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## Participation of the AWWs in capacity building programs and exposure visits and their attitude towards those programs

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### Abstract

The development of any country depends on its Human Resources and its development starts from early childhood. Government of India implemented ICDS Programme on 2nd October 1975 under the Department of Women and Child Development. Under ICDS different services are rendered through Anganwadi Centres at the grass root level with the help of the Anganwadi workers. The Anganwadi workers are playing a crucial role to deliver the services to a wide range of population which includes growth tracking, health checkups, nutrition and health education, referral services, etc. This study aims to evaluate the attitude and human resource development of grass root level workers for a healthy environment. The present study was carried out in Imphal East, Manipur with a total of 150 Anganwadi workers selected randomly and interviewed with structured schedule. The data revealed that majority of the respondents had medium level of participation towards capacity training programs attended. Moreover, majority of the respondents had medium level of attitude towards the training programs attended. Hence, to strengthen Anganwadi services and to achieve intended outcomes, capacity building programs should be a priority area.

**Keywords:** Anganwadi workers, participation, capacity building programs, attitude, level

### Introduction

Integrated Child Development Services (ICDS) was established on 2<sup>nd</sup> October, 1975, to offer a range of guarantee services for holistic development of children and empowerment of mother. The main objective of this programme is to cater the needs of development of children in the age group of 0-6 years. This programme was initiated in response to the challenge of providing non-formal preschool education and breaking the vicious cycle of malnutrition, morbidity, diminished learning capacity and mortality. ICDS is the foremost symbol of the country's commitment to its children and nursing mothers. Children between the age group of 0 to 6, pregnant women, breastfeeding women, and adolescent girls are the beneficiaries under this programme.

Anganwadi centre are the medium for distribution of services under ICDS. A network of Anganwadi is dispersed throughout every region of India. According to the Ministry of Women and Child Development every urban or rural community of 400 to 800 people is supposed to have at least one Anganwadi center. The Anganwadi worker is one of the most important functionaries of the ICDS scheme. They play a crucial role in promoting child growth and development, educating the community, acting as an agent of change, mobilizing community support for better care of young children.

To strengthen Anganwadi services and to achieve intended outcomes, capacity building programmes for Anganwadi workers is very essential. In these programmes, they are made aware about preparation of training and learning materials, use of assessment cards and involvement of parents in the ECCE (Early Childhood Care and Education) programme. They also receive training on supplementary nutrition, good practices for food safety, newborn care, early diagnosis of childhood illnesses, antenatal and postnatal care, infant and young child feeding techniques and training on use of growth monitoring tools.

Their knowledge, skills and practices can be improved with the help of different capacity building programmes. The government is also organising different capacity building programmes at different levels for the AWWs. In order to find out the effectiveness of these training programmes, it is necessary to evaluate the participation and attitude of the AWW towards these programmes.

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Keeping these points in view, the present study was proposed to evaluate the participation of the AWW in different capacity building programmes and to assess their attitude towards the capacity building programmes they have attended.

**Objectives**

1. To assess the participation in capacity building programs and exposure visits
2. To assess attitude towards capacity building programs

**Methodology**

The present study was carried out in Imphal East, Manipur. The sample size for the study was 150 Anganwadi workers

selected randomly. The primary data was collected from the Anganwadi workers with the help of structured interview schedule and informal discussion. The interview schedule consists of 16 attitude statements and the responses on each statement were rated on a five-point scale (Likert scale) where “strongly agree=5”, “agree=4”, “undecided=3”, “disagree=2” and “disagree=1” accordingly and the results were tabulated. The data were analysed using statistical methods including percentage, frequency, mean score and Standard Deviation.

**Results and Discussion**

**Participation of respondents in capacity building programmes**

**Table 1:** Distribution of respondents based on the capacity building programmes attended

n=150			
Sl. No.	No. of participation	Frequency (f)	Percentage (%)
1.	No participation	9	6.00
2.	Low (1-2)	0	0
3.	Medium (3-4)	119	79.33
4.	High (5-6)	22	14.67

The data in Table 1 indicate that majority of the respondents (79.33%) had medium level of participation while 14.67 percent had high level of participation and none of them had low level of participation. On the other hand, 6.00 percent of

the respondents had not participated in any capacity building programs (Sharma 2017) [7].

**Participation of respondents in exposure visits**

**Table 2:** Distribution of respondents based on the exposure visits attended

n=150			
Sl. No.	No. of participation	Frequency (f)	Percentage (%)
1.	No participation	125	83.34
2.	Low (1-2)	2	1.33
3.	Medium (3-4)	20	13.33
4.	High (5-6)	3	2.00

The data in table 2 indicate that majority of the respondents (83.34%) had not participated in any exposure visits while 1.33 percent had low participation, 13.33 percent had medium participation and the remaining 2 percent had high

level of participation.

**Attitude of the respondents towards the attended training programs**

**Table 3:** Distribution of respondents based on their attitude towards the attended training programs

Sl. No.	Statements	Categories										Mean Score	Rank
		Strongly Agree		Agree		Undecided		Disagree		Strongly Disagree			
		f	%	f	%	f	%	f	%	f	%		
1.	Training programs help to increase knowledge.	44	31.20	97	68.80	0	0	0	0	0	0	4.31	I
2.	The training program conducted is in accordance with the course content.	37	26.24	101	71.63	3	2.12	0	0	0	0	4.24	II
3.	The training programs have been able to develop the skill of the AWW from the past years.	29	20.56	107	75.88	5	3.54	0	0	0	0	4.17	III
4.	The training helps to understand about the services of ICDS.	28	19.85	106	75.17	7	4.96	0	0	0	0	4.14	IV
5.	Training programs are conducted both on-campus as well as off-campus as per requirement.	23	16.31	112	79.43	6	4.25	0	0	0	0	4.12	V
6.	The training was relevant to the job of the AWW.	24	17.02	110	78.01	6	4.25	1	0.70	0	0	4.11	VI
7.	The training program was interactive and engaging	26	18.43	106	75.17	7	4.96	2	1.41	0	0	4.10	VII
8.	Instruction materials provided were informative.	24	17.03	106	75.17	10	7.09	1	0.70	0	0	4.08	VIII
9.	The duration of the training program is adequate.	26	18.43	105	74.46	5	3.54	5	3.54	0	0	4.07	IX
10.	The training programs conducted were at a comfortable place.	21	14.89	113	80.14	4	2.83	3	2.12	0	0	4.07	X
11.	The training meets the expectation of the AWWs.	19	13.47	114	80.85	7	4.96	1	0.70	0	0	4.07	XI
12.	The training received was quite practical oriented.	25	17.73	103	73.04	13	9.21	0	0	0	0	4.06	XII
13.	The trainers were engaging and supportive.	19	13.47	109	77.30	13	9.21	0	0	0	0	4.04	XIII
14.	The trainees feel equally engaged in each training session.	20	14.18	104	73.75	15	10.63	2	1.41	0	0	4.00	XIV
15.	The AWWs were able to get all of the answers to their questions during the training.	18	12.76	104	73.75	8	5.67	10	7.09	1	0.70	3.90	XV
16.	The trainees find answers for their immediate problems through the training.	30	21.27	73	51.78	30	21.27	8	5.67	0	0	3.88	XVI

The data in the Table 3 represent the evaluation of the attitude of the respondents towards the training programs they have attended. The statements with mean scores near to 5 implies highly favorable attitude towards a particular component of a training program whereas those with low scores represent their unfavorable attitude. The statement "Training programs help to increase knowledge" was ranked I with a mean score of 4.31 to which 68.80 percent of the respondents agreed. Further, the statement "The training program conducted is in accordance with the course content" was ranked II with a mean score of 4.24 to which 71.63 percent of the respondents agreed. Moreover, the statement "The training programs have

been able to develop the skill of the AWW from the past years" was ranked III with a mean score of 4.17 to which 75.88 percent of the respondents agreed. On the contrary, the statement "The trainees feel equally engaged in each training session" was ranked XIV with a mean score of 4.00 to which 73.75 percent of the respondents agreed. Also, the statement "The AWWs were able to get all of the answers to their questions during the training" was ranked XV with a mean score of 3.90 to which 73.75 percent of the respondents agreed. While, the statement "The trainees find answers for their immediate" was ranked XVI with a mean score of 3.88 to which 51.78 percent of the respondents agreed.

**Table 4:** Distribution of respondents based on the level of opinion on the training programs attended

Sl. No.	Level of attitude	Frequency (f)	Percentage (%)
1.	Least favourable attitude (<44.92)	0	0
2.	Moderately favourable attitude (44.92-78.07)	130	92.19
3.	Highly favourable attitude (>78.07)	11	7.81

n=141

The attitudes of the respondents on the training programs attended were grouped into three categories namely least favourable attitude, moderately favourable attitude and highly favourable attitude. It was observed in Table 4 that majority of the respondent (92.19%) had moderately favourable attitude towards the training programs attended while the remaining 7.81 percent had highly favourable attitude and none of the respondents had least favourable attitude towards the training programs attended.

### Conclusion

It can be concluded that majority of the respondents had medium level of participation in capacity building programs. Moreover, it was found that majority of the respondents had moderately favourable attitude towards the training programs attended. Since the Anganwadi centres are essential for the overall development in the environment. Anganwadi workers need continuous trainings as the centre is imparting early childhood education and also playing vital role in identification of pregnant women, providing healthy food during pregnancy and lactating periods, immunization to mother and child, helping in getting government benefits, conducting awareness programs on health and social issues, etc. The Anganwadi workers are responsible for the overall development of Human Resource so in this context, the government can take initiatives to make the capacity building programmes more effective which will help in improving the AWWs' attitude to ensure provision of good quality services to strengthen and to achieve intended outcomes.

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