

2016

ASSESSMENT OF CORE COMPETENCY OF SKILLS AND NATURAL RESOURCES OF THE DISTRICTS



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3/14/2016

INTRODUCTION

- **Core Competencies:** - “a cluster of related knowledge, skills, and attitudes that affect a major part of one’s job (a role or responsibility), that correlates with performance on the job, that can be measured against some accepted standards, and that can be improved via training and development. (Parry, S.R. “The Quest for Competencies.” Training, July 1996, p. 50)”

Different ways the core competencies may be used	
Caregivers/Teachers	<ul style="list-style-type: none">• Assess level of knowledge and skill in eight content areas.• Identify specific areas of need for professional development (e.g., training/education).
Directors, Program Administrators	<ul style="list-style-type: none">• Specify professional development (e.g., training/education) requirements for staff job descriptions.• Develop staff professional development (e.g., training/education) plans and policies.• Establish a salary scale based on levels of competency.
Trainers, Training Organizations	<ul style="list-style-type: none">• Plan and organize professional development (e.g., training/education).• Promote professional development (e.g., training/education) opportunities.
Higher Education Faculty, Staff and Administrators	<ul style="list-style-type: none">• Coordinate and design course content to facilitate transfer and articulation agreements.• Assess current program content to determine course development.
Federal, State, and Local Agencies	<ul style="list-style-type: none">• Develop and implement programs that will enhance professionalism in the field of early care and education.

The following skill dimensions are assessed through a variety of simulated management scenarios:

Communication

- Active Listening
- Providing Feedback
- Oral Communication
- Oral Presentation
- Written Communication

Critical Thinking

- Decision making
- Delegation
- Planning & scheduling
- Organizing
- Strategic problem-solving
- Judgment (including political acumen)
- Administrative controls
- Initiative

Diversity Awareness

- Awareness
- Legal knowledge

Emotional Intelligence

- Self development
- Adaptability/stress tolerance
- Self-control
- Trustworthiness
- Achievement orientation
- Building strategic relationships
- Conflict management
- Leadership/influence
- Interpersonal sensitivity/empathy
- Team/interpersonal support
- Collaboration

OBJECTIVES

- Assessment of the current competency levels of students(from primary to tertiary education) with regard to the Natural Resources (Climate Change, Conservation and Preservation strategies, Global warming, Carbon foot prints, sustainable utilization strategies)

- Determination of the skill competency levels of various stakeholders with regards to Natural Resource Management.
- Assessment of the policy framework/ implementation strategy and success levels of Implementation by the administrators.

METHODOLOGY

- Random selection of prospective sampling sites to encompass comprehensive strata of population.
- Open ended questionnaires would be developed along with interview based sampling of data
- Sensitizing the groups with the current status of knowledge.
- Dissemination of information through specially designed brochures to address each level of the audience.
- Revisiting a few randomly selected sample sites to study the impact assessment.

WORK PLAN

- Preparation of Information brochures
- Development of Questionnaires
- Sampling of the information from study sites
- Statistical analysis
- Organizing awareness camps and community participation programmes.
- Report writing and recommendations

IMPLEMENTATION SCHEDULE/ TIME LINE

0 – 1 st month :	Development of Questionnaires, brochures and selection of study sites.
2 nd – 4 th month :	Sampling in study sites and awareness camps.
5 th – 6 th month :	data Interpretation using statistical tools and report finalization.

DELIVERABLES

- Baseline information regarding the core competency of the state as regards Natural Resources and its management.
- Enriching the experience of the various stakeholders
- Impact assessment through revisiting the information.
- Recommendations to be made for policy framing to the concerned Department

COVERAGE

- Two/ Three Blocks of each of the following districts:-
- Nainital
- Almora

KNOWLEDGE DISSEMINATION STRATEGY

- Development of Information Brochure.
- Critical Thinking Exercises
- Group Discussions/ Seminars including knowledge sharing with local NGOs
- Brainstorming sessions
- Development of a working paper / recommendation for policy framing.

TOTAL BUDGET OUTLAY

• Field Assistants – 02 (6x10,000)	=	1,20,000/-
• Stationary and Office Expenses	=	20, 000/-
• Travel and Daily Allowances	=	1,00,000/-
• Printing and Publication	=	40,000/-
• Contingency	=	15,000/-
• Over Head Expenses	=	5,000/-
• Total	=	3,00,000/-

**CENTRE FOR EXCELLENCE IN MEDICINAL PLANTS
AND NANO-TECHNOLOGY,
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STATUS OF THE HEALTH AND PHARMACEUTICAL CARE IN THE HILLS OF UTTARAKHAND

P. I. – Dr. Mahendra Rana
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INTRODUCTION

Health is a soundness of body and mind, a state of complete physical, mental and social well being and does not consist only of the absence of disease or infirmity.

- WHO

We consider emotional and spiritual wellbeing as two added dimensions which are a core component of Health.

The LaLonde report suggested that there are four general determinants of health

- human biology
- environment
- lifestyle
- healthcare services

The indicators of health are determined by numerous factors such as :-

- Per capita income
- Nutrition
- Housing
- Sanitation
- Safe drinking water
- Social infrastructure
- Geographical climate
- Employment status
- Incidence of poverty
- Health and medical care services

BACKGROUND

HIGHLIGHTS OF A PILOT STUDY OF 15 VILLAGES OF BHIMTAL

- 75% of people do not maintain proper nutrition levels
- Personal hygiene is high on the minds of people but surroundings takes a back seat
- During emergency 82% of people have to migrate mainly to Haldwani
- 67% of people consulted health professionals for pre & post natal care.
- 68.6% people prefer allopathic drugs for self medication

- 45% avoided regular medical check up.
- Participation level in health camps/ mobile health facilities is low.
- Patients related to B.P. & Diabetes are increasing in Bhimtal region. 16.2% & 28.6% are suffering from Diabetes & B.P. respectively.
- 33.3% doctors always inform & instruct patients about adverse effects of drugs being used.
- As per physicians major disease in Bhimtal is GIT related.
- In case of emergency/ serious problems they refer patients to Haldwani
- Patient counseling is not done properly by the pharmacists.

KEY CHALLENGES IN THE HEALTH SECTOR IN INDIA

- At the current rate of progress, India will not achieve the Millennium Development Goals for health.
- Stark disparities in the people's health status exist between and within states.
- Health services suffer from systemic problems that limit the efficient use of resources.
- Bulk of the people's health spending - 80% - goes to unregulated private providers, many of whom are unqualified.
- Only 10 per cent Indians have health insurance, and much of it is inadequate.
- Accelerating flow of resources, improving governance and accountability in health services is the need of the hour.
- Programs like malaria control and child under nutrition - need technical strengthening.

BROAD OBJECTIVES

- Determination of the various health indicators.
- Assessment of the various paradigms of health and pharmaceutical care.
- Assessment of the policy framework/ implementation strategy and success levels of Implementation by the administrators.

SPECIFIC OBJECTIVES

- to study the nutritional level of the Population.
- to study the hygiene system maintained by the people.
- to study, how the people take self-care during the critical stages of life.
- to study the awareness among the people about the medicines which they take in daily life.
- to study and understand the actual networking of the health care system.
- to study the type of diseases which are found and spread commonly.
- to study the mechanism of treatment especially during the emergency cases and in pregnancy.
- to determine the numbers of patients suffering from Tuberculosis, Polio, AIDS, CANCER, DIABETES which are covered under the high priority diseases of the government and the international agencies.
- to understand the mechanism of functioning of the government organizations such as hospital, Anganbaadi Kendra, PHCs, CHCs.
- to study the seasonal variation in disease pattern.
- to study the impact of health camps and health education programmes run by the N.G.O. and the government.
- to study the network of pharmaceutical care in the Hills of Uttarakhand and their impact on the Health care system.

METHODOLOGY ADOPTED FOR STUDY

- The study will be divided into following steps:
 - Step-1: establishing the key determinants.**
 - Step-2: collection of data.**
 - **Primary data:** to be collected from local residents, doctors, pharmacist Health officer & child welfare officer.
 - **Secondary data:** to be collected from the local bodies
 - Step-3: analysis and statistical interpretation of data.**

WORK PLAN

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IMPLEMENTATION SCHEDULE/ TIME LINE

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DELIVERABLES

- Most of the health problems that people suffer from in the rural community and in urban slums are preventable and easily treatable. National Rural Health Mission (NRHM) like programs may be started in areas which have weak public health indicators and/or weak infrastructure.
- The project would be beneficial to the stakeholders of the Healthcare system in correlating the disease prevalence in the area and the prescribing patterns.
- The data generated would be beneficial for the drug manufacturing companies who can correlate the prescribing patterns with the drug development and marketing strategies.
- Baseline information regarding the health care system and its management would be generated.
- Enriching the experience of the various stakeholders
- Impact assessment through revisiting the information.
- Recommendations to be made for policy framing to the concerned Department

Encompassing the Expected outcomes under Indian Statistical Strengthening Programme.

Some of the 20 key identified statistical indicators would be covered in the scope of our study in line with the mandate of ISSP and DES like:-

- ✓ Collection and compilation of Health, Morbidity and Mortality and Family Welfare Statistics
- ✓ Collection and compilation of Education and Literacy statistics
- ✓ Birth and Death registration and Population
- ✓ Participation in the surveys of National Sample Survey Organization
- ✓ Collection and compilation of Statistics for local area planning.

COVERAGE

- All the Blocks of Nainital district.

KNOWLEDGE DISSEMINATION STRATEGY

- Development of Information Brochure.
- Critical Thinking Exercises, workshops
- Group Discussions/ Seminars including knowledge sharing with local NGOs
- Brainstorming sessions
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REVISITING HILL AGRICULTURE, MEDICINAL & AROMATIC PLANTS AND TRADITIONAL KNOWLEDGE SYSTEM



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3/14/2016

INTRODUCTION

- Identify the major issues, challenges and prospective in agricultural development
- Himalayan states of Northern India known for their diverse landscapes, topographies and localized/ traditional agricultural practice with small land holdings.
- Institutions could not reach to the expectations of the marginalized farmers practicing hill agriculture.
- The strengths and weaknesses of the existing agricultural research institutions will be analyzed and recommendations will be put forth.
- Translational studies are known for their efficacy in terms of therapeutic and nutraceutical delivery from 'bench to bedside'.
- We envisage taking forward the researches done in the high comfort zones of the laboratories to the tough and rugged terrains of the hills for holistic development of organic farming, herbiculture, horticulture, floriculture and hill agriculture which is the major source of drugs and medicines in all systems of medication incorporating the concept of cash cropping and contract farming.

THE GENESIS OF THE PROPOSAL

- The hill farmers mainly practice subsistence farming with small land holdings and entirely different irrigation practices and crop rotation.
- The average size of land holding in these states is not sufficient for large scale agricultural practices therefore integrated farming needs to be devised.
- The strengths of the three states in Jammu and Kashmir, Himanchal Pradesh and Uttarakhand are floriculture, horticulture and herbiculture respectively.
- A holistic development strategy needs to be devised so that the state governments promote the inherent strengths and redesign hill agriculture policy to preserve, popularize local land races and conserve the same.
- The impact on ground is largely missing despite many Central and State agencies having launched highly ambitious research programs with sporadic success stories like apple culture in Himanchal Pradesh.

WHY PILOT SCALE STUDY IN UTTARAKHAND?

- The entire state is rugged mountainous terrain except Udham Singh Nagar, Haridwar, Doon Valley, Garhwal and Nainital districts.
- The state is a hotspot for innovative approaches towards promotion of hill agriculture.
- Uttarakhand is blessed with rare and unique bio-diversity.
- The major factors which create hindrances are:-
 - The traditional system of farming in most areas of the hilly regions.
 - Non-implementation of recent farming technologies
 - Lack of awareness about the application of bio-fertilizers and bio-pesticides.
 - Lack of success stories in the state with reference to cash cropping.
- The past decade has witnessed a tremendous resurgence in the interest and use of medicinal plant products.
- The past decade has also witnessed intense interest in “nutraceuticals” (or “functional foods”) in which phytochemical constituents can have long-term health promoting or medicinal qualities including food to food fortification.

OBJECTIVES

- Initiate a quest for viable options in the proposed areas
- Assessment of the current competency levels of students (from primary to tertiary education) with regard to the Natural Resources (Climate Change, Conservation and Preservation strategies, Global warming, Carbon foot prints, sustainable utilization strategies)
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METHODOLOGY

- Random selection of prospective sampling sites to encompass comprehensive strata of population.
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DELIVERABLES

- Baseline information would be generated.
- Actual status of Hill agriculture, Medicinal & Aromatics Plants and TKS would be deciphered.
- Sensitization and awareness on the issues would be done.

- Impact assessment through revisiting the information.
- Recommendations to be made for policy framing to the concerned Department

EXPECTED OUTCOME

- Identification and proliferation of the robust local land races for wide scale cultivation into similar agro-climatic zones.
- Conservation of the floral biodiversity by promoting cultivation of the high demand medicinal & aromatic plants and other local land races.
- Cultivation of important species demanded by the industry using biotechnological tools for wide scale production.
- Training and capacity building.
- A technical draft for consideration of the Policy Makers for policy framing regarding Hill agriculture in the Northern Himalayan states.

SOCIO ECONOMIC IMPACT

- The data generated here will be used to minimise the impact of unplanned and random collection, extraction and degradation of the mountain ecosystem.
- The project will also help to equip local people to take over responsibility for the management of biodiversity.
- The rich agricultural legacy would be strengthened.
- This project, through involvement and training, will empower local people
- The project will help inhabitants meet emerging conservation priorities while continuing to live and work in their own region.

COVERAGE

Two/ Three Blocks of each of the following districts:-

- Pithoragarh & Champawat

KNOWLEDGE DISSEMINATION STRATEGY

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