

ANNUAL REPORT

2020-21





VISION

A just and caring world for young children of marginalised populations to enable them to develop into competent and confident individuals.

MISSION

To influence multiple stakeholders at national, state and local levels by promoting Early Childhood Care and Development through providing support services, enhancing capacities and campaign building.

mobilecreches.org

MOBILE CRECHES

Annual Report | 2020-21

CONTENTS

Abbreviations	4
Chairperson's Note	6
Executive Director's Note	7
Chapter 1 : Ensuring Quality Childcare Services	9
Chapter 2 : Enhancing Capacities in ECD	19
Chapter 3 : Partnering for the Rights of Young Children	27
Chapter 4 : Constructing and Sharing Knowledge	37
Chapter 5 : Strengthening People and Processes	43
Chapter 6 : Building a Mosaic of Partnerships	47
Chapter 7 : Resourcing the MC Mission	51
Going Forward	55
Annexures	57

ABBREVIATIONS

ANM	–	Auxiliary Nurse Midwife
ASHA	–	Accredited Social Health Activist
AWCs	–	Anganwadi Centres
AWWs	–	Anganwadi Workers
CBC	–	Community Based Crèche
CECDR	–	Center for Early Childhood Development and Research
CRAICP	–	Covid Response Alliance of India on Child Protection
CLAP	–	Committee for Legal Aid to Poor
CSO	–	Civil Society Organisation
DCPCR	–	Delhi Commission for Protection of Child Rights
ECCE	–	Early Childhood Care and Education
ECCDS	–	Early Childhood Care and Development Scale
ECD	–	Early Childhood Development
ELDS	–	Early Learning and Development Scales
FCRA	–	Foreign Contribution (Regulation) Act
FIA	–	Fight Inequality Alliance
FORCES	–	Forum for Crèche and Child Care Services
ICDS	–	Integrated Child Development Service
ISST	–	Institute of Social Studies Trust
IWWAGE	–	Initiative for What Works to Advance Women and Girls in the Economy
MAMC	–	Mukhya Mantri Anganwadi Monitoring Committee
MOOC	–	Massive Open Online Course
MWCD	–	Ministry of Women and Child Development
NC3S	–	National Consortium for Children at Construction Sites
NCPCR	–	National Commission for Protection of Child Rights
NCS	–	National Crèche Scheme
NGO	–	Non-Governmental Organisation
PMMVY	–	Pradhan Mantri Matritva Vandana Yojana

PPE	–	Personal Protective Equipment
RTE	–	Right To Education
RTF	–	Right To Food
SSK	–	Saheli Samanvay Kendras
TLM	–	Teaching Learning Material
ToT	–	Training of Trainers
WCD	–	Women and Child Development
WEIGO	–	Women in Informal Employment, Globalising and Organising

CHAIRPERSON'S NOTE



The year 2020 has certainly been a year that cannot be easily forgotten. For many of us it has brought the most unexpected changes. Our daily routines, our work and even our relationships changed. The challenges we faced as individuals and as a society were tremendous. There was no time to reflect and plan. At MC we had to immediately adapt and respond to support children, families, and communities.

As Dr. A P J Abdul Kalam once said, "when we tackle obstacles we find hidden reserves of courage and resilience we do not know we had." The entire team at MC showcased their resilience by putting in exemplary efforts, overcame personal and professional barriers to remain connected with children and their families through offline and online means. In 2021 MC reached out to approximately 24,000 children in 12 states through direct intervention and COVID relief support in partnership with CSOs and the Government.

Though the struggle to stay afloat was immense but we did have our share of proud moments as well. The State of the Young Child Report 2020, published by Routledge, was launched by Hon'ble Vice President of India, Shri Venkaiah Naidu in September at a virtual ceremony.

With our eyes set on the goal to reach vulnerable children in different settings we entered into few strategic partnerships during this year. A technical partnership agreement for two years was signed with Government of Haryana for universalising quality creches and developing a crèche policy for the state. An agreement to set up model crèches at tea gardens was signed with UNICEF and ABITA as partners.

I am happy to report that a fervent appeal sent out to all our supporters for COVID Relief Fund received overwhelming response that helped us to support many more families sustain during this uncertain period.

I welcome and appreciate our partnership with Azim Premji Foundation, Bangla Entertainment Pvt. Ltd. Sesame Workshop India, and Kotak Mahindra Investments Ltd. I thank Echidna Giving for providing the much needed core institutional support to MC during such difficult times. I acknowledge and value the continued faith and support from HCL Foundation, HT Parekh foundation, RBL Bank, CII Foundation, Porticus and Grand Challenges Canada.

As the pandemic continues to disrupt lives and livelihoods across countries and continents, in India we see a long-term impact on the informal sector workforce. Amongst them young children and women would be most at risk. This puts a greater responsibility on MC to expand our services on ground to be able to provide timely support to vulnerable families.

I hope the next year will bring in better cheer. There is always light at the end of the tunnel. Your continued support gives us the courage to remain positive and forge ahead.

Amrita Jain

EXECUTIVE DIRECTOR'S NOTE

At the outset of 2020-21 the world was grappling with the largest health and humanitarian crisis. Children under six years suffered due to the disruption in basic health, immunisation, nutrition, education, and protection services. This will have a profound impact on children's development and life outcomes in the future.

The COVID-19 crisis has led to a disproportionate impact on women who faced greater loss of livelihoods, increased domestic and care responsibilities, further aggravated by violence, stress, and breakdowns in informal social support networks.



Against such adversities, MC grounded its efforts on a simple idea – stay connected with each other and support in whatever best way we could. This guided our efforts in reaching immediate relief materials to hungry families at construction sites and urban slums across the country. It activated our efforts to identify community leaders who became frontline heroes in identifying and remaining connected with the most distressed children and their families. We adapted to frequent demands for shutting down and quick reopening of crèche and community programmes, following COVID guidelines.

From J&K to Karnataka, across Assam to Rajasthan, MC moved to online training methods to support ECD cadres keen to learn new ways to support children and families. We collaborated with networks to speak about the salience of ECD in policy discourses on migration, labour and related issues. Such efforts were backstopped with sound technical papers.

The impact was amplified by working in tandem with multiple partners throughout the country – learning from each other, leaning on each other as we found new ways to respond to the urgent calls for help.

We followed the same idea within MC. This led to unlocking exceptional capabilities of the entire team who took it upon themselves to learn new skills, find innovative solutions, tap latent humanity, and discover their personal and the collective resilience in overcoming everyday hardships.

MC could cruise through the uncharted territories of both COVID-19 and the regulatory shocks imposed due to changes in FCRA provisions, with relative stability. And unprecedented busy-ness through the year.

Above all else, this year has been a lesson in humility – learning from the laughter of young children, the enthusiasm of the mother, the hopeful voice of the father to do better for his family, the steely resolve in the crèche didi to prevent a child falling off her radar, the unwavering support from all our donors.

Through this Annual Report we thank you for being an invaluable part of our story.

Sumitra Mishra



Furthering Parenting Programme



ENSURING QUALITY CHILDCARE SERVICES

At the onset of 2020-21 the world was already facing the biggest health and humanitarian crisis of the century. The COVID-19 pandemic exposed and deepened pre-existing inequalities that were never addressed earlier, pushing millions of poor men, women, and children into greater distress, marginalisation and abject poverty.

The socioeconomic impact of the COVID-19 pandemic and the ensuing lockdown on millions of poor migrant workers was evident through many distressing stories. More women than men lost their jobs or experienced a disproportionate decline in their incomes, resulting in a wider gap in labour market outcomes and opportunities.

The closure of basic services – Anganwadi Centres (AWCs), schools, health centres, crèches and daycare services meant that children carry the highest burden due to disruptions in their immunization, nutrition, education, care and protection needs. Unsafe conditions, negative interactions and lack of educational opportunities during the early years can lead to irreversible life outcomes. It is estimated that, globally, 43 per cent (250 million) children under 5 years of age in low- and middle-income countries are at risk of not meeting their developmental potential.

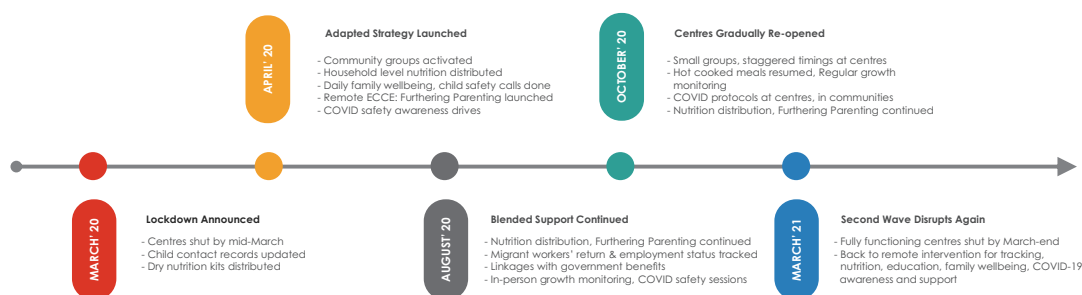
Caring Spaces for Children in Vulnerable Settings

In 2020-21, it was the mission of Mobile Creches (MC) to prevent this “generational catastrophe” and ensure caring and resilient childhoods through its adapted strategies and plans. MC quickly responded to the required needs of the families through remote interventions in health, nutrition, security, protection, participation and early education focusing on psychosocial support to the families.

MC’s Adapted Strategies Against COVID-19 Conditions

The team was determined to continue rolling an adapted strategy beyond the urban and construction areas where MC was already present, to support urgent relief response for excluded families and children in areas where the needs were highlighted through partner networks (Figure 1).

Figure 1: Timeline of MC’s COVID-19 Actions



MC grounded its disaster response plan around three needs:

1. Responding to hunger: as the most urgent requirement to help households not go hungry
2. Caring for children: so that children's safety, learning, and wellbeing are not neglected
3. Sharing about young children's issues: to gather many partners and voices to highlight the plight of children under six, amongst other actors.

COVID Relief Response Highlights:

24,000+ migrant households were mapped across 9 states and UT, in 51 construction labour camps and 23 urban slums, with 13 NGO partners and Delhi Neenvi FORCES network.

21,752 relief kits distributed (atta, rice, dal, salt, sugar, tea, soya granules, oil, hygiene kits). Special nutrition to 4569 children under 6 years (milk, murruma, glucose powder, sattu, dalia, and biscuits)

MC could respond to the tough situation due to extensive partnerships with community leaders, employers (developers/contractors), parents, CSOs, network partners, donors, frontline workers and the team (refer to Chapter 6).

Outreach to Children Across Services

The construction sector bore the worst brunt of COVID-19. The exodus of migrant workers took a toll on the supply chain due to a ban on inter-state travel. As per MC's migration tracking data more than 40 percent reverse migration was reported by June 2020.

In 2020-21, MC reached out to 13,521 children (4569 children through COVID relief response+ 8952 children through regular services) (compared to 14,408 last year) and 30,000 community members through 68 centres (78 last year) in seven states (refer to Annexure III).

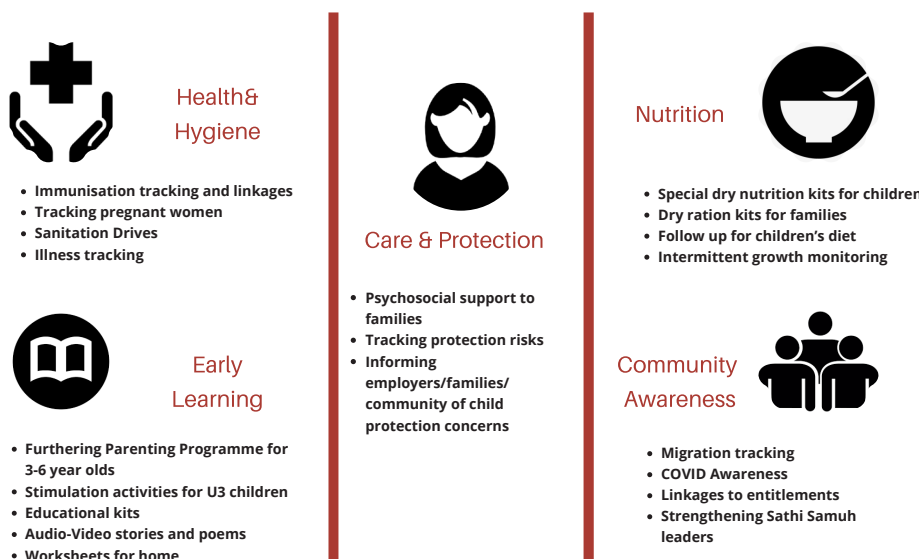
Table 1: MC Overall Outreach to Children

Childcare Models	Reach (%)		Reach (%)
Construction Sites		Urban Poor Settlements	
MC Run Demonstration Model (I)	962 (25%)	Demonstration Centres	160 (16%)
NGO Run Tripartite Model (II)	2584 (67%)	Community Based Crèches	608 (61%)
Employer Run Model (III)	319 (8%)	Urban MCD centres	230 (23%)
Total	3865	Total	998
Total Direct Reach by MC at construction site & urban slum crèches: 4863 children (42% reduction; 8321 children in FY 19-20)			
Indirect Reach by MC through Partner NGOs running c-site crèches: 4089 children (27% reduction; 5589 children in FY 19-20).			
Reach in 20-21 at construction sites and urban slums: 8952 children (38% reduction; 14,408 children last FY) Reach through COVID Relief Response: 4569 children under 6 years			
Total 13,521 children (Direct and Indirect Reach; COVID Relief Response)			

The lower outreach to children was inevitable as migrant workers returned to villages in the face of extended lockdown, lack of work, and poor social security provisions from employers and government. Although employment picked up towards the end of the year, more jobs went to men. Women workers and family based migrations remained low through the year.

Across all its construction sites and urban locations, MC adapted the core Early Childhood Development (ECD) Model to meet survival, development, and protection needs of young children during the pandemic (Figure 1).

Figure 2: ECD Model Adapted to Respond to COVID-19 Pandemic



Worksite Based Intervention: Childcare Services at Construction Sites

Partnership Models at Construction Sites

MC runs three kinds of partnership models at the construction sites (Figure 3):

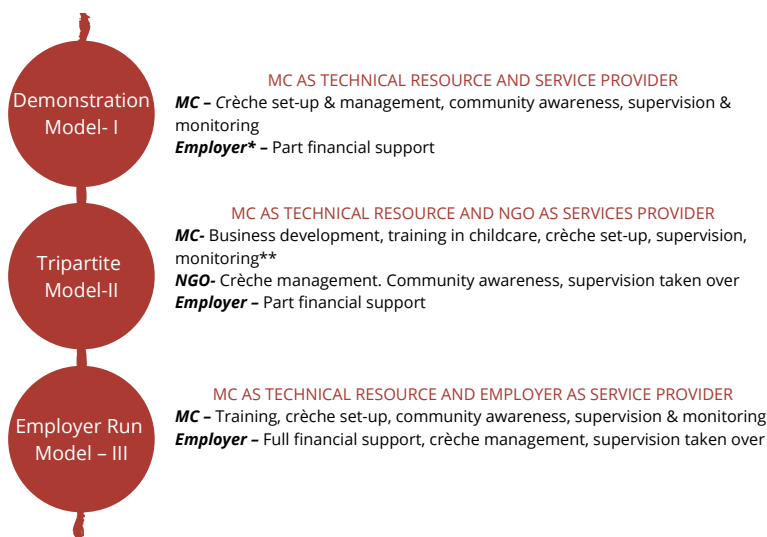
Model I, identified as the Demonstration Model, running in Delhi/NCR, maintains low coverage (25 percent children; same as last year)

Model II that evolves from Model I is the Tripartite Model that helped MC scale its programmes to new locations in India, in partnership with local NGOs. The model accounted for 67 percent (64 percent last year) of its direct outreach although absolute numbers were lower.

Model III also originates from Model I. The employers run this model directly, with technical and monitoring support from MC. It had lowest coverage, reaching only eight percent (11 percent last year).

The economic crisis affecting the construction industry not only had a direct impact on lives of migrant workers and their children, it also dealt a financial blow to MC – contributions from Developers reduced by more than 80 percent as compared to last year (refer to Chapter 7). At a few sites, MC had to step in and financially support services to children that were fully supported by the Developers earlier.

Figure 2: Models at Construction Sites



Note: Financial Support is through Employer and External Donor

*Employer – Contractor or Real Estate Developer

**Monitoring withdrawn when NGO/Employer ready

1. MC Run Demonstration Model I

MC provided services to 962 children (1861 last year) through Model I (62 percent children under 6 years and 38 percent over 6 years) through 13 centres. Two of these were new centres opened in partnership with B. G. Shirke Co. Pvt. Ltd. at Narela Delhi.

Continuing Survival and Development Services

MC rolled out its COVID relief response actions from April onwards, focussing on meeting hunger needs of entire household, special nutrition for all children, tracking migration at every site, and keeping a close watch on health of children and women.

Highlights:

- 3810 nutrition kits distributed to children
- 641 parents reached out through Furthering Parenting Programme
- 2148 education kits distributed to aid learning at home
- 65 pregnant women on site provided inputs, counselling and linkages

Years of working closely on the ground came to fruition during the extended lockdown as community group members (*Sathi Samuh*) played an exemplary role in being responsible touch points. They assisted in gathering information about most deprived families, and reaching direct information and help to the households. The site teams of the Developers also played a crucial role in ensuring systematic and timely distribution of relief materials, conducting regular sanitization drives, running COVID awareness sessions and extending basic support to their worker

Mobile Creches is doing good work. Our project is completed but I will ensure that wherever we have new site, we will have a crèche. I am very fortunate to have myself seen the crèche running.

Manish Gupta, Director Aar Cee Contracts Pvt. Ltd

When gradual unlocking was announced, by October over 20 percent migrant workers returned to the construction sites. The credit goes to our frontline workers who geared up to restart community work, even though crèches remained closed. Following trainings on COVID protocols for themselves and children and adults around them, the team started providing growth monitoring, nutrition, education, and parental support to all children at the sites.

MC ensured Personal Protective Equipment (PPE) kits comprising of cotton gowns, masks and face shields, sanitisers, and infrared thermometers for field teams. We developed a roster, and staggered work timings to minimise infection risks. By March 2021 fieldwork was scaled up to almost full capacity when it had to abruptly end due to the onset of the second COVID wave.

Community Leaders Promoting Institutional Delivery during Pandemic

Raja Ram, 32, works as a mason at Bestech 79, Gurugram construction site. Raja Ram shared how difficult it was for him to survive, as there was barely any work. He is a *Sathi Samuh* member and regularly helped in spreading awareness message across other workers, connecting new families, tracking malnutrition, and in distributing nutrition kits.

In September he identified Priya* and Gabru*, a young couple who were expecting their first child and brought it to the attention of MC team. Throughout the pregnancy, Raja Ram counselled them about the importance of proper nutrition and vaccination of the mother, benefits of hospital delivery, government benefits for pregnant women, and addressed many of their fears. Despite the couple's hesitation to visit the PHCs, Raja Ram travelled with them and ensured timely antenatal check-ups. In April 2021, Priya delivered a healthy baby girl in the nearest government hospital. Without the persistent efforts of Raja Ram, MC could not have supported the couple.

**Names changed*

Furthering Parenting Programme – a pathway to support whole families

A core tenet of ECD is grounded on safe and playful caregiver-child interactions. When centres were shut and crèche teams could no longer create these joyful learning experiences for young children, MC adapted its model to provide remote early childhood care and education experiences to children, whilst extending psychosocial support to parents and entire families (refer to chapter 2). When childcare workers spoke with parents, they welcomed this for the material and emotional support it gave them – in turn building resilience during a tough period. Beyond wellbeing of families, these connections helped to respond to immediate requirements, delivering simple COVID awareness messages, and age appropriate play based early learning activities. When some parents did not possess smart phones, the *Sathi Samuh* members lent their devices to make calls and access audio messages.

641 parents (320 fathers and 321 mothers) were part of this initiative. A unique outcome was to witness fathers' come to the forefront and play with children.

Unshackling the Grip of Malnutrition during COVID-19

Vikram*, 2 years, had left the M3M site in November 2019 and returned to the same site in March 2020. This time he came with his 5 months old brother. Soon after, the lockdown forced the family to move back to their village in Chhattisgarh. MC team had promptly taken their phone number and continued to stay in touch with them, as they were concerned about the health of both children.

Reena (Crèche Worker) said, "Vikram was malnourished as per his age (8.8 kg) and was receiving extra diet at the crèche. He was a fussy eater and I used to narrate stories and rhymes while he finished his meal. I was concerned about his health and regularly spoke with Anita, his mother on how to take care of him."

Vikram's family returned in August. When staff did the growth monitoring, he had improved to the normal category (11 kg). Anita thanked crèche staff for the support they provided her on phone. She made home-made *ladoo*, and *anaj misharan* (energy dense mixture) to feed her children. She also continued the learning activities with them. Anita says, **"mujhe aap logon sey bahut kuch sikhna hai". Jo aap gatividhi dete thay main karwaati thi bachon key liye, khaana bana kar unko khila rahi hun, aur time nikalti hun baccho ke saath khel ne ke liye."**



Linking Migrant Workers to their Entitlements

Despite years of actively working with community members on ECD issues, MC realised that we needed to sharpen our work to improve workers' access to welfare entitlements. Going forward, MC has designed plans to gather primary information about coverage of entitlements and actively support migrant workers in registering and availing the benefits. This includes obtaining ADHAAR, opening bank account, registration under the Labour Board, and availing benefits under the *Pradhan Mantri Matritva Vandana Yojana* (PMMVY). MC will continue to build its own capacities and systems to ensure targeted benefits reach construction workers, especially women workers.

2. Tripartite Model (II)

In 2020-21 MC partnered with 12 NGOs and 26 Developers at 37 centres reaching out to 2584 children (5589 last year) from 6 months to 12 years in seven States - Karnataka, Rajasthan, Gujarat, Punjab, Haryana, Delhi, and Uttar Pradesh. Around 45 percent migration was reported from NGO run centres. By October 2020 25 percent amongst them had returned to the sites.

8 out of 12 NGO partners continued running services at their independent crèche locations at other construction sites and urban slums reaching 4089 children. One partner, FXB Suraksha dropped out of the model this year due to a decision by their Board to discontinue the ECD programme track. MC had made promising headway with Labour Welfare Boards of Karnataka and Daman, running 10 and one crèche respectively under each state board. However COVID, its impact on migrant workers, increased expectations from labour departments, frequent change in officials meant that these crèches were abruptly and indefinitely shut down. Persistent interaction with state labour boards is going to remain a priority for MC.

NGO partners reached out to 1923 parents through the Furthering Parenting programme from October onwards, after their teams were trained. Bangalore based partners, Sampark and Sparsha, supplemented the household level food kits with special nutrition for undernourished children including eggs, milk and banana regularly. FXB Trust Delhi provided timely support in supplying food rations to migrant workers in areas where MC could not reach due to lockdown restrictions. Ajeevika Bureau in Udaipur regularly helped migrant workers to register under the state labour welfare board and avail benefits.

Highlights:

- 7950 nutrition kits distributed to children
- 1923 parents reached out through Furthering Parenting Programme
- 1251 education kits distributed to aid learning at home
- 360 pregnant women on site provided inputs, counselling and linkages
- 66% children immunised through linkages with PHCs and ASHA/ANMs



COVID-19 stopped MC in its plans to expand this model across more cities and NGO partners due to less number of sites and reduced children at the locations. It threatened the model in two other ways: financial contributions from Developers dried up; and local corporate partners diverted attention and funds towards COVID priorities. This meant that more than half the year was invested in realigning budgets, finding alternative funding sources, and convincing donors to continue supporting necessary programmatic and core costs.

All plans to diversify the finance streams to scale this model were cut short when FCRA amendments were announced midyear, disallowing sub-granting between NGOs. Despite these challenges, MC managed to financially secure the on-going activities at most of the centres for the entire year.

Psychosocial Support to Families during COVID

Sabila* and Anwar* migrated to Delhi with Nazneen* (3 years), after being forced to sell their land and still unable to clear their debts. COVID-19 and the lockdown halted their plans soon after. But having no alternatives back home, they continued to survive at Signature Serenas construction site with relief support till work gradually resumed in July.

As Sabila started work, Nazneen was tossed between neighbours for a few hours each day to keep her safe. Meanwhile, the crèche worker of NGO partner, Sakshi, continued to follow the Furthering Parenting activities with both parents. She learnt that Sabila was overburdened by household chores, site work, and caring for the daughter. On top of it, she suffered domestic violence inflicted by her husband. Anwar's extra marital relationship also vitiated the home environment further. The toxic environment was having an impact on Nazneen.

The crèche team decided to address the emotionally volatile family situation and talked to Anwar regularly about the impact of his behaviour on his wife and child. Initially Anwar was adamant and found many ways of putting the blame on Sabila. After months of gentle persuasion he opened up to talk about his disappointments and stresses. That proved to be a turning point as the violence reduced and shared responsibilities increased. Anwar took an active interest in caring for Nazneen and saw the changes it brought in the little child.

The team continued to remain in regular touch with the family through the parenting programme.

National Consortium for Children at Construction Sites

The National Consortium for Children at Construction Sites (N3CS) – a forum of NGO partners who run crèches and day-care services at the construction sites, regularly met during the year to share experiences and support each other to respond to the urgent and unmet needs of children. They discussed strategies to prevent hunger, and safeguard children against abuse, and neglect as the most important priority. NC3S partners collectively wrote to Developers to ensure child protection in the absence of operational crèche services. This was done after two incidences of child abuse were reported. Few Developers instructed site guards to be more vigilant and conducted meetings within labour camps for keeping children safe. Since scale-up plans were stalled, the partners utilised the time to brainstorm on the revised financial sustainability indicators and timeline of the model.

3. Employer Run Model (III)

In 2020-21, four Developers operated five crèches (11 in previous year) in Uttar Pradesh and Haryana. Six crèches shut down due to a combination of reasons that simply got exacerbated due to the pandemic. **The child outreach naturally decreased from 788 (19-20) to 319 in current year.** At all sites MC provided relief support to households within the labour camps, special nutrition for children and continued health, education and COVID awareness programmes. All four Developers provided part wages to workers in an attempt to discourage reverse migration. One Developer partner - ATS Infrastructure Pvt Ltd continued to pay wages of their crèche workers.

MC regularly experienced pushback from Developers during the pandemic against the responsibility of crèche services at sites. They expressed their inability and wanted government or NGO partners to run these services as they paid attention to retaining workers, increasing work, and reducing losses. This experience forces MC to revisit the model and adapt it to meet needs of women construction workers, children and employers, differently in the post COVID world.

Childcare Services in Urban Poor Settlements

More than 90 percent of women workers are engaged in the informal economy. In two rounds of survey in Delhi in April and November 2020, 83 percent women reported severe income drop during the lockdown. This improved to 64 percent claiming to have lost work entirely and 18 percent reporting lower wages for the same work in November (ISST February 2021). The study further reports about the 66 percent increase in domestic chores responsibilities and 36 percent increased burden of child and elderly care. The extended closure of schools and daycare centres substantially increased the unpaid care burden on women, while depriving them of wage work. Additionally, the flurry of online education activities for children increased the time and effort burden on mothers.

It is to address this triple burden on women – domestic chores, childcare, and paid work, that MC runs crèches in urban areas. These models also serve two other purposes: local community women are trained by MC to run crèches in their vicinity, as a means of livelihood; and demonstrate to the government and NGO partners a replicable childcare model for urban poor areas.

1. Urban Demonstration Model

MC provided services to 160 children (58% under 3s and 42% 3-6 years) through 3 centres located in Delhi. This was lower than last year's reach of 381 children. Migration from urban areas was comparatively stable. Yet MC witnessed a sharp drop in its coverage since families migrated after the lockdown was lifted and work was hard to come by.

Highlights:

- 930 nutrition kits distributed to children
- 107 parents reached out through Furthering Parenting Programme
- 146 education kits distributed to aid learning at home
- 18 pregnant women on site provided inputs, counselling and linkages
- 80% children immunised through linkages with PHCs and ASHA/ANMs

Reviving Disrupted immunisation Services

Disha*, 4 years, attends the crèche at Barola, Noida, since November 19. Her father worked as a daily wage labourer and mother, Surmani, as a domestic worker. During the lockdown the mother lost her work and the family survived through the sporadic income of the father. Despite hunger and hard times, Surmani's enthusiasm to follow the activities of the Furthering Parenting programme was unmatched.

Nirmala, crèche worker, tapped into this attitude to convince her to get Disha her long overdue vaccination shot. The local ANM worker had tested COVID positive and the entire community was scared of visiting the PHC. After a month of regularly convincing the family and the local ANM and AWW, they connected, and Disha received her vaccination shot.

Nirmala, managed to do this remotely, during the peak COVID period in July 2020, when her own family was infected! Since then Surmani has taken it upon herself to track vaccination status of other children and sends them to the PHC.

2. Community Based Crèches (CBCs) in Urban Slums

MC supported seven community based crèches (3 in Delhi and 4 in Noida) reaching out to 608 children under 6 years. Two amongst the Delhi crèches continued to run under the National Crèche Scheme (NCS). Activities at the CBCs ranged from relief aid to households, to COVID awareness sessions, psychosocial support to families, and special nutrition, health, protection and education support to children.

Highlights:

- 2464 nutrition kits distributed to children
- 252 parents reached out through Furthering Parenting Programme
- 144 education kits distributed to aid learning at home
- 22 pregnant women on site provided inputs, counselling and linkages
- 74% children immunised through linkages with PHCs and ASHA/ANMs

As COVID plays out its long-term direct and indirect impact on life outcomes of children, MC will deepen its work within urban communities in order to support children, working parents, and entire communities.



Training session with crèche workers of Haryana



ENHANCING CAPACITIES IN ECD

Play is a child's work. Children learn and grow through play. But the pandemic conditions in India and its devastating impact on migrant parents meant that a safe and joyful environment for children to play and learn was the last thing on their minds. Through the year it became the mission of Mobile Crèches (MC) to make play the nucleus of all its efforts in supporting young children and their families. This in turn guided our plans for enabling the Early Childhood Development (ECD) workforce to connect with children throughout the calamity.

Almost all our capacity building initiatives across ECD workers and cities were conducted virtually. MC trained over 200 ICDS functionaries of Jammu and Kashmir and Haryana. In the tea gardens of Assam, MC oriented over 150 garden officials and field facilitators of Assam Branch Indian Tea Association (ABITA). We trained 23 local women of Delhi on crèche management and nine CSO representatives as ECD trainers. MC supported 15 CSO partners to develop skills and tools to transact early education curriculum through online mediums to support parents (refer Annexure IV for Training Overview).

Through the trainings 1375 additional children beyond MC's direct reach (refer to Chapter 1) received quality ECD services during this disruptive period.

Creating a Workforce for Childcare

The pandemic prompted both trainers and learners to adapt to travel restrictions and physical distancing protocols and find creative solutions for ensuring continuous learning. MC's re-strategised training methods used technology-enabled platforms for effective reach. This was backstopped by a series of training curricula for different target groups, adapted and re-designed for online transactions. When COVID-19 conditions allowed, ECD teams followed a blended method - in person interactions and online transactions, to ensure children continued to survive, were cared and protected, and learnt during the year.

Key Highlights of 2020-21

- Signed a two-year technical partnership agreement with the Government of Haryana for universalisation of quality crèches, and developing a crèche policy for the state. Trained 144 ICDS functionaries and crèche teams.
- Partnered with UNICEF and ABITA for developing model crèches for tea gardens.
- Strengthened capacities of 50 ICDS functionaries in J&K on transacting online Early Childhood Care and Education (ECCE) curriculum for children enrolled in Anganwadi Centres (AWCs).
- Trained around 100 middle level functionaries of MC and its partners on Furthering Parenting – a programme to ensure quality childcare and ECCE in the home environment.
- Trained frontline workers to run four crèches at very vulnerable urban poor settlements of Delhi, including one at shelter homes for homeless women.
- Developed 2 CSO partners as ECD resource on running and managing crèches at construction sites.

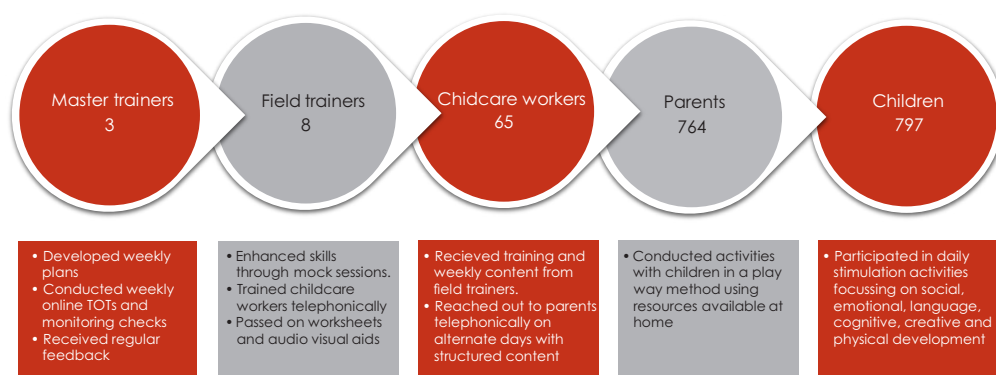
1. Facilitating Childcare Services in Different Settings

MC's strategy 2017-22 guides the organisation to provide quality crèches for vulnerable young children at worksites, such as those covered under labour laws, children who are covered under existing government programmes like the Integrated Child Development Service (ICDS) and National Crèche Scheme (NCS), or those children who face extreme vulnerability such as homeless children because they are excluded from any public provisions.

The agility in redesigning curriculum, creating new content for delivering through phone calls and messages, adapting to technology, and the unwavering commitment to support young children learn and develop through the year meant that MC remained on course towards its core strategy. Learning about challenges within communities and nurturing the motivation of our frontline workers underpinned our capacity building efforts (refer to Chapter 5).

1.1 At Construction Sites

Furthering Parenting – a remote learning programme: In order to ensure that children at construction sites did not lag behind in reaching their full potential due to the pandemic upsurge, MC customised its *Balwadi* Curriculum for 3-6 year olds, into a remote learning programme, named as Furthering Parenting. These were weekly modules comprising of age appropriate activities supported by audio visual aids for children that were done easily by both parents in the home environment (refer to Chapter 4). MC adopted a cascading training mode for reaching maximum children.



This programme helped children in continuous learning. More importantly, it also strengthened the caregiver- child relationship as it met the psycho-social needs of children and parents in a healthy and stress free environment. After MC piloted the Furthering Parenting programme at its construction sites and urban crèche locations, within two months the programme was expanded to train 12 CSO partners who in turn supported parents and children at construction sites in their areas.

Very soon the phone calls from crèche *didis* became popular as both children and parents used to look forward to the new stories and poems that came with each call. Few parents continued calling the crèche *didi* even after they migrated back to their villages so that they could keep their children engaged through interesting activities. Parents learnt the importance of playway methodology for early learning through these activities.

Rehana from a construction site in Narela Pocket-13, Delhi, expressed happiness that her children were learning even while staying at home. She shared how difficult it was to keep children indoors when the lockdown started. 'But when crèche didi started calling, shared games, songs, stories and gatividhi (activities) they stayed indoors to do these together and did not cry to go out', Rehana said.

She added, 'I used to think that children only learn when they go to school but after talking to *didi*, I understood that I can also teach my children at home. Actually I enjoyed it myself as it kept me busy with my children.'

But everything was not easy. These were the recurring challenges MC faced:

- Dependency on online modes for transactions meant that everyone could not participate equally
- There was some loss of information at each level while cascading the training content
- The curriculum could be adapted and quickly rolled out through already trained and experienced childcare workers. But trainings to help in acquiring new skills were put on hold because those required face-to-face demonstration and practice sessions.
- Trainers had limited capacity to adopt online methods to transact the sessions and required high support

Besides these, there were the obvious challenges related to availability of tech tools such as smart phones, Internet and connectivity issues, language barriers etc.

Training of Trainers – to develop ECD Trainers: MC had planned to develop two to three CSO partners as ECD resource organisations who would enable scaling up crèches at construction sites. Due to the pandemic physical trainings could not be conducted. MC re-designed the Training of Trainers (ToT) module for an online format. We conducted 10 online sessions of three hours each with two CSO partners - NIPUN and Child Survival India. Two field supervisors and seven childcare workers underwent training to enhance their knowledge and skills for conducting ECD trainings with frontline workers. They also acquired skills in essential training techniques for engaging with adult learners in a meaningful manner.

उठो हंसते-हंसते सब को नमस्ते -2
मम्मी को नमस्ते, पापा को नमस्ते
उठो हंसते-हंसते सब को नमस्ते।
दीदी को नमस्ते, भैया को नमस्ते,
उठो हंसते-हंसते सब को नमस्ते।
दादी को नमस्ते, दादा को नमस्ते,
उठो हंसते-हंसते सब को नमस्ते।

- मोबाइल क्रैशिय बाल गीत किताब



हम किससे सुघते, किससे सुघते, किससे सुघते हैं,
हम नाक से सुघते, नाक से सुघते, नाक से सुघते हैं।



हम किससे देखते, किससे देखते, किससे देखते हैं,
हम आँख से देखते, आँख से देखते, आँख से देखते हैं।



हम किससे सुनते, किससे सुनते, किससे सुनते हैं,
हम कान से सुनते, कान से सुनते, कान से सुनते हैं।



हम किससे चबाते, किससे चबाते, किससे चबाते हैं,
हम दाँत से चबाते, दाँत से चबाते, दाँत से चबाते हैं।



हम किससे चलते, किससे चलते, किससे चलते हैं,
हम पैर से चलते, पैर से चलते, पैर से चलते हैं।

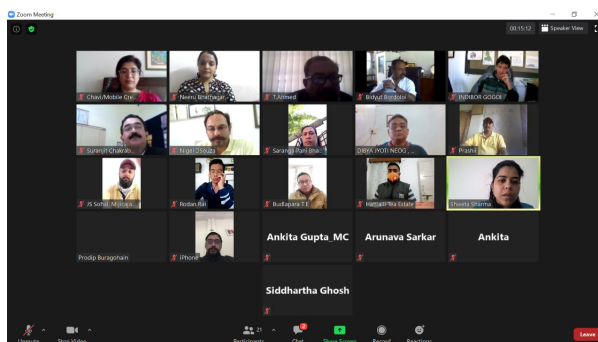


हम किससे लिखते, किससे लिखते, किससे लिखते हैं,
हम हाथ से लिखते, हाथ से लिखते, हाथ से लिखते हैं।



1.2 At Tea Plantations

Following up from the exploratory work done by MC in the past two years, in 2020-21 MC signed a partnership with UNICEF Assam to enhance the quality of crèches at 205 tea gardens. This much-awaited breakthrough signals MC's formal entry in a new industry, to develop models for employer supported quality crèches in tea gardens, as mandated by the law. ABITA, through its presence on the ground is an invaluable partner in this initiative. In 2020, nine virtual consultation meetings were held with 42 garden managers, 61 welfare and medical officers, and 43 field facilitators of ABITA to build consensus on minimum quality guidelines for tea garden crèches. Each stakeholder shared and agreed on feasible strategies and challenges in adhering to the guidelines in future.



In the days to come MC will attempt to pilot a crèche model unique to the tea gardens that clearly spells out the role of four stakeholders: Garden owners as employers obligated to provide on-site childcare services as per the Tea Plantation Act; government agencies to ensure linkages with health, nutrition, education, and protection provisions through the garden situated Anganwadi Centres (AWCs) and schools; local implementing NGO partner to support childcare workers and communities through regular ECD trainings and supportive supervision; and MC as a technical resource for benchmarking standards, capacity building, and ECD business transference.

MC will work closely with all stakeholders, including local ICDS officials to train crèche and anganwadi workers for implementing the quality guidelines. MC will also train ABITA and garden based supervisory cadres on increasing their understanding about the quality guidelines and their roles in supporting frontline workers to manage quality crèches for children of women tea pickers. Simultaneously, MC will conduct a situational study to assess the need for crèches in Tinsukia and Dibrugarh districts based on the currently available services.

1.3 At Urban Poor Settlements

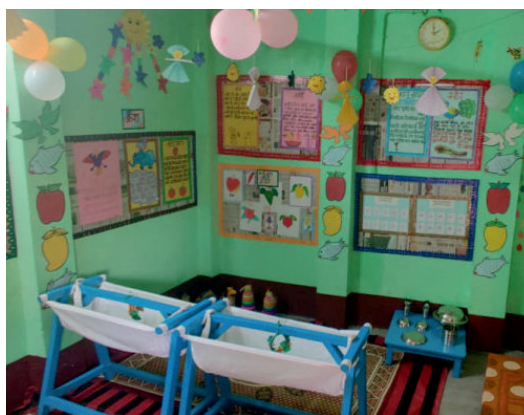
This year, working in urban poor areas was a huge challenge as all field operations were halted due to the lockdown restrictions. Two major setbacks, first the COVID-19 pandemic, and then the changes to the Foreign Contribution Regulation Act (FCRA) affected the rolling out of intended plans in urban areas. Despite a frequently changing on-ground situation, MC continued to run the Furthering Parenting programme, reaching out to parents in urban slums to support their efforts in helping children participate in play activities and continue to learn.

Crèches modelled under the National Crèche Scheme: MC had completed a survey in Shahbad Dairy and VP Singh Camp of Delhi to identify vulnerable young children who need crèche and daycare facilities. Two local partners, Saksham and NIPUN, were trained

as implementation partners. But the crèches were not set up before government enforced lockdown in Delhi. Since MC was already in touch with the families and the community through many years of sustained work in these areas (refer to chapter 3), we could continue to support them through food ration distribution and linkages with health, ICDS, and necessary government services, when the communities needed that support urgently.

MC redrew the original plans in consultation with the CSO partners to devise ways to meet the childcare needs of the working mothers for their young children, and remain compliant with the laws of the land. In February 2021 MC conducted a 12 days pre-service training with 24 local women, out of which 10 women were recruited to work in three crèches at these locations. 70 children were enrolled. The local MLA along with MCD councillor, Child Welfare Committee members, CDPOs and CSO partners inaugurated the crèches on 18th March 2021.

MC is running these crèches as per the recommended norms for National Crèche Scheme (NCS) in order to build evidence on the impact of quality services on child outcomes, when decent budget is allocated for crèche provisions. Both CSO partners are actively involved in ensuring that the children and their families are linked to existing public provisions for food, health, education and other benefits/entitlements and in the community based monitoring of the crèches.



Crèches in partnership with Municipal Corporation of Delhi: MC's partnership with the urban local body, MCD, continued though the year, although the centres remained closed. MC is now directly managing eight centres run within MCD primary school complexes (refer to Annexure III). Local partner NIPUN is implementing one such crèche. Through the year, regular nutrition supplies were provided and Furthering Parenting programme was implemented for the 234 children enrolled across nine crèches. Growth monitoring of children was also tracked during November 2020 to March 2021 when frontline workers were implementing in-person activities on the ground. Additional supplementary diets were provided to malnourished children. A refresher workshop was also conducted for all crèche teams on crèche set up and growth monitoring. MC provided 1100 food rations kits to selected households across these communities during the lockdown period.

Crèches for homeless children at Shelter Homes: In 2019 MC had taken numerous steps to initiate crèches for children of homeless *Mushar* community in Patna, along with a local

CSO partner. The setting was challenging and progress was slow, but MC and local partner were determined to pursue with the community and government agencies to develop a childcare model. However the disruptive changes in 2020 prompted us to rethink the plans. Based on experiences with this highly vulnerable population, MC re-strategised to create a crèche model for children within an existing Shelter Home for homeless population in Delhi. In partnership with NIPUN, MC identified the need to set up a crèche within the women's shelter home at Kabir Basti in Delhi. A porta-cabin was identified for the crèche within the premises. Training, recruitment of frontline workers and enrollment of children was completed. MC will implement this as a model crèche.

2. Engaging with the Government: Developing ICDS Functionaries

2.1 Crèches run by Haryana WCD Department

In October 2020, MC signed a partnership with Women and Child Development Department, Government of Haryana to set up, operationalise and monitor the quality of 500 crèches across urban and rural districts. This was followed by signing another MOU on 8th March 2021 for universalising crèches in Haryana, and developing a state policy on crèches. This initiative is a potential game-changer for setting gold standards for crèches under the National Crèche Scheme and ICDS. The government has allocated funds towards decent remuneration



for crèche workers, better infrastructure, enhanced child nutrition and education costs, and most importantly - budget for training, monitoring, supervision, and community participation.

MC worked in close collaboration with the state WCD teams to identify spaces to set up crèches, select and train crèche workers and develop customised resource and display materials. 81 crèche workers, 30 helpers and 33 middle level ICDS functionaries were trained through five sessions. In the first phase, the Hon'ble Chief Minister of Haryana inaugurated 30 model crèches in 8 districts on the occasion of International Women's Day 2021. 650 children were enrolled in these crèches.

2.2 Intervention in Jammu and Kashmir for ECCE

MC continued working in Ramban district in Jammu. As physical intervention was impossible, the original plans were modified. The revised plan was divided into two phases i.e. virtual intervention



phase till field interventions did not begin, and in-person intervention when government directives allowed it. During this period 23 virtual trainings were conducted with 50 anganwadi workers and 22 sessions were conducted with Jammu and Kashmir Association of Social Workers' (JKASW) facilitators on COVID-19 awareness, Furthering Parenting programme, and stimulation and curriculum related activities for 3 to 6 year old children. 305 families and 420 children were included in the intervention due to these virtual trainings.

"I have two adolescent children and sometimes I wish that they would be small (between 3 to 6 years) so that I make them learn what we learned from the various trainings conducted by Mobile Creches. The concepts of ECCE that I learnt over the last few months have changed me completely".

Muneera Begum, AWW, Falthi B AWC, Ramban

2.3 Delhi Initiatives for Quality Childcare

In 2020-21, WCD Delhi invited MC to conduct three virtual training sessions with the AWWs of 10 selected AWCs at Shahabad Dairy and VP Singh Camp. The department plans to upgrade these AWCs as model ICDS centres. The frontline team was trained on COVID 19 awareness, importance of nutrition and health for young children, and responsive parenting support, especially during COVID-19, when AWCs remained shut.

Throughout 2020, MC has been in regular discussions with WCD officials for providing crèches for children of working mothers who live in the vulnerable urban settlements of Delhi. There is a potential breakthrough in the announcement made by the deputy chief minister in his budget speech to set up 'Saheli Samanvay Kendras (SSK)' in Delhi (refer to Chapter 3). SSK will serve as convergence cum facilitation centres for women and girls, to function as a vibrant space to engage, receive services and information, and strengthen capacities in accessing entitlements. Crèches for children between 6 months to 6 years are included as one amongst the four main pillars of intervention through the SSK. MC worked closely with the department in conceptualising crèches under the overall programme and is hopeful for its implementation in 2021.



Dance performance by children during inauguration of a crèche at V.P. Singh Camp, Delhi



PARTNERING FOR THE RIGHTS OF YOUNG CHILDREN

The COVID19 pandemic is harming health, social and material well-being of children worldwide, with the poorest children being hit hardest. Throughout 2020-21 the efforts of Mobile Creches (MC) concentrated in mitigating the risks of physical and psychological harm; ensuring access to good food and nutrition; the provision of immediate care and protection to children in need; and keeping the early childhood education loss for many poor children to a minimum.

In response to a mid term review completed by MC in 2019, we realigned our strategy in 2020 to deepen our direct actions in the community. MC expanded partnerships for ensuring vulnerable young children and their working mothers benefited from existing public provisions. Such partnerships also helped highlight the voices of concern and exclusion experienced by marginal children and their families during the pandemic, when policy actions kept the unique needs of women and children out of priority.

Besides multiple engagements with community groups across Delhi, Madhya Pradesh, Odisha, Jharkhand, and Chattisgarh, MC worked closely with many overlapping networks. Right to Food (RtF) Campaign, *Main Bhi Delhi*, Right to Education (RtE) Forum, Covid Response Alliance of India on Child Protection (CRAICP), Women in Informal Employment, Globalising and Organising (WEIGO) and others helped visibilise issues affecting early childhood period.

Neenv Delhi FORCES (Forum for Creches and Childcare Services), a state network of 40 plus CSOs, and Alliance for Right to ECD, an informal network of grassroots organisations, legal experts, practitioners and academia played a pivotal role in accelerating the actions on ground. MC holds the secretariat of these networks.

Highlights of 2020-21

- **Community Based Interventions by MC:** concentrated on direct actions in Delhi and other states to remain connected with more than 7000 families through online and offline means, distributed relief for young children to alleviate hunger, built understanding about COVID-19 prevention protocols, and regularly informed government bodies about gaps in pandemic response.
- **Partnerships for Community Actions:** collaborated closely with Neenv Delhi FORCES and other network partners to raise visibility about the impact of pandemic on vulnerable young children through evidence collection, media engagement, and shared experiences around challenges and practices affecting marginalised children in Delhi.
- **Partnerships for ECD Policy Issues at the National Level:** extended thought leadership on young child and intersecting women informal workers' issues through position papers, technical and policy recommendations to support governments and others in adopting action to mitigate the impact of COVID-19.
- **Sharing Knowledge and Informing Actions:** repeatedly used various platforms and connections with network partners to visibilise the silent but devastating impact of the pandemic on young children's present and future development outcomes. Collaborated with partners to highlight concerns about recent policy developments, mainly the labour codes, and its impact on maternity and childcare provisions.

1. Community Based Interventions by MC

Direct Engagement in Urban Slums of Delhi

Since 2018 MC is working closely with communities in VP Singh Camp (southeast district) and Shahbad Dairy (northwest district) of Delhi. In 2020, MC focussed on COVID-19 relief and rehabilitation needs by working closely with families having children under six years of age, AWCs, primary health centres, and ward level committees. 2100 families received basic food and hygiene kits to last more than five months. Upon quickly re-surveying to find about digital accessibility, MC learnt that only 10 percent (V.P Singh Camp) and 12 percent (Shahbad Dairy) of the overall population used smartphones. Less than 50 percent women amongst them had smartphones. Due to such low penetration of digital accessibility, MC used a blended approach for on-line and in-person COVID awareness building messages, mapping hunger, distributing relief kits, and tracking linkages with government provisions to ensure that we remained in touch with every child and women in these communities. MC collaborated with the Women and Child Development (WCD) department and Delhi Commission for Protection of Child Rights (DCPCR) for coordinating targeted relief support in the areas.

During the lockdown period, cases of young children suffering from malnourishment due to the closure of anganwadis was regularly raised in print and digital media. The death of a boy (aged 18 months) from Shahbad dairy, was covered in The Wire and Scroll.in. The story was picked up by BBC and CNN. This media attention helped MC to expedite the ICDS dry ration distribution in the community in May.

New Crèches Opened in Shahabad Dairy and V.P Singh Camp

Following the strong demand for quality childcare provisions raised by community groups in 2019, MC opened three crèches covering 70 children. They received nutrition and growth monitoring services as an immediate response during the lockdown period. The frontline teams supported the families to link with government facilities (refer to Chapter 2). The local councillor who inaugurated the crèche assured the community that he would follow up with the government to open similar crèches in other localities to benefit vulnerable children and their working mothers.

Mapping Spaces for Anganwadi Centres to Function as SSKs

MC regularly interacted with Women and Child Development (WCD) department in envisioning the Saheli Samanvay Kendra (SSK) – a composite anganwadi centre (AWC) that will act as a livelihoods support and resource centre for women, and run crèches for children under three years, besides the regular anganwadi services for children under six years.

IDEAS HUB

Hunger and malnutrition loom large over India as anganwadis stay shut amid coronavirus pandemic

Long-term impact

"Post the pandemic and the lockdown, the biggest impact has been due to a lack of food reaching families, communities," said Sumitra Mishra, executive director, Mobile Creches. "In addition, the meals that children and pregnant women were getting at the anganwadis are no longer available."

"This multiplies hunger," Mishra said. "We are seeing more cases of diarrhoea and other illnesses due to constant nagging hunger."

"Severe malnourishment is an acute situation with a close relationship with mortality and six months is a long time for an essential service like an anganwadi to be shut," said Vandana Prasad, PhD, a paediatrician, public health expert and part of the [Right to Food](#) campaign. "This is going to have long-term consequences on mortalities, morbidities and malnutrition."



WCD issued a formal order notifying MC as a technical partner to map three districts viz. northeast, northwest and southeast of Delhi to identify adequate spaces for running bigger AWCs. This is a part of the landmark order by the state government to extend the anganwadi timings from three hours at present to remain open for six hours. Despite slowdown due to pandemic restrictions, the mapping exercise continued through the year.

Capacity Building of Mukhyamantri Anganwadi Monitoring Committee

MukhyaMantri Anganwadi Monitoring Committee (MAMC) was formed in August 2020 to strengthen the Integrated Child Development Service (ICDS) through community partnership. This committee acts as a decentralized mechanism for ensuring quality improvement of the AWCs.

As directed by Delhi Commission for Protection of Child Rights (DCPCR), MC conducted two-days capacity building sessions for 46 MAMC members on the aims and objectives, their respective roles in making MAMC an influential community-based monitoring group to improve the quality of ICDS services.



Partners of Neenv Delhi FORCES have been central to implementing activities for MAMC and ICDS mapping.

Supporting Communities in other States

In 2019 MC initiated community level engagement across rural areas in Odisha, Madhya Pradesh, Jharkhand and Chattisgarh to support quality services for young children, led by people on the ground, and supportive state actors. During the pandemic MC quickly adapted its strategies to respond to the urgent needs of young children returning to villages with their families, as a part of the reverse migration exodus witnessed in the country. MC worked to strengthen the gram panchayats across identified blocks in the four states, so that young children were swiftly included into the village level plans for arresting hunger and malnutrition, and protecting them against risk of disease, abuse and vulnerabilities.



700 returnee children from Debarish and Badamba blocks of Odisha were connected with ongoing ICDS services. 30 field mobilisers were trained and supported to work closely with gram panchayat leaders to make this possible. Similarly, community based ECD facilitators in one block each of Jharkhand and Chattisgarh were relentless in creating awareness and enabling community level actions for children under six years returning to their villages. This benefitted 4000 children and their family members.

Odisha State Consultation on ECD: In collaboration with Committee for Legal Aid to Poor (CLAP) Odisha, MC organised a one-day consultation on Early Childhood Development (ECD) in March 2021 to sensitise NGOs on ECD and the overlapping issues affecting the growth and development of young children. Representatives from RfE Forum, RfE Campaign and state FORCES jointly agreed to prioritise young child issues across their work in communities to the highest decision making bodies in the state government.

2. Partnerships for Community Action

Throughout the pandemic year, Neenv Delhi FORCES was a salient network partner in responding to the COVID-19 induced emergency situation for young children and their families. As a member of this network, MC worked very closely in three priority areas:

- Reached extremely vulnerable communities in Delhi with emergency relief support, by regularly assessing the ground situation.
- Raised visibility for young child issues across government agencies and other overlapping networks, by highlighting collective demands from frontline communities.
- Shared experiences, practices and knowledge amongst state and non-state actors about responding effectively to the COVID induced emergency unleashed on young children.

Relief Distribution for Underserved Young Children

As the heartbreaking distress amongst poor families increased due the sudden lockdown and its consequences, Neenv Delhi FORCES regularly mapped the ground realities to provide immediate and direct support to combat malnutrition amongst infants and toddlers (between 6 months to 2 years) of poor parents. Despite government announcements for Public Distribution System (PDS) and ICDS linkages for ration distribution, the actual coverage of migrant families was poor. 19 Neenv Delhi FORCES partners distributed 905 nutrition kits consisting of *sattu* (roasted gram flour), *dalia* (porridge), jaggery, puffed rice, and daily milk for a month to families excluded from public entitlements.

Raising Visibility of Young Child Issues

Gathering evidence on ICDS functioning during pandemic:

Neenv Delhi FORCES and RfE Campaign, Delhi conducted a rapid assessment to learn about the effects of COVID-19 on ICDS services and its impact on young children's holistic wellbeing. 891 beneficiaries from 622 families across all four districts of Delhi were surveyed between April to August 2020. It relied on online data collection through semi-structured interview schedules.



Significant findings:

- 60% children and pregnant and lactating mothers received nutrition.
- 12.7% children were immunised in April 2020. This gradually increased to 56.1% in July and August.
- 60% women received iron, calcium and folic acid supplements through the frontline workers.
- 35% pregnant women were eligible for benefits under PMMVY, 10% amongst them applied, only 3% received it.
- 53.8% women were working pre-lockdown; only 37.1% women were going to work after the lockdown was lifted.

These findings were shared through COVID protocols guided in-person zonal events in February and March 2021. Community members, the Deputy Speaker of Delhi, MLA representatives, ICDS functionaries, District Child Protection Unit functionaries, municipal councillor, and NGO representatives attended these consultations. An appeal was put forward to the key stakeholders for immediate action. The events were covered by four media houses: Dainik Jagran, Rashtriya Sahara, Newslick and Motherland Voice to further visibilise the issue.



Submitting demands to duty bearers: Neenv Delhi FORCES submitted a signed collective demand statement for extending urgent public provisions for young children of Delhi to Minister WCD, Chairperson DCPCR, and Secretary WCD department. The key demands asked for cash transfers for the informal workers, PPE kits for frontline workers, hot cooked meals for young children, uninterrupted growth monitoring for children under 6 years, and maternity benefits for women.

Press Conference on Post Budget analysis of social security schemes: MC joined the RtF Campaign at a press conference in February 2021 to express fears about the continued reduction in budget for social security schemes, when millions of people, especially women and children are faced with hunger and malnutrition due to pandemic distress. The group submitted a joint response to the government urging them to increase spending in crucial food and nutrition schemes such as the ICDS, mid-day meals, and maternity entitlements.

3. Partnerships for ECD Policy Issues at the National Level

MC, in collaboration with many allies repeatedly tried to speak up about the gendered impact of the pandemic and its disastrous results on children's present and future needs. The pandemic has disproportionately impacted large numbers of women working in the informal sector. They suffered greater loss of livelihood and resulting debt; increased burden of unpaid care responsibilities; disrupted access to basic services; and trauma due to increased evidence of domestic violence. The vulnerability of children was directly proportional to the loss and sufferings of their mothers. The Alliance for Right to ECD, National FORCES, Right to Education and other networks played a leadership role in highlighting relevant concerns.

3.1 Visibilising the impact of COVID 19 on young children and working mothers

Statement to Highlight Actions for Young Children by Alliance for Right to ECD: The Alliance put out a collective statement to the Hon'ble Prime Minister of India, Minister of Women and Child Development, Chairperson of National Commission for Protection of Child Rights and other government representatives highlighting the immediate actions that had to be guaranteed to ensure the welfare of migrant workers and their young children amidst the uncertainties of the pandemic. The Alliance continued to collaborate with government agencies to work out solutions for acting upon some of the urgent actions.

Alliance joined ProChild Coalition and other networks under the platform of CRAICP to launch a 'Policy Brief on Rights of Children in the Time of COVID-19' in July 2020.

Position Papers to Inform Policy and Practice: During the pandemic, Alliance provided thought leadership by producing technical papers to mitigate the immediate and long term impact of the pandemic on young children's present and future potentials.

Continuity Of Learning For Young Children During The Covid-19 Pandemic

Alliance produced this paper as a response to disruptions in children's education due to the national lockdown and ongoing school and anganwadi closures. The paper presents practical guidelines to ensure continuity of quality ECCE for children between 3 to 6 years (focusing especially on marginalised and vulnerable children) during disruptions created due to disasters. The ideas developed in the paper can be practiced at home, with support of parents as the main educators. Preschool teachers, balwadi workers, crèche teams will gain insights in developing creative ways to support children and parents in a combination of online and offline teaching methods. The paper is a valuable source of knowledge for ECCE educators, programme planners, trainers, policy makers, and anyone interested in understanding the issue.

Equity and Inclusion in Early Childhood Development Programmes in India

Alliance attempted to draft a position paper on this subject to highlight equity and inclusion as a fundamental intersectional focus for all early childhood development policies and programmes. The paper explores and identifies the gaps in schemes related to young children in India, and recommends a range of immediate and long term measure needed to address the child's holistic needs, focusing on inclusion and equity so that every child, especially the most marginalised children, get an equal start and an equal chance in life.

Refer to Annexure V for details on the above documents.

3.2 Campaign Building: Childcare Entitlements for Women in the Unorganised Sector

MC quickly reviewed the six campaign demands in light of the unfolding pandemic conditions along with campaign partners SEWA, National FORCES, Save the Children, Institute of Social Studies Trust (ISST), WEIGO, Initiative for What Works to Advance Women and Girls in the Economy (IWWAGE), and state FORCES partners. Members drew attention of state partners, officials and decision makers to the worsening condition of migrant women informal workers, the pressure on anganwadi workers, and the devastating impact on children's survival and growth due to loss of livelihoods, closure of AWCs and creches, and increased burden of unpaid care work on women.

As a member of the ECD committee constituted by Niti Ayog, MC worked closely with members in developing a draft national ECD policy focusing on holistic development support to young children.

3.3 Technical Leadership for Policy Interventions

Recommendations on National Education Policy 2020: The government of India approved the National Education Policy (NEP 2020) in July 2020. The Alliance welcomed the path-breaking commitment to universalise pre primary education for 3 to 6 year olds by 2030. The acknowledgement of the importance of birth to three years as a key part of the early learning continuum is a significant step forward. The emphasis on quality education and training of teachers for ECCE/Foundational Stage holds the promise of a professional cadre for ECCE.

However, Alliance also pointed out a few areas of concern and ambiguities in the NEP during its discussions with RTE Forum and other early childhood education stakeholders, and presented this to the Ministry of Education for their consideration. The concerns mainly stem from the limitation of the NEP in failing to recommend an extension of the Right to Education Act 2009, to ensure a justiciable right to children in the 3 to 6 years age group, as a part of its commitment to universalise pre primary education. The limited reference to children under three years stops short of spelling out the mechanisms for supporting the holistic development of this age group. There are fears about the proposed four pronged ECCE delivery strategies across anganwadis and school set ups, triggering inequitable access to quality ECCE. The greatest challenge in realising the vision behind accelerating preprimary education across the country is the lack of guidance on training, mentoring, and continuous professional development opportunities in ECCE for anganwadi workers and preprimary teachers. The NEP 2020 also fails to propose a comprehensive framework for financial commitments to universalise quality ECCE across India.

Note on Sec 12(1) (c) under RTE Act: Alliance drafted a note on Section 12 (1) (c) of Right to Education Act, 2009, which deals with the extent of the school's responsibility for free and compulsory education by providing 25 percent reservations to children from weaker sections and economically disadvantaged groups in private schools. The reading of section 12 (1) (c) states that the RTE extends to pre-school education. The note debates the Rajasthan government guidelines which has kept admissions to pre primary classes out of the ambit of this section. It interprets that this order is compromising the fundamental right to life and thereby care, protection, nutrition, health, and opportunities for healthy development along with adequate facilities for the right to pre primary education of all children (refer to Annexure V)

State of the Young Child in India, 2020: MC's seminal publication was launched by the Vice President of India, Shri Venkaiah Naidu during a virtual launch in September 2020. The publication is imagined as an authoritative document on issues and concerns intersecting with the child during its early development period (chapter 4).

It drew on specially commissioned technical background papers, supplemented by extensive field experience of MC in childcare, to draw attention of policy makers, influencers, practitioners, researchers, media, and others towards the urgent actions that can help improve the ecosystem for early childhood care and development.

The pandemic and its unprecedented adverse impact on the social and economic fabric of the country will have long term and devastating disruptions in the growth and development of marginalised children and their families. The publication will help MC's efforts to continuously engage with policy makers to identify short and long term policy measures for addressing the deprivations that confront the young child.

4. Sharing Knowledge and Informing Actions

Webinar on Childcare for Women Informal Workers: Neenv Delhi FORCES hosted a webinar 'From stress to resilience: Childcare & Livelihood Challenges of Women Informal Sector Worker during and post COVID-19'. Sector-specific experts representing sex workers, waste pickers, domestic workers, street vendors, construction workers, research partners, and DCPCR were part of the webinar panel. As a follow-up, a policy document was shared with the decision-makers requesting them to integrate particular issues of children of women working in the informal sectors while framing policies.

Webinar on newly notified Labour codes: Four new labour codes have been notified by the central government after the amalgamation of 44 central labour laws. To understand the implication of these codes, especially the draft rules of Occupational Health and Safety and Working Conditions, and Social Security Code, a webinar for partners working with informal workers across India was organised by Neenv Delhi FORCES. The panelists and participants expressed concern about the inconsistencies in worker recognition and registration across state labour boards, weakening of maternity and crèche benefits, and diluted role of trade unions, amongst many other issues.

All participants agreed to take away the learning from the session to further consult with labour and migration experts to formulate and submit timely recommendations to state labour departments.

Discussions on Urban Planning for children: National Institute for Urban Affairs (NIUA) invited MC as a Neenv Delhi FORCES representative to share recommendations for young children to include as a part of the draft Delhi Master Plan 2022-42. Issues concerning child friendly spaces, allocated space for childcare centres, arrangement of daycare for informal workers, and breastfeeding zones in public spaces were amongst the few suggestions noted by NIUA. This webinar was a part of ongoing deliberations by Neenv along with *Main Bhi Delhi* – a group of CSOs, urban planners, and others to work closely with NIUA in formulating the next master plan.

As a part of MC's growing technical inputs to urban planning initiatives, we were invited to the online workshop for the Nurturing Neighbourhood Challenge, 'Pilot Project Formulation and Best Practices', hosted by Smart Cities Mission, Ministry of Housing and Urban Affairs (MoHUA), in collaboration with Bernard van Leer Foundation (BvLF) and WRI India. MC shared its experiences around the value of organising quality childcare services in urban spaces, expectations of the community, and the challenges in scaling up services to meet the growing demand in urban informal settlements.

Global Advocacy Campaign on Childcare by ECDAN: The Early Childhood Development Action Network (ECDAN) has launched a global advocacy campaign on childcare to bring visibility, increased investment, and mainstream support for childcare. MC joined as a

member of the global group and was part of the Childcare Roundtable to present about the practices hampered due to COVID-19, and a succinct overview of long term policy actions around childcare to arrest the worsening condition for migrant children, their families, and frontline workers.

Alliance and Neenv Delhi FORCES members actively collaborated with many overlapping networks like RTF Campaign, RTE Forum, Fight Inequality Alliance (FIA) to regularly draw attention of multiple stakeholders on the invisible, untracked situation of young children and their access to services for health, nutrition, education, protection and basic safety and care.



आनंदमय अधिगम

बालवाड़ी पाठ्यक्रम

प्रकल्प 1 - मैं, मेरा परिवार और मेरा घर



Balwadi Curriculum for children between 3 to 5 years



CONSTRUCTING AND SHARING KNOWLEDGE

Mobile Creches (MC) has continued its tradition to build insightful knowledge pieces, directly and through key collaborations, for enriching the lives of vulnerable children below six years. MC believes that knowledge is shared widely amongst practitioners (internally within MC and CSO partners), government bodies, academia, activists and related stakeholders so that an irrevocable positive change is created in the ECD landscape, benefitting children, families, and childcare workers.

The disruptions caused by COVID-19 pushed MC to redraw its interventions so that no child remained deprived of basic support it required during this period to survive and thrive. A 'no matter what' attitude underpinned the redesigning, implementing, documenting and showcasing the remote programmes led by MC.

Knowledge Development to Respond to COVID-19 Pandemic

Furthering Parenting Programme

MC developed the Furthering Parenting Programme, a remote learning resource as an immediate response to the pandemic and the ensuing lockdown. The purpose was to continue supporting the holistic learning of children, and close interactions between parents and children. The adult caregivers received instructions and support from the frontline workers, for interacting and engaging with children in play-way methods at home (refer to Chapter 2).

To ensure that children did not lag in learning to achieve their full potentials, the theme-based *Balwadi* curriculum was redesigned into weekly modules. It gives primacy to responsive care and psycho-social support needs of children, required from their adult caregivers especially during tough times like a pandemic. It also underscored the caregiver-child relationship.

Audio-Visual Resource Bank

To support the remote transaction of the Furthering Parenting Programme, theme based stories and poems were converted into interesting videos and audio aids.

These recordings narrate the stories with appropriate articulation, voice modulation and expression along with the use of several creative props to increase the engagement levels of children and help in their language development. 68 poems and 30 stories are now a part of this innovative resource bank, customised for some of the most vulnerable young children.



MC also developed stand-alone modules on Responsive Parenting and COVID Awareness and Prevention protocols.

Knowledge Development to Inform Practices

Balwadi Curriculum for Preschoolers

MC developed *Anandmay Adhigam*, a theme based curriculum for children between 3 to 5 years of age. It is based on the principles of ECD and follows the emergent literacy pedagogy.

The curriculum is a guide for *balwadi* workers to help children develop age-appropriate learning in all domains, through a eight hours daily programme. The nine inter-connected themes carry a unique set of stories, poems, worksheets, and other Teaching Learning Materials (TLM) that cover different developmental domains. This will help children learn by playing and doing.

The curriculum promotes holistic development by developing 21st century skills such as communication, creativity, critical thinking and collaboration, building curiosity, confidence, empathy and compassion among children.



Key highlights:

- At the end of each theme, in the 'Baal Sabha' (children led space) children initiate discussions or role-plays to increase understanding in topics like safe-unsafe touch, through experiential learning.
- SEL for children is woven through the curriculum in relevant activities like role-playing, stories, poems, and making a collage.
- Encourages early literacy and numeracy skills through print rich materials, introducing letter sounds, alliteration, rhyme, rhythm, picture reading etc.
- Set of guiding questions for *balwadi* workers helps to stimulate conversations and connect children's lived experiences with the theme.
- Monthly and quarterly assessment sheets, along with probing questions for *balwadi* workers to assess children's learning progress.
- TLM are culturally appropriate. Guidance notes give ideas to *Balwadi* workers to make TLM using locally available materials that are contextual to use in most vulnerable settings.

Impact of Mobile Crèches Intervention on Children in Vulnerable Settings under it's Scaling Up Project

MC partnered with Center for Early Childhood Development and Research (CECDR), Jamia Millia Islamia University, New Delhi in 2018, to conduct an impact evaluation across MC Demonstration and Tripartite models (refer to chapter 1). The study concluded in 2020 informed about the comparative impact of MC models on child, family and community outcomes.

1034 children under 5 years, 87 parents, 148 community members, 77 crèche staff from 23 centres across four cities were covered under the study sample. The research collected both qualitative and quantitative data through standardised tools like School Readiness Instrument

(SRI) (for 5-6 years old), Early Learning and Development Standards (ELDS) (for 3-5 years old), and Early Childhood Care and Development Scale (ECCD) (for children under 3 years).

The key findings can be summarised as below:

1. Both models were comparative in quality and no significant differences were observed in median scores of demonstration and tripartite centres.
2. Demonstration centres are more successful due to experienced and trained staff. NGO run tripartite centres faced problems of attrition. They require more and regular training and monitoring investments for childcare workers.

Study Highlights:

- 80% of the direct centres and 77% of the tripartite centres had adequate/good physical infrastructure. Provisions for children with disabilities were poor in majority of the centres.
- Significant improvement in nutritional status of children observed (severely underweight children reduced from 8% to 6% in Demo centres, from 16% to 12% in Tripartite centres) after spending up to four months. It further improved when children are spending up to six months at the centre.
- Cognitive scores of 5-6 years old children in all centres was significantly higher in intervention category (24.5) as compared to control category (14.0) (SRI scores). Median score of children on socio-emotional skill was 22.0, representing decent socio-emotional skills. No significant differences were observed in Socio-Emotional Learning (SEL) of children across control and intervention categories in all centres.
- Median scores on quality of childcare workers' interaction with children did not show significant differences between the two models.

Clearly, children across all ages in different centres improved significantly when they received intervention for six months or more. But services at construction sites become even more critical because of the extreme vulnerabilities faced by frequently migrating children. The recommendations point towards enhancing SEL components in *Balwadi* curriculum for 3 to 6 year olds. Parenting programmes must also focus on the role of fathers and their active participation in childcare needs such as bathing and feeding, besides playing and learning.

Play • Learn • Connect • An Educational Initiative for Children on the Move

Sesame Workshop India (SWI) and MC jointly conducted the above study to assess the current levels of learning and development among children in the age group of 3-8 years. The study design, covering children belonging to migrant families was modified from the original sample size to meet prevailing conditions due to the pandemic. 438 families and 494 children from 21 construction sites, and 484 children and 456 parents belonging to urban centres in Delhi NCR, were assessed for the baseline report.

The purpose of the study was to guide intervention plans for developing necessary skills in social emotional competencies for children and parents belonging to migrant communities. The research gave insights on parent/caregiver engagement with their children, their attitudes and perception towards responsive parenting. It helped in understanding the role of MC frontline workers' in supporting SEL of children.

Key recommendations:

- Facilitate interactions between children of different genders from a young age to normalise such interactions.
- Plan gender sensitisation interventions with parents and children - crucial for breaking down stereotypes and societal barriers.
- Equip children better to deal with expressing and handling their emotions, especially anger. Empower parents/caregivers with skills to help children cope with their feelings and handle emotions.
- Introduce Positive Discipline strategies for parents/caregivers to promote positive parenting and emotional protection for children.

Based on these recommendations, MC is already working to deepen its programme with parents, children and childcare workers.

Parenting Practices to Build Gender Transformative Communities

MC reviewed its Parent Development Programme (PDP) module to understand how effectively it was addressing gender roles and norms as a part of parenting practices within the home environment. We learnt that whilst the module focussed on childcare practices during the early childhood period, it did not particularly emphasise on creating gender transformative experiences for parents and children. The module now includes 11 tools on gender sensitisation for frontline workers, parents, and young children. Each tool uses interactive methodologies to sensitise parents and communities on gender inclusion and bring changes in inherent gender stereotypes and biases.

Knowledge Sharing to Amplify ECD Issues

State of the Young Child in India, 2020

The State of the Young Child in India report 2020, published by Routledge, was launched by the Hon'ble Vice President of India Shri Venkaiah Naidu in September 2020 at a virtual ceremony. The Report highlights the issues of poverty, neglect, gendered discrimination, availability and accessibility of services, and violence that severely impact child well-being. The Young Child Indices, a unique resource offered by this report, provides interstate comparisons and an idea of change over time for various aspects of child well-being. The Young Child Outcomes Index uses indicators of health, nutrition and cognitive growth. The Young Child Environment Index builds on the components of poverty, primary health care, education, gender equity and water supply to assess the circumstances in which the young child grows. In both the indices, Kerala and Goa emerged as the top performers while Jharkhand, Uttar Pradesh, Bihar and Madhya Pradesh are among the bottom five.



In his address, the Hon'ble Vice President added, "There should be a well strategised collective action on multiple fronts ensuring the well-being of the child assumes greater importance, if India has to take full advantage of its demographic dividend." He concluded by emphasizing that this should become a "jan andolan, kyunki bache hamaara bhavishya hain" (a people's movement, since children are our future).

The virtual launch was followed by a panel discussion amongst eminent professionals and senior government officials. The experts concluded that the state has a major role to play in changing the grim conditions and prospects facing the young child. The indices in the report are a powerful way of triggering accurate data and a discussion on these questions. However the reach of public action goes well beyond the doings of the state and that there is public interest involved in addressing the issues highlighted in the report.

Innovators' Response to COVID-19 - Case Brief

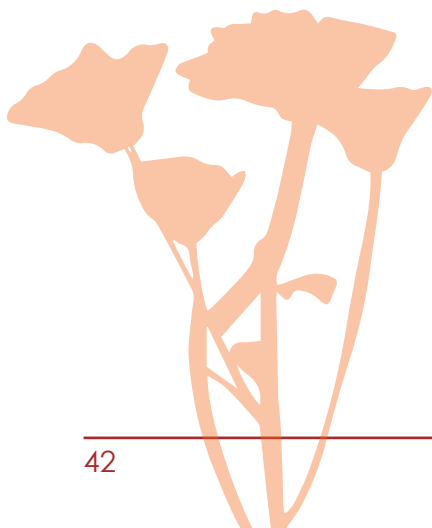
Saving Brains, a knowledge platform of Grand Challenges Canada (GCC) partnered with MC in its ongoing Transition to Scale for Early Childhood Development programmes to showcase MC's response during COVID. The case brief collates experiences and practical lessons of four organisations – aeioTU, Colombia, Mobile Creches, India, RTCCD, Vietnam, and Ana Aqra, Lebanon. The Brief highlights innovative ideas rolled out by these organisations to amplify best practices in health and nutrition, enrichment and nurturing, and protection against maltreatment of young children during the pandemic.

Excerpts from The Capabilities and Relationships Underpinning MC' COVID-19 Response:

Capabilities & Relationships Underpinning Mobile Creches' COVID-19 Response	
⚙️ Capabilities	🌐 Relationships
USE OF EXISTING ASSETS	
<ul style="list-style-type: none"> A work culture of teamwork enabled Mobile Creches to see and respond to the crisis collectively Mobile Creches drew on its experience in advocacy to communicate the problems migrant families were facing during the crisis Mobile Creches' ability to fundraise helped secure the necessary funds for their response Supportive Board of Directors who guided and encouraged the plans for adapting the model 	<ul style="list-style-type: none"> Existing donors helped quickly fund the emergency response through reallocation or provision of new funds Trusting relationships between frontline workers and local communities, and between Mobile Creches' management and the frontline works, enabled rapid flow of vital information, and responsive adaptation, in the design and implementation of the response NGO partners helped develop and implement the response in the communities they serve International networks helped share concerns, practices, and lessons learned on a global level
NEW ASSETS DEVELOPED THROUGH RESPONSE	
<ul style="list-style-type: none"> System to track and monitor health, migrant, and financial status of community members Network to distribute food to entire communities Remote (virtual) training of frontline workers Remote (virtual) curriculum for families Community development Parent education 	<ul style="list-style-type: none"> New donors Food and nutrition NGOs Educational and ECD NGOs Partnership with new advocacy and policy coalitions, e.g. the national CSO alliance
POTENTIAL FUTURE VALUE	
<ul style="list-style-type: none"> Extension of community development and parent education in future programming Use of virtual training tools in scaling Mobile Creches to distant regions, (e.g. tea plantation and agricultural sectors) 	<ul style="list-style-type: none"> Ongoing collaboration with ECD NGOs to develop a bank of educational content and resources Ongoing collaboration with new networks, donors, and post-COVID-19 alliances to advocate for childcare and ECD for families of migrant working women



MC's Annual Day Celebration



STRENGTHENING PEOPLE AND PROCESSES

When the going gets tough, the tough get going. The Mobile Creches (MC) team exemplified this adage in 2020-21. The Covid-19 pandemic pushed us to pivot our thoughts and actions on a resilient path - to hold each other close, and together do the best we could for young children and their families who suffered through the crisis.

The MC team remained motivated through this period. They shared a camaraderie that went beyond work to stand by each other through personal loss and suffering. The team's faith and optimism in the relevance of MC's work during a humanitarian crisis helped overcome individual and collective hardships to achieve a single purpose – no child remained invisible and uncared for!

Employee Safety Was Our Priority

While we worked from home for six months and intermittently from the office for the remaining period, employee safety was the top priority. COVID- 19 brought new protocols to our life – masking, handwashing and social distancing, amongst other precautions. MC followed government guidelines: regularly communicating to teams about COVID prevention protocols and encouraging them to follow these; providing Personal Protective Equipments (PPE) to employees who attended field based work; following staggered timings and bio bubbles while we opened the office for in-person working (refer to Chapter 1). We introduced travel and meeting protocols to reduce chances of coronavirus transmission during travel and community based work.

The topmost priority was to ensure physical and emotional wellbeing of all. We did this by connecting with each other regularly, checking on the welfare of our family members, and swiftly responding to health or other crises.

Learning Was The Key Word

At MC, the ability to work online as a team, especially consisting of more than seventy percent frontline workers, was the greatest learning. People who had shied away from smartphones, video conferencing and online data collection and recording, adapted to new tools with amazing alacrity. While there was regular support to provide digital resources and training for its use, it was both revealing and humbling to witness how individuals generously supported colleagues who were struggling. Acquiring new skills through virtual classes and webinars also caught the attention of many employees who completed courses on gender, work ethics, human resource, ECD etc through MOOC platforms.

I have never experienced such helplessness in my 12 years of working. Because of COVID-19 our interactions with children has completely changed. But we have learnt different ways of talking to children through their parents. Now I feel they are my extended family. Everyday when I call them, my family also wants to know how they are coping. Parents have become so interested in the activities we teach them that they even call me on days when I am on leave because they want me to talk to their children.

Maimul, Crèche Worker, Mobile Creches

As the COVID-19 crisis hit India's migrant workers, all hands on deck were called upon to support them across locations where MC remained connected. Cross functional teams of different skill sets and experience rolled out a responsible and swift relief programme. As one team member observed, 'at least now we all know about the daily nutritional requirements of young children!' Similarly, cross-functional teams pulled off an impressive virtual ceremony to launch the State of the Young Child in India report (refer to Chapter 3).

We took advantage of captive audiences during virtual quarterly meetings and monthly Pay Day congregations to introduce a new format. Different teams converted these sessions into learning platforms by introducing new knowledge products developed by MC. Everyone learnt from the studies conducted to assess the situation of ICDS services, revised curriculum for remote transactions, and other innovations (refer to Chapter 4). Continuing to grow as a knowledge organisation, the purpose was to ensure that learning is valued as an internal practice and culture.

Celebrations Continued Despite Restrictions

No one ever imagined that Diwali could be celebrated online. Yet, at MC the celebration was wholesome in spirit and enthusiasm. More so because people had missed their colleagues over several months and the opportunity of online celebrations was just the pressure release they were waiting for. Retirement and farewell parties were celebrated virtually. Long Association Awardees were feted over Zoom rooms. Ten employees completed five years, and four completed ten years at MC in 2020.



Annual Day - The respite in the spread of infection in March 2021 gave us a timely breather to celebrate MC's 52nd founding day on 13th March 2021. 160 people were thrilled to be together, to find a reason to let their hair down and sing, dance, enjoy, and soak the warmth of spring weather in the lawns of Talkatora Stadium. Various teams put up enthusiastic cultural programmes. Hitching on to the digital bandwagon, MC live streamed its celebrations through its Youtube channel.

Focussed On Stronger Systems

MC moved to a fully functional online attendance marking and tracking systems – HROne. As on March 2021, 118 employees were part of the workforce, and eight contributed as fixed term contractual consultants (refer to Annexure II). Seven employees retired and two resigned during the year.

Due to COVID related uncertainties MC did not to give annual salary raise to its employees in 2020-21. But continued to maintain its payroll as in the previous year. The team – demonstrating high levels of commitment to the cause and MC, willingly and openly supported this decision!

MC took a policy stand to restrict term extensions of retiring employees, or make it conditional. This will help to carefully plan successions, hire younger talent and new competencies to take MC forward.

As a result of lessons learned from the mid term strategy review concluded in 2019, MC redefined many roles. Changes to MC's strategic approaches due to the pandemic also underlined the need for different competencies across job roles, and change in designations to appropriately reflect these.

MC developed detailed SoPs for implementing the Safeguarding Policy adopted in 2019.

Governance

The Governing Council and various statutory committees met frequently to remain informed about the evolving changes, due to COVID-19 and regulatory amendments, to support the management team in programmatic and financial decisions, and help steer MC towards a resilient future. The Board also took cognisance of amendment to FCRA law and CSR rules to ensure MC met highest standards of compliance and transparency (refer to Annexure VI).

Review of Strategy Plan 2017-22

2020-21 marked the penultimate year of MC's Strategic Plan 2017-22. In view of the COVID-19 pandemic and the resulting impact on the future of MC's work, we initiated the strategic review process in 2020.

MC embarked on a consultative process to map out its success in delivering quality childcare services across many locations. We made steady progress in joining many CSOs, government and coalition partners to amplify issues intersecting with growth and development of young children. Yet, lack of clear policy priorities for young children, MC's internal capacities, and other findings pointed towards our incremental success. We will rely on these insights and other key takeaways, to define MC's strategic direction from 2022 onwards.

Snapshot of Workshops Attended by MC Staff in 2020-21

In Service Training:

- Balwadi Curriculum, Socio - Emotional learning, Furthering Parenting, Safeguarding of Children and Vulnerable Adults, Prevention & Redressal of Sexual Harassment at Work, Mental Wellbeing During Covid-19, Provident Fund and UAN portal.

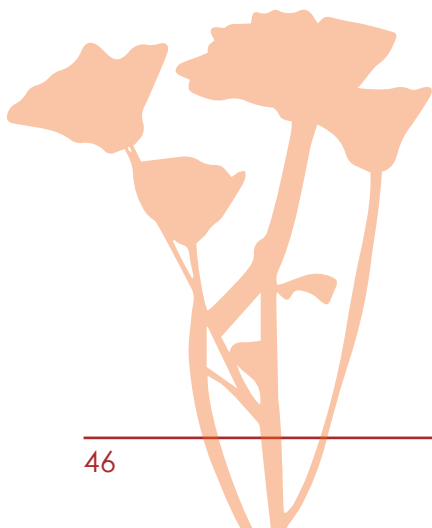
External Trainings:

- Key FCRA & Tax Challenges for NGOs & Public Trusts, June 2020.
- Understanding Disability, by AADI, June 2020.
- Developmental Play by ARNEC, July 2020.
- Play – Learn - Connect - Social-emotional Learning by Sesame Workshop India, March 2021.
- Gender Training by Nirantar Trust, March 2021.

Orientation and induction sessions for new joiners, volunteers and interns.



A mother caring for her children's daily nutrition requirements



BUILDING A MOSAIC OF PARTNERSHIPS

In 2020 'social distancing' took the world by storm as human beings struggled to save themselves and their families against the deadly coronavirus infection. Yet, it is ironical that when social and physical distance became the new normal for survival of mankind, it was humanity – human connections that helped us all to stay safe, cared for, and feel supported.

As the world witnessed distressing accounts of migrant families walking thousands of miles, children trudging along, Mobile Creches (MC) was already facing the fear, isolation and distress experienced by the families. MC's partnerships with community leaders, frontline workers, employer networks, donors, CSOs and networks, and ordinary people anchored the COVID Relief Response actions to provide succour and material help to the poorest citizens who were battered by the pandemic.

Civil Society Organisations (CSOs) laid down an expansive yet simple network that enabled MC to reach out regularly to vulnerable households for direct COVID Relief work. MC was a part of multiple platforms – Neenv Delhi FORCES, Alliance for Right to ECD, Right to Education Forum, Right to Food Campaign, Covid Response Alliance of India on Child Protection (CRAICP), Asia Pacific Regional Network for Early Childhood (ARNEC), to name only a few, to constantly highlight the debilitating impact of the pandemic on lives of women and children, amongst policy makers for urgent systemic solutions (refer to Chapter 3). Even as the pandemic raged, all partners remained close to the ground tracking migration patterns, and the effect on young children to find solutions for meeting the hunger, health, care, protection, and learning needs of children. Further, MC's partnership with Assam and Bengal Indian Tea Association (ABITA) paved the path to work closely in the crèches of tea gardens (refer to Chapter 2).

MC's COVID Brave hearts

Brave human beings in the frontlines exemplified the power of partnerships, when the world was espousing maintaining distance. Security guards, men and women workers with access to android phones, *Sathi Samuh* members, petty shop owners, civil defence volunteers, policemen, lorry drivers, and hundreds of ordinary citizens took extraordinary actions to safeguard poor men, women, and children against the crisis.

Amongst such extraordinary humans were the frontline teams of MC and its CSO partners who took on the onerous responsibilities of staying in direct touch with children and their families. The agility of frontline team is underlined through Reena's (MC crèche worker) thoughtfulness: 'when I had to note down data from my phone survey, I took off covers from my children's text books to write on them, because shops were closed!'

Construction Industry as the second largest employer of informal workers was in the eye of the storm during the sudden lockdown period when construction work was halted, and workers were left stranded. MC's years of partnership with many Developers enabled us to stay directly in touch with their workers and support their attempts to provide food supplies, COVID awareness sessions and other requirements (refer to Chapter 1). Almost 20 Developers regularly conducted health and sanitization drives. Some provided food rations during lockdown. Few Developers paid part wages during the lockdown and one provided emergency support to a pregnant worker during the height of lockdown. In 2020-21, BG Shirkey collaborated with MC to open two new centres (refer to Annexure III).

Government partnerships during the pandemic year took different paths. At a fundamental level, government agencies, mainly Women and Child Department (WCD) Delhi and Delhi Commission for Protection of Child Rights (DCPCR) regularly welcomed information about the ground situation affecting children's survival, care and protection needs from MC, to adapt its guidelines for children during COVID. MC along with network partners engaged with Ministry of Women and Child Development, NITI Ayog and state departments to highlight the threat of malnutrition, infant mortality, and child abuse due to complete shutting down of regular ICDS services and school closures (refer to Chapter 3). MC extended its experience in virtual training of frontline workers to train anganwadi workers of Jammu and Kashmir and Delhi. The breakthrough partnership was inked with Government of Haryana to support in setting up 500 quality crèches and later universalise it as a state policy (refer to Chapter 2).

We are happy to be supporting Mobile Creches Delhi for their outstanding work with children in construction sites and other vulnerable locations. The quality of the centres, swift progress made by children in their nutritional status, school readiness and provisioning of a safe space for children is truly commendable. Their new journey into helping other organisations set-up similar crèches and work with government entities is something we are looking forward to. Wishing them all the best.

Shashidhar Sabnavis, Azim Premji Foundation

Institutional donors reaffirmed their commitment to MC's work through their exemplary support by offering time and flexibility to remodel existing partnerships. MC team regularly updated them about ground realities and shifting goal posts for on-going contracts. Echidna Giving made a substantial contribution to support investments in core institutional resilience. The sudden amendments to Foreign Contribution Regulation Act (FCRA) had a decisive impact on our programme deliverables. MC and its international institutional donors jointly navigated the changing regulatory landscape to ensure that we remain fully compliant with the law, and driven towards our mission. During this period we welcomed Azim Premji Foundation as a strategic donor partner. Partnership with UNICEF helped MC with a solid entry to work in the Assam tea gardens. All institutional donors continued their funding support through the year (refer to Annexure 1).

COVID Relief Appeal

In April 2020 MC sent out a fervent appeal to all our supporters to extend their generous help towards COVID Response Fund. By July we had supported more than 24,000 households in nine states and one union territory with over 900 quintals of food supplies in 51 construction labour camps and 23 urban slums covering approximately 5000 children below six years. This was possible through the Rs.67.58 lakhs raised for providing relief.

We remain grateful to: Azim Premji Foundation, Axis Bank Foundation, FICCI FLO, United Way Mumbai, and Zomato Feeding India. Thanks to HCL Foundation, PNB Housing Finance Limited, and RBL Bank Pvt. Ltd for swiftly reallocating grants to press for COVID relief. Women in Informal Employment: Globalising and Organising (WEIGO) and Action India contributed by opening access to most vulnerable families and through funding help.

Hundreds of individuals came forward with cash, kind, and contacts to support families struggling through the pandemic

Corporate Partners faced multiple challenges in 2020-21. There were heightened expectations from India Inc. to support COVID relief measures, contribute towards PM CARES, and realign CSR priorities to expand health infrastructure. The impact on corporate donors

was doubled due the steep decline in economic activities through the year. Yet almost all corporate donors continued funding MC during this period. Continuing donors like PNB Housing Finance Ltd. and HCL Foundation showed great responsibility in reallocating budgets to press for immediate COVID Relief measures. HT Parekh Foundation and RBL Bank showed tremendous faith in continuing to support child centred interventions even when crèches remained closed. We were delighted to welcome Kotak Mahindra Investments Ltd., Bangla Entertainment Pvt. Ltd., and Sesame Workshop India Trust to the MC community of partners.

Our association with MC is through our late mother, Mrs Reeta Sondhi, who worked at MC as a volunteer for many years in the 1980s and 90s. We have known all of you at this wonderful institution to be extremely dedicated, diligent and selfless in working for a most noble cause.

-Vipin Sondhi, Individual donor

Individual donors added the wind beneath MC's wings to reach the last child in the most invisible settings. An expanded network of MC's individual supporters and their friends responded eagerly to MC's appeal for help. Individual donors contributed to 30 percent of COVID relief funds. More than 210 individuals contributed in 2020-21, almost 50 percent amongst them giving for COVID relief (Figure 1). 110 new donors connected with MC this year. Yet again, this was a reflection of how humanity never lost sight of its most urgent duty – to reach out and help a family who is less privileged. MC also received an encouraging response when we appealed to help increase our corpus fund, to keep MC financially stable during an extended disruptive period (Figure 2).

Figure 1

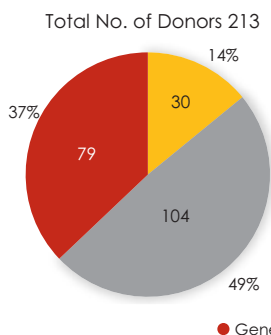
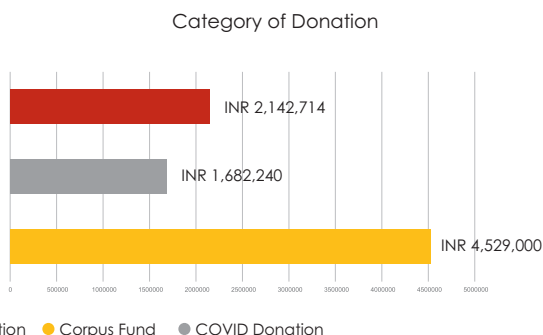


Figure 2



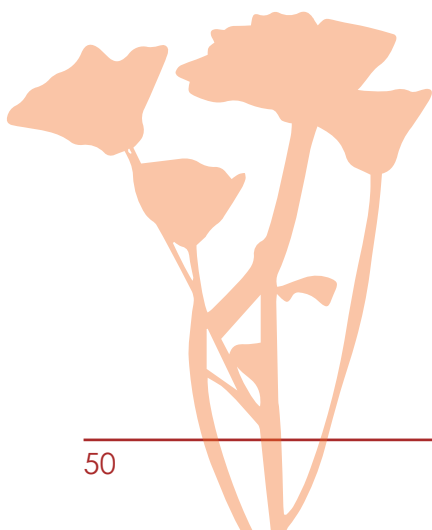
Volunteers and Interns

Strangers generously offering random acts of kindness dominated the spirit of volunteerism this year. A petty shop owner in Delhi helped a single mother link to government's free ration entitlements. Family members of a crèche supervisor in Bangalore volunteered to pack hundreds of dry ration bags and beat the lockdown curfew to transport food to waiting workers at a construction site. A community kitchen entrepreneur restarted the fires when MC made a SOS call to feed hundred families at an isolated labour camp in Gurgaon. Later children and adults devoured freshly cooked food before the clock struck midnight.

Eleven college interns supported MC through its many online activities. Six amongst them organised an online Tambola game to raise funds.



Mother with her children at VP Singh Camp, Delhi – MC intervention location



RESOURCING THE MC MISSION

2020-21 was a year marked for survival - of individuals and organisations alike. For donation and grant-dependent not-for-profit entities like Mobile Creches (MC), responding to the pandemic and its impact on our programmes was only one part of our resilience story. The changes in the funding landscape as donors continue to face the double burden of poor fiscal growth and urgent fund deployment against COVID-19 is expected to have a long-term impact on MC.

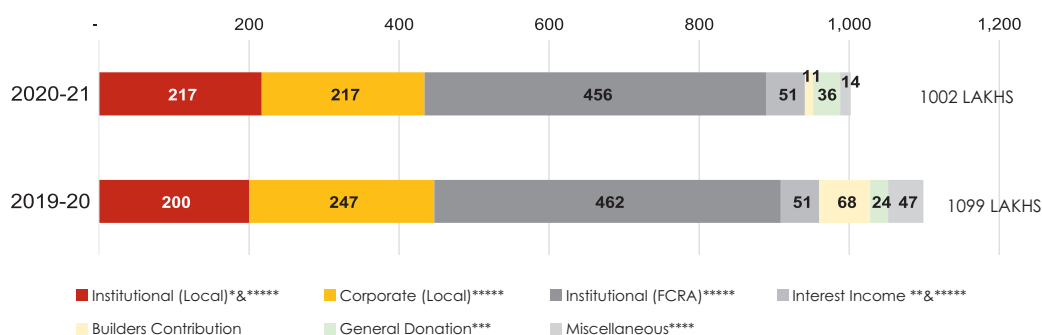
But it is the sudden amendments to the Foreign Contribution Regulation Act (FCRA) 2020 that has permanently altered how MC and the wider CSO sector can receive and utilise foreign grants from 30th September 2020 onwards. MC adopted innovative and flexible solutions to continue running our programmes on the ground for children and their families, all the time ensuring that the organisation remains fully compliant with the laws of the land.

Summary of Income

MC income for FY 2020-21 was Rs.1002 lakhs, a 9 percent decline from the previous year (Rs.1099 lakhs). MC's income can be categorised as earmarked income from grants, and income from MC's unrestricted sources like interest earned, contractors' contribution, funds from redemption of investment etc. The income from grants and donations remained at almost the same levels (FY 20-21: Rs.926 lakhs; FY19- 20: Rs.933 lakhs) as in the previous year (Figure 1). MC's national and international donors extended grant support for COVID-19 Relief actions to the extent of Rs.75 lakhs. Institutional donors - Echidna Giving (through Rockefeller Philanthropy Advisors), and UBS Optimus Foundation supported us with flexible funds to help cope with pandemic related uncertainties. The direct impact of the pandemic and changed CSR regulations reflected in a decline of Rs.30 lakhs from CSR grants. FCRA and INR grants remained at almost the same level as previous year- an overall share of 45 percent and 43 percent respectively, of the total income. Institutional grants grew marginally to 67 percent of total income from 60 percent in the previous year.

The decline in MC's unrestricted income adds up to Rs.90 lakhs. The continued closure of crèches caused a sharp decline of about 84 percent in contractor contributions - from Rs.68 lakhs in FY19-20 to Rs.11 lakhs in the current year. In 2019-20 it had declined by 36 percent, signaling concerns about the diminishing prospects of women workers and children within the industry in the post COVID recovery efforts (refer to chapter 1).

Figure 1: Sources of Income 2020-2021 (Amount in lakhs)



* Includes Government Grant (4-Lakhs)

** Includes Local & FCRA Interest (Earmarked Interest 2-Lakhs)

*** Includes Local and Foreign donations

**** Includes Income on redemption of mutual funds, sale of assets etc.

***** Under accounting policy, Grant Income and FCRA Interest income shown in Financial Statements is 'to the extent utilised'

MC's General Donations from individuals grew by 50 percent from Rs.24 lakhs in 2019-20 to Rs.36 lakhs in 2020-21 for supporting COVID relief work (refer to Chapter 6).

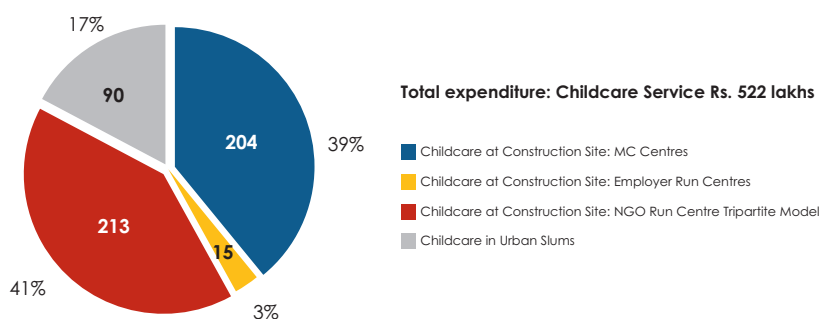
Summary of Expenditure

At Rs.995 lakhs, MC's overall expenses declined by 12 percent compared to FY 2019-20 (Rs.1132 lakhs) (Table 1: Summary of Expenditure). This decline was expected, as crèches remained closed throughout the year. The Tripartite Model (refer to chapter 1) witnessed the worst decline - 21 percent in expenditure due to closures, lack of timely support from INR donors, and the restriction on sub granting under FCRA rules. MC adapted its plans to run few centres directly so as to not deny essential support to children. MC provided nutrition and education material to children through the year, and carried out intermittent in-person activities at crèche locations for half the year, so the overall decline was limited to Rs.55 lakhs (12 percent) under Childcare Services (Figure 2). Capacity building expenditure saw an overall decline of 9 percent, due to travel restrictions and safety concerns limiting in-person trainings. A flagship intervention under ECD Partnerships and Community Engagement was to work closely with local NGOs in four states (refer to Chapter 3). This was disrupted due to COVID-19 conditions and changes in the FCRA rules, resulting in a 21 percent decline. MC swung to action for providing COVID-19 relief support to migrant workers through dry ration kits, and other survival necessities incurring Rs.67 lakhs as expenditure.

Table 1: Summary of Expenditure 2020-21 (in lakhs)

Expenditure	Expenses	(2020-21)	Expenses	(2019-20)
Childcare at Construction site	432	(43%)	487	(43%)
Childcare in Urban Slums	90	(9%)	104	(9%)
Training & Capacity Building For ECD	115	(12%)	127	(11%)
ECD Partnerships and Community Engagement	68	(7%)	86	(8%)
Knowledge Development	72	(7%)	100	(9%)
Resource Mobilisation	33	(3%)	33	(3%)
Human Resource Development	39	(4%)	53	(5%)
Expenses on COVID-19 Relief Actions	67	(7%)	0	(0%)
Repair & Maintenance		(0%)	6	(.5%)
Administration	78	(8%)	110	(10%)
Contractor Contribution Written Off & Provisions	1	(0%)	26	(2%)
TOTAL	995		1,132	

Figure 2: Expenditure on Childcare Models: 2020-21



Balance Sheet 2020-21

MC ended FY 2020-21 with a modest surplus of Rs.7 lakhs. MC received Rs.45 lakhs towards Corpus Funds (Rs.30 lakhs in 2019-20) – a testament of donors' trust in MC to deliver during the most difficult year of our times. Investment of Rs.16 crores is on a higher side as compared to Rs.11 crores in the previous year. The investments include around Rs.6 crores of unutilised/ advanced grants. Our core investment continues at Rs.10 crores. Rs.8 lakhs remained as grant receivable from the government of Daman.

While our overall income dropped by 10 percent, good point to note was that our grant income did not drop. MC's balance sheet has been growing year on year despite challenges. This indicates the resilience of MC's strategic directions and the work on the ground.

Table 2: Balance Sheet (Amount in lakhs)

Liabilities	Amount	Assets	Amount
Corpus Fund	310	Fixed Assets	83
Corpus Fund 35AC	408	Investments**	1618
General Fund	295	Stock-in-Hand	21
Property Equipment Fund	25	Cash & Bank Balances	70
Human Resource Development & Staff Welfare Fund	41	Debtors Deposits and Advances	
Special Project Fund	25	- Grant Receivables	8
Advance/ Unutilised Grant	706	- Loan and advances	4
Current Liabilities and Provisions*	150	- Amount Receivables	23
		Other Assets***	133
Total	1960	Total	1960

*Sundry Creditors, Gratuity Liability payable to LIC, Leave Encashment, Expenses payable, Tax payable

**Investments includes Corpus Fund, General Fund, SPF,HR& SW Fund and Unutilised Grants

***Interest accrued on Fixed Deposits, Due amount of Tax deducted at source (TDS),Gratuity Fund balance with LIC

Transparency, Compliances, and Efficiency

This year was particularly challenging given drastic, game-changing rules affecting NGOs. MC constantly worked and managed to stay on course with the regulatory requirements to ensure that the organisation met all statutory compliance requirements.



GOING FORWARD

The pandemic has prompted us to push personal boundaries to discover our resilience and learn from our collective abilities to find new ways of supporting vulnerable children and their families. Despite the unimaginable crisis affecting the world, we remain hopeful that this is a turning point to put the spotlight on the significance of quality childcare in rebuilding an equal and prosperous world.

People

MC and wider teams across partner networks went through a challenging year and emerged as shining examples of innovative thinkers, open learners, and dogged mission holders. A good problem for MC to solve will be to introduce new dimensions to our impactful work that will respond to the emerging challenges of the COVID altered world. This will mean acquiring new capabilities across functional teams. Integrating technology into the mainframe of MC's work is an essential requirement.

Practice

The experiences from an extended COVID-19 period have unsettled previously held ideas about frontline work. MC will redesign its core ECD model to help children overcome the nutrition and learning deficits they have suffered. Our crèche models will also need to expand swiftly to meet the care deficits across worksites and urban poor settlements - to meet the survival and development needs of children, and to enable women's faster re-entry into the workforce. MC will focus on re-strategising its approach to accelerate access to quality ECD provisions in the post COVID-19 recovery path.

Policy

Whilst the pandemic put the spotlight on the lives of migrant workers and their systemic exclusion from supportive policies, women and children continue to remain invisible. MC will build upon the early evidence on the gendered impact of the pandemic to gather data, practices, voices, and stories from the ground to visibilise the urgent policy decisions required for putting women and young children in the centre of structural reforms. It will be especially important to work closely with state and local government bodies to support the efforts of policy makers.

Partnerships

The power of partnerships propelled civil society actions to reach out and support the most underserved communities during COVID-19. Regulatory changes have permanently altered the paradigm of partnerships between CSOs and consequent work at the frontlines. MC will navigate new ways of working together to expand its services on the ground, whilst remaining fully compliant with statutory and donor norms. Stabilising and expanding the overall organisation will be a priority for us at MC.

ANNEXURE I

Mobile Creches Partners

General Donation

Upto INR 9999

Amandeep Singh
Anand Shankar G
Anjali Mittal
Arun Kumar Magoo
Balaji Nambi
Bishamber Das (Bimla Kapur Memorial Trust)
Chavi Vohra
Deepak
Gaurav Mehndiratta
Give India
Kulsum Dubash
Madhusudan Tiwari
Munish Mathur
Paramita
Partho Mandal
Premлата Yeje
Purav Mody
Ruchi R Jain
Siddharth Dhurka
Soma Ghosh
Subhasis Ray

Sweta Bhattacharjee
Ved Arya
Vision Books Pvt Ltd
INR 10,000 to less than INR 40,000

AKS Interactive Solutions Pvt Ltd
Amit Khanna
Amitab Manchanda
Anup S Khosla
Archana Agarwal
Devika Singh
Ena Mehra
Gurmanak (Doll) Singh
Kalpana Nayak Dumavath
Karthik Subramanian
Kimberley Jain
Madhura Swaminathan
Mahashe Shanti Praka
Mallika Vinod Raj Kumar
Manmeet Bindra
Milaap Social Ventures USA
Renu Dhawan
Reva Dayal

Rezofy Pvt Ltd (Tambola Crowdfunding)
Ritu & Virender Sehgal
Rukmini Bhakht
Rushika Shekhar
Sandeep Babbar
Shreya Dhoundial
Sitaram Jindal Foundation
Tarun Rohatgi
Vera Garg

INR 40,000 to INR 1 lakh

Amrita Jain
Anupam Dhawan
INR 1 lakh and above
Anjuly Chib Duggal
DUAGON AG
Emerging Financial Services Pvt Ltd (Suresh Shetty)
Indra Bali (Devna Pandit)
Rita Vohra
Sumitra Mishra
UK Online Giving Foundation
Vijay Singal

General Donation - COVID Relief

Upto INR 9999

Ajit Kumar Bansal
Aman Alexander
Amit Sharma
Anand Shankar G
Anup Roy Chowdhury
Anuragini Nagar
Ashish Kumar
Ashok Juneja
Ashok Kumar Ghosh
Ashwini Parashar
Banshi Mukherjee
Chhayashree Patnaik
Gargi Munjal Iyer

Ishta Creation Pvt Ltd
Kali Vohra
Kumkum Ali Sayed
Madhumita Mohanty
Manaswani Das
Manju Parashar & Rachit Acharya
Mrinal Shanker & Urvija
Neena Narayan
Neeru Bhatnagar
Niket Kumar
Nishant Kumar Sinha
Oorja Mishra
P M Sukumar
Padmaja Panigrahi

Prateek Gupta
Rabindra Kumar Samal
Raj Vikash Verma & Anita Verma
Rajeev Grover
Rohit Sinha
Saket Ranjan Pathak
Sam
Santosh Shrivastava
Sarthak Mohanty
Seema Paul
Seema Rai
Seema Sahai
Sharad Terway
Siddharth Dhurka

Somnath Bhattacharjee

Somnath Roy

Susmita Misra & Saby

Tushar Ghosh

Vijay Sharma

NR 10,000 to less than INR 40,000

Akash Nath

Anil Bhalla

Anubhuti Patra

Anup K Pujari & Sundari Sabraman

Anuradha Gupta

Anurag Malhotra

Devraj Singh

Gautam Nair

Greater Kailash Lions Service
Foundation

Jayshree Murarka

Krishan Dhawan

Manmohini Rastogi

Meera Malhautra

Nandini Agarwal

Neeraj Kumar Jain

Nikhil Moghe

Pavan Behl

PCON Utilities Pvt Ltd

Prakash Nedungadi

Pramath Raj Sinha

Rakesh Jain

Reenu Uppal

Renu Khurana

Ritu Sehgal & Virendra Sehgal

Sangeeta Gupta

Sanjiv Sapra

Shashibhushan Budhiraja

Sleepwell Foundation

Subhasish Acharya

Suchitra Mishra

Sujatha V

Sumant Chadha & Reena

Suminder Kaur

Sumit Sarkar

Urmi Chudgar Vohra

Vijaya Bansal

Vinay Vaish

Vivek Kohli

INR 40,000 to INR 1 lakh

American Embassy School

Anjali Alexander

Arvind Wadhwa

Kimberley Jain

Srisha Rao

Vaish and Associates

INR 1 lakh and above

Manju Vaish

Sanjay Kaul

Vanya Parashar Kumar

Donation to the Corpus Fund

Upto INR 9999

Siddharth Dhurka

Virendra Kumar Punj

INR 10,000 to less than INR 40,000

Aruna Sanwalka

Bomi F Daruwala

Dhun Davar

Jaideep Singh Dang

Reeta Sondhi

Meena Iyer

Mridula Bajaj

Priti Sanwalka

Purnima Singh

Ranjana Agarwal

Rohit Bhasin

Sandeep Babbar

Shivangi Sharda

Sukarm Charitable Trust

Vinod Kumar Sanwalka

V K Sanwalka HUF

INR 40,000 to less than 1 lakh

Urvashi Dhamija

INR 1 lakh to 10 lakhs

Ashok and Anjali Alexander

Deepankar Sanwalka

Drawmet Wires Pvt Ltd

Indra Bhatia

R Padmini

Sanjay Kaul

Satyavati Berera

Swarn Vohra Memorial Foundation

Vipin Sondhi

Vivan Sundaram

Earmarked Donations/Grants

INR 10,000 to less than 1 lakh

Marks & Spencer Reliance India Pvt
Ltd

Rockfeller Philanthropy Advisors
(Echidna Giving)

WCD Haryana

INR 1 lakh to less than 5 lakhs

Action India

Charities Aid Foundation

CRY- Child Rights And You

FICCI-Socio-ECO Development

Give Foundation

GNCT – New Delhi

PVR Nest

Sesame Workshop India Trust

UNICEF

United Way Mumbai

WIEGO

INR 5 lakh to less than 10 lakhs

Axis Bank Foundation

Daman & Diu Building & Other
Construction Workers Welfare Board

India Infoline Foundation

Kama Holdings Ltd

Select City Walk Charitable Trust

INR 10 lakh to less than 50 lakhs

Azim Premji Foundation

Bangla Entertainment Pvt. Ltd.

CAF Oracle

CII Foundation

HCL Foundation

Kotak Mahindra Investments Ltd.

RBL Bank Pvt Ltd

INR 50 lakhs to less than 100 lakhs

Grand Challenges Canada

HT Parekh Foundation

Rockefeller Philanthropy Advisors
(Echidna Giving)

Stichting Benevolentia (Porticus)

INR 100 lakhs and above

Azim Premji Foundation

PNB Housing Finance Ltd

UBS Business Solutions (India) Pvt. Ltd.

UBS Optimus Foundation

Donations in Kind

Abrol (Tex Links)

Anup S Khosla

Dr. Naveen Talwar

Exposure Visits, Employee Engagement and Volunteers

Gareema W

Janhvi Joshi

Nakul Chawla

Namya Manchanda

Paurush

Rahul Manchanda

Somya Duggal

Utkarsh Singh

Panel of Doctors at Construction Sites

Dr. Devender Prakash Gupta

Dr. Mudita Jain

Dr. N. P. Verma

Dr. Pradeep Tandon

Dr. Prabhat Sinha

Dr. Sandeep

Pro Bono Advice

DKM Online

ANNEXURE II

Mobile Creches Team (118)

Ajanta Kafley	Mamta	Rita Mishra
Amit Kumar Srivastava	Mamta Pandey	Rita Rawat
Anita Devi	Mamta Shukla	Roseline Shobha Singh
Anita Nand	Manju Gupta	Santosh Srivastava
Anita Singh	Maya Tiwari	Sapna
Anjali Mittal	Meena	Sapna
Anju Dahal	Meena Saxena	Sapna Chaturvedi
Ankita Gupta	Meera	Sarita Verma
Asha Bahuguna	Mohd Shariq	Seema Marathe
Asha Bhardwaj	Nabeel Aslam	Seema Rai
Atishi	Naresh	Seema Sahai
Balvinder Kaur	Nargis Sharma	Shakuntla
Bhagwati Jain	Neelam Srivastava	Sharmila Devi
Bimla Devi	Neeru Bhatnagar	Shashi Kant
Chander Kanta Sethi	Neetu Rani	Shiv Bahadur
Chavi Vohra	Neha Rawal	Shova Dahal
Chirashree Ghosh	Neha Vashistha	Shweta Bharadwaj
Devender Kumar	Nirmal Budhiraja	Snehlata
Durga	Paramila	Sonia
Gaurav Kumar	Pinki	Sonia Sharma
Gazala Anam	Pinki Gupta	Subash K B
Geeta	Poonam Sapra	Suja Saji Samuel
Geeta Devi	Prajawati	Suman - I
Hari Kishan	Pushpa Bisht	Suman - II
Heena	Putul Devi	Suman Lata
Kamlesh - I	Radha Pandey	Suman Negi
Kamlesh - II	Radhika Sharma	Suman Pandey
Kamlesh Sharma	Rajan Prasad	Sumitra Mishra
Kanan Misra	Rajesh Mittal	Sunita Rawat
Kanta Singh	Rajni - I	Sunita Sharma
Kavita Parmar	Rajni - II	Sunita Solanki
Khusnuma Parween Ahmed	Raseedan Begam	Sushma
Lalita	Ravinder Kumar	Sushma Mittal
Lata Sharma	Reetu Kumar	Sweta Bhattacharjee
Lata Trehan	Rekha Gupta	Swati Shukla
Laxmi Roka	Renu	Usha Devi
Madan Lal - I	Rilakynti Kharwanlang	
Madan Lal - II	Rina Devi	
Madhusudan Tiwari	Rinki Devi	
Mahavir Singh	Rinki Sharma	
Maimul	Rinku Devi	

ANNEXURE III

Childcare Initiative at Construction Sites

I. Demonstration Centres Staffed and Managed by MC: Delhi, Haryana, Uttar Pradesh (13 Centres)

Aar Cee Contracts Pvt. Ltd., Serina & Marina, Sector 68, Tikli, Akleempur Road, Gurguram, Haryana
Ajnara Group, Ajnara Le Garden Project, Noida Extension Sector 16-B, Near Roja Yakub, West Greater Noida, Uttar Pradesh
ATS Home Craft Infra Pvt. Ltd., Sector 150, Pious Hide Ways, Plot No J&K Sector 2, Noida, Uttar Pradesh
B.G Shirke Construction Technology Pvt. Ltd., LIG/ EWS (11a) Housing Project for DDA, Pocket-13, Narela, New Delhi
B.G. Shirke Construction Technology Pvt. Ltd., EWS&Cat 11 Hosing Project for DDA, Sector A1-A4, G-6, Narela, New Delhi
B.G. Shirke Construction Technology Pvt. Ltd., EWS&Cat 11 Hosing Project for DDA, A-1 to A-4, A-4, Narela, New Delhi
B.G. Shirke Construction Technology Pvt. Ltd., EWS&Cat 11 Housing Project for DDA Sector A1-A4, G-9, Bawana, New Delhi
B.G. Shirke Construction Technology Pvt. Ltd., Sector A-1 to A-4, Narela Pocket-6, Near Mansa Devi Mandir, Narela Pocket 6-A, New Delhi
B.G. Shirke Construction Technology Pvt. Ltd., Sector A-1 to A-4, Narela Pocket-6, Near Mansa Devi Mandir, Narela Pocket 6-B, New Delhi
Bestech India Pvt. Ltd., Bestech Park View Altura, Sector 79, Gurugram, Haryana
Candor Gurugram Two Developers & Projects Pvt. Ltd., G-1 Crèche, Sector 48, Tikli Village, (Behind Unitech), Gurugram, Haryana
The Hemisphere Life Curated, Royal Golf Link City Project Pvt. Ltd., Plot No. REP-2, Sector 27, Block-B, Jaypee Greens, Pari Chowk, Greater Noida, Uttar Pradesh
V Care Trust, Vatika India Next Project, Sector 83, Near Apno Ghar, Gurugram, Haryana

II. Employer Run Centres Set Up and Facilitated by MC: Haryana, Uttar Pradesh (5 centres)

ATS Group, ATS Picturesque Reprive, Sector 152, Noida, Uttar Pradesh
Eldeco Group, Eldeco County, Sector 19, G. T. Karnal Road, Sonapat, Haryana
Eldeco Group, Eldeco Estate One, Sector 40, G.T. Karnal Road, Panipat, Haryana
Gulshan Homez, Gulshan Botnia, GH-03C, Sector 144, Noida, Uttar Pradesh
Shapoorji Pallonji Group, Capital Tower, Sector 26, MG Road, Gurugram, Haryana

III. Tripartite Centres Managed by NGOs Technically Supported by MC: Gujarat, Haryana, Karnataka, Punjab, Uttar Pradesh, Daman, Rajasthan (37 Centres)

Ajnara India Ltd., Ambrosia, Sector 118, Noida, Uttar Pradesh
ATS Greens, ATS Dolce, Zeta 1, Greater Noida, Uttar Pradesh
ATS Greens, Happy Trail, Sector 10, Greater Noida West, Uttar Pradesh
ATS Greens, Rhapsody, Greater Noida West, Uttar Pradesh
ATS Greens, ATS Le Grandiose, Sector 150, Greater Noida, Uttar Pradesh
Bakeri Group, Sarvesh, Bakeri City, Close to Prahladnagar, Vejalpur, Ahmedabad, Gujarat
Bakeri Group, Sivanta, Gauravpath, Ranip, Ahmedabad, Gujarat
Corporate Leisure & Property Developments Pvt. Ltd., CLPD Chikkaballapur, Suncity 2 Gunjur Road Carmelaram post, Ambedkar Nagar, Chikkabellandur, Bengaluru, Karnataka
Emaar MGF Land Ltd., Emerald Hills, Sector 65, Gurugram, Haryana
Emaar MGF Land Ltd., Mohali Hills, Sector 105, Mohali, Punjab

Forever Buildtech Pvt. Ltd., The Roselia, Sector 95-A, Gurugram, Haryana

GD Buildtech Pvt. Ltd., Eldeco Accolade, Sohna, Gurugram, Haryana

Girdhari Construction, DDA project, Samridhi Apna centre, Delhi, DDA site D-16 Loknayakpuram Bakkawala, New Delhi

Globe Civil Project Pvt. Ltd., CPWD project, Fulwari-ILM-Labour Camp-1, IIM Udaipur, Labour camp -2, Balicha, Ahmedabad Highway, Udaipur, Rajasthan

Globe Civil Project Pvt. Ltd., CPWD project, Fulwari-ILM-Labour Camp-2, IIM Udaipur, Labour camp -2, Balicha, Ahmedabad Highway, Udaipur, Rajasthan

Godrej Properties Ltd., Godrej Nest, Rasoolpur Nawada, Industrial Area, Sector 150, Greater Noida, Uttar Pradesh

Hombale Constructions and Estates Pvt. Ltd., Hombale Bangaluru, 11th Main, Vijayanagar, Bengaluru, Karnataka

JMC Projects (India) Ltd., Puravankara, Purva Palm Beach, Opp Hennur Road, Yashbans Road, Hanumanthappa Layout, Kyalasanhalli, Bangaluru, Karnataka

JMC Projects (India) Ltd., JMC Prestige Lake Ridge, No-115 Uttarahalli Post, Veeranjaneya Layout, 2nd stage, Yadalam Nagar, Subhramanyapura, Bangaluru, Karnataka

Labour Welfare Board, Daman, old age home, Nani Daman, Daman, Union Territory of India

Larsen & Toubro project, L&T centre, L&T labour colony, Titardi Banswara Road, Near Umaid Villa Hotel Udaipur, Rajasthan

Mahaveer Group, Mahaveer Ranches, Rayasandra Circle, Bangaluru, Karnataka

Mahaveer Group, Mahaveer Turquoise, Next to Hosa Road junction, Basapur village, Bangaluru, Karnataka

N.R Green Woods, Rachenahalli Main Road, Near Amruth Apartment, Rachenahalli, Jakkur, Bangaluru, Karnataka

Prestige Group, Prestige Falcon City, Kanakapura Road, Bengaluru, Karnataka

Prestige Group, Prestige Fern Galaxy, Surjapur, Bengaluru, Karnataka

Prestige Group, Prestige Kew Garden, Kariyamma Agrahara Road, Shyanbhog Colony, Yamalur, Bellandur, Bangaluru, Karnataka

Rise Builder, Resort Residences, Sector 1, Techzone-4, Greater Noida West, Uttar Pradesh

Royal Archie Pvt. Ltd., Royal Archie, Pratapnagar, Airport Road, Udaipur, Rajasthan

Savvy Infrastructures Pvt. Ltd, Savvy Swaraj, Off SG Highway, Opposite Godrej Garden City, Jagatpur Road, Ahmedabad, Gujarat

Signature Global Pvt. Ltd., Grand Iva, Sector 103, Gurugram, Haryana

Signature Global, Signature Global the Millennia, Garauli Kalan, Sector 37-D, Gurugram, Haryana

Sternal Buildcon Pvt. Ltd., The Serena, Sector 37-D, Gurugram, Haryana

Suncity Projects, Suncity, Ibluru, Surjapur, Outer Ring Road, Ibluru, Bengaluru, Karnataka

Sushma Buildtech, Sushma Chandigarh Grande, Adjoining Walmart Chandigarh-Delhi NH-22, Zirakpur, Punjab

TATA Housing, TATA Aquila Heights-1, Jala Halli West, Bengaluru, Karnataka

TATA Housing, TATA Aquila Heights-2, Jala Halli West, Bengaluru, Karnataka

IV. NGO Tripartite Partners Managing the Centres in Section III Above (13 partners)

Ajeevika Bureau, 39, Krishna Colony, Near Khan Complex, Bedla Road, Behind CASA Training Centre, Udaipur, Rajasthan
(Started in 2020; managing 3 centres)

Care Village Foundation, H.No-1, NH-29, Mardah, Uttar Pradesh
(Started in 2019; managing 1 centre)

Child Survival India, Khera Khurd Village, Multipurpose Community Hall, New Delhi
(Started in 2018; managing 2 centres)

FXB India Suraksha, D-60, Second Floor, Kalka Ji, New Delhi
(Started in 2018; managing 2 centres)

Nav Srishti, 3-C, Icon Society, Near LIC Building, Mehrauli, New Delhi
(Started in 2015; managing 2 centres)

Nipun, GH - 5 & 7/883, Paschim Vihar, New Delhi

(Started in 2015; managing 3 centres)

Rasta, E-75, Gali No.1, West Vinod Nagar, New Delhi

(Started in 2014; managing 1 centre)

Saath Charitable Trust, O/102, Nandanvan 5, Nr. Prernatirth Derasar, Jodhpur, Ahmedabad

(Started in 2015; managing 4 centres)

Safe Approach for Nascent Termination of Social Hazard (SANTOSH), E-93, Bhagwati Garden Extn., New Delhi

(Started in 2014; managing 1 centre)

Sakshi, D-332, Defence Colony, New Delhi

(Started in 2015; managing 3 centres)

Sampark, No. 39, 1st Avenue, Teacher's Colony, 1st Block, Koramangala, Bangaluru

(Started in 2015; managing 9 centres)

Sparsha Trust, No. 64 (old no.4), 9th Main, Beside Dr. Shah's Diagnostic Centre, Mathikere, Bangaluru

(Started in 2017; managing 4 centres)

Voluntary Health Association of Punjab (VHAP), c/o Sood Complex, Top Floor, Opposite Committee Office, Near Bank of Baroda, Dasmesh Nagar, Nayagaon, District Mohali, Punjab

(Started in 2015; managing 2 centres)

Childcare Initiative in Urban Poor Settlements

I. Community Based Crèches: Delhi, Noida (Uttar Pradesh) (7 centres)

Barola Centre, Hanuman Vihar, Sector 48, Barola, Noida, Uttar Pradesh

Mamura-I Centre, Gali No-7, Sector 66, Noida, Uttar Pradesh

Mamura-II Centre, Gali No-7 (Gali no 5), Sector 66, Noida, Uttar Pradesh

Sarfabaad Centre, K. No-361, Village Sarfabad, Sector 73, Noida, Uttar Pradesh

Seemapuri- I Centre, Block-D, DDA Community Centre, Near New Seemapuri Bus Stand, New Delhi

Seemapuri- II Centre, Block-A, DDA Community Centre, New Seemapuri, New Delhi

Trilokpuri Centre, Block-13, Community Centre, Trilokpuri, New Delhi

II. Demonstration Centres Staffed and Managed by MC: Delhi (3 centres)

Dakshinpuri-1, Gali No-3, Opposite- 3/332, Near MCD office, Dakshinpuri, New Delhi - 110062

Dakshinpuri-2, Block-B, Near Mahila Mangal, Behind Virat Cinema, Dakshinpuri, New Delhi - 110062

Raja Bazaar Centre, D.I.Z Area Raja Bazar, Near Gole Market, New Delhi- 110001

III. Urban Crèches Run in North Delhi Municipal Corporation Schools (9 centres)

Municipal Corporation of Delhi School, AC Block, Shalimar Bagh, New Delhi -110008

Municipal Corporation of Delhi School, G Block, Naraina Vihar, New Delhi -110027

Municipal Corporation of Delhi School, H Block Naraina Vihar, New Delhi -110027

Municipal Corporation of Delhi School, Haiderpur, New Delhi - 110088

Municipal Corporation Primary School, EU Block, Pitampura, New Delhi - 110034

Municipal Corporation Primary School, Prashant Vihar, New Delhi - 110085

Municipal Corporation Primary School, Rouse Avenue, New Delhi - 110002

Municipal Corporation Primary School, Turkman Road No. 1, New Delhi - 110002

Municipal Corporation Public School, HU Block, Pitampura, New Delhi - 110034

ANNEXURE IV

Training Overview: 2020-21

Crèches/Daycare in Different Settings: Construction Sites, Urban, Rural, Tea Gardens

Training within MC and for Civil Society Organisations (CSOs)

S No.	Type of Training	Purpose	Target group	Outcomes/ Observation
1	TOT; Developing organisations as ECD resource	To develop a cadre of ECD trainers through enhancing skills and knowledge on ECD	9 supervisors of NIPUN & CSI Online Training: 9 days 1 implementer, 3 trainers, 3 facilitators and 1 mobiliser of Mobile Creches Online Training, 16 days	Enhanced knowledge and skills of trainers for conducting ECD trainings with frontline workers enhanced
2	Trainings on furthering parenting; early stimulation programme	To develop skills of mid-level functionaries on conducting remote trainings with frontline workers who could reach out to the parents for ensuring stimulation/ learning at home	Mid-level functionaries and frontline workers of 13 NGOs- FXB, Sakshi, CSI, Safe Approach, Saath, Nipun, Navsrishti, Care Village, Ajeevika, VHAP, Sampark, Sparsha & YMCA 83 online Trainings; 2 hours each Mid-level functionaries across various models of MC 83 Online Trainings; 2 hours each Mid-level functionaries of JKASW team 23 Online Trainings; 2 hours each	Knowledge on the concept of furthering parenting including psycho-social support, socio-emotional learning and responsive parenting. Skills for supporting parents remotely in a structured manner
3	Pre-service training for crèche/ daycare	To develop a pool of childcare workers.	23 local community women of Shahbad Dairy & V.P Singh Camp, Delhi Physical Training, 12 days	Knowledge, skills and attitude on crèche running and management
4	Importance and need for crèches at tea gardens	To orient and sensitise tea garden employers on ECD for strengthening quality crèches at tea gardens	42 tea garden managers 3 Online Trainings; 2 hours each	Enhanced knowledge on importance of running crèches at tea gardens and its essential components
5	Importance of crèches and its quality parameters	To orient on importance and need for crèches to build consensus on the quality guidelines for tea garden based crèches	61 medical officers and welfare officers 43 facilitators of Assam and Bengal Indian Tea Association 3 Online Trainings; 4 hours each	Enhanced knowledge on quality parameters, its importance and how to ensure
Trainings in partnership with Government: Haryana, Delhi & Jammu & Kashmir				

S No.	Type of Training	Purpose	Target group	Outcomes/ Observation
1	Pre-service training for crèche/ daycare	To develop a pool of childcare workers	81 local community women from 16 districts of Haryana 2 trainings; 14 days each	Enhanced knowledge, skills and attitude on crèche running and management which led to setting up of 80 new crèches in Haryana
2	ECD orientation and basic training on crèche operations	To orient and sensitise on the importance of ECD and building skills for running quality crèches	30 crèche helpers from 8 districts of Haryana. 4 days training	Enhanced understanding for running quality crèches.
3	ECD orientation and importance of crèches	To orient on the importance of crèches	29 mid-level functionaries: Supervisors, CDPOs, DPOs of Haryana 1 Training; 2 days	Knowledge on crèche concept and its management in rural and urban settings
4	Training on community engagement	To strengthen community participation in the running and quality supervision of crèches	33 mid-level functionaries: Supervisors, CDPOs, DPOs of Haryana 1 Training; 2 days	Knowledge and skills for sensitising and orienting communities on concept of crèches and their role as community members
5	ECCE trainings	To strengthen preschool component under ICDS	10 AWWs & Supervisors of Shahbad Dairy & V.P. Singh Camp of Delhi 3 Online Trainings; 2 hours each	Enhanced skills and knowledge for ensuring children's health, nutrition and early education at home during the pandemic.
6	Training on community engagement	To strengthen community engagement for better support and monitoring of local ASMCs	3 field facilitators and 1 coordinator of JKASW & 1 coordinator of CILF 1 workshop: 3 days	Enhanced knowledge of JKASW team for strengthening Angawadi Support and Monitoring groups.
7	Trainings on furthering parenting; stimulation programme	To develop skills for supporting parents for ensuring children's stimulation/education at home	50 AWWs of Ramban District 22 Online Trainings; 2 hours each	Knowledge on the concept of furthering parenting including psycho-social support, socio-emotional learning and responsive parenting. Skills for supporting parents remotely in a structured manner

ANNEXRURE V

List of Mobile Creches Publication and Training Materials

Sl.No.	Name of the Publication	Objective	Type
1	State of the Young Child in India Report 2020, Routledge	The report is prepared to bring the young child to the centre of policy dialogue, borne out of the conviction that each child has an inalienable right to opportunities to develop her full potential.	Report
2	Childcare and Childcare Worker: Challenges, Prospects and Way Forward, Mridula Bajaj	Technical background papers for the State of the Young Child in India Report	Technical Paper
3	Early Learning and Holistic Development: Challenges, Prospects and Way Forward, Dr Nandita Chaudhary, Shraddha Kapoor and Punya Pillai		
4	Gender and Social Inclusion in Parenting of the Young Child in India, Ranjani K. Murthy		
5	The Disadvantaged Young Child in India, Dr Renu Singh & Dr Ranjana Kesawani		
6	Physical wellbeing of the Young Child in India: Challenges, Prospects and Way Forward, Venkatesan Ramani		
7	From the Womb to Primary School: Challenges, Policies and Prospects for the Young Child in India, Vimala Ramchandaran		
8	Making ECCE a Justiciable Right: Extend RTE to children under six years	The document makes broad policy recommendations for extending RTE for under six.	Policy Brief
9	Ensuring Respect and Recognition where due: Professionalise the Childcare Workforce	The document makes broad policy recommendations for ECD workforce.	
10	Extending Early Childhood Services: From Anganwadis to Anganwadis-cum-Crèches	The document makes broad policy recommendations on creation and development of anganwadi-cum-crèches.	
11	Covering the cost of India's Future: Expand Fiscal Space for the Young Child	The document makes broad policy recommendations on budgetary provision for ECD.	
12	Strengthening the Evidence Base on the Young Child: Bridge Data Gaps for Better Designed Interventions and Monitoring	The document makes broad policy recommendations on creating a database for young child.	
13	Crèche Primer	A blueprint describing the entire formation and functioning of the crèches in vulnerable settings.	Manual
14	Knowledge Pieces for Community Awareness	Handouts on: <ul style="list-style-type: none"> • PMMVY • Space for ICDS • Immunisation • Nutrition 	Community Handouts
15	Reality Check: Functioning of ICDS in Delhi During COVID-19 Pandemic conducted by NEENV Delhi Forces	To gauge the outreach and effectiveness of all six ICDS services in Delhi during and post COVID-19 lockdown.	Report

Sl.No.	Name of the Publication	Objective	Type
16	4 Resources (handout, songs annexure booklet, assessments, record format) for Balya Pariposhan; 12-Day Pre-Service Training Module for Childcare Workers	Reading material to reinforce learning imparted during training.	Training Learning Resource
17	Revised Crèche Manuals; Matri Chaya Part 1 and 2	The set of manuals, originally created in 1995 to be used by crèche organisers and workers, were last updated in 2008. Reviewed and updated based on the recent learning and feedback.	
18	3 themes (Myself and family; Tress and Plants; Fruits; and Vegetables) of 'Anandmayi Adhigam'; Balwadi Curriculum for Children from 3 to 5 years	Mobile Creches ECCE curriculum upgraded includes curriculum booklet, storybooks and flash cards, poems, show and tell cards and vibrant worksheets.	
19	Display Posters for Crèches	Six posters illustrated and designed to create a child friendly and learning environment within crèches.	
20	Training of Trainers' Module	A ten day virtual training module for building training capacities of trainers/middle level functionaries of CSOs, involved in running and managing crèches	
21	Responsive Parenting Module	A virtual training module of 2 hours, focusing on responsive care during the time of pandemic to reinforce best childcare practices in a home environment.	
22	Furthering Parenting Programme	Eight themes of MC Balwadi Curriculum were adapted into curricula comprising of weekly content, audio poems and videos of theme based stories to be shared with parents remotely.	
23	COVID-19 Module	A virtual training module of 2 hours for generating awareness regarding COVID-19, related myths and the role of frontline workers.	Guidelines
24	Minimum Guidelines for Running and Managing Crèches at Tea Gardens	A document with norms and standards for ensuring quality of crèches at tea gardens	
25	Continuity of learning for young children during the covid-19 pandemic by Prof. Rekha Sharma Sen Ms. Mridula Bajaj On behalf of Alliance for Right to ECD	This paper is prepared to serve as a guidance for ECCE educators, programme planners, trainers, policy makers, ECCE experts and all those who are committed to ensure continuity of quality early childhood education for children between 3 to 6 years of India, during disruptions created due to disaster situation, such as the COVID-19 pandemic.	Document
26	Equity and Inclusion in Early Childhood Development Programmes in India	Draft Position paper to highlight equity and inclusion as a fundamental right for ECD	
27	Note on Sec 12(1) © Under RTE Act	A note to understand and highlight the private school's responsibility of providing 25 percent reservation to EWS children for free and compulsory education.	
28	Impact of Mobile Creches Intervention on Children in Vulnerable Settings under its Scaling Up Project, CECDR, Jamia Milia Islamia University	The report studies the comparative impact of MC models on child, family and community outcomes	External Evaluation Report

ANNEXURE VI

Credibility Alliance Norms Compliance Report

- 1. Identity:** Mobile Creches is registered as a society under the Societies Registration Act, 1860, vide Registration Number S-4392, dated 31.12.1969. The Memorandum of Association and Rules & Regulations of the organisation are available at the head office, at D.I.Z Area, Sector 4, Raja Bazaar, Near Gole Market, New Delhi-110001.

Mobile Creches is also registered under the Income Tax Act, 1961 and FCRA Amendment Act 2010. The status of registration as on 31.03.2021 is given below:

- Section 12A of the Income Tax Act, 1961; Registration No. DLI © (I-49)/73-74 dated 26.09.73.- Applied for renewal as per Finance Act 2020 under The Taxation and Other Laws (Relaxation and Amendment of Certain Provisions) Bill, 2020 effective from 1st April, 2021.
- Section 80G of the Income Tax Act 1961; Registration No. DIT (E) 2007-08/M-71/1231 dated 30.3.07 Applied for renewal as per Finance Act 2020 under The Taxation and Other Laws (Relaxation and Amendment of Certain Provisions) Bill, 2020 effective from 1st April, 2021.
- Foreign Contribution Regulation Act (FCRA); Registration. No. 231650048 dated 8.3.1988. The registration has been renewed w.e.f 1st Nov 2016 and deemed to be valid for a period of 5 years (up to 31st October 2021), as per revised FCRA 2010. Applied for renewal as per FCRA Amendment Act 2020.

- 2. Vision, Purpose, Aims and Objectives, Achievements:** Mobile Creches has an articulated statement of its Vision and Mission. It has also defined its Core Values. A Strategic Review exercise is done, for the purpose of defining the Strategic Plan for the next 3-5 years. This Strategic Plan has a defined set of aims and objectives and indicators to measure the organisation's performance against its stated objectives.

3. Governance

(a) General Body (as on 31st March, 2021)

The society membership is the General Body (GB) and has the following categories of members:

- Founder members: For life
- Core members: Initially invited for three years and thereafter for life
- Associate members: Non-voting member, invited for three years (can be re-invited for a similar term)

Founder Members (Life) (2)	Dipa Sinha	Renu Karnad
Devika Singh	Gaurav Mehndiratta*	Ritu K. Mal
Indra Bhatia	Indu Balagopal	Rohit Bhasin*
Core Members (Life/3-year term) (40)	Jolly Rohatagi	Sanjay Kaul
Adarsh Sharma	Kali Vohra	Saurabh Prakash
Ajay Vohra	Kumkum Ghosh	Shankar Venkateswaran
Amitabh Behar	Manju Vaish	Satyavati Berera
Amrita Jain	Manas Satpathy*	Shashi Kiran
Anjali Alexander	Mathew Cherian	Venita Kaul
Anup Khosla	Mina Swaminathan	Vera Garg
Archna Kumar	Mohini Prakash	Ved Arya
Arvind Wadhwa	Mridula Seth	Yashwanti Rana
Asha Chaudhri	Priti Sanwalka	Associate Members (2)

Asha Singh	Rajan Sinha	Nisha Mehta*
Biraj Patnaik	Raman Ahuja*	Mrinalini Kochar*
Brinda Singh	Ranjana Agarwal	

*Term ends 31st March, 2023

The Annual General Meeting (AGM) is held every year for adopting the Annual Report and Audited Statements of Accounts. The Statutory Auditor is appointed at every AGM. The AGM was held on 26th September, 2020. The General Body (GB) also meets once in 3 years to elect members of the Governing Council (GC) for the next 3-year term. Devika Singh, GB member, was paid an honorarium for her inputs, as Advisor, Mobile Creches.

(b) Governing Council (Board)

The Governing Council (GC) has a term of three years and comprises seven to nine elected members and up to four co-opted members. The nine members are elected by the General Body (GB) from within its membership, while four members may be co-opted by the GC, either from the GB or from outside.

A Board Rotation Policy exists and is practiced as per Clause 14 (d) of the Rules and Regulations of Mobile Creches: Any member who has served three consecutive terms (beginning 1.04.2005) immediately preceding the next term (as office bearer or member of the GC) shall not be eligible for nomination. None of the Board members are related by blood or marriage. Amrita Jain, GC member, was paid an honorarium for her inputs as Advisor for Training initiatives of Mobile Creches till October 2020.

Governing Council (Board) as on 31st March 2021

Sr. No.	Name	Age	Gender	Occupation	Position in the Board
1	Amrita Jain*	63	F	Advisor, grassroots advocacy & capacity building, Mobile Creches	Chairperson
2	Kali Vohra***	59	F	Fully involved with MC since 1984	Secretary
3	Raman Ahuja*	55	M	An independent advisor and consultant with several multilateral organisations	Joint Secretary
4	Rohit Bhasin*	61	M	Former partner in the financial services practice in PwC.	Treasurer
5	Priti Sanwalka*	52	F	Chartered Accountant, volunteering with various NGOs	Member
6	Rajan Sinha*	65	M	CEO, Mantrana Consulting Pvt. Ltd., an HR consulting firm	Member
7	Ved Arya*	63	M	CEO of SRIJAN, an NGO promoting rural livelihoods across India	Member
8	Adarsh Sharma*	75	F	Visiting professor in Centre for Early Childhood Education and Development (CECED), Ambedkar University of Delhi. Former Director, National Institute of Public Cooperation and Child Development (NIPCCD)	Member
9	Ms. Rita Sarin**	65	F	Vice President & Country Director, - The Hunger Project	Co-opted Member
10	Mr. Samir Mathur**	67	M	Retired IAS Officer	Co-opted Member

*Elected from the GB at its meeting held on 30th November 2019 for the term 2020-23.

Two elected members resigned during the year: Manas Satpathy on 22nd February 2021; Anup Khosla on 24th March 2021

**Co-opted by email circulation to GC on 31st December 2019, for the term 2020-23. Gargi Parsai was a co-opted member of Governing Council from 1 April 2020 to 15th January 2021

*** Kali Vohra, Co-opted member (GB member) was appointed as Secretary wef. 25th March 2021 in view of Anup Khosla's resignation

(c) Details of Governing Council meetings held in 2020-21

The GC met five times during the year and approved plans, programmes, budgets, annual activity reports and audited financial statements, and other governance matters. The Board ensures the organisation's compliance with laws and regulations. Minutes of the Board meetings are documented and circulated.

S. No.	Date of the meeting	*No. of members present	Business conducted
1	July 11, 2020	10	Approval of Annual Statement of Accounts 2019-20, Update on ED's performance and KRAs for next year; Approval for change in Accounting Policy; Approval for change in Investment Policy; Approval of revised Operational Plan 2020-21, Approval of revised Annual Budget 2020-21; Approval of GC's delegation of its power to ED
2	September 26, 2020	8	Recommendation of statutory auditor for FY 2020-21; Adoption of Annual Statement of Accounts 2019-20; Approval of Annual Report 2019-20; Approval for change in ED's reporting structure
3	December 19, 2020	11	Approval of MC's strategy review and development process; Approval of changes in programmes and plans due to impact of COVID-19; Approval of changes to ensure compliance as per FCRA amendment
4	March 20, 2021	9	Approval of Annual Operational Plan 2021-22; Approval of Annual Budget for 2021-22; Approval of HR Plan for 2021-22; Appointment of Auditor for Internal Review for FY 2021-22;
5	March 25, 2021	8	Accepting resignations from board members; Appointment of new Secretary of Governing Council.

*Six members constitute a quorum

(d) Committees:

These advisory bodies make recommendations on policy and statutory matters for approval by the GC. Each committee is chartered with specific goals for the year and aligned with current priorities, to provide area specific oversight. The committee ensures that organisational processes and functions within its domain are in keeping with policy.

Committees are constituted for three years coinciding with the GC term. If constituted mid-term, the tenure ends with the GC term.

Details of Committee Membership – 2020-23

	Human Resource	Finance & Audit	Governance Development Committee
Committee Chair: (GC/GB members)	Rajan Sinha	Rohit Bhasin	Raman Ahuja
Others: GC/GB Members	Vera Garg Kali Vohra	Anup Khosla Priti Sanwalka	Shankar Venkateswaran Sanjay Kaul Satyavati Berera Rita Sarin
External Experts	Sunil Ganesh		
Heads of Departments	Chief Operating Officer, Senior Manager HR	Chief Operating Officer, Manager Finance	Executive Director
Ex Officio Members	Chairperson & ED	Chairperson & ED	Chairperson

Note: The Chairperson and Executive Director are ex-officio members of all committees, but are active members in committees where they are specifically mentioned.

(e) Operations

- Activities are in line with the vision/ purpose/ objectives of the organisation.
- Appropriate systems are in place for the following: Periodic programme planning monitoring/review; Internal control; Consultative decision making.
- Clear roles and responsibilities for personnel (including volunteers) exist.
- All personnel are issued a letter of contract/appointment.
- Appropriate Personnel Policy is in place.

4. Accountability and Transparency

(a) Audited Financials

Signed audited statements are available: balance sheet, income & expenditure statement, receipts and payments account, schedules to these, notes on accounts and the statutory auditor's report. For summarized versions see Chapter 7: 'Resourcing the MC Mission'.

- Statement of accounts are constructed on accrual basis
- There are no serious adverse notes on any material point
- There are no material transactions involving conflict of interest between a Board or staff member and the organisation.

(b) Annual Report

The organisation's Annual Report is disseminated/communicated to key stakeholders and available on request every year, within eight months of the end of the organisation's financial year.

The Annual Report contains a description of the main activities, a review of the progress and results achieved in the year, and information on the Board members' names, position in the Board, remuneration or reimbursement and brief financial details.

(c) Staff Details

Table 1: Highest, 2nd Highest and Lowest Paid Staff Members (As on 31st March 2021)

Particulars	Name	Designation	Salary (per month)
Operational Head of the Organisation	Sumitra Mishra	Executive Director	2,50,000/-
Highest paid staff member after Operational Head	Seema Sahai	Chief Operating Officer	1,35,235/-
Lowest paid staff member in the organisation	Mamta Pandey	Helper	17,292/-

Table 2: Distribution of Staff according to Salary levels and Gender (As on 31st March 2021)

Slab of gross salary plus benefits (Rs per month)	Male Staff	Female Staff	Total staff
Less than 5,000			
5,000-10,000			
10,000-25,000	8	62	70
25,000-50,000	6	30	36
50,000-1,00,000	2	7	9
1,00,000 - above	-	3	3
Total Staff	16	102	118

(d) Auditors, Bankers and Investment Advisors

Statutory Auditors: Thakur Vaidyanath Aiyar & Co., 221-223, Deen Dayal Upadhy Marg, New Delhi-110001

Internal Auditors: Kumar Mittal & Company, 13Basement Community Centre, East of Kailash, New Delhi – 110065,

Bankers: Canara Bank, Gole Market, New Delhi-110001; Standard Chartered, 10, Sansad Marg, New Delhi - 110001; HDFC Bank Ltd., 209-214, Kailash Building, Kasturba Gandhi, Marg, New Delhi – 110001;

State Bank of India, 11 Sansad Marg, New Delhi-110001

Investment Advisor: Client Associates, 2nd Floor, Block-B, Vatika Tower, Golf Course Road, Sector-54, Gurugram

e) Travel details: No international travel was undertaken by any staff member due to COVID-19 pandemic conditions in the country.



GuideStarIndia Certifications: Gold FY 2014-15, Platinum FY 2015-16, FY 2017-18, FY 2018-19



ACKNOWLEDGEMENTS

Photo Credit:

MC, partner organisations, and many community volunteers

Layout Design and Print:

Saksham Enterprises
shivamsundram999@gmail.com

As per MC Child Protection Policy, we have consent from the parents of all children whose photographs have appeared in this publication.



Mobile Creches

DIZ Area, Sector IV, Raja Bazaar
New Delhi - 110001
T: +91-11- 2334 7635, 2334 7281

E: mail@mobilecreches.org
W: www.mobilecreches.org