

ANNUAL REPORT - 2012-13

INSTITUTE FOR DEVELOPMENT AND COMMUNICATION (IDC)

Working together for equitable socio-economic transformation
and building a humane and just society



INSTITUTE FOR DEVELOPMENT AND COMMUNICATION

ANNUAL REPORT

2012-2013

5/7/2013

- STUDIES /PROJECTS
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STUDIES AND PROJECTS CONDUCTED

2012-2013

Non-Agriculture Micro Enterprises in Rural Areas for Providing Employment to Rural Youth: Report

The employment of human labor in the agriculture sector is declining fast in Punjab due to increasing mechanization of farm operations. This is making the problem of unemployment in rural Punjab more serious and complex. The farm sector is suffering from congestion, failing to absorb newer applicants as well as shedding older employees. The Urban-Industrial sector of the state is not growing at a sufficiently fast rate and is not able to generate jobs suitable for the employment of rural youth. The scope for this growing number of un-employed to be absorbed and hired in the Urban Industrial sector is bleak. The jobs that are available are low wage, low status and menial type which the rural youth are not willing to take up

This study was conducted to assess the development of such non-agricultural enterprise by accumulating and analyzing ground level information to identify the ones that have a good scope of further developing the rural areas of the state.

Objectives of the study conducted:

To find out the current state of development of rural non-agricultural enterprise in Punjab

To document the socio-economic profile of owner-operators of these enterprises

To estimate the employment generated and capital investment in these enterprises

To assess the labor productivity in these enterprises and the income earned by their operators

To document the marketing patterns, sources of finance and raw materials used in these enterprises

To identify rural non-agricultural enterprises that has a good scope of further development

To suggest policy measures for speeding up the growth in these enterprises

To carry out these objectives the study completed a census survey of all the non-agricultural enterprises operating in 19 randomly selected villages from various agro-climatic zones of the state. This was carried out in November-December, 2012.

The study found an estimated number of 6.28 lakh non-agricultural enterprises employing about 10.58 lakh workers already operating in rural Punjab. However, their number and employment capacity needs to be enhanced further in view of the declining trend in labor

scope in agriculture, fast growing young population in rural areas and slow growth of Urban-Industrial sector employment in the state. Some enterprises which are growing fast and have the most potential are: Keryana shops(grocery shops), embroidery, tailoring shops, beauty parlors, barber shops, tea stalls, dhabas , bakery, dairy products, green fodder/busu stalls, private veterinary service etc.

In the published report, attempts have been made to conduct a comprehensive assessment of the non-agricultural rural enterprises has been and detailed recommendations have been made to achieve the said objectives.

Communication needs assessment Himachal Pradesh Hydro Power

Communication needs assessment study of Himachal Pradesh (HP) hydro power development was conducted during May-July 2012 for the Himachal Pradesh Government as per the Terms of Reference suggested by the World Bank. The objective of the study was to gather the perceptions, attitudes and communication needs of various stakeholders especially the affected/unaffected local populations and the project managements/officials concerned directly or indirectly with the hydro power development in order to; assess the state of stakeholder participation, engagement and project governance. The assessment was then used to make recommendations for appropriate processes, systems, institutions and messages to improve the quality and output of engagement/interaction by the government with the stakeholders. The goal was to help the hydro development programme gather wide stakeholder support. Through secondary data provided by the state government and web sources, the study has examined the role and relevance of national and state policies regarding the said issue. The field survey covered 8 projects and 15 affected villages in the two river basins of Satluj and Chenab. A total of 226 respondents directly or indirectly affected project activities (the PAF/NPAF) were interviewed through structured schedules. 90 respondents selected from; government officials, project managements, PRI representatives, local population/media were also interviewed (semi structured schedules). Apart from these, 213 respondents from selected categories of power consumers – industry/commercial/domestic - in the districts of Kangra, Solan, Chamba, Kinnaur and Shimla were also interviewed.

Status of School Education in Punjab

In this study the educational infrastructure of Punjab was evaluated. The study established that Punjab relatively has good educational infrastructure and teacher-student ratio yet on quality educations its performance is dismal. Moreover there is a shortage of trained technical teachers, with around 30 percent of the school teachers without higher secondary certificates. Punjab has five primary schools per 1,000 persons in the age group 6-11 years. However, for

the upper primary it is around seven schools per 1,000 persons. The enrolment of girl students is low in the rural areas due to shortage of upper primary schools.

The study calls for the introduction of a common schooling programme instead of Adarsh schools. The unrecognized schools and unaided private higher education institutions are multiplying and posing a major challenge to quality education

There is urgent need to elevate the quality of education in terms of improving the quality of teachers, innovation in teaching methods, implementing national regulatory mechanism and transparent transfer policy of teachers. Without intervention the quality of teachers will keep deteriorating and the percentage of educated unemployed youth will increase. Increase in drug addiction, venturing in to foreign lands through illegal means and societal nuisance will ensue.

The study conducted and the corresponding monograph published explores the persistent problems in this sector of Punjab. The study has attempted to suggest reforms to elevate the standard of education and suggestions have been made to reduce and eradicate the problems.

Urban Development in Punjab: Challenges and Strategies

The study is aimed to understand the nature and the process of urban development in Punjab. It has been highlighted in the published monograph that contribution of urban centres to GDP is substantial however its infrastructure including sewerage, storm water drainage, open spaces, clean drinking water is inadequate. The study concluded that urban services are lacking particularly in relation to public sanitary amenities like solid waste management and housing. The process of migration, proliferation of slums, increasing urban poverty in the absence of holistic planning has made urban governance dysfunctional. The report has attempted to suggest reforms in five spheres of urban development

- Policy Planning
- Legislation
- Finance
- Governance

The monograph presents rural urban as a continuum, bring forth the need for decentralized governance and to make new census towns integral to urban planning.

ON GOING STUDIES AND PROJECTS

2012-2013

Citizen-centric Delivery of Justice: An Agenda for Democratic Reforms

Safety, security and equitable access to justice are pre requisites for a functional democracy. Without a countable justice system protection of livelihood, provision of entitlements to people on the margins and safeguarding human rights is not possible. It is essential to address the risk of crime, and improve provisions for the security of individuals by creating effective justice institutions and mechanisms that aim at creating a secure crime-free society.

The existing Criminal Justice System is insensitive to the needs of its multicultural citizenry, particularly in the context of gender. It is yet to adopt institutional human rights standards. A citizen-based participatory framework with its associated strategy, procedures, and mechanisms to provide citizens equitable access and participation to evolve democratic delivery of justice will strengthen the discourse and provide practical means for State capacity-building. The combination of indicators shall be drawn as per the state policy, stakeholders' claims and citizen needs. The sustainable base indicators will be identified. The dynamic interaction between criminal justice system, informal justice mechanisms, civil society interests and citizens in peace, conflict and post-conflict shall lead to evolving parameters for formulation of state policy towards building a crime-free and peaceful society.

The project aims to develop indicator clusters and a framework of analysis for citizen-centric delivery of justice within the criminal justice system with emphasis on marginal populations and conflict and post-conflict sites to build a crime-free and peaceful society, testing the existing efficacy, evolving the participatory mechanism for institutional capacity-building of criminal justice and defining parameters for state policy for participatory, transparent and accountable delivery of justice with a focus on sexual violence.

Capturing religious domains and implications for politics: A Study of Dera's in Punjab

Deras are the emerging power centres in India especially in Punjab. These are also seen as established hubs for political and religious identity especially in case of Dalits. Some of the major Deras in Punjab are not only powerful in the religious domain but also assert political clout by issuing dictates to their devotees regarding voting. Moreover, some of the wealthy

Deras with their enormous human and material resources have emerged as important players in the areas of social reforms in the state.

This study captures the changing contours of the religious, social, political as well as cultural discourses in the state of Punjab where Sikhism always remained a defining force of polity. It will be helpful in understanding the nature of the recent socio-religious and political conflict concerning the Deras. This study will be equally helpful in understanding the electoral dynamics and the manner in which these dynamics are shaped by their current religious formations.

The study intends to understand the phenomena of the Deras in the state of Punjab. It is also important to mention that since many of the larger Deras have significant following among the Punjabi Diasporas, the project aims to understand the impact of these linkages in terms of the economy as well as the politics of the same.

Islam and family welfare

The relevance of cultural specificities particularly in relation to Muslims has been highlighted by number of grassroots organisations in various workshops organised by Punjab Wakf Board. In these workshops it was noted that there is a need to correct the misconception that Islam is against family welfare practices. An attempt was made earlier and a text was prepared covering themes like reproductive health and Islam. Issues of health of mother and child and reproductive health of women were analysed drawing extensively from Holy Quran and the Prophet's words. It explored, relevance of the institution of family for procreation, rights of women and children with reference to Islamic jurisprudence. This work could not be published in the book form, but it generated keen interest in academia and amongst social activists. Against this background, it is felt that there is a need to revise this document and publish it in the form of a book.

Five yearly research programme of Haryana

This research programme is categorized in three themes:

1) Governance Reforms: Addressing the Challenges of Public Service-Delivery (Two studies per year)

The main thrust of this programme would be to address issues relating to access quality, systems of delivery, etc. Each service is to be examined as a separate module in respect of process, procedure, standards, systems etc. And, to achieve these institutions, technologies and transaction costs have to be reworked and realigned. For state wide applications of uniform standardized delivery practices with minimum extra resources a model shall be suggested. Thus thrust would be to suggest integrative systems for composite single window delivery- multi

service window –e.g. complaints (to eliminate forum shopping) and reduce multiplicity in points of contacts by the citizens. To implement the research programme, an evidence-based assessment of the existing level of citizen’s satisfaction and capacity of institutions, process and human resources shall be documented. This study will be a kind of baseline to measure the improvements in governance levels. Two studies will be conducted every year for a span of five years.

2) Gender Status: Addressing Violence Against Women and Girls (VAWG) (Two studies per year)

Haryana represents the least chances of survival of the girl child in India. In spite of high per capita income and improving gender empowerment measures (GEM) rising to the rank of six, the State has the most unfavourable child sex ratio at 830. This research programme will explore these issues to evolve a policy-based intervention to address the phenomena of the missing girl child and increasing VAWG. The research programme will be organised in four phases conducting ten studies over a period of five years.

3) Evaluation of Existing Schemes and Programmes (One study per year): To be allocated by the government in consultation with the IDC keeping in view budgetary allocations.

The State Government may allocate one study mainly from the social sector each year, keeping in view the budgetary considerations.

PROJECT OBJECTIVES

The scope of the earlier study has to be enlarged in terms of available literature, stakeholders comprehension on host of issues like reproductive health, maternal health, child care, family planning, female reproductive health, barriers to access to services – taboos regarding sexual or reproductive health in terms of community support and cultural values.

A comparative knowledge shall be evolved by studying public response in Muslim majority countries like Malaysia, Pakistan, Bangladesh, Algeria, Egypt and Iran.

To map reproductive health practices among various strata across regions amongst Muslims, interactions with stakeholders in four regions of the country shall be held.

Based on inputs received, a final draft would be prepared and discussed in a workshop with selected scholars, public policy experts, social activists and opinion makers, before its publication.

Time Line

- Development of the draft document: 12 weeks
- Holding consultations: 4 weeks
- Revision of the document: 2 weeks
- Seeking feedback from key persons: 2 weeks
- Finalising the document: 4 weeks
- Printing of the document: Depending upon the publisher
- Holding a release function: Depending upon the publisher

Country Perspectives on the Migration of Health Professionals: Causes, Consequences and Responses

The migration of highly skilled health professionals from developing to developed nations has increased dramatically in the years 1990-2010 in response to a range of social, economic and political factors. The consequences of this shift in health human resources are of critical importance to health outcomes and the overall sustainability of health systems in many of these ‘source’ countries. These consequences have become much more salient in the ongoing debate about the reliance of some high income countries – including Canada, the U.S., the U.K., New Zealand and Australia – on health workers who migrate from lower income countries.

The study focuses on the migration of highly skilled health professionals working in management, planning and education from the Philippines, India, South Africa, and Jamaica. The following research questions will be explored in our comparative study:

1. What is the present picture of recent **trends in the migration of highly skilled health personnel** from Jamaica, the Philippines, India, and South Africa?
2. What, according to various stakeholders ‘on the ground’ in these source countries, are the most critical **consequences of the migration of highly skilled health workers?**
3. What is the range of **policy responses** that have been considered, proposed and implemented to address the critical causes and consequences of health worker migration from these countries, and what have been some of the outcomes of these responses?

The study will involve four phases:

- Largely completed but ongoing throughout the study, encompasses a broadly-focused *scoping review* of the literature and policy documents from 2000 to the present to provide background information on all of the research questions.

- Involves *primary and secondary data collection* initiated with research team meetings with investigators and stakeholders in each of the participating countries.
- Will involve broader consultation with key international agencies interested in and influential in the migration of highly skilled health professionals.
- Will involve comprehensive data analysis and review leading to policy recommendations.

What this study aims to achieve:

- Joining a growing international research and policy network examining the health equity impacts of the international migration of highly skilled health workers.
- Developing a strong local evidence base of migration causes, consequences and responses in conjunction with other national contexts.
- Benefiting from findings in three other countries, and from up-to-date arguments for and against health worker migration taking place in international policy circles.

Apart from the International focus the study will also conduct comprehensive India-specific study.

SEMINARS AND WORKSHOPS

2012-2013

Interaction to analyze migration of health professionals, to understand its causes and consequences on health systems, towards formulating an adequate policy response (July 03, 2012)

Developed countries do not have a brain drain but a brain waste phenomenon pertaining to the medical profession. A number of doctors and medicos who migrate to developed countries fail to clear mandatory examinations necessary for acquitting license to practice resulting in brain waste. Therefore, there is a need to create global compatible medical skills for the two way migration from India to countries like Canada. These were views and ideas expressed in a seminar on Health Education, Health Education, Health Systems and Globalization.

Representatives from Interdisciplinary School of Health and Medical Education, University of Ottawa shed light on the necessities and requirements necessary to practice medicine in Canada.

Prof K.K. Talwar, Chairman, Medical Council of India shed light on the new thinking that was emerging evident by a bill introduced in the Parliament by which medical education would undergo re-innovation to make it globally compatible.

It was also discussed that an incentive oriented people's need based policies must be formulated rather than providing ad hoc solutions. Better working conditions should be provided to medicos.

The seminar also warned that encouraging private health system at the expense of government

Eco-socialism crisis and survival of humankind: WORKSHOP (October 19, 2012)

The current global dialogue was to address the challenges posed by climate change to the survival of our civilization. There were two perspectives on the matter

- To recognize the centrality of nature or environment with the economic life and formulate strategies to protect it and make it sustainable
- To highlight the rising global crisis due to ruthless exploitation of our natural resources by big co-corporate entities in an unequal world

It was discussed that the Ecological crisis was created by over indulging in excessive consumption and building a world order to misappropriate resources from the developing world. The ecological challenge will be further aggravated for the third world countries with the financial crisis of capitalism, persistence of poverty and even attempts to reduce poverty and spatial shift of GDP from developed countries like USA, UK, and GERMANY to developing countries like CHINA, INDIA and BRAZIL. The price of restoring ecological balance may have to be paid by the poor.

Mr. Ramesh Inder Singh in his presidential remarks warned that imprisoning ecology to either capitalism or socialism will risk the survival of our future generation.

A number of experts including Professors Manjit Singh, Sherry Sabharwal, Kumool Abbi, Raminder Kaur, Surinder Kumar, I.D Gaur, Lallan Baghel. Meera Nanda, P.S Verma participated in the discussion.

Workshop on Development Dynamics in Gujarat Organized by: Central University, Gandhinagar (Gujarat) and Institute of Development Communication, Chandigarh

The study, conducted by researchers from the Jawaharlal Nehru University and supported by the Institute of Development Communication, Chandigarh suggests that there is more to worry about Gujarat than some decades ago. Today, 21st century 'developed' India is more concerned about ethics, justice, and sustainability of development. Evaluating the experience of development in Gujarat, particularly in the last decade or so, the study tell us, how to integrate goals like social equality, sustainable livelihoods, access to education and health, justice and peace with governance in high-speed lane.

All these facts suggest that we need to construct an alternative development strategy for the state- A strategy which recognizes that markets are not the only drivers of growth. Growth can also happen by harnessing the power of markets and fostering growth with social justice.

Transcending Caste: Dr. B.R. Ambedkar and Social Democracy in Contemporary India (Seminar)

Social democracy occupies centre stage in the philosophy of Dr B.R. Ambedkar, the chief architect of the constitution of Independent India and the messiah of millions of downtrodden. . For the emergence of a genuine and true democracy in India, Dr. Ambedkar gave a clarion call for the 'annihilation of caste' through constitutional and democratic way. Dr. Ambedkar expanded the meaning of political freedom by incorporating in its fold the less talked about issue of freedom from internal colonialism – caste based social exclusion. He assigned special importance to the principles of social democracy by championing the cause of the socially excluded sections of the Indian society.

As far as Indian freedom struggle is concerned, however, the contributions of Dr. Ambedkar were second to none. Unfortunately, Social life in India is still governed by the principle of birth-based graded inequality that tends to elevate some (upper castes) and degrades many (lower castes). Despite the enactment of wide spread anti- Untouchability laws, the so-called outcastes continue to be subjected to repulsion and all sorts of humiliations. They have continuously been deprived of education, human rights, social status, and equal opportunities in social, economic, political and religio-cultural domains.

It is in this context, that the social democratic vision of Dr. Ambedkar becomes central to his post-independent political discourse and praxis which he deployed to transcend caste. This seminar aims at critically exploring the social democracy model as developed by Dr. Ambedkar in contemporary India and its relevance for transcending the entrenched institution of caste.

TRAINING

2012-2013

Training of SAANJH Kendra Nodal officers

The Punjab Government, with the efforts of IDC, in 2011-12 has effectively established Saanjh Programme, through which it has aimed to set up 479 'Suvidha Kendras' or Community Police Centers that provide public ownership in police services. The aim of the government is to change the mind set about policing in Punjab and addressing the changing security needs of the people. In this ambitious project, these Suvidha centers are to be linked with an IT platform where citizens would have access to basic police services over the Internet. In 2012 an evaluation of this programme was conducted and a report detailing its findings submitted to the concerned authorities. Post evaluation and juxtaposing other issues, lack of functional and professional capacities of the staff employed at these centres came into view. IDC then designed a training programme for the In-charge of these community centres for their capacity building.

The Training programmes objective:

- To impart skills for community mobilization, participatory planning, conducting social audits, familiarization with the concept of multi-cultural, gender justice, rights of citizens, collectivities and cultural rights
- Planning community Policing programmes and activities
- Service outreach protocols and service-delivery processes
- Transparency, autonomy and accountability

Expected Outcomes:

- Adaptation of participants towards community policing and its philosophy
- Informed participants with regard to structure of Saanjh, types of Kendras at different administrative levels, various units and services offered.
- Effective supervision of units under Saanjh centres better than before
- Participants would maintain efficient co-ordination among centres with inter-centre flow of information, reports etc
- Participants would be equipped with upgraded skills to ensure community participation
- Participants would beat problem solving abilities and alternative dispute resolution
- Participants would understand issues of vulnerable groups, their relief and rehabilitation matters.

Operationalising of service delivery in Saanjh Kendras: Handbook

Saanjh Kendras belong to a category of concerns wherein the main objective is not to reap profit instead render services to Society. Therefore, such concerns need not prepare a profit and loss account by adopting a commercial system of accounting. However, in order to avoid chances of misappropriation and embezzlement of funds, it is necessary to maintain proper book(s) of accounts. Clear assessment requires accurate and detailed book of accounts showing complete details of receipts and payments of cash. It should be clear whether over the time frame income was greater or less than expenditure. The accounts should reflect the financial health at the end of the year.

The items of inflow i.e. sources to the Kendra's funds will indicate that some of these for example fee collected from services and donations received are of a recurring nature (Revenue). Outflow (spending) has two categories a) Recurring (Revenue Expenditure) and b) Non-recurring (Capital Expenditure). Therefore, portion of the expenditure facilitates creation

of asset while other portions facilitate functioning and maintenance. A clear financial evaluation of the Kendra we suggest an accounting system that takes into account the nature of the financial transaction.

Evaluations suggest Saanjh Kendra's require extensive change in size and nature of activities within their purview. Implementing the suggestions made, i.e. proper accountability and transparency, requires introducing an appropriate and efficiently designed system of accounting and budgeting. The suggested system would facilitate a comparison of corresponding yearly revenues with the expenses so as to assess annual excess or deficit. Then steps should be taken to consolidate excess or eradicate deficit, reflect upon the financial health also indicated by liabilities and assets (both in respect to physical as well as monetary terms).

Administrative structure: Functions and Functionaries SAANJH KENDRAS: Handbook

The perception of the police as an enforcement agency both in the minds of the community and the police encourages the police role of crime detection through stringent treatment to the law breakers. It amounted to the promoting a coercive, abusive and a times, even brutal police force. The policies, thus beginning to be viewed as a nuisance and the policemen are acquiring the image of harassers. Therefore, the need for community policing has been felt by the community as well as police in post-conflict society like Punjab.

Problems identified in the handbook:

- Initiative remained ad-hoc: Initiatives remain individual-oriented. The ad hoc nature of these efforts made service delivery dependent on the preference and capacity of the individual officer.
- Problem centered: All interventions remain problem centered. The initiatives pertaining to land, market encroachment and community disputes have been tackled by these interventions yet they remained focused on isolated incidents. For each presumed issue, a new programme is formed and these remain disconnected from other similar problems emerging in the area.
- Political interference: Individual oriented and ad hoc initiatives limit the community's responsibility and ownership. This puts all responsibility for any problem resolution on the individual officer. Individual-centered initiatives create scope for Political interference.
- Awareness of human rights low in the community and the police

- Police styles of functioning related to authoritarian modes and a significant percentage was also found to be adopting exploitative styles.
- The police enlisted the community's assistance as mostly an investigator. The concept of community participation was restricted to making the community willing witness and better informers.
- Existing distrust between the community and the police: The police complained that the community was uncooperative and the community deemed the police as a nuisance and blamed them of exploitation.

In the handbook problems stated above have been discussed evaluated and subsequent recommendations to counter them have been suggested.

Garnering Community Support and Forming Public Committees: Handbook

Community participation is central to Saanjh programme. The handbook attempts to strengthen relationships and partnerships between Saanjh Kendras- CPRC, CPSC AND PSOCs and the community.

The handbook discusses elements for building partnership with the community. The methods suggested to achieve the said goal are:

- Involving the community from the beginning
- Building inter-linkages
- Dovetailing
- Reinforcing the message
- Strengthening ties
- Catering to specific cultural needs

Methods discussed to operationalise community partnership are:

- Institutionalize participatory process
- Establish procedures for working in partnership
- Defining role and functions
- Defining the role of committee members in services provisions

Strategies for Gender sensitization for Saanjh Kendras: Handbook

Population-specific security needs have to be built into the processes to respond to diverse groups. A gender-sensitive approach is integral to the rights perspective to promote safety and security of women.

The handbook discusses the challenges faced while mainstreaming gender issues within the police system. The handbook also discusses the challenges specific to gender faced by the police in Punjab

- Increasingly unsafe conditions for women
- Police intervention sought only against extreme brutality
- Crimes going invisible due to stigma of being a victim
- Visibility to Female Abuse a dishonor to the family/kinship
- Lack of advocacy on gender Rights
- Police perceived to be gender-biased

MISCELLANEOUS

Establishment of Chair for governance for vulnerable groups

An endowed Chair provides independence and autonomy for generation of knowledge, creating new opportunities for innovation and collaboration and providing unique opportunity to learn from the best in their field. It is with this aims that we endow a professional Chair in the field of Governance for Vulnerable Sections. The objective of the Chair would be to generate knowledge; (i) to enrich the policy planning and to accelerate the processes of social change; (ii) to specifically focus on gender, Dalits and other vulnerable groups; (iii) to make governance systems citizen-friendly and pro-people development models sustainable; and (iv) to act as a bridge between industries, universities and research centres, non-governmental organizations and the government.

Empanelment Training Institution (ETI), TORC: Training to P.Os

The NSS Empanelled Training Institute at IDC showed exceptional performance results during its session from 1st April 2012 to 31st March 2013. IDC conducted training courses for officers from Haryana, Himachal Pradesh, Chandigarh and Jammu & Kashmir. Workshops on different issues were organized for the PO's by IDC on themes such as Environment Enrichment and Role of N.S.S. volunteers, Child abuse and Role of Teachers, Gender Justice and Women Development, Adolescent Reproductive Health, Child Survival and Safe Motherhood, HIV/ AIDS: Awareness Programme. E.T.I/ I.D.C used eminent experts as resource persons from different regions who interacted with participants during courses training and workshops. Theme based courses were also introduced in the session, where "Healthy Youth: Healthy Nation" was the theme of the year, which was discussed at a special lecture during orientation course. Use of Audio-Visual aids and multimedia by experts made the presentation more impressive, lively and easy to grasp. In order to give first- hand knowledge, information, and experience and to make them aware regarding different problems, programme officers were taken on a visit of Chandigarh and around like Bapu Dham Colony, slums at the city. They discussed reproductive health problems with them and made them aware of HIV/AIDS by distributing pamphlets and educational material. Besides this, the trainees were educated about child survival and safe motherhood, adoption of safe sexual practices to prevent HIV/AIDS. Trainees also visited the watershed management and dry land project at CCS. H.A.U. Hissar. To lighten the heavy schedule of the trainees, cultural exchange programmes were organized during the courses, in which most of the time, poem reciting, singing of national songs, skit/ play were presented by them.



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