

RESUME

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Introduction

I am a currently Member- Child Health, Care, Welfare or Child Development at the National Commission for Protection of Child Rights (NCPCR). As Member NCPCR I have tried to develop a 360 degree approach to addressing issues of child rights i.e to holistically look at the child wherever he/she might be –in community, in school, in an institution, in a street situation, every place for the child should be ‘child friendly’ and in consonance with the rights of the child. Accordingly I collaborated with Government and Civil societies to develop systems which could be conducive to children. In NCPCR we developed the Safe Childhood Programme or a concept of ‘Child Friendly Panchayats’ wherein, child rights have been integrated in the functioning of the Panchayat systems which caters to the communities and the children in villages. On the other hand there is a ‘Standard Operating Procedure’ for addressing Children in Street Situations so that urban children can be restored and rehabilitated. A Guideline has been developed to address safety of children in Melas- to make them Child Friendly. In my additional charge of handling Child Psychology we have developed with some of the best experts in mental health, a Handbook on addressing mental health needs of children living in institutions so that regular staff could be trained to identify problems of children and address them wisely. We have addressed more than 250 cases of grievances of children and several redressals have been made. Several awareness campaigns on health issues like early marriage, early pregnancy, neo natal deaths, malnutrition, anemia, reproductive and sexual health, menstrual hygiene management, HIV/AIDS, Drug Abuse, problems of children living in plantation areas, nutrition reviews etc have been done especially for remotest corners in India, For the very first time NCPCR innovated the concept of “Pink Toilets’ or toilets designed to protect the privacy, health and hygiene of young adolescent girls and women in Delhi especially for vulnerable people living in slum settings. About 4 pink toilets have already been set up in collaboration with the Government Municipality and a Private CSR company.

Protection is an area close to my heart, and I strongly believe that child’s physical and mental health is possible only with protection and development. Hence I have strongly addressed the issue of Child Sexual Abuse. By setting up mechanisms like separate beds for CSA victims in hospitals, strengthening the one stop centers, there has also been a focus on prevention by promoting the POCESO E Box (developed as a helpline by NCPCR) in every sphere where a child or the parent can learn- parks, cinema halls, schools, airports, airlines, railways, metro rails, public places etc.

It has been more than 17 years of following my heart and passion for working for issues related to children and women. Every day is a new learning and a new experience. I have been able to achieve some of my goals to an extent as my service in civil societies and now in the Government has allowed me to serve in all directions but there is a lot to be done and many more milestones to be achieved.

Specialization/Core Competencies

- Collaboration with multiple agencies for task formulation
- Building projects/ programmes which are self sustainable
- Grievance redressal
- Handholding and supporting organizations/individuals in their project planning, formulation, development and implementation.
- Development of Project Manuals and building capacity on multifarious issues such as:
 - The life cycle approach;
 - Early childhood care and stimulation;
 - Youth reproductive and sexual health; young people's skill development and communication skills;
 - Leadership and Management of programmes;
 - Reproductive & Child Health
 - Private-Public Partnership initiatives'
 - Issues related to health and nutrition.
- Developing programs which are community based, innovative, low cost, time bound and sustainable. Projects which are replicable without external support and funding.
- Enabling organizations to develop monitoring and evaluation tools.
- Empowering organizations to handle project issues and concerns.
- Need assessment and capacity building of organizations (their community leaders and other stakeholders).
- Capacity building on the **Positive Deviance Methodology** which can address any social problem based on local knowhow and resources.
- Capacity Building on the Public-Private Partnership initiative which can enable Government and Private Stakeholders to work in tandem so as to improve health facilities.
- Capacity building on Reproductive and Sexual health.
- Enabling organizations to develop areas for networking and advocacy with local, State and National bodies.
- Report writing and Documentation of best practices.

Experience:

Organization	Duration	Position/ Profile	Focus areas
<p>National Commission for Protection of Child Rights (NCPDR)</p>	<p>4th Nov 2015-current</p>	<p>Member Child Health, Care, Welfare or Child Development; Additional charge as Member Child Psychology or Sociology; Child Protection</p>	<p>Addressing all key issues related to child rights across the Country. Implemented all duties as Member from addressing over 250 child health related grievances to setting systems by which children could achieve their full potential. Built capacity of and through State Commissions on various child health issues and conducted various Seminars and Conferences to address child rights.</p> <ul style="list-style-type: none"> • Developed an SOP for children in Street Situations-implementation being monitored in 3 States of India; piloted in Delhi • A Safe Childhood Programme- Child Friendly Panchayats wherein Child Rights was incorporated in Panchayat capacity building programme • Guidelines for Protecting Children in Melas and large Gatherings- implemented in more than 5 States • Draft Guidelines for Child Friendly Police Stations • Handbook on Counselling for addressing Mental Health issues of children residing in institutions • Addressed child Protection through advocacy of POCSO E Box at various platforms • Strengthened the concept of one stop center for CSA; facilitating special beds for children in Hospitals • Addressing multiple health issues through Annual Programme Plans • Innovated the concept of “Pink Toilets’ especially to promote right to privacy, health and hygiene of young girls and women- concept being implemented by South Delhi Municipal Corporation and PVR Nest across 4 toilets in Delhi
<p>Center for Advocacy and Research (CFAR) Delhi</p>	<p>Feb 2015- 3rd Nov’15</p>	<p>Consultant Documentation and Training</p>	<p>Documentation and Preparation of write-ups on various Advocacy issues- Eg. People’s Committees in UP, Swachha Bharat Abhiyan, Economic Situation of Women in India, Domestic Violence etc,</p> <p>Documentation and capacity building of the “Mahila Pragati Manch “ under CFAR, developing the Manch as a women’s CBO</p> <p>Introduction and implementation of Positive Deviance Methodology in Sanitation for a model slum—A community managed programme on Sanitation (NTPC Subhash Camp Badarpur, Delhi)</p> <p>Programme management support at Delhi & Kolkata CFAR</p>
<p>Smile Foundation</p>	<p>October’14- January’15</p>	<p>Manager, Swabhiman, Smile Foundation</p>	<p>Managing multiple programmes on women empowerment (called Swabhiman) focusing on the life cycle approach to women’s development of the girl child through sponsorships. Swabhiman is operational in Delhi, Bangalore and</p>

			Mangalore. The programmes emphasized upon improving reproductive & sexual health and rights of adolescent girls and education. In Mangalore, the project emphasized on skill building of young girls through vocational training as a path to financial empowerment. Capacity building of partner NGOs, facilitating programme objectives and goals, project monitoring, documentation of best practices, mobilizing key IEC materials were the key components in programme management.
Foundation of Mother and Child Health (FMCH), Mumbai.	June 2013 Daylong	Consultant Capacity Building	Capacity building on the Positive Deviance (PD) methodology. Training selected staff members on applying the Positive Deviance methodology in reducing malnutrition in children less than 3 years of age.
EPOS Health India, Kolkata, West Bengal.	September 2007- October 2007	Consultant Documentation	Process Documentation of the capacity building workshops and outcomes of the Private Public Partnership Initiative under KFW and Department of Health & Family Welfare, Government of West Bengal.
EPOS Health India, Kolkata, West Bengal.	Dec 2006- September 2007	Advisor- Capacity Building for Private-Public Partnership Initiative (PPP) under KFW and Department of Health & Family Welfare, Government of West Bengal	Capacity Building of Government and Private Health Service providers on Private- Public Partnership (PPP) programme; areas for improvement of health status of the State. Training Needs Assessment Preparation of Training Manual on PPP; Building Capacity (<i>District & Block Health and Family Welfare Samities</i>) Building capacity of Private Sector Partners (<i>NGOs and Diagnostic</i>) on schemes such as: <i>Emergency Transportation of patients at Rural Hospitals (RHs)/ Block Primary Health Centers (BPHCs)/ Primary Health Centers (PHCs) and Provision of Diagnostic Services at RHs/ BPHC.</i>
CINI: Adolescent Resource Center (ARC), Kolkata, West Bengal	Feb 2004- December 2006	Senior Project Associate : Adolescent Health Division	Focus area: Reproductive & Sexual Health & Rights of Young People Coordination of multiple pilot projects. Adolescent Girls' Anaemia reduction Programme (3000 girls) supported by Johns Hopkins University) in and out of school. Skill building of YP (supported by CINI UK) LCA programme for maternal & child Health (supported by Philips India).
Child In Need Institute (CINI) Kolkata, West Bengal	June 2001- Feb 2004	Project Associate, Child Health Division, Child In Need Institute (CINI): Programme Development,	Focus area: Maternal and Child Health Facilitation of Project: 'Positive Deviance in Early Childhood Care : An action-research project of CINI, UNICEF and Govt. of West Bengal – Department of Social Welfare. Project emphasized on preventing malnutrition among 0-3yrs children through a community based approach.

		Capacity Building, Facilitation and Team management.	<p>Built capacity of ICDS staff Facilitated the project in 48 villages of 2 Blocks in 24 Pargana South, West Bengal.'Supported the project in Murshidabad District WB.</p> <p>Mobilized service providers and communities to plan and execute programme based on existing knowledge and resources.</p> <p>Developed local monitoring mechanisms and BCC techniques.</p> <p>Networking and advocacy at various National, State and local levels for promotion of programme.</p> <p>Conducted multiple capacity building programmes on PD for stakeholders Developed documentation, reporting, MIS and PD training modules.</p>
West Bengal Voluntary Health Association (WBVHA) Kolkata, West Bengal	June 2000 – June 2001	Project Assistant (RCH Unit) Project: Reproductive and Child Health Programme (RCH I)	<p>Focus area: RCH programme Monitoring</p> <p>Monitoring and Evaluation of RCH activities of the Field NGOs under WBVHA.</p> <p>Reporting and Documentation.</p> <p>Networking at the National, State and District, level for programme advocacy.</p> <p>Project Planning and mobilization of resources.</p> <p>Organized RCH Trainings and Workshops with FNGOs.</p> <p>Developed IEC materials for advocacy of RCH programmes for FNGOs.</p>

Major Capacity Building Initiatives undertaken	<ul style="list-style-type: none"> • Capacity Building of multiple stakeholders on various issues of child rights, child health, mental health issues • Conducted the PD workshop for Foundation of Mother and Child Health (FMCH), Mumbai. • Capacity building of selected Government and Private stake-holders on the Public-Private Partnership Methodology in selected Districts of West Bengal. • Conducted multiple trainings/ workshops at the State and District level on improving health services for Govt./Private stakeholders under the Public Private Partnership (PPP) Initiative. • Conducted trainings for organizations and stakeholders (both Govt. & NGO) on young people's health, nutrition and skill building as part of Young People's Reproductive and Sexual Health and Rights (YRSHR) responsibilities. • Conducted Training of Trainers on Positive Deviance (PD) Methodology for ICDS staff members. • Conducted various short term capacity building workshops across West Bengal and other States on Positive Deviance. • Represented CINI in facilitating a workshop on CINI's achievements in Orissa. • Facilitated and participated In PD Hearth Training at Ahmedabad, Gujarat.
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Skills:

- Multi tasking and mobilizing systems and communities to understand and facilitate child right issues
- Developing behavior change communication (BCC) techniques primarily for NGOs staff members.
- Developing techniques for Communication and leadership building.
- Developing techniquesfor Community Mobilization.
- Developing methods of partnering with local CBOs and resource mobilization through existing local organizations.
- Developing Innovative projects that can sustain without continuous external funding.

- Developing local monitoring mechanisms that are easily applicable by community..
(A community-based monitoring mascot in PD was developed which was adopted in West Bengal and Vietnam.)

Educational Qualifications:

Period	Qualifications	University
1997-1999	Master of Social Work (M. S.W); Topped University	Department of Social Work, Sriniketan, Visva Bharati University, Shantiniketan.
1994-1997	B.A in Political Science; Second Division; Received Awards for proficiency in Political Science and English	Bethune College, Calcutta University.
1992-1994	First Division	West Bengal Council of Higher Secondary Education (H.S).
1992	First Division	I.C.S.E Board.

Awards

Received an award as one of the 100 Women Achievers in the Country and featured in their Coffee Table Book- “Phenomenal SHE”-in March 2018 from the Indian National Bar Association

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“The woods are lovely dark and deep..but I have promises to keep and miles to go before I sleep and miles to go before I sleep.... “

-Robert Frost