

## *From the Director's Desk*

It is indeed my great pleasure to place before you the Annual Report of the Institute for the year 2005-06. The year gone by once again added many feathers to the Institute's cap with numerous achievements to report on.

The achievements of the past one year are not sudden or abrupt. Long cherished determined efforts on the part of all its faculty and staff members in the last four decades are the real fruit bearers. The changing mandates from time to time though compelled the Institute to shift its focus, yet have enriched the expositions and experiences of its functioning in many ways. Starting its journey to bridge a strong, lasting partnership between Governments and non-government developmental sectors, through welfare and developmental programme with current focus on women and children, the Institute's training and research endeavours have come a long way to establish their 'now-known' quality characters. It is indeed a matter of pride for the Institute that even after four decades of its existence, it continues to perform with integrity and excellence.

The Institute has been functioning as premier institution devoted to promotion of voluntary action, research, training and documentation in the overall domain of women and child development. It was established in the year 1966 as an autonomous Institute in the name of 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. It now functions under the aegis of the Ministry of Women and Child Development, Government of India. The Institute has, like in the past, continued its strife to become a centre of excellence in the field of women and child development in the South-East Asian Region by engaging into partnership with national and international agencies and making its training and research activities relevant to the needs of its clients.

The Institute'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 for creating awareness regarding women's empowerment and gender issues, especially women's rights – political, social and economic. While Regional Centres of the Institute which are located at Bangalore, Guwahati, Indore and Lucknow have continued to build capacities of



the child care functionaries and civil society organisations and promote voluntary action, Headquarters in New Delhi have been focusing its attention on programmes and activities which are of national and international dimension. The Institute is also an apex institution for training 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 this, the Institute has been identified as the Lead Training Agency for Swayamsiddha, 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. Institute's four Regional Centres, each headed by a Regional Director, cater to the training, research and consultancy needs at regional level.

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 (independent charge) 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.

Institute's training programmes are organised under three broad categories namely, regular training programmes (unpaid and sponsored), training of ICDS functionaries and training programmes under other projects (Swashakti, Swayamsiddha etc.). During the year 2005-06, the Institute organised 131 programmes under the first category, attended by 4345 participants; 53 programmes under the second category, attended by 1279 participants; and 10 programmes under the third category, attended by 286 participants.

A landmark achievement of the Institute during the year 2005-06 was the initiation of an **Advance Diploma in Child Guidance and Counselling** at its Headquarters. The course, started on 5 August 2005 with 15 students, was specially conceived to train professionals for

undertaking counselling and guidance of children in different settings so as to enable them to function effectively as mental health professionals. In order to examine various issues relating to child guidance services such as their outreach and relevance, the Regional Centre, Guwahati organised a two-day **Workshop on Promoting Child Guidance Services in the North Eastern Region** for social organisations working in the area of child development from 5.1.2006 to 6.1.2006. Institute's Regional Centres located at Bangalore, Guwahati and Lucknow organised ten **Orientation Courses on Learning and Behavioural Problems of Children** to facilitate school teachers to identify children with difficulties in their schools and refer them to Child Guidance Centres for assessment and timely interventions.

The Institute, during the year reported upon, laid adequate emphasis on the situation of adolescent girls and their empowerment process. The Institute organised a **Course on Adolescent Health and HIV/AIDS** in order to enable the voluntary organisations to develop better understanding of the issues relating to adolescents' health including HIV/AIDS at New Delhi from 26.9.2005 to 30.9.2005. With a specific focus on adolescent girls, put up in short-stay homes, protection homes, Swadhar homes under various circumstances, an **Orientation Course for the Counsellors, Superintendents of Short Stay Homes** was organised at Lucknow for exposing the professionals dealing with adolescent girls staying at these homes to professional handling and management of the situations of adolescent girls. The Institute, jointly with the Ministry of Women and Child Development, organised a one-day **Workshop on Evolving strategies for Empowerment of Adolescent Girls** on 7.10.2005 with a view to evolving strategies for empowering adolescent girls.

An emerging significant area in the field of child development is early childhood care and development. In order to enhance the capabilities of functionaries responsible for implementing various programmes of child development, the Institute organised **Orientation Courses on Managing Early Childhood Care and Development Services for Voluntary Organisations** at New Delhi and Lucknow. Viewing early childhood education as an integral part of early childhood care and development, the Institute organised a **Skill Training on Methods and Techniques of Imparting Early Childhood Education** for social organisations from 26.9.2005 to 5.10.2005. The United Nations Convention on the Rights of the Child's guiding principles of inclusion, non-discrimination and being in the best interests of the child underpin Child-to-Child approach. In order to discuss, analyse and popularise the concept of Child-to-Child approach, the Institute, in collaboration with Chetna, an NGO, organised a **National Consultation on Child-to-Child Approach** at Bangalore from 19.7.2005 to 21.7.2005.

Voluntary organisations have been playing a significant role in promoting, supplementing and supporting the nutrition and health-related activities of the Government for young children and women. In order to facilitate the voluntary organisations to deal, in a better way, with the health and nutritional needs of community, especially the vulnerable groups, the Institute organised six **Training Programmes on Health and Nutrition** for functionaries of voluntary organisations, academic institutions and others at New Delhi, Bangalore, Guwahati and Lucknow. The Institute also organised two workshops, one on **Capacity Building of Young Scientists for Nutrition Research** from 25.10.2005 to 28.10.2005 in collaboration with Indian Council of Medical Research at Guwahati and another on **Role of Home Science Colleges and Technical Institutions in Prevention and Management of Malnutrition among Children of Madhya Pradesh** from 8.9.2005 to 9.9.2005 at Indore. Since local level initiative and leadership of women to tide over seasonal and crisis-related food insecurity assumes crucial significance, the Institute organised a **Workshop on Family Nutrition through Mahila Panches and Sarpanches** to promote family nutrition from 7.2.2006 to 9.2.2006 at New Delhi. Viewing malnutrition as a matter of serious concern, the Institute organised an **Orientation Course on Micronutrients for Senior Executives of Voluntary Organisations** from 31.1.2006 to 2.2.2006 at Lucknow and another **Orientation Course for Functionaries of Voluntary Organisations on Identification and Prevention of Iodine Deficiency Disorders in Women and Children** from 24.8.2005 to 26.8.2005 at Guwahati.

In order to orient the functionaries of voluntary organisations about various health-related issues the Institute organised an **Orientation Course on Reproductive and Child Health, Family Life Education and HIV/AIDS** at New Delhi from 5.12.2005 to 9.12.2005. The Institute also organised a training programme on **Capacity Building on Integrated Management of Childhood Illness (IMCI)** to orient the functionaries of voluntary organisations about various childhood illnesses and their management.

Since its inception, the Institute has been specifically focusing on building the capacity of large number of voluntary organisations working in the social development sector. The Institute, continuing its efforts in this regard, organised several training programmes and seminars aiming at capacity building of functionaries of voluntary organisations. Two such **Orientation Training Programmes on Capacity Building of Voluntary Organisations** were organised by the Institute at Indore with specific objective of enhancing professional and technical skills of functionaries of voluntary organisations.

Considering that no activity can be launched successfully if it is not planned properly and developed in the form of a proposal, the Institute organised three **Training Programmes on**

**Planning and Designing a Project** at New Delhi, Guwahati and Lucknow. The Institute at its Headquarters in New Delhi and Regional Centre, Lucknow organised a follow-up workshop each on **Project Formulation and Management Techniques** for selected representatives of NGOs who earlier participated in the State Level Seminars on Role of Voluntary Organisations in Development of Women and Children during 2004-05. Another training programme on **Project Formulation of Food Security and Nutritional Improvements** was organised at the Institute's Headquarters in New Delhi from 20.3.2006 to 24.3.2006 with a view to enhancing capacity of voluntary organisations on the subject.

Keeping in view the Institute's mandate to promote self-reliant voluntary action, it organised two training programmes on **Fund Raising Techniques and Building Corporate-VO Partnership** at New Delhi and Lucknow. Similarly, two training programmes on **Mobilisation and Management of Community Resources** were organised at New Delhi and Guwahati.

In order to build up the capacity of voluntary sector to become more effective for good governance, service delivery and managing newer challenges of development by providing appropriate training, the Institute organised **Orientation Training on Establishing and Managing a Voluntary Organisation** from 26.9.2005 to 30.9.2005 at New Delhi. Another **Training on Good Governance in Voluntary Organisations** was organised in this direction from 18.10.2005 to 21.10.2005 at New Delhi.

With a view to orienting about requisite technical knowledge about financial and legal procedures, four training programmes on **Legal Regulations and Financial Management** were organised by the Institute at New Delhi, Bangalore, Guwahati and Lucknow. Continuing with its efforts to forge a partnership between Government and voluntary sector, the Institute organised a **State Level Seminar on Role of Voluntary Organisations in Social Development** at Lucknow from 17.1.2006 to 18.1.2006.

Focusing on building capacity of voluntary sector working in tribal areas, one **Orientation Course on Programme Planning and Management for the Functionaries of Voluntary Organisations working in Tribal Areas** was organised at New Delhi from 24.10.2005 to 28.10.2006 and another **Orientation Course on Welfare/Development of Tribal Women and Children for Officials and Non-officials** was organised for the States of Chhattisgarh and Madhya Pradesh at Indore from 26.9.2006 to 30.9.2006.

In the area of child care and protection, the Institute organised three **Sensitisation Programmes on Juvenile Justice (Care and Protection of Children) Act 2000** for executives of voluntary organisations and social activists at New Delhi. Another **Orientation Course on Child Rights, Policies and Legislation** was also organised at Solan from 5.7.2005 to

8.7.2005. The Institute, with an aim to facilitating a GO-VO interface to tackle the problems of trafficking as a joint venture organised a series of **Training Programmes on Prevention of Trafficking of Women and Children for Government Officials and Representatives of NGOs** at Chennai, Bangalore, Goa and Lucknow. The Institute's Headquarters also organised a **Training Workshop for Functionaries of Protective Homes dealing with Victims of Child Trafficking** at New Delhi from 25.4.2005 to 26.4.2005.

As part of its continued efforts to orient the elected women members on various issues pertaining to women and child development, needs and problems of women and children, government policies and programmes for empowerment of women and on child development and role of elected women representatives of Panchayati Raj bodies in the field of women and child development, the Institute organised four **Orientation Training for Elected Women Representatives of Panchayati Raj Bodies on Issues relating to Women and Children** at New Delhi, Agartala and Indore.

In order to facilitate simplified interpretation of legal provisions and laws and find out ways so that women at grassroots level become aware of their rights, the Institute organised two **Training Programmes on Legal Provisions and Safeguards** at Guwahati and Lucknow. It also organised a **Workshop on Crime Against Women and Juvenile Justice** with a view to sensitising police officials on various gender issues in development at New Delhi from 23.6.2005 to 24.6.2005.

The Institute, specifically focusing on enhancement of level of awareness on the problem of sexual harassment at work place with a view to working out strategies for tackling the problems, organised two **Sensitisation Programmes on Prevention of Sexual Harassment at Work Place** at New Delhi and Bangalore. Since training in gender mainstreaming and planning addresses the root causes of systematic inequalities between women and men in development process, the Institute organised a **Training on Gender Planning and Mainstreaming** for Women's Study Centres, Women's Development Corporation, academic institutions and NGOs. It has been felt that there is a growing acceptance of gender perspective in a number of issues particularly health and nutrition aspect of women. In view of this, the Institute organised a **Training on Integrating Gender Perspectives in Health and Nutrition Programmes** at New Delhi from 19.12.2005 to 23.12.2005.

The Institute conducted several training programmes and projects sponsored by outside agencies. One of such projects was **Extension of Counselling Services for Trafficked Children** with the financial support from UNICEF. This project was launched with the objective of building capacity of institutions working in the field of child sexual abuse and

trafficking and enabling them to undertake trauma-specific counselling interventions. As a part of this project, the Institute developed a training module for the personnel of voluntary organisations working in the area of anti-trafficking. To further streamline the training module the Institute, sponsored by UNICEF, conducted four training programmes on **Counselling Services for Child Survivors of Trafficking** at New Delhi and Bangalore.

As a part of part of **Indo Mauritius Cultural Exchange Programme**, during the year, the Institute organised two training programmes on different components related to development of women for the delegates from Mauritius. These programmes were sponsored by the then Department (now Ministry) of Women and Child Development, Government of India. The first one in this series was the **Orientation Training Programme on SHG Formation and Micro Enterprise Development** and the second one was the **Orientation Programme on Gender Training on Women's Empowerment**.

In addition to the above-mentioned sponsored programmes, the Institute undertook the following sponsored programmes:

- i) Workshop-cum-Exhibition of Communication Material on Nutrition and Health Education
- ii) Meetings of the Planning, Monitoring and Advisory Committee for Development of Model Resource Centre at the District Level
- iii) Orientation Training on Use of District Model Resource Centre
- iv) Workshops on Child Protection of AWWs and NGO Functionaries (Childline Activity)
- v) Workshops on National Initiatives of Child Protection (NICP) for ICDS Personnel
- vi) Training of Capacity Building of Partner NGOs of Gujarat Forces.

During the year 2005-06, the Institute completed several research/ evaluation studies/ important documents which are as follows:

- i) Profiling Women from Successful SHGs of Karnataka
- ii) Situational Analysis of Anganwadi Training Centres in Bihar
- iii) Situational Analysis of Anganwadi Training Centres in Jharkahnd
- iv) Case Study of a Voluntary Organisation – An indepth Study of Centre for Agrarian Research Training and Education (CARTE)
- v) Effect of Migration on the lives of Children and Women – An Empirical Study in Chhattisgarh

- vi) Incidence of the Desertion of Married Women by NRIs
- vii) Three Decades of ICDS: An Appraisal
- viii) Child Abuse: A Study of Working Children in Guwahati
- ix) Knowledge and Practices of Adolescent Girls regarding Reproductive Health with Special Emphasis on Hygiene during Menstruation
- x) Mid-day Meal Programme in Karnataka – A Study.

At the instance of its Vice Chairperson and Secretary (WCD), the Institute undertook a comprehensive evaluation study titled **Three Decades of ICDS: An Appraisal**. This study was completed in a record time of nine months. It carried out a comprehensive assessment of the entire gamut of programme implementation including its impact on the intended beneficiaries.

The institute, on 22.11.2005, hosted a visit of delegation of Education Officers from Ministry of Education, China. This visit was a part of the delegation's study tour organised by National Institute of Educational Planning and Administration (NIEPA) to India. Institute's faculty made presentations on various programmes and activities of the Institute concerning their areas of work. The delegation discussed with the faculty about ECCE, health, nutrition scenario in India and above all, the ICDS programme.

Strengthening the capability of its faculty has always been a central focus of the Institute so as to deliver quality services to the nation. In this direction, during the year 2005-06, the Institute deputed its faculty and staff to various training programmes/seminars/workshops organised by reputed professional institutions/organisations in India. Dr. Usha Abrol, Regional Director, Bangalore was deputed to attend the International Conference on Disaster Management Trauma Counselling at Centre for Psychological Counselling, Bangalore University, Bangalore. She also attended a National Seminar on Prevention and Redressal of Sexual Harassment at Workplace, organised by National Institute of Public Administration, Bangalore. Smt. Rita Punhani, Joint Director was deputed to attend two-day workshop on Institutionalising Disaster Management Training in Women and Child Development at IIPA Campus, New Delhi. Shri S. P. Thakurata, Deputy Director was deputed for the National level TNA course organised by DoPT at Yashwantrao Chavan Academy of Development Administration, Pune. Dr. B. S. Anuradha, Deputy Director was deputed to attend the Training of Trainers Course at Centre for Psychological Counselling, Bangalore University. Shri S.C. Srivastava and Dr. Om Raj Singh, both Assistant Director, were deputed to attend two-day Training Workshop on Institutionalising Disaster Management Training on Women and Child Development NIDM, New Delhi and Shri B. Sahu, both Assistant Director, were deputed for the training programme

on Design of Training (DOT) at Uttaranchal Academy of Administration, Nainital. Smt. Sunita Mathur, Assistant Director attended a Workshop on Monitoring and Reporting for Development Projects organised by Financial Management Service Foundation at India Habitat Centre, New Delhi. Dr. Sandhya Gupta, Assistant Director attended the Seminar on Female Foeticide: Challenges and Interventions for Change organised by Jamia Millia Islamia at New Delhi. She also attended a National Consultation on Sexual Harassment at Workplace in Delhi organised by Human Rights Law Network and Indian Centre for Human Rights and Law at New Delhi. Ms. Parul Srivastav, Research Assistant attended a programme on Leadership for Results under Prevention at Best Warden Resort, Manesar. Shri D. K. Dubey, Section Officer (Acctts.), Regional Centre, Bangalore attended a programme on New Accounting Formats organised by Institute of Government Accounts & Finance, Ministry of Finance at New Delhi.

During the year 2005-06, several new appointments were made. Shri Mukesh Kumar Maurya was appointed as Assistant Director. The Research Assistants appointed were: Shri S. S. Senapati, Kum. Vipla Bahari, Smt. Leena Kumari, Shri Sunil Kumar, Smt. Katta Jaya Rajjani and Ms. Thanzamui Guite. Two Safai Karamcharis namely Shri Ajay and Shri Sujit Chajlani joined the Institute.

The year also witnessed a number of promotions having taken place through DPC. Dr. Dinesh Paul, Joint Director was promoted to the post of Additional Director. Shri A. K. Nanda and Dr. Neelam Bhatia, Deputy Directors were promoted as Joint Director. The faculty members who were promoted as Assistant Director were Dr. Sandhya Gupta, Smt. Sunita Mathur, Shri B. Sahoo, Ms. Meenakshi Regon, Shri Bharat Kumar, Kum. D. R. Vijayalakshmi (Adhoc) and Shri Anand Kumar (Ad-hoc). Smt. Meenakshi Dhiman was promoted to the post of Senior Artist. Smt. Prabha Bangia and Shri H. K. Sahni were promoted as Stenographer (Grade I). Smt. Nirmal Rana and Smt. Annu Dhingra were promoted as Stenographer (Grade II). Shri Ashok Dhawan was promoted as Photographer.

Several Group B, C and D staff members were given ACP benefits. They were: Shri N. Shreekant, Assistant Accountant, Shri N. K. Sharma, Research Assistant, Smt. Poonam Bajaj, LDC, Smt. Suman Lata, Demonstrator, Smt. Darshan, Lib. Attendant, Sh. Ram Avadh, Head Mali, Sh. Amit Kumar, Electrician, Sh. Uma Shankar, LDC/Typist, Sh. S.D. Pandit, Dispatch Rider, Smt. Gindora Devi, PCM, Sh. Mahaveer Singh, PCM, Sh. Braham Pal, Frash, Sh. Dharam Singh, Frash, Sh. Ramji Lal, Mali, Sh. Bassappa, PCM.

During the year, the faculty members awarded Ph.D Degrees were Smt. Nirmal Tikku, Deputy Director, Shri D. K. Saikia, Assistant Director, Ms. M. Regon, Assistant Director,

Shri V. D. Gadkar, Assistant Director and Ms. Tejinder Kaur, Research Assistant.

The year gone by also witnessed several faculty and staff retired on superannuation. Most prominent among them was Dr. Adarsh Sharma, Director of the Institute. Shri K. K. Singh, Additional Director and Smt. Rita Punhani, Joint Director also retired during the year under report. The others who retired were Smt. Nirmal Paul, Peon-cum-Messenger and Shri S. K. Das, Staff Car Driver.

Before I conclude, on behalf of myself and on behalf of my colleagues in the Institute, I express my deep gratitude to the outgoing President Smt. Kanti Singh, Hon'ble Minister of State for Women and Child Development and present President Smt. Renuka Chowdhury, Hon'ble Minister of State with independent charge, Ministry of Women and Child Development, Vice Presidents Smt. Reva Nayyar, Dr. Manorama Patwardhan and Shri Bharat Singh Meena and outgoing Vice Chairperson Shri K. D. Joshi and present Vice Chairperson Smt. Alka Lamba for their valuable guidance and support. I also express my thanks to the distinguished members of the General Body, Executive Council, Regional Committees, who have spared their precious time and given 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 Ministry 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**