



International Child
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ICDP Report 2011

Letter from the Chair

In September ICDP lost its leader of nineteen years, Karsten Hundeide. His tireless dedication to ICDP provided us with irreplaceable inspiration, guidance and direction. He is sorely missed not only because of his impressive academic contributions but even more because of his human sensitivity and friendship, personal warmth and sense of humour. We have received hundreds of emails from the ICDP family worldwide, which confirmed everyone's commitment to "keeping the ICDP flame" alive.

In 2011 we saw further expansion of ICDP in the world and currently there are ICDP projects in twenty countries. New teams received training in the ICDP programme in all countries where we are active and we started to develop ICDP in North America.

Evaluations of ICDP showed positive outcomes. These can be found on the ICDP webpage:
www.icdp.info/evaluation.html

There is continuous interest in ICDP and in order to satisfy the demand we are planning a workshop for new facilitators in the spring of 2012 for participants from over 8 countries.

In partnership with IICRD and CINDE in Colombia, we tested out a new module that combines the ICDP approach with children's rights and community protection from violence – a book describing the module has been prepared for publication. Another important development was the pilot project in Sweden, where the ICDP program was used to sensitize staff working with the elderly – a report was published describing this new and successful experience. In Norway, we approached the Vålerenga football club, and have started to prepare a new pilot which would explore the use of ICDP for children's coaches.

There are new publications about ICDP in several countries, and Karsten's book will be soon printed both in Norwegian and English.

In the attempt to strengthen our organization, we hired a marketing manager who is working on creating a stronger profile for ICDP in Norway and on fundraising. As a result we now have a new logo, which represents better what we are about. And for the first time we have begun recruiting ICDP ambassadors to speak on our behalf publicly and in the media. for ICDP willing to speak on our behalf publicly and in the media.

I thank Flochem AS for their important financial contributions to ICDP for almost twenty years now. Achieving financial sustainability for ICDP is still a challenge but thanks to all the help and good will this is something that can be achieved. I thank Marianne Storkås and Ylva Snekkvik for their dedicated work in the Oslo office, as well as our new professional volunteers who have so generously given of their money and time to advise us on editing, legal, business and fundraising issues: Columbus Salvesen, Elaine Barker, Per Arvid Sveum, Ane-Marthe Solheim Skar, Guillermo Navas, Simone van Beek and Eyvind Alnaes. - Nicoletta Armstrong





Introduction

ICDP began developing its training program in 1985, but an organization was not founded until 1992 when it was registered as a private foundation, in Oslo, Norway, with the objective of working for the development of children and young people.

Our Ethos

The Ethos of ICDP is to provide for human care by activating empathy and education of both caregivers and their children.

Our Work

The work of ICDP is based on the principles that are laid down in the UN Convention on the Rights of the Child. ICDP may participate directly or indirectly in activities run by other humanitarian organization having corresponding objectives.





About ICDP

"ICDP is based on the idea that human beings are by nature social, and that also means that we, as human beings, are particularly vulnerable in our social relationships because that is the domain of our suffering and our happiness. So when we are deprived of normal human contact, there is suffering and loss, as we can see in institutionalized children. This is where ICDP comes in to restore and revive normal human caring interaction.

This does not only apply to the care of babies and young children, it applies at all levels of life from babies to youth, adults to elderly - we are all living in relationships with each other, and the quality of these relationships decides how we feel, cope and develop. Therefore ICDP is in principle applicable at all these levels."

- *Professor Karsten Hundeide*

"...This is where ICDP comes in to restore and revive normal human caring interaction..."

ICDP Approach to training

The ICDP approach to training is based on the idea that the best way to help children is by helping the children's caregivers. It is now well known that unless children have at least one caring adult to love them and teach them life skills, social behaviour and morals, their mental and emotional development will be impaired.

Recent research suggests that normal physical development of the brain depends on proper interaction between a caring adult and the growing child. In normal circumstances such learning happens naturally. However when families are uprooted through social changes, migration, catastrophes, children losing their parents, or having been numbed by severe deprivation and emotional shock, this care often breaks down and has to be reactivated through skilled help. If children do not receive sufficient love and attention while they are young, the problem can perpetuate itself because they can themselves become inadequate parents. Therefore ICDP's focus is on trying to break this cycle.

"...The ICDP approach to training is based on the idea that the best way to help children is by helping the children's caregivers..."





Programme

ICDP has developed a simple and culturally adaptable programme, based on recent research in child development that sensitises and enriches the relationship between caregivers and their children. Local child rearing practices are identified and reactivated in order to stimulate development that is truly authentic and long lasting. The main aim of ICDP training is to build competence and confidence in the members of a community or an existing child caring system and to transfer the project to the local resource persons.

Implementation

The ICDP program was originally developed for parents/caregivers of very young children. Over the years it has proven to be relevant for caregivers of older children too. The program can be used in the area of prevention and rehabilitation in different contexts; to train staff in centres and institutions for children, to improve relational abilities of teachers in preschools and schools, or as a parenting programme working through networks, such as primary health care or social services. The ICDP programme can help develop standards for human care in emergency situations, when young children are placed in camps or institutions due to war, migration, catastrophes, abandonment or abuse.

Training

Workshops are given on two different levels, followed by practical application of ICDP in two 'self-training projects'. At the first level of training participants implement the programme directly with families, the second level of training qualifies participants to train others.

Help from Snøhetta Architect office in Norway, Oslo

A logo is essential for the promotion of ICDP and we are very grateful to Snøhetta for offering us their expert services for free, which would have been far beyond our means.





In 2011, ICDP published an important article linking our approach to children's rights; it was called "ICDP approach to awareness-raising about children's rights and preventing violence, child abuse, and neglect" and it was published in *The Child Abuse & Neglect The International Journal* (November 2011 issue). Abstract:

In April 2011, the Committee on the Rights of the Child issued the General Comment No. 13 on the right of the child to freedom from all forms of violence. Its Article 19 declares that "protective measures should, as appropriate, include effective procedures for the establishment of social programs to provide necessary support for the child and for those who have the care of the child." One available social program that focuses on providing support for parents, caregivers and children is the International Child Development Program (ICDP). The ICDP is designed to influence and improve the quality of contact and relation between the caregivers, usually parents, and children, through the practical application of the eight themes or guidelines for positive interaction. The Convention on the Rights of the Child is a value-based legal document ratified by most countries in the world. This is a significant achievement and it gives a new basis and legitimization for a more humane treatment of children all over the world. Nevertheless, it is important to understand that there is a big gap between a legal document describing ideal conditions for children at a macro-governmental level and its implementation at the micro level of families and communities. The ICDP is another expression of the same humanitarian spirit as it is encoded in the convention of children's rights. ICDP can be put in practice in any community to create positive conditions for the fulfilment of fundamental children's rights: the right to be protected from violence and to receive the loving care and guidance from the immediate environment which is required to ensure healthy human development. Introducing children's rights is likely to have a major impact on families (and all levels of authorities) if efforts are also made to activate awareness and deeper bonding to children as persons. Without a deep activation of a more humanized and caring relationship to children, provided by social programs such as ICDP, the advocacy for children's rights may become an empty shell without its basis in human realities.

New cooperation on promoting children's rights:

The Convention on the Rights of the Child (General Assembly, 1989), reflected in the Colombian legislation "Hechos y Derechos" and in the "Codigo" at departmental/municipal levels, establishes that "States bear primary responsibility for preventing and responding to violence against children... [guaranteeing] girls and boys everywhere the right to live their lives free from violence", (United Nations, 2006, p. xi). Colombia has undertaken important steps to strengthen child protection of school age and adolescent children and has put in place an Early Childhood Public Policy, which has become particularly visible since 2002. However, in spite of the development of institutional frameworks for child protection, in reality the protection of very young children is still limited.

In 2011, ICDP has established cooperation with the International Institute for Children's Rights and Development (IICRD) and the International Centre for Human Development (CINDE), developing collaborative projects in several communities in Colombia. The ICDP programme was implemented as the first module in the project delivery, whereas a new curriculum was developed as a second module. The expected outcome of the second module is to raise awareness in families about children's rights, mapping the risk of violence and protective factors and helping them formulate and deliver concrete action plans in their communities to increase protection for children from violence. The aim is to increase the local community's capacity to protect its young children from violence. Children, family members, caregivers and personnel from most important local agencies were all included as critical participants in the process. The first pilot project was carried out in Comuna 13, one of the most vulnerable and violent areas of the city of Medellin; pilots that followed were in La Tebaida, Neiva and Quibdo.

From the pilot in La Tebaida:

The new children's rights curriculum raised the mothers' awareness about their own responsibilities to protect children from violence in their community and they formulated and put into practice an action plan. As a result of that action, a few dozen families (linked to the ICBF children centre, one school and one NGO called DAVIDA) are now informed about the guidelines for positive communication with children, about ways to protect children and detect abuse of children's rights. The mothers are also campaigning to change "the local culture of shouting at children", which they perceive "as a first step leading to violence towards children".

Some participants' comments:

"At first I was not very willing to participate in this training; I was not paying much attention to my children and I had little tolerance towards them. The support I received made a big difference and it was appreciated by my husband which is a good thing." "I know a better way to treat my children and I remember every day that one has to keep improving, to have more capacity for tolerance, to talk and listen. We need to give so much affection."

"I feel responsible for the proper care of children and for being attentive to report if something is wrong or hurts them."



"I can identify things that are bad for children, now I speak to other mothers about child protection issues and know how to identify and monitor the abuse of children's rights."

"It has given me confidence in my capacity, we are no longer just mothers waiting on their children and looking after their husbands, we have become leaders for our community, an example for other parents in the children's centre where we send our children."

"My old fear from when I was at school has disappeared; I can speak in public and I am not afraid to draw and make a poster." "I feel there is more harmony in my home, more tolerance; instead of criticizing we try to understand what is happening; knowing that you can improve."

"The most important thing is to stop screaming at my children, to become a better person myself, to dialogue with my children, tolerance is the key." "I now know how to identify situations in which the rights of a child are abused."

"We need to share this experience with others. We need to provide a good example."







Europe

Norway

- ICDP Norway has 4 new board members: www.icdp.no
- New project: "Fathers in close relations".
- Cooperation with ICDP International and with Bufdir on implementation of ICDP as a country program.
- Professional development of the program.
- Follow up of facilitators and trainers and their registration
- The Norwegian Ministry of Children, Equality and Social Inclusion sponsored a non-randomised comparison study of the ICDP country project- results showed that ICDP had a positive impact on parents, children and their families. Report: www.bufetat.no/foreldreveiledning/ & www.icdp.info/evaluation.html
- The Norwegian Directorate for Children, Youth and Family Affairs continues to coordinate the ICDP country program.
- 412 new facilitators , including 61 from the minority version of the program.
- There is now a total of about 2 200 facilitators and 80 trainers.
- ICDP is used in health units, kindergartens, child protection, pedagogical and psychological units, special needs, minority groups, parents in prisons. Most ICDP groups are of mixed gender, although some like the Somalian group targeted fathers only.
- A new field for ICDP implementation are the centers for asylum seekers below 18 years old.

Sweden

- ICDP Sweden: www.icdp.se/ & On-line bookshop: www.icdp.se/bocker.aspx
- 1335 facilitators, 188 trained in 2011
- 143 trainers, 22 trained in 2011
- 6000 to 7000 caregivers since ICDP started in 2000
- Newly developed database linked to the webpage. Objective is to facilitates members' sharing, serve as a knowledge base and facilitate evaluation with on-line questionnaires and reporting system. The number of people that registered is 693 and 231 have ordered subscriptions.
- Publications: Book "Guided interaction with the elderly", by K. Hundeide & K. Edenhammar
- Workbook about practical guidance and support for teenagers' parents.
- ICDP workbook for professionals involved in social services, social workers and foster careers.
- In addition to training there were other activities:
 - Meetings of the new reference group
 - Inspirational lectures / seminars
 - Informative meetings for politicians, policy makers and managers
 - Introductory Lectures to professional groups
 - Lectures at universities, colleges and conferences
 - Networking meetings for counselors
 - Guidance of teams within the school and kindergartens
 - Parental Guidance
 - Coaching and mentoring of teams and individuals



Denmark

- There is increasing interest for ICDP in Denmark.
- The University College of Northern Denmark (UCA) Kip@ucn.dk, use the ICDP methodology primarily in relation to teachers and pedagogues, but also with psychologists, health visitors and social workers.
- UCA carried out a new project in cooperation with the Danish National Health Services, which focused on children's health and well-being. Health visitors and pedagogues received training and examined how their activities and services could best support children and families in the future.
- GR Pskologerne ApS: www.g-r.dk
- The Centre for Relations in Skive, continues to give courses for professionals, teachers, social workers and psychologists.
- In 2011, ICDP was introduced in several schools - all staff received training. The training included working with vulnerable children and their parents by using the ICDP relation- and resource oriented approach.
- Karsten Hundeide's manual was translated into Danish
- New successful area: In cooperation with the Health Ministry, training was given to nurses, who use ICDP in their work with newborns and their parents.
- A booklet was published with different articles about the work with ICDP.
- Psychologist Anne Linder www.authenticus.dk has been working with ICDP for over ten years, and has given more than twenty five ICDP courses during that time.
- In 2011 she published two books. One is on the topic of inclusion and ICDP. The other book describes the experience of trying out ICDP in a library - it is about the pilot project which tested out this new area of application of ICDP as a professional language for librarians.
- Throughout 2011 Anne gave many lectures on ICDP in different parts of the country.

Finland

- During the last couple of years psychologist Klara Shauman Alhberg has been instrumental in bringing and developing ICDP in Finland.
- In 2011, she trained a group of psychologists, teachers, pedagogues and family workers at the Family Centre in Paragas, near Åbo.

“Deeply rooted in the Convention on the Rights of the Child, ICDP helps to clarify and challenge our different views on children and childhood. We think ICDP provides a great tool to enhance our interaction and communication with children.” - Klara

Scandinavian network meeting

- On 26 and 27 of May ICDP Norway hosted the conference in Svolvær, in the Lofoten islands, which was attended by 120 participants.
- Keynote speaker was Colwyn Trevarthen, Professor Emeritus of Child Psychology and Psychobiology in the University of Edinburgh - on the topic of "Why Hopes of Children Matter and Make Sense, For Them and For Us"
- On the second day there were 3 workshops:
 - Erica Sapir presented the "Puppeteers without borders"
 - Paul Bergman showed the links between music and emotion in context of ICDP training.
 - Anette Groot's workshop was about the process of ICDP sensitization.



Portugal

- ICDP Portugal: www.icdpportugal.blogspot.com
- In 2011, the focus of ICDP Portugal was on consolidating the previous training and work carried out with the technical team at the "Education and Community Centre Roda Viva" – that work has been developing since 2007.
- ICDP courses were given to staff as well as children's parents.
- All activities at Roda Viva are guided by ICDP principles: the work related to infants, children, young people and their families, as well as the work with the staff at the centre.

England

- In September Nicoletta Armstrong became the new chair of the ICDP (International) Foundation. As one of the ICDP founders and board member, she has been developing ICDP with Karsten since the beginning.
- Nicoletta focused on providing training and coordinating ICDP developments in Latin America and several other countries, as well as working with Karsten on ICDP promotional, organizational and didactic materials. In UK, during the 90-ies she gave ICDP courses to professionals and parents in London, and developed ICDP projects with the University of London and the British Refugee Council.
- Loudwater Farm (nr. Rickmansworth) has been used as an ICDP venue for over twenty years - in 2011 Nicoletta started to organize a workshop for participants from 10 countries, to be held in 2012.





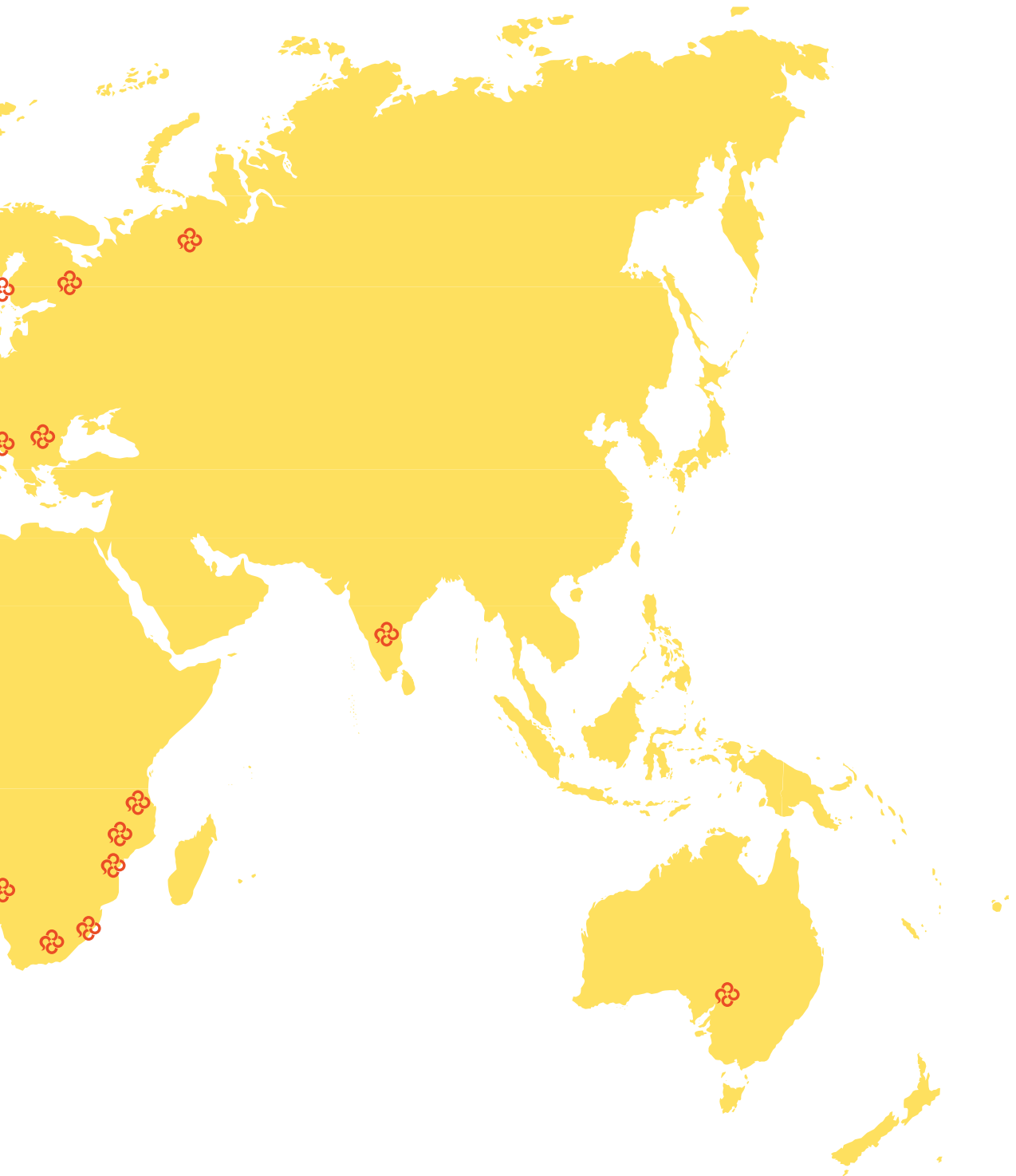
2010

Country	Facilitators	Trainers	Caregivers	Children
Norway	2 200	120	25 000	50 000
Sweden	1 200	100	11 000	30 000
Denmark	1 000	50	9 000	27 000
Portugal	32	7	210	600
Ukraine	98	9	800	2000
Russia	24	3	200	700
Macedonia	104	32	400	2 000
Colombia	18 688	2 247	162 090	466 969
Guatemala	900	82	8 935	26 000
El Salvador	1 700	160	21 700	59 000
Brazil	652	42	7 437	21 946
Paraguay	20	4	320	900
Peru	20	2	80	240
Argentina	100	15	250	700
Mexico	7	-	82	245
Angola	1 000	105	10 000	210 000
Mozambique	24	5	1 500	40 000
Tanzania	93	13	465	3 000
Lesotho	25	-	125	320
South Africa	40	-	200	500
Malawi	20	-	90	250
India	102	24	600	2 000
Australia	-	1	70	120
* Usa	10	-	30	70
* Finland	32	1	150	300
Total	28 091	3022	260 734	904 860

* New offices in 2012



ICDP has reached
904 860 children
in the world!



Africa

Mozambique

- Since 2003 ongoing
- ICDP Mozambique continues to coordinate the project
- NORAD is the main sponsor
- The project is reaching critical areas of the country; in the Maputo province and expanding gradually to other provinces.
- Objective: to improve the quality of care of vulnerable children, by strengthening the role of caregivers and enabling them to fulfil their care and educational responsibilities.
- Competence building of civil society, organizations and networks, in order to promote healthy development and protection for children.
- The ICDP training programs are delivered to:
 1. Staff from CS partners and DMAS
 2. Staff from NGO's, CBOs and networks of social workers, namely OMM.
 3. ICDP cooperates with the Pedagogic University in Maputo, with the aim of inserting the ICDP program as part of the psychology/education curricula (at Master level), thus providing more institutional anchorage and sustainability.

South Africa

- ICDP project at the Gamalakhe Development Centre (GDC). Gamalakhe is a township in the south-eastern region of Kwazulu Natal, with a population of 12.000 people, mainly Zulus. Kwazulu Natal is the epicentre for HIV/AIDS, and large numbers of children have lost one or both of their parents.
- In Gamalacke there are many crèches which offer children care and food. ICDP is given to staff as a competence building process and increasing knowledge about the psychosocial development of children.
- Another project started to develop in connection with the CINDI Network (website www.cindi.org.za).
- ICDP workshops were held at Pietermaritzburg for social workers who came from the CINDI cluster of organizations





Lesotho

- ICDP has developed projects through cooperation with the Thaba-Bosiu Centre in Maseru.
- Sponsorship is from the Blue Cross Norway.
- The key target group are families and children affected by problems of alcohol and substance abuse. The ICDP programme is adapted for this specific target group.
- A core group of 20 professionals became qualified as ICDP facilitators. They delivered the ICDP programme to families in their communities.
- In the second phase of the project new groups of facilitators are being formed by local professionals, as part of their second level training as ICDP Trainers.

Tanzania

- Since 2004, ICDP has presence in Moshi and its surrounding area in the Kilimanjaro region.
- The project started as collaboration between the Bergen University and the local organization Kiwakkuki. Focus is on HIV/Aids victims, providing support to families and children.
- Most of the trainers and facilitators (totaling over a hundred people) are operating through Kiwakkuki.
- A new organization called Tawref was established in 2011 where an ICDP trainer leads the ICDP implementation with families.

Malawi

- The project " Psychosocial support for Orphans and Vulnerable Children" started in 2008, as partnership between the Vestfold Mental Health Care Trust (PiV) , the Norwegian Church Aid (NCA) and two of NCA`s partners in Malawi: Alinafe Community Hospital and Chisomo Children's Club.
- Focus is on alleviating children's suffering from malnutrition & neglect.
- ICDP facilitators from PiV are introducing ICDP training to social workers and volunteers from the local child care centres. Participants integrated ICDP in their daily work very successfully.
- October: Follow up field visit to Alinafe and meetings with social workers and volunteers
- November: Facilitator level training at Msamba Parish, Lilongwe, for 20 new participants, mainly from Alinafe and Chisomo.

Congo

- An ICDP explorative visit included several presentations of the ICDP work and program.
- In Inkisi, the Albadi school leaders became very interested in future cooperation with ICDP.
- The ICDP program was found to be highly relevant for the Albadi project, which encompasses not only a school, but also a shelter home for orphaned children, as well as a program of assistance for families.
- A proposal for future collaboration and training in ICDP is under preparation.

South African network meeting

- The network meeting was held from 17 - 20 of March, in the outskirts of Pietermaritzburg.
- 21 participants attended from 5 countries and 7 projects:
- Lesotho (2 projects), Malawi, Mozambique, South Africa (2 projects) and Tanzania.
- There were also representatives from Norway & Portugal.
- Small group discussion about child rearing and cultural values in African countries showed similarity of views across countries and cultures. The cultural adaptability of the ICDP program became evident.



Latin America

Colombia

- ICDP Colombia: www.icdpcolombia.org
- Since 1995.
- Large scale projects with UNICEF since 2001, focusing on the most vulnerable departments of the country (Nariño, Boyacá, Huila, Chocó)
- 6 new projects in 2011
- ICDP was adopted by the University of Bucaramanga as part of the curriculum of their students, who became involved in evaluating the impact of ICDP on families and children.
- Cooperation with the Health Ministry in the province of Santander; training of health professionals to work with families.
- Comuna 13, in Medellin: in the midst of continuing violence (the 16 year old son of one of the facilitators was murdered); 39 mothers became facilitators and applied ICDP sensitization with 547 families and 40 young people.
- Antioquia: ICDP as part of government program for children and adolescents. Training of 40 professionals who applied the ICDP program with 562 families in 8 municipalities.
- Cordoba, Quindio, youth to youth project: ICDP intervention with young people with drug addiction problems.

Guatemala

- 2006 UNICEF, PLAN, ICDP.
- ICDP integrated in child protection program.
- In 2011, training in ICDP to 400 teachers in municipality of Carchá, in the department of Alta Verapaz.
- ICDP parents' network meeting: on the 18th of May, 454 fathers and mothers from the region of UP Salamá, Guatemala met to exchange their ICDP experiences.
- ICDP in twelve TV programs, each lasting one hour, called "Mirador Infantil" (An outlook on childhood). Broadcast on Tuesdays for twelve consecutive weeks and presented by ICDP trainer Julio Martinez. Aired in 7 municipalities and reached 1500 families

El Salvador

- Since 2006, UNICEF support; family violence prevention and child protection.
- Strong institutional commitment.
- Coordination by Ministry for Social Services (ISNA), 50 local partners
- 21,700 caregivers
- 80 municipalities with involvement of mayors
- University of Sonsonate use ICDP for all students in area of early childhood
- High percentage of male participants at every level of training, trainer, facilitator and caregiver

Brazil

- ICDP & Save the Children/Abrinq.
- European Commission funding.
- Multi-institutional project in the semi-arid region of Pernambuco in North East Brazil.
- Focus on child protection, health, nutrition and education.
- Cooperation and ICDP training to staff from the Mãe Coruja - a network that supports women by providing health education, literacy classes and training in a variety of life skills.
- ICDP with families and children linked to day centres, schools and preschools.
- ICDP present in 19 towns.
- 16,946 children who benefited.







Paraguay

- After ten years, ICDP continues to be implemented through VIDA Plena, led by Elisabeth Gavilan.
- In 2011, ICDP was implemented in the Day-care Centre for children in the Asunción Gross Market area.
- Sensitization meetings took place with parents of the market children.
- Courses in ICDP combined with teaching skills in handicrafts, in the hope of increasing parents' source of income.

Mexico

- Casa de la Niñez Poblana is a government institution for abandoned children in the town of Puebla. It provides protection to children of all age groups.
- All their staff members (72) have attended ICDP sensitization courses
- The core group of psychologists from Casa are planning to spread ICDP to other government institutions from the DIF network.

Peru

- ICDP Peru established cooperation with the KALLPA organization. Courses were given to KALLPA community workers who were trained as ICDP facilitators.
- The ICDP programme was implemented with families in the poor area called Sangarará, close to Cusco.
- New cooperation was established with the DREC education network for the training of teachers.

North America, Usa

- Kimberly Svevo-Cianci , leader of Changing Children's Worlds Foundation, invited ICDP to Chicago, with the objective of developing a project in West Pullman - area characterized by high levels of violence, unemployment and low income. The largest population is African American.
- First ICDP workshop was held in November, followed by participants' self training projects with families in the community
- Training will continue in 2012.
- St. Titus Church is the operating partner who recognized a high need for violence prevention and became committed to implementing ICDP in the community.

Australia

- ICDP Australia is led by Renee Goetz and it operates under the umbrella of Morningside Care.
- Trainer Anne Moore set up ICDP courses at TAFE university, Brisbane and developed ICDP courses at the Moonyah Drug and Alcohol Rehabilitation Centre, for young men separated from their children due to drug addiction
- In Sydney, a pilot project by ICDP facilitator Amelia Vogel, is testing out a new approach to training through internet. The agenda for the twelve ICDP meetings with caregivers will include on-line meetings.

India

- ICDP has been spreading to West- Bengal by Karl-Peter Hubbertz , who has been training local teams since 2004.
- Sponsorship by Indienhilfe.
- ICDP training was given to members of the "Network against Child Labour" comprised of NGO's working on child rights issues. The main focus of the network is on protecting children from dangerous jobs and motivating parents and employers to send children to school.
- New ICDP training took place in villages 50 km from Kolkata: Mirzapur, Chatra, Durgapur and Atghara.
- Training workshops were held in Seva Kendra Kolkata.



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