



From the Director's Desk

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I have immense pleasure in placing before you the Annual Report of the Institute for the year 2006-07. The year 2006-07, like past several years, drew upon an eventful journey in the history of the Institute. I would like to make a brief presentation here by highlighting some significant achievements of the Institute during the year gone by.



Undoubtedly, this year too, the hard work and resourcefulness of the faculty and staff of the Institute have contributed immensely to the priceless achievements of the Institute in order to realise its long cherished dream of addressing its mission that ultimately culminates into a strong nation building process. I am sure, the Institute, during the year, has been able to match the expectations broadly drawn out at societal level from an institute like NIPCCD by carrying out its multi-faceted programmes and activities particularly for the women and children of our country.

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. Carrying forward its commitments, the Institute strived to realise its mandate by focusing its attention on programmes and activities of national and international levels at its Headquarters in New Delhi, and concentrating its capacity building activities at the regional level at its Regional Centres located at Bangalore, Guwahati, Indore and Lucknow. The Institute is also an apex institution for training the functionaries of the Integrated Child Development Services (ICDS) programme. 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 i.e., 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 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 levels.

The Institute has two main constitutional bodies i.e., 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. 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 Institute conducts training programmes under three broad categories i.e., regular training programmes (unpaid and sponsored), training of ICDS functionaries and training programmes under other projects (Swayamsiddha, Capacity Building of CAPART, etc.). The highlights of the programmes conducted under these three broad categories are presented in the following chapters. During the year 2006-07, the Institute organised 142 programmes under the first category, attended by 4147 participants, 62 programmes under the second category, attended by 1471 participants and 36 programmes under the third category, attended by 962 participants. The broad areas covered in these programmes included: nutrition and health of young children and women; early childhood care and development; child guidance and counselling; care and protection of children; strengthening social organisations; welfare and development of tribal community; gender sensitisation; prevention of gender-based violence; gender planning and mainstreaming; empowerment of women; and strengthening programmes/schemes related to women and children.

In consonance with the overwhelming demand for counselling interventions for children and adolescents, and in view of its own expertise in this field, the Institute has, for many years, been organising programmes on guidance and counselling for a varied clientele. The experiences gained through this led the Institute to develop a full-fledged one-year **Advanced Diploma Course 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. It gives me great pleasure to announce that the first batch of the course was successfully completed in August 2006 from which thirteen students graduated. A **workshop** to review the structure and content of the course to strengthen the transaction of the course has now made the course even more student-friendly. Apart from these, many orientation courses on counselling services for the functionaries of social organisations and children's institutions have also been organised by the Institute. Over and above, on the request of Government of Bhutan, the Institute's Regional Centre, Bangalore organised a six months **Diploma Course in Guidance and Counselling** for Teachers of Bhutan, in which twelve teachers from Bhutan were trained.

The growing incidence of behavioural problems in children who face tremendous pressures at school, from family and with peers has placed special emphasis on parenting. The experience gained through running child guidance clinics over the years has led us to realise that parents need support to address developmental concerns of children and adolescents and also to develop confidence in their child rearing roles. Responding to the need of the hour, the Institute conducted several programmes on **understanding and counselling children** for parents, teachers, functionaries of child care institutions, street educators, etc.

A leading priority of the country is to ensure that every child has the best possible start to life - a safe birth, sound care and good nutrition of the new born. It is acknowledged that malnutrition is not only a silent emergency but an invisible one too. It is strongly believed that without information strategies and better and more accessible education programmes, the awareness, skills and behaviour needed to combat malnutrition cannot be developed. To create greater understanding and awareness on the subject, the Institute during this year has conducted several programmes aiming at building capacity of functionaries of voluntary organisations related to prevention of undernutrition and micro-nutrient malnutrition; achievement of food and nutrition security at the community and household level; infant and young child feeding; and methodologies of imparting nutrition and health education.

Reproductive health problems, including maternal mortality and morbidity, represent a major but preventable cause of death and disability for women in the country. Failure to provide information, services and conditions to help women protect their reproductive health therefore constitutes gender-based discrimination and a violation of women's rights to health and life. NIPCCD is committed to help achieving the goals set in National Health Policy and National Policy for Children to reduce maternal, neonatal and child mortality in the country.

With the adoption of National Rural Health Mission and launching of the second phase of the Reproductive and Child Health Programme in the country, it is imperative to orient non-governmental organisations to the issues related to reproductive health of women. Acknowledging this, programmes were conducted during the year to orient NGOs dealing with women in difficult circumstances towards **reproductive health, adolescent health, family life education and HIV/AIDS**. In fact, the component of creating awareness about HIV/AIDS has been built into all the training programmes of the Institute.

Recognising adolescence as a period of paramount importance, the Institute strives to create awareness to adolescent growth and development among all those working with the adolescents. The Institute organised several programmes for different clientele like functionaries of voluntary organisations, school teachers and principals on the subject. To cater to the training needs of out-of-school adolescent girls, a **Workshop on Development of Training Material for Empowerment**

of Adolescent Girls at the Grassroots Level was organised. With the intention of orienting officials working for tribal development towards the problems faced by tribal adolescents an **Orientation Courses for NGOs on Counselling of Adolescent Tribal Girls on Family Life Education** was organised.

Acknowledging that child care workers play a pivotal role in providing child care services, the Institute organised several training programmes on **management of creches** for trainers imparting training to crèche workers and functionaries of voluntary organisations running creches.

One of the main thrust areas of the Institute is children in difficult circumstances who need social and psychological support at various levels. The Institute organised three **Sensitisation Programmes on Juvenile Justice (Care and Protection of Children) Act 2000 for Executives of Voluntary Organisations and Social Activists** in order to orient the participants to various provisions and mode of implementation of the Act.

The mobilisation and greater involvement of non-governmental organisations in programmes for the development of children and women has increased the potential to accelerate the development process and achieve national goals for children, as outlined in the National Plan of Action for Children. Accordingly, their involvement in dissemination of information about children's rights becomes even more vital. The Institute organised orientation courses on various themes such as **Child Rights, Policies and Legislations, Prevention of Child Marriage, Legislations Relating to Adoption and Guardianship** for representatives of voluntary organisations and government officials.

Voluntary sector has a heritage of contribution to the socio-economic development of any country. Working at the grassroots level, they have little or no access to information regarding programmes and schemes of development for women and children of government. They also lack professional and technical skills. The Institute, with its mandate to promote and strengthen voluntary action in the country organised a series of programmes at its Headquarters and Regional Centres on diverse topics such as **Establishing and Managing a Voluntary Organisation, Community Mobilisation and Participation, Project Formulation, Legal Regulations and Financial Management, Procedures for Seeking Financial Assistance and Good Governance**. Programmes on **PLA techniques** found to be crucial and critical factor for empowering the community by changing the levels of knowledge, attitude and behaviour of the community are also important courses organised by the Institute. During the year under report, a special training programme on **Integrated Micro Planning for Development of Tribal Communities** was also taken up by the Institute.

With the 73rd Constitutional Amendment enabling women to participate substantially in

panchayati raj bodies at various levels, it has become necessary that they be equipped with adequate knowledge to effectively discharge their duties. Keeping this in view, the Institute organised several orientation training programmes for elected women representatives of panchayati raj bodies on **Issues Related to Women and Children** like early marriage, dowry, female foeticide, female infanticide, discrimination against the girl child, domestic violence, etc. for improving the status of women and children. Underpinned by its tremendous experience in this area, the Institute proposes to develop a training module for institutes training representatives of panchayati raj bodies in the year ahead.

NIPCCD firmly believes that **gender sensitisation training** can act as an effective tool for raising consciousness and empowerment of women to make service delivery more gender-sensitive. Keeping this in view, the Institute organised a number of programmes for police officials, teachers of teacher training institutes, NGOs, and government officials.

Gender planning and mainstreaming, another area of specialisation of the Institute, has the potential to address the root causes of systemic inequalities between women and men in the development process. Hence, the Institute organised a **Training on Gender Planning and Mainstreaming** for Women Study Centres, Women's Development Corporations, academic institutions and NGOs. In addition to this, **Training on Integrating Gender Perspectives in Health and Nutrition Programmes** to enable the participants to develop a clear perspective about gender analysis and its importance in health and nutrition programmes was also organised.

Gender-based violence is one of the most pervasive of human rights abuses. It covers a range of injustices from gender abuse to systematic rape and from pre-birth sex selection to female infanticide. As part of its work to counter gender-based violence, NIPCCD has taken up awareness programmes for all those dealing with women, to make them more sensitive towards women who may have experienced violence and to meet their health needs. During the year, the Institute organised awareness programmes on various issues of **gender-based violence like sex-selective abortion, female infanticide, child marriage, child prostitution, sexual harassment at work place, in schools and at home, etc.** This also includes creating awareness about the latest enactment of **Protection of Women from Domestic Violence Act, 2005.**

Human trafficking has become a global business generating huge profits for traffickers. The problem is widespread. Strategies and interventions to address trafficking should include: information and awareness raising campaigns about the health consequences of trafficking; campaigns targeting males; provision of reproductive health services; and counselling to victims of trafficking. The Institute organised national seminar, media sensitisation workshops and a workshop for representatives of voluntary organisations on **Prevention of Trafficking of Women and Children.**

Counselling services for children who are trafficked and sexually exploited are conspicuously absent in the country. The personnel working with child survivors of trafficking, abuse and exploitation require a complete understanding of the complex issues involved, both from an anti-trafficking as well as rehabilitation perspective. The Institute has developed a niche for itself in the field of **Counselling Services for Child Survivors of Trafficking**. A module on the subject has been prepared and training was given using the module to representatives of voluntary organisations working with trafficked children.

Despite many international agreements affirming their human rights, women are still much more likely than men to be poor, malnourished and illiterate. They usually have less access than men to medical care, property ownership, credit, training and employment. NIPCCD has been involved in mobilising civil society to enhance the status of women in society, as they have wider reach at grassroots level by creating awareness in them about the various government programmes/schemes for women such as STEP, Swadhar, Short-stay homes, family counselling centres, working women's hostel, etc., which are being implemented through NGOs. During the year, several programmes were organised to this effect. The Institute also organised training programmes on **Micro Enterprise and Small Business Development** for Trainers of Self-Help Groups and orientation courses on **Formation of SHGs** for representatives of voluntary organisations.

A **Regional Workshop** was also organised on **Strengthening Interface between Programmes of Ministry of MWCD and RCH Programme** with the objective of identifying and developing common areas between various health-related programmes to build effective coordination mechanisms.

As an apex institution for training of functionaries of Integrated Child Development Services (ICDS) programme, the Institute accomplished all the assigned tasks of planning, organising, coordinating and monitoring during the year. As in the past the Institute organised job training courses and refresher courses for CDPOs/ACDPOs and Supervisors. For building up the capabilities of institutions engaged in training, it organised several orientation, refresher and skill training of trainers. The other major initiatives undertaken under ICDS during the year include **A Quick Appraisal of AWTCs/MLTCs and Finalization of Training Modules for CDPOs/ACDPOs, Supervisors and Anganwadi Workers**, to name a few.

The Government of India has decided to set up a regular monitoring and supervisory mechanism of the ICDS scheme through the Institute, in addition to the existing Monitoring and Evaluation Unit in the Ministry of Women and Child Development. The new monitoring and supervision set up will be a three-tier system, monitoring at community, state and national level. **Central Monitoring Unit (CMU)** at the national level has been set up in the Institute as per sanction of

MWCD. In the new monitoring set up, Medical Colleges, Home Science Colleges, Schools of Social Work and other reputed institutions across the country are being involved to have an independent and fair assessment and analysis of the impact and effectiveness of the scheme. The Institute organised a **Workshop on Monitoring and Supervision of ICDS Scheme** to identify institutions all across the country who could be involved in monitoring and supervision of ICDS.

The Institute has been organising training programmes in association with national and international agencies in the past. During the year 2006-07 also, it has undertaken training programmes with technical/financial support from various agencies. As the **Lead Training Agency for Swayamsidha**, the Institute is expected to perform the multiple roles of programme supporter, training provider and to extend monitoring and evaluation support for training. During the year, trainers' training programmes and quarterly review meetings/exposure-cum-review meetings for nodal officers implementing Swayamsidha were convened.

The Institute continued to organise sponsored programmes at the request of outside agencies utilising the expertise of its faculty. At the instance of the Council for Advancement of People's Action and Rural Technology (CAPART), two **Orientation Training Programmes for Young Professionals of CAPART** were organised. The Institute's headquarters also organised an **Orientation Course on Juvenile Justice (Care & Protection of Children) Act, 2000 for Police Officers** of Delhi in collaboration with Delhi Police.

Recognising the increasing incidence of HIV/AIDS amongst women, the Institute in collaboration with UNODC organised **Master Trainers, Training on Substance Abuse-Related HIV Vulnerability of Female Drug Users and Female Partners of Male Drug Users**.

Under the Indo-Mauritius Cultural Exchange Programme, the Institute, during the year, organised an **Orientation Course on Preventing and Combating Trafficking of Women and Children for Commercial Sexual Exploitation** for the officials and non-officials from Mauritius.

Regional Centre, Bangalore organised four training programmes on **implementation of KSY** for Taluk Level Core Teams of Karnataka State at the behest of Government of Karnataka. Regional Centre, Guwahati organised a series of **Orientation Training on Community-Oriented and Child-Friendly Policing** for Assam Police Personnel. Regional Centre, Indore with financial assistance from UNICEF, Bhopal organised an **Internship Programme** for three non-Indian interns to study the 'Community Knowledge on Children in India'.

One of the major contributions of the Institute towards children in difficult circumstances is that its 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 in 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 completed several research/evaluation studies, compilations and other important projects. A few of these are as follows:

- i. Integrated Programme for Street Children: An Evaluation
- ii. Evaluation of the Scheme of Assistance to Homes for Children (Shishu Greh) to Promote In-Country Adoptions
- iii. A Case Study of Muskaan, an NGO
- iv. Family Courts in Varanasi : A Case Study
- v. Gender Framework Analysis of Empowerment of Women: A Case Study of Kudumbashree Programme of Kerala State
- vi. Evaluation of STEP Project Implemented by Women's Development Organisations
- vii. Alternative Models for Development of Children and Empowerment of Women in Madhya Pradesh – Case Profile of Voluntary Organisations
- viii. Analysis of Role Effectiveness of ICDS Supervisors in Gujarat
- ix. Mid-Day Meal Scheme in Madhya Pradesh – A Study
- x. A Study of Voluntary Efforts in the Area of Child Development in North Eastern Region

NIPCCD places great emphasis on human resource development within the Institute. In order to keep the faculty and staff at the cutting edge of knowledge in their fields of expertise, from time to time they are deputed to various programmes/ seminars/ workshops by reputed professional institutions in India and abroad. To mention a few, during the year 2006-07, Dr. M S Tara was deputed to attend a training programme on Implementing the International Code of Marketing of Breast Milk Substitutes, at Penang, Malaysia. Dr. Madhu Agarwal attended a National Consultation Meet on Early Childhood Education organised by the Ministry of Women and Child Development, Government of India, in collaboration with UNICEF, New Delhi. She also attended a Workshop on Millennium Development Goals to Reduce the Child Mortality Rate in the World, organised by UNICEF, Lucknow. Dr. B S Anuradha was deputed to attend meeting of the National Level Training Task Force at Delhi. She also attended Consultation Workshop on Early Childhood Care and Education for ICDS convened by World Bank in Delhi. Dr. Ashok Kumar participated in a Workshop

on Child Undernutrition and ICDS in India: A Call for Reform and Action, at New Delhi. Shri P K Barua was deputed to attend a programme on Reengineering Office Processes for Right to Information Act 2005, organised by National Productivity Council at Bhubaneswar. Smt. Shanta Gopalakrishnan was deputed to attend the Second International Training of Trainers on IYCF Counselling for Health Professionals organised by UCMS and GTB Hospital, Delhi in collaboration with Breastfeeding Promotion Network of India (BPNI). Ms. Manorama Kaul participated in National Conference on Juvenile Justice System in India organised by National Human Rights Commission (NHRC) at Indian Institute of Public Administration, New Delhi. Shri Bharat Kumar was deputed to attend a State Consultation on Micronutrients, organised by A2Z, a USAID supported programme. Smt. Sunita Mathur attended a Workshop on People's Policies, Office Administration and Accounting, organised jointly by Butterflies and Cocoon Consulting at New Delhi. Dr. D K Saikia and Ms. K Sunita were deputed to attend the Consultative Meet on Minimum Standards of Care and Support for the Victims of Trafficking and Other Trends of Violence and Regional Victim/Witness Protection Protocol in Eastern India, organised by IMPULSE NGO Network, Shillong and Sanlaap, Kolkata.

Several promotions took place during the year. Shri B R Siwal, Smt. Meenakshi Sood, Smt. Nirmal Tikku, Shri S C Srivastava and Dr. Salil Kumar were promoted to the post of Deputy Director. Shri Bharat Kumar and Shri K C George were promoted to the posts of Assistant Director. Shri R J Barua was promoted to the post of Section Officer (Accounts). Shri Om Prakash was promoted to the post of LDC/Typist and Shri Sampat Kumar was promoted as Driver Special Grade. Besides, nineteen staff members were given ACP benefits.

The year under report also witnessed superannuation of Dr. Usha Abrol, Regional Director, Bangalore; Shri R S Raut, Assistant Administrative Officer; Shri Karam Chand, Chowkidar and Shri Darshan Singh, Peon-cum-Messenger.

On behalf of the Institute, I express my deep gratitude to the Institute's President, Smt. Renuka Chowdhury, Hon'ble Ministr of State with Independent Charge, Ministry of Women and Child Development, Vice Presidents, Smt. Deepa Jain Singh, Smt. Munesh Nirwal, Smt. Shikha Kapur and outgoing Vice Presidents, Dr. Manorama Patwardhan and Shri Bharat Singh Meena and Vice Chairperson, Ms. Alka Lamba for their valuable guidance and support. I also express my thanks to the distinguished members of the General Body and Executive Council, who have devoted their 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, UNICEF, UNODC for their continued support to the Institute. Above all, I would like to place on record the Institute's appreciation of faculty and staff for their many successful achievements during the year under report.

Overall, the year 2006-07 was a period of considerable growth and not only were the Institute's existing activities consolidated but several new initiatives were also taken in hand. I would like to assure all those associated with us that NIPCCD would continue to pursue its mission with renewed vigour, enthusiasm, and clearly defined sense of purpose.



(A. K. Gopal)
Director