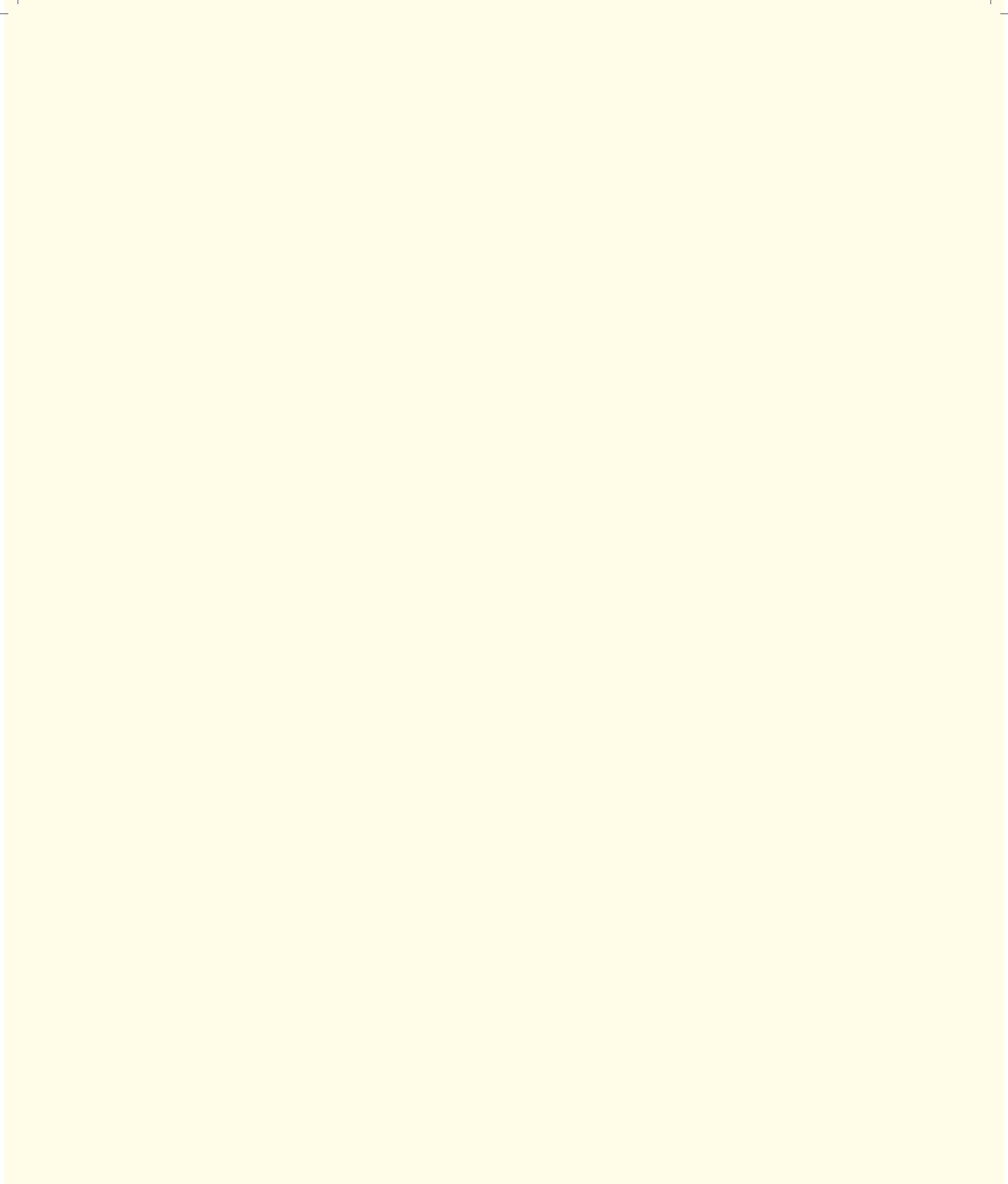




CHAPTER 2



Training Programmes/Activities under ICDS

Training Programmes

Being an apex organisation for training of functionaries of Integrated Child Development Services (ICDS) programme, the Institute is responsible for planning, organising, coordinating and monitoring training; building capabilities of various institutions engaged in training; organising training of trainers; designing, revising and standardising syllabi for training of all categories of ICDS functionaries; preparation of training modules and developing, procuring and distributing training materials including audio-visual aids.

The Institute has also been providing technical support and feedback to Ministry of Women and Child Development (MWCD) on training of ICDS functionaries.

At the instance of the MWCD the Training Division is also monitoring Anganwadi Training Centres/Middle Level Training Centres (AWTCs/MLTCs) and ICDS projects for assessing and improving the overall quality of training centres as well as services being rendered by ICDS projects.

The Headquarters and the four Regional Centres of NIPCCD located at Bangalore, Guwahati, Indore, and Lucknow organise Training of Child Development Project Officers (CDPOs) and Assistant Child Development Project Officers (ACDPOs). The Headquarters and its Regional Centres also organise Training of Trainers of AWTCs and MLTCs. Supervisors and AWWs are trained at MLTCs and AWTCs respectively, which are identified and commissioned by the state governments and are located in different states.

The activities of the Institute in the area of training of CDPOs, ACDPOs, Trainers and other related tasks are presented in the following sections.

Training of ICDS Functionaries

Job Training Course (JTC) for Child Development Project Officers (CDPOs)/ Assistant Child Development Project Officers (ACDPOs)

The Institute's Headquarters and its Regional Centres provide initial Job Training to CDPOs/ACDPOs. The main objectives of the training are to: (i) orient CDPOs/ACDPOs to the various components of ICDS; (ii) enable them to develop skills necessary to become effective managers and implementers of ICDS programme; (iii) acquaint them with ways of eliciting community participation to maximise the reach of services of ICDS; and (iv) make them aware of their role and responsibilities and those of other ICDS and Block functionaries. The revised syllabus, which included supervised practice, additional mock sessions and practicals, were used for all the training courses.

In all, the Institute organised 13 Job Training Courses for CDPOs/ACDPOs during the year 2008-09 in which 323 CDPOs/ACDPOs were trained.

Dates	No. of Participants	Venue
07.07.08 – 05.08.08	25	Bangalore
07.07.08 – 05.08.08	12	Indore
07.07.08 – 05.08.08	30	Lucknow
09.07.08 – 07.08.08	14	Guwahati
06.08.08 – 05.09.08	45	New Delhi
25.08.08 – 23.09.08	15	Indore
14.10.08 – 12.11.08	29	Bangalore
17.11.08 – 17.12.08	16	Guwahati
01.12.08 – 01.01.09	33	Lucknow
05.01.09 – 02.02.09	34	New Delhi
05.01.09 – 04.02.09	17	Indore
28.01.09 – 26.02.09	24	Bangalore
04.02.09 – 06.03.09	29	Lucknow

Refresher Course for CDPOs/ACDPOs

In the ICDS set up, the CDPOs/ACDPOs are project managers entrusted with the responsibility of managing the delivery of services effectively. In order to share generic information as well as updates in the field of ICDS, refresher courses are organised with regular frequency with the objective to enhance their supervisory, monitoring and liaison skills for effective coordination and convergence of services at the Anganwadi Centres. During the year 2008-09, 523 CDPOs/ACDPOs received refresher training in 21 courses organised at the Headquarters and Regional Centres at Bangalore, Guwahati, Indore and Lucknow.

Dates	No. of Participants	Venue
21.04.08 – 25.04.08	27	New Delhi
28.04.08 – 02.05.08	23	Guwahati
26.05.08 – 30.05.08	27	New Delhi
02.06.08 – 06.06.08	20	Lucknow
23.06.08 – 27.06.08	34	Indore
14.07.08 – 18.07.08	11	Guwahati
04.08.08 – 08.08.08	32	Bangalore
04.08.08 – 08.08.08	27	Lucknow
18.08.08 – 22.08.08	27	Indore
22.09.08 – 26.09.08	36	Bangalore
13.10.08 – 17.10.08	27	New Delhi
20.10.08 – 24.10.08	20	Guwahati
03.11.08 – 07.11.08	23	New Delhi
17.11.08 – 21.11.08	32	Lucknow
15.12.08 – 19.12.08	24	Bangalore
15.12.08 – 19.12.08	16	Indore
05.01.09 – 09.01.09	19	Bangalore
05.01.09 – 09.01.09	36	Lucknow
05.01.09 – 09.01.09	25	Guwahati
09.02.09 – 13.02.09	17	Indore
02.03.09 – 06.03.09	20	Guwahati



Refresher Course for CDPOs/ACDPOs

Training of Trainers

Refresher Course for Instructors of MLTCs

A Refresher Course for Instructors of MLTCs was organised by the Headquarters with the objectives to: orient the instructors about the latest developments in ICDS programme; apprise them about the trends and challenges in health, nutrition and early childhood care and education (ECCE); update their knowledge and skills in innovative training techniques; and discuss the implementation of syllabus for Supervisors and problems and constraints in organising training of ICDS functionaries at MLTCs.



Dr. A. K. Gopal, Director, NIPCCD interacting with the participants of Refresher Course for Instructors of MLTCs

Dates	No. of Participants	Venue
23.03.09-27.03.09	15	New Delhi



Orientation of State Programme Officers and Deputy Directors

The Headquarters and its Regional Centres located at Bangalore, Guwahati, Indore and Lucknow organised five **Orientation Training of State Programme Officers and Deputy Directors Dealing with ICDS**. The objectives of the training were to: familiarise the participants about recent developments in ICDS programme; apprise them about various innovative practices/initiatives in ICDS; analyse the bottlenecks hindering successful implementation of the programme; and facilitate them in preparation of an action plan with a view to improve the quality of ICDS programme.

Dates	No. of Participants	Venue
22.04.08-24.04.08	19	Lucknow
22.10.08-24.10.08	28	New Delhi
10.11.08-12.11.08	20	Bangalore
24.02.09-26.02.09	22	Guwahati
03.03.09-05.03.09	15	Indore

Skill Training Programmes for Trainers

The Headquarters and Regional Centres of the Institute organised 17 skill training programmes for the Instructors of MLTCs/AWTCs in which 343 trainers of MLTCs/AWTCs were provided training in the areas described below:

Skill Training for Instructors of AWTCs/MLTCs on Integrated Management of Neonatal and Childhood Illnesses (IMNCI)

Regional Centre, Lucknow of the Institute organised a programme on **Skill Training for Instructors of AWTCs/MLTCs on IMNCI**. The objectives of the programme were to: train the Instructors on management of neonatal and childhood illnesses, viz acute respiratory infections (ARIs), diarrhoea,

malnutrition, fever and other common ailments in an integrated manner; equip the participants with technical and communication skills for assessment, classification and treatment of common childhood illnesses and ailments; build up their skills in counselling mothers and for providing home treatment to sick children; and strengthen their skills on suitable training techniques to impart IMNCI training effectively to Anganwadi Workers and Supervisors.

Dates	No. of Participants	Venue
21.07.08-25.07.08	16	Lucknow

Skill Training of Trainers of AWTCs/MLTCs on Recent Developments in Nutrition and Health Care of Children and Women

NIPCCD Headquarters organised a course for Trainers of AWTCs/MLTCs on **Recent Developments in Health and Nutrition Care of Children and Women**. Its main objectives were to: apprise the participants about the recent developments in the area of nutrition and health care of children and women; discuss the problems of malnutrition and community-based interventions; and make them aware of Government initiatives to improve the nutritional and health status of children and women.

Dates	No. of Participants	Venue
16.06.08-20.06.08	13	New Delhi

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

During the year under report, Regional Centres, Lucknow and Indore organised a **Skill Training of Trainers of AWTCs/MLTCs on Infant and Young Child Feeding and Counselling**. The main objectives of the training were to: give an insight about the problem of malnutrition in under-threes; enhance the

basic knowledge of trainers about the concept and benefits of exclusive breastfeeding and complementary feeding, as well as, augment their skills in breastfeeding counselling.

Dates	No. of Participants	Venue
05.05.08-09.05.08	19	Lucknow
23.03.09-27.03.09	11	Indore

Training of Instructors on Prevention of Undernutrition with Special Emphasis on Prevention of Micronutrient Malnutrition

The Institute's Headquarters organised a **Training of Instructors of AWTCs/MLTCs on Prevention of Undernutrition with Special Emphasis on Prevention of Micronutrient Malnutrition** with the objectives to enhance their knowledge and understanding regarding prevalence, causes, consequences and prevention of micronutrient malnutrition prevalent among urban, rural and tribal populations; upgrade their capabilities in assessing nutritional themes to be addressed at the community, household and individual levels so as to prevent micronutrient malnutrition; and build-up skills to develop advocacy plans for creating awareness among the community in general and AWWs/ Supervisors, in particular.

Dates	No. of Participants	Venue
22.09.08-26.09.08	21	New Delhi

Skill Training on Nutrition and Health Education (NHED) for Instructors of AWTCs/MLTCs and ICDS Functionaries

Regional Centre, Guwahati organised a **Skill Training on Nutrition and Health Education (NHED) for Instructors of AWTCs/MLTCs and ICDS Functionaries** with the objectives to: discuss the need and importance of nutrition and health education in ICDS; apprise the participants about the recent

developments in health and nutrition; and enhance their skills in planning and organising nutrition and health education services.

Dates	No. of Participants	Venue
07.04.08-11.04.08	22	Guwahati

Skill Training of Trainers of AWTCs/MLTCs on Early Childhood Care and Education (ECCD)

A **Skill Training Programme on ECCD** was organised by Regional Centre located at Lucknow for trainers of AWTCs/MLTCs with the aim to: elucidate the concept, significance and organisation of activities related to various domains of child development; create better understanding of the concept, significance and future trends of ECCD component of ICDS; improve skills and knowledge of trainers in preparation and use of teaching aids for ECCD; strengthen communication and presentation skills of trainers; and equip them with necessary skills for evaluating and strengthening ECCD in ICDS.

Dates	No. of Participants	Venue
30.03.09-01.04.09	27	Lucknow

Orientation Training of Instructors of AWTCs/MLTCs on Counselling of Adolescent Girls on Life Skills Education

The Headquarters organised an **Orientation Training of Instructors of AWTCs/MLTCs on Counselling of Adolescent Girls on Life Skills Education** with the objectives to: apprise the participants about the concept and significance of adolescence and life skills education; orient them about various skills in imparting life skills education; strengthen their communication and counselling skills; and enable them to develop a strategic framework for life skills education of adolescent girls.



Dates	No. of Participants	Venue
01.09.08-05.09.08	18	New Delhi

Training of Trainers (TOT) of MLTCs/ AWTCs on Prevention of Child Marriage and Female Foeticide

The Headquarters organised a **Training of Trainers of AWTCs/MLTCs on Prevention of Child Marriage and Female Foeticide** with the objectives to: sensitise the participants on gender-based violence with special focus on child marriage and female foeticide; sensitise them about the magnitude of the problem and its overall impact on the status of girl children and women; and discuss related laws and strategies for bringing about attitudinal change to curb female foeticide and child marriage.

Dates	No. of Participants	Venue
01.12.08-03.12.08	22	New Delhi

Skill Training for Trainers of AWTCs/MLTCs on Prevention of Trafficking of Women and Children and HIV/AIDS

Regional Centre, Lucknow organised a **Training of Trainers of AWTCs/MLTCs on Prevention of Trafficking of Women and Children and HIV/AIDS** with the objectives to: create awareness among the participants about the magnitude of the problem of trafficking and HIV/AIDS; discuss the role and responsibilities of ICDS functionaries in prevention of trafficking among women and children; and sensitise them to the need for counselling children at every stage of rehabilitation process.

Dates	No. of Participants	Venue
15.09.08-19.09.08	16	Lucknow

Skill Training of Trainers of AWTCs/MLTCs on Participatory Learning and Action Techniques

A **Skill Training for Trainers of AWTCs/MLTCs on Participatory Learning and Action (PLA) Techniques** was organised by Regional Centre, Guwahati with the objectives to: develop understanding about the concept, principles and techniques of PLA; improve the quality of ICDS training by building up skills in need assessment, planning, organising, monitoring and evaluation of training programmes; and equip them with techniques of interacting with the community using different PLA techniques.

Dates	No. of Participants	Venue
20.10.08-24.10.08	20	Guwahati

Skill Training of Trainers of AWTCs/MLTCs on Training Technology

A **Skill Training of Trainers of AWTCs/MLTCs on Training Technology** was organised by Headquarters with the aim to: build up their skills in planning and organising quality training programmes; apprise them about the concept and stages of training cycle; familiarise them with various training approaches and methods; and equip them to select, prepare and use different training materials effectively.

Dates	No. of Participants	Venue
21.07.08-25.07.08	34	New Delhi

Skill Training for Instructors of AWTCs/MLTCs on Community Mobilisation and Participation

The Headquarters and Regional Centre, Bangalore organised two programmes each on **Skill Training for Instructors of AWTCs/MLTCs on Community Mobilisation and Participation** with the objectives

to: develop understanding of the participants on the concept and principles of community mobilisation and participation; and enhance their skills in eliciting community participation as well as in using other participatory techniques.



Skill Training of Instructors of AWTCs/MLTCs on Community Mobilisation and Participation

Dates	No. of Participants	Venue
05.05.08-09.05.08	21	New Delhi
14.07.08-18.07.08	22	Bangalore
19.01.09-23.01.09	20	New Delhi
16.02.09-20.02.09	26	Bangalore

Skill Training of Trainers of AWTCs/MLTCs on Communication and Counselling Skills

NIPCCD Headquarters at New Delhi organised a **Training of Instructors of AWTCs/MLTCs on Communication and Counselling Skills** with the objectives to: acquaint the participants about the concept of communication and counselling; and equip them with skills related to communication and counselling.

Dates	No. of Participants	Venue
28.07.08-01.08.08	15	New Delhi

Other Training Programmes

Skill Training on Growth Monitoring and Promotion for ICDS Functionaries

A **Skill Training on Growth Monitoring and Promotion for ICDS Functionaries** was organised by Institute's Regional Centre, Guwahati with the objectives to: share an update with the participants on 11th Five-Year Plan provisions on ICDS universalisation with quality for enhancing young child growth and development; sensitise them about the new WHO Child Growth Standards and the programme implications of introducing New WHO Child Growth Charts; and build-up their counselling skills for growth monitoring and promotion.

Dates	No. of Participants	Venue
02.02.09-04.02.09	39	Guwahati

Skill Training to ICDS Functionaries of Karnataka State on Infant and Young Child Feeding (IYCF)

At the request of Department of Women and Child Development, Government of Karnataka, NIPCCD Regional Centre, Bangalore organised two **Skill Training Programmes on IYCF** for ICDS Functionaries of Karnataka State. The main objectives of the training were to: impart knowledge, understanding and support regarding breastfeeding and complementary feeding issues; orient them about counselling mothers and caregivers for enhancing optimal infant and young child feeding practices as per guidelines of the Global Strategy for Infant and Young Child Feeding; and equip them with counselling skills on breastfeeding, complementary feeding, as also counselling HIV positive mothers on infant feeding.



Skill Training to ICDS Functionaries of Karnataka State on Infant and Young Child Feeding

Dates	No. of Participants	Venue
11.12.08-12.12.08	31	Bangalore
22.01.09-23.01.09	42	Bangalore

Training Programme on Accreditation System in ICDS for the Officers of Karnataka

At the request of Department of Women and Child Development, Government of Karnataka, NIPCCD Regional Centre, Bangalore organised four training programmes on **Accreditation System in ICDS** for the officials of Karnataka State. The objectives of the training programmes were to: orient the participants on accreditation system in ICDS, give exposure to them on grading/rating AWC and draw-up a district training action plan on accreditation system.

Dates	No. of Participants	Venue
05.01.09-06.01.09	42	Bangalore
07.01.09-08.01.09	42	Bangalore
12.01.09-13.01.09	48	Bangalore
19.01.09-20.01.09	37	Bangalore

Joint Training of ICDS and Health Functionaries on Issues Related to Women and Children

Institute's Regional Centre, Lucknow organised a **Joint Training of ICDS and Health Functionaries**

on **Issues Related to Women and Children** with the objectives to: review the existing status of coordination mechanism among the ICDS and health staff; and suggest ways and means for improving the coordination with ICDS and health staff for quality implementation of ICDS programme.

Dates	No. of Participants	Venue
12.01.09-16.01.09	49	Lucknow

Workshop to Document Best Practices in Nutrition and Health Education in ICDS

NIPCCD Headquarters at New Delhi organised a **Workshop to Document Best Practices in Nutrition and Health Education in ICDS** with the objectives to: identify the innovative practices being adopted by States/UTs to strengthen the quality of NHED under ICDS; and document the best practices so as to replicate them in other projects of ICDS.



Workshop to Document Best Practices in Nutrition and Health Education in ICDS

Dates	No. of Participants	Venue
10.06.08-11.06.08	34	New Delhi

Working Group Meeting for Training of ICDS and Health Functionaries on New WHO Child Growth Standards in ICDS

The Institute's Headquarters at New Delhi organised a **Working Group Meeting for Training of ICDS and**

Health Functionaries on New WHO Child Growth Standards in ICDS with the objectives to: finalise the strategies for Training of ICDS and Health Functionaries on the New WHO Child Growth Standards.

Date	No. of Participants	Venue
22.10.08	31	New Delhi

Regional Workshop on the Introduction of New WHO Child Growth Standards

NIPCCD Headquarters and its three Regional Centres located at Bangalore, Guwahati and Lucknow organised a **Regional Workshop on the Introduction of New WHO Child Growth Standards in ICDS** each with the objectives to: sensitise key State officials of Department of Women & Child Development and Health & Family Welfare about the New WHO Child Growth Standards; and facilitate State teams in identifying key actions required for operationalising the New WHO Child Growth Standards.



Regional Workshop on the Introduction of New WHO Child Growth Standards in ICDS

Dates	No. of Participants	Venue
21.11.08	53	Lucknow
28.11.08	65	Bangalore
08.12.08	63	Guwahati
12.12.08	64	New Delhi

Review Meet of Trainers of MLTCs/AWTCs of Karnataka

At the behest of Department of Women and Child Development, Government of Karnataka, the NIPCCD Regional Centre, Bangalore organised a **Review Meet of Trainers of MLTCs/AWTCs of Karnataka** with the objectives to: review the status of functioning of AWTCs/MLTCs in Karnataka State; share the experiences; and discuss the challenges and the constraints of the training centres.

Dates	No. of Participants	Venue
24.11.08	37	Bangalore

Research and Other Projects

Time and Work Study of Anganwadi Workers (AWWs)

The Institute had undertaken the above study with the objectives to: investigate the variability of time allocation system by AWWs for carrying out different tasks assigned to them; assess the actual amount of time spent by AWWs in performing the tasks directly connected with delivery of services as envisaged under ICDS; study the prioritisation of tasks by AWWs; explore the time being spent by AWWs for strengthening other developmental programmes; compare the time allocation and working pattern of AWWs serving under different settings of rural, urban and tribal ICDS projects; and to suggest ways/strategies for effective and efficient utilisation of time by AWWs. One hundred and forty-four AWCs were selected randomly from Assam, Maharashtra, Tamil Nadu and Uttar Pradesh. The data for the study was collected by interviewing AWWs, Supervisors, CDPOs and other stakeholders, as also through observation of AWCs.



Main Findings

- ❖ There was a marked difference in the time spent by the AWWs at the AWCs across states. The study revealed that 73 per cent of AWWs spent 7-8 hours a day at the AWCs in Tamil Nadu whereas majority of AWWs (93%) in Assam spent only 4 hours.
- ❖ On an average, AWWs spent 1-2 hours a day in organising pre-school education activities. Roughly one-fifth (20%) of AWWs also reported that they were not organising outdoor activities for children.
- ❖ More than half (57%) AWWs were spending less than an hour in organising supplementary nutrition services. About 62 per cent AWWs reported about their involvement in cooking and cleaning of utensils as well.
- ❖ Majority of AWWs (78%) reported that they were spending on an average one hour daily in conducting home visits. Majority of AWWs (68.5%) reported that they spent 10-20 minutes in each household.
- ❖ On an average it was found that an AWW had to maintain as many as 10 registers. Tamil Nadu (n=26) maintained the highest number of daily registers followed by Uttar Pradesh (n=9), Maharashtra (n=7) and Assam (n=3). As regards maintenance of periodic records and registers, it was again found that the AWWs of the State of Tamil Nadu were maintaining highest number of records and registers (n=33) followed by Maharashtra (n=21), Assam (n=16) and Uttar Pradesh, where the AWW had to maintain 14 periodic registers.
- ❖ Majority of the AWWs from Tamil Nadu (96%), Maharashtra (92%) and Uttar Pradesh (96%) reported spending 1-4 days for completing the work related to Monthly Progress Reports (MPRs). However, majority of AWWs across all states reported that they were not maintaining the Quarterly Progress Reports (QPRs).
- ❖ Nutrition and health education (NHED) sessions, growth monitoring sessions and immunisation camps were organised on a monthly basis in 62 per cent, 77 per cent and 87 per cent of AWWs respectively.
- ❖ Every seven out of nine AWWs (78%) reported that they were involved in the pulse polio campaign during the past one year. The study revealed that most of the AWWs (68%) were involved in the task for less than 10 days in a year. However, nearly one fifth of them were involved in the task for a duration varying from 10 to 60 days.
- ❖ More than 70 per cent of AWWs reported that they were not deputed for any non-ICDS duties during the past one year. Amongst AWWs who reported of having been deputed for non-ICDS duties, majority was deputed for only one to two days.
- ❖ Every nine out of ten AWWs reported that helpers were assisting them in bringing children, collecting mothers, and cleaning of AWCs. Sizeable number of AWWs (80%) also reported utilising the AWWs not only for distribution of supplementary nutrition to children, pregnant and lactating mothers but also in conducting pre-school education activities. Little less than half of the AWWs (41%) reported taking their help in cooking of supplementary nutrition. Majority of AWWs (69%) also reported

that in their absence, the helpers are performing the work of AWWs.

- ❖ Every four out of five AWWs reported that they were overburdened with work. High workload was voiced by majority of AWWs from Assam (96%) followed by Tamil Nadu (90%), Uttar Pradesh (71%) and Maharashtra (63%). Further, the AWWs working in urban projects complained about the heavy work load compared to their counterparts working in rural (75%) and tribal (71%) ICDS projects.

The draft report of the study is approved.

Best Practices in Nutrition and Health Education in ICDS

The Institute had undertaken the above documentation project with the objective to identify best practices related to Nutrition and Health Education (NHED) in ICDS; and document and disseminate the same among the ICDS functionaries in a user-friendly manner, for its adoption.

The work on the project was carried out in three phases. In the first phase information on innovative initiatives in NHED was collected from States/UTs. The information thus received from States/UTs were reviewed in-depth and the criteria for determining ‘best practices’ in NHED were worked out in a Workshop conducted in the second phase. The Workshop which was attended by officials of 16 State Governments/UTs of the country dealing with NHED in ICDS and representatives from national and international organisations had a major role to play in finalising the best practices. Documentation of best practices was done in the third phase with the ultimate aim to develop a user-friendly ready-referencer on ‘best practices on NHED in ICDS’ for the functionaries and trainers of ICDS.

The criteria for rating any NHED initiative as ‘best practice’, based on the consensus that emerged during workshop include: extent of coverage of the initiative at the initial stage; scope for scaling-up of the initiative with the gradual passage of time; overall impact at the initial stage and thereafter; cost effectiveness; community involvement and ownership; sustainability; and replicability of the initiative.

Using the above criteria, NHED initiatives of eight States were identified as ‘best practices in NHED’. They included: Nutrition and Health Day, Andhra Pradesh; Muskan – EkAbhiyan, Bihar; Dular, Jharkhand; Mangal Diwas, Madhya Pradesh; Godbharai and Annaprashan, Rajasthan; Mothers Support Group, Tamil Nadu; Kishori Uthan Project, Uttarakhand; and Kano Parbo Na, West Bengal.

Main Findings

- ❖ The basic premise of Nutrition and Health Day (NHD), Andhra Pradesh is the convergence of ICDS and health services at various levels, with focus on coordinated service delivery at the community level leading to full utilisation of the services provided at the AWC, at a convenient time, on a fixed day and at a fixed site by all the eligible children below three years; pregnant and lactating women. Involving groups of men and couples in the NHD is a unique endeavour.
- ❖ Muskan – EkAbhiyan, Bihar set out with the objectives to achieve hundred per cent immunisation of children and pregnant women; and ensure hundred per cent safe and institutional delivery. This campaign combines several immunisation strengthening initiatives to achieve cent per cent coverage of beneficiaries.
- ❖ Dular of Jharkhand and Bihar is a comprehensive



strategy for Early Childhood Care for Survival, Growth and Development (ECC-SGD). 'Care' is a major factor, which has a life-long impact on the growth, development and survival of an individual. The Dular strategy is based on the life cycle approach to break the vicious cycle of inter-generational disadvantage faced by the vulnerable groups. Special interventions are planned for, during infancy, early childhood, adolescence, pregnancy and lactation period under Dular.

- ❖ Under the Mangal Diwas, in Madhya Pradesh the first Tuesday of each month is kept for celebrating Godhbharai of pregnant women. The celebration takes place in a very traditional way along with distribution of folic acid tablets. Extremely poor women are also given an aid of Rs. 500/- for their delivery expenses. These women, along with their family members, are educated on complete care during pregnancy and institutional delivery. They are also educated on the significance of balanced diet, right age of marriage, birth spacing, etc. Similarly, on second Tuesdays of each month, the practice of introducing complementary foods to six-month old infants is celebrated as Annaprashan. All mothers who have six-month old infants are invited for the function along with their children and other family members including husband, mother and father-in-law, etc. They are given information on significance of initiation of complementary foods along with breast milk after six months and the necessity of doing it at the right time. All children are weighed and their weights are noted down in the registers to keep a track of their growth.
- To encourage others, all children who have been introduced to complementary foods that day are given a gift set of bowl and a spoon and their photographs are also pasted on the wall of the Centre.
- ❖ Under the Annaprashan in Rajasthan, initiation of complementary feeding is celebrated as Annaprashan for infants who have completed six months of age on Mother and Child Nutrition and Health Day. The families with such children are asked to attend the AWC. Beneficiary children and their mothers are welcomed with 'tilaks' and 'moli' and women sing 'bhajans' and give their blessings to them. Mothers and relatives of children are given information on complementary feeding (type, consistency, frequency, etc.). Auxiliary Nurse Midwife (ANM) and Supervisor give lectures as well organise demonstrations on preparation of semi-solid foods for the beneficiaries. Follow-up of feeding practice is done at the homes by Asha-Sahyogini.
- ❖ Rampant malnutrition among children and women of areas inhabited by scheduled tribes has led to the genesis of Project Shaktimaan of Madhya Pradesh. The AWCs in the project areas are kept open for six hours from 9.00 a.m. to 3.00 p.m. and children are fed supplementary nutrition thrice in a day. All pregnant and lactating women are identified and registered under AWC in order to provide them all the services. Further, health camps are organised in each of these villages at least once a month where free medicines are provided by PHCs.
- ❖ Mothers Support Groups (MSGs) in Tamil Nadu strive to 'reach the unreached' through home visits and bring about behavioural changes in the

feeding practices adopted by the family through the formation of MSGs and with the use of Mother and Child Protection Card. The key family practices are monitored by preparing the 'spider map-web diagram'. In this 'diagram', a circle is drawn with 9-10 divisions. Each division in the spider map denotes specific family practice, e.g., maternal diet, early initiation of breastfeeding, exclusive breastfeeding upto 6 months, complementary feeding at the appropriate time, quality, quantity and frequency of complementary feeding, feeding during illness, usage of iodised salt, hand washing, growth monitoring, etc. MSG draws this map whenever they meet and discuss and share to find out 'where they are' and 'where they should move'.

- ❖ Kishori Uthan Project of Uttarakhand recognises adolescence as a crucial phase in the life of a woman and therefore adopts strategies for empowering adolescent girls from Chamoli, Tehri and Uttarkashi districts of Uttarakhand through health, nutrition and overall development by creating an enabling environment for the girls to take initiatives for fulfilling their potential. Groups of 15-20 girls (Kishori Samooh) aged between 11-19 years have been formed at the village level. One leader called 'Sakhi' (the peer leader) is selected among the girls. For 20 such groups, there is one federation (Kishori Sangh) which is formed by a representative from Kishori Samooh. Kishori Samooh is the platform to meet and address various issues of importance to adolescents and for skill development.
- ❖ The basis of Kano Parbo Na in West Bengal is that it reiterates a positive social attitude: "why can't we do it?". The project aims to reduce and

prevent malnutrition among under-three children by focusing on local solutions and resources, local behaviours and practices. Behaviour change through participatory learning is the crux of the project. This is done by using positive deviant caregivers in the disadvantaged communities who through uncommon, beneficial practices, enhance their nutrition and health status. In this strategy, members of the community get ample opportunities to observe and learn from the positive deviant caregivers and practice positive deviant behaviours for improving the nutritional status of their children. Such behaviours are likely to be more acceptable to the larger community, as these are already being practiced with proven success. Similar strategy has been followed in Orissa as well.

From the analysis of best practices, it is concluded that all the above practices are replicable anywhere in the country wherever required.

The draft report of the study is approved.

Ongoing Research and Other Projects

Best Practices in Early Childhood Education (ECE) in ICDS

The Institute had undertaken the above project to identify and document the best practices of ECE in ICDS, and recommend how these successful experiments can be replicated and scaled up in larger settings across the country. Report is under finalisation.

Initiatives Concerning Public Private Partnership in ICDS

The objectives of the above project undertaken by the Institute include: identification and documentation of various Public Private Partnership (PPP) initiatives in



ICDS; studying the process and mechanisms involved in forging of these partnerships; analysing the extent to which these initiatives have succeeded in improving the delivery of services under ICDS; and examining the feasibility of replication of these initiatives across the country. Data collection of the project is in progress.

Revision of Growth Monitoring Manual

The Institute had undertaken the above project with the objectives to: review the content of the Manual on Growth Monitoring; and incorporate revisions based on the New WHO Growth Standards. The manual is under finalisation.

A Study on Monitoring Strategy of Pre-school Education (PSE) Component under ICDS

The above study has been undertaken by the Institute with the objectives to examine the existing monitoring mechanism of PSE component at the different administrative levels as well as assess the extent of its implementation; analyse the factors that facilitate or hinder effective monitoring of PSE component at different administrative levels; and identify good practices, if any, in monitoring; study the efforts made to involve the community in the monitoring process; and suggest specific recommendations for improving the monitoring process for ECCE/PSE. The research schedules of the study are under preparation.

Training of Trainers: A Handbook for Instructors of AWTCs/ MLTCs

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

Updating the Guidebook for Supervisors

The Institute has undertaken the above documentation project with the objectives to: provide updated information for facilitating the tasks of Supervisors as also help the ICDS officials in providing required guidance to the Supervisors. The work on the project is in progress.

Updating the Manual on ICDS

The above documentation project has been undertaken by the Institute with the objectives to: provide updated information incorporating changes made in the implementation of ICDS programme. The document is under preparation.

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

A monitoring and supervision mechanism for the ICDS scheme has been set up by Ministry of Women and Child Development (MWCD) through NIPCCD in addition to the existing Monitoring and Evaluation Unit in the Ministry of Women and Child Development. The new monitoring set up has a three-tier system – monitoring at the community, state and national level. At the national level, a Central Monitoring Unit (CMU) has been set up at NIPCCD Headquarters in New Delhi, wherein data received from selected institutions from States is analysed, interpreted and reports are generated. The performance of the scheme has been evaluated for quantitative and qualitative outcomes of the scheme on pre-determined set of indicators and for taking corrective steps. At the State level, various tasks relating to supervision and monitoring of the scheme were undertaken with the help of selected academic institutions viz. Medical Colleges, Home Science Colleges and Schools of Social Work.

The Institute had approached 56 academic institutions across the country to seek their willingness to be involved in the monitoring and supervision of the ICDS scheme. Out of these, 42 institutions in 25 States/UTs finally agreed to be associated with the monitoring project. In addition, four Regional Centres of NIPCCD were also associated with the project. The monitoring and supervision project thus became functional in October 2008 after signing the MOUs with these institutions. In each state, one institution among the selected institutions has been identified as lead institution which would be responsible for collecting information at the state level.

In order to orient representative of these institutions, two **Workshops on Monitoring and Supervision of ICDS Scheme for Selected Institutions** were organised by the Headquarters at New Delhi and Regional Centre, Bangalore. The main objectives of the workshops were to: discuss the tasks required to be performed by the selected Institutions as well as the consultants; and discuss the financial support available for the proposed monitoring system. In all, 62 representatives of the selected institutions attended these workshops.

The selected institutions were requested to depute their Consultants for field visits immediately on receipt of funds and submit reports to the respective Lead Institutions to enable them to prepare and submit consolidated report to the CMU. The selected institutions were also requested to furnish raw data collected by the Consultants during their field visits to CMU.

So far, 97 Consultants/project staff have furnished data of 92 ICDS Projects, 418 AWCs and 26 AWTCs. The raw data thus collected was coded, tabulated and a report on qualitative assessment - 'A Concurrent Evaluation' was submitted to the Ministry of Women and Child Development.

Based on the results of the concurrent evaluation, following broad recommendations were made by CMU for improving the functioning of ICDS Project, AWCs and AWTCs. The important suggestions and recommendations are as under:

ICDS Project and Anganwadi Centres (AWCs)

- ❖ Proper infrastructural facilities at project level as well as at AWC level to be provided
- ❖ Early convergence of services with health department for health check-up, immunisation and referral
- ❖ Filling up of vacant posts on priority basis
- ❖ Strict monitoring and supervision of delivery of services
- ❖ Regular monitoring of supply and quality of supplementary nutrition
- ❖ Availability of functional weighing scales for proper growth monitoring
- ❖ Ensuring availability and supply of medicine kit and vaccines at AWCs
- ❖ Pre-school Education (PSE)/ Nutrition and Health Education (NHED) kits to be made available at AWCs
- ❖ Village level involvement of Panchayati Raj Institutions (PRIs) for village level monitoring
- ❖ To bring about changes in the knowledge, attitude and practices of community it is essential that correct information is imparted through NHED

Anganwadi Training Centres (AWTCs)

- ❖ Availability of adequate physical infrastructure including classroom facilities is crucial for the



functioning of the training centres. Therefore more attention is required to be paid to this aspect.

- ❖ The training centres need to be well equipped with audio visual aids and reading material on issues concerning nutrition, health and preschool education. Basic training equipment like photocopier, OHP, VCR, television, tape recorder and slide projector etc. should be provided and instructors should be able to operate these aids.
- ❖ AWTCs should also be provided with a set of all other training materials like medicine kit, PSE kit, weighing scales, growth charts etc. required for training.
- ❖ State Government should release grants to the AWTCs on time. The financial norms under various budgetary allocations like building rent, electricity charges and other contingency also needs to be revised.
- ❖ Orientation training of newly appointed instructors and refresher training at regular intervals must be conducted to enhance the quality of training.
- ❖ There seems to be a scope for improvement in board and lodging facilities, maintenance of kitchen and hostel rooms at the AWTCs.
- ❖ AWTC instructors should undertake visits to a few ICDS projects at least once a year to undertake a follow-up of the training imparted to AWWs, as also update their knowledge about the field.
- ❖ Nodal Departments of the State Government should provide supportive supervision to the AWTCs and have closer interaction with them through regular meetings in order to solve the day-to-day problems of AWTCs.

