

CONCEPTUAL STUDY ON SKILL DEVELOPMENT OF ANGANWADI WORKERS

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ABSTRACT

The Anganwadi Programme started by the Government of India in 1975 has been considered as one of the largest and unique grass root level initiative for early childhood development to address high nutrition, good health and growth needs of the children, nursing mothers ,pregnant women and adolescent girls. As part of the ICDS (Integrated Child Development Services) Scheme the Anganwadi workers are working at Anganwadi Centers (AWCs) who mainly focus on delivering effective community services, ICDS is a grass-root programme that reaches out to women in rural areas and urban slums--to educate them on matters of basic health and hygiene, nutrition, pre-natal and post-natal maternal and childcare and child rearing.

The study is based on secondary data. Purpose of this study is to understand the rudiments of skill competency programme—tasks and activities of Anganwadi workers (AWWs) as well as the Knowledge and Skills required to accomplish the given tasks. It also brings out a skill inventory that can be used for the development programmes of the Anganwadi Workers in ICDS Project.

Keywords: Anganwadi workers, training, Effectiveness, Skill competency programme.

Introduction:

Anganwadi is a primary source for rural child care in India. It was started by the

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government of India in 1975 as part of the Integrated Child Development Services program (ICDS) to combat child hunger and malnutrition. Non formal preschool education is one of its most important components of Anganwadi. Anganwadi is the focal point for providing stimulation to young children to enhance their cognitive development.

An Anganwadi center basically provides health awareness among villagers. Health care activities include nutrition education and supplementation, contraceptive counseling and supply as well as pre-school activities and it may be used as depots for oral rehydration salts, basic medicines, immunization, health check-up and referral services of which the last three are provided in convergence with public health systems. Till 31 January 2013, approximately 13.3 lakh (a lakh is 100,000) Anganwadi and mini-Anganwadi centres (AWCs/mini-AWCs) were operational out of approximately 13.7 lakh sanctioned AWCs/mini-AWCs.

Young children not only grow physically during early childhood, they also grow mentally. Children of this age continue to advance their skills through observing and interacting with the world around them. They try to learn how to process, store, elaborate and use information. For this development of the children the Anganwadi workers should develop their own skills. The skills required can be assessed by the process of Job Analysis.

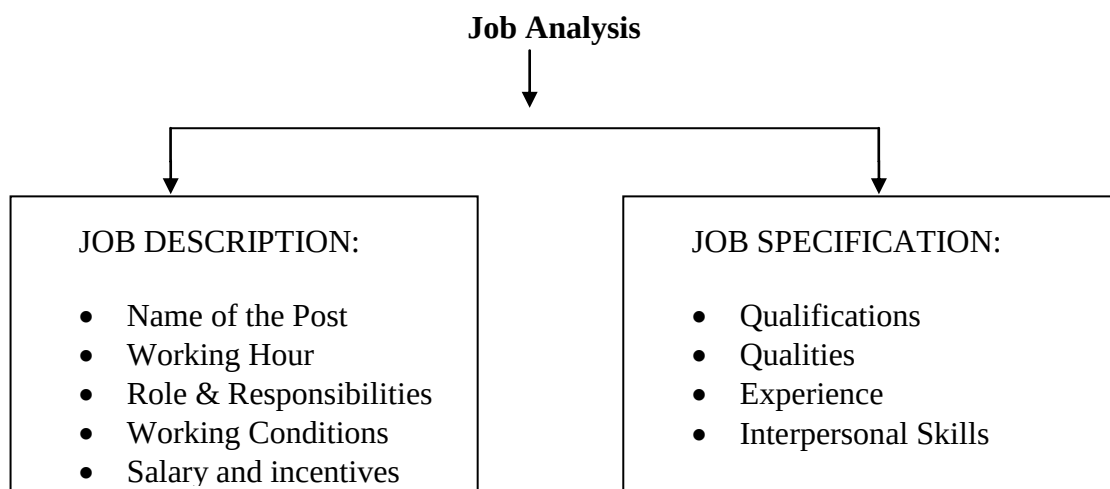
Job Analysis:

A job analysis is a process used to collect information about the duties, responsibilities, necessary skills, outcomes, and work environment of a particular job. The Job analysis can be categorized into:

- A. Job Specification:** Job specification is a statement of minimum qualification that person must possess to perform a given job successfully. Job specifications that list the knowledge, skills, and abilities an individual needs to perform a job satisfactorily. Knowledge, skills, and abilities (KSAs) include education,

experience, work skill requirements, personal abilities, and mental and physical requirements.

- B. **Job Description:** Job description is a broad, general, and written statement of a specific job, based on the findings of a job analysis. It generally includes duties, purpose, responsibilities, scope, and working conditions of a job along with the job's title, and the name or designation of the person to whom the employee reports. Job description usually forms the basis of job specification.



JOB SPECIFICATION (Eligibility Criteria) of AWWs:

Education qualification(Anganwadi worker, Helper, Supervisor, Teachers)

- **Education qualification will be required according to the post for which a candidate will apply.**
- Candidates must have 8th, 10th, 12th or Graduation passed from any recognized board/ university/ institution as per their post preference.
- Anganwadi Worker Contenders must complete his/her 12th.
- 8th Class qualification for Tribal areas.

- Must have minimum pass percentage of marks.
- Anganwadi Helper Should have passed 8th class
- **Candidates will get the Salary Scale as per defined by the Odisha State Government Rules.**
 - Anganwadi Supervisor : Rs.30000/-
 - Anganwadi Worker / Helper: Rs.8000/-
 - Anganwadi Teacher: Rs. 10000/-
- **Age bounds to Apply for Odisha Anganwadi recruitment:**
 - Minimum required age = 18 years
 - Maximum required age = 45 years
- **The final selection will be given to candidates on the basis of their performance in the below mentioned phases.**
 - Written test: at the very first stage, applier will have to go through the written exam and must attain minimum qualifying marks in it, so that they can go for further process.
 - Personal Interview/ personality test: Candidates, who will qualify the written exam, have to go for personal interview round. Candidate's final selection is fully dependent on that interview round.
 - Document verification (DV): After the final selection, qualified applicants must produce their original documents such as their educational documents, caste certificate [if any], income certificate, residential certificate etc. before the conducting authority.

JOB DESCRIPTION (Role And Responsibilities) OF AWWs:

- i. Elicit participation and community support in running the programme of Anganwadi centers.
- ii. Weigh each and every child every month, then record the weight graphically on the growth card, for referring cases of mothers/children use referral card to the sub-centres /PHC etc., and for children below 6years maintain child cards and before visiting medical and para-medical personnel produce these cards.
- iii. Carry out a quick survey of all the families, especially mothers and children in those families in their respective area of work once in a year.
- iv. Organize non-formal pre-school activities in the Anganwadi of children in the age group 3-6 years of age and to help in designing and making of toys and play equipment of indigenous origin for use in Anganwadi.
- v. Organize supplementary nutrition feeding for children (0-6 years) and expectant and plan the menu for nursing mothers ,based on locally available food and local recipes.
- vi. Anganwadi Workers, being close to the local community, can motivate married women to adopt family planning/birth control measures to provide health and nutrition education and counseling on breastfeeding/ Infant & young feeding practices to mothers.
- vii. AWWs shall collect and share the information relating to births that took place during the month with the Panchayat Secretary/Gram Sabha Sewak/ANM whoever has been notified as Registrar/Sub Registrar of Births & Deaths in her village.
- viii. Visits each home for educating parents to enable mothers to plan an effective role in the child's growth and development with special emphasis on new born child.

- ix. Maintain records and files as prescribed.
- x. Assist the PHC staff in the implementation of health component of the programme viz. ante natal, immunization, health check-up, and post natal check etc.
- xi. Assist ANM in the administration of IFA and Vitamin A by keeping stock of the two medicines in the Centre without maintaining stock register as it would add to her administrative work which would affect her main functions under the Scheme.
- xii. Share information collected under ICDS Scheme with the ANM. However, ANM will not solely rely upon the information obtained from the records of AWW.
- xiii. Bring to the notice of the Supervisors/ CDPO any development in the village which requires their attention and intervention, particularly in regard to the work of the coordinating arrangements with different departments?
- xiv. Maintain liaison with other institutions (Mahila Mandals) and involve lady school teachers and girls of the primary/middle schools in the village which have relevance to her functions.
- xv. Guide Accredited Social Health Activists (ASHA) engaged under National Rural Health Mission in the delivery of health care services and maintenance of records under the ICDS Scheme.
- xvi. Assist in implementation of Kishori Shakti Yojana (KSY) and motivate and educate the adolescent girls and their parents and community in general by organizing social awareness programmes/ campaigns etc.
- xvii. AWW would also assist in implementation of Nutrition Programme for Adolescent Girls (NPAG) as per the guidelines of the Scheme and maintain such record as prescribed under the NPAG.

- xviii. Anganwadi Worker can function as depot holder for RCH Kit/contraceptives and disposable delivery kits. However, actual distribution of delivery kits or administration of drugs, other than OTC (Over the Counter) drugs would actually be carried out by the ANM or ASHA as decided by the Ministry of Health & Family Welfare.
- xix. Identify the disability among children during her home visits and refer the case immediately to the nearest PHC or District Disability Rehabilitation Centre.
- xx. Support in organizing Pulse Polio Immunization (PPI) drives.
- xxi. Also inform the ANM in case of emergency cases like diahorrea, cholera etc.

JOB ANALYSIS for ANGANWADI WORKERS (AWWs)

JOB DESCRIPTION

POST: Anganwadi Workers

Working Hours: 9am -1.30pm

Duties: Role & Responsibilities:

- Weigh each child every month; record the weight graphically on the growth card.
- Organize non-formal pre-school activities in the Anganwadi of children in the age group 3-6 years.
- Check the quality of food supplied to the Anganwadi
- Undergone training to prepare nutritious food for children
- Provide health and nutrition education and counseling on breastfeeding/ Infant & young feeding practices to mothers.
- Maintain files and records as prescribed.
- Assist the PHC staff in the implementation of health component of the programme

- Share information collected under ICDS Scheme with the ANM
- Maintain liaison with other institutions
- Assist in implementation of Kishori Shakti Yojana (KSY)
- Assist in implementation of Nutrition Programme for Adolescent Girls (NPAG)
- support in organizing Pulse Polio Immunization (PPI) drives.

Salary: Rs 7,500/ month

JOB SPECIFICATION

Education Qualification:

- 12th pass.
- 8th Class qualification for Tribal areas.
- Must have minimum pass percentage of marks.

Age bounds :

- Minimum required age = 18 years
- Maximum required age = 45 years

PROPOSED SKILL INVENTORY FOR AWWs (Anganwadi Workers):

Based on the Job Analysis of AWWs and comparison with private pre primary schools like Kinder garden(pre-nursery to UKG), we suggest some skills which are required for skill development of Anganwadi Workers(AWWs).

These are:

1. Technical Skills
2. Behavioral Sills

3. Decision Making Skills
4. Linguistic Skills
5. Motor Skills
6. Physical Skills
7. Social Skills etc.

Technical Skills:

- Computer skills
- Child development
- Digital Technology in education (Video Playing)
- Educational psychology
- Curriculum planning
- Classroom management
- Teaching methods
- Career Counselling to parents
- Sexual Counselling to Children
- Circulate Awareness among Villagers area etc.

Behavioral Sills:

- Good Communication in local language and English as well
- Conflict Resolution
- Time Management
- Self-improvement
- Stress Management
- Patience(when giving lectures to kinder)
- Writing
- Letter Recognition

- Shapes and Colours etc

Decision Making Skills:

- Emotionally intelligent
- Analyze/Diagnose
- Moral and Ethics
- Rules and values
- Recognize decisions
- Make logical decisions
- decisions based on their own interests
- problem-solving skills
- Cooperate with others
- Show warmth and caring
- Support & cooperate
- Heal/Nurse/Nurture/Cure

Linguistic Skills :

- Listening skills
- Good problem solving skills
- Computer skills
- Sense of responsibility
- Precision
- Beginning Sounds
- Letter Recognition
- Language skills(like Talks in sentences ,Follows one- and two-step oral directions, Uses sentences that include two or more ideas. Etc)

Motor skills:

- Puts puzzles together
- Cuts with scissors
- Holds and uses crayons, markers, pens and pencils correctly
- Builds using blocks
- Tries to tie own shoes
- Bounces, kicks, throws and catches a ball
- Rides a tricycle
- Enjoys outdoor activities, like running, jumping and climbing

Physical Skills:

- Athletic Ability
- Teaching Ability
- Interpersonal Skills
- Communication
- Patience and Adaptability
- Creativity
- Cutting skill(let the child practice on how to use scissor on old magazines or newspapers to cut up, or allow her to make a collage of the things she likes by cutting them from magazines and gluing them to a piece of paper)
- Focus on the Students
- Reading Readiness
- Fine Motor Skills (Give your child several different writing options (colour pencils, crayons or markers) to help keep her interested in writing and drawing.
- Shapes and Colours

Social Skills

- Give children opportunities to interact with other children in Anganwadi's children's.
- Teach your child how to express her feelings if she doesn't like something.
- Role-play different situations for which children might experience on the playground or at school. Help children to find solutions for typical problems they might encounter.
- Create awareness about Anganwadi education system.
- Exercise leadership in a group
- Take risks in public
- Negotiate deals or transactions
- Coordinate people and activities

Conclusion:

- The Anganwadi (ICDS) project is a successful Scheme of the government and it is really working towards pre-primary education development of children. However, more awareness is to be created. The government has to take more initiative towards the skill development of Anganwadi workers and the teachers who are providing education to those pre primary (3-6yrs) children. It should create more awareness in the society about how much contribution are being provided by the Anganwadi workers and we should encourage and motivate them to work more productively.
- This research suggests that the enrollment can go up if government strictly focuses on skill inventory development of Anganwadi centers across the nations.

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