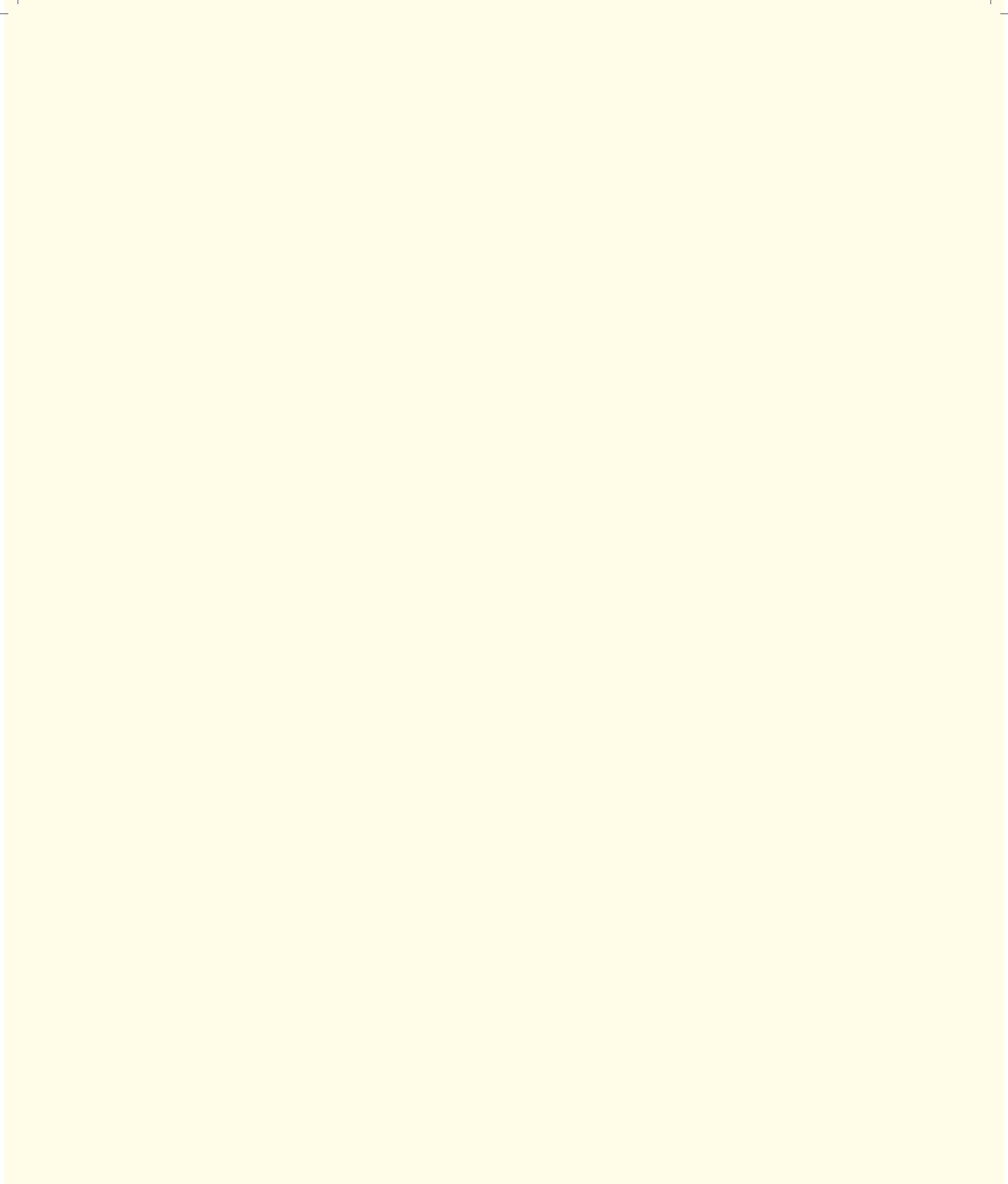




# **From the Director's Desk**



## From the Director's Desk

As always, it is indeed a great pleasure to place before you the Annual Report of the Institute, this time for the year 2008–2009.

This is also opportune to reflect upon our existence of over four-decades and I must say I am filled with great pride and honour, for the Institute has withstood the test of time posed by the ever-changing mandate from time to time and continuing to excel with meritorious performance. No doubt, recognising the Institute's expertise and performance UNICEF awarded the Maurice Pate Award to the Institute for its outstanding contribution in the field of



child development. The Institute has since then grown in every possible way, be it the vast domains of subject areas or quantum of work, importantly, without compromising on the quality. At this juncture I would fail in my duty if I do not convey my deepest appreciation to the faculty and the staff of NIPCCD who have contributed towards Institute's success with their zeal, hard work, determination and enthusiasm.

I must admit that NIPCCD owes its success also to the network and partnership it has established with the various international, national, regional and local level voluntary organisations and civil society organisations, universities, technical institutes and government departments. I wish to put on record my deepest gratitude and thanks for the support extended by all of such organisations and look forward to continued association with them in future.

The vision of the Institute is to become a centre of excellence in the field of women and child development in the South-East Region and I reiterate that the Institute is well on the path towards becoming one. This is evident in many of Institute's works carried out during the last few years at the international level. In 2006-07, the Institute organised a six-month Diploma Course in Guidance and Counselling for Teachers of Bhutan. During 2007–08, UNESCO approached the Institute 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. In 2008-09 also the Institute continued its journey towards establishing itself as a centre of excellence in the Region and organised at the instance of SAARC Division of Ministry of External Affairs, Government of India and Ministry of Women and Child Development, Government of India, a **Training**

**on Preventing and Combating Trafficking in Women and Children and an Orientation Programme on Child Rights and Protection for SAARC Countries.** These courses were well received by the participating countries.

The Institute in the year 2006-07 started a full time Advanced Diploma in Child Guidance and Counselling. It gives me great pleasure to inform that the Diploma has been recognised by Guru Gobind Singh Indraprastha University which is not only a recognition of Institute's academic excellence but also gives a fillip to career prospects of the students qualifying the Diploma.

At the national level 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 holistic development of the child and women's empowerment. Over the years, the Institute has grown itself to provide academic and professional inputs in almost all the areas of its concern 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 that are of national and international concerns and the Regional Centres located at Bangalore, Guwahati, Indore and Lucknow concentrated on capacity building activities at regional level. It gives me great pleasure to inform that MWCD has identified NIPCCD as the Nodal Resource Institution of Child Protection with the major responsibility of capacity building of all functionaries and other stakeholders dealing with child rights and child protection under the new Integrated Child Protection Scheme (ICPS). The Institute has been functioning as an apex institution for training functionaries of the Integrated Child Development Services (ICDS) programme since the inception of the scheme.

Training being one of the core activities of the Institute, during the year 2008-2009, it organised 190 Training Programmes on Issues relating to Women and Child Development; Training on Child Protection and Juvenile Justice Act; and Training for Representatives from SAARC Countries on Child Rights and Prevention of Trafficking of Women and Children. In all, 7,132 participants mainly representing the voluntary sector attended these programmes. Besides these the Institute also organised 278 programmes on Child Protection through Childline India Foundation (CIF) all over the country, which were attended by 14,905 participants. Besides this it also organised 72 training programmes for functionaries ICDS which were attended by 1985 participants. The highlights of the programmes conducted under the above categories are presented in the following paragraphs.

NIPCCD acknowledges that malnutrition is not only a silent emergency but an invisible one too. It strongly believes that without effective intervention 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, Regional Centre Lucknow organised a **Regional Workshop on Management of Anaemia among Adolescent Girls** with the objectives to review the existing best practices/models adopted by the organisations on management of anaemia among adolescent girls; and to develop viable strategies for management of anaemia.

To address the issue of overnutrition and obesity that has emerged as a public health problem in India, the Ministry of Women and Child Development in collaboration with the Institute organised a **Colloquium on Obesity in Children and Adolescents: Issues and Challenges**.

The Institute during the year reported upon, completed a study entitled **Eating Pattern of School Going Children in Delhi**. Recognising the strong need for nutritional advocacy, a **Regional Consultation Meet on Nutritional Advocacy for Urban School Children and Adolescents; Skill Training on Behaviour Change Communication in Nutrition and Health Education for Voluntary Organisations; and Sensitisation Programme on Prevention of Malnutrition and Micronutrient Deficiencies for Representatives of Panchayati Raj Institutions** of Andhra Pradesh were organised by Regional Centre, Bangalore.

Recognising a paradigm shift in the approach to disaster management from a relief-centric approach to a multi-dimensional, multi-disciplinary and multi-sectoral approach with stress on building the capabilities of community to enable them to work towards their own risk reduction, NIPCCD, Regional Centre, Bangalore organised an **Orientation Programme on Food and Nutrition Security of Women and Children during Disasters** and **Regional Consultation Meet on Strategies for Ensuring Food and Nutrition Security of Vulnerable Groups**. The Institute organised two more training programmes on **Achieving Institutional Linkages for Sustainable Nutritional Security and Role of Women**, emphasising role of women.

It is estimated that one-third of the total disease burden of women in the age group of 15-44 years in developing countries is attributed to health problems related to pregnancy, childbirth, abortions, reproductive tract infections and HIV/AIDS. Taking view of this scenario, 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.

Recognising Early Childhood Care and Education (ECCE) as a powerful means of nurturing diverse abilities and overcoming disadvantages and inequalities, the Institute organised

several skill training programmes on **Early Childhood Care and Education (ECCE) for Trainers of AWTCs/MLTCs**. It organised an **Orientation Course on Early Childhood Care and Development (ECCD)** and a **Training Programme on Management of Creches** for the representatives of voluntary organisations.

This apart, during 2007–08, the Institute was assigned the responsibility of monitoring of creches in 11 States namely, Andhra Pradesh, Chandigarh, Delhi, Manipur, Mizoram, Nagaland, Puducherry, Punjab, Orissa, Sikkim and Tripura. The Institute's Headquarters and its Bangalore and Guwahati Regional Centres were involved in monitoring work. The task of monitoring of 3033 creches was completed during the year.

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 an orientation programme in collaboration with Action for Ability Development and Inclusion (AADI) on **Prevention and Early Detection of Developmental Disabilities**.

Child and adolescent mental health is one of the core areas wherein the Institute has made its presence felt in the country. 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 for parents, teachers, functionaries of child care institutions, etc. These include twenty-one **Workshops for Parents on Quality Parenting** at the headquarters and Regional Centres. This apart, Regional Centre, Bangalore organised an **Orientation Course on Qualitative Parenting for Holistic Growth and Development of Children**.

Acknowledging the parents' apprehensions 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 fourteen **parental workshops** on 'adolescence' in schools.

Further, in order to facilitate teachers towards their role in understanding and managing children, the Institute organised four one-day workshops at its Regional Centre, Bangalore on the theme of **Identification and Management of Children Slow in Learning**. In addition, two **Orientation Programmes on Child Mental Health for School Teachers and Principals** were organised by Regional Centre, Lucknow; and two **Orientation Training on Mental Health Services for Counsellors and School Teachers** were organised by Regional Centre Guwahati.



As mentioned earlier, 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 third batch of the course was successfully completed in August, 2008 graduating twenty-one students.

Many children in the institutions require more personalised emotional support and guidance as a consequence of their past traumatic experiences, as also to face the fears of the present and challenges of future. In order to address these issues a range of programmes were organised by the Institute which include an **Orientation Training on Counselling Intervention for Children Affected by Trauma, Abuse and Neglect**; and **Upgrading Counselling Skills of Counsellors Working with Children in Distress**.

An important landmark event of the year has been the completion of **Study on Mental Health Problems of Children Affected with Insurgency in Assam** undertaken to examine the mental health status of children affected with insurgency. The study has added on to our experience and expertise in the area of child mental health.

NIPCCD being Nodal Resource Institution of Child Protection continued to discharge its responsibility of capacity building of all functionaries and other stakeholders dealing with the subject of child protection and juvenile justice. 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 taking a step further in this direction organised a **Refresher Training on Child Protection for Existing Master Trainers** who had undergone Training of Trainers last year. The Institute also conducted a four-week intensive **Certificate Course on Child Rights and Protection** at its Headquarters recognising the need for trained personnel in the area of child protection

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 National Plan of Action for Children 2005. In order to strengthen the existing initiatives of the Government in the area of child protection, five **Sensitisation Programmes on Juvenile Justice (Care and Protection of Children) Amendment Act 2006** were organised by the Headquarters and Regional Centres. This apart, the Institute organised four **Regional Consultations for the Members of Juvenile Justice Boards (JJBs)** and five **Regional Consultation Meets for Members of CWCs on Juvenile Justice Act and Child Protection**. The objectives of the Consultations were to review the status of implementation of the Juvenile Justice (Care and Protection of Children) Amendment Act 2006; discuss the roles

and responsibilities of the different stakeholders; and develop State-specific action plan for proper and effective implementation of the Act.

Under the new ICPS there is a proposal to set up a Child Protection Division at NIPCCD Headquarters and one each at its four Regional Centres to facilitate carrying out all training and capacity building activities relating to the subject. However, till such time that it becomes fully operational and in the absence of required infrastructure and human resources, NIPCCD organised a number of programmes in collaboration with State Governments, Police Academies and NGOs working in the area of child protection. To mention a few, the Institute organised three **Sensitisation Programme for Police Officials on Juvenile Justice (Care and Protection of Children) Amendment Act 2006** in collaboration with Andhra Pradesh Police Academy, Maharashtra Police Academy and Biju Pattnaik State Police Academy in Hyderabad, Nasik and Bhubaneswar respectively; and four **State Level Training and Sensitisation Programmes on Juvenile Justice (Care and Protection of Children) Amendment Act 2006** in collaboration with NGOs recommended by the respective State Governments, namely, Satya, Jaipur, Prayas, Delhi, Bal Sakha, Patna and State Council for Child Welfare, Chennai.

Through Childline India Foundation, the Institute organised 269 **Sensitisation Workshops for the Members of Allied Systems on Child Protection** 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 its role and responsibility in creation of protective environment for children at the grassroots level.

Apart from this the Institute organised a **National Partnership Meet of Childline Directors**, four **Regional Partnership Meets of Childline Coordinators** and four **Regional Partnership Meets of Childline Para Professionals/Team Members** through Childline India Foundation to achieve the targets set for the current year.

Further I would like to share that the Institute's Regional Centres located at Lucknow and Guwahati function as nodal organisations for Childline, which has enabled the Institute to be in direct touch with the problems being faced by children in extremely difficult circumstances who use Childline. The Institute strives to enhance the capacity of the functionaries of Childline by organising training programmes especially for them. In this direction, during the year under report, the Institute organised training programmes on **Prevention of Child Abuse and Counselling and Case Intervention and Prevention of Trafficking of Women and Children** especially for the functionaries of Childline.

Promotion of voluntary action is in the heart of activities of NIPCCD. Since its inception the Institute has been specifically focusing on capacity building of large number of voluntary organisations working in the area of social sector. The Institute, continuing its effort in this regard, organised several training programmes aiming at institution building as well



as enhancing professional and technical skills of functionaries of voluntary organisations. It focused on diverse topics like **Establishing and Managing a Voluntary Organisation, Financial Management and Financial Reporting, Planning and Designing a Project Proposal, Procedures for Seeking Financial Assistance, Good Governance for Voluntary Organisations, Mobilisation and Management of Community Resources, Participatory Learning and Action (PLA), Communication and Negotiation Skills, Right to Information (RTI) Act and Monitoring and Evaluation of Developmental Programmes for Women and Children.** Focusing on building capacity of voluntary sector working in tribal areas, the Institute organised a **Training Programme on Community Micro Planning for Development of Women and Children of Tribals and Other Underprivileged Sections of Society for the Functionaries of Voluntary Organisations** at its Headquarters and an **Orientation Course for Officials and Non-Officials Engaged in Welfare and Development of Tribal Community** at its Regional Centre, Indore.

Another contribution of NIPCCD in the area of voluntary action is the Database of Voluntary Organisations prepared by the Institute. During the year under report, Directories of Voluntary Organisations were brought out on Health and Nutrition; Child Welfare; Social Welfare; Destitute Child, Adoption and Street Children; Social Defence and Trafficking Prevention; and Child Labour. I am glad to inform that these directories have been uploaded on NIPCCD website for wider dissemination of information.

NIPCCD is committed to achieving national goals for children, as outlined in the National Plan of Action for Children. Accordingly, the Institute organised several programmes on rights-based approach. To mention a few, NIPCCD, Regional Centre, Guwahati and Lucknow organised two **Sensitisation Programmes on Prevention of Child Abuse** for District School Inspectors and Education Officers. NIPCCD Headquarters and Regional Centre, Lucknow organised **Sensitisation Programmes on Prevention of Child Marriages in India** for the functionaries of voluntary organisations.

A **Workshop on Prevention of Child Labour Strategies through ICDS and Sarva Shiksha Abhiyan (SSA) Programme** was organised by Regional Centre, Bangalore with the objectives to: disseminate the Prevention of Child Labour Strategy developed in Andhra Pradesh State-Based Project (APSBP) to the key stakeholders of the four southern states of India; and discuss the issue of mainstreaming prevention of child labour strategies through the ICDS Programme.

In order that women participate substantially in the panchayati raj bodies at various levels, the Institute during the year reported upon, 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 child, domestic violence, etc. for improving the status of women and children.

Similarly, Regional Centre, Guwahati organised an **Orientation Training on Women and Child Development** for representatives of Autonomous District Councils, bestowed with the responsibility of planning, implementation and supervision and monitoring of developmental programmes for the people residing in a particular geographical area dominantly inhabited by certain ethnic groups.

NIPCCD firmly believes that gender sensitisation training can act as an effective tool for empowerment of women by making service delivery more gender-sensitive. Keeping this in view, the Institute organised a number of programmes for police officials, other law enforcement agencies, NGOs, and government officials. These include a **Gender Sensitisation Programme for Voluntary Organisations** by Regional Centre, Lucknow, three **Gender Sensitisation Workshop for Police Officers of Karnataka** by Regional Centre, Bangalore and three **Gender Sensitisation Training Programme for Law Enforcement Agencies** by Regional Centre located at Indore.

Another thrust area of the Institute is prevention of gender-based violence such as sex-selected abortion, female infanticide, child marriage, child prostitution, sexual harassment at work place, schools and at home etc. manifest in different forms through the life cycle of women. Acknowledging that there is no stage in the life cycle in which women are exempted from the threat of violence and also in view of the impact of violence against women on the empowerment of women, the Institute organised an **Orientation Workshop on Combating Gender-Based Violence**. In addition to this, two **Sensitisation Programmes on Violence against Women for the Functionaries of Development Programmes** were also organised by Headquarters and Regional Centre, Indore.

Domestic violence has been recognised as a serious offence in recent years, leading to enactment of 'Protection of Women from Domestic Violence Act, 2005' and Notification of Rules in 2006 under the Act. In order to equip the NGOs working against domestic violence, as well as the service providers and the Protection Officers notified under the Act with the knowledge of the provisions of enforcement for effective implementation of the legislation, the Institute organised two **Orientation Programmes for Officials of Government and Non-Governmental Organisations on Protection of Women from Domestic Violence Act, 2005**. In addition Regional Centre, Indore organised a **Workshop on Domestic Violence for Personnel Involved in Implementation of Protection of Women from Domestic Violence Act, 2005**.

In order to spearhead action in the area of prevention of sexual harassment at workplace, the Institute had undertaken a study titled, **Sexual Harassment at Work Place: An Evaluation of the Working of Committees** last year. Based on the preliminary report of the study, the Institute organised two **Sensitisation Programmes for Committee Members on Prevention of Sexual Harassment at Workplace** and two **Orientation Programmes on Prevention**



### **of Sexual Harassment at Work Place for Senior Functionaries of Development Sector**

to give impetus to the subject.

Declining sex ratio has now been increasingly recognised as a complex and urgent problem in the country requiring utmost importance and action. In this direction, the Institute organised four **Sensitisation Programmes on Prevention of Female Foeticide and Infanticide for the Functionaries of Voluntary Organisations/Para-medical and Medical Personnel** one each at Headquarters and Regional Centre, Indore and two at Regional Centre Lucknow. Also Regional Centre, Guwahati organised a **Sensitisation Programme on Female Foeticide and Enforcement of Pre-Natal Diagnostic Techniques (PNDT) Act**. To give further fillip to the subject the Institute had undertaken a study to ascertain the **Effect of Low Sex Ratio on Marriage Practices in Punjab**, which is near completion.

The Institute is slowly gaining grounds in the area of prevention of trafficking of women and children. During the year reported upon, the Institute's Headquarters and Regional Centre, Guwahati organised two **Orientation Courses on Prevention of Trafficking of Women and Children** for government officials and representatives of voluntary organisations. Regional Centre, Bangalore organised a **Sensitisation Programme for Police Officials on Prevention of Trafficking of Women and Children**. Institute in partnership with the Ministry of Women and Child Development organised a **Multi-Stakeholder Public-Private Partnership Workshop to Combat Trafficking** at Bangalore with the objectives to discuss and deliberate on Public-Private Partnership (PPP) for providing economic empowerment to survivors of trafficking. It also organised two **Orientation Training Programmes for Grant Receiving NGOs on the Scheme of Ujjawala**, a central scheme for 'Prevention of Trafficking for Rescue, Rehabilitation and Re-Integration of Victims of Trafficking for Commercial Sexual Exploitation initiated by Ministry of Women and Child Development.

Realising that counsellors of women helplines providing services do not have adequate orientation to the legal aid, rehabilitation and other support services available for women in distress, the Institute organised for functionaries of voluntary organisations an **Orientation Training on Counselling Skills and Support Services for Women in Distress**. The Institute also organised two training programmes on **Counselling Skills and Support Services for Police Personnel of CAW (Crime against Women) Cells** at the headquarters sponsored by Delhi Police.

Gender mainstreaming has been established as a major strategy for the promotion of gender equality. Training in gender mainstreaming and planning addresses the root causes of systemic inequalities between women and men in development process. Keeping this in view, the Institute organised a **Training on Gender Planning and Mainstreaming**. The Institute clearly acknowledges that while mainstreaming is essential for securing human rights and social justice for women as well as men, it is also increasingly recognised that incorporating

gender perspectives in different areas of development ensures effective achievement of other social and economic goals. Keeping this in view the Institute's Headquarters and Regional Centre, Guwahati organised a **Training on Integrating Gender Perspectives in Health and Nutrition Programmes**.

Gender budgeting is now recognised as a tool for empowering women. With this in view the Institute organised a **Regional Workshop on Gender Budgeting for North-Eastern States** on the theme 'Budget for Gender Equality'. This apart, the Institute organised two **Sensitisation Programmes for Functionaries of Voluntary Organisations on Women's Empowerment**.

We know that poverty has several dimensions one of which is economic. Income and resource poverty is the most powerful as it cripples the capacity of people to meet even minimum levels of wellbeing. Microfinance seeks to provide financial stability to clients so that they can face the dilemma of deprivation through income and livelihood generation. It is seen today as the win-win tool that can simultaneously alleviate poverty. With this in view the Institute's Headquarters organised one **Training Programme on Micro Enterprise Development** at New Delhi and one **Training Programme on Micro Enterprise Development and Small Business Development** at Indore for representatives of voluntary organisations and government departments. In addition, an **Orientation Training on Economic Empowerment of Women for Voluntary Organisations** was also organised by Regional Centre, Indore.

Acknowledging formation of Self-Help Group (SHG) to be an important process of empowerment for women at the grassroots level, the Institute organised two **Orientation Courses on Formation of SHGs for Representatives of Voluntary Organisations** and a **Training Programme on Formation of Cluster and Federation for Voluntary Organisations on Promoting SHGs for Women Empowerment**.

NIPCCD has also been involved in mobilising the civil societies in enhancing 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 which are being implemented through NGOs. During the year, the Institute organised an **Orientation Course on Swadhar and Short-Stay Homes for NGOs**.

The Institute also organised a **Consultation Meet on Effective Implementation of Constitutional Provisions for Safety, Protection and Development of Women and Children** and an **Orientation Course on Legal Provisions and Safeguards for Protection of Women for Agencies Involved in Women's Issues** with a view to examine the implementation of constitutional provisions for women and children from the rights' perspective.



As an apex institution for training of functionaries of 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 adoption and use of new WHO child growth standards along with the Mother Child Protection Card Package in ICDS and National Rural Health Mission (NRHM) launched by Government of India, has necessitated an orientation of all the officials of ICDS and Health at the Centre and State level on the new package. At the instance of the Ministry of Women and Child Development the Institute organised a **Working Group Meeting for Training of ICDS and Health Functionaries on New WHO Child Growth Standards in ICDS** and four **Regional Workshop on the Introduction of New WHO Child Growth Standards** with the objectives to sensitise key State officials of Department of Women and Child Development and Health and 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.

Similarly, on the request received from Department of Women and Child Development, Government of Karnataka, NIPCCD Regional Centre, Bangalore organised two **Skill Training Programmes on IYCF to ICDS Functionaries of Karnataka State**; four **Training Programme on Accreditation System in ICDS for the Officers of Karnataka**; and a **Review Meet of Trainers of MLTCs/AWTCs of Karnataka**.

The major documentation activities undertaken under ICDS during the year include Time and Work Study of Anganwadi Workers (AWWs); Best Practices in Early Childhood Education (ECE) in ICDS; and Best Practices in Nutrition and Health Education (NHED) in ICDS.

During the year, the Institute completed several **research/evaluation studies**, compilations and other important projects. A few of these are as follows.

- i. Eating Pattern of School Going Children
- ii. A Study on Mental Health Problems of Children Affected with Insurgency in Assam
- iii. Socio Cultural Practices Relating to the Girl Child in Arunachal Pradesh
- iv. Child Rearing Practices in North Eastern Region
- v. Impact of Self Help Groups (SHGs) on Status of Women in Assam
- vi. Research Abstracts on Issues Related to Women and Children
- vii. Research on ICDS - An Overview (volume 2 and 3)
- viii. Resource Directory of Lucknow Childline

We at NIPCCD firmly believe that an Institute's success rests largely on the competencies of its faculty. In order to develop the skills of Institute's faculty in the use of various statistical methods and statistical packages available, the Institute organised for its faculty, an **Orientation Course on Statistical Method and Statistical Package for Social Sciences (SPSS)** in collaboration with National Institute of Medical Science (NIMS), New Delhi.

The Institute is also making continuous efforts to develop the capacity of its faculty by sending them to various programmes/seminars/workshops organised by reputed professional institutions in the country and abroad. To mention a few, during the year 2008-09, Dr. Suryamani Mishra, Deputy Director, was deputed to attend a two-day Introductory Course on Performance Improvement Approach from 1-2 July 2008 at New Delhi. Dr. (Smt.) Sandhya Gupta was deputed to attend the Direct Trainers Skill from 14-18 July 2008 at Mysore. Dr. M.S. Tara, Regional Director, Bangalore was deputed to attend the Workshop on Youth Development Index from 16-17 July 2008 at Sriperambudur, Tamil Nadu. Dr. (Smt.) Manju Dhoundiyal, Assistant Director was deputed to attend the Basic Course on Transactional Analysis from 23-27 July 2008 at Bangalore. Smt. Poonam Sharma and Smt. Prema Pandey, Research Assistants were deputed to attend the Ching India Forum 2008 from 7-9 August 2008 at New Delhi. Shri. S. K. Srivastava, Joint Director (CS) attended the Management Development Programme on Contract Management from 11-13 August 2008 at New Delhi. Shri. Subhasis Ray, Assistant Director was deputed to attend Training Workshop on Building Juvenile Justice Information Systems from 4-7 November 2008 at Kathmandu, Nepal.

During the year, Shri Hussain Sharrif was appointed as Junior Hindi Translator. Dr. S. K. Tripathi and Dr. D.K. Saikia were promoted to the post of Deputy Director and posted at Regional Centre, Bangalore and Guwahati respectively. Besides, eleven staff/faculty members were given ACP benefits.

The year under report also witnessed superannuation of Dr. (Smt.) Putul Bose, Assistant Director.

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 Smt. Kamalakshi Sarma for their valuable guidance and support. I take this opportunity to welcome the newly nominated members of the General Body of the Institute. 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.

In a nutshell, NIPCCD, in the recent years, has carved a niche for itself in the areas of guidance and counselling, early childhood care and development, child rights and child protection and



prevention of trafficking of women and children, and today, its expertise is being sought not only by the various organisations within the country but also from the countries of SAARC Region. I deeply appreciate the dedication and hard work of the Institute's faculty and staff members, which has made it happen. I take this opportunity to thank 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. I thank the various sponsors and collaborators for bestowing their confidence in NIPCCD. I am 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. This would not have been possible without the unstinted support and guidance of Ministry of Women and Child Development, Government of India, State Governments, UNICEF, UNESCO, UNODC, UNIFEM, WHO, CIF, etc. We at NIPCCD are confident that in coming years, the Institute will be able to contribute to its target audience in a more effective and useful manner.

A handwritten signature in black ink, appearing to read 'A. K. Gopal', written over a thin horizontal line.

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