



**REPUBLIC OF INDIA**  
Government of the State of Bihar  
Social Welfare Department  
Integrated Child Development Services

In Collaboration with  
DFID supported SWASTH

## Scheme for Internship of International Graduate Students - 2012

### India and Bihar

India is world's largest democracy with more than 1.2 billion people. It is today one of the fastest growing countries of the world, an emerging power. India is an ancient civilization, comprising of high levels of not only physical and spatial diversity but even striking levels of social, cultural, religious and linguistics diversity. Yet, India has a strong underlying unity and identity, which makes it stand out as a nation since time immemorial.

Bihar is one of the 29 states of India, occupying an area of 98 thousand sq km (roughly equal to south korea) amidst Indo-Gangatic plains of fertile agricultural land and perennial rivers. With the highest population density among Indian states (1102 person per sq. km.), it is

the third most populous state in India being home to 104 million people, which makes it larger than most of the countries of the world. Bihar is one of the poorest and least developed states of India in terms of most of the development indicators - per capita income, various health and educational indicators, industrial and agricultural activities etc. However, for past 6 years, Bihar has been growing at a rapid rate under the new government, achieving a per annum growth rate of 12%, making it the fastest growing state in India. Further, Bihar has a very rich cultural and historical heritage, spanning more than 3000 years, being the birth place of Lord Buddha and King Ashoka and home to arguably the first republic in the world.



State of Bihar within India

### India's ICDS Programme

Started by the Government of India in 1975, the Integrated Child Development Services (ICDS) program has been instrumental in improving the health and well being of mothers and children under 6 by providing health and nutrition education, health services, supplementary food, and pre-school education. The ICDS national development programme in India is one of the largest welfare programmes in the world. It reaches more than 75 million children aged 0-6 years and 16 million pregnant and lactating mothers across India through a chain of more than 1.2 million Anganwadi Centres (AWCs).

#### The broad objectives of the ICDS programme are:

- To improve the nutritional and health status of children in the age-group 0-6 years;
- To lay the foundation for proper psychological, physical and social development of the child;
- To reduce the incidence of mortality, morbidity, malnutrition and school dropout;

- To achieve effective co-ordination of policy and implementation amongst the various departments to promote child development; and
- To enhance the capability of the mother to look after the normal health and nutritional needs of the child through proper nutrition and health education

More information about ICDS Program can be accessed at Government of India's Ministry of Women and Child Development website [www.wcd.nic.in](http://www.wcd.nic.in)



The above objectives are sought to be achieved through a package of services comprising:

- Supplementary nutrition
- Immunization
- Health check-up
- Referral services,
- Pre-school non-formal education and
- Nutrition & health education

The concept of providing a package of services is based primarily on the consideration that the overall impact will be much larger if the different services develop in an integrated manner as the efficacy of a particular service depends upon the support it receives from related services.



## The ICDS Programme in Bihar

The Social Welfare Department (SWD), Government of Bihar is responsible for implementing a whole range of programmes and schemes for the social upliftment of the poorest of the poor people in Bihar, especially women and children. ICDS Directorate under SWD is mandated to run ICDS, the largest welfare programme in the state targeted at children up to the age of 6 years, pregnant women and new mothers (and now adolescent girls too).

In Bihar, the ICDS programme today reaches out to more than four million children under six years of age and around one million expectant and nursing mothers. Of these, nearly two million children (between the ages of three to six) also participate in centre-based pre-school education activities.

These expectant and nursing mothers and children under the age of 6 are reached through around 91,000 Anganwadi Centres (AWCs). Each AWC has a trained, community based Anganwadi Worker (AWWs)

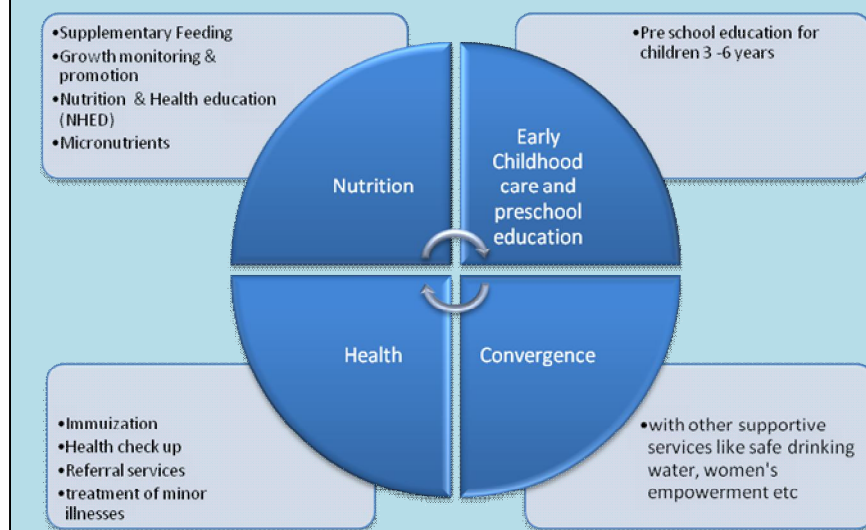
and an equal number of Anganwadi Helpers (AWHs). The AWCs are managed through ICDS programme in Bihar consisting of a hierarchy of 544 projects under 38 districts covering all community development blocks (administrative units). In line with the national programme, the key services that the AWCs in Bihar are mandated to deliver are:

- Improving the nutritional and health status of children below the age of six years.
- Laying the foundation for the proper psychological, physical and social development of the child.
- Reducing the incidence of mortality, morbidity, malnutrition and school dropouts.
- Achieving effective coordination of policy and implementation among various departments to promote child development.
- Enhancing the capability of the mother to look after the normal health and nutritional needs of the child, through proper health and nutrition education.



More information about SWD/ICDS Bihar can be accessed at [www.socialwelfare.bih.nic.in](http://www.socialwelfare.bih.nic.in)

## Range of Services Provided through AWCs



## DFID Funded SWASTH

Government of Bihar has recently launched Sector Wide Approach to Strengthening Health (SWASTH) programme where DFID provides health sector budget support. DFID support includes provision of technical assistance and a Bihar Technical Assistance Support Team (B-TAST) has been set up which is in place in state headquarters, districts and at 6 cluster headquarters.

SWASTH's goal is "to improve the health and nutritional status of people in Bihar, particularly the poorest of the poor, and thereby accelerate the state's progress towards the Millennium Development Goals". Its purpose is "increased use of quality, essential health, nutrition, water and sanitation services especially by poorest people and excluded groups."

Strengthening the management systems and delivery of services of ICDS is an important aspect of SWASTH and the plan includes improving focus on the under two children, capacity building of ICDS functionaries at all levels, establishing responsive MIS systems, improving monitoring and conducting periodic evaluations; use of innovative strategies to improve the functioning of AWCs.



## Organizational Design for Running ICDS Programme

As per the Government of India norms, the ICDS programme is supposed to have one AWC for a population of 800-1000. Each AWC, as mentioned above is to be manned by one AWW and one AWH. One Lady Supervisor (LS) is to supervise work of a group of 25-30 AWWs. At the field office level, the programme has one Child Development Project Officer (CDPO) per project/block and one Dis-

trict Project Officer at the District Level. The LSs report to the CDPOs, who in turn report to the DPOs. The DPOs have matrix reporting - they report to the District Magistrate (DM) who is administrative head of districts in India, and they also report to the Director of ICDS/Secretary, SWD as head of line department who are based at the state headquarters - Patna. Thus, in Bihar, around 180

thousand people are involved in the implementation of ICDS program and delivery of its various services to the target population.

At the State Level, a Director heads the ICDS Programme and is usually a senior career civil servant. The Social Welfare Department is headed by Secretary who is also a senior career civil servant.

# Challenges Facing the ICDS Programme in Bihar

Given the scale and scope of the ICDS programme, it is not surprising that the programme faces a few critical challenges. Some of the key challenges faced by the programme in Bihar are:

- Increasing the efficiency, coverage and impact of the programme
- Functional convergence with other programmes impacting under-nutrition namely the Mid Day Meal Scheme, State Rural Health Mission and the Public Distribution System
- Achieving economies of scale especially for supplementary nutrition for severely undernourished children
- Improving the quality and reliability of data for more effective targeting and decision making
- Streamlining processes for skill and knowledge transfer among frontline ICDS workforce for more effective service delivery, etc.



## The Internship Scheme

In order to know better, generate ideas and research, find new and innovative solution, and also to overcome many of the challenges being faced by ICDS program in general as its implementation in Bihar in particular, the Social Welfare Department and the ICDS Directorate of the Government of Bihar under the DFID supported SWASTH Programme have launched an internship scheme for young graduate (masters/doctoral degree) students. Interns would be attached to various CDPOs and DPOs offices across the state of Bihar and also to the State head-quarter under the overall guidance of the Director ICDS/

Secretary, SWD during the period of internship.

Through this scheme, the SWD/ICDS expects to benefit from the fresh insights and assistance of the young students, whereas the selected interns would gain valuable, real-world experience of working on some of the most challenging developmental issues faced by the world today which would substantially compliment their academic learning and provide them an edge to enter the productive workforce after the completion of their respective academic programmes.

## Eligibility and Target Group

The international component of the internship seeks students of different graduate program from leading universities of the world. Students who are pursuing their masters/doctoral degrees in the following areas of specialization – International Development, Economics, Development, Public Policy, Public Administration, Business Administration, Sociology, Social Work, Rural Development, Public Health, Nutrition, Statistics etc. - would be better equipped for the internship.

Foreign nationals would need to have the necessary visa clearances from the Ministry of External Affairs, Government of India.

## Internship Report and Certificate

At the end of the internship programme, the interns will submit a report (not more than 25 A4 size pages) outlining their experiences, learning and suggestions for improving the ICDS programme delivery and / or management mechanisms. The report must be

written in either English or Hindi.

On successful completion, interns would be given a certificate to this effect by the DSW/ICDS.



## Duration of the Internship Programme

The internship programme will be for a duration of anywhere between 6 to 10 weeks during May to August 2012, and could coincide with the summer holidays of the students of the respective universities.

## Structure of Internship

The selected candidates will report to the ICDS headquarter at the start of the internship and then would proceed to the concerned offices/places where the internship has been offered to them. No travelling allowance will be paid by SWD/ICDS for joining the place of internship allotted to the candidates either at the start of or after the completion of internship. The selected candidates have to make their own arrangement of lodging, boarding and transportation.

The intern would be attached with office of the Director ICDS and / or

various offices of CDPO or DPO all over Bihar. It is also expected that interns would make various field visits in villages, rural areas and interiors of the state in the course of their internship to gather data, information, to have interaction with frontline workers as well as beneficiaries, to have a firsthand experience of working of AWCs, to observe and understand various structure, processes and procedure related to ICDS activities and service deliveries through AWCs.

The selected interns would also be expected to interact with respective

Supervisors, CDPOs and DPOs in their day to day functions, contribute to and suggest ways / means to increase efficiency in respective offices with respect to the area of study or support.

To facilitate the intern in the pursuit of his/her assignment, intern would be provided with logistics support like working space etc. in the concerned state / district offices. However, the selected interns are expected to bring / use their own personal laptops / computers for use during the period of the internship.

## Indicative Areas for Research/Internship

The areas of research and topics for the internship programme will be closely related to the intervention and programmatic areas within ICDS. Some tentative areas of research are

- Enrolment and coverage of beneficiaries in ICDS, barriers to universalization
- ICDS coverage of the poorest and marginalized groups – who are being excluded in limiting Supplementary Nutrition Program services and what criteria are being used
- Capacity building of CDPOs of-fice, supervisors and AWWs on timely and accurate MIS – before and after study
- Evaluation and Study of an on-going conditional cash transfer scheme (called IGMSY) for pregnant women in few districts of Bihar, also working on researching and designing a new conditional cash transfer scheme to be implemented in some other districts
- Study and research of a newly launched scheme for adolescent/

teenage girls (called SABLA) covering their health and education issues including their learning and training in life and vocational skills

- Capacity building of CDPOs of-fice, supervisors and AWWs on new MIS formats and registers – pre and post assessment on ease of recording and reporting at AWC
- Training field workers on reaching the unreached groups particularly – pregnant women, nursing mothers and children less than 3 years old and working intensively with village council (Gram Panchayat) cluster to see that training is put into practice.
- Capacity building of CDPOs of-fice, supervisors and AWWs and find out the key barriers to efficient systems
- Study and research a village council (Gram Panchayat) and support focussed Nutritional and Health Education (NHED) activities for few weeks. Analyse the response and suggest ways to strengthen the intervention

- Few interns attached to the ICDS Directorate can study the various departments e.g. HRD, Training, Finance & Budget, MIS, Monitoring etc. - analyse flow of data and information, study the business-process from AWC upwards, suggest ways to utilise data at each level etc. In case of procurement and logistical processes – analyse procedures, find out lacunae and gaps, study centralised vs. decentralised procedures and suggest ways to improve outputs

The above list is only indicative and does not limit the possibilities and areas which interns could work and explore, research and gain exposure and experience into. In fact, new ideas and innovation would be welcome!



## Financial Assistance

The financial assistance offered to the interns is meant to provide a modest incentive for participating in the internship programme and to meet some of their daily costs. It would not be covering all the expenses to be incurred during the course of internship, and therefore, selected interns are encouraged to search for external assistance/scholarships from different agencies/universities.

All selected foreign national interns would be paid a consolidated sum of Rs. 25,000 (Indian Rupees Twenty Five Thousand only) per month as an honorarium.

Foreign national interns will be offered assistance, if required, in finding reasonable accommodation at the place of their internship. However, the cost of renting a house / guest house room / hotel room / paying guest accommodation

would need to be borne by the concerned intern.

Interns are expected to bear their own costs for travel from place of stay to the concerned office to which they are attached as well as for various field visits they would be making in course of their internship.



## Procedure for Application and Selection

1. Interested students are required to send their detailed bio-data by email to [dir.icds-bih@nic.in](mailto:dir.icds-bih@nic.in) or [praveen.kishore@nic.in](mailto:praveen.kishore@nic.in) latest by 31st March 2012.
2. The following information should be included while applying through email
  - a) A photograph
  - b) Nationality
  - c) A letter/email from the Head/Registrar of the Program/Department/Institution/ University declaring that the applicant is a bonafide student of the concerned institution
  - d) Details of any previous visit to India
  - e) Preferable period of internship between May to August 2012
3. All the selected interns would be intimated of their selection latest by the end of April 2012, through email.



Government of Bihar

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