course on Counselling for Counsellors of Family Counselling Centres and Family Courts	22-24 February, 2011	16	Lucknow
168.	Sensitisation Programme on ICPS for Deputy Chief Probation Officers, District Probation Officers and Senior Officers of Mahila Kalyan Nideshalaya of Uttar Pradesh Government	3-4 March, 2011	27	Lucknow
169.	Sensitisation Programmes on ICPS for Deputy Chief Probation Officers, District Probation Officers and Senior Officers of Mahila Kalyan Nideshalaya of Uttar Pradesh Government	10-11 March, 2011	20	Lucknow
170.	Orientation Course for PRI Members on Social Issues Related to Women and Children	28- 30 March, 2011	20	Lucknow
Regional Centre, Indore				
171.	Gender Sensitisation Training Programme for Law Enforcement Agencies	6-7 April, 2010	52	Indore
172.	Training on Fund Raising Techniques and Resource Management for VOs	26-29 April, 2010	33	Indore
173.	Training on Good Governance in Voluntary Organisations	4-7 May, 2010	23	Indore
174.	Training on Planning and Designing a Project	18-21 May, 2010	23	Indore
175.	Workshop on Protection of Women from Domestic Violence Act (PWDVA) 2005 for Law Enforcement Agencies, Protection Officers and Service Providers	27-28 May, 2010	67	Goa
176.	Orientation Programme on Child Rights and Protection for School Principals	2-3 June, 2010	41	Indore
177.	Orientation Programme on Prevention of Female Foeticide and Infanticide for Voluntary Organisations	15-17 June, 2010	20	Indore
178.	Training of Trainers on Life Skill Education (LSE) of Tribal Adolescent Girls	21-24 June,2010	43	Indore

Sl. No.	Title of the Course	Dates	Total No. of Participants	Venue
179.	Orientation Training on Establishing and Managing a Voluntary Organisation	5-9 July, 2010	29	Indore
180.	Training on Mobilisation and Management of Community Resources for Voluntary Organisations	19-22 July, 2010	28	Indore
181.	Orientation Course on Identification and Prevention of Early Childhood Disabilities for Functionaries of NGOs & ICDS Supervisors and Instructors of MLTCs/AWTCs of Western Region	16-20 August, 2010	33	Indore
182.	Gender Sensitisation Training Programme for Railway Protection Officer	30-31 August, 2010	34	Indore
183.	Orientation Course on Prevention of Micronutrient Malnutrition	6-10 September, 2010	16	Indore
184.	Regional Training and Sensitisation Programme on Juvenile Justice (Care & Protection of Children) Amendment Act, 2006	22-24 September, 2010	21	Indore
185.	Awareness Generation Camp for Volunteers of NGOs on Protection of Women from Domestic Violence Act (PWDVA), 2005	6-7 October, 2010	50	Indore
186.	Orientation Training on Infant and Young Child Feeding and Counselling for Voluntary Organisations	11-15 October, 2010	36	Indore
187.	Orientation Training on Legislation on Adoption and Guardianship for the Functionaries of Child Care Institutions	26-29 October, 2010	18	Indore
188.	Sensitisation Programme on Issues Relating to Women and Children for Representatives of Panchayati Raj Institutions	9-11 December, 2010	35	Indore
189.	Training of NGOs on Economic Empowerment of Tribal/Rural Women through Micro-enterprises	13-17 December, 2010	11	Indore
190.	Orientation Programme on Issues Relating to Child Rights and Protection for School Principals	5 January, 2011	30	Indore
191.	Regional Consultation on Evolving an Efficient Grant Management System towards Improving GO-NGO Cooperation in WCD Schemes	27-28 January, 2011	50	Indore

Sl. No.	Title of the Course	Dates	Total No. of Participants	Venue
192.	Orientation Training on Child Rights and Protection for Superintendents of Children's Homes/Probation Officers /Welfare Officers/ Voluntary Organisation	31 January-4 February, 2011	54	Indore
193.	State Level Workshop on Prevention of Domestic Violence Act, 2005 for Law Enforcement Agencies, Protection Officers and Service Providers	3-4 February, 2011	76	Indore
194.	Sensitisation Workshop for Media Personnel on Prevention of Trafficking of Women and Children	7-8 February, 2011	38	Indore
195.	Regional Consultation of the Members of the Child Welfare Committees (CWCs)	10-11 February, 2011	39	Indore
196.	Regional Consultation of the Members of the Juvenile Justice Boards (JJBs)	24-25 February, 2011	20	Indore
197.	Sensitisation Programme on Right to Information Act, 2005 for Senior Officers of VOs and Public Information Officers	14-15 March, 2011	38	Indore

SPONSORED

Headquarters

Public Cooperation Division

198.	Training on Juvenile Justice System for Juvenile Welfare Officers (JWO's) – sponsored by Delhi Police	14-15 June, 2010	36	New Delhi
199.	Training on Juvenile Justice System for Juvenile Welfare Officers (JWOs) – sponsored by Delhi Police	22-23 July, 2010	23	New Delhi

Training Programmes Under ICDS

Headquarters

200.	Training of Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS and Use of MCP Card	19-21 April, 2010	22	New Delhi
201.	Vertical Training Programme of Block Level ICDS Functionaries for Quality Improvement in ICDS Programme	19-23 April, 2010	37	New Delhi



Sl. No.	Title of the Course	Dates	Total No. of Participants	Venue
202.	Refresher Course for CDPOs/ACDPOs	26-30 April, 2010	25	New Delhi
203.	Skill Training of Instructors of AWTCs/MLTCs on IMNCI and Use of MCP Card	3-7 May, 2010	30	New Delhi
204.	Refresher Course for CDPOs/ACDPOs	17-21 May, 2010	28	New Delhi
205.	Orientation Training for Instructors of MLTCs	31 May - 8 June, 2010	25	New Delhi
206.	Refresher Course for CDPOs/ACDPOs	14-18 June 2010	20	New Delhi
207.	Orientation Training of State/District Programme Officers and Deputy Directors dealing with ICDS	28-30 June, 2010	22	New Delhi
208.	Skill Training of Instructors of AWTCs/MLTCs on IYCF	5-9 July, 2010	14	New Delhi
209.	Vertical Training Programme of Block Level ICDS Functionaries for Quality Improvement in ICDS Programme	19-23 July, 2010	36	Sonepat
210.	Training-cum-Workshop on Developing Comprehensive Checklist for Effective Monitoring and Supervision of Anganwadis	23-27 August, 2010	26	New Delhi
211.	Skill Training of Instructors of AWTCs/MLTCs on IYCF	30 August – 3 September, 2010	33	New Delhi
212.	Job Training Course for CDPOs/ACDPOs	30 August – 30 September, 2010	28	New Delhi
213.	Skill Training of Instructors of AWTCs/MLTCs on Planning and Organisation of Community Education Sessions	4-8 October, 2010	39	New Delhi
214.	Skill Training of Instructors of AWTCs/MLTCs on IYCF	25-29 October, 2010	23	New Delhi
215.	Training- cum-Workshop on Pre-testing of Handbook of Training of Trainers of AWTCs/ MLTCS	25-29 October, 2010	17	New Delhi
216.	Programme on Leadership Development Training for CDPOs and District Programme Officers	9-12 November, 2010	23	Guwahati

Sl. No.	Title of the Course	Dates	Total No. of Participants	Venue
217.	Programme on Leadership Development Training for CDPOs and District Programme Officer's	13-16 December, 2010	39	Bengaluru
218.	Sensitisation Programmes for Instructors of AWTCs/MLTCs on Prevention of Micronutrient Malnutrition	13-15 December, 2010	24	New Delhi
219.	Skill Training of Instructors of AWTCs/MLTCs on IYCF	17-21 January, 2011	9	New Delhi
220.	Training Programmes for the Block Level ICDS Functionaries of Delhi on the Issues Related to Women and Child Development	17-18 January, 2011	62	New Delhi
221.	Training Programmes for the Block Level ICDS Functionaries of Delhi on the Issues Related to Women and Child Development	18-19 January, 2011	54	New Delhi
222.	Training Programmes for the Block Level ICDS Functionaries of Delhi on the Issues Related to Women and Child Development	19-20 January, 2011	60	New Delhi
223.	Training Programmes for the Block Level ICDS Functionaries of Delhi on the Issues Related to Women and Child Development	20-21 January, 2011	49	New Delhi
224.	Orientation Training of State/District Programme Officer and Deputy Directors dealing with ICDS	2-4 February, 2011	19	New Delhi
225.	Regional Workshops on SABLA	4-5 February, 2011	49	Lucknow
226.	Training of Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS and Use of MCP Card	9 -11 February, 2011	9	New Delhi
227.	Skill Training for Trainers of NIPCCD & AWTCs/MLTCs on IMNCI, SABLA & CMB	12-15 February, 2011	19	New Delhi
228.	Vertical Training Programme of Block Level ICDS Functionaries for Quality Improvement in ICDS Programme	14-18 February, 2011	38	Gurgaon
229.	Regional Workshops on SABLA	23-24 February, 2011	38	Guwahati

Sl. No.	Title of the Course	Dates	Total No. of Participants	Venue
230.	Regional Workshop on SABLA	28 February– 01 March, 2011	51	Bengaluru
231.	Sensitisation Training Programme for Instructors of AWTCs/ MLTCs on Prevention of Micronutrient Malnutrition and New WHO Child Growth Standards in ICDS and Use of MCP Cards	28 February – 2 March, 2011	32	New Delhi
232.	Refresher Training for Instructors of MLTCs	14-18 March, 2011	11	New Delhi
233.	Sensitisation Workshop on New WHO Child Growth Standards in ICDS and Use of MCP Card	17 March, 2011	169	Haryana
Regional Centre, Bengaluru				
234.	Skill Training of Instructors of AWTCs/MLTCs on IYCF	5-10 April, 2010	25	Bengaluru
235.	Job Training Course for CDPOs/ACDPOs	12 April – 11 May, 2010	35	Bengaluru
236.	Refresher Course for CDPOs/ACDPOs	14-18 June, 2010	26	Bengaluru
237.	Sensitisation Programme on New WHO Child Growth Standards for Medical Officers of Karnataka	7-8 July, 2010	30	Bengaluru
238.	Vertical Training Programme of Block Level ICDS Functionaries for Quality Improvement in ICDS Programme	19-23 July, 2010	39	Bengaluru
239.	Skill Training of Instructors of AWTCs/MLTCs on IYCF	2-6 August, 2010	34	Bengaluru
240.	Refresher Course for CDPOs/ACDPOs	23-27 August, 2010	19	Bengaluru
241.	Training of Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS and Use of MCP Card	6-8 September, 2010	32	Bengaluru
242.	Job Training Course for CDPOs/ACDPOs	13 September- 12 October, 2010	19	Bengaluru

Sl. No.	Title of the Course	Dates	Total No. of Participants	Venue
243.	Sensitisation Programme for Instructors of AWTCs/MLTCs on Prevention of Micronutrient Malnutrition	12-14 October, 2010	27	Bengaluru
244.	Vertical Training Programme of Block Level ICDS Functionaries for Quality Improvement in ICDS Programme	18-22 October, 2010	42	Bengaluru
245.	Refresher Course for CDPOs/ACDPOs	25-29 October, 2010	20	Bengaluru
246.	Sensitisation Programme for Instructors of AWTCs/MLTCs on Prevention of Micronutrient Malnutrition	22-24 November, 2010	38	Bengaluru
247.	Workshop on Multi-tasking Skills for Programme Managers of ICDS	29 November – 1 December, 2010	37	Bengaluru
248.	Skill Training of Instructors of AWTCs/MLTCs on IMNCI & Use of MCP Card	6-10 December, 2010	20	Bengaluru
249.	Vertical Training Programme of Block Level ICDS Functionaries for Quality Improvement in ICDS Programme	27- 31 December, 2010	37	Bengaluru
250.	Workshop on Utilisation of Theatre Format for Promoting Quality Parenting in ICDS	31 January – 4 February, 2011	30	Bengaluru
251.	Skill Training of Instructors of AWTCs/MLTCs on IMNCI and Use of MCP Card	28 February- 3 March, 2011	23	Bengaluru
252.	Vertical Training Programme of Block Level ICDS Functionaries for Quality Improvement in ICDS Programme	29 March – 01 April, 2011	35	Bengaluru
Regional Centre, Guwahati				
253.	Job Training Courses for CDPOs/ACDPOs	22 April – 21 May, 2010	11	Guwahati
254.	Job Training Course for Supervisors	17 May – 16 June, 2010	29	Guwahati
255.	Refresher Courses for CDPOs/ACDPOs	7-11 June, 2010	33	Guwahati
256.	Job Training Course for Supervisors	5 July –3 August, 2010	34	Guwahati



Sl. No.	Title of the Course	Dates	Total No. of Participants	Venue
257.	Sensitisation Programme for Instructors of AWTCs/MLTCs on Prevention of Micronutrient Malnutrition	20-22 July, 2010	22	Guwahati
258.	Refresher Course for CDPOs/ACDPOs	6-10 September, 2010	34	Guwahati
259.	Training of Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS and Use of MCP Card	13-17 September, 2010	32	Guwahati
260.	Refresher Course for Supervisors	27 September -1 October, 2010	23	Guwahati
261.	Skill Training of Instructors of AWTCs/MLTCs on Strengthening PSE Component in ICDS	25-29 October, 2010	22	Guwahati
262.	Vertical Training Programme of Block Level ICDS Functionaries for Quality Improvement in ICDS Programme	8-12 November, 2010	48	Guwahati
263.	Sensitisation Programme for Instructors of AWTCs/MLTCs on Prevention of Micronutrient Malnutrition	8-10 November, 2010	9	Guwahati
264.	Job Training Course for CDPOs/ACDPOs	8 November–7 December, 2010	23	Guwahati
265.	Vertical Training Programmes of Block Level ICDS Functionaries for Quality Improvement in ICDS Programme	6-10 December, 2010	52	Guwahati
266.	Refresher Course for CDPOs/ACDPOs	17-21 January, 2011	23	Guwahati
267.	Vertical Training Programme of Block Level ICDS Functionaries for Quality Improvement in ICDS Programme	18-22 January, 2011	45	Bhuaneshwar
268.	Refresher Training for Supervisors	31 January – 3 February, 2011	35	Guwahati
269.	Skill Training of Instructors of AWTCs/MLTCs on IYCF	7-11 February, 2011	24	Guwahati
270.	Review Workshop on Status of Implementation of New WHO Child Growth Standard in North Eastern States	22-23 February, 2011	40	Guwahati

Sl. No.	Title of the Course	Dates	Total No. of Participants	Venue
271.	Training of Trainers of AWTCs / MLTCs on SABLA & Indira Gandhi Matritava Sahyog Yojana Scheme (IGMSY)	7-9 March, 2011	29	Guwahati
272.	Orientation Training for Instructors of AWTCs	7-15 March, 2011	16	Guwahati
273.	Skill Training of Instructors of AWTCs/MLTCs on IMNCI & Use of MCP Card	14-18 March, 2011	24	Guwahati
Regional Centre, Lucknow				
274.	Job Training Course for CDPOs/ACDPOs	5 April – 3 May, 2010	45	Lucknow
275.	Training of Trainers of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS and Use of MCP Card	27-29 April 2010	26	Lucknow
276.	Refresher Course for CDPOs/ACDPOs	7-11 June, 2010	29	Lucknow
277.	Orientation Training of Trainers of District Mobile Training Teams (DMTTs)	21-25 June, 2010	28	Lucknow
278.	Training of Trainers of AWTCs/MLTCs on Training Techniques	21-25 June, 2010	19	Lucknow
279.	Job Training Course for CDPOs/ACDPOs	21 June – 20 July, 2010	31	Lucknow
280.	Refresher Course for CDPOs/ACDPOs	23-27 August, 2010	21	Lucknow
281.	Training of Instructors of AWTCs/MLTCs on IMNCI and Use of MCP Card	20-24 September, 2010	20	Lucknow
282.	Sensitisation Programme for Instructors of AWTCs/MLTCs on Prevention of Micronutrient Malnutrition	27-29 October, 2010	30	Lucknow
283.	Vertical Training Programme of Block Level ICDS Functionaries for Quality Improvement in ICDS Programme	22-26 November, 2010	44	Lucknow
284.	Sensitisation Programme for DPOs on Nutrition Issues with Special Focus on Prevention and Reduction of Malnutrition in Children	24-26 November, 2010	18	Lucknow

Sl. No.	Title of the Course	Dates	Total No. of Participants	Venue
285.	Skill Training of Instructors of AWTCs/MLTCs on IYCF	29 November – 3 December, 2010	16	Lucknow
286.	Refresher Course for CDPOs/ACDPOs	6-10 December, 2010	17	Lucknow
287.	Vertical Training Programme of Block Level ICDS Functionaries for Quality Improvement in ICDS Programme	7-11 December, 2010	40	Lucknow
288.	Sensitisation Programme for Instructors of AWTCs/MLTCs on Prevention of Micronutrient Malnutrition	20-22 December, 2010	16	Lucknow
289.	Vertical Training Programme of Block Level ICDS Functionaries for Quality Improvement in ICDS Programme	3-7 January, 2011	34	Lucknow
290.	Skill Training of Instructors for AWTCs/MLTCs on IMNCI & Use of MCP Card	17-21 January, 2011	19	Lucknow
291.	Vertical Training Programme of Block Level ICDS Functionaries for Quality Improvement in ICDS Programme	22-26 February, 2011	44	Lucknow
292.	Skill Training of Instructors of AWTCs/MLTCs on IYCF	7-11 March, 2011	19	Lucknow
293.	Refresher Course for Trainers of District Mobile Training Teams (DMTTs)	28 March - 01 April, 2011	30	Lucknow
Regional Centre, Indore				
294.	Vertical Training Programme of Block Level ICDS Functionaries for Quality Improvement in ICDS Programme	12-16 July, 2010	29	Indore
295.	Refresher Course for CDPOs/ACDPOs	2-6 August, 2010	24	Indore
296.	Sensitisation Programme for Instructors of AWTCs/MLTCs on Prevention of Micronutrient Malnutrition	9-11 August, 2010	35	Indore
297.	Orientation Training for Instructors of AWTCs	13-21 September, 2010	25	Indore



Sl. No.	Title of the Course	Dates	Total No. of Participants	Venue
298.	Training of Instructors of AWTCs/MLTCs on New WHO Child Growth Standards in ICDS and Use of MCP Card	27-29 September, 2010	22	Indore
299.	Vertical Training Programme of Block Level ICDS Functionaries for Quality Improvement in ICDS Programme	18-22 October, 2010	41	Indore
300.	Refresher Course for CDPOs/ACDPOs	18-22 October, 2010	14	Indore
301.	Job Training Course for CDPOs/ACDPOs	8 November – 7 December, 2010	33	Indore
302.	Vertical Training Programme of Block Level ICDS Functionaries for Quality Improvement in ICDS Programme	6-10 December, 2010	38	Pune
303.	Refresher Course for CDPOs/ACDPOs	20-24 December, 2010	21	Indore
304.	Skill Training of Instructors of AWTCs/MLTCs on IMNCI and Use of MCP Card	27-31 December, 2010	9	Indore
305.	Skill Training of Instructors for AWTCs/MLTCs on IMNCI & Use of MCP Card	10-14 January, 2011	14	Indore
306.	Vertical Training Programmes of Block Level ICDS Functionaries for Quality Improvement in ICDS Programme	17-21 January, 2011	41	Udaipur
307.	Skill Training of Instructors of AWTCs/MLTCs on IYCF	17-21 January, 2011	15	Indore
308.	Skill Training of Instructors of AWTCs/MLTCs on IYCF	14-18 February, 2011	30	Indore
309.	Sensitisation Programme for Instructors of AWTCs/MLTCs on Prevention of Micronutrient Malnutrition	7-9 March, 2011	27	Indore
310.	Training of Trainers of AWTCs/MLTCs on SABLA & Indira Gandhi Matritava Sahyog Yojana Scheme (IGMSY) and Use of MCP Card	17-19 March, 2011	42	Indore

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

Participation in Training Programmes/Workshops/Consultation Meets/ Seminars/ Symposia & Visits

Arvind, S. K.

- Attended “Orientation Workshop on SABLA Scheme” organised at Hyderabad on 9 November, 2010.
- Attended a “Meeting to Review ICDS Training” at DWCD, Government of Karnataka on 31 December, 2010.
- Attended a meeting on “State Action Plan on Prevention of Child Trafficking” at DWCD, Government of Karnataka on 3 January, 2010.
- Visited 13 NGOs in Bengaluru with the Surprise Visit Team of MWCD, Government of India to see the working of SWADHAR and Short Stay Homes Schemes on 14 and 15 February, 2011.

Barua, P.K.

- Attended Training programme entitled “Application of FR & SR” organised by Indian Maritime University, Kolkata from 29-30 April, 2010.

Bhuyan, Dr. B.

- Attended release Function of “World Children Report 2011” organised by UNICEF, Assam at Rajbhowan on 26 February, 2011.
- Attended Programme on “Adoption for the Members of CWCs” organised by Department of Social Welfare, Govt. of Assam on 8 March, 2011.
- Attended a meeting of different stake holders including the Department of Social Welfare, Labour, UNICEF and CHILDLINE, CWC and other NGOs to discuss the issues relating to child labour particularly rescuing and rehabilitation of children on 11 March, 2011.

Bhatia, Dr. Neelam

- Attended First “Meeting of the Committee Constituted for Preparing National Framework on ECE Framework and Policy” on 5 April, 2010.
- Attended “Meeting for Grading of AWCs” (Finalised Grading Proformae and submitted to MWCD) on 6 April, 10 & 2 June, 2010.
- Attended “Meeting of Civil Society Window – Presentation on “Enhancing the Value of Maternity Benefit Scheme making Breastfeeding Counselling a ‘specific service’ by Dr. Arun Gupta, Under Chairpersonship of Dr. Syeeda Hameed ,Member on 16 April, 2010.



- Attended Meeting to discuss issues in “Wheat-Based Nutrition Programme and Modalities of Implementation of Proposed Scheme of RGSEAG – SABLA” under the Chairmanship of Secretary on 19 May, 2010.
- Attended “Meeting of the Committee to discuss the draft for Revision of RGNCS for children of working mothers” under the Chairmanship of Additional Secretary on 31 May, 2010.
- Attended Meeting of the Design Team for “Planning of Multi Stakeholders Retreat on Addressing India’s Nutrition Challenges” on 7, 10 and 28 June, 2010.
- Attended “World Bank Review Meeting” on 8 June, 2010.
- Attended “Meeting of the Sub-Committee on Fortification of Supplementary Nutrition Component of ICDS Scheme” on 9 June, 2010.
- Attended “National Committee on Infant & Young Child Feeding” under the Chairmanship of JS(WCD) on 9 June, 2010.
- Attended “Evaluation of Projects being Implemented under STEP Scheme” on 24 June, 2010.
- Attended Meeting to “Generate Ideas to Develop Futuristic Strategic Plan for Five Years – Strategic Planning – Consultation with Stakeholders” on 29 June, 2010.
- Attended “Meeting on Awareness on Socio Economic Empowerment of Women” in collaboration with RMK-CSWB-FNB. Exhibition organised by FNB at Pitampura on 23 July, 2010.
- Attended “Multi Stakeholder Retreat on Addressing India’s Nutritional Challenges” organised by Planning Commission at ICAR, NASC Complex, Pusa from 7-8 August, 2010.
- Attended “Working Group Meeting of NAC on National Food Security Bill, Child Nutrition and Maternity Entitlements” on 13 August, 2010.
- Attended “National CR Summit Corporate Responsibility –Redefining Partnership” at NASC Complex, Pusa on 19 August, 2010.
- Attended Consultation Meet with State Secretaries/Directors on IDA Assisted “ICDS Systems Strengthening and Nutrition Improvement Programme Project – ISSNIP” on 17 September, 2010.
- Attended “Meeting on Accreditation and Reward Mechanism” on 15 October, 2010.
- Attended “Round Table discussion with all Stakeholders & Project Managers of ICDS” under Chairmanship of JS (S), MWCD on 26 October, 2010.
- Attended “Meeting to discuss Difficulties being Faced in Evaluation of Projects” being Implemented Under Step Scheme on 24 November, 2010.
- Attended “Workshop on Scale up and Replication in ICDS”. Lessons Learnt through/INHP at Scope Complex, Lodi Road on 21 December, 2010.
- Attended Meeting with Secretary, Social Justice and Empowerment on provision of facilities and better accessibility of AWC for physically disabled under ICDS programme on 22 December, 2010.

- Attended “State Level Sensitisation Workshop on the Introduction MCP Card and New Child Growth Standards” on 24 December, 2010.
- Attended “Sensitisation Workshop on IGMSY – Conditional Maternity Benefit” at IIC, New Delhi on 10 January, 2011.
- Attended a Meeting for “Presentations on Non-Nutrition Component Roll Out in SABLA” on 1 February, 2011.
- Attended “Regional Consultation on ECCE and ICDS Strengthening and Multi Sectoral Programme” at CSWB on 15 February, 2011.

Bodra, Shashikala

- Attended “National Consultation on Addressing Youth Concerns and Synthesising Key Advocacy Issues” at Ahemadabad from 3-5 August, 2010.

Dhondiyal, Dr. Manju

- Participated in “Regional Meet of the Coordinators of Child Line on ICPS” organised by Child Line India Foundation, Bengaluru on 23 October, 2010.
- Attended “Workshop on SABLA” conducted by DWCD, Government of Karnataka on 18 January, 2011.

Gadkar, Dr. V.D.

- Visited “AWCs of Shankergarh ICDS Project” at Allahabad along with officials of MWCD Government of India to assess implementation of ICDS Programme.
- Visited “AWCs of Chattarpur and Mahoba ICDS Projects of Madhya Pradesh and Uttar Pradesh” along with officials of MWCD Government of India to assess implementation of ICDS programme from 13-15 May, 2010.
- Visited “AWCs of Nainital ICDS Project of Uttarakhand” along with officials of MWCD Government of India to assess implementation of ICDS Programme from 24-26 June, 2010.
- Visited “AWCs of Sonapat and Kurukshetra ICDS projects of Haryana, Mohali and Ropar ICDS Projects of Punjab and U.T. Chandigarh” along with officials of MWCD Govt. of India, to assess implementation of ICDS programme from 16-19 August, 2010.
- Visited “AWCs of Chinhat and Sarojini Nagar ICDS projects of Lucknow” along with officials of MWCD Govt. of India, to assess implementation of ICDS programme from 19-20 October, 2010.
- Visited “AWCs of Manner, Sadar and Phulwari ICDS projects of Patna” along with officials of MWCD Govt. of India to assess implementation of ICDS programme from 18-21 December, 2010.

George, Dr. K.C.

- Visited Holly Cross School, Khandwa Road, Indore and delivered Independence day speech on 15 August, 2011.



- Visited Marthoma Higher Secondary School, Sukhlia, Indore and delivered Republic day Speech and presided over the function as special invite on 26 January 2011.
- Attended a meeting “State Annual Project Implementation plan for strengthening of ICDS of the State of Rajasthan” at Jaipur on 7 April, 2010.

Joshi, Dr. S.C.

- Attended a “Workshop on Result – Framework Document (RFD)” organised by Performance Management Division of Cabinet Secretariat on 22 February, 2011.

Khanna, Manju

- Attended Expert Group Meeting to “Finalise Draft Guidelines on Adoption of Indian Children” organised by Central Adoption Resource Authority at New Delhi on 6 July, 2010.

Khan, N.

- Visited “AWCs of Shankergarh ICDS Project” at Allahabad along with officials of MWCD to assess implementation of ICDS programme.
- Visited “AWCs of Chattarpur and Mahoba ICDS Projects of Madhya Pradesh and Uttar Pradesh” along with officials of MWCD, to assess implementation of ICDS programme from 13-15 November, 2010.
- Visited “AWCs of Maner, Patna Sadar and Phulwari ICDS projects of Patna” along with officials of MWCD, to assess implementation of ICDS programme from 18-21 December, 2010.

Kumar, Dr. Ashok

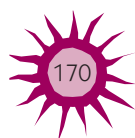
- Attended an Inaugural Session of a two day training programme in Juvenile Justice System for Child or Juvenile Welfare Officers of Delhi Police at Nanakpura, Delhi from 9 April, 2011.
- Participated in the Second National Conference on Child Abuse for Multi-disciplinary Professionals in Chennai and made Presentation on “ICPS – its components, service delivery structure and other operational details” at ICCW Tamil Nadu on 16 September, 2010.
- Attended a “Workshop on Result – Framework Document (RFD)” organised by Performance Management Division of Cabinet Secretariat on 22 February, 2011.

Kumar, Dr. Salil

- Attended a “Meeting on State Annual Project Implementation Plan for Strengthening of ICDS for the State of Maharashtra” at Mumbai on 29 April, 2010.

Kumar, Sunil

- Attended “Meeting on Implementation of ICPS in Uttar Pradesh” with Principal Secretary, DWCD, Director, ICDS Director, Mahila Kalyan Nideshalaya, Government of Uttar Pradesh and Senior Officials of the state on 22 March, 2011.



Mahajan, Jayant

- Attended training programme entitled “Establishment Rules” organised by Indian Maritime University, Kolkata from 22-24 April, 2010.

Maurya, Mukesh Kumar

- Attended “National Consultation on Revised MIS, Training & Capacity Building and Orientation on Annual PIP Framework in ICDS Programme” organised by MWCD, Govt. of India, CARE and UNAIDS at India Habitat Centre, New Delhi on 16 December, 2010.
- Visited with Joint Visit of Core Group Members, Representative of MWCD, GOI, NIPCCD and CARE India for Quality Improvement in ICDS –A visit to AWCs and AWTC at Nindura ICDS Block, District-Barabanki, U.P. from 4 - 5 May, 2010.
- Visited AWCs of Bhimtal and Dhari ICDS Blocks of Nainital district, Uttarakhand alongwith Official of MWCD, Govt. of India to assess implementation of ICDS Programme from 24–26 June, 2010.
- Visited AWC of Sonapat and Kurukshetra (Haryana), Mohali and Ropar (Punjab) and U.T. of Chandigarh alongwith officials of MWCD, Govt. of India to assess implementation of ICDS Programme from 16-19 August, 2010.

Mishra, Dr. Rajesh

- Attended a “Regional Workshop on Rajiv Gandhi Scheme for Empowerment of Adolescent Girls (PGSEAG) – SABLA” organised by Ministry of Women and Child Development, Government of India at Yashoda, Pune from 19 October, 2010.
- Attended a one day workshop on “Amendment in Article – 40 of M.P. Panchayati Raj Act” organised by the Hunger Project, Bhopal, Indore on 23 March, 2011.

Pandey, Dr. D.D.

- Attended training Programme on “Train-THE-Trainers in Early Childhood Development and Education” at Singapore Cooperation Training Programmes Award (SCTPA) from 27 September - 08 October, 2010.

Paul , Dr. Dinesh

- Attended “World Conference on Early Childhood Education” nominated by Ministry of Women and Child Development at Moscow from 27-29 September, 2010.

Regon, Dr. M.

- Attended “National Consultation on ICDS relating to revised MIS, training and capacity building and annual programme implementation plan (APIP) framework” organised by MWCD GOI, in collaboration with USAID and CARE, India at India Habitat Centre, New Delhi on 16 December, 2010.
- Attended a “Workshop on SABLA (RGSEAG)” organised by GOI & UNICEF, SW, Assam, at Guwahati on 9 December, 2010.



Saikia, Dr. D.K.

- Attended a “Workshop on SABLA (RGSEAG)” organised by GOI & UNICEF, SW, Assam, Guwahati on 9 December, 2010.
- Acted as a “Member of Common Review Mission of NRHM” for the State of Jharkhand from 16-23 December, 2010.

Sheshadri, K. Sunita

- Attended a “Workshop on SABLA (RGSEAG)” organised by GOI & UNICEF, SW, Assam at Guwahati on 9 December, 2010.

Srivastava, Parul

- Participated in a “Workshop on Mentoring Misunderstood Minds to sparkling Mind’s Workshop on ADHD” organised by Children First, New Delhi on 24 & 25 September 2010.
- Participated “Parivarish Mela” at RAK Study Centre at Lady Irwin College New Delhi on 22 January, 2011.

Srivastava, S.K.

- Attended a “Workshop on Result – Framework Document (RFD)” organised by Performance Management Division of Cabinet Secretariat on 22 February, 2011.

Thapar, Vandana

- Participated as a “Panelist on the Prohibition of Child Marriage Act, 2006” in the Orientation Programme on Stargazing, Advocacy for Effective Implementation of Women Friendly Laws organised by Women Power Connect at New Delhi on 6 August, 2010.
- Attended a “Meeting for Constitution of a Committee to Suggest Hospitals/Agencies/Eminent Practitioners for Diagnosing the Disabilities of Differently Abled Children and Other Issues related to such Children’ at CBSE (Hqrs.), Preet Vihar, New Delhi on 12 August, 2010.
- Attended “Launch cum Orientation Programme for Coordinators and Counsellors at Study Centres for the Master’s Degree Programme” EPMC Studio, IGNOU Campus, Maidan Garhi, New Delhi on 25-26 October, 2010.
- Attended “Workshop on Supportive Decision Making (SDM) Project for Differently Abled Children” at Navjyoti Institute for Mentally Challenged, New Delhi on 27 October, 2010.
- Attended “Workshop on Diversity in Disability: Challenges and Prospects” organised by Indian Institute of Dalit Studies at Indian Islamic Cultural Centre, New Delhi on 22 February, 2011.
- Attended “National Workshop on Psycho-Social Support and Mental Health Services during Disaster” at NDMA Bhawan, New Delhi on 7 April, 2011.

- Attended “Workshop on Constructing a Tool for School Students for Understanding Self, One’s Interest, Skills and Abilities using the Multiple Intelligence Framework” at SCERT, New Delhi on 20-21 May, 2011.
- Acted as a Chief Guest at “Annual Inclusive Cultural Fiesta” organised by Special Education Department of Laxman Public School at Laxman Public School, New Delhi on 11 February, 2011.

Tara, Dr. M.S.

- Attended “Workshop on Revised Management Information System” at Delhi on 16 December, 2010.

Tripathi, Dr. S. K.

- Participated as a Judge in Christ University for undergraduate paper presentation competition on 15 December, 2010.
- Participated as a Chief Guest for the Annual day celebrations of Sheshadripuram school on 9 January, 2011.

Vashisht, S.K.

- Attended “Right to Information Act and Judgment” organised by Indian Maritime University, Kolkata from 9-10 June, 2010.

Vasudevan, Dr. Sulochana

- Participated as a Core Group Member in the one day “Meeting to launch II phase of Swayamsiddha at Institute of Defence Studies and Analysis organised by MWCD on 16 April, 2010.
- Participated in the brain storming session on “Gender Budget Statement” organised by MWCD, GOI at NIPCCD, New Delhi on 8 April, 2010.
- Attended a “Strategy Consultation” organised by MWCD, GOI at CSWB on 8 November, 2010.
- Attended a “National Conference on Staying Alive” organised by Lawyers Collective on 19 December, 2010.

Vijayalakshmi, D. R.

- Visited ICDS projects for interaction with the field functionaries in connection with Regional Workshop on Strengthening ICDS Programme. On 14th May, 2010 had interaction with AWTC, KSCCW, Bengaluru on 15 May, 2010 alongwith officers from CARE, Hyderabad, AP.

Guest Lectures Delivered

Barik, Dr. S.

- Took a sessions on “ICPS and JJ System for the Functionaries of ICPS” organised by Social Welfare Department, Govt. of Nagaland from 16-18 December, 2010.



Bhatia, Dr. Neelam

- Delivered a lecture on “Nutrition Programme for Mother and Child in ICDS” in Training Course on Public Health Nutrition for Districts Medical Officers organised by NIHFWD, New Delhi on 6 December, 2010.

George, Dr. K.C.

- Delivered a lecture on “Management of Training Programme at Institutional and Non Institutional level for Senior Police Officers of Madhya Pradesh Law Enforcement Agency” at HDFC Hall, Vijay Nagar, Indore on 4-5 May, 2010.
- Delivered a lecture on “Gender Sensitisation Training” organised at SSP office, Indore on 15 July, 2010.
- Delivered a lecture on “Implementation Strategy of ICPS” at Department of Women and Child Development, Government of Madhya Pradesh on 15 July 2010.
- Delivered a lecture on “Application of Social Work Principles to Government and Non-Government Sector” for students of MA social work at Indore School of Social work, Indore on 28 July, 2010.
- Delivered a lecture on “Gender Sensitisation for Police Officials” at SP office on 13 August, 2010.
- Delivered a lecture on “Gender Sensitisation for sub Inspector of MP Law Enforcement Agency” at Jawaharlal Nehru Police Academy, Sagar, Madhya Pradesh on 11 November, 2010.
- Delivered a lecture on “Gender Sensitisation for Inspectors and Sub Inspectors of MP Law Enforcement Agency” at SP office on 18 November, 2010.
- Delivered a lecture on “Gender Sensitisation and Crimes against Women” for DSPs and SI, at Police Control Room, Indore on 29 November, 2010.
- Delivered a lecture on “Personality Development, Leadership Development and Motivation Skills” for students of 8th to 12th standard at Khandwa, Madhya Pradesh on 29 December, 2010.
- Delivered a lecture on “Gender Sensitisation for Police Personal” at SP office Indore on 27 January, 2011.
- Delivered a lecture on, “Gender Sensitisation for Police Personal” at SP office on 8 February, 2011.
- Delivered a lecture on “Case Study Method and Social Work Practices” at Dr. Ambedkar Institute of Social Sciences, Mhow on 25 March, 2011.
- Delivered a lecture on “Gender Sensitisation” at Police Prashiksan Vidhyalaya, Rewa, Madhya Pradesh on 5 March, 2011.

Joshi, Dr. S.C.

- Delivered a lecture on “Status of Women and Children in India with special Reference to NE Region” on 11 April, 2010 in a programme organised by SEARCH, Guwahati.



- Delivered a talk on “Formation of SHGs and its Sustainability” in Assam Centre for Rural Development, Guwahati on 19 June, 2010.

Jyothi, Dr. G.

- Acted as a resource person for a two-day training programme on “New WHO Child Growth Standards for Children” organised by DWCD, Chikkaballapur District for ACDPOs, Supervisors and AWWs at Gowribidanur, Chikkaballapur District on 19 May, 2010.
- Acted as a resource person for a two-day training programme on “New WHO Child Growth Standards for Children” organised by DWCD, Bengaluru Urban District for ACDPOs, Supervisors and AWWs at KSCCW, Bengaluru on 8 June, 2010.
- Acted as a Chief Guest on the occasion of celebration of “World Food Day” organised by Staff training unit, University of Agricultural sciences at Bengaluru on 21 October, 2010.
- Acted as a resource person for the “Training of Master Trainers on New WHO Child Growth Standards and MCP Card” organised by Office of the Commissionerate of ICDS, Department of ICDS, Taramani, Chennai from 20-21 December, 2010.
- Acted as a resource person on “New WHO Growth standards and MCP Card” in a Refresher Course for CDPOs organised by CTC, Chennai on 8 May, 2010.

Kaur, Dr. Tejinder

- Took session on “Nutrition scenario in India and respective States; Consequences of Malnutrition and Govt. Efforts/ Programmes; National Nutrition Policy and Nutrition as a Development Indicator; National Nutrition Goals; CED in Adults, Women and its Prevention; and 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 September, 2010 and 22-26 February, 2010.
- Took sessions on “Assessment of Health and Nutritional Needs of Adolescents using PLA Techniques”; and “Life Skills Education” in the Training Programme “Adolescents’ Reproductive Health Care and Life Skills Education” organised by Institute of Public Administration, Govt. of Haryana from 26-30 July, 2010.

Khan, N.

- Acted as resource person on training programme on “New WHO Child Growth Standards for the Master Trainers of AWTCs/MLTCs and DULAR” was jointly organised by Directorate of ICDS, Govt. of Bihar and UNICEF, Patna from 26-30 July, 2010.
- Acted as resource person on “New WHO Child Growth Standards for the CDPOs of Bihar” programme was organised by UNICEF, Patna from 10-11 December, 2010.

Khaton, Dr. Naveeda

- Acted as a resource person in a training programme on “New WHO Child Growth Standards for Children” organised by DWCD, Bengaluru Urban District for ACDPOs, Supervisors and AWWs at KSCCW, Bengaluru on 8 June 2010.



- Delivered a lecture on “Ante Natal, Post Natal care, IYCF and Identification of Malnourished children and its management” at FHWTC, Bengaluru on 27 August, 2010.
- Acted as a resource person for “IYCF Training Programme” organised by BPNI at Hindupur from 4-5 November, 2010.

Kumar, Dr. Ashok

- Delivered a talk on “Management of Adoption Homes including Quality Child Care and Legislations dealing with Adoption” at Chandigarh on 26 June, 2010.
- Delivered a lecture on “Integrated Child Protection Scheme” for the officers of National Foundation for Communal Harmony, New Delhi on 20 July, 2010.
- Delivered talks on “JJ Act and Child Protection Services and Non-Institutional Care as Envisaged under ICPS” at Bhopal on 9 November, 2010.

Kumar, Bharat

- Delivered lecture on “Child Rights and its Implications and Integrated Child Protection Scheme in the Sensitisation Programme on Juvenile Justice (Care Protection of Children) Act and Child Psychology/ Child Welfare for Judicial Magistrates/Judges/Chairpersons of Juvenile Justice Board of Himachal Pradesh” organised by Judicial Academy, Shimla, Himachal Pradesh from 17-18 December, 2010.

Mathur, Sunita

- Took session on “Guidelines for Success of a Programme (Project Formulation, Fund Raising, Implementation, Evaluation and Sustainability)” at All India Women’s Conference, New Delhi on 15 April 2010.

Maurya, Mukesh Kumar

- Delivered a lecture on “New WHO Child Growth Standards for the Master Trainers of AWTCs/MLTCs and DULAR” programmes was jointly organised by Directorate of ICDS, Govt. of Bihar and UNICEF, Patna from 26-30 July, 2010.

Mishra, Dr. Rajesh

- Delivered a lecture on “Schemes related to women and Children relevant for members of PRI’s in a workshop on Panchayati Raj Act and Government Schemes” organised by The Hunger Project, Bhopal on 7 April, 2010.

Philips, P.J.

- Acted as a resource person on “One Day Meet of State Commission for Protection of Child Rights, Madhya Pradesh” at Narmada Bhawan, Arera Hills Bhopal on 4 October, 2010.

Tara, Dr. M.S.

- Delivered a lecture for the “Sensitisation Programme on Juvenile Justice (Care and Protection of Children) Act 2006” for SJPU at Chennai from 8-10 June, 2010.

Tripathi, Dr. S. K.

- Delivered a talk on “Management of Stress & Anxiety in Children” at Kendriya Vidyalaya RWF, Bengaluru on 19 November, 2011.
- Delivered a talk on “Identification & Management of Classroom Behaviour” at Seshadripuram School, Bengaluru on 26 February, 2011.

Vasudevan, Dr. Sulochana

- Delivered a lecture on “Gender Budgeting: An Overview” at V.V. Giri National Labour Institute on 29 April, 2010.
- Delivered a lecture on “Public Private Partnership Efforts of NIPCCD in Prevention of Trafficking” organised by IOM at Hyderabad on 1 June, 2010.
- Delivered a Lecture on “Gender Budgeting and Entry Points” on 21 September, 2010 in the Training Programme for the Health Personnel on “Increasing Human Capacity to address Gender Equality in Human Development” organised NIHFV.
- Took a session on “Empowerment of Women – Issues and Challenges” organised by National Centre for Cooperative Education in the Leadership Development on 22 March, 2011.

Papers Presented**Jyothi, Dr. G.**

- Presented a paper on “Nutritional Well-being of Adolescent Girls” in the Southern Regional Consultation Meet on Care and Development of Adolescent Girls organised by NIPCCD, Regional Centre, Bengaluru on 17 February, 2011.

Tara, Dr. M.S.

- Presented a paper on “Non Invasive Parameters for Nutrition Rehabilitation-Critical Issues for Growth and Development” in National Symposium organised by the Centre for Nutrition Counselling, Research Extension Activities, Department of Home Science, Women’s Christian College, Chennai on 4 September, 2010.

Papers/Books Published**Joshi, Dr. S.C.**

- Published a book entitled “Splendid North East: Tourism Perspective and Prospects” by Akansha Publishing House, New Delhi, 2011 (set of four volumes).
- Published a book entitled “Protecting Human Rights of Refugees: Issues and International Intervention” by Forward Books, New Delhi, 2011, 240 p.

Members of Faculty and Staff as on 31 March, 2010

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Additional Director

Srivastava, S.K.

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1. Barua, P. K
2. Bhatia, Dr. Neelam
3. Kumar, Dr. Ashok
4. Vasudevan, Dr. Sulochana

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

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2. Vashisht, S. K.

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2. Kaul, Manorama
3. Kumar, M. Bharat
4. Mishra, Dr. Suryamani
5. Pandey, Dr. D. D.
6. Saikia, Dr. D.K.

7. Siwal, B.R.

8. Srivastava, S.C.

9. Thapar, Vandana

10. Tripathi, Dr. S.K.

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Hindi Officer

1. Juneja, Rekha

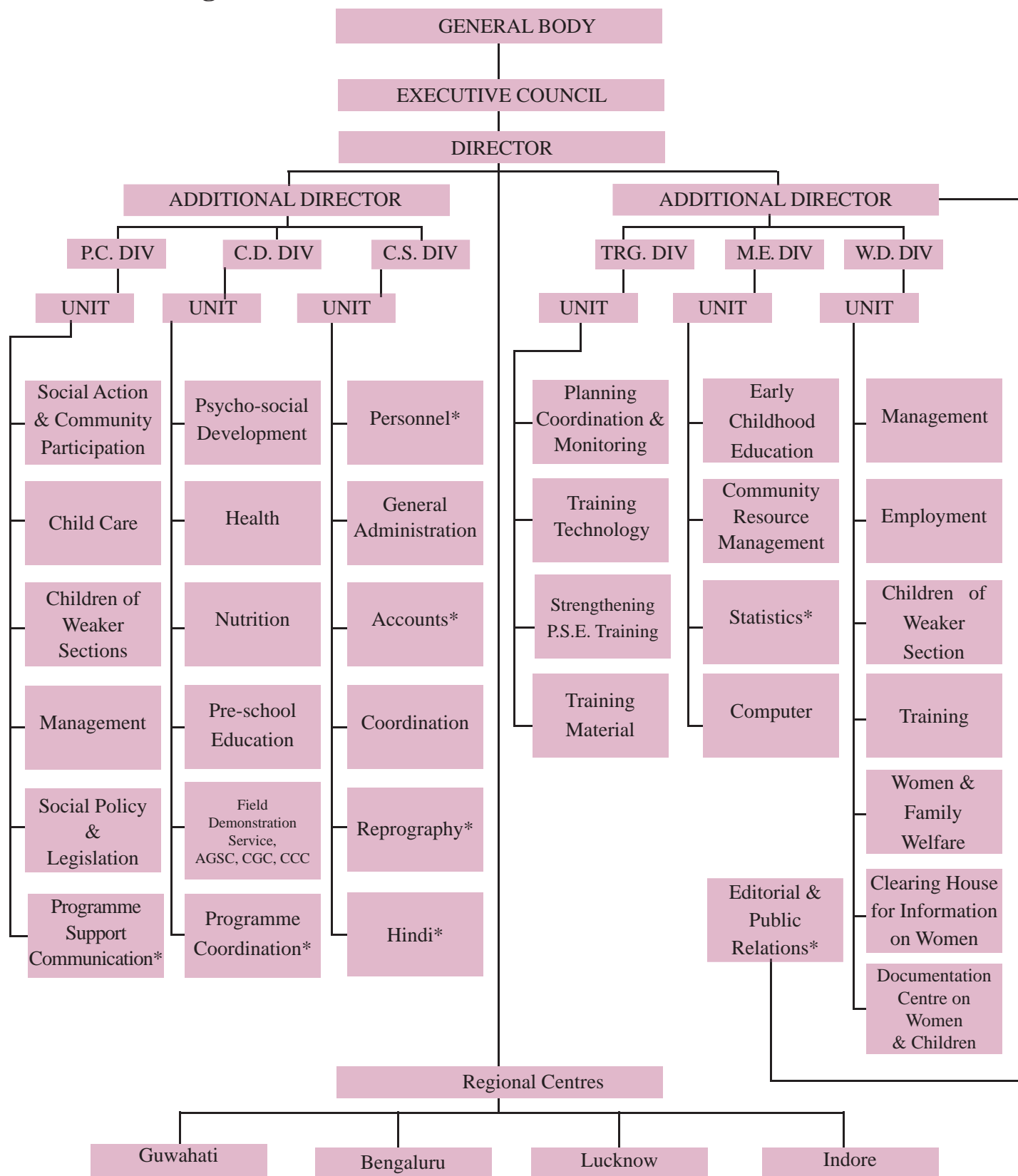
Research Assistants

1. Alam, Mushir
2. Arvind, S. K.
3. Bodra, Shashi Kala
4. Guite, Thanzamawi
5. Gupta, Seema
6. Joshi, H.P.
7. Kaur, Dr. Tejinder
8. Kumar, Anand
9. Kumar, Sunil
10. Kumari, Leena
11. Mohan, Chander
12. Pandey, Prema
13. Rajjani, Katta Jaya
14. Senapati, Sitanshu Shekar
15. Sharma, Poonam
16. Vijaylakshmi, D.R.

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



Organisational Chart of the Institute for the Year 2010 - 2011



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

