

BRIDGING GAPS IN CARE INFRASTRUCTURE

Lessons from Karnataka Creche Models

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Executive Summary

The “Bridging Gaps in Care Infrastructure” report focuses on the successful implementation of creche models in Karnataka and their potential for replication in areas lacking proper care infrastructure. Creches are crucial for supporting women’s economic participation by providing safe childcare options. Drawing insights from Karnataka’s diverse creche models, this report offers actionable recommendations for enhancing childcare infrastructure.

1.1. Key Insights

- a. Karnataka’s Creche Models:** The report analyses various creche models in Karnataka, including Koosina Mane Creches, Palna Scheme Creches, Maternity Benefit Act Creches, Mobile Creche Model Creches, and Partner run Creches. These models cater to different demographics, emphasising on collaboration with local stakeholders for effective implementation.
- b. Implementation Level Insights:** Several factors contributed to the successful implementation of the Karnataka creche model. These include a multi-stakeholder approach, tailored solutions for diverse target populations across various geographies and socio-economic levels, and proactive engagement of master trainers, ground staff, and community members. Additionally, inter-departmental convergence and support from local administrations played a crucial role in implementing certain creche models.
- c. Challenges and Opportunities:** While Karnataka’s creche models demonstrate success, they also face challenges such as inadequate infrastructure, funding limitations, staffing shortages, and outreach difficulties. However, their profound impact on beneficiaries underscores the importance of continued efforts and interdepartmental convergence.

1.2. Recommendations

To strengthen compliance, it is imperative to implement stringent measures, focusing primarily on adherence to existing laws such as the Maternity Benefit Act and the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) Act. This involves ensuring that all mandated regulations regarding creche facilities are followed rigorously. Additionally, enhancing monitoring mechanisms is essential to maintain accountability and enforce guidelines effectively. Establishing a robust monitoring framework will enable thorough oversight of creche facilities, ensuring they meet required standards and provide quality childcare services. Furthermore, fostering collaboration among primary stakeholders, including the Labour Department, Integrated Child Development Services (ICDS), and the Department of Women and Child Welfare, is crucial. By adopting successful creche models from Karnataka and addressing specific challenges, regions lacking proper care infrastructure can significantly enhance childcare facilities, ultimately empowering women to participate in the workforce and contributing to socio-economic development.

Context

“Gender infrastructure” or “Gender-smart infrastructure”, refers to systems, services, and facilities such as safety, transportation, care support, and access to services, designed to address gender-specific needs and promote equality. It plays a crucial role in removing barriers to women’s economic participation. According to an International Labour Organization (ILO) study, the presence of a wide variety of gender infrastructure positively influences women’s ability to engage in paid work.¹

Creches, being an integral part of gender infrastructure, provide safe and nurturing spaces for children, allowing women to participate in economic activities without compromising childcare responsibilities. It enables mothers to work outside the home by providing a reliable place for their children during working hours. Without accessible childcare, many women face challenges balancing work and family responsibilities.

**44.5%
WOMEN**

cite ‘child-care/personal commitments in home making’ as their reason for not being in the labour force nationally (v/s 0.8% for men).

Domestic responsibilities, primarily child-care, negatively impact women’s participation in the labour market.² Women often bear the burden of unpaid care work, including childcare. Creches allow women to allocate time to paid employment, reducing the disproportionate load of caregiving, thereby enhancing productivity and economic output. Access to creches encourages more women to join the labour force. Along with increased participation of women in the workforce, creches also provide early childhood education and stimulation, enhancing children’s cognitive development.

In our efforts to address these issues, we conducted a benchmarking study and closely examined the successful creche models being implemented in Karnataka. Recognized for its active creche ecosystem, Karnataka provided valuable insights into effective creche implementation strategies. We conducted field visits to observe five different creche models in Karnataka, gathering and documenting detailed insights. These observations and learnings serve as a basis for proposing best practices, aiming to replicate successful creche models and establish a robust childcare infrastructure.

¹ [International Labour Organization, A Quantum Leap for Gender Equality](#)

² [Female Labour Utilisation in India, Ministry of Labour and Employment, 2023](#)

Insights from Karnataka's Creche Model

In our fieldwork exploring creche models in Karnataka, we conducted on-site observation visits to 5 different creche models, i.e. Koosina Mane Creches, Palna Creches, Maternity Benefit Act Creches, Mobile Creches (Model Creches), Partner-run Mobile Creches, to identify variations in their structure and services, observed daily operations, and conducted interviews with operators to delve into their challenges and successes. We adopted a comprehensive methodological approach³ as we sought to offer a holistic perspective on creche models, their operational dynamics, and the viewpoints of both operators and beneficiaries, thereby enhancing our understanding of their implementation.



3.1. Brief on various creche models

3.1.1. Koosina Mane Creches

In Karnataka, the Koosina Mane Creches were introduced in response to the needs of families whose main breadwinners participate in the MNREGA scheme. This model is implemented by the Gram Panchayat with the primary objective of enabling parents to focus on their employment without concerns about their children's safety and care. Out of the 4000 sanctioned creches, 1300 creches have been operational till Jan'24.

³ Refer to Annexure 6.1



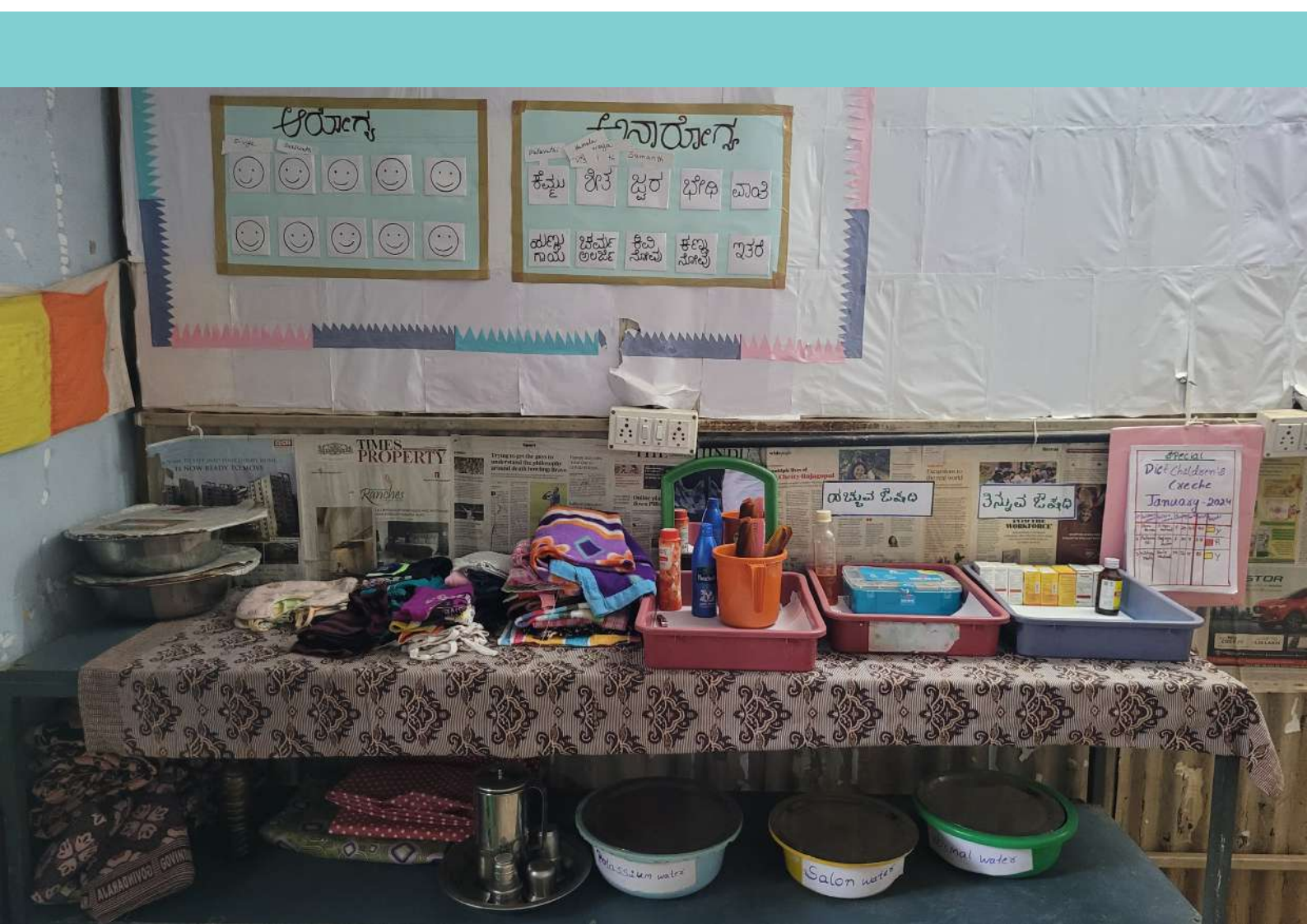
- a. **Stakeholders Involved:** The primary stakeholders in this initiative include families of MNREGA workers, local Gram Panchayats, caretakers (who are themselves beneficiaries of the MNREGA scheme), and the women and children who directly benefit from these services. Further, convergence with the Department of Women and Child Development and Health department is also critical to provide benefits of programs like POSHAN Abhiyaan and other health related programs, making them important stakeholders.
- b. **Target Population:** The primary target population for the Koosina Mane Creches includes families whose primary earners are involved in the MNREGA scheme and children aged between 6 months to 6 years. These creches aim to provide a safe and nurturing environment for children while their parents are engaged in employment.
- c. **Services Provided:** The creche offers age-appropriate immunisation to ensure the well-being and protection of children. Under the nutrition component, breakfast, lunch, and snacks are provided to ensure individuals receive balanced and nutritious meals throughout the day. Additionally, WASH (Water, Sanitation, and Hygiene) training is also provided to promote proper hygiene practices.
- d. **Infrastructure and Operations:** With the capacity of 25 children per creche, the facility includes 1 room, 1 washroom, 1 kitchen and basic utilities like furniture, electricity, drinking water facility. The daily operations of a single unit are managed by the ground staff comprising 4 caretakers. To sustain these creches, various operational costs are incurred on a monthly basis. While the state government shoulders the financial burden, covering nutritional provisions and two months of caretaker wages, the Gram Panchayat manages infrastructure-related expenses, reinforcing collaborative efforts in community development. Oversight and monitoring of these creches are rigorously conducted through a hierarchical system of committees, guaranteeing transparency and efficiency.

- e. **Impact:** The establishment of these creches intends to have a significant impact on increasing women's participation in the workforce through alleviating concerns about childcare. Though department level assessment has not been done for this model yet, the feedback has been positive at the user/beneficiary level. The creche ensures the safety, well-being of children, and nutritious meals. As per observation, the unique staffing arrangement, involving caretakers who are also beneficiaries of the MNREGA scheme, fosters a direct connection with local communities. Additionally, collaborative efforts with various departments ensure holistic support for the health and well-being of children. Rigorous oversight and monitoring mechanisms guarantee transparency and efficiency in operations, ultimately contributing to community development.

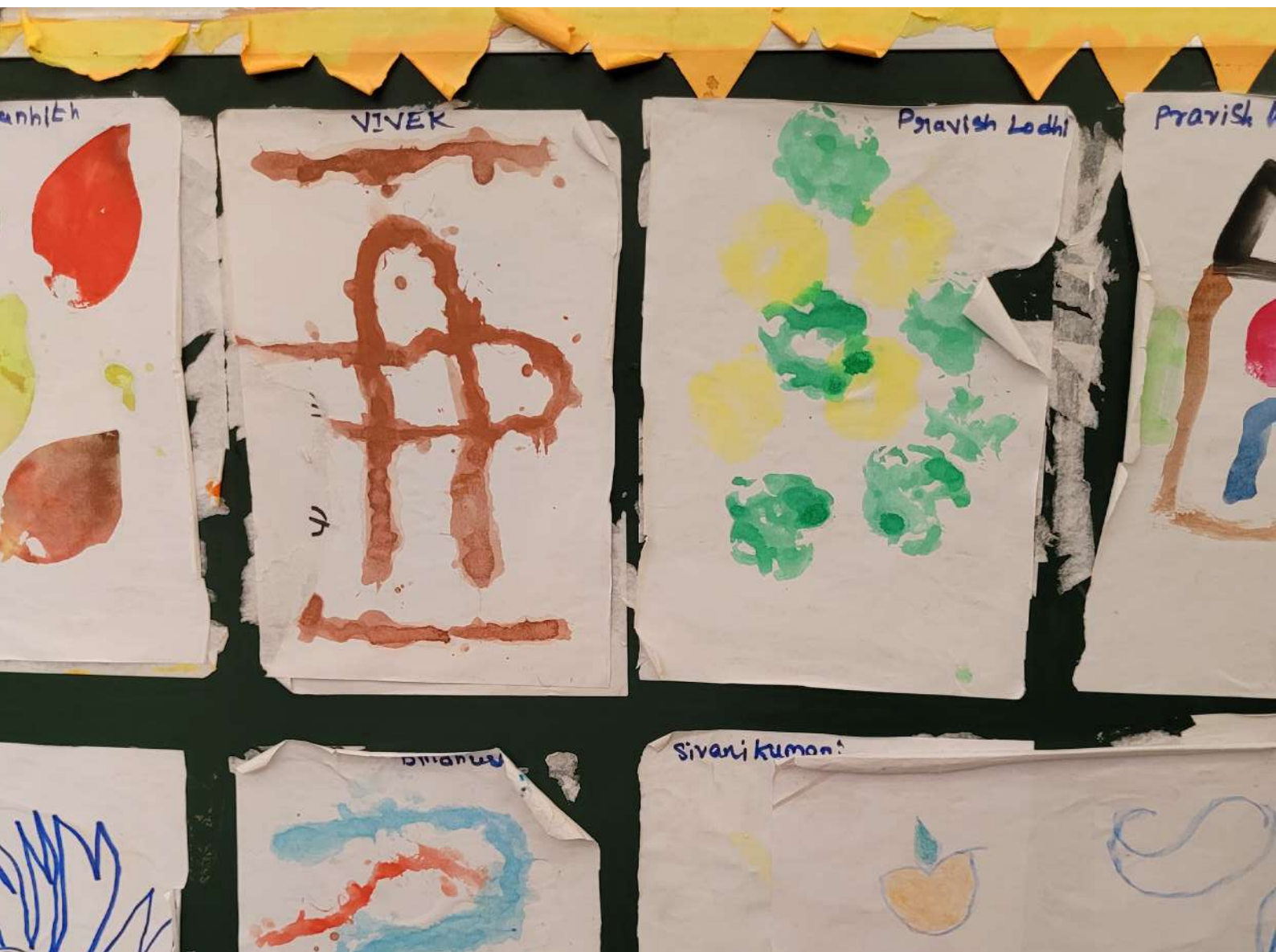
3.1.2. Palna Creches

Managed by the state government, Palna Scheme Creches serve as a crucial support system for mothers engaged in the informal/unorganised sector. These creches often collaborate with NGOs to ensure comprehensive care for the children. At present, there are 62 Palna creches operational, 2 creches per district, in Karnataka.

- a. **Stakeholders involved:** The stakeholders involved in this model includes mothers engaged in the informal sector, state government officials, NGOs, creche staff, and Anganwadi supervisors.



- b. **Target Population:** The target population for this creche model comprises mothers engaged in the informal sector, specifically street vendors or workers in coconut processing factories, and their children aged 6 months to 6 years living in urban areas.
- c. **Services provided:** The services provided by creches include a secure environment for play, learning, and nutritious meals for children, basic education and age appropriate activities. The creche offers immunisation to ensure the well-being and protection of children. Additionally, WASH training is also provided to promote proper hygiene practices.
- d. **Infrastructure and Operations:** The creches have a capacity of 25 children per creche and employ 1 teacher and 2 helpers on a contractual basis to provide essential care and education to the attending children. The facility comprises 1 room, which includes a temporary kitchen, along with 1 washroom, an electricity connection, and essential assets such as tables, chairs, kitchen equipment, and a drinking water facility.
- e. **Impact:** The Palna Scheme Creches have a significant impact on the lives of mothers engaged in the informal/unorganised sector by providing them with peace of mind, knowing their children are well cared for while they focus on their livelihoods. Additionally, these creches contribute to the overall well-being and development of the children by providing them with essential care, education, and nutritious meals in a secure environment.



3.1.3. Maternity Benefit Act Creches

Maternity Benefit Act Creches serve as a vital support system for mothers employed in government offices or organised sectors, such as factories and companies. Situated in urban areas, these creches operate in accordance with government guidelines, often receiving technical assistance from NGOs like Mobile Creches. Their mission is to create a nurturing environment for children and enable mothers to effectively balance their work and childcare responsibilities, ultimately enhancing their overall well-being and productivity. At present, there are 62 Maternity Benefit Act creches operational, 2 creches per district, in Karnataka.

- a. **Stakeholders involved:** The stakeholders involved in Maternity Benefit Act Creches include mothers employed in government offices or organised sectors, state government officials, NGOs (like Asha Kiran, SEWA Trust, Mobile Creches), teachers, helpers, government officials, and Anganwadi supervisors.
- b. **Target Population:** The target population for these creches comprises mothers employed in government offices or organised sectors, such as factories and companies, and their children aged 6 months to 6 years living in urban areas.
- c. **Services provided:** The creche offers essential services such as age appropriate immunisation and education, nutrition, and health check-ups for children aged 6 months to 6 years while their mothers are at work. These services aim to create a nurturing environment and support working mothers in effectively balancing their work and childcare responsibilities.
- d. **Infrastructure and Operations:** The staffing at these creches follows a model similar to Palna creches, typically employing 1 teacher and 2 helpers trained by Mobile Creches, for 25 children, all employed on contract and compensated at minimum wages as per state norms. Oversight and monitoring of these creches are conducted by government officials and Anganwadi supervisors, who conduct regular inspections to ensure compliance with regulations and standards.
- e. **Impact:** Funding for these creches primarily comes from the state government, with operational expenses covered by revenue generated through parental fees. This financial model ensures the sustainability of these creches while maintaining their ability to deliver essential services to children and support working mothers in urban areas.

3.1.4. Mobile Creches (Model Creches)

Mobile Creche Model Creches play a crucial role in supporting mothers engaged in construction work by providing essential childcare services. These creches have a unique mobile setup, travelling to construction sites to offer child care to the target population. At present, there are 2 Mobile creches operational in Karnataka.

- a. **Stakeholders involved:** The stakeholders involved in the Mobile Creche Model Creches include mothers engaged in construction work, construction companies, Mobile Creches organisation, staff members (teachers and helpers), and private donors.
- b. **Target Population:** The target population for this model comprises mothers engaged in construction work and their children aged 6 months to 6 years who require childcare services at construction sites.
- c. **Services provided:** With the intake capacity of 45 (30 for 3+ years to 6 years and 15 for less than 3 years), these creches offer essential childcare services, including age appropriate games/ activities, language lessons, immunizations, nutritious meals, and WASH training. Staff members are provided proper training to engage children in educational activities and provide basic healthcare services, ensuring a comprehensive approach to childcare.
- d. **Infrastructure and Operations:** The facility comprises 3 rooms, 1 kitchen, along with 1 washroom, an electricity connection, and essential assets such as tables, chairs, kitchen equipment, and a drinking water facility. Typically, these Creches employ 2 teachers and 2 helpers and 1 in-charge. Staff members undergo a 36-day training program to equip them with the necessary skills for childcare and education. These dedicated staff members are responsible for providing comprehensive care, education, and healthcare services to the children attending the creches. Awareness generation sessions are also organised for the parents during parents teacher meetings.
- e. **Impact:** Funding for Mobile Creche Model Creches primarily relies on support from private donors, underscoring the community's dedication to assisting vulnerable populations. These creches have a significant impact on supporting mothers engaged in construction work by providing essential childcare services, allowing them to work with peace of mind knowing their children are well-cared for. Additionally, these creches contribute to the overall well-being and development of the children by offering educational activities and healthcare services in a safe environment.



3.1.5. Partner Run Mobile Creches

Partner Creches, operating in conjunction with Mobile Creche Model Creches, provide essential childcare support to mothers employed in the construction industry. This model is run by an NGO named SAMPARK. There are over 60 centres operating in Karnataka out of which 2 are running in partnership with Mobile Creches.

- a. **Stakeholders involved:** Stakeholders involved in Partner Creches include mothers in the construction industry, construction companies, Mobile Creches organisation, staff members, and private donors.
- b. **Target Population:** Partner Creches cater to mothers employed in the construction industry and their children aged 6 months to 6 years who require childcare services while their mothers are at work.
- c. **Services provided:** With an intake capacity of 100, these creches offer childcare services with a focus on education, nutrition, and safety. Staff members undergo comprehensive training to ensure they can provide quality care and education to the children. The NGO also facilitates formation of Saathi Samuh groups to work as volunteers and provide insights on work related matters. The group also helps in identification of new beneficiaries.
- d. **Infrastructure and Operations:** The facility comprises 1 room inclusive of a temporary kitchen, along with 1 washroom, an electricity connection, and essential assets such as tables, chairs, kitchen equipment, and a drinking water facility. The daily operations of a single unit are managed by the ground staff comprising 2 teachers and 1 helper. Partner Creches are funded by private donors, similar to Mobile Creche Model Creches, and are also supported by the contractors employing the target population. Master trainers are also trained by Mobile creches for community mobilisation and capacity building. Oversight and monitoring is done through a meticulous ERP system by Sampark headquarters and is facilitated by Mobile Creches headquarters to ensure compliance with established standards.
- e. **Impact:** Funding for Partner Creches comes from private donors, emphasising the community's commitment to supporting working mothers in the construction industry. These creches play a vital role in enabling mothers to work knowing their children are taken care of in a safe environment. Additionally, Partner Creches contribute to the overall well-being and development of children by providing educational and nurturing services.

3.2. Insights & Challenges

The field visit to diverse creche models brought to surface several key insights which provided a holistic view of creche dynamics and its impact/scope of replicability. The gathered insights can be further categorized into policy implementation and stakeholder level insights.

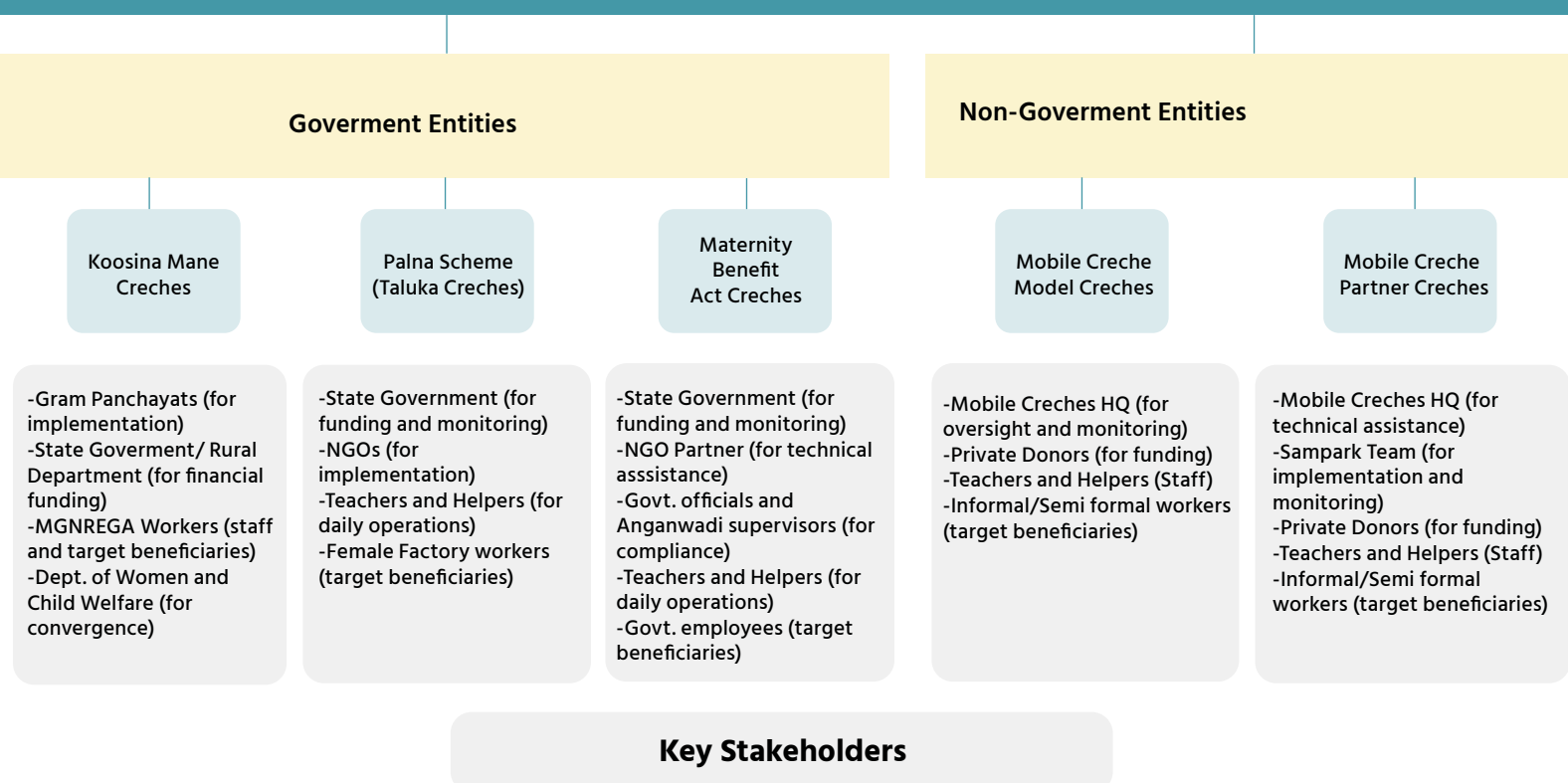
3.2.1. Insights on Policy Implementation

a. Multi-Stakeholder Approach

Karnataka has adopted a multi-stakeholder approach to ensure effective implementation of various creche models. Each stakeholder has been identified by the state, keeping in mind the needs and socio-economic/geographical context of the target population. Gram Panchayats and state governments oversee Koosina Mane Creches, while NGOs collaborate to support Palna Scheme Creches. Maternity Benefit Act Creches receive technical assistance from Mobile Creches, whereas Mobile Creche and Partner Creches are funded by private donors, with oversight from Mobile Creches Headquarters.

Caretakers, teachers, and helpers deliver quality care and education to children attending the creches, enabling parents to work with peace of mind. Moreover, community engagement and feedback mechanisms are integral, ensuring that creches meet the evolving needs of families. For example, in Koosina Mane Creches, surveys conducted by creche staff help in understanding community requirements and spreading awareness about available services. These collaborations emphasise the importance of multi-stakeholder involvement in addressing childcare needs and promoting holistic child development.

5 Levels at which creches operate

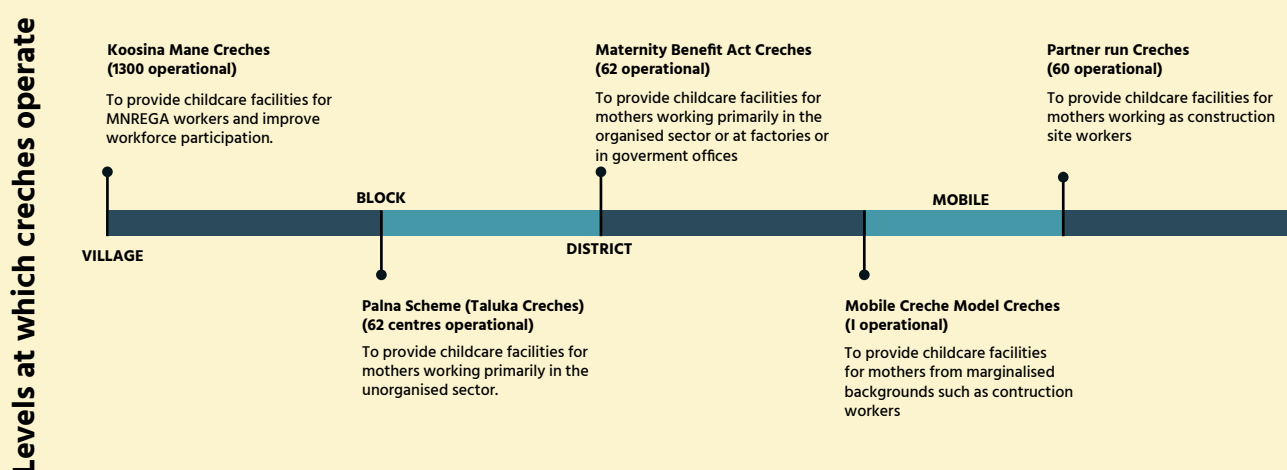


b. Existence of creches at different governance levels

The different models in Karnataka address diverse geographical and socio-economic needs. They are strategically located at different governance levels to serve different communities, including both rural and urban areas. For example, creches in rural areas cater to MGNREGA workers and remote village families, often collaborating with local authorities for accessibility. In urban areas, creches are tailored for working mothers in factories, offices, and informal sectors. The creche models demonstrate an approach that considers the region's diversity, ensuring children receive appropriate care and support based on their specific circumstances.

Diverse creche models in Karnataka

(Tailored accordingly to different geographical and socio-economic contexts)



c. Convergence and local level buy-in

Field visits revealed notable instances of interdepartmental convergence. Collaboration with the Women and Child Development Department for leveraging the benefits of the POSHAN Abhiyan, along with partnering with the health department for monthly medical check-ups and the Rashtriya Bal Swasthya Karyakram (RBSK), underscored a coordinated effort towards community well-being. Additionally convergence with entities such as the Integrated Child Development Services (ICDS) further enhance the reach and effectiveness of creche programs.

However, despite these successes, integration with Anganwadi Centres (AWCs) faced challenges due to anticipated hindrance in their existing responsibilities, such as basic health care activities related to women and children. This resulted in resistance to share the infrastructure to operationalize creches. Consequently, the decision was made to establish creches in separate spaces allocated by the panchayat. This process highlighted the pivotal role of local administration buy-in, particularly in identifying suitable spaces as per guidelines, showcasing the significance of grassroots support for effective implementation.

d. Training and capacity building

Mobile creches play a significant role in training and capacity building of the creche operators. Through active collaboration with the state government they actively mentor master trainers who can later train the staff of the creche facilities at the time of hiring. Refresher training is also provided to ensure continuity of quality service delivery. This model of capacity building also helps in maintaining the uniforming in daily operations and services, thereby making it easier to monitor activities and impact of various models. This also enhances the scope of replicability and scalability of the existing models.

e. Awareness generation at grassroot level

Implementing effective awareness campaigns, including community surveys and door-to-door visits, played a pivotal role in operationalizing the creche facilities in Karnataka. Additionally, leveraging local networks such as Saathi Samuah, mobilised by Partner-run mobile creches and composed of active construction site members, proved invaluable in identifying and educating new beneficiaries about the creche services, thereby fostering community engagement and enrollment.

3.2.2. Insights from Users/Stakeholders

a. Women & families (beneficiaries)

- i. **Impact:** The availability of creche in the vicinity has enabled the families, especially women, to work longer hours and earn more income. The female workers are able to engage in work without the burden of childcare during working hours. The children are also provided with proper learning and growth opportunities with regular nutritional supplements to help in their overall growth and development. The community actively engages in the operations of creche through contributing to the chores whenever required and also through participation in regular parents meeting organised by the creches.
- ii. **Challenges:** There have been incidents where husbands influence their wives to not go outside home to work, emphasising childcare responsibilities due to which women who had earlier enrolled their children in the creche have un-enrolled them.
- iii. **Suggestions:** Some parents advocate for longer operating hours of creches to accommodate their work schedules and better meet their childcare needs.

b. Creche Operators and Relevant Project Officials:

- i. **Inadequate Infrastructure:** Some centres lack essential infrastructure, such as a separate kitchen, fans, electricity, and shared washrooms, posing difficulties for effective creche operations.
- ii. **Funding Limitations:** Limited allocated funds have led to instances where NGOs had to use their own resources for construction. Some creches face a shortage of educational aids, and while cost recovery is suggested, parents' reluctance to pay (up to Rs 200) poses a challenge.

- iii. **Staffing Shortages:** Due to insufficient funds and low wages for creche workers, hiring skilled staff becomes challenging, resulting in a shortage of human resources.
- iv. **Unmet Demand:** Creche workers constantly receive requests from parents to enrol more children due to the high demand for childcare services. There are also limited creches available per panchayat due to which parents from areas farther away do not enrol their children.
- v. **Outreach Difficulties:** Outreach efforts encounter resistance in certain communities where the value of formal education is not recognized, hindering creche enrollment.
- vi. **Interdepartmental Convergence:** Due to lack of unclear responsibilities and target allocation to individual departments, the convergence between departments such as Women and Child Development department and Rural Department becomes difficult, leading to ineffective training and deployment of master trainers.

Despite the challenges outlined above, the profound impact of accessible creches on target beneficiaries and the unwavering dedication of creche operators and stakeholders are commendable. Their commitment to enhancing childcare services underscores the importance of continued efforts and effective gap-filling exercises. Moving forward, it is imperative to address these challenges and foster continued interdepartmental convergence to ensure the sustained success of creche models. By doing so, we can further empower women, support families, and promote the holistic development of children, thereby contributing to the overall well-being of communities.



3.3. Beneficiary/user testimonial

A Testimonial from an Odia Family's Journey with a Mobile Creche Facility in Bangalore



Background: An Odia family migrated to Bangalore in search of better life and work opportunities. Both parents worked as construction site workers to make ends meet. While they were engaged in work, finding safe and affordable childcare was a big challenge for them. They turned to a local caretaker for help, but although safety was assured in this arrangement, proper nutrition wasn't provided. The child was often fed only biscuits and water, leading to severe malnourishment.



Challenges: In the absence of proper childcare, the parents were constantly worried, which hindered their ability to work efficiently for long hours. Later, they learned about the creche facility but struggled to connect with the staff due to a language barrier. However, the creche staff attempted to communicate with them in Hindi, informing them about the services provided and initiating the admission process for their child. But the challenges persisted. By the time the child was admitted to the creche facility, he had become accustomed to eating low-nutritious food and resisted the meals and healthcare provided at the creche.



Intervention and Support: The teachers intervened and urged the parents to send home-cooked meals for their child. Slowly, the child started eating. The staff continuously monitored the child's health and initiated the immunization process. Within 2-3 months, there was a drastic change in his health. He gained weight and started showing positive signs of physical growth and engagement at the creche. Not only did the child's health improve, but the parents also found peace of mind, able to work longer hours without worrying about their child's wellbeing.



Positive Changes and Growth: Empowered by the support of the creche, the family's life took a turn for the better. With stable childcare in place, the parents could focus on their jobs, resulting in a significant increase in their income. It was a journey of hope and transformation, underscoring the importance of accessible and nurturing childcare for families like theirs.



Ideal Creche Model

The Ministry of Women and Child Development, Government of India, has introduced guidelines to establish and operate creche facilities, emphasising the holistic development of children under 6 years and supporting women in employment. These guidelines aim to uphold minimum standards of quality care in workplace creches. To ensure effective implementation, the guidelines prioritise human resources and robust monitoring and supervision of creche operations and services. The following illustration outlines the key components of human resources and provides a framework for supervision and monitoring.

Basic structure of an ideal creche



Creche for Whom:

6 months to 6 years of all employees

Creche Timings:

8-10 hours(should be flexible)



Creche Location: Near/at the workplace site
(within 500 metres)



Infrastructure/ Space:

Preferably ground floor, concrete structure, min. 10 to 12 sq. ft. per child,, open space area with a shaded part, kitchen, child friendly toilet facility, proper lighting, well ventilated, no unsafe places should be used, availability of safe and potable drinking water, ramps and handrails for accessibility, demarcated separate areas for different age groups and activities

The Creche unit

Human Resource

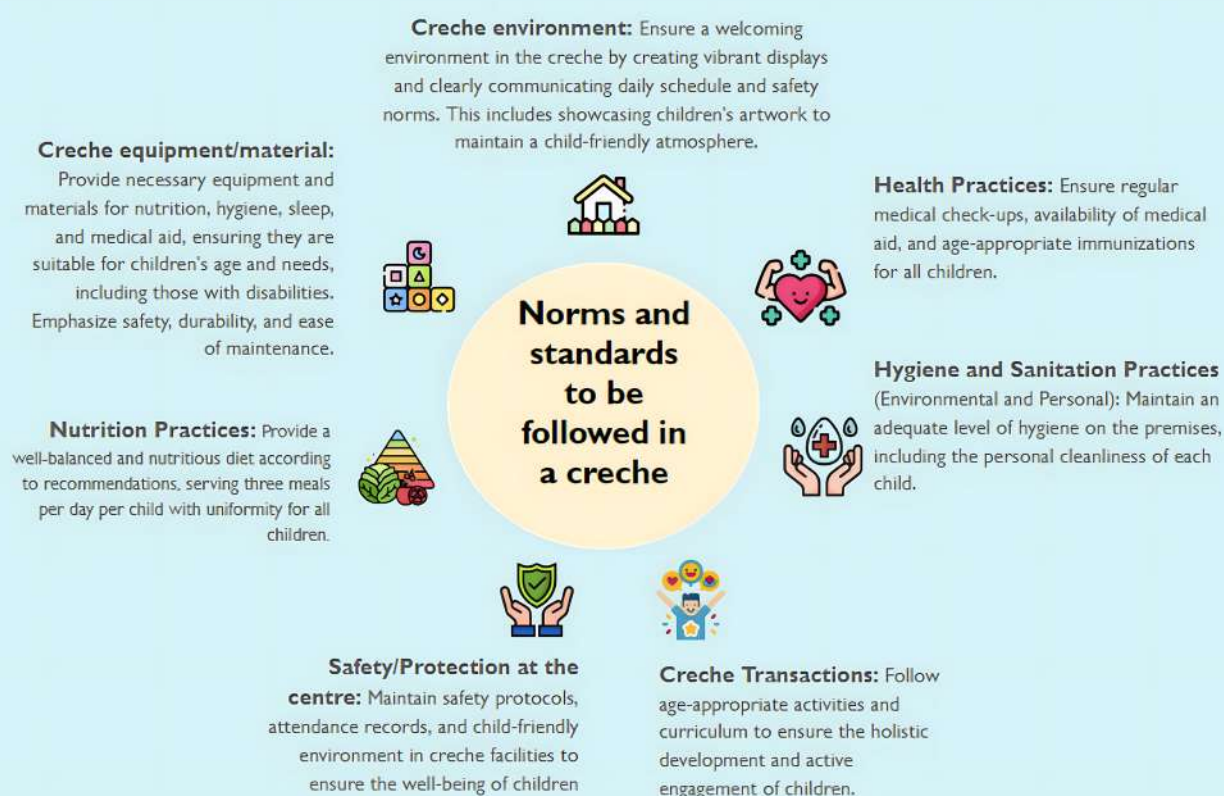


- Adult:child ratio~1:10 for the under 3s+1 helper; 1:20 for 3-6 years+ 1 helper
- Personnel should have adequate and relevant
- Salaries as per state norms
- One guard
- Background check for all the workers

Monitoring and Supervision



- Maintain records
- Set up Creche Monitoring Committee
- Quarterly meetings with parents
- Periodic meetings of committee
- Child protection policy
- Periodic evaluation through third party agency



Adhering to norms and standards is crucial for running a creche facility as it ensures the safety, well-being, and development of children. These standards encompass various aspects such as health, nutrition, hygiene, safety, and education, thus ensuring a conducive environment for children's growth. Compliance with guidelines assures parents of their children's security and nurturance while they engage in employment or other activities.

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Annexures

The Ministry of Women and Child Development, Government of India, has introduced guidelines to establish and operate creche facilities, emphasising the holistic development of children under 6 years and supporting women in employment. These guidelines aim to uphold minimum standards of quality care in workplace creches. To ensure effective implementation, the guidelines prioritise human resources and robust monitoring and supervision of creche operations and services. The following illustration outlines the key components of human resources and provides a framework for supervision and monitoring.

6.1. Methodology

To gain a comprehensive understanding of diverse creche models and their relevance in the context of Uttar Pradesh (UP), we employed a multi-method approach. Following the literature review, the following activities were conducted:

- Examined five different creche models to identify variations in their structure, services, and impact.
- Conducted observational visits to six creche facilities to observe the day-to-day operations, infrastructure, and overall environment.
- Engaged in in-depth interviews (IDI) with six creche operators to gather insights into the challenges, successes, and specific nuances of their operations.
- Conducted an in-depth interview (IDI) with two key scheme implementers to understand the intricacies of policy implementation, challenges faced, and lessons learned.
- Facilitated focused group discussions (FGD) with two distinct groups of beneficiaries to capture their experiences, needs, and perceptions regarding creche services.

This methodological approach aimed to provide a holistic perspective on creche models, their operational dynamics, and the perspectives of both operators and beneficiaries. The diverse methods employed contribute to a nuanced understanding of the applicability and impact of creche facilities in the specific context of Uttar Pradesh.

6.2. FGD/IDI questionnaires

a. Creche Operators / Programme Managers (Implementation Level)

Scope of work

- What services are provided at your centre?

Coverage

- Which areas do you service?

Infrastructure (Observation and Interview)

What is the size of the creche facility? Is it enough to accommodate the number of children enrolled?

- What equipment is present in the facility? (Tables, chairs, rugs, table lamps, fan, toys, etc.)
- What equipment is missing from the facility?
- Is there a kitchen/cooking area in the facility? If yes, what all does it have (stove, microwave, RO filter, sink, utensils, etc.)
- Does the facility have a washroom? Is it in working condition?
- Is there running water? If water is brought from outside, whose responsibility is it? Is there any cost for bringing water from outside?

Associated costs

- What is the cost of running the creche?
- Rent of the facility
- Cost for utilities
- Equipment cost (fixed)
- Equipment cost (recurring e.g. stationery)
- Salaries for people working in the facility
- Any registration fees to be paid to the government?

Reporting

- How are records of the creche maintained?
- If registers are used, then what are the types of registers?
- If a computer is used, then what software is used?
- For internal reviews of the creche facility, how are reports compiled? What are the indicators covered in the review?

b. Mothers/Beneficiaries of the creche facilities

Profile of the mothers

- Age
- Profession
- Do they work outside of their houses?
- Describe your average day to us?

Creche Accessibility

- Does anyone from the creche facility come to pick their children?
- If women have to drop their children in the creche facility, how do they travel to the creche?
- What is the time taken to reach the creche?
- What is the cost involved in reaching the creche?
- Does the route/cost change during rains?
- Do women come to creche with their children individually or in groups?
- Do fathers also come to creche to drop their children? Does it help women? In what ways?
- Do they have to engage in any paperwork at the creche? (signing in a register, etc.)

Factors influencing usability of creches

- Does the creche timing coincide with their work timings? If overlap is not there, how many hours are lost daily?
- Does the creche help the children in spending their time productively? Is there anything which is available in the creche which helps children learn better as compared to being at home?

Impact of the centres

- How has the creche impacted you?

- Have you felt a reduction of the child care burden?
- Have you found it easier to participate in work or vocational activities due to the availability of the creche?
- Did you work before putting your children in the centre?
- Do you work now after putting your children in the centre?
- Does it give women additional free time from household chores?
- From their perspective, are the creches useful?

Challenges and scope for improvement

- Do you face any challenges in accessing creche facilities? Were you discouraged from using the facilities? Why or by whom?
- Do you think the creche is good or are improvements required?

c. Thematic Lead and Senior Implementers of Creche schemes

Vision and Goals

- What is the vision and rationale behind Koosina Mane?
- Which is the line ministry responsible for the implementation?

Scope of work

- What are the different components of Koosina Mane?
- What are the services provided under Koosina Mane?

Partnerships

- Are there any partnerships involved in the formulation and implementation of Koosina Mane?
- What are the R&Rs of the different partners involved?

Coverage

- What is the geographic coverage of the scheme?
- How many beneficiaries are covered under the scheme?
- A creche covers an area of how many eligible beneficiaries?

Types of centres

- What types and levels of centres are there?
1) Govt Run 2) MC run 3) Tripartite
- Are the creches run in rural govt offices a part of Koosina Mane?
- What are the different models implemented at the different types of centres?
- What are the services provided at the different centres?

Operational Details

- On what basis is the location of a creche selected?
- What is the minimum infrastructure and facilities required at each centre?
- Are the creches at existing infrastructure or new infrastructure is used?
- Which is the existing infrastructure?
- How many children are enrolled on average per creche facility?
- Is the scheme linked to any other schemes?

Beneficiary Profile

- Who are the people who wish to use the services of the creche? (e.g. Migrant workers, house helps, semi-skilled workers, women running businesses such as food carts, etc.)
- What is their socio-economic background? (Income, area of residence say slums, community housing areas, etc., number of children, poverty card holders say BPL, etc.)

Service Providers Profile

- What qualifications do people running creche have?
- How many years of experience do they have?
- Have they received any training in this domain? What was the mode of training? (in person, online, booklets, manuals, etc.)
- How far do they stay from the facility?
- Do they have any other part time jobs?

6.3. Data collection formats

a. Format for In-Depth Interviews

S.No.	Provisions/Details	Creche Models				
		Koosina Mane Creches	Paalna Scheme (Taluka) Creches	Maternity Benefit Act Creches	Mobile Creche Model Creches	Mobile Creche Partner Creches
1	Objective					
2	Implementing Agency					
3	Geographical Coverage					
4	Target Beneficiary					
5	Intake Capacity					
6	No. of children enrolled					
7	Model Cost					
8	Funding Agency					
9	Infrastructure					

10	Services provided					
11	Staff Details					
12	Outreach mechanism					
13	Review/Reporting mechanism					
14	Misc. details					
15	Impact					

b. Format for Focussed Group Discussions

Beneficiary FGD		
Profile of the mothers	Name:	
	Age:	
	Place of origin:	
	Profession:	
	How many kids do you have?	
	Do they work outside of their houses?:	
	Daily Earnings:	
	Describe your average day to us?:	
Creche Accessibility	How far is the creche from your place of residence?	
	Does anyone from the creche facility come to pick your children?	
	If you have to drop your children in the creche facility, how do you commute to the creche? How much time does it take?	
	What is the cost involved in reaching the creche?	
	Does the route/cost change during rains?	
	Do women come to creche with their children individually or in groups?	
	Do fathers also come to creche to drop their children? Does it help women? In what ways?	
	Do they have to engage in any paperwork at the creche? (signing in a register, etc.)	

Factors influencing usability of creches	Does the creche timing coincide with their work timings? If overlap is not there, how many hours are lost daily?	
	Does the creche help the children in spending their time productively?	
	Is there anything which is available in the creche which helps children learn better as compared to being at home?	
Impact of the centres	How has the creche impacted you? Have you felt a reduction of the child care burden?	
	Have you found it easier to participate in work or vocational activities due to the availability of the creche?	
	Did you work before putting your children in the centre?	
	Do you work now after putting your children in the centre?	
	Does it give women additional free time from household chores?	
Challenges and scope for improvement	Do you face any challenges in accessing creche facilities? Were you discouraged from using the facilities? Why or by whom?	
	What can be done to improve the creches?	
Other comments		