

PART-I

INTRODUCTION

This department presently has two Poverty Alleviation Schemes functioning together, i.e. The UBS - Basic Services (UBS), funded by the Govt. of Delhi and the other one is the Swastha Jayanti Shikshak Rojgar Yojana (SJSRY) as Centrally Sponsored Scheme. The funding pattern is that of 75:25 i.e. 75 of Govt. of India and 25 of State Government. There are 145 Creches functioning presently out of which 108 work under UBS and 37 work under SJSRY.

These two programmes are being run in the slums of Delhi. Functioning of Creche is an integral part of both these programmes.

Presently the UBS & SJSRY are being monitored by the office of the Deputy Commissioner (Revenue) of Delhi which has been divided into 9 districts.

NEED FOR OPENING OF CRECHES

In order to uplift the quality of life of the urban poor, it was felt by this department that pre-school education would be one of the main aspects of this scheme. Therefore creche centers proportionate to number of jhuggies were opened in these clusters.

Secondly it was also felt that since the parents go out for work, the children are left behind to fend for themselves. Therefore, such arrangement would be required where these children are looked after and get prepared for going to school.

In doing so, health, hygiene, nutrition are also taken care of.

DISSEMINATION OF CHILDREN

The Creche Centres are open for those children who are between the age group of 3-6 years of age for the pre-school and 0-3 years for the Crèches. In the initial years of functioning of this scheme, the children between 0-3 years were proposed to be included in the Creches, due to non-availability of infrastructure. This age group is only involved for the purpose of immunizing them.

INDUCTION OF CRECHE WORKER

For the smooth functioning of Creches, only those women are engaged who willingly volunteer to perform social work in their own clusters as honorary worker. This is purely a voluntary work suppose to nurture the children during their infant stage and there is no career development programme for creche workers on any account.

Qualification: Not below 8th Pass women volunteers. Willing to perform social work for the children may be considered.

Health: Should be of sound health. Applicant with serious ailment/contagious disease shall not be selected.



20/1

Age: The minimum age of the Creche worker should not be less than 18 years. There is no upper age limit as it is a voluntary work. However, if they are found physically unfit for the job, the concerned authority is competent to discontinue their voluntary work. The work performance of each Creche worker shall be reviewed after every 6 months by the Nutrition Committee.

SANCTIONING OF LEAVE

The Creche workers who are desirous of taking short/long leave should apply in advance to the concerned APO for sanctioning of leave. Without approval no one should be allowed to proceed on leave, short or long. During the leave period payment for the leave of a particular Creche worker, the Creche should function regularly, arrangement in this regard should be done by the concerned APOs.

WORKING HOURS OF CRECHE WORKER

The Creche worker shall function part time for a duration of 4 hours from 09.00 am to 01.00pm with a minimum of 3 hours for the children. The remaining 1 hour should be spent on outdoor work i.e. motivating mothers/parents to send their children to Creches/for purpose of immunization and related matters.

NATURE OF DUTIES

The Creche worker shall :

- i) Impart non-formal pre-school education to children of 3-6 years through teaching, aids like charts, models etc. Organize pre-school activities for a group of about 30 children in the age group of 3-6 years.
- ii) Plan play, recreational activities to meet the developmental needs of children on weekly/monthly/yearly basis. Inculcate among children habits of personal cleanliness.
- iii) Assist the Project staff in the awareness and implementation of health programme in coordination with Public Health staff for immunization, health, check-up, family planning and referral services.
- iv) Periodically take height and weight measurements of children, record these accurately according to the growth cards, duly classifying children according to weight and identify the 'at risk' children.
- v) Render first-aid and medication for common ailments to Creche children.
- vi) Maintain primary health records and progress chart of children. Keep records of daily attendance at the Creche for pre-school activities. Prepare monthly progress reports.

- (ii) Maintain community contacts and liaison. Motivate and encourage parents to send their children to the Creche. Make home visits for educating parents for taking better care of their children etc.
- (iii) Elicit community participation, support and contribution etc. in conducting various activities under UBS programme.

HONORARIUM

Creche workers are entitled to the honorarium of Rs.250/- p.m.

IDENTIFICATION OF CRECHE CENTRE

The APO should identify a room in the proposed cluster where the Creche centre should function. The owner of the Creche Centre should be willing to let his room on hire basis for a period of 4 hours daily for the functioning of the Creches for which he shall be paid remuneration @ Rs.200/-, Rs.250/- & Rs.300/- as per the size of the room.

225/6

PART II

DEFINITIONS

A) Creche Worker:

A person, only female, responsible for day to day functioning of the Creche Centre and teaching the children are deemed to be called as Creche Workers.

B) Children/Target Group:

Those children who shall attend the Creche and get imparted pre-school education from the Creche Worker are hence to be called as Children of the Creches. They should be of the age group of 3-6 years.

C) Creche Owner:

Those persons who are resident of a cluster and who has let out his room/accommodation for a specific period of time shall henceforth be called as Creche Owner.

D) Community Development Society:

A group of people who represent the cluster and form a welfare organization shall henceforth be called as Community Development Society. They shall be responsible for the supervision and coordination of the Creches with the APOs and the DC Office.