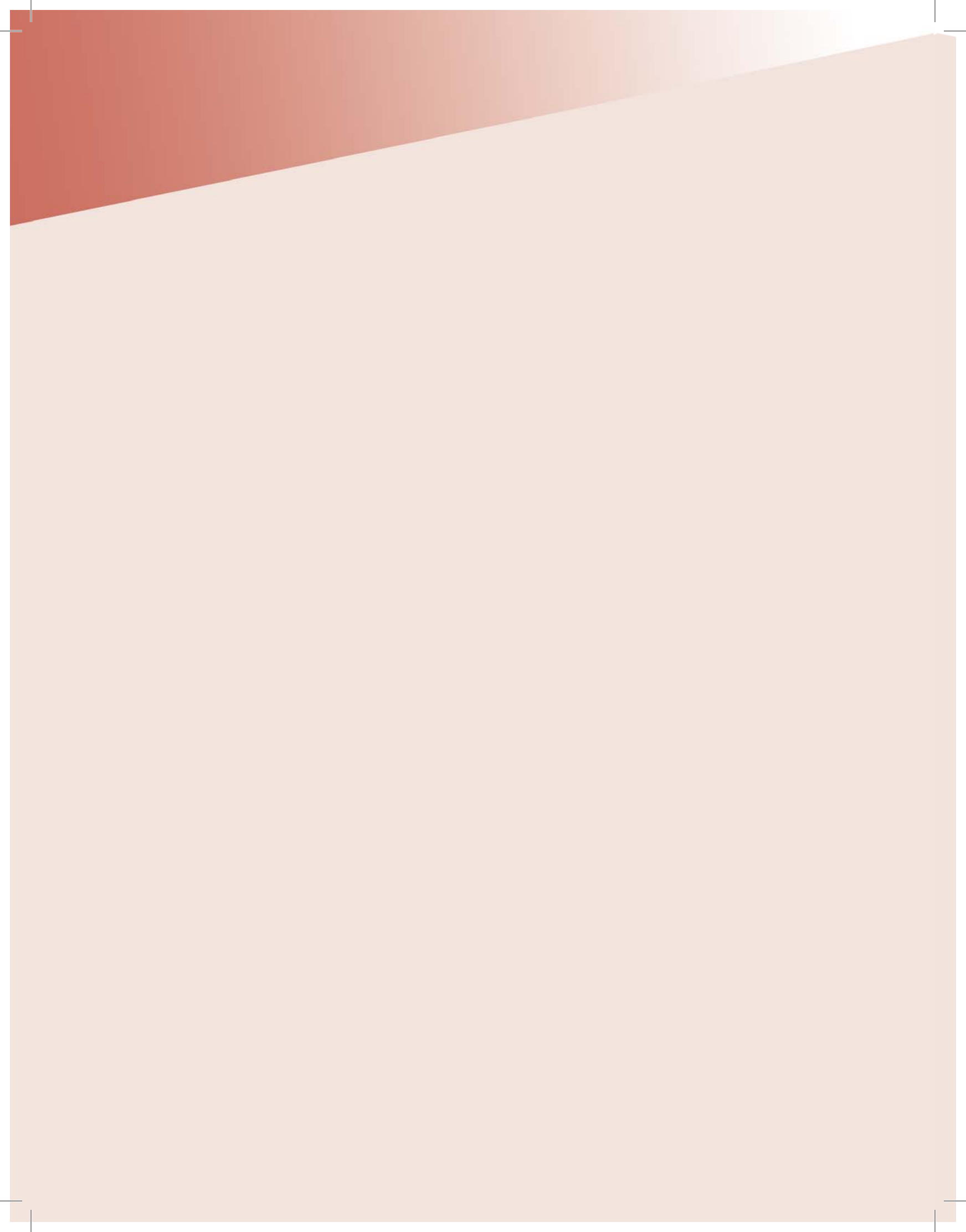


# From the Director's Desk





## From the Director's Desk

Another remarkable year of outstanding achievements and successful events – exactly this is the way NIPCCD looks at 2007-08, the year gone by. And yet once again, I am delighted to report to you the Institute's landmark achievements during the eventful year of 2007-08. As the Institute is growing up in age and experience, both its quantitative and qualitative contributions to the society, beyond doubt, are getting richer and worthier. I am now happy to share with you some of the major work done by the Institute during the year.



With an increasing sense of commitment to the cause of women and children of the country, the Institute, this year too, drew up strategic interventions in close conformity with its dedicated mandate through its training and research endeavors. To support this effort, the team of staff and faculty of the Institute, like before, rose to the occasion. The zeal, hard work, determination and enthusiasm with which the faculty and the staff have strived and contributed to take the Institute to the heights, is indeed laudable.

It is the quality of work and committed professional performance of the staff and faculty which is taking the Institute forward towards becoming a Centre of Excellence in the South-East region. This is evident in many of the Institute's work carried out at the international level. During the year the Institute was approached by UNESCO with a request to prepare a **Module on ECCE for Caregivers** for effective training and professional enhancement of personnel in ECCE and ECCD through development of instructional material. The Institute also organised, at the instance of the SAARC Division of the Ministry of External Affairs, Government of India and the Ministry of Women and Child Development, Government of India, a **Training on Preventing and Combating Trafficking in Women and Children for SAARC Countries**. Last year the Institute organised a six month **Diploma Course in Guidance and Counselling** for teachers of Bhutan. The Institute has also received a request from the SAARC Division of the Ministry of External Affairs, Government of India to organise an **Orientation Programme on Child Rights and Protection for SAARC Countries** in the next academic year. All these programmes reflect on the strong growing network of the Institute in the Region.

Continuing with its unstinting efforts, the Institute, in order to realise one of its primary mandates to promote voluntary action in social development, by and large, focused on activities aiming at the holistic development of the child, women's empowerment, gender issues and women's rights.

## **National Institute of Public Cooperation and Child Development**

Over the year, the Institute has grown itself to provide academic and professional inputs in almost all the areas of its concerns considering all significant peripheral and deep rooted issues thereof. As before, the Institute's headquarters at New Delhi focused its attention in terms of training and research interventions which are of national and international concerns and the Regional Centres located at Bangalore, Guwahati, Indore and Lucknow concentrated on capacity building activities at the regional level. The Institute is also an apex institution for training functionaries of the Integrated Child Development Services (ICDS) programme. 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 ever expanding area of the Institute's work however, is qualitatively managed without compromising with any shortcomings whatever it be.

The Institute's affairs are managed with a well conceived mechanism which is operative at the headquarters, 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, 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 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 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 (Swayamsidha). The highlights of the programmes conducted under these three broad categories are presented in the following paragraphs.

During the year 2007 - 08 the Institute organised 151 regular training programmes on various important issues relating to welfare and development of women and children under the **first category**. In all, 4662 participants mainly representing the voluntary sector attended these programmes. This apart 5000 people including men, women, adolescent girls/boys, ICDS functionaries, health functionaries, panchayat officials, etc. participated in the **District Level Advocacy Campaign** organised in Shahabad

Block of District Kurukshetra, Haryana covering 25 villages. The Institute also organised 100 **One Day Sensitisation Workshops** for the Members of Allied System on Child Protection through Child India Foundation (CIF) all over the country which were attended by 5513 participants. Under the **second category** 78 programmes were organised, attended by 1940 participants and under the **third category** four programmes were organised, attended by 92 participants.

One of the major events during the year 2007-08 has been the organisation of a **District Level Advocacy Campaign against Female Foeticide** with the support of the Department of Women and Child Development, Govt. of Haryana in the Shahabad block of Kurukshetra District in Haryana. A specially designed *Canter* went around 25 villages in Shahabad block where the sex ratio was below 700. Around five thousand people including men, women, adolescent girls/boys, ICDS functionaries, health functionaries, panchayat officials, etc. participated in the programme. The interactive campaign served the twin purposes of achieving the objectives of the campaign, as also, synergising the Haryana Government's initiative to promote women-oriented programmes.

In order to spearhead action in the area of child and adolescent mental health, the Institute has made concerted efforts over the recent years. In addition to a **Child Guidance Centre** at the Headquarters, it has set up three more at its Regional Centres in Bangalore, Guwahati and Lucknow and also an **Adolescent Guidance Service Centre** at its Headquarters. 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 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, etc. Acknowledging the parents' apprehension and lack of adequate skills in dealing with 'adolescence', a crucial period marked by rapid physical and sexual changes with far reaching effects, the Institute also organised several **parental workshops** on 'adolescence' in schools.

With a view to create professional and personal growth opportunities for those working with children and child related systems so as to enable children to actualise their potential, the Institute is running a full-fledged one-year **Advanced Diploma Course in Child Guidance and Counselling**. 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. It gives me great pleasure in announcing that the second batch of the course was successfully completed in August, 2007, graduating thirteen students. It is really encouraging to note that almost all the students have been gainfully employed in leading schools in Delhi as school counsellors and in non governmental organisations working in the area of child mental health.

Malnutrition and micronutrient deficiencies affect more than a third of our population, leading to drain on the country's human resource. The fact that malnutrition and micronutrient deficiencies are easily preventable makes it even more tragic. In order to provide a platform to share experiences and also to draw the strategies for prevention of malnutrition and micronutrient deficiencies, the Institute organised a **Consultation Meet on Strategies for Prevention of Malnutrition and Micronutrient Deficiencies**.

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 continued to organise programmes during this year too that aimed at building capacity of functionaries of voluntary organisations as also, the ICDS programme on prevention of undernutrition and micronutrient malnutrition; infant and young child feeding; and methodologies of imparting nutrition and health education. Importantly, at the behest of the Food and Nutrition Board, the Institute organised two **Training Programmes on Nutrition Education and Extension** for their Laboratory Assistants and Technical Assistants, to increase the efficiency in training and imparting nutrition 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 the National Health Policy and National Policy for Children to reduce maternal, neonatal and child mortality in the country. Acknowledging this, programmes were conducted during the current year also, as before, to orient NGOs dealing with women in difficult circumstances about the **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.

One of the areas of expertise of the Institute is Early Childhood Care and Education (ECCE). During the year, the Institute organised five **Workshops on Early Childhood Care and Education (ECCE) for Trainers of AWTCs/MLTCs** to review the ECCE component of ICDS programme. It also organised an **Orientation Programme on Effective Management of ECE Programme: Orientation of Senior Personnel of Social Organisation of Southern States** with the objective of sensitising and orienting them on the effective organisation of ECCE centres.

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, as well as, for the functionaries of voluntary organisations running creches.

The Institute was assigned the responsibility of monitoring crèches under the Rajiv Gandhi National Creche Scheme in 11 States namely, Andhra Pradesh, Chandigarh, Delhi, Manipur, Mizoram, Nagaland, Pondicherry, Punjab, Orissa, Sikkim and Tripura. During the year, the Institute monitored 2243 crèches and summary monitoring reports along with filled-in proforma were sent to the Ministry of Women and Child Development on monthly basis.

With the premise that all the organisations working for women and children have the potential to play a vital role in checking the incidence of disability, provided they integrate the component of early detection within their programme activities, the Institute organised three orientation programmes, one at the Headquarters in collaboration with Action for Ability Development and Inclusion (AADI) and others at the Regional Centres at Lucknow and Guwahati on **Prevention and Early Detection of Developmental Disabilities**.

I am delighted to share that the Institute, as a nodal resource agency, has been entrusted with the responsibility of training and capacity building of functionaries at the national and regional level, under the proposed Integrated Child Protection Scheme (ICPS), to be launched soon. 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. Against this backdrop, the Institute organised an **Orientation Workshop on Integrated Child Protection Scheme (ICPS) for NIPCCD Faculty, MWCD Staff, CARA and CIF Functionaries Concerned with Child Protection Issues**.

The existing institutions and programmes for child protection in India primarily stem from the provisions under the Juvenile Justice (Care and Protection of Children) Act, 2000 and the National Plan of Action for Children 2005. These comprise several programmes and schemes implemented by different ministries and departments. With the significant step towards consolidation of the child protection portfolio under one Ministry, it has been recognised that in order for child protection to be dealt with more effectively, there is a need for lateral linkages between the Ministry of Women and Child Development and other relevant sectors. A close examination of existing child protection schemes has revealed major shortcomings and gaps in existing child protection institutions, policies, programmes and their implementation at all levels. With this in view, the Institute organised several **Regional Training and Sensitisation Programmes on Juvenile Justice (Care and Protection of Children) Amendment Act 2006; Regional/State Level Consultation Meets of Members of CWCs and State Officials; and Regional Level Consultations on Child Protection for the Members of Juvenile Justice Boards (JJBs)** in order to orient the participants about various provisions and modes of implementation of the Act. During the year, the Institute also organised a one week **Training of Trainers (TOT) on Child Rights and Protection** with the objectives of orienting the participants to the philosophy, approach, service delivery and monitoring mechanism of the ICPS.

This apart the Institute organised 100 **Sensitisation Workshops for the Members of Allied Systems on Child Protection** in the Pilot States through Childline India Foundation (CIF) in different cities of the country. The major objectives of the sensitisation workshops were to sensitise the members of allied systems on child rights and protection, ICPS and their roles and responsibilities in the creation of protective environment for children at the grassroots level.

The Institute organised four **Regional Consultation Meets on Countering Child Abuse** one each at Regional Centres, Indore, Lucknow, Guwahati and Bangalore. The main objectives of the meets were to: facilitate formulation of State and District Plans of Action for Child Protection. The workshop focused on eliciting views and experiences of children on - what frightens, upsets, alienates a child in school / streets / in the family / in institutional care / in a work situation; expectations of the children from the alternative models in the system; role of different stakeholders; preparation of Charter of Demands; and group work on formulating action plans for the states.

The mobilisation and greater involvement of non-governmental organisations in programmes for the development of children and women has increased the potential for accelerating the development process and achieving 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. Recognising this, 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.

The voluntary sector has a heritage of contributions to the socio-economic development of any country. Working at the grassroots level, they have little or no access to information regarding government programmes and schemes for development of women and children. They also lack professional and technical skills. The Institute, with its mandate to promote and strengthen voluntary action in the country organised series of programmes at its Headquarters and Regional Centres on diverse topics like **Establishing and Managing a Voluntary Organisation, Community Mobilisation and Participation, Mobilising and Management of Community Resources, Planning and Designing a Project Proposal, 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 factors 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 **Orientation Course on Integrated Micro Planning for Women and Children of Weaker Sections** was also taken up by the Institute.

In order that women participate substantially in the panchayati raj bodies at various levels, it has become necessary that they be oriented regularly to the issues relating to women and children, an area which is growing manifolds day by day. 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 a child, domestic violence, etc. for improving the status of women and children. With the tremendous experience gained in this area, the Institute in the year ahead proposes to develop training modules in this area for handing it over to the training institutes of representatives of panchayati raj bodies, for implementation.

NIPCCD firmly believes that **gender sensitisation training** can act as an effective tool for raising the 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.

Recognising the pivotal role educationists can play in ensuring gender equality, by preparing generations of people to occupy important decision making roles in the power structure of the country, the Institute organised a **Workshop on Critical Issues Relating to Women for Representatives of Women's Studies and Development Centres** with the objectives of sensitising the participants about various critical issues relating to women; enhancing their knowledge-base on important legislations enacted to protect women; sensitising them to the concept of gender budgeting and its application; and apprising them of the strategies for the empowerment of women.

Another area of specialisation of the Institute is **gender planning and mainstreaming** by having the potential to address the root causes of systemic inequalities between women and men in the development process. To address this challenge, the Institute organised a **Training Programme for Voluntary Organisations on Mainstreaming Gender Issues for Social Development**. In addition to this, a **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.

The Institute organised **Equal Wings Training Programme on Gender Sensitisation with Emphasis on Developing Equality between Men and Women** in collaboration with the BAHAI Office for the Advancement of Women (BOAW), New Delhi. The basic premise of the workshop was that active involvement of men is crucial in all programmes and activities aimed at the empowerment of women without which humanity cannot wing its way to heights of real attainment.

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

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infanticide. As part of its work to counter gender-based violence, NIPCCD has taken on 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 an **Orientation Programme on Domestic Violence: Role of Service Providers** and **Orientation Workshops on Domestic Violence and Gender Based Violence**. A **Module on Sexual Harassment for the Corporate Sector** has also been prepared by the Institute.

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 several sensitisation workshops for representatives of voluntary organisations, panchayati raj institutions and police officials on **Prevention of Trafficking of Women and Children**. In fact, the Institute organised a special **Trainers Training Programme for the Police Training Institutes on Prevention of Trafficking of Women and Children** in collaboration with UNODC.

Counselling services for women and children who are trafficked and sexually exploited are conspicuous by their absence in the country. The personnel working with survivors of trafficking, abuse and exploitation require a complete understanding of the complex issues involved, both from an anti-trafficking as well as a rehabilitation perspective. I am happy to announce that the Institute has developed a niche for itself in the field of counselling and organised several **Orientation Training on Counselling Skills and Support Services for the Counsellors of Helplines**.

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 the civil societies in enhancing the status of women in society, as they have a wider reach at the 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.

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 trainers**. For building up the capabilities of institutions engaged in training, it organised several orientation, refresher and skill training of trainers.

The Institute forged ahead in yet another area, of initiating a dialogue with the representatives of the private sector, especially those belonging to the corporate associations, business houses, banks, micro-financing institutions, etc. with the aim of building a partnership with them so as to make ICDS a people's programme. Accordingly, the Ministry of Women and Child Development in collaboration with NIPCCD organised a one-day **National Workshop on Public- Private Partnership (PPP) in ICDS** to discuss the scope, nature and extent of PPP in ICDS; and evolve suitable modalities/mechanisms for translating it into a memorandum of understanding between the effective partners.

At the instance of the Ministry of Women and Child Development a one-day **National Consultation Meet to Evolve Uniform System of Rating/Grading of Anganwadi Centres** was organised by the Institute with the objectives of discussing and analysing the existing system of rating/grading Anganwadi Centres (AWCs) in different States/UTs across the country; and discussing and examining the indicators under the ICDS scheme on the basis of which AWCs could be rated/graded.

The major evaluation activities undertaken under ICDS during the year include **Evaluation of Anganwadi Workers Training Centres (AWTCs) and Middle Level Training Centres (MLTCs); Impact Evaluation of Project UDISHA and Monitoring of ICDS Projects and Training Centres (AWTCs and MLTCs)**. The major documentation work undertaken during the year include **Compilation of Guidelines and Instructions of ICDS Scheme; Development of Standard Procurement Procedures under ICDS Scheme; A Flipbook on Developmental Milestones in Children; and Development of a Nutrition and Health Education Kit for AWWs**.

The Institute has been organising training programmes in association with national and international agencies in the past. During the year 2007-08 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 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.

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.

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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. Voluntary Initiatives in Childline Services: A Case Study
- ii. Evaluation of Pilot Project on Prevention of Trafficking of Women and Children under General Grant-In-Aid Scheme
- iii. Child Marriage in India - A Situational Analysis in Three States
- iv. Studies on Adolescents Girls: An Analytical Review
- v. A Socio-cultural Study of Declining Sex Ratio in Delhi and Haryana
- vi. Documentation of Existing Models of Corporate-VO Partnership in Social Sector
- vii. Study on the Impact of Iron and Folic Acid Supplementation alongwith Vitamin C on Haemoglobin Status of Adolescent girls in an ICDS Block
- viii. Database on Voluntary Organisations: A Compilation (Vol.1)
- ix. Statistics on Women in India 2007
- x. Women in Difficult Circumstances: Summaries of Research
- xi. Statistics on Children in India: Pocket Book 2007

NIPCCD places great emphasis on human resource development within the Institute. An **Orientation Course for NIPCCD Faculty on Statistical Method and Statistical Package for Social Sciences (SPSS)** was organised by Headquarters in collaboration with the National Institute of Medical Science (NIMS), New Delhi to develop the skills of NIPCCD faculty in the use of various statistical methods and Statistical Package for Social Sciences (SPSS).

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 2007-08, Smt. Pritam Sandhu, Deputy Director; Dr. D. D. Pandey, Assistant Director; Smt. Sunita Mathur, Assistant Director and Smt. Satbeer Chhabra, Research Assistant were deputed to attend a Workshop on Cultural Educational Development from 27th August 2007 to 1st September 2007 at Chinh, New Delhi. Dr. (Mrs.) Sulochana Vasudevan, Joint Director was deputed to attend the Consultative Workshop on Bringing Gender Sensitivity in Rural Development Programmes and Policies organised by the National

Institute of Rural Development, Hyderabad from 15-16 October, 2007. Dr. Ashok Kumar, Joint Director and Shri B. R. Siwal, Deputy Director were deputed to attend the Training Programme on Whole Person Process Facilitation (WPPF) organised by Vistaar Project, New Delhi from 4-6 December 2007. Smt. Manju Khanna, Assistant Director was deputed to attend the Training Programme on Open Space Technology (OST) organised by Vistaar Project, New Delhi from 26-30 November, 2007. Smt. Meenakshi Sood, Deputy Director was deputed to attend the Training of Trainers Workshop on Gender Budgeting organised by Ministry of Women and Child Development at I.I.P.A., New Delhi from 30 October to 1st November, 2007. Shri H.P. Joshi, Research Assistant was deputed to attend the National Seminar on Challenges in Building Result -Based Monitoring and Evaluation System for Development Programme organised by Mahatma Gandhi Labour Institute and Planning Commission at Ahmedabad on 28 January 2008. Smt. Vandana Thapar, Deputy Director was deputed to attend the National Workshop on Curriculum Development for the Course on M.A. in Counselling organised by the Centre for Human Ecology, TISS, Mumbai from 1-2 February, 2008. Shri Bharat Kumar, Deputy Director; Smt. K. Sunita, Assistant Director; Dr. (Smt.) Manju Dhoundiyal, Assistant Director and Shri. V.D. Gadkar, Assistant Director were deputed to attend the International Course on Children as Catalysts for Change organised by CHETNA, Ahmedabad from 18-23 February, 2008.

During the year, two new appointments took place. Shri M. Bharat Kumar was appointed as Deputy Director and Shri Amit Abraham joined as Stenographer Grade II. Several promotions took place during the year. Dr. (Smt.) K.L. Goswami, Smt. Pritam Sandhu and Dr. Bandana Bhuyan were promoted to the post of Regional Director. Kum. Manorama Kaul, Smt. Vandana Thapar, Dr. Suryamani Mishra and Dr. D.D. Pandey were promoted to the post of Deputy Director. Smt. Manju Khanna, Shri N.K. Sharma, Shri S.G. Gangur and Smt. G.Jyothi were promoted to the posts of Assistant Director. Shri R.K. Sachdev was promoted to the post of Accounts Officer and Shri Anil Kumar Dalal was promoted to the post of Section Officer (Accounts). Shri B.S. Basavaraju was promoted to the post of Assistant Accountant and Shri James Joseph and Shri Dhir Singh were promoted as Staff Car Driver-Grade I and Staff Car Driver-Grade II respectively. Besides, twenty-two staff/faculty members were given ACP benefits. Dr. Suryamani Mishra, Assistant Director and Dr. K.C. George, Assistant Director were awarded Ph D degrees during the year 2007-08.

The year under report also witnessed the superannuation of Shri P.K. Bhattacharjee, Regional Director; Shri A.K. Nanda, Joint Director; Dr.(Smt.) K.L. Goswami, Regional Director and Shri Suresh Chander, Driver Grade I and Shri Prem Singh, Chowkidar. Dr. (Smt.) B.S. Anuradha, Deputy Director took voluntary retirement.

On behalf of the Institute, I express my deep gratitude to President Smt. Renuka Chowdhury, Hon'ble Minister of State with Independent Charge, Ministry of Women and Child Development, Vice Presidents Shri Anil Kumar, Smt. Munesh Nirwal, Smt. Shikha Kapur and Vice Chairperson

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Smt. Kamalakshi Sarma for their valuable guidance and support. I also express my thanks to the outgoing Vice - Chairperson of Executive Council, Smt. Alka Lamba for her enthusiasm and support extended during her tenure at NIPCCD. I convey my heartfelt thanks to the distinguished members of the General Body and Executive Council, who have devoted their precious time and given direction to the Institute, time and again. 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 the 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, UNESCO, UNODC and UNIFEM 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.

To conclude, the year 2007-08 was a remarkable year with the Institute carving a niche for itself as a 'premier institute' in the South-Asian Region, for women and child development. It can proudly announce that it holds *forte* in the area of guidance and counselling, early childhood care and development and prevention of trafficking of women and children. We at NIPCCD would like to assure all those associated with us that we would continue to pursue our mission with passion and dynamism.



**(A. K. Gopal)**  
**Director**