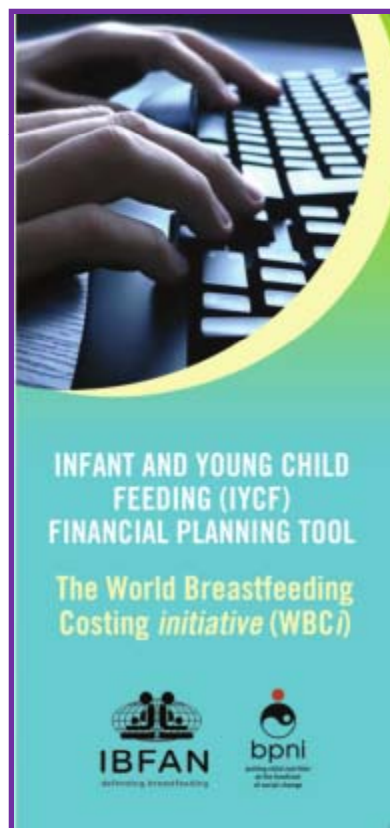


# India Experience in using the WBCi



# Indicator 4: Maternity Protection

## Gaps

The National legislation does not cover women in private and informal sector

Maternity leave does not cover all states, but only the central government employees

No monitoring mechanism for implementation of maternity protection as part of policy framework

## Recommendations

Uniform policy for protecting and supporting breastfeeding for mothers including informal and private sectors.

Contract workers/adhoc workers from both private and public sector should be entitled to Maternity leave/benefits.

The six months maternity leave and paternity leave pattern to be expanded to all state governments, autonomous institutions and also private sector

Monitoring mechanism in place for implementation for maternity protection as part of policy framework.

Child Care Leave to be scrutinised and should be conditional.

Schemes like IGMSY may be extended to all districts and use of MCP card may be promoted.

# Indicator 4: Maternity Protection

## Plan of Action

Research studies for policy development on Maternity Protection

Workshop on policy development

Advocacy meeting with policy makers/stakeholders

Campaigns/WBW activities on Maternity Protection (mom & baby to be together)

Monitoring the compliance with Maternity Protection measures

# Indicator 5: Health & Nutrition Care System

## Gaps

**No skill training during pre service training of doctors and nurses**

**Listening and counselling skills for IYCF are not a part of the pre service or in service training of health workers like AWW, ANM and ASHA**

## Recommendations

**Training on IYCF to be included in doctors and nurses curriculum and internship**

**The in-service training programmes providing knowledge and skills related to infant and young child feeding for relevant health/nutrition care providers should be more stringent**

**Training of AWW and ASHA should be closely monitored.**

**Refresher course on IYCF for community health workers should be conducted on regular basis**

# Indicator 5: Health & Nutrition Care System

## Plan of Action

Conduct a national study to document state of pre-service and in-service training needs( Code, skilled counseling)

Conduct a state wide study on above grounds

Organize a sharing workshop in each State for the above study

Conduct 5 regional training of resource persons from for Pre-service education to be launched in medical schools

Organize 7 day training of about 20,000 health professionals nurses to provide skilled counseling in hospitals

Conduct one TOT to prepare national trainers in each State

Organize at least 4-5 training courses in each state to prepare MLTs

Develop plans for MLTs organize training courses ( 4 days) of about 2 million FLWs in all states.

Organize a national advocacy meeting to ensure Breastfeeding /infant and young child feeding counseling /IMS Act in the National Children's Policy/child health policy

## Indicator 6: Mother Support & Community Outreach

### Gaps

Counselling for IYCF is not provided as a service to lactating women in NRHM or ICDS

Crèche facility not considered in Unorganised Workers Bill

NREGA worksite facilities includes provision for children below age of 6 years but is conditional (in case the number of children below 6 years accompanying the working women at any site are 5 or more)

### Recommendations

Crèches at the worksite should be implemented and monitored as it is an important tool for support to lactating mothers and IYCF

Unorganised workers bill should contain provision of crèches.

Training of Community Health Workers on counselling and listening skills on IYCF should be strengthened

# Indicator 6: Mother Support & Community Outreach

## Plan of Action

National study for documenting the support system & services on infant and young child feeding

Conference/workshop on pre-service/in-service training

Advocacy meeting with policymakers

Conduct a study to know the efficacy & implementation of existing programme

Capacity building/training of health care professionals/staff/volunteers

Monitoring and evaluation of training and field evaluation