

FROM THE DIRECTOR'S DESK

It gives me immense pleasure to place before you the Annual Report of the Institute for the year 2004-2005 – another remarkable year to report the Institute's glorious achievements in initiating innovative programmes and activities.

The Institute has travelled a long road to carve a niche for itself, keeping steadfastly to its commitments towards women and children of the country. Its long 40-year saga has given the required impetus and stimulation to its faculty and staff to carry forth the missions it originally conceived and consolidate its focus and thrusts with renewed conviction and determination. The passage of time has but added to the list of achievements of the Institute, particularly in the areas of training, research and documentation related to women and child development. Stepping successfully into the fortieth year of its existence is a testimony to the fact that the Institute has grown to a stage of maturity and authority by steadily transforming itself into a solid specialised technical entity in the field of women and child development.

Over the past decades, the Institute has emerged as a premier institution devoted to promotion of voluntary action, research, training and documentation in the overall domain of women and child development. It began its journey in the year 1966 as an autonomous Institute named Central Institute of Research and Training in Public Cooperation and was registered under the Societies Registration Act, 1860. It was renamed as National Institute of Public Cooperation and Child Development in 1979. The Institute now functions under the aegis of the Department of Women and Child Development, Ministry of Human Resource Development, Government of India. The Institute has been striving to become a centre of excellence in the field of women and child development in the South-East Asia Region by engaging in partnership with national and international agencies and making its training and research activities relevant to the needs of its clients.

National Institute of Public Cooperation and Child Development's main concern is to promote voluntary action in social development with a focus on essential and need-based programmes for the holistic development of the child and to create awareness regarding women's empowerment and gender issues, specially women's rights – political, social and economic. While Regional Centres of the Institute, located at Bangalore, Guwahati, Indore and Lucknow, have continued to build capacities of child care functionaries and civil society organisations and promote voluntary action, the Headquarter in New Delhi has been focusing its attention on programmes and activities which have national and international dimensions. The Institute is also an apex body for training multi-level functionaries of the Integrated Child Development Services (ICDS) programme. Since 1996, the Institute has been functioning as the Lead Training Agency (LTA) for the Swashakti Project, which aims at the holistic empowerment of women. Besides, the Institute has been identified as the Lead Training Agency for Swayamsidha, which was launched in the year 2001 for empowerment of rural women.

The Institute has been functioning through two Departments, namely, the Department of Mother Care and Child Development and the Department of Training and Common Services. Each Department is headed by an Additional Director. Five Programme Divisions function under these two Departments. These Divisions are: Public Cooperation, Child Development, Women's Development, Training, and Monitoring and Evaluation. Each of these Divisions is headed by a Joint Director. The Institute's Documentation Centre on Women and Children (DCWC) is a specialised documentation and reference centre which disseminates information on women and children both



within the country and abroad. The Institute's four Regional Centres, each headed by a Regional Director, cater to the training, research and consultancy needs at the regional level.

The Institute has two main constitutional bodies, 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 Chairman of the Executive Council.

The Institute conducts training programmes under three broad categories, namely, regular training programmes (unpaid and sponsored), training of ICDS functionaries and training programmes under other projects (Swashakti, Swayamsidha). During the year 2004-05, the Institute organised 121 programmes under the first category, which were attended by 4510 participants, 55 programmes under the second category, attended by 1382 participants and 31 programmes under the third category, attended by 699 participants.

The Institute did away with its earlier practice of organising paid courses which were introduced on an experimental basis during the last few years in an effort towards building the capacity of small and grassroot level voluntary organisations which are working in far-flung areas of the country, and are financially not very sound. The Institute organised 92 unpaid programmes which included training programmes, consultation meets, workshops, seminars, etc. on various issues and themes concerning women and child development. These courses benefited 3649 functionaries of voluntary organisations which are located all over the country.

Continuing with its efforts to foster a GO-VO partnership in the area of women and child development in the country, the Institute organised four State Level Seminars on **Role of Voluntary Organisations in Development of Women and Children** at Patna, Jammu, Ahmedabad and Bhubaneswar. These seminars were attended by 658 participants. Two **Skill-oriented Training Programmes in Project Planning and Designing** were organised from 17.5.2004 to 21.5.2004 and 24.5.2004 to 28.5.2004. The Institute organised a **Training on Grant-in-aid and other Sources of Funding** from 20.12.2004 to 24.12.2004 with a view to imparting requisite knowledge of submission of applications and sanction procedures related to grant-in-aid and financial assistance from government and non-government sources. With twin purposes of providing necessary impetus on attitude, initiatives and conviction of developmental workers for successfully mobilising community resources and acquainting them with required skills to manage the fund generated through community resource mobilisation process, a four-day **Training on Mobilisation and Management of Community Resources** was organised from 8.2.2005 to 11.2.2005. Two training programmes, namely, **Orientation Training on Establishing and Managing a Voluntary Organisation** from 28.6.2004 to 2.7.2004 and a **Training on Good Governance in Voluntary Organisations** were organised from 29.3.2005 to 1.4.2005 with the aim of enhancing the knowledge-base of voluntary organisations in the institution-building process.

In view of the fact that voluntary organisations working at the grass-roots level have little or no access to information regarding Governmental programmes and schemes of development for women and children, the Institute organised 12 **Workshops on Capacity Building of Functionaries of Voluntary Organisations** at different locations in Madhya Pradesh, Rajasthan and Uttar Pradesh.



The problem of trafficking of women and children is emerging as a major issue of concern for the nation. The incidence of trafficking is highly alarming in border villages and in specific regions of the country. In order to enhance sensitivity about the issues of trafficking among voluntary organisations, two **Training Programmes on Prevention of Trafficking of Women and Children** were organised. Another three-day **Sensitisation Workshop for Government Officials and NGOs on Prevention and Control of Trafficking and Prostitution in Western Region** was organised to deal with the subject.

Child care workers play a pivotal role in providing child care services and bringing about necessary changes in children in terms of them being physically healthy, mentally alert, emotionally secure, socially competent and intellectually able by the time they reach the primary school age. With this in view, the Institute organised two five-day **Courses on Early Childhood Care and Development for Voluntary Organisations**. In view of the fact that training imparts the latest knowledge and skills available in a particular field of activity and inculcates the desired sets of attitudes in the functionary so as to enhance his/her efficiency on the job, three programmes on **Training Needs Assessment for Developing Training Modules for Child Care Workers** were organised by the Institute during the year under report. The Institute developed training modules for crèche workers and orientation training modules for trainers of crèche workers at the instance of the Department of Women and Child Development. A **Programme on Pretesting of Training Module for Trainers of Crèche Workers** was organised to pre-test these modules.

Mental health of children is considered to be a major concern in the country and counselling has emerged as the most effective service to deal with the mental health problem among children and adolescents. Keeping this in view, the Regional Centre, Guwahati organised an **Orientation Course for NGOs and School Teachers on Counselling for Adolescent Tribal Girls of North Eastern Region** from 27.4.2004 to 1.5.2004. In order to address social, emotional and spiritual well-being of children and pay special attention to one or the other mental or behavioural problems which a large number of children are facing in the country today, child guidance and counselling services were expanded to a great extent. In cognizance of the need of expansion for child guidance and counselling services, the Institute organised a two-day **National Consultation Meet on Upscaling Child Guidance Services in the Country**.

During the year, the Institute organised 29 programmes under the sponsored category. These programmes were supported by national and international agencies such as World Food Programme, UNICEF, Tribal Cooperative Marketing Development Federation of India (TRIFED), Department of Women and Child Development, Government of India, Department of Labour, Government of Karnataka, Bureau of Police Research and Development. The titles of such training programmes are as follows:

- i. Orientation Training on Child Development and Child Welfare.
- ii. Pre-phase District Level Workshop on Development of District Model Resource Centre on Health and Nutrition Education in Madhya Pradesh.
- iii. Training Programmes on Project Formulation, Analysis, Implementation and Monitoring for TRIFED Staff.
- iv. Training on Child Labour Issues for Project Directors of District Child Labour Societies of Karnataka.
- v. Vertical Interaction Course on Gender Justice and Role of Police.
- vi. Training Workshops on ICDS, RCH and BPNI on ECCD.
- vii. Orientation Training on Community-Oriented and Child-Friendly Policing.



- viii. Training of Trainers on Community-Oriented and Child-Friendly Policing.
- ix. Workshop on Sustaining IDD Elimination through Universal Salt Iodisation in the NE Region.
- x. Orientation Course on Legislations Protecting the Interest of Children for the Functionaries of Childline and Street Children.

During the year, the Institute completed most of the preparatory work to introduce a 10 month *Advanced Diploma in Child Guidance and Counselling*. This course has been conceived to bridge the gap in availability of trained professionals for undertaking counseling and guidance of children and families. Expert group meetings were convened to suggest specific steps for launching the course during 2005-06 as also for selection of the students. The Institute interacted with universities, academic institutions, and NGO's regarding selection of students and firming up the curriculum.

The Institute's Regional Centres located at Lucknow and Guwahati have been identified as nodal organisations for Childline by the Ministry of Social Justice and Empowerment, Government of India. Childline project, which is being implemented by Childline India Foundation, is currently operating in 66 cities. It aims at reaching out to the most marginalised children between the age group 0-18 years. It has been specifically responding to calls for medical assistance, shelter, protection from abuse, restoration, emotional support and guidance, information and referral services.

During the year, the Institute published a *Web Directory* as an effort to place NGOs on a global map of operation. This Directory intends to facilitate NGOs in accessing global resources and forging alliances and networks among themselves.

During the year, the Institute completed the following research/evaluation studies, compilations and other important projects:

- i. Colostrum Feeding Practices in Uttaranchal and Uttar Pradesh.
- ii. In-depth Study on Eve-teasing, Molestation and Rape in Delhi.
- iii. Special Arrangements to Combat Violence and Crime Against Women in the States of Punjab and Haryana.
- iv. Evaluation of Anganwadi Training Centres (AWCs) in Uttar Pradesh.
- v. Voluntary Efforts for Child Development in North-Eastern Region .
- vi. Policy Review on Work Force Management under Sector Investment Programme in Assam.
- vii. Gender Budgeting for the States of Manipur and Meghalaya.
- viii. Digital Library Phase II.
- ix. A Survey of the Working Women's Hostel in India.
- x. Brochure on Mental Retardation in Bengali, Manipuri, Khasi, Garo and Bodo.

The Institute hosted a visit of a study tour delegation comprising 20 provincial and national level officials of the Ministry of Health, China led by Dr. Ten Xi, Director, Scientific Education and Development Department, National Centre for Women and Children's Health, Beijing on 10 December 2004. NIPCCD faculty made presentations on various programmes and activities of the Institute concerning their area of work.



The Institute continued its efforts towards strengthening the capabilities of the faculty by deputing them to various training programmes/seminars/workshops organised by reputed professional institutions/organisations in India and abroad. During the year 2004-05, Dr. Adarsh Sharma, Director of the Institute, attended a workshop on *Ethnography of Childhood Revisited* at Singapore. She also attended a two-day meeting on *Early Childhood Environmental Rating Scale (ECERS) International Network* at the Institute of Education, University of London. Smt. Rita Punhani, Joint Director, attended a four-day conference on *A Multi Professional Approach to Education and Child Care: Critical Reflections* organised by the University of Warwick, United Kingdom. Ms. Manorma Kaul, Assistant Director, was deputed for a *Workshop on Development of an Online Certificate Course on Girls Education and Empowerment* organised by Department of Women's Studies, National Council of Educational Research and Training, New Delhi. Smt. Satbeer Chhabra, Research Assistant, attended a *National Workshop on Methodologies of Assessment of Vitamin A Deficiency Disorders* at All India Institute of Medical Sciences, New Delhi. Dr. Shish Ram Sharma, Assistant Director, attended a *Training Course on Training Techniques* at Institute of Secretariat Training and Management, Department of Personnel and Training, New Delhi. Shri A.K. Nanda, Project Manager (UDISHA), and Shri G. B. Srivastava, Deputy Director (Accounts), attended a programme on *World Bank's Procurement Guidelines for Goods and Works - Recent Changes* at India Habitat Centre, New Delhi. Ms. Poonam Sharma, Research Assistant, attended a seminar on *Survival, Development and Protection Rights of Children: Emerging Issues of Concern 2004* at Indian Council for Child Welfare, New Delhi. Dr. (Smt.) Sandhya Gupta, Research Assistant, attended the regional conference of the Indian Association for Women's Studies Research Centre, Kurukshetra University. She also attended a national seminar on *Indian Perspectives: Feminist Theory and Practice* at Southern Campus, University of Delhi. Dr. M.S. Tara, Deputy Director, attended a three day *Training Programme on Executive Health and Stress Management* organised by ISHA at Bangalore. Dr. (Smt.) Nirmal Tikku, Assistant Director, attended field visits during the *Mid-Term Review of Reproductive and Child Health Nutrition and HIV/AIDS (RACHNA)* programme at CARE India, New Delhi. Dr. Ravinder Singh, Assistant Director, attended a *Training for Chief Judicial Magistrates, Assistant District Attorneys and Police Officers* under the Juvenile Justice Act. He also attended a programme on *Exploitation of Child Labour: A Socio Legal Approach* at Haryana Institute of Public Administration, Gurgaon. Ms. Parul Srivastav, Research Assistant, attended *2nd International Conference on Dyslexia* at ORKIDS (The Learning Centre, Gurgaon) and participated in the *Workshop on Soliday System, Learning to Read*.

During the year 2004-05, three new appointments were made. Dr. Ashok Kumar was appointed as Joint Director at the Headquarters. Smt. Shanta Gopalakrishnan was appointed as Assistant Director. Smt. Sonia Makhijani was appointed as LDC on compassionate ground in the Headquarters.

Several promotions took place during the year. Dr. Sulochana Vasudevan and Dr. M.S. Tara were promoted to the post of Regional Director. Shri B.R.Siwal, Smt. Nirmal Tikku, Smt. Meenakshi Sood and Dr. B.S. Anuradha were promoted to the post of Deputy Director. Shri B.K. Bhattacharya, Smt. Vidyawati and Shri J.S. Khurana were promoted to the post of Stenographer Grade I. Ms. Shashi Kala Bodra, Smt. Prema Pandey, Shri P.S. Manjunath, Shri H.P. Joshi, Smt. Seema Gupta and Shri Munshir Alam were promoted to the post of Research Assistant. Smt. Suman Wadhwa was promoted as UDC.

The year witnessed several retirements among the faculty and staff. These were: Dr. Manjula Chakravorty, Regional Director, Shri K.R. Vohra, Micro-Film-Operator-cum-Photographer, Shri Jagdish Prasad, Gestetner Operator and Shri Jai Singh, Staff Car Driver.



On behalf of the Institute, I express my deep gratitude to President Smt. Kanti Singh, Vice Presidents Smt. Reva Nayyar, Dr. Manorama Patwardhan and Shri Bharat Singh Meena and Vice Chairperson Shri K. D. Joshi for their valuable guidance and support. I also express my thanks to the distinguished members of the General Body, Executive Council, Regional Committees, Core Group who spared their time and gave valuable advice to the Institute. We are also grateful to the professionals, experts, social workers and representatives of technical institutions and non-governmental organisations for their assistance and cooperation in conducting the programmes and activities of the Institute. We also express our thanks to members of Research/Project Advisory Committees formed at Divisional and Regional Centre levels to guide and support faculty members to undertake research studies and other important projects. We are grateful to the Department of Women and Child Development, Government of India, State Governments, World Bank, UNICEF, WFP for their continued support to the Institute. I would also like to place on record the Institute's appreciation of faculty and staff for their many successful achievements during the year under report.



(A. K. Gopal)
Director Incharge

