

## **Palna Scheme under Mission Shakti**

The Ministry of Women and Child Development vide DO no. WW-23/1/2021-WW dated 14.07.2022 issued guidelines of Mission Shakti wherein erstwhile National Creche Scheme has been reorganized and renamed as *Palna Scheme* under the sub scheme 'Samarthya' of '**Mission Shakti**'.

Under Palna Scheme, provision of Anganwadi cum Creches has been introduced by the Ministry of Women and Child Development. Further, the crèches which were running under erstwhile National Creche Scheme have been included as Stand Alone Creches.

In Delhi as on date, 44 Stand Alone crèches are functional under Palna Scheme. Further, opening of Anganwadi cum Creches in all over Delhi is under process.

### **Objectives :**

- ✓ Quality crèche care facility by providing a safe and secure environment for children
- ✓ To support nutritional, health and cognitive development of children
- ✓ Enable mothers to take up gainful employment

### **Key Services :**

- ✓ Sleeping facility
- ✓ Early stimulation for children below 3 years of age
- ✓ Pre-school education for children between the ages of 3 to 6 year
- ✓ Supplementary nutrition (to be locally sourced)
- ✓ Growth Monitoring, health check ups and immunization in convergence with POSHAN 2.0

### **Funding Pattern :**

A funding ratio of 60:40 between Centre Government and Government of Delhi.

### **Annexure:**

1. Copy of scheme guidelines issued by Ministry of Women and Child Development
2. List of 44 functional Stand Alone Creches

## INTRODUCTION

The Constitution of India has granted equal rights to women and men in terms of freedom and opportunity. To enable a woman to be the author of her destiny and that of the Nation, a life cycle continuum approach has to be adopted that creates an ecosystem that addresses inherent biases and role-plays, protects and upholds the rights and dignity of women and equips them with necessary skill sets and instill confidence in them to forge their way ahead. To take the momentum gained so far forward to realize the vision of women welfare and gender equity, a comprehensive policy is required that addresses not only the gaps between policy advancements and the actual delivery of services at the community level but also removes the disparate development pattern in case of extremely marginalized and socially excluded women. Therefore, it is absolutely imperative to address existing challenges while taking care of emerging issues as the nation progresses. The Central Government has enacted several legislations and implements various schemes for safety, security and improving the status of women including their economic empowerment. However, despite various affirmative steps, various parameters indicate that a lot still needs to be done for improving the status of women in society. Thus, the need of the hour is to have a concerted effort in a mission mode to ensure gender equality and women's empowerment - giving rise to Mission Shakti. Mission Shakti aims at strengthening interventions that not only improve women safety and empowerment, but also tackle pervasive gender biases and discriminations. Inspired by the Constitutional commitment to Fundamental Rights and Directive Principles of State Policy (particularly the Right to Equality and Right against Exploitation), India's commitment to international treaties and conventions as well as the Sustainable Development Goals (SDGs), it seeks to make women economically empowered, exercising free choice over their minds and bodies in an atmosphere free from violence and threat. It also seeks to reduce the care burden on women and increase female labour force participation by promoting skill development, capacity building, financial literacy, access to micro-credit etc.

The Ministry of Women Child Development (MWCD) is the Nodal Ministry for holistic development of Women and Children. Being the nodal Ministry for the advancement of women and children, the Ministry formulates plans, policies and programmes; enacts/amends legislation, guides and coordinates the efforts of various stakeholders.

Prior to Mission Shakti, the Ministry was implementing various sub-schemes under Mission for Protection and Empowerment of Women (MPEW) viz., Beti Bachao Beti Padhao (BBBP), Mahila Shakti Kendra (MSK), Swadhar Greh, Ujjawala, Working Women Hostel (WWH), Gender Budgeting, Research, Publication & Monitoring, Information and Mass Communication (Media), One Stop Centre (OSC), Universalisation of Women Helplines (WHL), Mahila Police Volunteers (MPV), etc. that aimed at protection and empowerment of women. There were, however, issues in implementation of these sub-schemes, and the full potential of sub-schemes remained largely underutilized. The problems in implementation includes various organs working in silos with inadequate linkage with prevailing legal framework or local facilities available in districts; unevenly placed institutional mechanisms with lack of

standardization; lack of adequately trained staff, appropriate monitoring and convergence mechanisms, etc.

## **1.1 VISION AND MISSION**

**‘Mission Shakti’** is a scheme in mission mode aimed at strengthening interventions for women safety, security and empowerment. It seeks to realise the Government’s commitment for „women-led development“ by addressing issues affecting women on a life-cycle continuum basis and by making them equal partners in nation-building through convergence and citizen-ownership. It seeks to focus on proposing strategies for improving convergence across Ministries/Departments and at different levels of governance. It also seeks to promote greater participation and support of Panchayats and other local level governance bodies, apart from strengthening digital infrastructure support, last mile tracking and Jan Sahabhagita. Mission Shakti has two sub-schemes - **‘Sambal’** and **‘Samarthya’**. In the „Sambal“ sub-scheme, which is for safety and security of women, the existing scheme of One Stop Centre (OSC), Women Helpline (WHL), Beti Bachao Beti Padhao (BBBP) have been included with modifications and a new component of Nari Adalat - women collective has been added.

In the ‘Samarthya’ sub scheme, which is for empowerment of women, existing schemes of Ujjwala, Swadhar Greh and Working Women Hostel have been included with modifications. In addition, the existing schemes of National Creche Scheme and PMMVY under umbrella ICDS have now been included in Samarthya.

## **2 COMPONENTS OF MISSION SHAKTI**

### **2.1 ‘SAMBAL’– FOR SAFETY AND SECURITY OF WOMEN**

The objective of the sub-scheme is to improve accessibility and integrate all efforts and various government initiatives towards the safety and protection of women, as well as for securing their rights and entitlements on a comprehensive continuum of care and support to women affected by violence and in distress and to assist them in re-emerging as integrated partners in nation-building. In „Sambal“, existing schemes of One Stop Centres (OSC), Universalisation of Women Helpline (WHL), Beti Bachao Beti Padhao (BBBP) have been included and a new component of Nari Adalat has been added.

### **2.2 ‘SAMARTHYA’– FOR EMPOWERMENT OF WOMEN**

In ‘Samarthya’ which is for empowerment of women, existing schemes of Ujjwala, Swadhar Greh and Working Women Hostel and the existing ICDS schemes of National Creche Scheme and Pradhan Mantri Matru Vandana Yojana (PMMVY) have now been included under this umbrella scheme as these primarily focuses on women’s economic empowerment.

### **2.2.5 Palna – Creche facility**

The Government's sustained initiative on education and employment of women has resulted in increased opportunities for their employment, and more and more women are now in gainful employment, working within or outside their homes. The growing industrialization and urban development have led to increased migration into the cities. The past few decades have shown a rapid increase in nuclear families. Thus, the children of such working women, who were earlier getting support from families while they were at work, are now in need of day care services which provide quality care and protection for the children. Children who used to grow up in the secure and warm laps of their grandmothers and other family members are now confronted with an insecure and neglected environment; therefore, women need a safe place for their children in their absence. It has become necessary to provide support to the young children in terms of quality care and other services while the mothers are at work. Effective day care for young children is essential and a cost-effective investment as it provides support to both mothers and young children. Lack of proper day-care services is, often, a deterrent for women to go out and work. Hence, there is an urgent need for improved quality and reach of day care services/crèches for working women amongst all socio-economic groups both in the organized and unorganized sectors. Considering the difficulties faced by the working mothers in giving due child care and protection to their children, it has been decided to provide the day-care crèche facilities through the component of Palna.

Creche services formalise the child care facilities hitherto considered as part of domestic work. Formalization of care work supports 'decent work campaign' to achieve the Sustainable Development Goal 8 – Decent work and economic growth. The objective of the Palna component of the sub-scheme is to address the urgent need for quality crèche care facilities by providing a safe & secure environment for nutritional, health and cognitive development of the children, thereby enabling more mothers to take up gainful employment.

The objective to provide crèche facility to all mothers, irrespective of their employment status, is a marked shift from the existing policy, arising out of the understanding that existence of quality crèche facilities is a necessary precondition to encourage women to explore employment opportunities. Apart from the aforementioned primary objective, another objective of the component would involve monitoring compliance of the stipulations laid down in Section 11A of the Maternity Benefit Act regarding setting up of crèche facilities by the establishments. For this purpose, the States/UTs would explore the possibility of hosting an application/portal in convergence with the Labour & Employment Departments of their respective States/UTs for facilitating establishments to register on the portal and furnish details in respect of the crèches set up in accordance with the Act. It is also envisaged to include provisions in the portal to enable employees to report non-compliance by establishments for taking penal action in accordance with the provisions stipulated under Section 21 of the Maternity Benefit Act.

Under the component, an integrated package of the services such as day care facilities including Sleeping Facilities, Early Stimulation for children below 3 years and Pre-school Education for 3 to 6 years old children, Supplementary Nutrition (to be locally sourced), Growth Monitoring and Health Check-up and Immunization in convergence with Mission Poshan 2.0 will be provided. The crèche facility caters to children in the age group of 6 months to 6 years. Ideally the number of children in a crèche facility should not be more than 25. The minimum qualification should be Class XII (intermediate) for Crèche workers and Class X (Matriculation) for Creche helpers. In case any suitable person with these qualifications is not available, relaxation may be given by the State Government/District Administration. However, in any case, the qualifications may not be less than Class X and VII for Workers and Helpers respectively. The age limit for both the categories should be 18-35 years at the time of engagement. To maintain the standards of care the Ministry will separately release SOPs. The crèche should be located in a safe and secure place which is welcoming and child friendly. It is ideal to have the crèche near the homes of children or near the place of work of the mothers (at a walkable distance i.e.  $\frac{1}{2}$  - 1 km) so that mothers breastfeeding their babies can conveniently come to feed their babies, parents can be contacted in case of emergencies, and it is easier to pick-up, bring or send the child from home. If a child is absent for a long period of time, the crèche worker can go herself to enquire about the child from his/her home. As far as possible the crèche environment should be akin to the child's home atmosphere and should also reflect the lifestyle of the community.

The crèche facility will be provided at Anganwadi Centers in convergence with Mission Poshan 2.0. The space in the centre may be utilized in a multi-purpose manner, for example, playing area can be converted into a make-shift sleeping place for children by spreading out some durries and mats. This will facilitate organizing activities for the children to promote their development. In summers, the outdoors space may have a clean and safe shaded area. The Centre should be clean, well-lighted with adequate ventilation. A fan should also be installed in crèches where electricity supply is available. In case there is irregular/no electricity supply; provision of installing an inverter may be made. The centre must have safe and regular drinking water facility. For this, centre may install a water filter/purifier which should be cleaned regularly. In places where there is shortage of water, adequate arrangements for storage of water may be done. Ideally one tank of 300 litres capacity may be installed. Child friendly toilets including for children with special needs should be available keeping in view the safety and security of children at the centre. A clean, child-friendly toilet with water facilities, soap, clean cloth/towel, garbage bin, wash basin/sink at low level and an exhaust fan may be part of the centre. The water tap should be placed at a height that can be used independently by children. The crèche should have a regular supply of cleaning materials such as phenyl, disinfectants, brooms and swabs, dustbins, garbage bins etc.

Regular supervision may be done for improving the services and maintaining hygienic conditions in crèche. Food provided to the children must have adequate nutritional value as per government prescribed guidelines under Mission Poshan 2.0/ Mid-Day Meal Scheme. As the child stays for 7 and 1/2 hours in the crèche, three meals i.e. one

snack/breakfast in the morning, one meal (hot cooked) around noon and one snack in afternoon may be provided. Small children may be provided milk, if required. There should be variety in the food that is given to the children every day. The food should be suited to the requirements of both babies and children. For this, the worker needs to be trained and sensitized about nutritious preparations that are suitable for children below 6 years, and they must cook with due care and cleanliness. The centre must have adequate cooking facilities, cooking utensils, utensils to feed the children – which should be cleaned before and after use. The cooking area must be located at the place which is away from the activity area of the children to avoid accidents. Basic cooking equipment like stove, gas cylinder or traditional chullhas; feeding equipment; storage bins and boxes must be available and safely placed. The health check-up of all children registered in the crèche should be done at least once per quarter by registered medical practitioner/doctors from Government Hospitals. The centre must at all times be equipped with basic First Aid & Medicine Kit containing paediatric medicines for common ailments like fever, body ache, vomiting, cough and cold, diarrhoea, ear-ache, eye infection, stomach ache, worm infestation etc. and band-aids/ bandages, cotton wool and disinfectants for minor injuries. ORS packets, scissors, thermometer and antiseptic ointment should also be part of the medicine kit.

The crèche timings need to be flexible depending on the local requirements. Crèches shall be open for 26 days in a month and for seven and half (7-1/2) hours per day as per the work schedule of majority of the mothers in the area.

Ministry of Labour & Employment has notified an amendment to the Maternity Benefit Act mandating that every establishment having fifty or more employees shall have the facility of crèche. It is envisaged to monitor the compliance of establishments with the aforementioned stipulations by hosting an application/portal in convergence with the Ministry of Labour & Employment.

**ANNEXURE -2**

<b>STAND ALONE CRECHES UNDER PALNA SCHEME ( ERSTWHILE NATIONAL CRECHE SCHEME)</b>				
<b>S. No.</b>	<b>Name of Organization</b>	<b>Units</b>	<b>Address of creche</b>	<b>ICDS Project</b>
1	C.P.W.D Officer wives Association	1	ICGPRA Block C, Neta Ji Nagar, New Delhi - 110023	Kusumpur Pahari
		1	Minto Road Gandhi Market, New Delhi	Chandni Chowk
		1	Kali Bari Marg, Opposite H Block, Labour Camp, New Delhi	Nabi Karim
2	Kasturba Gandhi National Memorial Trust	1	Kasturba Gandhi Natioanl Trust Campus, Bakhtawarpur, Delhi-36	Alipur
		1	c/o Vineet Prajapati, H.No. 380, Mukhmelpur, Delhi-36	Alipur
		1	Gandhi Smarak Nidhi Bhawan, Mukhmelpur, Delhi-36	Alipur
		1	Jato wali Chopal, Village Singhola, Delhi-40	Budhpur
		1	c/o Rameshwar Dayal, H. No. 181, Nalewala Road, Burpur, Delhi-36	Budhpur
		1	c/o Mahesh, H. No.B-1/101, Swam Jayanti Vihar II, Delhi-40	Budhpur
		1	c/o Harish Chand, D/4/11, Swam Jayanti Vihar, Tikri Khurd II, Delhi-40	Budhpur
		1	Main Chaupal Jatowali, Village ShahpurGarhi, Delhi-40	Holambi Kalan
3	Lumbini Educational and Social Advancement Society	2	A-1, Kanhaiya Vihar, Main Road, Johripur	Bhagirathi Vihar
4	Mahila Pratiraksha Mandal	6	Indira Basti Vikas Kendra Road No. 3, Andrews Ganj, New Delhi-49 (6 units)	Zamroodpur
		6	Sector B-1/403,Raghubir Nagar, New Delhi-27	Rajouri Garden

5	Mobile Creche	4	D-Block, Community Centre, Seemapuri (4 units)	Seemapuri
6	Nav Srishti	2	H. No.306/3,1GNOU Road, Village Neb Sarai, Maidan Garhi Road, Near Holic Chowk (2 Units)	Mehrauli
7	Nishulk Mahila Prashikshan Samiti	1	Y Block, Basti Vikas Kendra, Mangolpuri, Delhi-83	Mangolpuri Khurd
		1	Bapu Park, D Block, Mangolpuri, Delhi-83	Mangolpuri
8	Samaj Vikas Samiti	2	Basti Vikas Kendra, Jawahar Mohalla, Near Sabji Mandi, Patparganj, Delhi-91 (2 units)	Paparganj
9	Samarth	1	Basti Vikas Kendra, D- Block, Shahbad Dairy	Shahbad
10	Sehyog Vikas Samiti	1	A-73 A, Gali No.3, Harsh Vihar, Tanki Road, Badarpur, New Delhi-44	Meethapur
11	Women's welfare & Self Employment Society	3	Jai Bharti Camp (Basti Vikas Kendra) Ram Kumar Gautam marg. East Vinod Nagar, Delhi-91 (3 units)	Trilokpuri
		1	Block No -12, House No. - 83, 84, Dakshinpuri, Dr. Ambedkar Nagar, New Delhi - 110062	Khanpur
		1	Block No -12, House No. - 83, 84, Dakshinpuri, Dr. Ambedkar Nagar, New Delhi - 110062	Khanpur
12	Women Educational and Welfare Society	2	10/150, Harijan Basti, Shiv Mandir, Wazirabad, Delhi-54	Timarpur
<b>TOTAL</b>		<b>44</b>		