

# Revised Scheme of National Creche Fund

## Part-I

### **Introduction:**

The welfare and healthy development of the child is of vital concern in any society. All children are entitled to their childhood, health and nutrition, protection and education, so that they can grow up to be assets to the country. As per 2001 census, India has about 15.65 crore children below the age of 5 years, constituting 17.5% of India's population. A large number of children, especially from families below the poverty line do not receive even the minimum care from their parents, as in most of the cases, both the parents go to work to earn their livelihood. In such cases, children are left at home with siblings who are not mature enough to look after them. In such a scenario, it is absolutely crucial to have day care services for children so that they can receive appropriate physical care and remain in a stable and safe environment. Keeping in view this objective, the National Crèche Fund was set up in 1994 with a corpus fund to meet the growing requirement of Day Care centers. The scheme provides services to the children-below 5 years, which include day care facilities, supplementary nutrition, immunization, education, recreation, medical and health care. The details of the Scheme are at Annexure I.

### **2. Target Group**

The revised scheme seeks to cover children below the age of 5 years whose parents income does not exceed Rs.5000/- p.m. in rural areas and urban slums through out the country, children of agricultural labourers, Scheduled castes and Scheduled tribes, of women employed in any employment generating schemes and children of families who were victims of communal violence. However, priority will be accorded to hilly, tribal areas, urban *basties* and construction sites.

### **3. Services to be provided**

The creches assisted by the National Creche Fund will provide services to children below 5 years which include day care facilities, supplementary nutrition, medical and health care, basic learning needs and recreation. The NGO will be assisted for facilities like rent for accommodation, electricity and water charges, telephone, art and craft material, fees for visits of doctor, supplementary nutrition and payment of honorarium to child care worker's and Aya's. A non-recurring grant will also be provided at the time of setting up of creche and purchase of basic equipment/material, utensils and stationary etc.

Organizations will be encouraged to enroll disabled children, for which an additional amount of Rs. 50 per month per child is proposed. For ensuring proper infant and child care services, 5 children from 0-3 years and 10 children from 3-5 years should be enrolled in one creche. Assistance to State/UT Government or the agencies who are implementing ICDS Scheme will be available for converting Anganwadis into Anganwadi-cum-Creche Centres. Funds for honorarium to two creche workers, for contingencies and medicines will be provided.

#### 4. Eligibility for financial assistance

State Governments, Panchayats and Urban bodies, Local bodies, Trade unions Women's Groups, Voluntary organisations and Mahila Mandals, trade Unions, with sound financial background and proven record of service in the field of child welfare and registered under the Societies Registration Act, 1860 (21 of 1860) or as a Public Trust or a charitable company licensed under S.25 of companies act, 1858 or registered under any other Act, will be eligible for applying for financial assistance from the National Creche Fund.

The organisation should have a properly constituted managing body with its powers, duties and responsibilities clearly defined and laid down in a written constitution. The financial position of the organisation should be sound. The organisation must have facilities, resources, experience and personnel to implement the scheme. The organisation should not run for profit to any individual or a body of individuals.

#### 5. Evaluation

In order that deficiencies in implementation of the programme are identified and rectified expeditiously, the programme will be evaluated concurrently. Further, to ensure that the organisation applying for sanction of creche units have necessary capabilities, the organisation availing assistance under this scheme will be evaluated by a reputed institution, wherever necessary, so as to ensure that all the required facilities are being provided to implement the scheme effectively.

#### 6. Supervision

In order that the delivery of the services are provided effectively, both in quantitative and qualitative terms, there will be a supervisor for every 10 creches to oversee implementation of the scheme.

#### 7. Awareness generation

There is need to create awareness among the people about the need of proper care of the child. In order to achieve the objectives, workshops will be organised in each State particularly at Municipality/town level every year.

#### 8. Disabled children

Considering the special need of disabled children, in terms of equipment and escorts services required for bringing and sending back these children, provision is made for a maximum of three disabled children in a creche unit to meet their special needs. A special amount of Rs. 50/- per child is provided.

#### 9. Schematic pattern of assistance

The scheme will provide a grant

- (i) to run general creches
- (ii) for one or some components of the schematic budget
- (iii) flexible grants for mobile creches
- (iv) to convert Anganwadis into Anganwadi-cum-creche centers and
- (v) for training of creche workers
- (vi) for evaluation of creches by reputed institution

**Schematic pattern of assistance for Creches having 15 children (5 of 0-3 & 10 of 3-5 age group)**

**I RECURRING GRANT**

( in rupees)

Sl. No	Grant admissible	Ceiling of expenditure		
		Urban	Rural	Tribal
i.	Honorarium to one child care worker	1800	1800	1800
ii.	Honorarium to two helpers	1600	1600	1600
iii.	Supplementary Nutrition @ Rs. 5/- for 15 children for 26 days in a month	1950	1950	1950
iv.	Art & craft material for 10 children	100	100	100
v.	Weekly visits of doctor @ Rs. 10/- per child	600	600	600
vi.	Cleanliness of children, towels, Dahi & Plastic sheets	500	500	500
vii.	Medicines & telephone rent	400	400	150
viii.	Rent for accommodation, electricity and water charges \$	750	500	* 100
ix.	Special needs of disabled children @ Rs. 50 per month per child for three children	150	150	150
x.	Supervision	200	200	200
xi.	Contingencies	250	250	250
	<b>TOTAL :</b>	<b>8300</b>	<b>8050</b>	<b>7400</b>
xii.	Participation by Beneficiaries parents @ Rs.25 per child	-375	-375	**
xiii.	Contribution by NGO at @ 10% of total	-830	-805	- 740
xiv.	<b>NET GRANT PER MONTH BY NCF</b>	<b>7095</b>	<b>6870</b>	<b>6660</b>
	<b>NET GRANT PER YEAR</b>	<b>85140</b>	<b>82440</b>	<b>79920</b>

- i. Maintenance grant per creche for items purchased from non-recurring grant Rs.1500/- per year
- ii. Evaluation of creche by reputed institution and concurrent evaluation of the progress \*\*\* Rs.500/- per year
- iii. Workshops for Awareness generation At Municipality/town are level \*\*\*\* Rs 25 lakh per year

**Note :** In addition to the recommended enrollment of 15 children, an additional 5 children could be funded on the basis of per child norms. The grant for such additional children will be made on the basis of attendance record for six months.

**\$** Flexible grant for mobile crèches within urban crèche unit cost based on actual requirement

**\*** In the tribal areas, one time non-recurring grant of Rs.3000/- will be given instead of rent to facilitate construction of make shift crèche, if necessary.

**\*\*** Parents in tribal areas will not be required to contribute, due to their general poor economic situations.

**\*\*\*** A maximum amount of Rs. 50 lakhs per year could be used from the available funds for concurrent evaluation of programme.

**\*\*\*\*** Evaluation will be conducted, wherever necessary, through a reputed institution on contract basis for some creche centres to ensure that required facilities have been provided

## II. NON RECURRING GRANT

S.No	Items	Amount( in rupees)
i.	Basic equipment	4500
ii.	Utensils	1800
iii.	Stationary	600
iv.	Growth monitoring equipment, weighing machine, inch tape and thermometer	1500
v.	Fridge	7000
vi.	Cooler/Fan	1500
vii.	Water Filter	800
	<b>TOTAL :</b>	<b>17,700/- *</b>

\* In addition, Rs.3,000/- grant will be provided in tribal areas for construction of make shift creche in lieu of rent.

### III Other grants

Funding would also be available to applicant organizations on a per beneficiary basis, for any or some of the particular components given in the schematic budget, if required.

#### 10. Schematic pattern of assistance for Anganwadi-cum-Creche Centre

##### RECURRING GRANT

##### Grant

- |      |   |                       |
|------|---|-----------------------|
| i.   | Honorarium to one child care worker per creche* | Rs.1500/- p.m.        |
| ii.  | Honorarium to one Ayas per creche*              | Rs .600/- p.m.        |
| iii. | Contingencies and emergency medicines per month | Rs.350/- p.m.         |
|      | <b>TOTAL :</b>                                  | <b>Rs. 2450/- p.m</b> |

\* The honorarium could however be limited to that paid to anganwadi worker and helper under ICDS in that area.

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## 11. TRAINING OF 25 CRECHE WORKERS PER COURSE

### RECURRING GRANT

(Amount in Rupees)

1.	Travelling Allowances to trainees	200x25= 5,000
2.	Stipend & Honorarium to trainees	500x25= 12,500
3.	Trainee's Kit Rs. 150/- per participant	150x25= 3,750
4.	Conveyance charges for field visit/placements	= 2,000
5.	Honorarium to Guest Speakers/part time staff	= 2,500
6.	Stationery, postage, telegram and other administrative expenses	= 1,000
7.	Books, play material and newspapers	= 750
8.	Contingencies	= 1,000
	<b>Total:</b>	<b>= 28,500</b>

Note : The financial norms will be raised by 20 % after every 3 years

### 12. **Extent of assistance**

The grant will depend on area of implementation. A creche opened in an urban area will receive annual grant of Rs.85140/-, in a rural area Rs.82,440/-, and in tribal area Rs.79,920/-. The grant for mobile crèches will be available within the urban crèche unit cost as per requirement. Government assistance to an organisation will be limited to 90% of the total expenditure on creches as per schematic pattern given in Para 9 above. As the scheme will facilitate better care of children, the parents will benefit with freedom to work which would lead to increase in their efficiency. The parents of children will therefore be required to contribute Rs.25/- per month per child for availing facility of creche, which will also give them a sense of ownership. A non-recurring grant of Rs.17,700/- will be provided to set up a creche for initial investment for purchase of required basic equipment and material. The assistance will be extended for a period of five years after which the NGO will have to run the creche on a self supporting basis

### 13. **Timing**

The creches will normally work for 8 to 9 hours a day. Depending on the need in a specific area, the timings should be flexible. The existing anganwadi centres converted into anganwadi-cum-creche centres will also work for 8 to 9 hours a day.

#### 14. Conditions for grant

- (i) The grants will be paid in suitable installments, the first installment will be released on receipt of the acceptance of conditions enumerated in the sanction letter. Application for release of subsequent installment will be entertained by the Department on the receipt of audited statement of accounts and utilisation certificate signed by a Chartered Accountant for previous grant, received & found in order. The organisation will also submit list of children availing facility, list of child care worker, list of articles purchased from non-recurring grant and submit quarterly progress report on prescribed proforma.
- (ii) Evaluation will be conducted, wherever necessary, through a reputed institution on contract basis for some creche centres to ensure that required facilities have been provided
- (iii) An organisation in receipt of financial assistance shall be open to inspection by the officer of the Deptt. Of women & Child Development or any other authorised officer.
- (iv) The accounts of the creche scheme shall be maintained properly and separately and submitted as and when required. They shall always be open to a test check by the comptroller & auditor general of India at its discretion.
- (v) The organisation shall maintain a records of all assets acquired wholly & partially out of the National Creche Fund grant. Such assets shall not be disposed off, encumbered or for any purposes for which these has been acquired, without prior approval. If the organisation ceases to exist at any time, such assets/properties will revert to National creche Fund or disposed off in accordance with the orders that may be given by NCF.
- (vi) When there are reasons to believe that the sanction money is not being utilised for approved purposes, the payment of grant may be stopped and earlier grants will be recovered with interest. In such cases, NGO can be blacklisted also.
- (vii) The organisation must be opened to all citizens of India without distinction of religion, race, caste, language or any of them.
- (viii) The organization in receipt grant for mobile crèches will intimate shifting of location in advance.

#### 15. Procedure of submission of applications

- (i) The application will be received through concerned State Governments with their recommendations supported with field inspection reports.
- (ii) The assistance under National Creche Fund is not available for children for those parents who are already getting such facilities under various labour laws and where creches exist under the other scheme of creches of Deptt. Of Women & Child Development
- (iii) The application for grant, in the annexed proforma and accompanied by the following documents should be submitted to concerned state governments for onward transmission to the Member Secretary, National Creche Fund, Department of Women & Child Development, 1<sup>st</sup> Floor, Jeevan Deep Building, Sansad Marg, New Delhi - 110 001.

- (a) A copy of Memorandum of Association/Bye-Laws of the Organisation duly signed/attested by the applicant.
- (b) List of members of the Managing Committee with their qualifications and occupations.
- (c) Copies of annual reports and audited statements of accounts for the last two years duly signed/attested by the applicant.
- (d) Brief description on the activities of Organisation/Mahila Mandal and Panchyat Women groups and with special reference to child welfare

**16. Procedure for sanction of applications**

A screening Committee will scrutinize the proposals, which will then be placed before the Board of Management of National Creche Fund, for sanction.

**17. Linking of Training with Udisha**

Training of functionaries of any programme is crucial for success of any programme and for ensuring that the services are delivered to the beneficiaries effectively in a cost effective manner. While, there is a budget of Rs.25,200/- for forty workers under existing scheme which is proposed to be revised to Rs.28,500/- for 25 creche workers, in actuality the training of workers could not be taken up\*for quite some time for want of suitable training institutions to impart such training. This has affected the services delivered.

Recently, the Department has launched "Udisha Programme" which incorporates new approaches/strategies, Syllabus, innovations for imparting training to the functionaries. This also takes into account the improvement in quality in services based on area/region specific needs. The "Udisha" provides training for child care and delivery of quality services under ICDS structure. Since the training of the creche workers would encompass many of the inputs in the training of ICDS functionaries, especially the Child care, it is proposed that the training to the creche functionaries be imparted through Udisha programme. This would also facilitate preparation of the syllabus for child care and their development needs through NIPCCD. The expenditure on training of creche workers under NCF scheme could be reimbursed to Udisha, if required or the funds for training could be diverted to Udisha as appropriate.

**18. Evaluation Studies.**

The major concerns and requirements highlighted in the findings and recommendations of the available evaluation studies and recommendations of the workshops relate to low financial norms, inadequate space for creches, need for hygienic facilities, shortage of equipment, potable water, need for flexible timings, contribution from parents, development and learning needs of children, requirement of training needs etc. These concerns and needs have been adequately addressed in the revised scheme.

1. **Name of the Fund** : There shall be a fund called the National Creche Fund.

2. **Definition** : In this Scheme, unless the context otherwise requires

- (a) "Board" means the Board of Management constituted under paragraph 5 of this Scheme;
- (b) "Fund" means the National Crèche Fund.

3. **Objectives of the Fund** : the objectives of the Fund shall be :

- (i) to administer and apply the funds of the National Creche Fund to give grant-in-aid to State Governments, Panchayats, Urban Bodies, Womens Groups, registered Voluntary Organisations, Mahila Mandals, and Trade Unions to implement creche programmes especially in rural/urban areas, construction sites and urban slums, and tribal areas for welfare and development of children below the age of 5 years whose parents income does not exceed Rs 5000 per month, children of agricultural labourers, Scheduled Castes and Scheduled Tribes and of women employed in any employment generating schemes and children of families who were victims of communal violence;
- (ii) to convert some of the Anganwadis into Anganwadi-cum-Creches;
- (iii) to organise workshops for creating awareness on the need of proper care of child;
- (iv) programmes for Training/Refresher Course for creche workers through specialised training institutions;
- (v) to take up activities which promote the above objectives and to do all other things that are incidental or conducive to the above objectives.

4. **Extent** : The objectives of the Fund shall extend to the whole of India, except the State of Jammu & Kashmir.

5. **Board of Management** : For the management and administration of funds of the Fund, a Board of Management shall be constituted consisting of the following members, namely :-

Chairman (Ex-officio) :

- (a) Minister of State for Women and Child Development

Working Chairman :

- (b) Secretary, Department of Women and Child Development.

Other members :

- (c) Joint Secretary in charge of Nutrition and Child Development, Department of Women and Child Development
- (d) Joint Secretary, Department of Expenditure, Ministry of Finance, Government of India.
- (e) Director, National Institute of Public Cooperation and Child Development

(f) Executive Director, Central Social Welfare Board.  
Member-Secretary

(g) Deputy Secretary/director of the Department of Wqmen and Child Development in charge of Creche Scheme.

(h) 2 NGOs

**6. Quorum:** (1) The quorum for a meeting of the Board shall be four members, (2) Every decision of the Board at a meeting shall be determined by a majority of votes of the members present and voting on the question and in case of equality of votes, the Chairman shall have a casting vote.

**7. Conduct of business of the Board :**

- (1) The Board may function notwithstanding any vacancy in its constitution.
- (2) Subject to the provisions herein contained, the Board may, with the previous approval of the Central Government, frame and vary from time to time, as they think fit, bye-laws for the conduct of their business.

**8. Vesting of assets:** The assets of the Fund shall be vested in the Treasurer of Charitable Endowments for India.

**9. Framing of bye-laws:** The Board may from time to time, with the previous approval of the Central Government, make bye-laws :-

- (i) for the regulation, management, appointment of officers and their terms and conditions and for any other purpose connected with the execution and management of the funds of the Fund; and
- (ii) for the conduct of business of the Board.

**10. Investment :** (a) The Board shall invest the proceeds of the sale or other disposal of the property as well as any money or property not immediately required to be used for the objects of the Fund in any one or more of the modes of investment for the time being authorised by law for the investment of the trust money as the Board may think proper.

(b) Short term investments of the funds not required immediately may be invested in fixed deposits/Certificate of Deposit in Nationalised Banks or such other scheme as may be decided by the Board.

**11. Delegation of Powers :** (1) The Board may delegate any of its powers excluding the power to frame bye-laws to any one or more members of the Board.

(2)The Board may also delegate to one or more of the members such of their powers as may, in the opinion of the Board are merely ministerial acts and involve no discretion or are necessary and conformable to common usage.

**12. Contracts :** All contracts and other assurances shall be executed in the name of the Board and signed on their behalf by the Joint Secretary, in charge of Nutrition and Child Development, Department of Women and Child Development or any other Member duly authorised by the Board.

13. **Member Secretary to keep account:** Regular account of the moneys in the Fund shall be kept by the Member-Secretary.
14. **Receipt of additional endowments :** (1) The Board may receive any endowment, donation or other contributions in augmentation of any one of the objects and general purpose of the Fund.  
The Board may also receive endowments, donations or other contributions for any special purposes connected with this Scheme not inconsistent with or calculated to impede the due working of the provisions of this Scheme
15. **Consideration of Application :** All applications for financial assistance from the National Creche Fund shall be considered and disposed of by the Board, and where the Board is not meeting early for any reason, the application so received may be considered and disposed of by a Committee consisting of the Working Chairman and two other members to be nominated by the Chairman of the Board.  
Provided that before any such application is so considered, the Working Chairman may, if he thinks it necessary so to do, refer such application to the State Government concerned or any other body for expressing its views thereon.
16. **Power to stop grant :** The Working Chairman of the Board, if he thinks it necessary so to do, and for reasons to be recorded in writing may withhold or reduce any un-disbursed grants, whether of recurring or a non-recurring nature, made under the Scheme.
17. **Duration of Membership :** A member of the Board shall cease to be a Member if he dies or resigns his membership or becomes of unsound mind or insolvent or is convicted of a criminal offence involving moral turpitude.
18. **Meetings of the Board :** (1) The meetings of the Board shall be presided over by the Chairman or in his absence the Working Chairman.  
(2) The Board shall meet as often as it is necessary to do so for the transaction of business of the Fund and in any case at least once a year.
19. **Powers and Functions of Member Secretary :** It shall be duty of the Member Secretary :
- (a) to be the custodian of all records of the Board;
  - (b) to conduct the official correspondence on behalf of the Board;
  - (c) to issue all notices for convening the meetings of the Board;
  - (d) to keep minutes of all meetings of the Board and of such bodies, the responsibilities for convening whose meetings rest with him;
  - (e) to manage the properties and funds of the Fund, to maintain accounts and execute such other functions as may be assigned to him by the Board.
20. **Assets of the Fund :** In addition to the corpus of Rs. 19.90 crore, assets of the Fund shall include all such grants and contributions, recurring and non-recurring from the Central Government and State Governments, local bodies or any other statutory or non-statutory bodies set up by the Central Government or the State Governments as well as voluntary donations and endowments from any other sources, whenever received.

- 21. **Allocation of funds** : The Board may, from time to time, determine the proportion of the total funds at its disposal which shall be applied for the purpose of this scheme in a particular financial year.
- 22. **Deposit of funds** : All moneys of the Fund shall be credited initially to the account of the Board to be opened in any nationalised Bank.
- 23. **Withdrawal of funds** : (1) Withdrawal of funds from the accounts of the Board of the Fund shall be regulated in a manner to determined by the Board.  
 (2) Such withdrawals shall be made by cheques or requisitions (as the case may be) signed by the Member-Secretary in the case of amounts not exceeding rupees Five thousand and duly signed by the Member-Secretary and another member of the Board to nominated by the Board in other cases.
- 24. **Administrative Expenses** : Administrative expenses incurred by the Board such as expenditure incurred on salaries, allowances and Travelling Allowances and Daily Allowances of their officers and staff and Travelling Allowances and Daily Allowances of the members, shall be a legitimate charge on the funds of the Fund.
- 25. **Appointment of staff** : (1) The Board may appoint such staff as they may consider necessary for the discharge of their functions.  
 (2) The terms and conditions of service of the staff may be determined by bye-laws made by the Board.
- 26. **Remuneration to members and officer** : (1) No remuneration shall be paid to any of the members of the Board except travelling and daily allowance at rates to be determined by the Board.  
 (2) Official members of the Board will draw travelling and daily allowance as admissible to them from the source from which they draw their salaries.  
 (3) Non-official members of the Board and its officers staff such be entitled to draw such remuneration and travelling and other allowances as may be specified by the Board by bye-laws made by it.
- 27. **Accounts and Audit** : (1) Regular accounts shall be kept of all moneys and properties and of incomes and expenditure of the Fund and shall be audited by a firm of Chartered Accountants or any other recognised authority as may be appointed by the Board. The auditors shall also, certify that the expenditure from the funds of the Fund has been correctly incurred in accordance with the objects of the Fund.  
 (2) Copies of the annual accounts of the Fund duly audited and certified by the auditor shall be submitted by the Member Secretary of the Board to the Government of India every year.
- 28. **Annual Reports** : An annual report on the working of the Creche Fund of every year shall be prepared by the Member Secretary of the Board and shall, after approval of the Board, be presented to the Government of India.

1.	Name and address of organisation along with telephone number :	
2.	Nature of the organisation	
3.	Date of establishment of the organisation	
4.	Brief history and a brief account of the activities of the organisation since its inception.	
5.	Whether the organisation is registered under any law for the time being in force? If so, the details thereof.	
6.	Whether the organisation is of a National/State/District level.	
7.	Whether the organisation is in receipt of organisational assistance from the Ministry of Social Justice & Empowerment, Government of India? If so, details thereof.	
8.	Whether the organisation is in receipt of assistance from the Central Government for any programme? If so, details thereof.	
9.	Whether the organisation is in receipt of assistance from the State Government for any programme? If so, details thereof including amount, year and purpose separately for each grant.	
10.	Whether the organisation receives grant from Central Social Welfare Board? If so, details thereof, including amount, year and purpose separately for each grant.	
11.	Whether the organisation receives grant in cash or kind from any other organisation in India or in a foreign country? If so, details thereof.	
12.	Details of the proposed proposal for which	

assistance is sought from the Creche Fund.

13. The expertise/experience that the organisation has in planning and implementing such programme/services
14. Amount of grant sought from National Creche Fund
15. Attested copies of documents/statements to be attached with the application  
Registration certificate
16. Constitution of the organisations, articles of memorandum, and aims and objectives
- ) Annual reports of last two years (a separate report for each year). This report should briefly describe each programme undertaken and the physical targets achieved for each. The location of the projects/activities should also be mentioned.
- ) List of present members/office bearers of the Board of Management/Executive Committee, date on which it was constituted, present tenure (give dates)
- Staff of the organisation (give names scale of pay, present emoluments)
- ) Audited statement of accounts of the entire organisation; (a) balance sheet (b) income and expenditure account; and (c) receipt and payment account certified by a Chartered Accountant or a Government Auditor. The statements should be furnished for the last two years.
- i) Any other papers the organisation would like to attach.

Withholding of any information or furnishing incorrect information can lead to cancellation of sanction recovery of grant and/or other action under the law.

Place : \_\_\_\_\_

Date : \_\_\_\_\_

Signature of Secretary of  
the organisatio

Name \_\_\_\_\_

## POINTS FOR COMMENTS OF STATE GOVERNMENT ON EXPANSION OF CRECHE FACILITIES FOR NON-BPL FAMILIES

### 1. Existing Services for Non BPL families

Creche Schemes are presently being implemented by DOPT, NDMC and under ~~The~~ Factories Act, 1948. These schemes provide only custodial services and do not deliver any other services such as SNP (except in case of creches under Labour Laws which give milk and refreshment), Health Check-up, Immunization, non-formal educational services etc. Under The Factories Act, State Governments are required to make rules for providing facilities. The actual facilities differ from industry to industry, depending on Management Labour Settlements.

Confederation of Indian Industries (CII) is not implementing any creche programme. CII however, appreciates the need for setting up creches and have expressed the view that the matter should be discussed further for exploring the possibilities of developing a mechanism with industries.

Similarly, FICCI is involved in various social activities like immunization and health check up, but are not running any creches at present. FICCI have welcomed the idea of collaboration with Department for developing a mechanism with industries after further discussion with the Department.

Organisations like masonic lodges and religious trusts with a wide net work and membership of influential people could also play an important role in running creches. They could be motivated to adopt/run creches in their areas of work and also contribute financially through their members.

### 2. Privately run Creches

Several NGOs and private persons run creches in urban and rural areas for children of families below and above the poverty line.

A large number of creches are being run privately in different colonies in urban areas particularly in Metropolitan cities. The services provided are on payment basis and these creches are mostly utilised by lower and upper middle class salaried people who are in a position to pay the fee. While, the private creches are meeting the need of non BPL families to some extent, the standard of services provided in these creches are not regulated and often neither adequate nor conducive for the care and development needs of children.

In order to provide creche facilities for non BPL families in a big way, there is need to first regulate the functioning of these creches by ensuring that these are registered and are maintaining standards. This could be attempted by registering the individuals creche units with some reputed NGOs and by extending them start up costs or partial costs.

### 3. Creches for Non BPL families on self financing basis.

With the growing employment of women, there is need to set up creches for children of non-BPL families also. While Government can invest funds for BPL families, it may not be possible for the Government to finance non BPL families substantially, due to constraint of resources.

The following measures can be undertaken to promote the expansion of creches on self-financing basis:

#### Making available credit for running Creches

- (i) Commercial banks have been implementing schemes for extending loans to Women's Groups/NGOs for taking up economic generation activities. A similar scheme could be formulated by Banks to extend credit to NGOs and private individuals for running creches.
- (ii) Similarly, RMK could also consider preparing a scheme for running creches.
- (iii) Under the Swashakti Project, grants are being given to NGOs for financing hardware components in implementing the creche scheme. Staff salary for the workers is given for the first year and 50% in the second year. The expenditure on supplementary nutrition to the children and readily available items in the local area are met by the NGOs themselves. Thereafter, the NGO is expected to run the scheme on their own. If necessary, this scheme can be converted into a loan scheme.
- (iv) Under Swayam Siddha scheme, grants are given to the Women's Groups at the Block level and there is flexibility of providing some funds for taking up new schemes by the women's groups for local requirements. This avenue could also be explored for extending loans to the women's groups for starting creches.

### 4. Standards for Creches

The Bureau of Indian Standards has formulated Standards for Hospitals etc. but has not formulated any standards for Creches so far. This can be taken up by them on a request from the Government. While, no fee is charged for formulation of the Standards, the process normally takes three years. The development of standards for delivery of services and running of creches would facilitate regulation of standards running in the private sector.

In this context it may be mentioned that the Bureau of Indian Standards can provide ISO 9000 Certificates to the NGOs/ institutions running creches. An amount of Rs. 40,000/- plus payment to Inspection Officers @ Rs.3,000/- per day per person along with TA/DA are charged. Since this is quite a substantial amount for institutions running creches, a cost effective system can be worked out by which the Government pays a certain percentage of the fee to the NGO for the certificate and the institution is charged only a reasonable amount for this

purpose. In this way the quality of services can be ensured and expansion of creche facilities for non BPL families can be taken up.

## 5. CRECHE PROMOTION

- (i) At policy level, all Urban Bodies could be asked to earmark land/buildings for providing creches as a public utility. This could be leased to NGOs to start creche facilities.
- (ii) In the State Governments, Distt. Authorities, Local Bodies, Panchayats, Trade Unions Women's Groups could be authorised to set up as many creches as possible. The expenditure incurred on setting up the creches then could be reimbursed to them from National Creche Fund.
- (iii) All Working Women Hostels should have attached creches.
- (iv) In Urban areas, Start Up funds, limited to the non-recurring amount of Rs.28,500, could be given to NGOs for starting creches and linkages effected with Rashtriya Mahila Kosh to provide them with interest free loans.
- (v) In the rural areas, the creches could be set up through the self-help groups of women.
- (vi) Labour unions could be involved for setting up creches for construction workers, plantation workers, tendu leaf workers and migrant workers and per unit funds could be reimbursed to them.

Some prominent NGOs could also be nominated on the Board of Management for National Creche Fund to elicit their cooperation

## 6. Voucher System for BPL families

The Creche Schemes presently run by the DWCD target children whose parents' income is up to Rs. 1800/- per month. In actual practice most of the beneficiaries belong to the BPL families as priority is given to Schedule cast/Schedule Tribes children. To run the creches on self financing basis, it would be necessary to charge adequate fees from the parents of the beneficiaries. A voucher system could however, be introduced to exempt payment of fee by BPL beneficiaries. Under this system, vouchers could be issued to the BPL families by the State DWCDs to enable them to avail creche facilities for their children in any of the creches conveniently located. The payment for the BPL beneficiaries through this system could be made by the GOI, (DWCD) by way of reimbursement to the concerned NGO. The proposed voucher system will be very useful for workers who are migrating from one place to another in search of work to enable them to avail the creche services for their children near their working places. It will be advisable to try this system on an experimental basis.