

Implementation of ICDS

State Specific Observations

March 2012

Central Monitoring Unit of ICDS

National Institute of Public cooperation and Child Development

5, Siri Institutional Area Hauz Khas, New Delhi - 110016

Contents

Sl. No.	State	Page No.
1.	Andhra Pradesh	1-3
2.	Assam	4-7
3.	Bihar	8-11
4.	Chandigarh	12-13
5.	Chattisgarh	14-16
6.	Delhi	17-18
7.	Goa	19-21
8.	Gujarat	22-24
9.	Haryana	25-27
10.	Himachal Pradesh	28-30
11.	Jammu & Kashmir	31-33
12.	Jharkhand	34-36
13.	Karnataka	37-40
14.	Kerala	41-43
15.	Madhya Pradesh	44-46
16.	Maharashtra	47-49
17.	Manipur	50-52
18.	Meghalaya	53-55
19.	Orissa	56-58
20.	Puducherry	59-60
21.	Punjab	61-63
22.	Rajasthan	64-66
23.	Tamil Nadu	67-68
24.	Tripura	69-71
25.	Uttar Pradesh	72-74
26.	Uttarakhand	75-77
27.	West Bengal	78-81

ANDHRA PRADESH



No. of ICDS Projects Visited	No. of AWCs visited	No. of AWTCs visited
32	153	7

ICDS IMPLEMENTATION

INFRASTRUCTURE

Only 70% of the AWCs are located in Pucca buildings. Rest of the AWCs which are either running from semi pucca buildings (24%) or in kutticcha buildings (6%) needs to be progressively replaced by pucca buildings. The location of AWCs in primary schools is almost negligible (2%). The availability of toilet needs to be ensured in all AWCs as in only 45% of AWCs, the toilets were found available. The availability of drinking water was reported in majority (85%) of the visited AWCs. The availability of separate storage and cooking space was in 30% and 46% of AWCs respectively.

TRAINING STATUS

Sizeable number (96%) of AWWs have received job training, however, it was observed that about 37% of AWWs have not yet received the refresher training. There is a need to clear the training backlog.

PRE-SCHOOL EDUCATION

PSE, the early learning component of ICDS is a significant input for providing a sound foundation of lifelong learning and development. Supply of PSE kit was reported in only about three fourth (75%) of the visited AWCs. Programme planning of PSE was observed in about 72% of the visited AWCs. It was observed that AWWs have made considerable efforts for preparing low cost teaching learning aids in about 75% of the visited AWCs. The use of role play methodology in imparting PSE was observed in only 66% of the visited AWCs.

SUPPLEMENTARY NUTRITION

In supplementary nutrition component of ICDS, both HCM and RTE are to be given. However, the distribution of RTE was observed in only 16% of the visited AWCs. The acceptability of supplementary nutrition was reported from about 80% of the visited AWCs. The distribution of adequate quantity of supplementary nutrition was observed in majority of the visited AWCs (85%). Adequate availability of utensils for serving and consumption of supplementary nutrition was found in all the visited AWCs.

GROWTH MONITORING AND PROMOTION

Weighing scales and growth charts are two important tools for carrying out the growth monitoring activities in AWCs. The availability of weighing scales was reported in 87% of the visited AWCs. Similarly, the availability of growth charts was observed in 83% of

the visited AWCs. Majority of the AWWs (more than 80%) have the adequate skills of plotting the weight of the children in growth charts. Similarly, more than three fourth of the AWWs (76%) have the adequate skills of determining the correct age of the children.

HEALTH SERVICES

The malnourished children & mothers with special cases need to be referred to PHC centers immediately. ICDS scheme has the provision of providing referral slips to AWCs for facilitating referral service and to keep the records of follow-up. The status of referral services is not very encouraging as referral slips were found unavailable in about 87% of visited AWCs. The MCP cards were not found maintained properly in 30% of the visited AWCs. The availability of medicine kit was reported in majority (87%) of the visited AWC.

NHEd (Nutrition & Health Education)

NHEd, which is an important tool to educate the community about various aspects of ICDS, was not found in proper shape. Adequateness of NHEd material was reported in majority (81%) of the visited AWCs. The supply of NHEd kit was observed in 54% of the visited AWCs. There is an urgent need to develop the office of the CDPO as a resource center for ensuring the availability of NHEd kit. The AWWs need to be motivated for preparing low cost NHEd and other promotional materials in local language for use and dissemination in NHEd sessions.

SUPPORTIVE SUPERVISION AND MONITORING

Regular supervision visits by CDPOs were being carried out in all visited AWCs. Most of the ICDS supervisors (54%) were found using only instruction method which needs to be supplemented with demonstration method of supervision as well. MPR forms were available in more than 3/4th (80%) of the visited AWCs.

COMMUNITY PARTICIPATION

Compared with the involvement of local women groups/self help groups (80%) in various activities of AWCs, the involvement of PRIs members are little lower (54%). The involvement of PRI members needs to be improved.

ANGANWADI WORKERS TRAINING CENTRES

RELEASE OF FUNDS

Delay in release of fund was noticed at 3 of the 4 AWTCs visited in the state of Andhra Pradesh, which has adversely affected the quality of training programmes. State may consider providing some advance money to AWTCs to overcome these problems for effective organization of the programmes at AWTCs.

INFRASTRUCTURE AND FURNITURE

In 3 of the 4 AWTCs, the classrooms were being used for hostel accommodation. 2 of the 4 AWTCs were found to have separate recreation room for trainees. Adequate toilet facility was available at 3 of the 4 AWTCs visited. Separate kitchen was observed in 2 of the 4 AWTCs. Proper classroom with adequate furniture is essential for effective organization of training however, only 1 of the total 4 AWTCs were found to have only chairs and only benches (2 of 4) in the class room. None of the AWTCs were found to have chairs with desks in the class room. A minimum of 3 classroom/practical/demonstration rooms were observed in 3 of the 4 AWTCs visited.

MANAGEMENT OF AWTCs AND STAFF POSITION/STAFFING PATTERN

1 full-time instructor and 12 part-time instructor's positions were lying vacant. 18 per cent of the instructors in the AWTCs, visited, were found to be graduates. Instructors in all the (4) AWTCs were engaged in additional work other than training.

EQUIPMENTS AND AIDS

The availability of audio-visual aids in training assumes special significance in view of the fact that it not only improves the effectiveness of training but also removes the monotony of lecture method. However the availability of modern and supportive equipments like projector, Xerox machine, printer etc was found to be in 1 of the 4 AWTCs visited. Availability of flip charts and weighing scales was reported to be 50 per cent and 75 per cent respectively. Keeping in view inadequate communication aids in the training centres, state may consider providing various supporting equipments for conducting effective training sessions.

LIBRARY

All AWTCs were found to be equipped with a library and adequate reference material for the trainees.

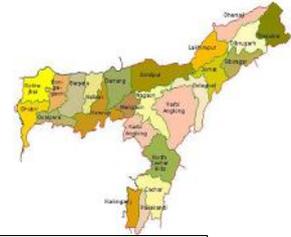
SYLLABUS

Though syllabus of AWWs prescribes a lot of practical exercises in almost all components of ICDS training, however the organization of such sessions was observed in 50 per cent of the AWTCs. Instructors in none of the 4 AWTCs visited were employing demonstration method for conducting training sessions.

AWTCs MONITORING AND TRAINING EVALUATION

Instructors in 3/4th AWTCs, reported of monitoring visits being carried out by concerned officials.

ASSAM



No. of ICDS Projects Visited	No. of AWCs visited	No. of AWTCs visited
23	129	12

ICDS IMPLEMENTATION

TRAINING AND PERSONAL PROFILE

Though about 90% of AWWs have received job training, however, the refresher training needs to be imparted to about 50% of AWWs. As envisaged in ICDS guidelines, it has been reported that more than 80% of AWWs belongs to the same locality where they are operating the AWCs.

INFRASTRUCTURE

About 88% of the visited AWCs are located in Pucca buildings. Majority of the AWCs (81%) which are located in AWW/AWH's own house needs to be shifted in buildings either provided by the State Government or by the community. Adequate availability of indoor and outdoor space was found in majority (80%) of the AWCs. The non-availability of drinking water facility in about 65% of the visited AWCs is a matter of concern and needs immediate attention. Similarly, the availability of toilets needs to be expanded to all AWCs as the same was found available in only 28% of the visited AWCs. Separate storage for supplementary nutrition was observed in three forth (75%) of the visited AWCs. The adequate availability of serving space for supplementary nutrition was observed in less than half (45%) of the visited AWCs.

SUPPLEMENTARY NUTRITION

Supplementary nutrition is being provided to children (0-6 years) as well as pregnant & lactating women under ICDS. The interruption in distribution of supplementary nutrition during the past six months was observed in majority of AWCs (84.5%). Acceptability of supplementary nutrition has been reported in only 65 per cent of ICDS beneficiaries. The main causes of irregularity in supplementary nutrition are delay in fund release and inadequate supply of supplementary nutrition to AWCs. In none of the visited AWCs, Ready to Eat (RTE) is being given.

IMMUNIZATION AND HEALTH CHECK-UP

Immunization, Iron & folic acid tablets to pregnant & lactating women and regular health check-up facilities are provided under health services in coordination with health department. Health services have not found satisfactory in the state. The immunization & health check-up records are not being maintained properly at AWCs. There is no supply of referral slips in 80% of AWCs. IFA supplementation of adolescent girls was not observed in majority of AWCs (95%).

PRE-SCHOOL EDUCATION

Pre School Education is an important service of ICDS. The supply of PSE kit has only been reported in 54% of the visited ICDS Projects. Proper programme-planning of PSE has been observed in more than three fourth (77%) of the visited AWCs.

NHEd (Nutrition & Health Education)

NHEd activity is being carried out for the women in the age group 15-45 years. Due to inadequateness of NHEd material in about 75% of the visited AWCs and unavailability of NHEd kit in about 92% of ICDS Projects, it has been noticed that Nutrition & Health Education is not been carried out properly. No proper coordination has been observed between ICDS & Health department officials during the mothers meetings/ NHEd sessions.

GROWTH MONITORING

Though availability of weighing scales and growth charts have been reported in all the visited AWCs, however, about 40% of AWWs are not found adequately trained for plotting and determination of correct age of children. Corrective measures are required to be taken to develop the competencies of AWWs for proper growth monitoring and promotion skills.

TRAINING OF ICDS FUNCTIONARIES

Though, it is a matter of great satisfaction that majority of ICDS functionaries (85%) have received job training. However, only 60% of them have received refresher training. Immediate steps are required to be taken in this direction.

INFRASTRUCTURE

About 89% of AWCs are located in pucca buildings. Majority of AWCs (81%) are running from AWW/AWH own house. Availability of drinking water has been a major problem. Only little more than one third (35.2%) of AWCs have the availability of drinking water facility. Unavailability of toilet facility and cooking space in more than 70% of AWCs is a major concern on which attention needs to be given. Adequate Space for distribution of supplementary nutrition has only been reported in less than half (43%) of visited AWCs

COMMUNITY PARTICIPATION, SUPERVISION AND COORDINATION AND CONVERGENCE

The involvement of SHGs/Mahila Mandals and PRIs members has been observed in majority (91%) of AWCs. There is a need to focus more on organization of continuing education sessions. Supervision aspect needs to be strengthened as in more than 80% of AWCs, it has been noticed that ICDS supervisors adopts only instruction method. It has to be supplemented by demonstration and conducting community meetings etc.

ANGANWADI WORKERS TRAINING CENTRES

RELEASE OF FUNDS

2 of the total 9 AWTCs visited in the state of Assam, received funds from the state government in time. As a result AWTCs experience various difficulties for organizing training programme.

INFRASTRUCTURE AND FURNITURE

In 1 of the 9 AWTCs, the classrooms are being used for hostel accommodation. 78 per cent of the AWTCs have separate recreation room for trainees and availability of toilet facility has been reported in 7 of the 9 AWTCs. Proper classroom with adequate furniture is essential for effective organization of training however, only 1 of the total 9 AWTCs have chairs with desks in the class room.

MANAGEMENT OF AWTCs AND STAFF POSITION/STAFFING PATTERN

2 full-time instructors and 11 part-time instructor's positions are lying vacant. Instructors in 3 of the 9 AWTCs have also been engaged in additional work other than ICDS training. Slightly less than 1/4th of the instructors are employing demonstration method for conducting training sessions. 78 per cent of the instructors have undergone skill training whereas only 22 per cent of the instructors reported of undergoing refresher training.

EQUIPMENTS AND AIDS

The availability of audio-visual aids in training assumes special significance in view of the fact that it not only improves the effectiveness of training but also removes the monotony of lecture method. However the availability of modern and supportive equipments like projector, Xerox machine, printer etc was found to be quite low in the AWTCs visited. Availability of flip charts and weighing scales was reported in 33 per cent and 78 per cent AWTCs respectively.

LIBRARY

7 of the 9 AWTCs were found to be equipped with a library and adequate reference material for the trainees.

SYLLABUS

Though syllabus of AWWs prescribes a lot of practical exercises in almost all components of ICDS training, however the organization of only indoor practical sessions was observed in 75 per cent of the AWTCs. Slightly less than half of the instructors have been found confident for adopting different training methods as prescribed in syllabus of JTC and refresher courses of AWWs. Instructors in 1 of the 9 AWTCs reported about average clarity of syllabus for training.

FEEDBACK OF THE TRAINEES

The practice of getting training feedback at the end of every component of ICDS training was observed in 4 of the 9 AWTCs.

TRAINING VISITS

Trainees in only 1 of the 9 AWTCs are undertaking visits to nearby ICDS projects so as to acquaint themselves with ground realities of implementation of ICDS.

AWTCs MONITORING AND TRAINING EVALUATION

In 67 per cent of the AWTCs, instructors reported of monitoring visits being carried out by officials from NIPCCD and from State government. In the 9 AWTCs visited, instructors are employing either oral (78%) or written tests (68%) as means of trainee's evaluation. The training assessment has been found as average (22%) and below average (11%) in the AWTCs visited. 44 per cent of the AWTCs were observed of carrying out assessments in the areas of supervised practice and preparation of material.

RECOMMENDATIONS

State may consider providing some advance money to AWTCs to overcome these problems for effective organization of the programmes at AWTCs.

Keeping in view inadequate communication aids in both the training centers, state may consider providing various supporting equipments for conducting effective training sessions.

BIHAR



No. of ICDS Projects Visited	No. of AWCs visited	No. of AWTCs visited
55	271	32

ICDS IMPLEMENTATION

TRAINING AND PERSONAL PROFILE

Though about 90% of AWWs have received job training, however, the refresher training needs to be imparted to about 50% of AWWs. As envisaged in ICDS guidelines, it has been reported that more than 80% of AWWs belongs to the same locality where they are operating the AWCs.

INFRASTRUCTURE

44% of visited AWCs are located in pucca building and 21 % of AWCs are located in semi pucca buildings. The location of 33% of AWCs in Kucchha building needs to be progressively shifted in pucca buildings. Similarly, the availability of adequate indoor and outdoor space needs to be ensured in about 50% of the visited AWCs. The availability of drinking water facility was noticed in only 60% of the visited AWCs. There is a need to provide toilet facility in about 75% of the AWCs. The non availability of cooking and serving space in majority of the AWCs is a matter of concern and needs immediate attention.

SUPPLEMENTARY NUTRITION

Supplementary nutrition is being provided to children (0-6 years) as well as pregnant & lactating women under ICDS. Acceptability of supplementary nutrition has been reported quite high among the beneficiaries. Pregnant & lactating women are being given 'Take Home Ration'. 47 per cent of the AWCs have been reported to have sufficient number of utensils for consumption of supplementary nutrition by the ICDS beneficiaries. In none of the visited AWCs, Ready To Eat (RTE) food is being given.

IMMUNIZATION AND HEALTH CHECK-UP

Immunization facility, Iron & folic acid tablets to pregnant & lactating women and regular health check-up facilities are provided under health services in coordination with health department. Health services under ICDS are not satisfactory in the State. The immunization & health check-up records are not being maintained properly in almost 28% of the AWCs. Supply of referral slips has not been reported in most (98%) of the AWCs. IFA supplementation of adolescent girls has been observed in majority of AWCs (95%). The supply of medicine kit has been reported in only 20% of visited ICDS projects.

GROWTH MONITORING AND PROMOTION

It was reported that ANM makes regular visits to the centers for immunization of the children & mothers. The availability of new WHO child growth charts has been reported at most of the AWCs. It has also been observed that about 40% of AWWs do not have proper skills for plotting and determination of correct age of the children.

NHEd (Nutrition & Health Education)

The status of NHEd was measured by finding out the availability of NHEd material, types of messages imparted in NHEd sessions. It has been observed that about 50% of AWCs do not have the availability of adequate NHEd material. There is lack of participation/involvement of community to attend NHEd session.

PRE-SCHOOL EDUCATION

The programme content of pre-school activities for children needs to be largely centered on organization of play activities. The availability of PSE kit has been reported from only 25% of ICDS Projects. PSE activities are not being conducted by adopting proper programme planning in 40% of AWCs.

REFERRAL SERVICES

Health check-up is provided in the form of referral of children who are undernourished to the PHC & visit by the team of health care workers. It is observed that referral slips were not available in most of the AWCs.

SUPERVISION AND MONITORING

Though CDPOs are making regular visits of AWCs, however, most of them are using instruction method for providing feed back to the AWWs. It has also been observed that in several cases (45%), the CDPOs are not approving the supervision plan of Supervisors. The availability of MPR forms has been reported in majority (80%) of AWCs.

COMMUNITY PARTICIPATION, CONVERGENCE AND COORDINATION

As envisaged in the ICDS scheme, the involvement of PRIs has been reported up to great extent (80%). Similarly, the involvement of local women groups/Self Help Groups has been reported in more than half (55%) of the visited AWCs. The organization of continuing education sessions has been reported in less than half of AWCs.

ANGANWADI WORKERS TRAINING CENTRES

RELEASE OF FUNDS

Only four out of the total twenty eight AWTCs visited in the state of Bihar received funds from the state government in time as a result AWTCs experience various difficulties for organizing training programme.

INFRASTRUCTURE AND FURNITURE

Availability of adequate furniture was observed in 71 per cent of the AWTCs. About 10 of the 28 AWTCs were found to have benches and chairs with desks in the class room.

MANAGEMENT OF AWTCs AND STAFF POSITION/STAFFING PATTERN

19 full-time instructors and 28 part-time instructor posts were found lying vacant in the visited AWTCs. 14 per cent of the instructors were also found engaged in assignments other than ICDS training. In half of the AWTCs, the instructor's skills required for various training methods were found to be inadequate. All instructors were employing only lecture/presentation method for conducting training sessions. No support from ICDS project staff was reported. Half of the instructors were not found to be equipped enough for adopting different training methods and require to undergo skill training.

EQUIPMENTS AND AIDS

The availability of audio-visual aids in training assumes special significance in view of the fact that it not only improves the effectiveness of training but also removes the monotony of lecture method. However the availability of modern and supportive equipments like OHP (11%), printer (32%), Xerox machine (14%) and LCD projector (18%) was found to be quite low. Availability of flip charts was reported in 11 of the 28 AWTCs visited.

LIBRARY

17 of the 28 AWTCs were found to be equipped with a library and adequate reference material for the trainees.

SYLLABUS

Instructors in 22 AWTCs were making preliminary arrangements of the course well in advance. Though syllabus of AWWs prescribes a lot of practical exercises in almost all components of ICDS training, however the organization of such sessions was observed in slightly more than half of the AWTCs.

FEEDBACK OF THE TRAINEES

The practice of getting training feedback at the end of every component of ICDS training was observed in 1/3rd of the AWTCs.

AWTCs MONITORING AND TRAINING EVALUATION

In 17 of the 28 AWTCs, ICDS project visits are being made by the instructors. The method used for trainee's evaluation is oral test (43%) and written test (36%).

RECOMMENDATIONS

State may consider providing some advance money to AWTCs to overcome these problems for effective organization of the programmes at AWTCs.

Keeping in view inadequate communication aids in both the training centers, state may consider providing various supporting equipments for conducting effective training sessions.

CHANDIGARH



No. of ICDS Projects Visited	No. of AWCs visited
6	96

ICDS IMPLEMENTATION

TRAINING AND PERSONAL PROFILE

Though all AWWs are required to receive job training to run the AWC, however, it was found that only 70% of AWWs have received the job training. There has been a backlog of refresher training as altogether 35% of AWWs are yet to receive refresher training. Majority of the AWWs (66%) does not belong to the local area where they are operating the AWC.

INFRASTRUCTURE

About 90 % of the visited AWCs were found running in Pucca buildings. The availability of adequate indoor and outdoor space was found in more than 90% of the visited AWCs. The availability of tap as source of drinking water was also found in all (100%) of the visited AWCs. More than 90 % of the visited AWCs had toilet facility.

SUPPLEMENTARY NUTRITION

Status of supplementary nutrition has been reported quite satisfactory in Chandigarh ICDS projects. Acceptability of supplementary nutrition and distribution of its adequate quantity has been reported from more than 90% of visited AWCs. Majority of centres were satisfied with the SN supplied to them. There has been no interruption of distribution of supplementary nutrition to the beneficiaries in AWCs. The shortage of utensils for consumption of supplementary nutrition was noticed in more than three fourth (77%) of AWCs.

PRE-SCHOOL EDUCATION

PSE activity is one of the important components of ICDS services for children (3-6 years). During the visits to the AWCs, it has been observed that majority of the AWWs (98%) have developed teaching learning aids using low cost material. Similarly, programme planning of PSE has been observed in majority (97%) of the AWCs. The availability of PSE kit has been reported from all the visited AWCs.

HEALTH SERVICES

Delivery of health services needs improvement. Proper maintenance of health cards of children was found in 65 % of visited AWCs. The short supply of medicine kit was found in two thirds (66%) of AWCs. The IFA supplementation of adolescent girls was found in almost 97 % of AWCs.

NHEd (Nutrition & Health Education)

Though, the availability of NHEd kit was found in all (100%) the visited ICDS Projects, however, availability of educational material for carrying out the NHEd sessions was found in only 50% of the visited AWCs.

GROWTH MONITORING

The weighing scales and growth monitoring charts are essential items for carrying out the growth monitoring activities. It is a matter of great satisfaction that all the visited AWCs have been found with the availability of both of these items. The accuracy of AWWs in plotting and determination of proper age of the child has been reported satisfactory as more than 90% of AWWs were found of having such growth monitoring skills. It was also found during the visits that more than 90% of AWWs are organizing counselling sessions based on the growth monitoring.

COMMUNITY PARTICIPATION AND CONVERGENCE AND COORDINATION

The involvement of local groups/Self Help Groups has been reported very high in majority (more than 90%) of AWCs. Similarly, the organization of continuing education session has been found in all the three visited ICDS projects.

SUPPORTIVE SUPERVISION AND MONITORING

A regular visit of CDPOs has been reported in all the three visited ICDS Projects. The use of check list by CDPOs in supervision of AWCs has been reported in all the visited ICDS Projects. The supervisors are using instruction method in most of the cases which needs to be strengthened by demonstration method of supervision as well. The availability of MPR forms was found in only 66% of the visited AWCs.

CHHATTISGARH



No. of ICDS Projects Visited	No. of AWCs visited	No. of AWTCs visited
7	82	2

ICDS IMPLEMENTATION

TRAINING AND PERSONAL PROFILE

There is a need to impart job training to as many as 30% of AWWs serving in the state. Majority of the AWWs (65%) have also not attended refresher training which they need to attend after every two years. It is good that more than 90% of AWWs are belonging to the same area/locality in which they are running AWC.

INFRASTRUCTURE

About 78% of the visited AWCs are located in pucca buildings. Remaining AWCs are located in semi pucca (5%) and kucchha buildings (16%) and needs to be progressively shifted in pucca buildings. The availability of adequate indoor and outdoor space was found in about 80% of the visited AWCs .In about 23% of AWCs, no availability of drinking water was found which needs to be ensured. Similarly, the toilets have to be made available in 50% of AWCs.

SUPPLEMENTARY NUTRITION

The status of supplementary nutrition was found satisfactory. The acceptability and distribution of adequate quantity of supplementary nutrition was found in majority (90%) of the visited AWCs. No interruption was found in any of the visited ICDS Projects. The availability of utensils for consumption of supplementary nutrition was found in most of the AWCs (85%).

GROWTH MONITORING AND PROMOTION

The supply of weighing scales and growth charts were reported in all the visited AWCs. The accuracy of AWWs in plotting and determination of correct age was also found in majority (more than 95%) of AWWs.

NHEd (Nutrition & Health Education)

This is the one aspect which needs strengthening. The availability adequate of NHEd material was not found in altogether 25 % of visited AWCs. In none of the visited ICDS Projects, the NHEd kit is available.

HEALTH SERVICES

There is a need to improve the referral service component. The availability of referral slips was found in only 25% of visited ICDS Projects. The health cards are not being maintained properly in about 35% of the visited AWCs. There is no supply of medicine kit in any of the visited ICDS Projects. The IFA supplementation is being given only to 77% of adolescent girls.

NON-FORMAL PRE SCHOOL EDUCATION

It was found that substantial numbers (97%) of AWWs have made low cost teaching learning material. Programme planning of PSE was found in three fourth (75%) of AWCs. All the visited AWCs have the availability of PSE kit.

COMMUNITY PARTICIPATION AND CONVERGENCE AND COORDINATION

In majority of the AWCs (85%), the involvement of PRI members was reported. The involvement of local/self help group members was also found in sizeable number (95%) of visited AWCs. It was found that continuing education sessions are being organized at frequent intervals in all the visited ICDS Projects.

SUPPORTIVE SUPERVISION AND MONITORING

Regular visits of CDPOs have been reported from only 66% of the visited AWCs. The same needs to be ensured in remaining AWCs. Availability of MPR forms was reported from majority (83%) of AWCs.

ANGANWADI WORKERS TRAINING CENTRES

INFRASTRUCTURE AND FURNITURE

Both the AWTCs, were found using classrooms as hostel for the purpose of accommodation. Proper classroom with required furniture is very much essential for effective organization of training programmes however, half of the AWTCs had only mat/carpet/duri for the trainees. 1 of the 2 AWTCs was found to have separate recreation room and the provision of indoor and outdoor recreational facility in the AWTCs visited.

MANAGEMENT OF AWTCs AND STAFF POSITION

Shortfall of 2 part-time instructors was observed in the 2 AWTCs visited. 1 out of the 2 chief instructors reported of undertaking additional work other than the training activity. The adequateness of skills for adopting various training methods was observed in 50 per cent of the instructors.

EQUIPMENTS AND AIDS

Availability of display board was observed in none of the AWTCs visited. Availability of weighing scale was observed in both the AWTCs but only half of the available scale was in proper working condition. In none of the AWTCs, the availability of modern and supportive equipments like Xerox machine, fax machine, OHP, LCD projector was observed. However, printer was found available in half of the AWTCs visited. Keeping in view inadequate communication aids in both the training centres, state may consider providing various supporting equipments for conducting effective training sessions.

LIBRARY

1 of the 2 AWTCs was found to be equipped with a library and adequate reference material.

SYLLABUS

Syllabus of AWWs prescribes a lot of practical exercises in almost all components of ICDS training, however only in-door practical exercises/sessions were being carried out in half of the AWTCs visited. Instructors in 1 of the 2 AWTCs were observed of conducting only indoor practical exercises session with the trainees.

AWTCs MONITORING AND TRAINING EVALUATION

Instructors in 1 of the 2 AWTCs were employing either oral or written tests as methods of trainee's evaluation. In 1 of the 2 AWTCs, monitoring visits were being carried out by concerned officials. The instructors in 50 per cent of the AWTCs were carrying out trainee's assessment in the areas of supervised practice, preparation of material and punctuality & discipline.

DELHI



No. of ICDS Projects Visited	No. of AWCs visited
12	60

ICDS IMPLEMENTATION

TRAINING AND PERSONAL PROFILE

Considerable backlog of both job (28%) and refresher training (30%) of AWWs was reported from the state. It has been reported that only 50% of AWWs belongs to the same locality where they are operating the AWCs.

INFRASTRUCTURE

Substantial number (94%) of visited AWCs is located in pucca building. Though location of AWCs in premises of primary school needs to be emphasized, however none of the visited AWC was found located in primary schools. The availability of drinking water facility was observed 90 % of the visited AWCs. Tap water was observed as a main source of water in more than two thirds (68%) of visited AWCs. There is a need to provide toilet facility in about 35% of the AWCs. The non availability of cooking and serving space in about 50% of the visited AWCs is a matter of concern needs immediate attention.

SUPPLEMENTARY NUTRITION

The distribution of ready to eat (RTE) food was not observed in any of the visited AWC. Supplementary nutrition is being provided to children (0-6 years) as well as pregnant & lactating women under ICDS. Acceptability of supplementary nutrition has been reported quite high among the beneficiaries. The adequate distribution of supplementary nutrition was also observed in 96 % of the visited AWCs. Interruption in distribution of supplementary nutrition was not observed in any of the visited AWC. In none of the visited AWC, the adequate availability of utensils for consumption of supplementary nutrition was reported.

DELIVERY OF HEALTH SERVICES

There is a need to improve the referral services. The availability of referral slips was found in only 2 % of visited AWCs. The health cards (MCPC) are being maintained properly in only 5% of the visited AWCs. There is no supply of medicine kit in 50% of the visited AWCs. The IFA supplementation and counselling on reproductive health is being given to only 10% and 56% of the adolescent girls respectively enrolled in AWCs.

NON-FORMAL PRE SCHOOL EDUCATION

It was found that quite a large number (84%) of AWWs have made low cost teaching learning material. Programme planning of PSE was found in comparatively less (73%) number of AWCs. The availability of PSE kit was observed in majority (83%) of the visited AWCs.

NHEd (Nutrition & Health Education)

Availability of adequate NHEd material was reported in only less than half (46%) of the visited AWCs. Availability of NHEd kit needs to be ensured in more than 90% of the visited AWCs.

COMMUNITY PARTICIPATION

The involvement of local women groups/self help groups was reported in all (100%) of the visited AWCs. The organization of continuing education sessions was observed in only half (50%) of the visited AWCs.

SUPPORTIVE SUPERVISION AND MONITORING

Regular visits of CDPOs have been reported from only 58% of the visited AWCs. Follow up of the visit was observed in only 25% of the visited AWCs. Follow up visits needs to be ensured. CDPOs are approving the supervision plan of Supervisors in only 50% of the visited ICDS Projects. About two thirds (63%) of the Supervisors are only using instruction method of supervision. Availability of MPR forms needs to be ensured in 55% of the visited AWCs.

GOA



No. of ICDS Projects Visited	No. of AWCs visited	No. of AWTCs visited
18	90	2

ICDS IMPLEMENTATION

TRAINING AND PERSONAL PROFILE

The training status of AWWs was found satisfactory. Majority of the AWWs (88%) have received both job training (88%) as well as refresher training (96%). It is good that about three fourth (75%) of AWWs belong to the same area/locality in which they are running AWC.

INFRASTRUCTURE

It was observed that only 2% of the visited AWCs had buildings owned by the State Government and none of the AWCs were located in the primary school premises/building. About half of visited AWCs (46%) had inadequate outdoor space and about 35% of them had inadequate indoor space restricting organization of pre school activities. Very few visited AWCs were found to have separate storage (16%) and cooking space (11%). No sanitary or toilet facilities were found in about 88% of the AWCs. Concerted efforts are required to provide these minimum facilities in the AWCs.

SUPPLEMENTARY NUTRITION

The status of supplementary nutrition was found satisfactory. Though the supplementary nutrition was acceptable in all the visited AWCs, however, the quantity of supplementary nutrition in about one fifth (19%) was found to be inadequate. It is remarkable that no interruption in supplementary nutrition during past six months was found in any of the AWCs.

GROWTH MOONITORING

Weighing scales and growth charts were found available in majority (more than 90%) of the AWCs. The AWWs proficiency was also found good in plotting and interpretation of growth charts. More than 90% of AWWs had proper skills of plotting and determination of correct age of the child.

NHEd (Nutrition & Health Education)

Educational material pertaining to NHEd was found unavailable in almost 90% of the visited AWCs. The supply of NHEd kit was reported in only half (50%) of the visited ICDS Project. There is an urgent need to develop the office of the CDPO as a resource center. There is a need to motivate the AWWs for preparing NHEd promotional materials in local language for dissemination of NHEd messages.

PRE-SCHOOL EDUCATION

Though play way method assumes a central place in imparting pre school education, however, it was observed that more than half (58%) of AWWs are not using this method. It was also found during the observational visit that about 25% of AWWs are not making any programme planning of pre schooling activity under ICDS. Adequate efforts need to be done for strengthening PSE component under ICDS. Significant numbers of AWWs (83%) have prepared the teaching learning material using low cost aids.

HEALTH SERVICES

There is a need to improve the referral service component. Referral service component was almost not functional in the visited AWCs. This could be attributed to the fact that, in none of the AWCs neither the referral slips nor the maintenance of MCP card was being done. None of the Adolescent girls were found benefiting either by IFA supplementation or by Deworming and counselling on reproductive health.

SUPPORTIVE SUPERVISION AND MONITORING

Though it was found that regular visits of CDPOs were being conducted, however, in 1/3rd of the AWCs, the follow-up of the visits was found missing . Only limited number of CDPOs (10%) were found guiding AWWs using demonstration method. The availability of monthly progress report forms was observed in majority (83%) of the AWCs.

COMMUNITY PARTICIPATION

The involvement of local women groups /self help groups was found in only limited number (8%) of visited AWCs. Organisation of continuing education sessions was reported from majority (83%) of visited AWCs.

ANGANWADI WORKERS TRAINING CENTRES

RELEASE OF FUNDS

None of the AWTCs out of the total 2 visited have received funds from the state government in time.

INFRASTRUCTURE AND FURNITURE

Class-rooms in only 1 of the 2 AWTCs have been found to be adequately ventilated and well-lite. Proper classroom with required furniture is essential for effective organization of training however, only 1 of the total 2 AWTCs have chairs with desks and benches in the class room.

MANAGEMENT OF AWTCs AND STAFF POSITION/STAFFING PATTERN

6 part-time instructor's positions are lying vacant. All the instructors in the 2 AWTCs visited are employing only lecture method for conducting training sessions. Only 50 per cent of the instructors have undergone orientation training. Instructors in 1 of the 2 visited AWTCs have been engaged in additional work other than ICDS training.

EQUIPMENTS AND AIDS

The availability of audio-visual aids in training assumes special significance in view of the fact that it not only improves the effectiveness of training but also removes the monotony of lecture method. However the availability of modern and supportive equipments like projector, Xerox machine, printer etc has been found to be quite low (50%) in the AWTCs visited. Flip charts and weighing scales were available in 1 of the 2 visited AWTCs.

LIBRARY

Both the AWTCs have library and adequate reference material for the trainees.

SYLLABUS

Though syllabus of AWWs prescribes a lot of practical exercises in almost all components of ICDS training, however none of the AWTCs have been found organizing indoor and outdoor training sessions. Instructors in 1 of the 2 AWTCs expressed the need for addition of new topics in the present training syllabus.

FEEDBACK OF THE TRAINEES

The practice of getting training feedback at the end of every component of ICDS training was observed in 1 of the 2 visited AWTCs. Trainees in none of the AWTCs are undertaking visits to nearby ICDS projects so as to acquaint themselves with ground realities of implementation of ICDS.

AWTCs MONITORING AND TRAINING EVALUATION

In none of the AWTCs, monitoring visits are being carried out by concerned officials of ICDS. In none of the AWTCs, instructors are employing either oral or written tests as means of trainee's evaluation. All the instructors in the visited AWTCs are not carrying out trainee's assessment in the areas of supervised practice and preparation of material.

RECOMMENDATIONS

State may consider providing some advance money to AWTCs to overcome these problems for effective organization of the programmes at AWTCs.

Keeping in view inadequate communication aids in both the training centers, state may consider providing various supporting equipments for conducting effective training sessions.

GUJARAT



No. of ICDS Projects Visited	No. of AWCs visited	No. of AWTCs visited
14	70	10

ICDS IMPLEMENTATION

INFRASTRUCTURE

Though majority (80%) of the AWCs were found running from Pucca buildings, however, rest of the AWCs which were either being run in semi pucca (16%) or kattcha (4%) buildings needs to be progressively replaced by pucca buildings. Majority of those AWCs (80%) which were found running from AWW/AWH's own house needs to be shifted either in primary school building or in other government building /panchayat bhawan etc. The availability of toilet needs to be ensured as in 40% of AWCs, the toilets were found unavailable. The availability of drinking water was reported from majority (90%) of the AWCs. Separate cooking and storage space was found in about two third (66%) of visited AWCs.

TRAINING STATUS

Backlog of training was observed as 30% of AWWs have not received job training and same number (30%) of AWWs have not received refresher training. These untrained AWWs needs to be immediately deputed for training.

SUPPLEMENTARY NUTRITION

In supplementary nutrition component of ICDS, both HCM and RTE are to be given. However, the distribution of RTE was found missing in majority of the visited AWCs (98%). Though the acceptability of supplementary nutrition was found in all the visited AWCs, however, in 1/4th of the visited AWCs, the quantity of supplementary nutrition was not found sufficient. 40% of the visited AWCs reported interruption in the supplementary nutrition during past 3-6 months. The reason of interruption was stated as shortage of supply (94%). Required action should be taken by the state to avoid such interruption in supplementary nutrition under ICDS.

NHEd (Nutrition & Health Education)

NHEd, which is an important tool to educate the community about various aspects of ICDS, was not found in proper shape. Adequateness of NHEd material was reported in 60% of visited AWCs. In about half (50%) of visited ICDS Projects, there was no supply of NHEd kit. There is an urgent need to develop the office of the CDPO as a resource center for ensuring the availability of NHEd material. The AWWs need to be motivated for preparing low cost NHEd and other promotional materials in local language for use and dissemination in NHEd sessions.

PRE-SCHOOL EDUCATION

Though PSE to children under ICDS has to be imparted using play way method, however, the adoption of such methodology for carrying out PSE activities was observed in only 60% of AWCs. PSE Programme planning was also found missing in about 40% of visited AWCs. Availability of PSE kit was found in majority (89%) of the visited AWCs.

HEALTH SERVICES

The availability of referral slips was found to be quite low (13%) in the visited AWCs. Though the availability of medicine kit was found in all the AWCs, however MCP cards were being maintained properly in only one forth (25%) of the visited AWCs. IFA supplementation and counselling on reproductive health of AGs was reported in almost all the visited AWCs.

SUPPORTIVE SUPERVISION AND MONITORING

Though regular monitoring visits were being conducted in almost all the visited AWCs however follow-up action was found missing in 2/3rd of visited AWCs (66%). None of the CDPOs was found using demonstration method for guiding AWWs during their visits. The availability of MPR forms was found satisfactory in 2/3rd of the visited AWCs (66%).

COMMUNITY PARTICIPATION

The involvement of local women groups/Self Help Groups was reported from significant number (97%) of the visited AWCs. The organization of counselling sessions was also reported in majority (88%) of the visited AWCs.

ANGANWADI WORKERS TRAINING CENTRES

RELEASE OF FUNDS

2 out of the 7 AWTCs visited did not receive funds from the state government on time as a result AWTCs experience various difficulties for organizing training programme

INFRASTRUCTURE AND FURNITURE

Class-rooms in 5 of the 7 AWTCs were found to be adequately ventilated. Proper classroom with adequate furniture is essential for effective organization of training however, only 2 of the total 7 AWTCs were found to have chairs with desks and benches in the class room. None of the AWTCs had separate recreation room for trainees.

MANAGEMENT OF AWTCs AND STAFF POSITION/STAFFING PATTERN

Many of the full-time and part-time instructor's positions are lying vacant. 43 per cent of the instructors had undergone orientation and refresher training. Instructors in 1 of the 7 AWTCs were found engaged in additional work other than ICDS training. The adequateness of skills for adopting various training methods was observed in 71 per cent of the instructors.

EQUIPMENTS AND AIDS

The availability of audio-visual aids in training assumes special significance in view of the fact that it not only improves the effectiveness of training but also removes the monotony of lecture method. However, the availability of modern and supportive equipments like OHP, LCD-projector, Xerox machine, etc was found to be quite low (29%) in the AWTCs visited. Flip charts were available in 2 of the 7 AWTCs visited.

SYLLABUS

Syllabus of AWWs prescribes a lot of practical exercises in almost all components of ICDS training; however only 1 AWTC was found to be organizing both indoor and outdoor training sessions for the trainees. Instructors in 1 of the 7 AWTCs expressed the need for addition of new topics in the present training syllabus.

FEEDBACK OF THE TRAINEES

The practice of getting training feedback at the end of every component of ICDS training was observed in 6 of the 7 AWTCs, visited. Trainees in 3 of the 7 AWTCs were undertaking visits to nearby ICDS projects so as to acquaint themselves with ground realities of implementation of ICDS.

AWTCs MONITORING AND TRAINING EVALUATION

In 6 of the 7 AWTCs, monitoring visits are being carried out by concerned officials of state government dealing with ICDS training. In 5 of the 7 AWTCs, instructors were employing either oral or written tests as methods of trainee's evaluation.

RECOMMENDATIONS

State may consider providing some advance money to AWTCs to overcome these problems for effective organization of the programmes at AWTCs.

Keeping in view inadequate communication aids in the training centres, state may consider providing various modern and supporting equipments for conducting effective training sessions.

HEALTH SERVICES

There is a need to improve the referral services. The availability of referral slips was found in only 10 % of visited AWCs. The health cards (MCPC) are being maintained properly in only 5% of the visited AWCs. There is no supply of medicine kit in 35% of the visited AWCs. The IFA supplementation and counselling on reproductive health is being given to 27% and 46% of the adolescent girls enrolled in AWCs.

NON-FORMAL PRE SCHOOL EDUCATION

It was found that quite a large number (84%) of AWWs have made low cost teaching learning material. Programme planning of PSE was found in comparatively less (64%) number of AWCs. The availability of PSE kit was observed in majority (88%) of the visited AWCs.

COMMUNITY PARTICIPATION AND CONVERGENCE AND COORDINATION

In majority (more than 80%) of the AWCs, the involvement of PRIs members and members of local women groups/self help groups was observed. The organization of continuing education sessions was reported in majority (87%) of the AWCs.

SUPPORTIVE SUPERVISION AND MONITORING

Though, regular visits of CDPOs have been reported from majority (87%) of the visited AWCs, however, follow up of the visit was observed in only 50 % of the visited AWCs. Follow up visits needs to be ensured. In majority of the AWCs, the Supervisors are using only instruction method, which needs to be supplemented by giving demonstration as well. Availability of MPR forms needs to be ensured in 38% of the visited AWCs.

ANGANWADI WORKERS TRAINING CENTRES

RELEASE OF FUNDS

Delay in release of funds by State government was observed in all the visited AWTCs. This affects the quality of training being imparted by them.

INFRASTRUCTURE

The use of classroom as hostel was observed in both of the visited AWTCs.

STAFF POSITION

None of the visited AWTC reported engagements of part time instructors as envisaged in the ICDS training guidelines. Half of instructors also reported of their engagements in Non ICDS training tasks.

EQUIPMENTS AND AIDS

Availability of display board was not observed in both the AWTCs visited. Availability of flip-charts and weighing scales was only observed in 1 of the 2 visited AWTCs. In none of the AWTCs, the availability of supporting equipments like computer with printer was observed.

MONITORING OF AWTCs

ICDS functionaries were not found extending support by providing guidance and undertaking supervision visits in any of the AWTCs visited.

RECOMMENDATIONS

State may consider providing some advance money to AWTCs to overcome these problems for effective organization of the programmes at AWTCs.

Keeping in view inadequate communication aids in both the training centres, state may consider providing various supporting equipments for conducting effective training sessions.

HIMACHAL PRADESH



No. of ICDS Projects Visited	No. of AWCs visited	No. of AWTCs visited
7	40	2

ICDS IMPLEMENTATION

INFRASTRUCTURE

Though majority (84%) of the AWCs are located in Pucca buildings, however, rest of the AWCs which are either being run in semi pucca (14%) or in kutchha (2%) buildings needs to be progressively replaced by pucca buildings. Majority of those AWCs (70%) which are running from own house of AWW/AWH needs to be shifted either in primary school building or in other government building /panchayat bhawan etc. The availability of toilet needs to be ensured as in only 40% of AWCs, the availability of the toilets was observed. The availability of drinking water was reported in significant number (94%) of AWCs. The separate space for food storage and cooking was found in only 17% and 20 % of AWCs. This aspect needs to be looked into.

TRAINING STATUS

Though all AWWs have to receive the job training course, however, it was observed that about 25% of AWWs are untrained. They have not received job training. It was also observed that about 40% of AWWs have not received the refresher training also. There is a need to clear the training backlog.

SUPPLEMENTARY NUTRITION

In supplementary nutrition component of ICDS, both HCM and RTE have to be given. However, the distribution of RTE was found missing in all the visited AWCs. The acceptability of supplementary nutrition was observed among the beneficiaries in significant number (97%) of the visited AWCs.

GROWTH MONITORING

About 45% of the AWWs were found lacking in skills required to plot the weight of children accurately. Similarly, around 1/3rd (33%) of the AWWs could not determine the correct age of children correctly. It was found that counselling sessions for mothers on growth of their children are being conducted in less than half (47%) of AWCs. The purpose of the growth monitoring is incomplete unless it is not supported by organization of counselling sessions.

NHEd (Nutrition & Health Education)

NHEd, which is an important tool to educate the community about various aspects of ICDS, was not found in proper shape. Adequateness of NHEd material was only reported in

60% of visited AWCs. In about half (50%) of visited ICDS Project, there was no supply of NHEd kit. There is an urgent need to develop the office of the CDPO as a resource centre for ensuring the availability of NHEd kit. The AWWs need to be motivated for preparing low cost NHEd and other promotional materials in local language for use and dissemination in NHEd sessions.

PRE-SCHOOL EDUCATION

Though PSE under ICDS has to be conducted adopting play way methodology; however, it was observed that in none of the visited AWC, such methodology was adopted by AWW for carrying out PSE activities. The status of supply of PSE kit was also not found satisfactory as 40% of visited ICDS projects reported short supply of PSE kit. Similarly, though ICDS guidelines stipulates preparation of low cost teaching learning material by AWW, however, such initiatives by AWWs was found missing in almost half (50%) of the visited AWCs. Programme planning of PSE was observed missing in about 20% of visited AWCs.

HEALTH SERVICES

Though referral service constitutes an important health component of ICDS, however, the referral slips were found unavailable in about 66% of visited AWCs. Similarly, though medicine kit was found in majority (84%) of the AWCs, however, the maintenance of MCP cards was found in only 44% of the AWCs. IFA supplementation, de-worming, and counselling on reproductive health to AGs were found missing in almost half (50%) of the visited AWCs.

SUPPORTIVE SUPERVISION AND MONITORING

Regular supervision visits by CDPOs and Supervisors were found in many of the AWCs (83%). The availability of MRP forms was found in 83% of the AWCs.

COMMUNITY PARTICIPATION

The involvement of PRIs members, local women groups/self help groups was reported in all the visited AWCs. The organization of continuing education sessions were also reported in all the visited AWCs.

ANGANWADI WORKERS TRAINING CENTRES

RELEASE OF FUNDS

Delay in release of funds by the state government in spite of submitting the SOE in time, was noticed at one of the two AWTCs visited, which has adversely affected the quality of training programmes.

INFRASTRUCTURE AND FURNITURE

Availability of a separate hostel was observed in 1 of the 2 AWTCs visited. In both the AWTCs, practical/demonstration rooms were available. One of the two visited AWTCs had adequate class-room furniture in the form of chairs.

STAFFING PATTERN

All part-time instructor posts were found lying vacant in both the AWTCs visited.

EQUIPMENTS AND AIDS

Availability of computer with LCD projector and flip chart was not observed in both the AWTCs. None of the AWTCs had weighing scales, which is an essential item for demonstration of growth monitoring activities.

FEEDBACK OF THE TRAINEES

The practice of taking feedback from trainees at the end of every component of ICDS training was observed in one out of the two visited AWTCs.

FIELD VISITS

Visits of the ICDS project by instructors was being undertaken in only half of the visited AWTCs.

RECOMMENDATIONS

State may provide some advance money to AWTCs to overcome these problems for effective organization of the programmes at AWTCs.

Keeping in view inadequate communication aids in both the training centers, state may consider providing various supporting equipments for conducting effective training sessions.

JAMMU & KASHMIR



No. of ICDS Projects Visited	No. of AWCs visited	No. of AWTCs visited
17	85	2

ICDS IMPLEMENTATION

INFRASTRUCTURE

It was observed that only 35% of the visited AWCs are located in its own building or the building provided by the state government. About two thirds (66%) of the AWCs are located in pucca buildings. Rest of the AWCs, which are either located in semi pucca building (21%) or in kucchha building (13%) needs to be progressively shifted in pucca buildings. Most of the AWCs had lack of basic infrastructure facilities like inadequate indoor space (30%) and lack of toilet facility (56%). Though, the AWCs are expected to have separate storage space, yet about 80% of the AWCs in J&K do not have this facility. Necessary action needs to be taken for construction of AWCs buildings with adequate indoor and outdoor space, provisions for proper storage, cooking & serving space.

TRAINING AND PERSONAL PROFILE

Though nearly all (97%) AWWs have received the job training course, however 40% of AWWs have not yet received the refresher training. There is a need to clear the training backlog of refresher training. Majority of the AWWs (84%) are belonging to the same area where they are operating AWCs.

SUPPLEMENTARY NUTRITION

Though Hot cooked and RTE both type of supplementary nutrition have to be provided at the AWCs, however, in none of the visited AWC, the distribution of supplementary nutrition was observed. The acceptability of supplementary nutrition was reported in majority (80%) of the AWCs. The adequate quantity of distribution of supplementary nutrition was observed in only 30per cent of the visited AWCs. About 30% of the AWCs reported interruption of supplementary nutrition during past 3-6 months. The causes of interruption were reported as shortage of supply (80%) followed by transportation (8%) and other reasons (12%). An interruption in SN besides causing irritation has other implications, such as, poor attendance, low enrolment, and mistrust in AWWs. Therefore, state needs to ensure an uninterrupted supply of supplementary nutrition of proper quality & quantity.

NHEd (Nutrition & Health Education)

There is a need to strengthen the NHEd services in the state. Adequate availability of NHEd material was observed in only 20 % of the visited AWCs. The supply of NHEd kit was also found in only 5% of the visited ICDS projects. There is an urgent need to develop the office of the CDPO as a resource center so as to smoothen the process of NHEd. The

AWWs must be motivated for preparing other such promotional materials in local language for dissemination of NHEd messages.

PRE-SCHOOL EDUCATION

Though PSE kit is a good medium of imparting PSE, yet in 53% of the AWCs, the PSE kit are not available. Pre-school education programme planning was being done in only 77% of the AWCs. Only 68% of the AWWs have prepared low cost TLM. Adequate efforts need to be done for strengthening PSE component under ICDS.

HEALTH SERVICES

Referral service component has been greatly affected due to the non-availability (75%) of referral slips in most of the AWCs. Similarly, the MCP card are not being maintained properly in more than half (53%) of AWCs. In none of the visited AWCs, the medicine kits are available. IFA supplementation to AGs is not being done in majority (90%) of the AWCs.

GROWTH MONITORING AND PROMOTION

Weighing scales and growth charts are two important tools for carrying out the growth monitoring activities in AWCs. The supply of both of these items has been reported in most of the visited AWCs (76%). About 75% of AWWs have the adequate skills of plotting the growth of the children in growth charts and determining the correct age of the children.

SUPPORTIVE SUPERVISION AND MONITORING

It has observed that CDPOs are not able to perform their supportive and guiding role effectively. Among the AWCs visited, in only 64 % of the AWCs, the follow-up visits were being conducted. Though it was found that visits are being conducted in most of the AWCs, however, in very few AWCs (29%), demonstration method is being used for guiding AWWs. The involvement of CDPOs in approval of supervision visits of ICDS supervisors was observed in majority (85%) cases.

ANGANWADI WORKERS TRAINING CENTRES

RELEASE OF FUNDS

Delay in release of funds by the state government in spite of submitting the SOE in time, was noticed at one of the two AWTCs visited, which has adversely affected the quality of training programmes.

INFRASTRUCTURE AND FURNITURE

One of the two AWTCs visited had separate recreation room for trainees. Availability of adequate number of demonstration/practical rooms was observed in both the AWTCs visited.

STAFF POSITION

No engagements of part-time instructor's were reported in both of the visited AWTCs. None among the two visited AWTCs had appointed supportive staff. Almost half (50 per cent) of the instructors were found engaged in assignments other than ICDS training.

EQUIPMENTS AND AIDS

Availability of computer with LCD projector and flip chart was reported in one of the two AWTCs observed. Availability of supporting equipments like printer was not reported in one of the two visited AWTCs.

AWTCs MONITORING AND TRAINING EVALUATION

ICDS functionaries were not found extending support by providing guidance and undertaking monitoring visits in one of the two visited AWTCs

SYLLABUS

Suitable reference material for the trainees was found available in one of the two visited AWTCs. It was noticed that after completion of the course timely preparation of the course report was being carried out in one of the two visited AWTCs.

FEEDBACK OF THE TRAINEES

The practice of taking feedback from trainees at the end of every component of ICDS training was observed in only one out of the two visited AWTCs.

RECOMMENDATIONS

Keeping in view inadequate communication aids in both the training centres, state may consider providing various supporting equipments for conducting effective training sessions.

JHARKHAND



No. of ICDS Projects Visited	No. of AWCs visited	No. of AWTCs visited
30	150	7

ICDS IMPLEMENTATION

INFRASTRUCTURE

Only half (50%) of the visited AWCs are located in Pucca buildings. Rest of the AWCs which are either running from semi pucca buildings (21%) or in kuttcha buildings (30%) needs to be progressively replaced by pucca buildings. The availability of toilet needs to be ensured in all AWCs as in only 60 % of AWCs, the toilets are available. The adequate availability of indoor and outdoor space was found in about 73% and 64% of AWCs respectively. In about 20% of AWCs, no availability of drinking water was found which needs to be ensured. Similarly, the toilets have to be made available in 60% of AWCs. The storage space for supplementary nutrition was found in only 46% of AWCs. There was no cooking space in about 52% of visited AWCs.

TRAINING AND PERSONAL PROFILE

Though majority of (92%) AWWs have received the job training; however, there is a backlog of refresher training as altogether 50 % of AWWs are yet to receive refresher training. Majority of the AWWs (93%) are belonging to local area where they are operating the AWC.

SUPPLEMENTARY NUTRITION

The status of supplementary nutrition was found over all good. Though, the acceptability of supplementary nutrition was reported in majority (99%) of AWCs, however, the distribution of adequate quantity of supplementary nutrition was observed in only 65% of AWCs. The availability of utensils for consumption of supplementary nutrition was found in all the visited AWCs.

GROWTH MONITORING AND PROMOTION

The supply of weighing scales and growth charts have been found in all the visited AWCs. The accuracy of AWWs in plotting and determination of correct age was also found in majority (more than 95%) of AWWs.

NHEd (Nutrition & Health Education)

This is the one aspect which needs strengthening. The adequate availability of NHEd material was not found in altogether 40% of the visited AWCs. The availability of NHEd kit is reported from only 15% of the visited AWCs.

HEALTH SERVICES

There is a need to improve the referral services. The availability of referral slips was found in only 35 % of visited AWCs. The health cards are being maintained properly in majority (92 %) of the visited AWCs. There is no supply of medicine kit in three fourth (75%) of the visited AWCs. The IFA supplementation and counseling on reproductive health is being given to majority (95%) of the adolescent girls enrolled in AWCs.

NON-FORMAL PRE SCHOOL EDUCATION

It was found that quite a large number (77%) of AWWs have made low cost teaching learning material. Programme planning of PSE was found in majority (95%) of AWCs. The availability of PSE kit needs to be ensured in (60%) of the visited AWCs.

COMMUNITY PARTICIPATION AND CONVERGENCE AND COORDINATION

The PRIs members need to be involved in running ICDS programme. In majority of the AWCs (70%), the involvement of PRIs members was not reported. However, the involvement of local women groups/self help groups was reported in majority (90%) of AWCs. It was found that continuing education sessions are being organized at frequent intervals (once a month) in all the visited ICDS Projects.

SUPPORTIVE SUPERVISION AND MONITORING

Regular visits of CDPOs have been reported from substantial number (95%) of the visited AWCs. Availability of MPR forms needs to be ensured in one third (33%) of the visited AWCs.

ANGANWADI WORKERS TRAINING CENTRES

RELEASE OF FUNDS

The receipt of funds in time from the state government has been reported in only one out of the total six AWTCs visited in the state of Jharkhand. As a result AWTCs experience various difficulties for organizing training programme,

FURNITURE

Availability of adequate furniture was observed in 67 per cent of the AWTCs. About 4 of the 6 AWTCs were found to have benches and chairs with desks in the class room.

MANAGEMENT OF AWTCs AND STAFF POSITION/STAFFING PATTERN

One full-time instructor and four part-time instructor's positions are lying vacant. One of the six AWTCs visited, reported about receiving support in terms of guidance and good cooperation from ICDS project staff.

EQUIPMENTS AND AIDS

The availability of audio-visual aids in training assumes special significance in view of the fact that it not only improves the effectiveness of training but also removes the monotony of lecture method. However the availability of modern equipments like OHP (50%), printer (67%), Xerox machine (33%) and LCD projector (67%) was found to be low. Availability of flip charts was reported in 3 of the 6 AWTCs visited.

LIBRARY

5 of the 6 visited AWTCs have library with adequate reference material for the trainees.

SYLLABUS

Though syllabus of AWWs prescribes a lot of practical exercises in almost all components of ICDS training, however the organization of such sessions was observed in 1 of the 6 AWTCs only. Instructors in 1 of the 6 AWTCs expressed the need for revising the syllabus of ICDS training.

FEEDBACK OF THE TRAINEES

The practice of getting training feedback at the end of every component of ICDS training was observed in 1 of the 6 visited AWTCs.

FIELD VISITS

Instructors in 1/4th of AWTCs are undertaking visits of nearby ICDS projects so as to acquaint themselves with ground realities of implementation of ICDS.

AWTCs MONITORING AND TRAINING EVALUATION

While evaluating the trainee's performance, their performance during supervised practice, preparation of material and observance of punctuality and discipline is being taken into consideration in 2/3rd of the AWTCs. Half of AWTCs are either employing oral or written tests as a means of trainee's evaluation.

RECOMMENDATIONS

State may consider providing some advance money to AWTCs to overcome these problems for effective organization of the programmes at AWTCs.

Keeping in view inadequate communication aids in both the training centres, state may consider providing various supporting equipments for conducting effective training sessions.

KARNATAKA



No. of ICDS Projects Visited	No. of AWCs visited	No. of AWTCs visited
55	275	32

ICDS IMPLEMENTATION

INFRASTRUCTURE

Majority (82%) of the visited AWCs are located in Pucca buildings. Rest of the AWCs which are either running from semi pucca buildings (14%) or in kutchha buildings (2%) needs to be progressively replaced by pucca buildings. The availability of toilet needs to be ensured in all AWCs as in only 50 % of AWCs, the toilets are available. The adequate availability of indoor and outdoor space was found in about 71% and 77% of AWCs respectively. Majority (92%) of AWCs have drinking water facility. The storage space for supplementary nutrition was found in only 70% of AWCs. There was no cooking space in about 40% of visited AWCs.

TRAINING AND PERSONAL PROFILE

Though majority of (92%) AWWs have received the job training; however, there is a backlog of refresher training as altogether 30% of AWWs are yet to receive refresher training. Quite a large number of AWWs (73%) are belonging to local area where they are operating the AWC.

SUPPLEMENTARY NUTRITION

The status of supplementary nutrition was found over all good. The acceptability and distribution of adequate quantity of supplementary nutrition was reported in majority (93%) of AWCs. The availability of utensils for consumption of supplementary nutrition was found in 78% of the visited AWCs.

GROWTH MONITORING AND PROMOTION

The supply of weighing scales and growth charts have been found in 84% and 72% of the visited ICDS Projects respectively. The accuracy of AWWs in plotting and determination of correct age was found in majority (more than 90%) of AWWs.

NHEd (Nutrition & Health Education)

This is the one aspect which needs strengthening. The adequate availability of NHEd material was not found in altogether 65% of the visited AWCs. The availability of NHEd kit is reported from only 19% of the visited AWCs.

HEALTH SERVICES

There is a need to improve the referral services. The availability of referral slips was found in only 19 % of the visited AWCs. The health cards are being maintained properly in only 30 % of the visited AWCs. There is no supply of medicine kit in 30 % of the visited AWCs. The IFA supplementation and counselling on reproductive health is being given to more than half (65%) of the adolescent girls enrolled in AWCs.

NON-FORMAL PRE SCHOOL EDUCATION

It was found that quite a large number (85%) of AWWs have made low cost teaching learning material. Programme planning of PSE was found in majority (91%) of AWCs. The availability of PSE kit needs to be ensured in 40 % of the visited AWCs.

COMMUNITY PARTICIPATION AND CONVERGENCE AND COORDINATION

The involvement of PRIs members was reported from substantial (93%) of AWCs. The involvement of local women groups/self help groups was also reported in majority (90%) of AWCs. It was found that continuing education sessions are being organized at frequent intervals (once a month) in all the visited ICDS Projects.

SUPPORTIVE SUPERVISION AND MONITORING

Regular visits of CDPOs have been reported from substantial number (93%) of the visited AWCs. The involvement of CDPOs in finalization of supervision plan of Supervisors is also reported from more than 90% of the visited ICDS Projects. Majority of Supervisors (77%) have been found using instruction method of supervision only. This needs to be supplemented by demonstration method as well. Availability of MPR forms needs to be ensured in one third (33%) of the visited AWCs.

ANGANWADI WORKERS TRAINING CENTRES

RELEASE OF FUNDS

It was noticed at 22 of the 27 AWTCs visited in the state of Karnataka, which has adversely affected the quality of training programmes. State may consider providing some advance money to AWTCs to overcome these problems for effective organization of the programmes at AWTCs.

INFRASTRUCTURE AND FURNITURE

In 15 per cent of the AWTCs, the classrooms were being used for hostel accommodation. Every 3 out of 5 AWTCs were found to have separate recreation room for trainees. No indoor or outdoor recreational facility was available at 8 per cent of the AWTCs. Separate kitchen was observed in half of the AWTCs visited.

MANAGEMENT OF AWTCs AND STAFF POSITION/STAFFING PATTERN

5 full-time instructor and 24 part-time instructor's positions were lying vacant. Instructors in slightly more than half of the AWTCs, visited, were found to be graduates. Instructors in 19 per cent of the total AWTCs were engaged in additional work other than training. 15 per cent of the instructors had undergone refresher training.

EQUIPMENTS AND AIDS

The availability of audio-visual aids in training assumes special significance in view of the fact that it not only improves the effectiveness of training but also removes the monotony of lecture method. However the availability of modern equipments like LCD-projector (26%), printer (26%), Xerox machine (11%) etc was found to be low. Among the available equipments, 54 per cent of the OHP and 86 per cent of the LCD-projectors were found to be in-use. Availability of flip charts and weighing scales was reported to be 56 per cent and 84 per cent respectively. Keeping in view inadequate communication aids in both the training centers, state may consider providing various supporting equipments for conducting effective training sessions.

SYLLABUS

Though syllabus of AWWs prescribes a lot of practical exercises in almost all components of ICDS training, however the organization of such sessions (out-door and in-door) was not observed in 7 per cent of the AWTCs. 19 of the 27 AWTCs were located more than 5kms from the nearest AWCs. Instructors in 11 per cent of the AWTCs reported about average clarity of syllabus and also expressed a need for revision in the syllabus for training.

FIELD VISITS

Trainees in slightly more than half of the AWTCs, were undertaking visits to nearby ICDS projects so as to acquaint themselves with ground realities of implementation of ICDS

AWTCs MONITORING AND TRAINING EVALUATION

In every 9 of the 10 AWTCs, monitoring visits were being carried out by concerned officials. Instructors in 59 per cent of the AWTCs were employing oral and written tests as methods of trainee's evaluation. The practice of getting training feedback at the end of every component of ICDS training was observed in 44 per cent AWTC, under observation. Overall quality assessment of training was reported to be average in 1/4th of the AWTCs. The instructors were carrying out trainee's assessment in the areas of supervised practice, preparation of material and punctuality & discipline in 48%, 44% and 30% AWTCs respectively.

RECOMMENDATION

Health check-up should be provided in the form of referral of children who are undernourished to the PHC.

- ◆ There is a need to train all the untrained staff so that they will perform duties properly.
- ◆ There is need to fill up all vacant posts
- ◆ NHEd kit to be developed & supplied to all AWCs for improving health & nutrition education to beneficiaries.
- ◆ Vehicle may be hired for CDPO to visit AWCs.

KERALA



No. of ICDS Projects Visited	No. of AWCs visited	No. of AWTCs visited
24	125	5

ICDS IMPLEMENTATION

INFRASTRUCTURE

Less than half (41%) of the visited AWCs are located in Pucca buildings. Only 45% of AWCs are located in its own building /building provided by the state government. The AWCs which are either running from semi pucca buildings (22%) or in kutcha buildings (36%) needs to be progressively replaced by pucca buildings. The availability of toilet needs to be ensured in all AWCs as in only 66 % of AWCs, the toilets are available. The adequate availability of indoor and outdoor space was found in about 55 and 60% of AWCs respectively. Majority (84%) of AWCs have drinking water facility. The storage space for supplementary nutrition was found in only 71% of AWCs. There was no cooking space in about 20% of the visited AWCs.

TRAINING AND PERSONAL PROFILE

Though majority of (92%) AWWs have received the job training; however, there is a backlog of refresher training as altogether 24% of AWWs are yet to receive refresher training. Quite a large number of AWWs (75%) are belonging to local area where they are operating the AWC.

SUPPLEMENTARY NUTRITION

The status of supplementary nutrition was found satisfactory. The acceptability and distribution of adequate quantity of supplementary nutrition was reported in majority (95%) of the visited AWCs. Availability of utensils for consumption of supplementary nutrition was found in 78% of the visited AWCs.

GROWTH MONITORING AND PROMOTION

The supply of weighing scales and growth charts was found in all of the visited ICDS Projects. The accuracy of AWWs in plotting and determination of correct age was found among 79% and 98% of AWWs.

NUTRITION AND HEALTH EDUCATION

This is the one aspect which needs strengthening. The availability of adequate NHEd material was found in only 28 % of the visited AWCs. The availability of NHEd kit is reported from only less than half (47%) of the visited ICDS Projects.

HEALTH SERVICES

There is a need to improve the referral services. The availability of referral slips was found in only 16% of the visited AWCs. The health cards are being maintained properly in only 22% of the visited AWCs. The supply of medicine kit was reported in 82% of the visited AWCs. The IFA supplementation and counselling on reproductive health is being given to adolescent girls in 76 and 96% of in AWCs respectively.

NON-FORMAL PRE SCHOOL EDUCATION

It was found that quite a large number (96%) of AWWs have made low cost teaching learning material. Programme planning of PSE was found in majority (91%) of AWCs. The availability of PSE kit needs to be ensured in 48% of the visited AWCs.

COMMUNITY PARTICIPATION, CONVERGENCE AND COORDINATION

Though, the involvement of PRI members was reported from substantial (94%) of AWCs, however, the involvement of local women groups/self help groups was also reported in only half (50%) of AWCs. It was found that continuing education sessions are being organized in majority (88%) of the visited ICDS Projects.

SUPPORTIVE SUPERVISION AND MONITORING

Regular visits of CDPOs have been reported from substantial number (88%) of the visited AWCs. The involvement of CDPOs in finalization of supervision plan of Supervisors is also reported from more than 80% of the visited ICDS Projects. Majority of Supervisors (64%) have been found using instruction method of supervision. This needs to be supplemented by demonstration method as well. Availability of MPR forms was found in all the visited AWCs.

RECOMMENDATION

Health check-up should be provided in the form of referral of children who are undernourished to the PHC.

- ◆ There is a need to train all the untrained staff so that they will perform duties properly.
- ◆ There is need to fill up all vacant posts
- ◆ NHEd kit to be developed & supplied to all AWCs for improving health & nutrition education to beneficiaries.
- ◆ Vehicle may be hired for CDPO to visit AWCs.

ANGANWADI WORKERS TRAINING CENTRES

RELEASE OF FUNDS

Delay in release of funds by the state government inspite of submitting the SOE in time, was noticed in all the visited AWTCs. This has adversely affected the quality of training programmes.

INFRASTRUCTURE AND FURNITURE

There was no separate recreation room for trainees in the visited AWTC.

MANAGEMENT OF AWTCs AND STAFF POSITION

Shortfall of one part-time instructor was observed in the visited AWTCs.

EQUIPMENTS AND AIDS

None of the equipments like projector, Xerox machine, printer, audio-visual aids, etc were available in the visited AWTCs.

SYLLABUS

Timely preparation of course report was not observed in the AWTCs visited by the CMU consultants.

FIELD VISITS

No field visits were being carried out by the instructors in the AWTC, visited.

RECOMMENDATIONS

Keeping in view inadequate communication aids in the training centre, state may consider providing various supporting equipments for conducting effective training sessions.

MADHYA PRADESH



No. of ICDS Projects Visited	No. of AWCs visited	No. of AWTCs visited
46	234	13

ICDS IMPLEMENTATION

INFRASTRUCTURE

Only (60%) of the AWCs are located in Pucca buildings. Rest of the AWCs which are either running from semi pucca buildings (28%) or in kutchha buildings (11%) needs to be replaced by pucca buildings. Most of the AWCs are also needed to be shifted in premises of primary schools. Toilet facility needs to be ensured in all AWCs as in only 66% of AWCs, the toilets were found available. The availability of drinking water either through tap source (31%) or through hand pump (50%) was reported from all the visited AWCs. Separate storage space was found in only less than half (44%) of the visited AWCs.

Training Status

Though all AWWs should receive the job training, however, it was observed that about 25 % of AWWs are untrained. It was also observed that about 40% of AWWs have not received the refresher training. There is a need to clear the training backlog.

PRE-SCHOOL EDUCATION

PSE, the early learning component of ICDS is a significant input for providing a sound foundation of life long learning and development. The supply of PSE kit was only found in 38% of the visited ICDS projects. Play way method of imparting PSE needs to be emphasized as only 25% of visited AWCs were observed having using play way method of imparting PSE. The programme planning of PSE and preparation of low cost teaching learning aids by AWW was found in majority of the AWCs.

SUPPLEMENTARY NUTRITION

In supplementary nutrition of ICDS, both HCM and RTE have to be given. However, the distribution of HCM and RTE was observed in only 41% and 23% of AWCs respectively. Though the acceptability of supplementary nutrition was observed among the beneficiaries, however, the quantity of supplementary nutrition being distributed was found less than desired in about 20% of visited AWCs.

HEALTH SERVICES

The malnourished children & mothers with special cases need to be referred to PHC centres immediately. ICDS scheme has the provision of provided referral slips to AWCs for facilitating the service and to keep the records of follow-up. The status of referral services is not very encouraging as referral slips were found unavailable in about 84% of visited AWCs. IFA supplementation, de-worming, and counselling on reproductive health to AGs were found missing in almost 25% of the visited AWCs.

NHEd (Nutrition & Health Education)

NHEd, which is an important tool to educate the community about various aspects of ICDS, was not found in proper shape. Adequateness of NHEd material was only reported in 67% of visited AWCs. In about 84% of visited ICDS Project, there was no supply of NHEd kit. There is an urgent need to develop the office of the CDPO as a resource centre for ensuring the availability of NHEd kit. The AWWs need to be motivated for preparing low cost NHEd and other promotional materials in local language for use and dissemination in NHEd sessions.

SUPPORTIVE SUPERVISION AND MONITORING

Though regular supervision visits by CDPOs and Supervisors were found in many of the AWCs, however, 60% of ICDS supervisors were found using instruction method only which needs to be supplemented by demonstration method of supervision as well. The availability of MRP forms was found in only 72% of the AWCs.

COMMUNITY PARTICIPATION

In most of the visited AWCs (86%), the involvement of local women groups/self help groups was reported. There is a need to involve members of PRIs various activities of AWC. The same was observed in only less than half (48%) of visited AWCs.

ANGANWADI WORKERS TRAINING CENTRES

RELEASE OF FUNDS

6 out of the 7 AWTCs visited, did not receive funds from the state government on time as a result AWTCs experience various difficulties for organizing training programme state may consider providing some advance money to AWTCs to overcome these problems for effective organization of the programmes at AWTCs.

INFRASTRUCTURE AND FURNITURE

Proper classroom with required furniture is essential for effective organization of training however, only 1 of the total 7 AWTCs were found to have chairs with desks and benches in the class room. 3 of the 7 AWTCs had separate recreation room for trainees. In 1 of the 7 AWTCs no recreational facility was available for the trainees.

MANAGEMENT OF AWTCs AND STAFF POSITION/STAFFING PATTERN

Instructors in 17 per cent of the AWTCs were found to be graduates. 3 Full-time instructor's positions were lying vacant. Instructors in 4 of the 7 AWTCs had undergone skill training. Instructors in 71 per cent of the AWTCs were engaged in additional work other than training.

EQUIPMENTS AND AIDS

The availability of audio-visual aids in training assumes special significance in view of the fact that it not only improves the effectiveness of training but also removes the monotony of lecture method. However, the availability of modern equipments like OHP, LCD-projector, Xerox machine, etc was found to be quite low in the AWTCs visited. Weighing scales were available in 6 of the 7 AWTCs visited however, weighing scales available in 4 out of the 7 AWTCs were found to be in working condition. Keeping in view inadequate communication aids in the training centres, state may consider providing various modern and supporting equipments for conducting effective training sessions.

SYLLABUS

Syllabus of AWWs prescribes a lot of practical exercises in almost all components of ICDS training; however only 2 of the 7 AWTCs were found to be organizing both indoor and outdoor training sessions for the trainees. Instructors in 1 of the 7 AWTCs expressed the need for addition of new topics in the present training syllabus. All the instructors in the AWTCs visited were employing lecture method for conducting training sessions.

FEEDBACK OF THE TRAINEES

The practice of getting training feedback at the end of every component of ICDS training was observed in 5 of the 7 AWTCs.

AWTCs MONITORING AND TRAINING EVALUATION

In 86 per cent of the AWTCs, monitoring visits were being carried out by concerned officials. The instructors were carrying out trainee's assessment in the areas of supervised practice, preparation of material and punctuality & discipline in 43%, 29% and 29% AWTCs respectively. In the 7 AWTCs visited, instructors were employing either oral (29%) or written tests (71%) as methods of trainee's evaluation.

MAHARASHTRA



No. of ICDS Projects Visited	No. of AWCs visited	No. of AWTCs visited
40	206	15

ICDS IMPLEMENTATION

INFRASTRUCTURE

More than three fourth (77%) of the visited AWCs are located in Pucca buildings. Only 20% of AWCs are located in its own building /building provided by the state government. The AWCs which are either running from semi pucca buildings (21%) or in kutchha buildings (2%) needs to be progressively replaced by pucca buildings. The availability of toilet needs to be ensured in all AWCs as in only 53 % of AWCs, the toilets are available. The availability of adequate indoor and outdoor space was found in about 85 and 75% of AWCs respectively. Majority (88%) of AWCs have drinking water facility. The storage space for supplementary nutrition was found in only 35% of AWCs. There was no cooking space in about 47% of the visited AWCs.

TRAINING AND PERSONAL PROFILE

There is a backlog of job (33%) and refresher training (25%) both. Quite a large number of AWWs (94%) are belonging to local area where they are operating the AWC.

SUPPLEMENTARY NUTRITION

The status of supplementary nutrition was found good. The acceptability and distribution of adequate quantity of supplementary nutrition was reported in 89% and 74 % of the visited AWCs respectively. The availability of utensils for consumption of supplementary nutrition was found in about 80% of the visited AWCs. Not much interruption in distribution of supplementary nutrition was reported.

GROWTH MONITORING AND PROMOTION

The supply of weighing scales and growth charts have been found in majority of the visited ICDS Projects. The accuracy of AWWs in plotting and determination of correct age was found among 83% and 79% of AWWs.

NHED (Nutrition & Health Education)

This is the one aspect which needs strengthening. The adequate availability of NHED material was found in only little more than half (52%) of the visited AWCs. The availability of NHED kit is reported from only 31% of the visited ICDS Projects.

HEALTH SERVICES

There is a need to improve the referral services. The availability of referral slips was found in less than half (40%) of the visited AWCs. The proper maintenance of MCP card was found in less than half (48%) of the visited AWCs. The supply of medicine kit was reported in 80 % of the visited AWCs. The IFA supplementation and counseling on reproductive health is being given to adolescent girls in 86 and 79% of AWCs respectively.

NON-FORMAL PRE SCHOOL EDUCATION

It was found that majority of AWWs (77%) have made low cost teaching learning material. Programme planning of PSE was found in 62 % of AWCs. The availability of PSE kit needs to be ensured in 50 % of the visited AWCs.

COMMUNITY PARTICIPATION AND CONVERGENCE AND COORDINATION

Involvement of local women groups/self help groups members and PRIs members was reported from majority (above 80%) of the visited AWCs. The organization of continuing education sessions was reported from 82% of the visited AWCs.

SUPPORTIVE SUPERVISION AND MONITORING

Regular visits of CDPOs have been reported from all of the visited AWCs. The involvement of CDPOs in finalization of supervision plan of Supervisors is also reported from more 73 % of the visited ICDS Projects. Availability of MPR forms was found in majority (88%) of the visited AWCs.

ANGANWADI WORKERS TRAINING CENTRES

RELEASE OF FUNDS

Only ten out of the total eleven AWTCs visited in the state of Maharashtra received funds from the state government in time as a result AWTCs experience various difficulties for organizing training programme.

INFRASTRUCTURE AND FURNITURE

In 1/3rd AWTCs, the class-rooms are being used as hostels for the purpose of accommodation. Proper classroom with required furniture is very much essential for effective organization of training however, only 3 of the total 11 AWTCs were found to have chairs with desks and benches (2 of 11) in the class room. 5 of 11 AWTCs had separate recreation room for trainees. 1/3rd AWTCs had both in-door and out-door recreational facilities.

MANAGEMENT OF AWTCs AND STAFF POSITION/STAFFING PATTERN

2 Full-time and 10 part-time instructor's positions are lying vacant. Instructors in 6 of the 11 AWTCs had undergone skill training. Instructors in 6 of the 11 AWTCs were engaged in additional work other than training. The adequateness of skills for adopting various training methods was observed in 55 per cent of the instructors.

EQUIPMENTS AND AIDS

The availability of audio-visual aids in training assumes special significance in view of the fact that it not only improves the effectiveness of training but also removes the monotony of lecture method. However, the availability of modern equipments like OHP, LCD-projector, Xerox machine and printer was found to be 55%, 9%, and 18% respectively. The availability of Flip charts and weighing scales was reported to be 18% and 55% respectively. Keeping in view inadequate communication aids in the training centers, state may consider providing various modern and supporting equipments for conducting effective training sessions.

SYLLABUS

Instructors in 8 of the 11 AWTCs were carrying out advance planning of course. Syllabus of AWWs prescribes a lot of practical exercises in almost all components of ICDS training, however only 2 of the 11 AWTCs were found to be organizing indoor training sessions. Instructors in 13 per cent of the AWTCs expressed the need for revision of the present training syllabus.

FEEDBACK OF THE TRAINEES

The practice of getting training feedback at the end of every component of ICDS training was observed in 18 per cent AWTC.

FIELD VISITS

Trainees in only 5 of the 11 AWTCs were undertaking visits to nearby ICDS projects so as to acquaint themselves with ground realities of implementation of ICDS; this could be attributed to the fact that 75 per cent of the AWTCs were located more than 5kms away from the nearest AWCs.

AWTCs MONITORING AND TRAINING EVALUATION

In 5 of the 11 AWTCs, monitoring visits were being carried out by concerned officials. In AWTCs visited, instructors were employing oral (64%) and written tests (82%) as methods of trainee's evaluation.

MANIPUR



No. of ICDS Projects Visited	No. of AWCs visited	No. of AWTCs visited
5	24	2

ICDS IMPLEMENTATION

INFRASTRUCTURE

Very less number of the visited AWCs (15%) is located in Pucca buildings. None of the visited AWC is located either in its own building or in the building provided by the state government. The AWCs which are either running from semi pucca buildings (43%) or in kutcha buildings (29%) needs to be progressively replaced by pucca buildings. The availability of toilet needs to be ensured in all AWCs as in only 21% of AWCs, the toilets are available. The availability of adequate indoor and outdoor space was found in about 92 and 78% of AWCs respectively. 68% of AWCs have drinking water facility. The storage space for supplementary nutrition was found in only 14% of AWCs. There was no cooking space in about 80% of the visited AWCs.

TRAINING AND PERSONAL PROFILE

There is a backlog of job (10%) and refresher training (37%) both. Quite a large number of AWWs (85%) are belonging to local area where they are operating the AWC.

SUPPLEMENTARY NUTRITION

The status of supplementary nutrition was found good. The acceptability and distribution of adequate quantity of supplementary nutrition was reported in all of the visited AWCs. The availability of utensils for consumption of supplementary nutrition was also found in all of the visited AWCs. Interruption in distribution of supplementary nutrition was reported in about half (50%) of the visited AWCs.

GROWTH MONITORING AND PROMOTION

The supply of weighing scales and growth charts have been found in large number (67%) of the visited ICDS Projects. The accuracy of AWWs in plotting and determination of correct age was found among 75% and 87% of AWWs.

NHEd (Nutrition & Health Education)

This is the one aspect which needs strengthening. The adequate availability of NHEd material was found in only little more than half (53%) of the visited AWCs. The availability of NHEd kit is reported from only 33% of the visited ICDS Projects.

HEALTH SERVICES

There is a need to improve the referral services. The availability of referral slips was found in only 7% of the visited AWCs. The proper maintenance of MCP card was found in only half (50%) of the visited AWCs. The supply of medicine kit was reported in only 66% of the visited AWCs. The IFA supplementation and counselling on reproductive health to adolescent girls was found missing.

NON-FORMAL PRE SCHOOL EDUCATION

None of the AWW was found using play way method for conducting PSE activities. Preparation of low cost teaching learning material needs to be emphasized as three fourth (75%) number of AWWs has developed the same. In most of the AWCs, programme planning of PSE has been made by AWWs. The supply of PSE kit has been reported in almost two thirds (66%) of AWCs. The availability of PSE kit needs to be ensured in remaining AWCs.

COMMUNITY PARTICIPATION AND CONVERGENCE AND COORDINATION

Involvement of local women groups/Self Help Groups members and PRIs members was reported from majority (above 90%) of the visited AWCs. The organization of continuing education sessions was reported from all the visited AWCs.

SUPPORTIVE SUPERVISION AND MONITORING

Regular visits of CDPOs have been reported from all of the visited AWCs. The involvement of CDPOs in finalization of supervision plan of Supervisors has also been reported in all the visited ICDS Projects. Majority of the supervisors (66%) are using instruction method of supervision, which needs to be supplemented by other methods including demonstration method of supervision. Availability of MPR forms was found in all the visited AWCs.

ANGANWADI WORKERS TRAINING CENTRES

RELEASE OF FUNDS

1 of the total 2 AWTCs visited in the state of Manipur, received funds from the state government in time. As result AWTCs experience various difficulties for organizing training programme.

INFRASTRUCTURE AND FURNITURE

In 50 per cent of the AWTCs, the classrooms are being used for hostel accommodation. 1 of the 2 visited AWTCs has a separate recreation room for trainees. Proper classroom with required furniture is very much essential for effective organization of training however; only 1 of the total 2 visited AWTCs have chairs with desks and benches in the class room.

MANAGEMENT OF AWTCs AND STAFF POSITION/STAFFING PATTERN

2 part-time instructor's positions are lying vacant. All the instructors in the 2 of the visited AWTCs are employing lecture method for conducting training sessions. 50 per cent of the instructors have undergone skill training whereas none of the instructors have undergone either orientation or refresher.

EQUIPMENTS AND AIDS

The availability of audio-visual aids in training assumes special significance in view of the fact that it not only improves the effectiveness of training but also removes the monotony of lecture method. However the availability of modern equipments like projector, Xerox machine, printer etc has been found to be quite low in the AWTCs visited. Flip charts are not available in any of the visited AWTCs and only 50 per cent of the available weighing scales are in working condition.

LIBRARY

1 of the 2 AWTCs has library and adequate reference material for the trainees.

SYLLABUS

Though syllabus of AWWs prescribes a lot of practical exercises in almost all components of ICDS training, however the organization of such sessions has been observed in 50 per cent of the AWTCs. Instructors in 1 of the 2 AWTCs reported about average clarity of syllabus and also expressed a need for revision in the syllabus for training.

FEEDBACK OF THE TRAINEES

The practice of getting training feedback at the end of every component of ICDS training was not observed in any of the visited AWTCs. Trainees in only 1 of the 2 AWTCs are undertaking visits to nearby ICDS projects so as to acquaint themselves with ground realities of implementation of ICDS.

AWTCs MONITORING AND TRAINING EVALUATION

In 50 per cent of the AWTCs, instructors reported of monitoring visits being carried out by officials either from NIPCCD or from State Governments. In 1 of the 2 AWTCs visited, instructors are employing either oral or written tests as means of trainee's evaluation. 50 per cent of the AWTCs carry out the training assessments in the areas of supervised practice and preparation of material as well. ICDS functionaries are not found extending support by providing guidance and undertaking supervision visits in any of the AWTCs visited.

RECOMMENDATIONS

State may consider providing some advance money to AWTCs to overcome these problems for effective organization of the programmes at AWTCs.

Keeping in view inadequate communication aids in both the training centres, state may consider providing various supporting equipments for conducting effective training sessions.

MEGHALAYA



No. of ICDS Projects Visited	No. of AWCs visited	No. of AWTCs visited
3	15	1

ICDS IMPLEMENTATION

INFRASTRUCTURE

Only 60% of the visited AWCs were found operating from pucca building. Other 40 % AWCs which were found running from semi pucca buildings needs to be progressively replaced by permanent and pucca building. In 40% of visited AWCs, there were no toilets and cooking space for which immediate steps needs to be taken. None of the visited was found located in its own building or in building provided by state government. Adequate availability of outdoor space was reported in 60% of the visited AWCs. The availability of drinking water was reported in 80% of the AWCs. Separate storage space was found in 80% of the visited AWCs.

PERSONAL PROFILE AND TRAINING STATUS OF AWWs

It is a matter of great satisfaction that all AWWs have received job training course and belonging to same village in which they are operating AWC. There is a need to arrange refresher training to 20% of AWWs.

SUPPLEMENTARY NUTRITION

In 3/5th of the AWCs (60%), supplementary nutrition was being provided in the form of HCM. Though the acceptability and quality was found high in almost every AWC of Meghalaya however 75% reported of inadequacy in the quantity of supplementary nutrition. In none of the AWCs visited, the availability of utensils required for consumption of supplementary nutrition was found adequate. 60% of AWCs reported interruption in supply of supplementary nutrition in past 3-6 months due to short of supply. Required action should be taken by the State to avoid such interruption in supplementary nutrition under ICDS.

GROWTH MONITORING

None of the AWW was found correctly plotting the weight of children on the growth charts. It was also observed that counselling of mothers on growth of their children was not being conducted by any of the AWW. Only 40% of the AWWs could accurately determine the correct age of children. It is essential to take necessary measures for developing skills of AWWs for using new WHO growth charts and also motivating them for proper growth monitoring in ICDS.

NHEd (Nutrition & Health Education)

Educational material pertaining to NHEd was not available in any of the visited AWCs. Similarly none of the ICDS project reported the availability of NHEd kit. There is an urgent need to supply NHEd kit in ICDS Project office and NHEd material in AWCs. The AWWs are

required to be motivated for preparing other such promotional materials in local language for dissemination of NHEd messages.

PRE-SCHOOL EDUCATION

Two third of the AWWs were observed using play way method for imparting PSE to children. Programme planning, which is an essential element for conducting PSE activities, was observed in only 60 % of AWCs. The supply of PSE kit and engagement of AWWs in preparation of low cost teaching learning material was observed in all the visited AWCs.

HEALTH SERVICES

In all the visited AWCs, neither the referral slips nor the medicine kit were found available. The MCP card was not found being maintained in any of the AWC. IFA supplementation and Deworming were missing in all the visited AWCs. Efforts are required for improving the implementation status of health services under ICDS.

COMMUNITY PARTICIPATION, SUPPORTIVE SUPERVISION AND MONITORING

It was reported that the Supportive supervision and monitoring was not being carried out either by CDPO or by supervisors. None of the AWWs reported of regular visits of CDPOs and Supervisors in their AWCs. Similarly none of the supervisor's plan of visit was being approved by the CDPO. The organization of continuing education sessions were also found completely missing. Involvement of local groups in running AWC was reported in all the visited AWCs. Regular supervision visits of CDPOs and Supervisors are required to be ensured. MPR forms were found in all visited AWCs.

ANGANWADI WORKERS TRAINING CENTRES

RELEASE OF FUNDS

Delay in release of funds by State government was observed in all the visited AWTCs. This affects the quality of training being imparted by them.

INFRASTRUCTURE AND FURNITURE

In the AWTC visited, the classrooms are being used for hostel accommodation. Proper classroom with required furniture is very much essential for effective organization of training however chairs with desks and benches were not found in any of the class rooms at the AWTC.

MANAGEMENT OF AWTCs AND STAFF POSITION/STAFFING PATTERN

2 full-time and 3 part-time instructor's positions are lying vacant. All the instructors in the visited AWTC are employing only lecture method for conducting training sessions. All the instructors have undergone only skill training.

EQUIPMENTS AND AIDS

The availability of audio-visual aids in training assumes special significance in view of the fact that it not only improves the effectiveness of training but also removes the monotony of lecture method. However, the availability of modern equipments like LCD-projector, Xerox machine, printer etc was not found in the visited AWTC. Flip charts and weighing scale are not available in the AWTC observed.

SYLLABUS

Though syllabus of AWWs prescribes a lot of practical exercises in almost all components of ICDS training, however the organization of only indoor-practical sessions was observed in the visited AWTCs. All the Instructors in the AWTC reported about average clarity of syllabus and also expressed a need for revision in the syllabus for training.

FEEDBACK OF THE TRAINEES

The practice of getting training feedback at the end of every component of ICDS training ha not observed in the visited AWTC.

AWTCs MONITORING AND TRAINING EVALUATION

Instructors reported that monitoring visits are not being carried out by the concerned state ICDS officials. ICDS functionaries are not extending support by cooperating with the staff of the AWTC. The methods used for training assessment by the Instructors were not found adequate.

RECOMMENDATIONS

Keeping in view inadequate communication aids in both the training centers, state may consider providing various supporting equipments for conducting effective training sessions.

ODISHA



No. of ICDS Projects Visited	No. of AWCs visited	No. of AWTCs visited
41	204	4

ICDS IMPLEMENTATION

INFRASTRUCTURE

It was observed that only 36% of the visited AWCs were located in its own building or the building provided by the state government. Most of the AWCs had lack of basic infrastructure facilities like inadequate indoor space (40%), outdoor space (40%) and lack of toilet facility (34%). Though, the AWCs are expected to have separate storage and cooking spaces, yet only half of the AWCs in Odisha have this facility. Necessary action needs to be taken for construction of AWCs buildings with adequate indoor and outdoor space, provisions for proper storage, cooking & serving space.

TRAINING AND PERSONAL PROFILE

Though all AWWs have received the job training course, however 20% of AWWs have not yet received the refresher training. There is a need to clear the training backlog of refresher training.

SUPPLEMENTARY NUTRITION

It was found that though in 94% of the AWCs, the quality of supplementary nutrition was found acceptable, yet the same was found to be of average quality in 40% of AWCs. In only slightly more than 2/3rd of the AWCs, the distribution of adequate quantity of supplementary nutrition was observed. About 20% of the AWCs reported interruption of supplementary nutrition during past 3-6 months. The causes of interruption were reported as shortage of supply (83%) followed by transportation (13%) and other reasons (5%). An interruption in SN besides causing irritation has other implications, such as, poor attendance, low enrolment, and mistrust in AWWs. Therefore, state needs to ensure an uninterrupted supply supplementary nutrition of proper quality & quantity.

NHEd (Nutrition & Health Education)

NHEd material was found unavailable in 1/3rd of the visited AWCs. The supply of NHEd kit was also found in only 10% of the visited ICDS projects. There is an urgent need to develop the office of the CDPO as a resource center so as to smoothen the process of NHEd. The AWWs must be motivated for preparing other such promotional materials in local language for dissemination of NHEd messages.

PRE-SCHOOL EDUCATION

Though availability of PSE kit needs to be ensured in all AWCs, yet in 33% of the AWCs, the PSE kit was not available. Pre-school education programme planning was being done in 85% of the AWCs but due to limited indoor/outdoor spaces, PSE activities were

observed being hampered. Only 68% of the AWWs have prepared low cost TLM. Overall, only half of the AWCs were able to deliver satisfactory PSE services. Adequate efforts need to be done for strengthening PSE component under ICDS.

HEALTH SERVICES

Lack of inter-departmental coordination was reported by 26% of the AWCs. Referral service component has been greatly affected due to the non-availability (56%) of referral slips in most of the AWCs. Similarly, the MCP card are not being maintained properly in almost (80%) of AWCs. In almost half of the AWCs, the medicine kits were not available. Services to AGs were not delivered in many of the AWCs.

GROWTH MONITORING AND PROMOTION

Weighing scales and growth charts are two important tools for carrying out the growth monitoring activities in AWCs. The supply of both of these items has been reported in most of the visited AWCs (above 90%). 80% of AWWs have the adequate skills of plotting the growth of the children in growth charts. Similarly 90% of AWWs have the adequate skills of determining the correct age of the children.

SUPPORTIVE SUPERVISION AND MONITORING

It was observed that CDPOs were not able to perform their supportive and guiding role effectively. Among the AWCs visited, in only 37% of the AWCs, the follow-up visits were being conducted. This could be attributed to the lack of transport facility (15%) for visiting AWCs. Though it was found that visits were being conducted in almost every AWC, however, in very few AWCs (17%), demonstration method was being used for guiding AWWs. Though supervisor's own planning of visit to the AWC is against the established guidelines of monitoring and supervision under ICDS, yet only in half of the AWCs, the supervisor's plan of visit was being approved. This needs immediate intervention to correct the existing situation.

COMMUNITY PARTICIPATION

Involvement of local Self Help Groups/women mahila mandals and members of PRIs has been reported from majority (more than 90%) of the visited AWCs.

ANGANWADI WORKERS TRAINING CENTRES

RELEASE OF FUNDS

None of the total 4 AWTCs visited in the state of Odisha, received funds from the state government in time in spite of submitting the SOE. As a result AWTCs experience various difficulties for organizing training programme.

INFRASTRUCTURE AND FURNITURE

In 2 of the 4 AWTCs, the classrooms are being used for hostel accommodation. 2 of the 4 AWTCs have separate recreation room for trainees. Separate kitchen and dining hall

was observed in 1 of the 4 AWTCs visited. Proper classroom with required furniture is very much essential for effective organization of training. Availability of adequate furniture was observed in 67 per cent of the AWTCs. None of the AWTCs have chairs with desks in the class room. Availability of chairs and benches was observed in 75 per cent and 50 per cent of the AWTCs respectively.

MANAGEMENT OF AWTCs AND STAFF POSITION/STAFFING PATTERN

2 full-time instructor and 5 part-time instructor's positions are lying vacant. Half of the instructors in the AWTCs, visited are graduates. 75 per cent of the instructors are employing only lecture/presentation method for conducting training sessions.

EQUIPMENTS AND AIDS

The availability of audio-visual aids in training assumes special significance in view of the fact that it not only improves the effectiveness of training but also removes the monotony of lecture method. However the availability of modern equipments like projector, Xerox machine, printer etc have not been found in none of the AWTCs visited. Availability of flip charts and weighing scales has been reported in 3 of the 4 AWTCs visited.

LIBRARY

All AWTCs have library with adequate reference material for the trainees.

SYLLABUS

Though syllabus of AWWs prescribes a lot of practical exercises in almost all components of ICDS training, however the organization of such sessions was observed in 50per cent of the AWTCs. Nearly 1/4th of the instructors reported about poor clarity of syllabus of training.

FEEDBACK OF THE TRAINEES

The practice of getting training feedback at the end of every component of ICDS training was observed in 1 of the 4 AWTCs. None of the Trainees in AWTCs are undertaking visits of nearby ICDS projects so as to acquaint themselves with ground realities of implementation of ICDS.

TRAINING EVALUATION

Instructors are employing either oral (50%) or written tests (75%) as means of trainee's evaluation.

RECOMMENDATIONS

State may consider providing some advance money to AWTCs to overcome these problems for effective organization of the programmes at AWTCs.

Keeping in view inadequate communication aids in half of the training centres, state may consider providing various supporting equipments for conducting effective training sessions.

HEALTH SERVICES

The malnourished children & mothers with special cases need to be referred to PHC centers immediately. ICDS scheme has the provision of provided referral slips to AWCs for facilitating the service and to keep the records of follow-up. The status of referral services is not very encouraging as referral slips were found unavailable in about 95% of visited AWCs. The MCP cards were not found maintained in substantial number (90%) of AWCs. Medicine kit was not available in any of the visited AWC.

NHEd (Nutrition & Health Education)

NHEd, which is an important tool to educate the community about various aspects of ICDS, was not found in proper shape. Adequateness of NHEd material was reported in only 30% of visited AWCs. In about 75% of visited ICDS Project, there was no supply of NHEd kit. There is an urgent need to develop the office of the CDPO as a resource center for ensuring the availability of NHEd kit. The AWWs need to be motivated for preparing low cost NHEd and other promotional materials in local language for use and dissemination in NHEd sessions.

SUPPORTIVE SUPERVISION AND MONITORING

Though regular supervision visits by CDPOs was found in all of the AWCs, however, follow up of the supervision was observed in only half (50%) of the visited AWCs. All ICDS supervisors were found using instruction method only which needs to be supplemented by demonstration method of supervision as well. The MRP forms were available in all of the visited AWCs.

COMMUNITY PARTICIPATION

In only half of the visited AWCs (50%), the involvement of local women groups/self help groups was reported. There is a need to ensure involvement of members of PRIs in various activities of AWC.

RECOMMENDATION

1. The availability of material (NHEd kit, PSE kit) needs to be ensured in all AWCs for improving health and nutrition education & PSE beneficially.
2. Adequate no. of Growth monitoring tools should be supplied to AWC for regular and proper monitoring of the growth of children.
3. In view of the responsibility of AWW, the state government may be advised to not to engage the AWWs in other tasks.
4. It is recommended that adequate, kitchen, electricity facility, basic infrastructure, should be ensured at each AWC as it effects the ICDS activities.
5. Effective ways and means needs to be designed so as to involve the community in different task. Community should be made aware about their role in planning implementation, monitoring & evaluation of health programme.

PUNJAB



No. of ICDS Projects Visited	No. of AWCs visited	No. of AWTCs visited
16	80	3

ICDS IMPLEMENTATION

INFRASTRUCTURE

About 85% of the AWCs are located in Pucca buildings. Rest of the AWCs which are either running from semi pucca buildings (13%) needs to be progressively replaced by pucca buildings. The location of AWCs in primary schools is almost negligible (2%). The availability of toilet needs to be ensured in all AWCs as in only 41 % of AWCs, the toilets were found available. The availability of drinking water was reported in only little more than half (53%) of the visited AWCs. The availability of separate storage and cooking space was in 31% and 38% of AWCs respectively.

TRAINING STATUS

Though all AWWs should receive job training, however, it was observed that about 35% of AWWs are untrained. It was also observed that about 40% of AWWs have not received refresher training. There is a need to clear the training backlog.

PRE-SCHOOL EDUCATION

PSE, the early learning component of ICDS is a significant input for providing a sound foundation of lifelong learning and development. No supply of PSE kit was reported in about one third (33%) of the visited ICDS projects. No programme planning of PSE was observed in about 40% of the AWCs. The use of role play methodology in imparting PSE was observed in only 12 % of the visited AWCs.

SUPPLEMENTARY NUTRITION

In supplementary nutrition of ICDS, both HCM and RTE have to be given. However, the distribution of RTE was not observed in any of the visited AWCs. The acceptability and distribution of adequate quantity of supplementary nutrition was observed in 90% and 73 % of AWCs respectively. In about more than one fourth (28%) of AWCs, interruption in supply of supplementary nutrition was observed. The utensils for serving and consumption of supplementary nutrition were found adequate in only 66% of the visited AWCs.

GROWTH MONITORING AND PROMOTION

Weighing scales and growth charts are two important tools for carrying out the growth monitoring activities in AWCs. The availability of weighing scales was reported in 58% of the visited AWCs. Similarly, the availability of growth charts was found in only 33 % of AWCs which is a matter of great concern. Only little more than one third (34%) of AWWs

have the adequate skills of plotting the growth of the children in growth charts. Similarly only 55% of AWWs have the adequate skills of determining the correct age of the children.

HEALTH SERVICES

The malnourished children & mothers with special cases need to be referred to PHC centers immediately. ICDS scheme has the provision of provided referral slips to AWCs for facilitating the service and to keep the records of follow-up. The status of referral services is not very encouraging as referral slips were found unavailable in about 98 % of visited AWCs. The MCP cards were not found maintained in substantial number (92%) of AWCs. Medicine kit was not available in about three fourth (75%) of the visited AWC.

NHEd (Nutrition & Health Education)

NHEd, which is an important tool to educate the community about various aspects of ICDS, was not found in proper shape. Adequateness of NHEd material was reported in only 23% of visited AWCs. In none of the visited AWC, regular supply of NHEd kit was observed. There is an urgent need to develop office of the CDPO as a resource center for ensuring the availability of NHEd kit. The AWWs need to be motivated for preparing low cost NHEd and other promotional materials in local language for use and dissemination in NHEd sessions.

SUPPORTIVE SUPERVISION AND MONITORING

Though regular supervision visits by CDPOs was found in all of the AWCs, however, follow up of the supervision was observed in only half (50%) of the visited AWCs. All ICDS supervisors were found using instruction method only which needs to be supplemented with demonstration method of supervision. The MRP forms were availability in all the visited AWCs.

COMMUNITY PARTICIPATION

In only 63 % of the visited AWCs, the involvement of local women groups/self help groups was reported. The involvement of PRIs members is impressive. They have been involved in various activities of ICDS in more than 90% of the visited AWCs.

ANGANWADI WORKERS TRAINING CENTRES

RELEASE OF FUNDS

Delay in release of funds by the state government in spite of submitting the SOE in time, was noticed at one of the two AWTCs visited, which has adversely affected the quality of training programmes.

INFRASTRUCTURE AND FURNITURE

In two of the three visited AWTCs; classrooms were being used as hostel accommodation. None of the three AWTCs observed had a separate recreation room for

trainees. Proper classroom with required furniture is very much essential for effective organization of training programmes.

MANAGEMENT OF AWTCs AND STAFF POSITION

Six full-time instructors' posts were found vacant in the three visited AWTCs. Many of the part time instructor's posts were also found vacant. Additional tasks other than ICDS training were also reported to be carried out by the instructors.

EQUIPMENTS AND AIDS

Availability of display board was observed in only one of the three visited AWTCs. Availability of flip-charts and weighing scales was not observed in any of the visited AWTCs. In none of the AWTCs, the availability of supporting equipments like computer with printer was observed.

AWTCs MONITORING AND TRAINING EVALUATION

ICDS functionaries were not found extending support by providing guidance and undertaking monitoring visits.

REFERENCE MATERIAL AND USE OF TRAINING METHODS

The availability of suitable reference material for the trainees was found only in one of the three visited AWTCs. For conducting training sessions all the three AWTCs were found to employ only lecture/presentation method.

RAJASTHAN

Period of visit – 2008 to January 2012



No. of ICDS Projects Visited	No. of AWCs visited	No. of AWTCs visited
9	50	4

ICDS IMPLEMENTATION

INFRASTRUCTURE

About 85 % of the AWCs are located in Pucca buildings. Rest of the AWCs which are running from semi pucca buildings (13%) needs to be progressively replaced by pucca buildings. The location of AWCs in primary schools is almost negligible (2%). The availability of toilet needs to be ensured in all AWCs as in only 41% of AWCs, the toilets were found available. The availability of drinking water was reported in only little more than half (53%) of the visited AWCs. The availability of separate storage and cooking space was found in 31% and 38% of AWCs respectively.

TRAINING STATUS

Though all AWWs have to receive the job training course, however, it was observed that about 35 % of AWWs are untrained. It was also observed that about 40% of AWWs have not received the refresher training also. There is a need to clear the training backlog.

PRE-SCHOOL EDUCATION

PSE, the early learning component of ICDS is a significant input for providing a sound foundation of lifelong learning and development. No supply of PSE kit was reported in about one third (33%) of the visited ICDS projects. No programme planning of PSE was observed in about 40% of the AWCs. The use of role play methodology in imparting PSE was observed in only 12% of the visited AWCs.

SUPPLEMENTARY NUTRITION

In supplementary nutrition component of ICDS, both HCM and RTE has to be given. However, the distribution of RTE was not observed in any of the visited AWCs. The acceptability and distribution of adequate quantity of supplementary nutrition was observed in 90% and 73 % of AWCs respectively. In about more than one forth (28%) of AWCs, interruption in supply of supplementary nutrition was observed. The utensils for serving and consumption of supplementary nutrition were found in only 66% of the visited AWCs.

GROWTH MONITORING AND PROMOTION

Weighing scales and growth charts are two important tools for carrying out the growth monitoring activities in AWCs. The availability of weighing scales was reported in 58% of the visited AWCs. Similarly, the availability of growth charts was found in only 33 % of AWCs which is a matter of great concern. Only little more than one third (34%) of AWWs

have the adequate skills of plotting the growth of the children in growth charts. Similarly only 55% of AWWs have the adequate skills of determining the correct age of the children.

HEALTH SERVICES

The malnourished children & mothers with special cases need to be referred to PHC centers immediately. ICDS scheme has the provision of provided referral slips to AWCs for facilitating the service and to keep the records of follow-up. The status of referral services is not very encouraging as referral slips were found unavailable in about 98 % of visited AWCs. The MCP cards were not found maintained in substantial number (92%) of AWCs. Medicine kit was not available in about three fourth (75%) of the visited AWC.

NHEd (Nutrition & Health Education)

NHEd, which is an important tool to educate the community about various aspects of ICDS, was not found in proper shape. Adequateness of NHEd material was reported in only 23% of visited AWCs. In none of the visited AWC, supply of NHEd kit was observed. There is an urgent need to develop the office of the CDPO as a resource center for ensuring the availability of NHEd kit. The AWWs need to be motivated for preparing low cost NHEd and other promotional materials in local language for use and dissemination in NHEd sessions.

SUPPORTIVE SUPERVISION AND MONITORING

Though regular supervision visits by CDPOs was found in all of the AWCs, however, follow up of the supervision was observed in only half (50%) of the visited AWCs. All ICDS supervisors were found using instruction method only which needs to be supplemented by demonstration method of supervision as well. MRP forms were available in all the visited AWCs.

COMMUNITY PARTICIPATION

In only 63 % of the visited AWCs, the involvement of local women groups/self help groups was reported. The involvement of PRIs members is impressive. They have been involved in various activities of ICDS in more than 90% of the visited AWCs.

RECOMMENDATIONS

- ◆ Excess workload should be curtailed down
- ◆ There is the need of proper infrastructure facilities at project as well as AWC level
- ◆ Ensuring the supply of PSE kit & NHEd kit for better implementation of the project
- ◆ Minimum qualification should be prescribed for the AWWs
- ◆ The quality of SNP should be maintained.

ANGANWADI WORKERS TRAINING CENTRES

RELEASE OF FUNDS

Delay in release of funds by the state government in spite of submitting the SOE in time, was noticed at one of the three AWTCs visited, which has adversely affected the quality of training programmes.

INFRASTRUCTURE AND FURNITURE

One of the three AWTCs visited had a separate recreation room for trainees. Availability of classroom furniture was observed in only one out of the three visited AWTCs

MANAGEMENT OF AWTCs AND STAFF POSITION

Shortfall of two full-time instructors and eight part- time instructors were observed in the three of the visited AWTCs.

EQUIPMENTS AND AIDS

Though display-boards, OHP and LCD projectors were found in the AWTCs, however, they were not found in working conditions.

AWTCs MONITORING AND TRAINING EVALUATION

None of the visited AWTCs were found of employing a mix of various training methods for conducting training sessions. Similarly, none of the instructors in all the three visited AWTCs were observed of conducting practical exercises session/demonstration. None of the instructors in AWTCs were able to get training feedback from the trainees in order to identify learning gaps.

RECOMMENDATIONS

Keeping in view inadequate communication aids in both the training centers, state may consider providing various supporting equipments for conducting effective training sessions.

TAMIL NADU



No. of ICDS Projects Visited	No. of AWCs visited	No. of AWTCs visited
47	228	1

ICDS IMPLEMENTATION

INFRASTRUCTURE

Less than half (41%) of the AWCs are located in Pucca buildings. Rest of the AWCs which are either running from semi pucca buildings (49%) or in kuttcccha buildings (11%) needs to be progressively replaced by pucca buildings. The location of AWCs in primary schools is almost negligible (2%). The availability of toilet needs to be ensured in all AWCs as in only 72% of AWCs, the toilets were found available. The availability of drinking water was reported in 78% of the visited AWCs. The availability of separate storage and cooking space was in 88% and 86% of AWCs respectively.

TRAINING STATUS

Though all AWWs have received job training, however, it was also observed that about 37% of AWWs have not yet received the refresher training. There is a need to clear the training backlog.

PRE-SCHOOL EDUCATION

PSE, the early learning component of ICDS is a significant input for providing a sound foundation of lifelong learning and development. Supply of PSE kit was reported in majority (81%) of the visited AWCs. Programme planning of PSE was observed in substantial number (92%) of the AWCs. It was observed that AWWs have made considerable efforts for preparing low cost teaching learning aids in about 92% of the visited AWCs. The use of role play methodology in imparting PSE was observed in only 38% of the visited AWCs.

SUPPLEMENTARY NUTRITION

In supplementary nutrition of ICDS, both HCM and RTE have to be given. However, the distribution of RTE was observed in only limited number (1%) of the visited AWCs. The acceptability and distribution of adequate quantity of supplementary nutrition was observed in all the visited AWCs. No interruption in supply of supplementary nutrition was observed. The adequate availability of utensils for serving and consumption of supplementary nutrition were found in substantial number (94 %) of the visited AWCs.

GROWTH MONITORING AND PROMOTION

Weighing scales and growth charts are two important tools for carrying out the growth monitoring activities in AWCs. Though the availability of weighing scales was reported in all of the visited AWCs, however, the availability of growth charts was found in

substantial number (94%) of AWCs. Majority of the AWWs (more than 90%) have the adequate skills of plotting the growth of the children in growth charts and determining the correct age of the children.

HEALTH SERVICES

The malnourished children & mothers with special cases need to be referred to PHC centers immediately. ICDS scheme has the provision of provided referral slips to AWCs for facilitating the service and to keep the records of follow-up. The status of referral services is not very encouraging as referral slips were found unavailable in about 50% of visited AWCs. The MCP cards were not found maintained properly in 45% of AWCs. The availability of medicine kit was reported in majority (85%) of the visited AWC.

NHEd (Nutrition & Health Education)

NHEd, which is an important tool to educate the community about various aspects of ICDS, was not found in proper shape. Adequateness of NHEd material was reported in majority (81%) of the visited AWCs. The supply of NHEd kit was observed in only two thirds (66%) of the visited AWCs. There is an urgent need to develop the office of the CDPO as a resource center for ensuring the availability of NHEd kit. The AWWs need to be motivated for preparing low cost NHEd and other promotional materials in local language for use and dissemination in NHEd sessions.

SUPPORTIVE SUPERVISION AND MONITORING

Regular supervision visits by CDPOs was found in 97% of the visited AWCs. Most of the ICDS supervisors (67%) were found using instruction method only which needs to be supplemented by demonstration method of supervision as well. The availability of MRP forms was found in three fourth (75%) of the visited AWCs.

COMMUNITY PARTICIPATION

Compared with the involvement of local women groups/self help groups (95%) in various activities of AWCs, the involvement of PRIs members are little lower (79%). The involvement of PRI members needs to be improved.

TRIPURA



No. of ICDS Projects Visited	No. of AWCs visited	No. of AWTCs visited
2	10	1

ICDS IMPLEMENTATION

INFRASTRUCTURE

About 85% of the AWCs are located in Pucca buildings. Rest of the AWCs which are running from semi pucca buildings (13%) needs to be progressively replaced by pucca buildings. The location of AWCs in primary schools is almost negligible (2%). The availability of toilet needs to be ensured in all AWCs as in only 41% of AWCs, the toilets were found available. The availability of drinking water was reported in only little more than half (53%) of the visited AWCs. The availability of separate storage and cooking space was in 31% and 38% of AWCs respectively.

TRAINING STATUS

Though all AWWs have to receive the job training course, however, it was observed that about 35 % of AWWs are untrained. It was also observed that about 40% of AWWs have not received the refresher training also. There is a need to clear the training backlog.

PRE-SCHOOL EDUCATION

PSE, the early learning component of ICDS is a significant input for providing a sound foundation of lifelong learning and development. No supply of PSE kit was reported in about one third (33%) of the visited ICDS projects. No programme planning of PSE was observed in about 40% of the AWCs. The use of role play methodology in imparting PSE was observed in only 12% of the visited AWCs.

SUPPLEMENTARY NUTRITION

In supplementary nutrition of ICDS, both HCM and RTE have to be given. However, the distribution of RTE was not observed in any of the visited AWCs. The acceptability and distribution of adequate quantity of supplementary nutrition was observed in 90% and 73% of AWCs respectively. In about more than one forth (28%) of AWCs, interruption in supply of supplementary nutrition was observed. The utensils for serving and consumption of supplementary nutrition were found in only 66% of the visited AWCs.

GROWTH MONITORING AND PROMOTION

Weighing scales and growth charts are two important tools for carrying out the growth monitoring activities in AWCs. The availability of weighing scales was reported in 58% of the visited AWCs. Similarly, the availability of growth charts was found in only 33% of AWCs which is a matter of great concern. Only little more than one third (34%) of AWWs

have the adequate skills of plotting the growth of the children in growth charts. Similarly only 55% of AWWs have the adequate skills of determining the correct age of the children.

HEALTH SERVICES

The malnourished children & mothers with special cases need to be referred to PHC centers immediately. ICDS scheme has the provision of provided referral slips to AWCs for facilitating the service and to keep the records of follow-up. The status of referral services is not very encouraging as referral slips were found unavailable in about 98% of visited AWCs. The MCP cards were not found maintained in substantial number (92%) of AWCs. Medicine kit was not available in about three fourth (75%) of the visited AWC.

NHEd (Nutrition & Health Education)

NHEd, which is an important tool to educate the community about various aspects of ICDS, was not found in proper shape. Adequateness of NHEd material was reported in only 23% of visited AWCs. In none of the visited AWC, supply of NHEd kit was observed. There is an urgent need to develop the office of the CDPO as a resource center for ensuring the availability of NHEd kit. The AWWs need to be motivated for preparing low cost NHEd and other promotional materials in local language for use and dissemination in NHEd sessions.

SUPPORTIVE SUPERVISION AND MONITORING

Though regular supervision visits by CDPOs was found in all of the AWCs, however, follow up of the supervision was observed in only half (50%) of the visited AWCs. All ICDS supervisors were found using instruction method only which needs to be supplemented by demonstration method of supervision as well. The availability of MRP forms was found in all of the visited AWCs.

COMMUNITY PARTICIPATION

In only 63% of the visited AWCs, the involvement of local women groups/self help groups was reported. The involvement of PRIs members is impressive. They have been involved in various activities of ICDS in more than 90% of the visited AWCs

RECOMMENDATIONS

- ◆ Excess workload should be curtailed down
- ◆ There is the need of proper infrastructure facilities at project as well as AWC level
- ◆ Ensuring the supply of PSE kit & NHEd kit for better implementation of the project
- ◆ Minimum qualification should be prescribed for the AWWs
- ◆ The quality of SNP should be maintained.

ANGANWADI WORKERS TRAINING CENTRES

MANAGEMENT OF AWTCs AND STAFF POSITION/STAFFING PATTERN

1 full time and 3 part-time instructor posts were found lying vacant in the AWTC, visited. All the instructors were found engaged in assignments other than ICDS training. The instructor's skills required for various training methods were found to be adequate.

EQUIPMENTS AND AIDS

None of the equipments like Flip chart, white board, display board, fax machine Xerox machine etc were not available in the visited AWTCs which is an essential item for demonstration of growth monitoring activities.

LIBRARY

The AWTCs visited was not found to be equipped with a library with adequate reference material for the trainees.

SYLLABUS

Timely preparation of course report was not observed in the AWTCs visited by the CMU consultants.

AWTCs MONITORING AND TRAINING EVALUATION

None of the visited AWTCs were found of employing a mix of various training methods for conducting training sessions. Similarly, none of the instructors in the visited AWTC was observed of conducting practical exercises session/demonstration. None of the instructors in AWTCs were able to get training feedback from the trainees in order to identify learning gaps.

RECOMMENDATIONS

State may consider providing some advance money to AWTCs to overcome these problems for effective organization of the programmes at AWTCs.

Keeping in view inadequate communication aids in both the training centres, state may consider providing various supporting equipments for conducting effective training sessions.

UTTAR PRADESH



No. of ICDS Projects Visited	No. of AWCs visited	No. of AWTCs visited
54	276	23

ICDS IMPLEMENTATION

INFRASTRUCTURE

Slightly more than four fifth (81%) of the AWCs visited are located in pucca building. Very few (14%) of the visited AWCs are located in the premises of the primary schools. More AWCs needs to be co-located in the premises of primary school for smooth transition of children from AWCs to primary school. Most of the AWCs (40%) had inadequate indoor space thereby limiting group activity and proper movement in the center. About 1/3rd of the AWCs had inadequate outdoor space, which limits the physical activity of children. In about 40% of the AWCs, toilet facilities are not available. It was found that cooking facilities (utensils, fuel) are not adequate, hampering the delivery of supplementary nutrition. Necessary action needs to be taken for construction of AWCs buildings with adequate indoor and outdoor space, provisions for proper storage, cooking & serving space.

SUPPLEMENTARY NUTRITION

Though HCM has to be distributed in all the AWCs, however, in slightly less than 1/4th of the visited AWCs (23%), supplementary nutrition in the form of HCM was being provided. The supplementary nutrition was partially acceptable among beneficiaries in 21% of the AWCs. In fact in 5% of AWCs, Supplementary nutrition was found to be poor quality. Similarly the quantity of supplementary nutrition was found to be inadequate in 16% of AWCs. The supply of supplementary nutrition was found to be interrupted /delayed during past 3-6 months in almost 1/4th (25%) of the AWCs. The causes for interruption were stated as shortage of supply (86%) and others (14%). Utensils for consumption of supplementary nutrition by the beneficiaries were found to be available in 40% of the AWCs. Interruption in supplementary nutrition besides causing irritation has other implications, such as, poor attendance, low enrolment, and mistrust in AWWs. Therefore state needs to ensure an uninterrupted supply of SN in order to ensure that the beneficiaries under ICDS get the SN of proper quality & quantity.

GROWTH MONITORING AND PROMOTION

It was reported that in about 1/4th (25%) of the AWCs, weighing scales and in 61% of the AWCs, New WHO growth charts are not available. Out of the total available weighing scales, 6.3% were found to be out of order. It was found that in only half of the AWCs plotting were being done accurately by the AWWs. Similarly, 20% of the AWWs are not able to determine the correct age while plotting the growth chart. It was found that counselling sessions for mothers on growth of their children are being conducted by slightly more than half of the AWWs (54%) only. It is essential to take necessary measures for supply/repairing of weighing machines, develop skills of the AWWs for use of new WHO growth charts and motivating AWWs for proper growth monitoring of children in ICDS under close supervision.

NHEd (Nutrition & Health Education)

Adequate availability of educational material pertaining to NHEd was reported in only 20% of the visited AWCs. NHEd kit was not found in most of the visited (95%) AWCs.

PRE-SCHOOL EDUCATION

It may be mentioned that 46% of AWWs have not made any PSE programme planning for imparting PSE to children. Needless to mention the importance of conducting play-way method for disseminating PSE activities, yet it was observed that 60% of AWWs are not using this method. 1/4th of the AWWs (25%) have not prepared low cost teaching learning material. PSE kit not found available in 1/4th (25%) of the visited AWCs. On the whole PSE service delivery was not found satisfactory in 1/4th (25%) of the visited AWCs. Adequate efforts need to be done for strengthening PSE component under ICDS.

HEALTH / REFERRAL SERVICES

Referral service component was greatly affected due to the non-availability of Referral slips (64%) in most of the AWCs. Similarly, the immunization health cards (MCPC) are not being properly maintained in almost 70% of the AWCs. In 1/3rd (33%) of the AWCs, the medicine kits have not been supplied. Services to Adolescent Girls are not available in many AWCs-IFA supplementations (36%), Deworming (35%), Supplementary Nutrition (47%) and counselling on reproductive health (23%).

SUPPORTIVE SUPERVISION AND MONITORING

During visit, it was observed that CDPOs are not able to perform their supportive and guiding role effectively. They are only performing the roles of inspection and administration. Though 76% of the CDPOs are making regular visits to AWCs, however, only 18% of them make use of demonstration method for guiding AWWs. Availability of Monthly Progress Report Performa has also not been found adequate thereby hampering the supportive supervision by the CDPOs. Similarly, follow-up visits are being conducted only in 45% of the AWCs.

COMMUNITY PARTICIPATION

The involvement of PRIs members of local women groups/self help groups was reported from majority (85%) of the AWCs.

ANGANWADI WORKERS TRAINING CENTRES

RELEASE OF FUNDS

Delay in release of funds by the state government in spite of submitting the SOE in time, was noticed in ten out of the total eighteen visited AWTCs. This has adversely affected the quality of training programmes.

INFRASTRUCTURE AND FURNITURE

39 per cent of the classrooms were being used for hostel accommodation in the 18 visited AWTCs. Two of the eighteen AWTCs were found to have separate recreation room for trainees. Fifteen of the eighteen AWTCs had minimum of 3 classrooms/ practical/ demonstration room for the trainees.

MANAGEMENT OF AWTCs AND STAFF POSITION/STAFFING PATTERN

26 part-time instructor posts were found lying vacant in the 18 of the visited AWTCs. 56 per cent of the total instructors were found engaged in assignments other than ICDS training. In half of the AWTCs, the instructor's skills required for various training methods were found to be adequate.

EQUIPMENTS AND AIDS

The availability of white board and black board was found in 67 per cent and 83 per cent of AWTCs respectively. Similarly, the availability of display boards and OHP was found in only 44 per cent and 61 per cent of AWTCs respectively. Availability of computer with LCD projector, flip chart and printer was found in 17 per cent, 50 per cent and 56 per cent of AWTCs respectively. Less than 1/4th of AWTCs reported the availability of weighing scales, which is an essential item for demonstration of growth monitoring activities.

SYLLABUS

Thirteen of the eighteen AWTCs have the adequate availability of reference material for the trainees. Two of the eighteen visited AWTCs were not found planning of course in advance. Timely preparation of course report was observed in 83 per cent of the total AWTCs visited by the CMU consultants. The instructors working in ten out of the eighteen AWTCs were of the view of revising the syllabus of training. The clarity of syllabus was found to be average in 1/3rd of the total AWTCs visited.

FEEDBACK OF THE TRAINEES

Slightly more than 2/3rd of AWTCs were observed of getting training feedback of trainees for identification of learning gaps.

RECOMMENDATIONS

State may consider providing some advance money to AWTCs to overcome these problems for effective organization of the programmes at AWTCs.

Keeping in view inadequate communication aids in both the training centres, state may consider providing various supporting equipments for conducting effective training sessions.

UTTARAKHAND



No. of ICDS Projects Visited	No. of AWCs visited	No. of AWTCs visited
3	30	1

ICDS IMPLEMENTATION

INFRASTRUCTURE

About 70 % of the AWCs are located in Pucca buildings. Rest of the AWCs which are either running from semi pucca buildings (27%) or in kuttcha buildings (3%) needs to be progressively replaced by pucca buildings. The location of AWCs in primary schools is almost negligible (3%). The availability of toilet needs to be ensured in all AWCs as in only 50 % of AWCs, the toilets were found available. The availability of drinking water was reported in majority (86%) of the visited AWCs.

TRAINING STATUS

Though all AWWs have to receive the job training course, however, it was observed that about 80 % of AWWs are untrained. It was also observed that about 10% of AWWs have not received the refresher training. There is a need to clear the training backlog.

PRE-SCHOOL EDUCATION

PSE, the early learning component of ICDS is a significant input for providing a sound foundation of lifelong learning and development. The availability of PSE kit was reported in all of the visited AWCs. Programme planning of PSE was observed in about 88% of the AWCs. The use of role play methodology in imparting PSE was observed in none of the visited AWCs. Majority of the AWWs (84%) have developed low cost PSE material.

SUPPLEMENTARY NUTRITION

Though in supplementary nutrition of ICDS, both HCM and RTE has to be given. However, the distribution of RTE was observed in only 50 % of the visited AWCs. The acceptability of supplementary nutrition was reported in only 50% of the visited AWCs. The distribution of adequate quantity of supplementary nutrition was reported in all the visited AWCs. In almost 50% of the visited AWCs, interruption in supply of supplementary nutrition was observed. The major reason reported is shortage of supply (100%), none of the visited AWCs, availability of utensils for serving and consumption of supplementary nutrition was observed.

GROWTH MONITORING AND PROMOTION

Weighing scales and growth charts are two important tools for carrying out the growth monitoring activities in AWCs. The availability of weighing scales and growth charts was reported in all (100%) the visited AWCs. Less than half (48%) of AWWs have the

adequate skills of plotting the growth of the children in growth charts and determining the correct age of the children.

HEALTH SERVICES

The malnourished children & mothers with special cases need to be referred to PHC centres immediately. ICDS scheme has the provision of provided referral slips to AWCs for facilitating the service and to keep the records of follow-up. The status of referral services is not very encouraging as referral slips were found unavailable in about 40 % of visited AWCs. The MCP cards were not found maintained in about 20% of the visited AWCs. Medicine kit was not available in about one third (33%) of the visited AWC.

NHEd (Nutrition & Health Education)

NHEd, which is an important tool to educate the community about various aspects of ICDS, was not found in proper shape. Adequateness of NHEd material was reported in only 38% of visited AWCs. The availability of NHEd kit was observed in only one third (33%) of the visited AWCs. There is an urgent need to develop the office of the CDPO as a resource centre for ensuring the availability of NHEd kit. The AWWs need to be motivated for preparing low cost NHEd and other promotional materials in local language for use and dissemination in NHEd sessions.

SUPPORTIVE SUPERVISION AND MONITORING

Though regular supervision visits and proper follow up by CDPOs was found in all of the visited AWCs. About 66% of the ICDS supervisors were found using instruction method only which needs to be supplemented by demonstration method of supervision as well. The availability of MRP forms was found in all of the visited AWCs.

COMMUNITY PARTICIPATION

In majority of the visited AWCs (87%), the involvement of local women groups/self help groups was reported. The more involvement of PRIs members is needed as the same was observed in only 33% of the visited AWCs.

ANGANWADI WORKERS TRAINING CENTRES

RELEASE OF FUNDS

Delay in release of funds by the state government in spite of submitting the SOE in time, was noticed in all the visited AWTCs. This has adversely affected the quality of training programmes.

INFRASTRUCTURE AND FURNITURE

The classrooms were being used as hostel accommodation by the trainees. There was no separate recreation room for trainees in the visited AWTC.

MANAGEMENT OF AWTCs AND STAFF POSITION

Shortfall of two full-time instructors and three part-time instructors was observed in the visited AWTCs.

EQUIPMENTS AND AIDS

None of the equipments, audio-visual aids, weighing scales etc were available in the visited AWTCs.

RECOMMENDATIONS

Keeping in view inadequate communication aids in the training centre, state may consider providing various supporting equipments for conducting effective training sessions.

WEST BENGAL



No. of ICDS Projects Visited	No. of AWCs visited	No. of AWTCs visited
37	189	18

ICDS IMPLEMENTATION

INFRASTRUCTURE

About 60% of the AWCs are located in Pucca buildings. Rest of the AWCs which are either running from semi pucca buildings (30%) or in kuttcha building (10%) needs to be progressively replaced by pucca buildings. The location of AWCs in primary schools is very less (17%). The availability of toilet needs to be ensured in all AWCs as in only 40% of AWCs, the toilets were found available. The availability of drinking water was reported in 83% of the visited AWCs. The availability of separate storage and cooking space was in 37% and 48% of AWCs respectively.

TRAINING STATUS

Though all AWWs have to receive the job training course, however, it was observed that about 8% of AWWs are untrained. It was also observed that about 33% of AWWs have not received the refresher training also. There is a need to clear the training backlog.

PRE-SCHOOL EDUCATION

PSE, the early learning component of ICDS is a significant input for providing a sound foundation of lifelong learning and development. No supply of PSE kit was reported in about half (50%) of the visited ICDS projects. Programme planning of PSE was observed in sizeable (90%) number of the AWCs. The use of role play methodology in imparting PSE was observed in only 6% of the visited AWCs. About one third (33%) of the AWWs have not made any low cost pre school education aids.

SUPPLEMENTARY NUTRITION

In supplementary nutrition of ICDS, both HCM and RTE have to be given. However, the distribution of RTE was not observed in any of the visited AWCs. The acceptability and distribution of adequate quantity of supplementary nutrition was observed in 100% and 75% of AWCs respectively. The utensils for serving and consumption of supplementary nutrition were found in majority (88%) of the visited AWCs.

GROWTH MONITORING AND PROMOTION

Weighing scales and growth charts are two important tools for carrying out the growth monitoring activities in AWCs. Though, the availability of weighing scales was reported in all of the visited AWCs, however, the availability of growth charts was found in only 75% of the visited AWCs. Majority of AWWs (more than 90%), have the adequate skills

of plotting the growth of the children in growth charts and determining the correct age of the children.

HEALTH SERVICES

The malnourished children & mothers with special cases need to be referred to PHC centers immediately. ICDS scheme has the provision of provided referral slips to AWCs for facilitating the service and to keep the records of follow-up. The status of referral services is not very encouraging as referral slips were found unavailable in about 88% of visited AWCs. The MCP cards were not found maintained in about half number (50%) of the visited AWCs. The availability of the medicine kit was observed in majority (83%) of the visited AWCs.

NHEd (Nutrition & Health Education)

NHEd, which is an important tool to educate the community about various aspects of ICDS, was not found in proper shape. Adequate availability of NHEd material was reported in only less than half (48%) of the visited AWCs. Similarly, the availability of NHEd kit was only found in 22% of the visited AWCs. There is an urgent need to develop the office of the CDPO as a resource center for ensuring the availability of NHEd kit. The AWWs need to be motivated for preparing low cost NHEd and other promotional materials in local language for use and dissemination in NHEd sessions.

SUPPORTIVE SUPERVISION AND MONITORING

Though regular supervision visits by CDPOs was found in majority of the AWCs (84%), however, follow up of the supervision was observed in only 72% of the visited AWCs. Majority of the ICDS supervisors were found using instruction method only which needs to be supplemented by demonstration method of supervision as well. The availability of MRP forms was found in less than half (44%) of the visited AWCs.

COMMUNITY PARTICIPATION

Though regular involvement of PRIs members was found in most of the AWCs (84%), however, the involvement of local women groups/self help groups needs to be strengthened.

ANGANWADI WORKERS TRAINING CENTRES

RELEASE OF FUNDS

Only 3 of the total 16 AWTCs visited in the state of West Bengal have received funds from the state government in time. This is in spite of submitting the SOE within time. As a result AWTCs experience various difficulties for organizing training programme.

INFRASTRUCTURE AND FURNITURE

In 3 of the 16 AWTCs, the classrooms are being used for hostel accommodation. 7 of the 16 AWTCs have separate recreation room for trainees and availability of toilet facility was reported in 11 of the 16 AWTCs. Proper classroom with required furniture is very much essential for effective organization of training, however only 6 per cent of the AWTCs have chairs with desks in the class room.

MANAGEMENT OF AWTCs AND STAFF POSITION/STAFFING PATTERN

2 full-time instructor and 36 part-time instructor's positions are lying vacant. 2/5th of the instructors in the AWTCs visited are graduates. 75 per cent of the instructors are only employing lecture/presentation method for conducting training sessions. 63 per cent of the instructors reported of undergoing refresher and orientation training whereas only half of the instructors had undergone skill training.

EQUIPMENTS AND AIDS

The availability of audio-visual aids in training assumes special significance in view of the fact that it not only improves the effectiveness of training but also removes the monotony of lecture method. However the availability of modern equipments like projector, Xerox machine, printer etc has been found to be quite low in the AWTCs visited. Availability of flip charts and weighing scales has been reported in 50per cent and 86per cent respectively in the AWTCs visited.

LIBRARY

88 per cent of the AWTCs have library and adequate reference material for the trainees.

SYLLABUS

Though syllabus of AWWs prescribes a lot of practical exercises in almost all components of ICDS training, however the organization of such sessions was observed in 27per cent of the AWTCs. Nearly 1/4th of the instructors reported about average clarity of syllabus for training. Slightly more than half of the instructors have been found of confident enough for adopting different training methods as prescribed in syllabus of JTC and refresher courses of AWWs.

FIELD VISITS

Half of the Trainees in AWTCs are undertaking visits of nearby ICDS projects so as to acquaint themselves with ground realities of implementation of ICDS.

FEEDBACK OF THE TRAINEES

The practice of getting training feedback at the end of every component of ICDS training was observed in 9 of the 16 AWTCs.

RECOMMENDATIONS

State may consider providing some advance money to AWTCs to overcome these problems for effective organization of the programmes at AWTCs.

Keeping in view inadequate communication aids in both the training centers, state may consider providing various supporting equipments for conducting effective training sessions.

- ◆ Excess workload should be curtailed down
- ◆ There is the need of proper infrastructure facilities at project as well as AWC level
- ◆ Ensuring the supply of PSE kit & NHEd kit for better implementation of the project
- ◆ Minimum qualification should be prescribed for the AWWs
- ◆ The quality of SNP should be maintained.
- ◆ The AWC should be provided with adequate infrastructure facilities.
- ◆ Coordination between ICDS as well as health functionaries should be ensured.
- ◆ NHEd component also needs to be strengthened. It was observed that no efforts were made by AWW for developing adequate communication aids.
- ◆ Considerable efforts are required to be made by ICDS functionaries so that maximum no. of children should enrolled in PSE.
- ◆ The quality of SN needs to improve and efferent many should be planed for each day.
- ◆ If the AWC has to run as a full child care centre them the government should put ban on additional engagement of AWW in non-ICDS activities.