



“Baby Child Care Training Center Project”
In all the District Headquarters of Sindh and 18 Towns of Karachi

***Training of Master Trainers for
Training on Baby Child Care***

Under

**Directorate of
Women Development Department
Government of Sindh**

By

**Shah Abdul Latif Bhitai Welfare
Society, Karachi**

Table of Contents

Background	3
SALBWS	3
The Project	5
Rationale of the Training	6
Broad Objectives of the Training	6
Outcomes of the Training	6
Training of Master Trainers	6
Content Areas Covered During Training	6
Resource Persons	7
Training Methods Applied	8
Potential Master Trainers Trained	8
Expectations Expressed by Participants at the Beginning of Training	8
Expectations Met	8
Major Achievements	8
Comments about Training	9
Certificate Distribution	11
Future Training Activities	12
Picture Gallery	12

Shah Abdul Latif Bhattai Welfare Society, in partnership with Ministry of Women Development, Govt, of Sindh, has commenced the pilot project, “Baby Child Care Training Center”. This project is being implemented by SALBWS with effect 27th May 2012 to formulate the required human resource (women and girls) for the better development of children by establishing Child and Baby Care Centers in the target areas. Through this project the local mothers would be able to gain collective knowledge for the development of their children.

This project will cover different districts of Sindh including Jaccobabad, Kashmore, Kandhkot, Kamber (Shahdadt), Ghotki, Umerkot, Tharparkar and also the Towns of Karachi (Landhi, Malir, Bin Qasim, Gadab, Orangi, Baldia and Site which are under-developed districts and towns of Sindh Province).

Background

The women/communities of these districts/towns are poor, marginalized, economically and socially vulnerable, as well as backward and deprived of basic necessities. The per capita income of the majority of the households is low therefore it is hard for them to make both ends meet and manage their bread and butter with almost more than 50% living below the poverty line. Hence, all members of a family have to go out and work to earn their living for which they just leave their children at home unattended and without any proper care.

As the parents need to go out to work for earning money it is necessary that they must have a safe, clean environment where they can leave behind their minor and young children with proper care.

Out of the total population of the above mentioned districts, only 2.5% people are literate and have an average income of US\$ 40/month which is not sufficient to manage the basic needs required for a family (normal family size 6-8 person) which has 3-4 children as members of the household of which only 10 percent of the children are able to complete primary education.

SALBWS

Shah Abdul Latif Bhitai Welfare Society (SALBWS) is a national, public interest, non-governmental tax exempted organization working in the rural and urban areas of Sindh since 1999 was registered as is an autonomous not for-profit organization a Provincial level organization with Department of Social Welfare, Government of Sindh in 2001 under Registration and Control Ordinance 1961 (XL VI of 1961) vide registration No: 1833-DSW.

SALBWS has an overall mission to facilitate the establishment and improvement of sustainable livelihoods of the rural poor in all the provinces of Pakistan especially in Sindh. This is accomplished through the mobilization of poor communities to help them plan and implement their own development agenda.

The rural development programs of SALBWS have helped communities to form Community Organizations for Social Mobilization, Women Empowerment, Natural

Resources Management, Community Physical Infrastructure, Human Resource Development, Enterprise Development, Social Sector Services (Health, HIV/AIDS, Education, Water and Sanitation) projects. SALBWS also works for reducing Domestic Violence against Women and for safeguarding Human Rights through capacity building and direct interventions.

In order to harness the potential through social support, SALBWS programs organize communities into multi-sector Community Organizations (COs), which are then used as a platform for planning and implementing various developmental activities in the above mentioned sectors by the community members themselves and eventually becomes an important forum for empowering people to take an active role in the management and execution of local development initiatives. Once the community is mobilized then they are able to identify their needs and find the resources necessary to meet those needs. A properly functioning CO has both social and economic 'value', thus a position to contribute to alleviating poverty and socially, brings people together to work for the common good. The CO also generates funds for their own initiatives and establishes linkages with Government Departments and private sector.

The informal conception of SALBWS took place more than 4 years ahead of its formal registration as a civil society organization and since then it has been zealously working and implementing different welfare projects to achieve its objectives. During this period, it has gained confidence and cooperation of many social organizations, donor agencies and philanthropists to implement its projects in the health, education and social welfare sectors. In spite of facing financial constraints and social challenges since its establishment, SALBWS has been able to implement, run and complete many welfare projects in Sindh, especially in rural areas, for the betterment of poor and needy people and has so far benefitted more than 10 million population (1.5 million poorest of the poor households) living in 16,940 villages in 18 District Province of Sindh.

The Mission of SALBWS is to meet the challenge of assaulting poverty and **help the poor to get above the poverty line and to help marginalized rural people to bring change in their quality of life on a self help basis by enhancing human potential through social support.** While in order to achieve the above stated vision SALBWS functions with the following objectives:-

- ❖ Economic Empowerment of rural poor especially women through literacy and vocational training focusing on poverty alleviation.
- ❖ To promote literacy both for children, teens and adults.
- ❖ Improve the development of children by providing quality education and timely medical services to them.
- ❖ To provide for health services to the poor people living in rural / semi urban areas of Sindh.
- ❖ To provide Harm Reduction services to drug users.
- ❖ Awareness raising and advocacy on health issues such as HIV/AIDS, STIs, TB, HCV, Malaria, child labor etc.
- ❖ To support cause and efforts for healthy and pollution free environment in rural and urban areas
- ❖ To encourage healthy activities by youth and children through environment and health awareness.

- ❖ To promote, collaborate, assist and maintain links with other similar national and international organizations and establish a health and environmental management institution.

SALBWS understands that poor people have a great deal of potential and the willingness to work for their own development and empowerment which can be enhanced through provision of social support. SALBWS's role in poverty alleviation and community development is primarily to encourage self help and, in the long term, to guide the COs into becoming mature and self reliant institutions. This is the route to community empowerment, which must arise organically from the COs themselves.

Thus SALBWS's programmes are holistic: multi-sectoral interventions achieve synergies which in turn ensure sustainable outcomes. SALBWS acknowledges that unless the concept of 'gender' is understood and mainstreamed into every aspect of the organization and the programme, the kind of development, poverty alleviation and community empowerment that it wishes to attain will not be possible. This must be done in culturally appropriate ways: the skill lies in finding the ways to do this while upholding the principle of equality.

The Project

In line with the SALBWS mission, objectives and programme philosophy SALBWS is striving to provide educational and livelihood opportunities for children, youth, and women of backward communities and enable them to gain new skills to improve their vulnerable lives. Hence, SALBWS has designed and implements appropriate programs according to the needs of the people in backward and least developed areas, after identifying the problems. This innovative project titled, “**Baby Child Care Training Center**” funded by the Women Sindh, is a part of SALBWS development program which aims at empowering the women and children of the marginalized and poor communities by creating a safe learning environment for them. It focuses on underprivileged communities of Sindh, where children of all ages face a high risk of discontinuing their education due to poverty and discrimination between high and low castes. Thereby this project supports not only children in need of better care and educational facilities but also their mothers by providing them an opportunity to work and earn without worrying for their siblings who have been left behind unattended and cared for at home.

Under the project, girls and mothers are educated to become trained care takers at home and in Baby Day Care Centers, after getting training from SALBWS. The trained girls/females are made capable of starting and running a **Home Day Care Center** independently in their neighborhood to provide a safe caring and learning environment for parents who leave behind their children and go out to earn their livelihood. They could even become an entrepreneur and start a **Day Care Center** for children in an away-from-home setting. In any case, the rewards will be great not only financially but personally as well.

The highest priority of SALBWS is to make child care better, safer and more affordable. That is why our balanced budget includes the most significant investment in child care and contributes to improve the education, living conditions, health and the livelihoods of the people of the community.

Rationale of the Training:

In rural areas of Sindh, due to lack of awareness and skills among the mothers and the community, children between the ages of 0 to 5 years are excluded from the mainstream development activities taking place at schools. On the other hand approximately 500,000 children of age 0 to 7 years die every year due to the issues related to lack of health, nutrition, hygiene, safety and awareness. Therefore, it becomes an inevitable fact that baby and child day care skills should be provided to mothers and girls in these communities. Mothers and girls will be trained about the basic techniques of baby and child care as they will be able to provide basic knowledge to other mothers in their communities. These training activities will be organized, developed and conducted for better development of children and their families of these communities.

Broad Objectives of the Training:

To develop the capacity of 12 Master Trainers in Baby Child Care Training Center so they can provide awareness and training to further 150 mothers and girls for the better development of children and their families in these communities.

Outcome of the Training:

After this training, the participants will be able to:

1. understand the aims and objectives of the project
2. acquire knowledge and skills of baby and child care and development
3. guide others in establishing a baby and child care center in the community
4. give training to 150 nominees as trainers of the project in their districts

Training of Master Trainers

Since the training was to be conducted simultaneously across selected districts of Sindh where in each District women/girls selected by the Women Development Department, Government of Sindh are to be trained about the basic techniques of baby and child care as they are supposed to provide basic knowledge to other mothers in their communities besides be able to run and operate Baby Day Care Centers. It was therefore necessary that a standard training be imparted to these 150 participants by Master Trainers who should be able to impart a standard training to them.

Therefore a 12 female potential Master Trainers in collaboration with Women Development Department, Government of Sindh officials were selected for being trained as Master Trainers under a five day training on the following contents of the module which had been developed by the Women's Development Department and training imparted on for five days i.e. from 27th to 31st May, 2012 at Karachi in SALBWS training hall.

Content areas covered during the training:

The knowledge and skills provided to the participants (master trainers) during the training program covered the broad and detailed objectives of the project and follows the outline provided in the manual developed by the Women Development Department, Govt. of Sindh. Daily breakup of the contents covered in the training were as follows:

a) Day 1: (27th May, 2012)

- Mother care at the start, mid and end of pregnancy
- Mother and child care at the time of delivery
- Child care after delivery upto 40 days
- Basic issues and their solutions faced by mothers during pregnancy
- Review of local rituals & norms for early child care

b) Day 2: (28th May, 2012)

- Basics of infant care
- Hygiene (hand washing, tooth brushing, diaper changing, toilet use/hygiene)
- Food and nutrition of children ages 0-5 years
- Healthy diet care and charting
- Vaccination importance and schedule

c) Day 3: (29th May, 2012)

- Child development and its milestone
- Cognitive development
- Language development
- Physical development
- Emotional Development
- Social Development

d) Day 4: (30th May, 2012)

- Child safety at home and in baby child care centers
- First aid & CPR at home and in baby child care centers
- International standards of child and baby care center environment
- Labeling the baby child care centers
- Making teaching aid materials

e) Day 5: (31st May, 2012)

- Early childhood development and its areas
- Early language development
- Story telling for language and emotional development
- Singing rhymes and poems for joy and language development
- EPL and life skills development
- Field visit of a day care center

Resource Persons

Training on the above contents was provided for five days to participants by the following resource persons:

S#	Teacher Name	Father / Husband Name		M/F	Qualification	District	Phone/Cell No	
1	Nadia Naz	D/O	Muhammad Miskeen	F	B-Com	Karachi	0304-2263908	
2	Samia Ameer Bukhsh	D/O	Ameer Bukhsh	F	B-Com	Karachi	0321-2450897	
3	Nazia	D/O	Zaffar ullaah Khan	F	MA	Karachi	0332-3153799	
4	Shabana	D/O	Ahmed Shah	F	MA	Hyderabad		
5	Hajira Ghfoor	D/O	Abdul Ghafoor	F	BA	Kashmore	0315-3414530	
6	Farzana Shikh	D/O	Nizam uddin Shaikh	F	MA	Ghotki	0333-7223919	
7	Shama Patthan	W/O	Muhammad Muslim	F	MA	Jacoabad	0332-2866024	
8	Dr Maryam	W/O	Shazad	F	MBBS	Karachi	0300-5184540	
9	Shahzad Qamer	S/O	Qamer	M	MA	Karachi	0331-2139590	
10	Syed Muhammad Zeshan	S/O	S M Ateeq	M	MS	Islamabad	0300-5184540	
11	Rahima Bhatti	D/O	Muhammad Bux	F	MA	Hyderabad	0336-3219799	
12	Dr Nawab			M	MBBS	Karachi		
13	Danish Channa	S/O	Rana Faqeer	M	MA	Karachi		
14	Ms Hamida Shah	Director Women Development						
15	Ms Samina Abbasi	Coordinator Women Development				Karachi		

Training Methods Applied:

The best possible methods of training were adopted in order to ensure effective and quality learning of the participants. These methods included :-

- Lectures
- Demonstrations
- Individual practice
- Group practice
- Pair practice
- Debate
- Individual assignments
- Multimedia presentations
- Role plays
- Field visit of a day care center
- Chart activities
- Develop day care center environment
- Making teaching aid material



Group practice

Potential Master Trainers Trained

The Training was attended and completed by the following participants who were trained as Master Trainers:-

Sl. No	Name	Father/Husband's Name	District	Remarks for training
01	Mis farzana		Ghotki	Stated 1 st June 2012
02	Hajran		khandhkot	do
03	Raheema bhatti		Tharparkar	do
04	Nazia khan		Qambar	do
05	Nadia		Karachi	do
06	Samia		Karachi	do
07	Samina		Umerkot	do
07	Shama Pathan		Jaccobabad	do

Expectations expressed by the participants at the beginning of the course:

On the first day of the course, participants were asked to write their expectations from the training program. Following were the expectations of the participants: -

- To learn and teach others how to communicate with mother and community.
- To communicate with and assist the community.
- To advocate for the rights of children.
- To improve mother health.

How far have the expectations been met?

An exercise was done at the closing session of the training course to assess whether expectations were met or not. Each participant was asked to mark out of 100 how far their expectations were met during the training. Apart from one participant, all indicated that their expectations had been met and they had gained new knowledge and skills that would surely help them in their tasks while working in the field.

Major achievements:

The following achievements can be stated to have been met by the end of the Training of Master Trainers:-

- All the time lines of commencing, conducting and closing the training program met successfully
- The participants were fully motivated to run the project in their assigned districts
- The participants showed attention during the training thru reaching on time and doing assignments
- Participants reflects the understanding of the training thru making charts & giving presentations

- Participants found the training useful for their own selves and the community
- The participants started their tasks i.e training of trainers' right from the next day of the end of this training.

Comments about Training:

“I am happy to see such shining faces the happy learning environment of this training program. My department will the women who want to establish the and Child care centers especially who get training from this training program”

**Madam Hameeda Shah Masood
Director, Women Development,
Govt of Sindh**



and
help
Baby
will



The training program completed successfully. We will try our best to implement the training in the field thru scientific monitoring and implementation strategies. I am really glad to have such a nice team of trainers gathered and conducting the training for SALBWS.

**Danish Channa
President, SALBWS**

During the five days of training the participants learned an extensive amount and are now capable to communicate and trained others. When the course began, the participants showed the very initial level of competence about the subject, but, as the days progressed, their confidence grew and they were able to present the required knowledge and skills confidently.



The level of motivation of the participants increased and their self-belief, and belief as a group, that they will improve the current situation of the mothers and child in community. The participants were very interested to learn and after only a few days they started practicing. In particular, they learnt well through group practice and debate sessions.

It was noted that even more time should be allocated for the training to get the mastery around the provided outline.”

**Syed Muhammad Zeshan
Lead Trainer**



I am really happy to be the part of such a unique and strategically important program. This initiative by Women Development department, Govt of Sindh, project is really the need of the time. This Baby and Child Care program is a 3 in one program of Child care, health and education and may fill the gap of Child care, education and development in the rural areas of Sindh.

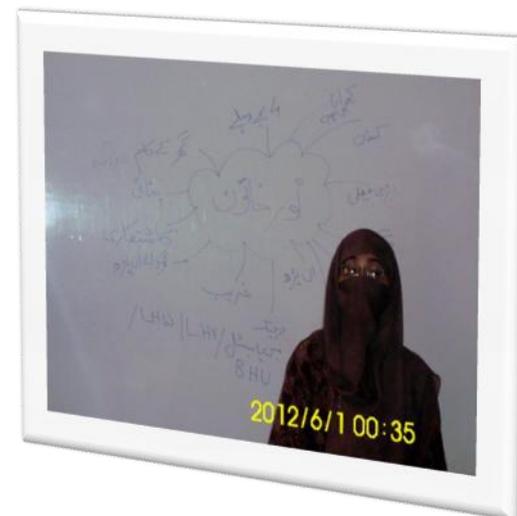
Shahzad Qamar

Lead Trainer

I found the Baby and Child Care project first of its kind in Pakistan.

I pray for the success of the project as it will surely reduce the high mortality rate in our rural areas, improve the life expectancy and increase the quality of life in our future generations.

**Dr. Maryam
Lead Trainer**



The participants provided their input in the post training evaluation session. The majority (92%) commented that there were adequate opportunities for participation. All the participants appreciated the trainers’ knowledge, facilitation styles and approaches. Only 1% felt that the training and learning materials could be improved more. Almost all (99%) liked the methods used during training. The participants rated the environment of the training event and the residential facilities provided by the organization.

Certificate Distribution

The training program completed successful and the participants received their certificates in a ceremony held at SALBWS training institute. Ms. Samina Abbasi Coordinator Women Development Dept. Govt of Sindh distributed the certificates among the participants.

Future Training Activities

The second phase of the project i.e. Training of 180 trainers (15 trainers per district/ town) has been started as per schedule (June 01, 2012) and to be completed on time. Positive feed back received by the monitoring teams while their visits of the training sessions in the following districts:

- Jaccobad
- Kashmore (Kandhkot)
- Kamber (Shahdadkot)
- Ghotki
- Umerkot
- Tharparkar and
- Towns in Karachi
 - Landhi
 - Malir
 - Bin Qsim
 - Gadap
 - Orangi
 - Baldia

Picture Gallery

Right:
Participants practicing the EPL activities



Left:
DO Women Development distributing the Certificate to a Trainer

Right:
Group photo of the trainer
completed the Baby Child Care
center.



Left:
Participants learning the First Aid
& CPR methods

Right:
Participant giving demo of Poem Singing
with actions





Left:
Director Women Development,
Hamida Shah addressing the
participants



Right:
Group photo of the trainer
completed the Baby Child Care
center.

