RedR India in collaboration with UNICEF

Proposal for Real-time Capacity Building training ofICDS Workers

Jammu and Kashmir

RedR India is part of the International RedR network; a non-profit, humanitarian organization which maintains a register of experienced professionals, who are available to assist governments and external support agencies that work in the humanitarian sector, and builds the capacities of individuals and response organisations. (http://www.redr.org.in/)

Background

The Jammu and Kashmir state in India and other adjoining areas in Pakistan received heavy rainfalls beginning 2nd September, 2014. This torrential rainfall caused heavy flooding severely affecting three districts in the Jammu division and eight districts in Kashmir division. According to state government estimation more than 288 people lost their lives and losses to property and livestock in tune of over thousand crores. Many regions of the state remained inundated or cut off for almost weeks after floods and landslides.

The floods had resulted not only in loss of life but also rendered the government system paralyzed. Many government buildings were also inundated and for the first few days the government machinery (from the state level functionaries, down to the village level frontline workers) was unable to function. Immediately after the floods a nine member team from RedR India visited the severely affected districts of Jammu and Kashmir divisions to conduct a preliminary assessment of the situation, to inform the humanitarian actors about the immediate, emergent and long term needs of the affected communities.

RedR India team observed that several stakeholders including Government and Non-Governmental organization were playing an active role in addressing the needs of the affected communities. As the nature of response was generic in nature, the team did not find any special efforts being made for Pregnant and Lactating mothers as well as children below 5 years of age. Being one of the most vulnerable groups during emergencies it was necessary to strengthen the system that provides care and support to this group; the ICDS[1]& RGNCS[2] workers. This need to strengthen the capacities of ICDS& RGNCS workers was also expressed by the Department of Social Welfare during its interaction with RedR India representative in Srinagar.

It is against this background RedR India proposes to conduct a series of training on WASH, Public Health and Nutrition with special focus on Children and Womenin all the flood affected districts of Kashmir Division.

[1] Integrated Child Development Scheme
[2] Rajiv Gandhi National Crèche Scheme

Rationale for real-time capacity building

The devastating floods in Jammu and Kashmir brought the entire state machinery to a standstill. The district administration, especially in Kashmir was so overwhelmed that it was paralyzed in the immediate aftermath of the disaster. It took couple of weeks for the administration to show some presence in the flood ravaged areas and slowly started recuperating from the impact of the flood. Its current focus is to prevent further loss of lives and resume its functions to full capacity at the earliest.

The Integrated Child Development Services Scheme, which aims at improving the nutritional and health status of vulnerable groups including pre-school children, pregnant and lactating women was significantly affected. Over 1500 ICDS centers (Anganwadis) were damaged and majority of them were not functional as there were no supplies to these centers due to flooding and damage to roads. The floods in Valley have damaged 494 Aganwadi centers fully and 724 partially out of 15095 centers operating here. Similarly, in Jammu division, out of 13514 centers, 20 have been fully damaged and 189 partially[3].

The Rajiv Gandhi National Crèche Scheme, provides assistance to NGOs for running crèches for infants (0-6 years),ensures sleeping facilities, healthcare, supplementary nutrition, immunization, etc. for running a crèche of 25 infants for eight hours

The relevance of ICDS and RGNCSincreases significantly during emergencies as the target group for this scheme becomes more vulnerable. With the onset of winter imminent and in the backdrop of the flood induced damage, it is important to ensure the institutions remain functional and the AWWs as well as the Workers and Partners of the RGNCSare duly equipped with specific skills to ensure that recovery is not impacted. The first step towards achieving this recovery would be to enhance the capacities of these workers by imparting relevant skills and knowledge pertaining to WASH, Nutrition and Public Health during emergencies.

Specific Outputs

Specific output for the entire project:

- Conduct 12-16training courses for ICDS and RGNCS workers in 6-8 districts in Kashmir (twoday duration) Completed so far
- Identify participants who can be further trained to become Master Trainers (tentative list Identified)
- Conduct 2Training of Trainers with the identified Master trainers and develop IEC materials at ToT workshop for use by master trainers

Training Delivery Plan

The training courses will focus on general Emergency Preparedness, Response and Thematic issues like WASH and Hygiene Promotion. RedR India's team will work closely in consultation with the

[3]Ministry of Social Welfare, J&K Government

Department of Social Welfare to finalize the content and to plan and deliver the proposed training courses in Jammu and Kashmir. The training project will be delivered in two distinct phases.

Phase I: In this phasetwo training courses of twodays duration each will be conducted in 6 districts of Kashmir. Each batch would have 25 -30participants. Potential trainers will be identified from each training course and will be referred to undergo ToT that would be conducted at a later stage.

Key output of this phase:

- Delivery of 12-16training courses (2 training courses in 6 – 8 districts) done
- Identification of at least 40 persons for participation in the ToT's (to be finalized by ICDS department
- Capacity building of 300-360 ICDS& RGNCS workers done

Phase II: Two Training of Trainers' courses will be conducted for the shortlisted participants. During the training, IEC / training aids that can be used for future training will be developed in consultation with the participants. These training aids will then be used by the participants for delivering future trainings.

Key output of this phase:

- Delivery of 2 Training of Trainers (4 days duration Each) To be completed
- Capacity building of 40 ICDS workers / supervisors as Trainers) To be completed

The training courses will be primarily facilitated using the principle of honoring the learner and learners' styles with an emphasis on learner participation. There will be a strong emphasis on reflective and application based learning using group work, exercises, simulation and discussions along with presentations. Most of the presentations would be made using locally relevant visuals and with the minimal usage of text based power point slides. The participants will be encouraged to apply their personal life and professional experiences for enhanced learning and sharing of knowledge. Participants will also be provided with a simple and visual participant reference workbook.

Course Considerations

In order to achieve the objectives of the training the below mentioned factors are to be considered:

1. Training courses TOT would be residential in nature
2. **Training Venue , Food and boarding will be taken care by RedR.**
3. **One person from ICDS department should be deputed to oversee the TOT and other supervision of participants during the trainings .**

RedR India will ensure that all lead trainers deployed for the training are certified and experienced RedR members who have had a long standing relationship with RedR India and have widespread experience on the subject in both development and humanitarian contexts. The facilitators and co-trainers will also be experienced professionals with a strong knowledge base and training skills for

the project. Most of the RedR members and trainers have the experience of working in Jammu & Kashmir during their various deployments, trainings and projects. Hence this knowledge of the local context inKashmir will bring additional value to the training.

Proposed Dates

The TOT will be scheduled for the months of February – from 10th Feb onwards