

ANNUAL REPORT

2011-12



Chairperson's Note

Just when the slow change process starts to test your nerve, the coming to fruition of seeds sown many years ago, spurs you on, yet again. For Mobile Crèches (MC), 2011-12 was a year of some, such culminations and recognitions. The inclusion of the migrant child and the incorporation of a full day crèche under the ICDS umbrella – long advocated for by MC – are, today, policy decisions. This milestone was accompanied by an acknowledgement, by Plan International, of MC's well-designed and well-implemented programmes and, by the Asia Pacific Network of Early Childhood, of MC's noteworthy practices in Early Childhood Care and Development (ECCD).

A quick overview of the construction industry in the NCR revealed that contractors will continue to hire unskilled labour, with a steady proportion of women, and around one lakh children of construction workers will continue to wander the sites, over the next 5 years. This year, at half the sites, MC ran the traditional daycare model of providing childcare services; at the other half, however, big builders took on the responsibility of finances and management of running on-site crèches set up and staffed with MC's help. Our strategic thrust, clearly, lies with the latter. At a micro level, the challenge is to move from one-off initiatives to long-term change in company policy; at the macro level, the challenge is to institutionalize 'pro child' industry standards, like the 'green' badge for following environmental norms, for the entire industry.

In the last five years MC has invested a lot of energy in shaping the community agenda and building their stake in issues related to the 'Young Child': family-based interventions in childcare practices; community based initiatives in running crèches; formation of youth/women's group to integrate child issues with other survival priorities; linkage to state services. The action research, to understand the scale of a commonly perceived problem, and the public hearing, to give voice to those concerns, are well-used tools of grass root capacity building and advocacy today.

The stage seems set, now, to push the implementation agenda, at the state-level, while continuing to dialogue with ministries, the National Commission for the Protection of Child Rights and various GOI committees for change at the national level. A critical link in the chain consists of the capacities and strength of other citizens' groups, in ECCD, who will build on the groundwork with communities and help tap opportunities presented by the more recent policy commitments. A larger training team, with a strong training-of-trainers component and accreditation by a recognized university, will go a long way towards this goal.

With a budget of Rs 4.6 crores a year, MC is a mid-sized NGO, employing 140 people and working with almost 100 civil society partners to address the neglect of six crore under-six children living in poverty. A vibrant programme, true to the stated mission-vision, rests on the organizational dimensions of appropriate and adequate human and material resources, structures and systems. At the heart of the organizational challenge is the people challenge: getting the right people and retaining them – in the field, at the supervisory and senior management levels as well as in the governing board – to pursue a dream together.

To keep the 'Young Child' voice alive and growing in strength, MC needs new institutional donor relationships and another Rs 2 crores in its Corpus Fund, over 2012-14, to help sustain impact, committed professionals with appropriate skills, partners who will look beyond their organizational brief to create strong common platforms and a government that stays committed to promises made.

Anjali Alexander
Chairperson Mobile Crèches

From The Executive Director's Desk

As one looks back at the year gone by, some achievements and milestones deserve celebrations of a culmination of MC's long fought advocacy efforts. The order released by the Ministry of Women and Child Development (MoWCD) extending Integrated Child Development Services (ICDS) to children of migrant and temporary residents, finally acknowledges the need to plan for services for "children on the move". The conversion of 5% Anganwadis into Anganwadi-cum-Crèches is another landmark decision taken by the MoWCD as part of its plans to restructure ICDS. Concurrently, the norms for the Rajiv Gandhi Creche Scheme – the solitary scheme for crèches, were also revised and pilot tested by MC last year. All the above positive and enabling decisions have the potential to unleash greater opportunities for bringing about change in the situation of the Young Child from deprived communities.

At the field level, MC reached out to more than 13,000 children through its field intervention in Delhi/NCR – 70% at 50 construction sites and 30% in eight slum settlements. MC's continued efforts with the contractors to take on increasing responsibility for running and managing crèches (daycare centres) at their construction sites showed a positive trend. The increasing monetary and material contribution by them highlights the growing receptivity to not only complying with the legal provisions of having a 'creche' but going beyond to understanding the importance of providing a quality program. The successful foray of opening and supporting creches in other cities and towns is evidence of MC's growing capacities to innovate and respond to the construction boom being witnessed across India.

MC's work at the grass root level finds resonance with its advocacy efforts of highlighting the issues of 'care' and 'crèches'. Last year concerted efforts were made in alliance with other networks and organizations to build evidence and mobilize communities to demand for quality childcare services. This 'crèche campaign' as it is internally referred to, will within the next two years, be further strengthened and widened by initiating and building relationships with other groups working on Women and Labour Rights. Simultaneously, MC proposes to sensitize the media and the executive and elected members on the urgent need to institute and plan for appropriate policies and programs to redress the situation manifested in the low developmental indicators of the young child.

MC also undertakes periodic stocktaking and evaluations of specific components of its programme in a bid to review and strengthen them. The focus last year centered around our training activities which MC has been undertaking for the last three decades. An evaluation followed by a consultation with training partners and experts reiterated the urgent need for MC to strengthen its training functions by enlarging and building its internal capacities and getting its training programme and modules formally documented and accredited. This was necessary to respond to opportunities and challenges that were expected to be available as a result of the increasing visibility and attention that the young child is being accorded at multiple levels.

Another significant exercise which is worthy of mention is 'The Mid Term Strategy Review', which took place in Nov-Dec last year. Intense internal discussions on key strategic areas took place in the context of MC's performance and emerging external opportunities. Building contractor capacities to take increasing responsibility for crèches, expansion of training with strategic partners and strengthening advocacy with local state authorities were identified as future thrust areas for the next two years. Corresponding plans were made to integrate appropriate human and financial resources to achieve the above. This provided the senior leadership with a greater sense of clarity and purpose, which it is hoped, will transcend across the organization to achieve the mandate it has set out for itself.

Mridula Bajaj
Executive Director

Vision:

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

Mission:

To ensure Early Child Care and Development of young children of economically deprived groups at urban construction sites and slums.

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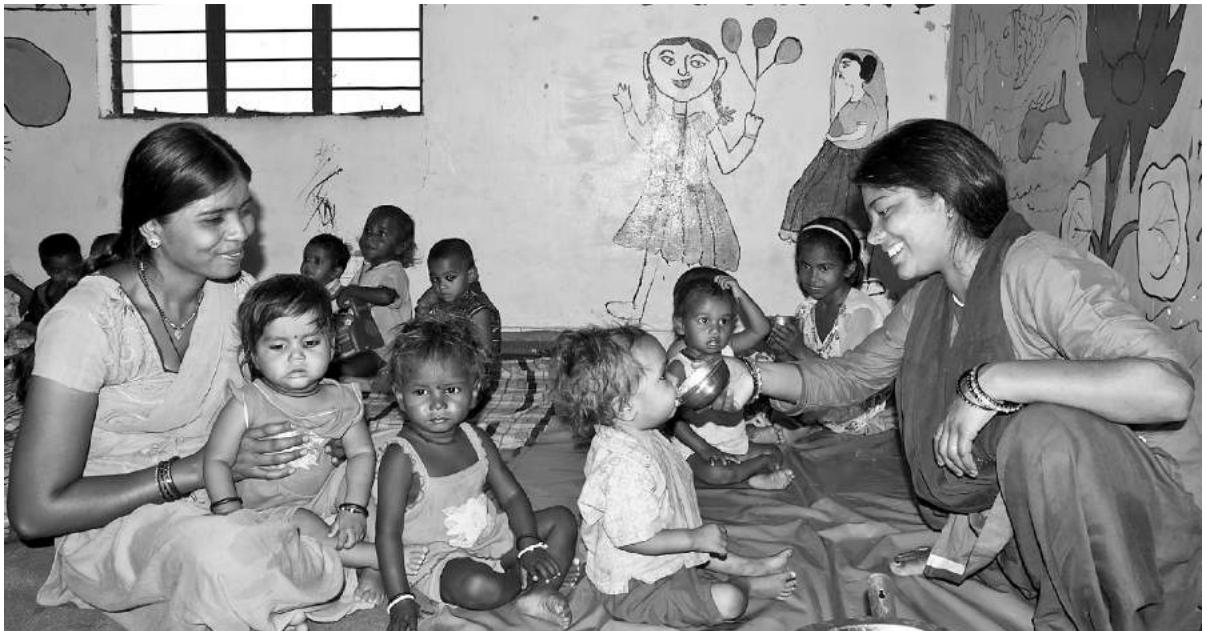
From the Executive Director's Desk

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Abbreviations

| | |
|---------|---|
| ANM | Auxiliary Nurse and Midwife |
| AWC | Anganwadi Centre |
| AWW | Anganwadi Worker |
| BOCWA | Building and other construction workers Act |
| BOCW WB | Building and other construction workers Welfare Board (Delhi & Haryana) |
| BPL | Below Poverty Line |
| CWG-CWC | Commonwealth Games-Citizens for Workers, Women & Children |
| CBO | Community Based Organisation |
| ECCD | Early Childhood Care and Development |
| FORCES | Forum for Creches and Childcare Services |
| FYP | Five Year Plan |
| GNCT | Government National Capital Territory |
| ICDS | Integrated Child Development Services |
| JSY | Janani Suraksha Yojana |
| MC | Mobile Creches |
| MIS | Management Information Systems |
| MWCD | Ministry of Women and Child Development |
| NCR | National Capital Region |
| NFE | Non Formal Education |
| NGO | Non Government Organization |
| PHC | Primary Health Centre |
| RGCS | Rajiv Gandhi Creche Scheme |
| RTI | Right to Information |
| RTF | Right to Food |
| SHG | Self Help Group |
| SSA | Sarva Shiksha Abhiyan |

1. Field Interventions



MC provides childcare services to children of construction workers, through multiple forms of partnership with the builder. In the slums, MC ensures childcare arrangements and child health through community run creches and linkages with state services. MC reached out to 14288 children through these programmes.

The last decade has seen greater visibility of child issues, a wider space for dialogue with the government and other partners in change, and a sharpening of arguments – scientific, economic and rights based – to create a sense of movement in the right direction. A hard look at the data, however, on malnutrition, mortality and morbidity in children, tells a different story. So, even as we take the long view and set about bringing changes in laws and policies, we need to continue working on the ground to demonstrate impact today, and involve communities and strengthen local processes to sustain the changes tomorrow.

The early years of a child's life

The early years are a period of maximum learning and rapid growth. It is also a period of greatest vulnerability and greatest promise. MC taps this window to bring health, education and care services when the child needs it the most. In the first 5 years, the brain grows to 80% of the adult size. Studies show that timely investment in the early years, yields benefits estimated at 13 times the cost. Research also indicates that quality early childhood education increases retention in school, improves learning and leads to gains in productivity and reduction in curative costs.

It is 43 years since Mobile Creches (MC) set up the first creche, for children of migrant construction workers at the Gandhi Darshan project site in Delhi, in 1969. With the first, major relocation of unauthorised settlements to the outskirts of Delhi, in the mid-70s, MC spread its net to include children in Delhi's slums. As our creches spread across the urban landscape in the cities of Delhi, Mumbai and Pune, what had started as a heart's response to the plight of children at one site, grew into a movement for the safety, nurture and development of children of poor working mothers in India.

Today, through the work at the field and policy levels with a range of stakeholders, MC speaks for the Young Child under six years across rural and urban settings, with a particular focus on the urban poor and the Migrant Child at construction sites.

1. Field-based Interventions with Migrant Children at Construction Sites

Mobile Creches reached out to 9514 children in 2011-12, 9000 children, in 2010-11 and 6262 in 2009-10 at construction sites. In 2011-12, MC spent 51.5% of its total expenditure on its programme at construction sites.

Notwithstanding mechanization, the Construction Industry continues to hire large numbers of workers, of which two-thirds is accounted for by unskilled labour. Given the substantial proportion of family labour in the unskilled segment, for a project of Rs 100 crores it is estimated that there would be more than 50 children at the site. With an expected turnover of Rs 20,000 crores a year in real estate over the next 5 years, there will be at least 20,000 children in Gurgaon alone, in need of safe surroundings, care, health, nutrition and education.

Why not machines? And why women?

Contractors continue to employ labour at non-infrastructure construction projects because it is cheaper than machines doing the same job. One of MC's contractor partners felt that "getting the right 'helper' and making workers work in pairs is critical to getting quality work done: a husband and wife make a good team and provide natural backups and support to each other". And in the absence of women, who will help with brickwork, plastering, cleaning and the lion's share of head-loading?

Children at construction sites are a particularly vulnerable lot: suddenly exposed to the harsh brutalities of urban poverty, they grow up amid the constant movement from site to site, in congested dwellings and unsanitary surroundings, without appropriate nutrition, health care or education. Mobile Creches steps in to address this severe neglect by providing a safe, clean, caring space for children, where they can learn, play and grow; it makes them less vulnerable to disease, exploitation and ignorance. It enables the mother to go to work, releases the older siblings to attend school and lays the foundations for the child's health and learning.

Models of Partnership with Builders/Contractors

The successful running of any enterprise depends on four critical elements: finances, technical expertise, personnel and management capability. Traditionally, to reach childcare services to children at construction sites, MC raised funds from the builder/contractor, funding agencies, corporate donors and individuals. MC was the sole

provider of the human resource and technical inputs, derived from its deep experience, insights and completely responsible for the day to day running of the crèche. This way of working, referred to as Model 1, below, had its pros and cons: it meant high quality but limited reach.

The non-implementation of most of the provisions under the BOCWA, the increasing professionalization of the construction sector and pressures for quality, the maturing of MC's relationship with some of its partners and the limited impact over the years, led MC to challenge its traditional model. In the last decade, MC has tried to change the terms of engagement with the contractors and builders: they are asked to share in the running costs, hiring of personnel and management of the crèche. The diagram, below, depicts the graduation to greater responsibility sharing and ownership by the builders, more evident in the last two years than ever before. While it may be too early to predict a paradigm shift, MC's perseverance seems to be paying off with a new generation of industry leaders, thinking differently and making a difference.

So, in **Model 1**, MC takes complete responsibility for running the day-care centre at the site with its own staff, equipment, materials and operational systems. The contractor/developer only shares in the cost, sometimes contributing as little as 20% of it. In **Model 2**, the builder/contractor covers almost the entire operational cost and takes on greater responsibility in managing the crèche – hiring local staff trained by MC and looking into crèche quality. In **Model 3**, the builder 'owns' the creche: the initiative to set it up, the day to day running and the inclusion into policy, of a crèche at each of the project sites. Here Mobile Creches would only play the role of a consultant for initial set up and supervision. Training workers for hire and providing technical support are common to all three models; the difference lies in financial support, management and institutionalization of the initiative.

Fig 1. Models of Partnership

| Partnership Model Elements | Model 1 | Model 2 | Model 3 |
|----------------------------|-----------------------------|----------------------------|---------------------------|
| Set-up/ Initiative | MC | MC | MC/ Builder |
| Management | 100% responsibility with MC | 30% responsibility with MC | No responsibility with MC |
| Monitoring, Training | 100% with MC | 100% with MC | 100% with MC |
| Community Awareness | 100% with MC | 100% with MC | None with MC |
| Operational Cost | 20-50% from the builder | 90% from the builder | 100% from the builder |
| Type of Engagement | One-off | One-off/policy driven | Policy driven |

In the three models, above, MC partners with big builders/contractors who work on large projects of at least Rs 100 crores.

The mid-rung builders, on the other hand, have been difficult to bring into the fold beyond Model 1 and that too with minimal monetary contribution. Since 2001, MC began to work in the South West region of Delhi at a cluster of smaller construction projects, using different tactics – awareness building with communities, linking them to state services and facilitating worker registration with Labour Boards for access to labour welfare provisions.

Table 1 shows MC's reach through various models: in the last two years, the increase in reach is, entirely, on account of partnerships under Models 2. While we have a long way to go, progress under Model 3 is encouraging. Ensuring reach through Models 2 and 3 will continue to be the thrust in the near future.

Table 1: Number of Children Reached at construction sites

| Initiatives | Target Reach 2011-12 | Reach 2009-10 | Reach 2010-11 | Reach 2011-12 |
|--|-------------------------|------------------|------------------|------------------|
| Model 1 | 5500 | 5185 | 5255 | 5609 |
| Model 2 | 1500 | 543 | 2512 | 2965 |
| Model 3 | - | - | 35 | 157 |
| Awareness building at small construction sites | 800 | 534 | 1198 | 783 |
| Total | - | 6262 | 9000 | 9514 |

1.1. Day Care Program (Model 1)

MC runs an eight hour programme, six days a week, for children of ages birth to 12 years, with a trained, experienced and caring staff. The creche is on site, at the work place. The programme offers the child an opportunity for improved health, an initiation to the joys of learning, and a safe exposure to the world outside. It can translate to access to better education and livelihood options. It has the potential to break the intergenerational cycle of poverty and give greater 'choices' in their adult life. It is a proactive, preventive strategy and, hence, a cost effective one, whose long term impact far outweighs the investments made now.

MC reached out to 5609 children at 24 centres at Delhi and NCR (Gurgaon, Noida, Greater Noida) in 2011-12, through this model.

The Day Care Model – The 'Care' Component

The unique features of the programme are:

- Accessibility (near the construction workers hub)
- Safe space for children to play
- Trained child care workers - MC has an in-house training division
- Appropriate adult to child ratio - 1:10 for less than 3-years & 1:25 for 3+ years
- Culturally appropriate learning materials
- Tested systems and procedures to transact the programme, and monitor the outcomes.

The Day Care Programme (Model1) addresses children's needs in a holistic fashion, in response to the needs of different age groups. While each of the four elements, in Figure 2 below, may be understood in isolation, **what makes 'holistic care' meaningful, is a combination of all four**. In the buzz around malnutrition – albeit long neglected and necessary – we forget **the 'care' element** which translates into emotional nurturance, support for feeding, cleaning, supervision, and mental sustenance. Care may be defined as an envelope containing nutrition, health, education and community awareness, delivered by **a fifth, necessary factor – the care-giver**.

Figure No.2: Day Care Program at the centre



Core Components: Health, Nutrition, Education and Community Awareness

1.1.1 Health

The health program includes a wide range of preventive, curative and promotional interventions including pre/post natal check-ups, linkages to PHCs and health melas twice a year in which dental check-ups, eye check-ups and blood tests for anaemia take place with follow up for referrals etc. Health and hygiene at the centre through simple systems make all the difference – washing hands before meals, disposable (recycled) pieces of soft cloth for wiping the children, baby cribs made of cloth (attached to a wooden stand) for easy washing, use of disinfectants and potassium permanganate water (KMnO₄) for washing toys and so on. A health card is maintained for every child at the centre, which records his/her medical history. Parents are advised to use these health cards during follow-up medical visits when they leave the site for other project or back in the village. Any condition not treatable by our panel of doctors is referred to a nearby/specialty government hospital.

1.1.2 Nutrition

This workplace based intervention enables breastfeeding of infants, the first step to laying a sound foundation of health and development. In addition, there is timely and appropriate supplementary nutrition for all children, comprising a balanced mix of nutrients – porridge, lentil-rice-vegetable gruel, sprouts/nuts/biscuits for snack – spread over three meals. Each child gets 500 calories and 12 gms protein/day through the above supplementation.

Treating Malnutrition

Close growth monitoring is critical to pre-empting/treating malnutrition. For the severely malnourished children (Grades 3 and 4), the frequency of feeding is increased to every 1-2 hours, with smaller meals comprising a indigenously prepared low-cost, ready-to-use therapeutic food (**RUTF**) of rice, wheat and chick pea (chana). Regular follow-up is done with parents to ensure that the effort is complemented at home.

Coverage and Impact

- Children reached are 5609 children in 2011-12 (5255 in 2010-11), and average number of children are 1047 (1059 in 2010-11)
- 63% of the children who stayed with MC for a minimum of six months improved their nutritional status. The longer the duration of stay at MC centres, the greater is the improvement.
- 98% of the children who stayed with MC for a minimum of two months were age appropriately immunized as compared to 91% last year.
- 40 community women/men played leadership roles - facilitated access to state services and made follow-up visits.

1.1.3 Education

More than 200 million children in India under 5 years of age fail to reach their potential in cognitive development. While early health, breastfeeding and nutrition provide the foundations for learning capacities, in addition, the MC programme focuses on 'early stimulation', culturally appropriate learning and basic values and psycho-social skills in children, with specially developed curricula for each age group. All children are assessed quarterly at the centre level to help teachers ascertain and plan for the overall progress of the children.

Creche (0 – 2 year olds) – The focus is on love, care and nurturance with opportunities for sensorial fine and gross motor development. So singing, dancing, crawling and jumping in a colorful environment - lots of toys and pictures – is the order of the day.

Balwadi (3 - 5 year olds) – All activities are woven around monthly **themes (prakalps)** designed to enhance sensory-motor skills, pre-reading, pre-writing and number concepts. Painting, pasting, cutting, stringing beads, playing with blocks, clay moulding, songs, dance, etc., are a part of the daily routine.

Non-Formal-Education (NFE, for the 6+ agegroup) – Here the focus is on basic literacy with the aim of getting the children into local Government schools. Participation in the library program, Bal Sabhas, and festivals/other helps building self-confidence and leadership. The NFE programme was reviewed over the last two years and a new curriculum with new materials/schedule are in the pipeline for implementation.

In 2011-12, 33% (486) of our 1482 children between the age of 6 to 14 years were mainstreamed into government schools as compared to 19% (357 out of 1843) in 2010-11. Forty eight children this year received scholarships from the MC Scholarship program. Access to schools is a major challenge – most schools are located far from the labour huts and safe/affordable transport is not always available.

Big Brother is watching

Pankaj, a 4 year old boy from Bengal, moved to the Vedanta construction site in Gurgaon, Haryana, with his parents and an older brother Dheeraj (17+ years). Pankaj could speak Bangla, only, and so could not understand what was going on in his Balwadi class. He would often walk out and not want to come back. Flash cards, conversation charts, pictures – nothing seemed to help him comprehend. Finally, the staff roped in his elder brother Dheeraj, who knew enough Hindi and Bangla, for help. The MC Staff would explain to him the day's topics and he would help his younger brother speak the words in Hindi along with the Bangla equivalent. Pankaj started picking up Hindi conversation and the courage to talk to his classmates. Soon he was asking the teachers to give him the worksheets too!

The play-way approach ensures integration of fun and learning. Children's meetings (*Bal Sabhas*), theatre, storytelling, celebration of all major festivals, a minimum of two excursion per centre (Nehru Science Museum, Bal Bhawan, picnics, etc.) and the annual Sports Day enrich the daily routine. Parents and contractors participate actively on most such occasions.

1.1.4 Community Awareness

The primary objective of engaging with the community is to sustain the impact of MC interventions, beyond the 'centre' and after the community has moved on, back to the village or other sites. Community Awareness initiatives are undertaken by involving the local community in programme planning and oversight, strengthening the **Lokdoot** street theatre team to take messages to the community and building local leadership to build ownership of the interventions and the ECCD issue.

MC reached out to approximately 5194 people on construction sites through 50 street plays and 12 media on issues like importance of education, cleanliness, nutrition, breastfeeding, immunization and needs of children.

For building local leaders, the concept of *Sathi Samuh* was initiated three years ago, to enable local leaders to help sustain the interventions initiated by MC. Ultimately the best practices of child-caring need to be internalized by the care-givers – a task which *Sathi Samuh* members encourage as active members from within the community. During the past year MC worked closely with 40 *Sathi Samuh* members to facilitate change in child rearing practise. Regular meetings and training workshops contribute to strengthening these potential leaders. Most *Sathis* are now looking at a long term commitment to their work in the community.

1.2 Facilitative Models of Partnership(Model 2 & 3)

In 2010-11, 15 builders took on the responsibility of providing crèches at their sites as per **Models 2 and 3 in Figure 1 in page 3** with monitoring and technical support by MC. This year **3122 children benefitted** from the above engagement at 24 centres. Of these, 21 centres were in the Delhi NCR region and 3 were outside- Mohali, Mewat, and Amritsar.

This outreach to larger numbers of children at construction sites has its own price. With high up-front investments of time in sensitizing builders and monitoring quality of services. Some trade-off in terms of quality with the substitution freshly of trained new hires as opposed to experienced MC staff, and management by the builder staff rather than MC is expected. Community awareness building is a particular challenge as the contractors are not interested in investing in this aspect. In spite of this, MC organized mass awareness programmes on immunization, health & hygiene, education and holistic needs of children. As a result of these micro and macro interventions, 67 % of children were immunized and 14% of children mainstreamed into formal schooling.

Amrapalli Group – Moving up the responsibility ladder

MC has been providing day care facility (Under Model 1) at two construction sites of the Amrapalli Group for the last 2 years. The day care program had been running well and now it was time to move Amrapalli Group to Model 2. MC initiated the talk in year 2011 and tried motivating them to assume overall responsibility. The Amrapalli group was, first, reluctant to take on this offer. But after innumerable face-to-face meetings, MC managed to convince them to run the centres on their own with monitoring and technical support by MC. The group is successfully running such a centre at Amrapalli Sapphire in Noida and is providing proper hot cooked meals to the children.

It needs to be noted, however, that the potential and promise of this strategy goes well beyond numbers to systemic change. Going forward, MC plans to push forward the 'facilitative model of partnership' with construction companies. This will be done through proactive and informed business development (databases on builders, projects, locations), in locations more conducive (availability of local skills/state support) to such partnerships and with partners more likely to institutionalize this change as policy.

1.3 Awareness building at small construction sites—Dwarka, Southwest Delhi

MC entered Dwarka in the year 2001, in response to a flurry of construction activity in the region. MC's daycare initiative drew little response from the mid/small sized project contractors in the area. MC changed tactics: we focused, instead, on community awareness, linkages with state services and activation of state programmes. This required building rapport with multiple stakeholders – parents, workers, contractors, local NGOs and state service providers. In 2011-12, MC reached out to 783 children, 57% were immunized; 23% were mainstreamed into formal schools with the help of contractors; 70% of 643 families were linked to government facilities.

Bringing ICDS to migrant populations in Dwarka, Delhi

During our work with the community we found that only 10% children at the sites were in normal nutritional grade while the rest were severely malnourished. After the Ministry of Women and Child Development (MWCD) issued a circular that nutrition support should be made available from the nearest ICDS centre to children at all construction sites, MC sent a consolidated report to the Director of ICDS about our findings in Dwarka regarding nutritional and immunization status of children. It took 3-4 months of continuous personal meetings and correspondence to finally get the nutrition support from ICDS. With the help of contractors and the community, at least 5 sites in Dwarka received food from the ICDS centres.

The expectation in Dwarka was to enhance "access to services by the families" which has been achieved. Due to saturation of the construction sites at Dwarka, MC planned an exit over 2011-12. The phase-out process included awareness programs and identification of community leaders who will continue the work of immunization and linkages to state services.

1.4 Partnership with the State

MC's day care model in Section 1.1, page 5 , implemented under Model 1, is a demonstration model for other service providers (private or state sponsored) to replicate. Our future thrust lies in activating existing programmes and legal provisions to ensure that health and childcare services start flowing to the children of migrant construction workers. In 2011-12, Mobile Creches actively engaged with representatives of both, Departments of Labour (for creches through the Welfare Board under Building and Other Construction Workers' Act (BOCWA) 1996 and Department of Education, (for the under 6's under the Sarva Shiksha Abhiyan, SSA) to ensure childcare coverage for the migrant child.

SSA - Mobile Creches completed the project undertaken last year under the SSA Bhattacharya Scheme, launched by the Education Department of the Haryana Government, at 4 Bhattacharya Schools (Brick Kiln Schools) and 4 construction site centres for a period of six months from Feb '11 to Aug '11. Whilst the SSA focuses on the school-going ages of 6-14 years, the idea was to highlight the importance of the early years through MC's integrated program for birth - 14 years.

BOCWA, 1996 - Mobile Crèches has been following-up with the labour department, Haryana Welfare Board for provision of crèches. The tendering process - bids floated by the Labour Department for the running of creches – continues but there is no concrete outcome quite yet.

Rajiv Gandhi Creche Scheme (RGCS) – As a recognition of Mobile Crèches' expertise in the field of running crèches and services for the under 6's the MWCD appointed MC to the Committees set up for reviewing of the RGCS. MC gave written recommendations to the Government regarding several constraining factors in the existing scheme, including the inadequate budgetary allocations. These norms have subsequently been revised and, in December 2011, MC was requested by the Central Social Welfare Board (CSWB), to run model crèches under the revised RGCS norms on a pilot basis at two locations Swaroop Nagar and Mangolpuri. In February, 2012 Mobile Crèches accepted the request after negotiating on issues of manpower and space. A review of these centres would be conducted by the Ministry at the end of 6 months, to take a decision on the revised norms.

Integrated Child Development Services (ICDS) – It has been MC's continuous struggle at the policy level, especially, after the failure of the labour laws to address the issues of the migrant worker community, to extend programmes meant for settled populations, to the migrants. MC's small success in Dwarka (Section 1.3, above) and a few urban settlements (Section 2 below) has encouraged us to explore the same in Rohini and Jasola in Delhi but without much success.

In years to come, MC's focus will remain on the three government programs – ICDS, RGCS and provisions under the BOCWA, 1996, administered by the State Welfare Boards – to bring health, care and education services to the migrant child.

2. Field-based Interventions with Young Children in Urban Slum Settlements

As per the 2011 Census, 31.2% of the Indian population lives in urban areas, two-thirds of which live in slum bastis or poor settlements. All indices related to the health and wellbeing of women and children – nutrition, mortality, access to drinking water, etc. – are much worse in the slums as compared to the average for the respective cities. It is in this backdrop that Mobile Crèches worked in eight urban slums/resettlements in 2011-12: Madanpur Khadar, Khanpur, Dakshinpuri, Trilokpuri, Seemapuri, Shadipur, Kirby Place and Harolla Basti. The objectives were better health outcomes for young children and better access to NGO/state/ community based services, especially in maternity, childcare, health and education.

MC reached out to 3728 children (**2188 children under 3 and 1540 children between 3-6 years**) and 35743 community members in these eight settlements. In 2011-12, MC spent 11.75% of its total expenditure on interventions in the slum settlements.

2.1 Strengthening the demand side of ECCD services

NGO programmes are often supply driven – provision of services, dissemination of information or building of capacities – without, necessarily, a sense of what the communities need, perceive and are willing to invest their energies in. Working on the 'demand side' starts with a building of evidence and understanding of a common

problem, followed by awareness of how the problem can be addressed and the participation of communities in that process.

2.1.1 Awareness building on Early Childhood Care and Development (ECCD)

This year **55 street plays and 48 folk media performances** took place, reaching out to **4743 community members**. After each performance, feedback sessions were carried out using flash cards, games and interview schedules, with smaller groups of people. The issues raised are based on knowledge gaps identified during baseline surveys and family based interventions (below).

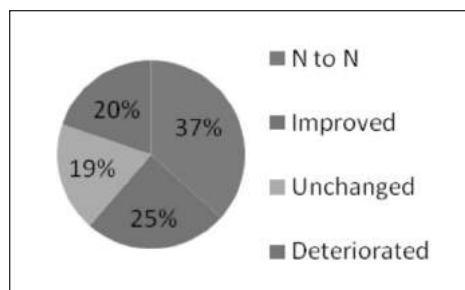
Trilokpuri: Two years back, when Savita (aged 27 years) became pregnant, she and her in-laws were contacted for the baseline survey. Despite making many efforts, Savita and her family did not get her registered at the anganwadi or the nearest government hospital for immunization and check-ups. Savita got home delivery done during which the child died.

When Savita became pregnant again, the family approached MC for advice. After many sessions on the importance of nutrition, safe delivery, no pre-lacteals, etc., she got herself immunized and registered herself for delivery in a hospital. She gave birth to a healthy baby boy of 3kg, accessed benefits under the Janani Suraksha Yojana (JSY) and also fed her child colostrum. This change had been possible only due to close contact of her family with MC.

2.1.2 Family-based-intervention with families with pregnant women and under-3 children

The process begins with a baseline survey to understand their perceptions and practices with respect to immunization, nutrition, adult-child interaction, birth registration, etc. Based on the findings, age specific interventions are carried out. This year MC reached out to **2723 pregnant women, and children under 3**, through one-to-one interaction, during which with various supportive aids like flash cards, growth charts, etc were used.

Fig 1: Improvement in Nutrition Status



Regular growth monitoring was done with families of **2188 under 3 children**. In the course of one year, We found, 37% children retained normal grade and 25% improved nutritional grades. This has been achieved through nutrition counselling (breastfeeding, weaning practices, etc) community awareness and, demonstration of locally made ready-to-use therapeutic food as also linking the children to the ICDS programme.

2.1.3 Building Community Groups

MC believes that mobilizing communities around young child issues on the ground is as important as building common platforms for dialogue at the policy level. Over the last five years MC has also focussed on building youth and women's groups to demand quality State services. Today, there are **six community groups** in place, four of them registered as CBOs under the Society Registration Act, 1860.

Exposure Visit to Child in Need Institute (CINI), Kolkata CINI is an organization working on health and nutrition of pregnant women and young children in West Bengal. The CBO groups visited villages around Murshidabad where community led action was being taken to track malnutrition in pregnant women and children and to prevent child trafficking in their area. The salient features of this programme were: capacity building of SHG members on community mapping, convergence between the National Rural Health Mission (NRHM), ICDS and Panchayat and budget allocation for nutrition of young children in the Panchayat budget.

To equip the community groups to drive the ECCD agenda, the following workshops were conducted:

- Rights, policies and programmes for the young child, like, ICDS, JSY, Ladli scheme, RGCS, etc.
- Universalisation of Quality ICDS and quality indicators for monitoring of anganwadis
- Child Rights and Gender, to sensitise them about the critical issues impacting children and women.
- Financial management and accounting procedures with CBO members
- Elections of CBOs in Kirby Place and Trilokpuri
- Annual Plans for CBOs to identify focal areas of work

Child Rights Week is celebrated around Children's day in November, every year, to build awareness on the Young Child issue. This year the theme chosen was 'Quality ICDS', during which: 9 street plays reaching out 850 people ; 27 galli meetings, Wall-painting, slogan-writing and rallies by youth group members and meetings with the CDPO, Supervisor and Workers of ICDS took place.

In each of MC's intervention areas, **youth groups** have been formed since 2001 to develop skills and build leadership among the young men and women, some of them alumni of the MC daycare programme. It is important that young people start to connect ECCD to larger issues that concern the communities by participating in awareness activities and, over the years, leading the change process. This year **405 young people** participate in community activities like celebration of festivals, creating awareness by performing folk media, organising rallies, Organising activity filled Summer Camps and raising funds for the same, a workshop on "Life skills" at Vishwa Yuvak Kendra and Youth Safety by Jagori were conducted. To help participants understand the causality of exploitation, harassment and violence due to the inequalities that exist in our society.

2.1.4 Building a network of local NGOs to work as partners

There are several NGOs working on different issues affecting the Urban Poor, thus networking is important to build a strong front and carry a common voice to the policy fora. About **28 NGOs** have been participating in NGO Network meetings at Kirby place, Madanpur Khadar, Dakshinpuri and Seemapuri, for widening outreach and strengthening each other's interventions. International Women's day was celebrated in Kirby Place on March 2nd, 2012, and attended by 800 people of Jhareka Village and Kirby Place (Delhi Cantonment), NGOs, CBOs and the MCD Councillor and local MLA.

2.2 Strengthening the supply side of ECCD services

2.2.1 Activation/Extension/Enhancement of ECCD state programmes/other basic services

The strengthening of the demand side – building of pressure from below – is clearly reflected in positive changes on the supply side, admittedly, with a time lag. This takes the form of greater access to decision makers, extension of coverage to hitherto neglected areas and improvement in quality where services did exist in some, token form. Some examples:

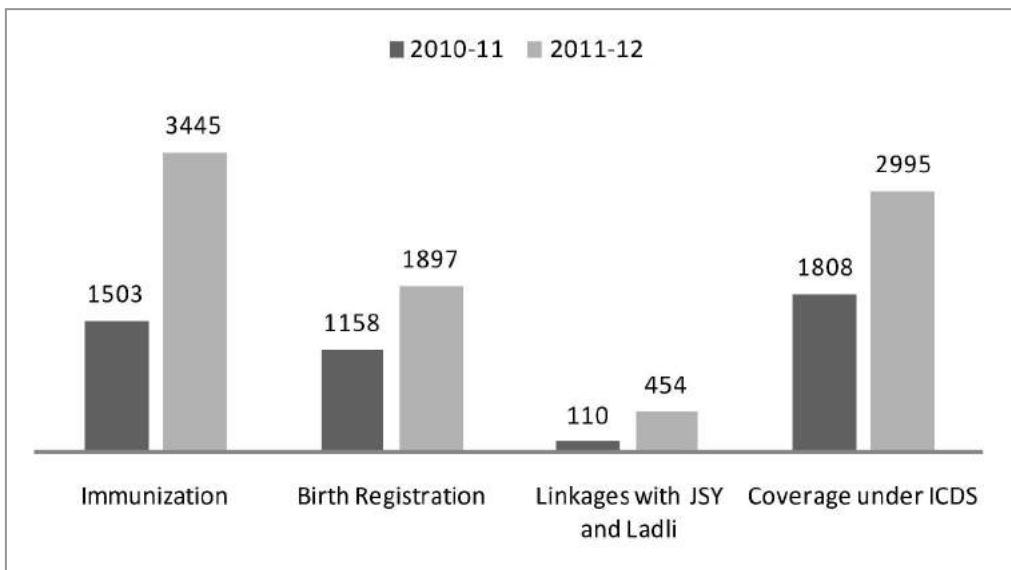
- **Opening of anganwadis:** Jagriti Samiti initiated a signature campaign to demand opening of Anganwadis of B-2 blocks at Madanpur Khadar. The application was submitted at CSWB and DCPCR which resulted in the immediate opening of 8 anganwadis.

A 10-year struggle for an Anganwadi pays off

Kirby Place is an unauthorized slum where MC has been working for the last 10 years and providing support to the local CBO, Basti Vikas Samiti (BVS), in its fight for childcare services. After consistent efforts made by the community members over 4 years, Kirby Place finally received a sanction of 10 Anganwadi Centres (AWCs). With BVS's leadership the new AWCs managed to cover each and every under-six-child in the basti. An event organised by BVS in August 2011, to celebrate this accomplishment, was attended by the Director, ICDS with CDPOs, Health officials, MLA and Councillor. Such occasions can be used as opportunities to build bridges with local decision makers.

- **Monitoring the ICDS programme:** CBO members have been using what they learnt at various workshops to monitor quality of the local anganwadi. They meet with the CDPO, Supervisors and anganwadi workers and helpers, on specific issues like growth monitoring, immunisation.

Figure No. 3 - Linkages to Government Services



Due to the proactive monitoring of local services, there has been a remarkable increase in ICDS coverage, immunizations and linkage to the Ladli scheme (scheme to promote education of the girl child) and JSY(maternity benefit scheme for women belonging to BPL families). Refer Figure 3

- **Clean drinking water:** In Khanpur, the Prerna Samiti filed an RTI, conducted a signature campaign and met with the MLA and officials of the Jal Board to, finally, get a tube-well installed in C- block for provision of adequate drinking water. Similar efforts by the Jagriti Mahila Samooh in Trilokpuri led to the repair of pipelines, laying of new new pipes and installation of 20 hand-pumps for provision of clean potable water. MC was in the forefront to facilitate the process.
- **Community meetings with Nominees for Councillor Elections** were conducted with 22 candidates in which 560 people took part. These meetings help put the young child issue on the larger political agenda.

2.2.2 Capacity building in ECCD of community women/ NGOs/state agencies

ECCD workshop for ICDS workers: Anganwadi Workers (AWWs) from Kirby Place, Purani Nangal, Jhareda, and Mehraam Nagar were trained by MC to improve 'impact' of ICDS. Through this training it would be possible to see some impact. Baseline and endline information will be collected to assess change.

Training of Community Women in childcare: Nine community women of Trilokpuri were trained to run community based crèches; five of them are now working as Creche workers in Trilokpuri.

New ECCD Players - Mobile Crèches believes in developing other players to promote the ECCD agenda. This year NIPUN, a grassroots NGO, working at Meera Bagh basti was approached for replication of our Urban Settlement Program model. NIPUN, previously working mainly with older children, agreed to work with the under 6s, especially the under 3s. All the four strategies – awareness building, one to one intervention, linkages with GOs and NGOs and building community groups around ECCD issues – were adopted by them

Over the last one year, Mobile Crèches supported NIPUN by developing their project team, preparing design for situational analysis of the area, awareness building on ECCD, building linkages with ICDS and training the community leadership group. Through this strategy 590 children were reached and 10 anganwadis were opened in the area. This year was devoted towards orienting the NGO to internalize the issue of young child and its importance and also developing them to actively look for financial support and take-up the issue in their community.

2.2.3 Community based childcare arrangements

Community based crèches/balwadis are being run where MC has community spaces available, in the eight urban settlements of Delhi. In 2011-12 there were 46 community-based crèches/balwadis reaching 1046 children. MC trains local women and provides monetary and supervisory support to help run these crèches.

2. Advocacy and Training



In 2011-12 MC put the spotlight on the 'Care' element and a trained 'Caregiver' for children's health, nutrition, safety and development, by building evidence on the need for 'care', pushing the creche agenda under ICDS and RGCS and building long term partnerships with trainee organization.

MC stays committed to raising the issues of Early Childhood Care and Development (ECCD) with communities, governments and partners in development. Despite MC's perseverance with strengthening current crèche schemes, provision of childcare services in challenging conditions and drawing attention to the 'crèche gap' in ICDS, the 'Care' element – the second 'C' in ECCD – has been missing in policy and practice. And the neglect of Care has a natural corollary: undermining the role of the Caregiver. MC continued its struggle to reinforce the criticality of crèches and underscore the importance of the crèche worker.

In 2011-12, Mobile Creches spent Rs 45.58 Lacs on Advocacy and Training: 12% of the total expenditure amounting to Rs 382.83 Lacs. There was a small decline, both in absolute and relative terms, as compared to 2010-11, largely because MC could not undertake a planned research on 'Gender and Care' on account of funding issues and a planned, large-scale community mobilization event had to be postponed in response to the ground situation.

1. Advocacy

I.I National Advocacy

1.1.1 Advocacy for Crèches: Strengthening Provisions under Policy, Law, Programmes

Substantial strides were made in making visible the huge gap between need for crèches and their availability. Key components necessary to provide quality services and the flexibilities in Schemes required to make them responsive to the diversity of women's needs have been accepted in principle by the government and other stakeholders.

- **Revisiting Rajiv Gandhi Crèche Scheme (RGCS)** - RGCS is the only Central Government Scheme on crèches, which addresses the full daycare needs of children under six years. However, it covers a meager 5 lakh children as against the need of 8 crores. Ministry of Women and Child Development (MWCD) set up a committee to revisit the scheme based on an evaluation conducted by the National Institute of Public Cooperation and Child Development (NIPCCD). MC was invited in 2010-11 to the committee and has suggested an increase in per child allocation, inclusion of set up costs (equipment), rent for adequate space, nutritional expenses and salaries for crèche workers.

Milestones 2011-12:

1. **Extension of ICDS to the children of migrants** – A Circular Order to this effect was issued by the MWCD, on 13th April, 2011. This is the outcome of the Supreme Court Order on Universalization of ICDS and years of work by MC to make migrant children visible.
2. 5% of all Anganwadi Centres (AWCs) will be converted into **AWC-cum-Crèche** - MWCD has proposed that this be implemented in a phased manner.
3. **MC input on ICDS** sought in planning and policy – MC has been invited to various committees of the National Advisory Council (NAC), MWCD and the Planning Commission.
4. **Revised Norms for the RGCS** - MC assisted in the proposed revision of norms and has been invited to be a part of the pilot for implementation.

- **AWC-cum crèches** – MWCD finally acted on the proposal of converting some AWCs to AWC-cum-Crèches. MC participated in the deliberations on the operationalization and logistics of setting them up and worked on the financial norms and other guidelines. This was in response to the continuous lobbying for importance of crèches as an intervention in malnutrition, and as a critical support for breastfeeding and the overall development of young children.
- **Multiple Crèche Models** – A recommendatory note on different models and proposed sources for funding those models was presented to the Secretary, MWCD.
- **Crèches and the Right to Food (RTF) Bill** - As participants in the RTF Campaign, MC wrote to the Standing Committee of Parliament examining the National Food Security Bill on the importance of including Crèches as an essential service in the Act.

1.1.2 Advocacy on ICDS

On different platforms and along with a range of partners, the advocacy on ICDS continued - for ICDS-with-quality, need for restructuring, norms for urban areas and inclusion of excluded groups.

Restructuring ICDS – in Mission Mode

MC'S recommendation included:

- Quality guidelines including infrastructure norms
- Two worker model· Adequate allocation for universalisation
- Quality implementation of Pre-school education
- Anganwadi cum Crèche and provision of Maternity Entitlements

ICDS in the Urban Slums MC was invited to develop a paper for National Advisory Council (NAC) on 'Making ICDS work in Urban Slums'. This was an opportunity to feed our experience of the ground situation and the gaps in coverage and design of current programmes. Apart from drawing attention to implementation issues that mark the running of ICDS across India, the recommendations, below, focused specifically on the urban context:

- **Daycare and Crèches:** ICDS and RGCS, as of now, are an inadequate response. We need flexible programmes to address the varying childcare needs of women in urban poverty, living with uncertain wages and poor access to basic services.
- **Space and Safety at the AWCs:** Realistic budget allocations for rentals and safe premises are needed to ensure safe and adequate space to run AWCs in the cities
- **Preventing and Treating Malnutrition:** Improved quality and supply of food and urgent identification and management of cases of acute malnutrition, as per protocol.
- **Coverage of Special Needs Children:** Street Children, Migrants, Children with Disabilities
- **Need for disaggregated data:** For better planning and coverage, build a database on the numbers and needs of children in urban poor settlements.

1.1.3 Inputs into Plans and Policies

Serving on the Sub-Group formed by the MWCD for the 12th Five-Year Plan – Of the five Sub-Groups formed, MC participated in three – Survival and Growth, Child Protection and Early Childcare Education. MC also shared their perspective on how facilities for crèches could be expanded and suggested possible partnerships between state and non-state players.

National ECCE Policy and our Response – MWCD took a historic step in taking a decision to formulate an ECCE Policy. MC was part of a drafting group formed under the aegis of the Ministry. In the final Draft, however, the 'pre-school' element overshadowed the 'care' element.

1.1.4 Networking with National/International Partners

In 2011-12, MC actively took part in three campaigns/networks: Forum for Crèches and Childcare Services (FORCES) Right to Food (RTF), Wada Na Todo (WNT) and the India Alliance for Child Rights (IACR).

FORCES – (1) MC led the process of developing the FORCES operational plan for 2012-13 and identifying the focus areas: strengthening the State Chapters through capacity building and materials for advocacy; primary research on assessing the need for crèches; community mobilization around the issue of crèches and ECCE as a Fundamental Right. (2) MC facilitated a series of workshops for FORCES' partners, to build a common understanding on ECCD; Laws, Policies and Programmes for Children and Advocacy tools to bring about change.

WNT/IACR – MC participated in the intense civil society process led by Wada Na Todo and the India Alliance for Child Rights to provide recommendations on the young child under the 12th Five Year Plan, from 2009 through 2011.

Right to Food and Creches

The Working Group for Children Under Six (a group formed from the RTF Campaign and Jan Swasthya Abhiyan) convened a national meeting in **Bhopal - Convention on Children's Right to Food and State Accountability** - on inclusion of children's issues in the RTF Bill. MC conducted a workshop on Crèches and Children's Right to Food, as well as on using Jan Sunvais (public hearings) as an effective advocacy. MC strongly voiced the demand for Maternity Entitlements and flexible models of crèches as important institutional mechanisms to tackle malnutrition.

At the plenary session, the issue of crèches was flagged with the testimony of the Basti Vikas Samiti (a CBO set up by MC) on continuous efforts made by them to set up a crèche facility for children of working women in Kirby Place. MC advocated for crèches at **other forums** too: UNESCO Consultation on Migration; Consultation on Malnutrition, Dr. Reddy's Foundation, Hyderabad; Asia Pacific Conference, Singapore.

SAFE on Construction sites – The Harvard School of Public Health (HSPH) collaborated with MC in 2010-11 to pilot test their qualitative tool on child protection called the Safety Access Family and Education (SAFE) tool. Mobile Crèches provided the field for testing and inputs on how to make it more user friendly. In 2011-12, a meeting with a few eminent builders was organized for them to understand the builders' perspective regarding child protection issues on the construction sites as HSPH is planning to fine tune their tool and pilot it at a number of sites.

1.2 Advocacy at State Level

1.2.1 Networking

Neenv, Delhi Chapter FORCES – Neenv is a network of 40 grassroot NGOs, working on the needs and rights of young children in Urban Poor Settlements of Delhi, for over a decade now and Mobile Crèches have been convening this network. The Neenv strategy revolves around building community awareness on Young child issues, building evidence by conducting surveys and conveying urgent concerns of the community to decision makers through public hearings, and consultations .

Neenv Activities

- **Public Hearings** – This year Neenv organized its third Jan Sunvai in West Delhi, Bindapur, on “Health, Education, Nutrition, Safety and Care of Women and Children in the Urban Poor Settlements of Delhi”. It has been a major activity of the Network. People had the opportunity to place their problems before the Delhi Commission for Protection of Child Rights (DCPCR), officials from the health and water departments and a distinguished Jury. The hearings focused attention on individual cases: each case threw up the poor quality of life of young children in Delhi, and pointed to the urgent need for redressal and systemic change. The box, below, reflects a small beginning.

Public Hearing – Voice, Visibility and Change

- Community demand for opening AWCS led to opening of 10 AWCS in the Kirby Place
- Six AWCS have improved in terms of punctuality of AWWs and quality of nutrition at Khanpur, Lalkuan, Madanpur Kadar and Bindapur.
- The garbage dump has been shifted from the settlement to the outskirts of Bindapur
- In Khanpur, a water pump was installed to address the acute water shortage
- Two children with special needs were admitted to the Government School at Okhla Phase III.
- **Public Distribution System (PDS) and children's food security:** MCs' Lokdoot Team and Neenv collaborated with the Rozi Roti Adhikar Abhiyan Yatra on developing a street play to highlight the debate around 'Cash vs Food' for Delhi's citizens, particularly, children. The play was performed at 20 places, 680 members of MC community groups joined a rally organized to highlight the issue and a memorandum was submitted to the Chief Minister of Delhi. Local opinion strongly opposed the substitution of food rations with cash, as cash gets used for other pressing needs, further compromising the nutrition of families and, particularly, young children.
- **Grassroots Advocacy on Childcare Needs of Working Women** - Neenv undertook a Survey in bastis and resettlements of Delhi, to identify children under six and the status of their care in 1380 households. Twenty-eight partners of the Neenv Network participated in this Survey, including CBOs from three MC communities.
- **Community Awareness** - Fifty community meetings were organized to share the findings of the survey, discuss the needs of women and facilitate the process of articulating their thinking about solutions.
- **Linkages with National Level Networks** – Neenv worked with the RTF Campaign, the National Secretariat FORCES and the State Chapters in Ahmedabad and Kolkata.

Neenv members gave particular attention to strengthening the network: decentralized functioning, clear definition of member roles and well-articulated network identity, a new brochure with a logo and statement of objectives and strategies.

1.2.2 MC field programme and state level advocacy

ICDS for Children of migrant families – In response to the Circular, issued by both the Central and the State Ministries, MC got to work in Dwarka, South-West Delhi. After discussions with the Director-ICDS, food distribution from local AWCS has successfully been extended to cover children at two sites in Dwarka, since June 2011.

Right to Food (RTF) - 70 community Women participated in a dharna outside Shahsthi Bhawan staged by the RTF Campaign, for raising the issue of increasing malnutrition among children.

Participation at Neenv Delhi FORCES: CBO members from three CBOs - Jagriti Mahila Samiti (Trilokpuri), Prerna Mahila Samiti (Khanpur) and Basti Vikas Samiti (Kirby Place) - have been regularly attending Neenv meetings and participating in advocacy initiatives.

1.3 Evidence Building

MC's experience over the last four years at the field and policy levels is invaluable in spreading the ECCD word, building capacities of other players and advocating for change. Information materials, micro studies and reports are strong tools for advocacy.

1.3.1 Studies and Surveys

MWCD Study on Need Assessment for Childcare Services and Status of Implementation of ICDS in six states – MC was responsible for data collection in Delhi. The major findings of the study were: Women were not aware about the various government schemes; all respondents expressed the need for crèches, but preferred different timings. Quality and coverage of ICDS was highlighted as an issue.

Neenv Survey – This survey on childcare needs covered 1380 families (with children under six), across 22 slums. It yielded the following: 70% of women worked in the unorganized sector; 62% wanted a crèche; 20% of the children were cared for by their older siblings; only 20% of the children were accessing AWCs and 10% any form of preschool education.

Study by Social Services Management (Soservman), California – The Soservman Team from St. Mary's College, University of California undertook a research project on Public Private Partnerships (PPP) in the delivery of child-care, children's healthcare, nutrition and pre-school education. The objectives were to look at best practices, in other emerging economies and enhance our understanding of how it could apply to India in the ICDS context. The team did rigorous desk research and interviews in India, Indonesia, Thailand and Vietnam. One of the major findings was that community owned and community implemented solutions worked best.

1.3.2 Reports/Materials Developed/Reprinted

Jan Sunvai Report: A combined report of the Jan Sunwais (refer Section 1.2.1, above) held in Bindapur, Shadipur and Krishna Colony was printed. MC also compiled the voices of the people who participated in the Public Hearings, above, in a publication, "Ignored and Unheard". Both documents were disseminated to various government functionaries in the field of ECCD and other NGOs.

Materials Developed/Reprinted – Gunje Swar Humara, CD - a collection of motivational, child rights songs; Aadhi Dilli, Video/DVD - a documentary film highlighting the absence of basic services in Urban Poor Settlements of Delhi; Tackling Malnutrition, a monogram by Dr. Vandana Prasad .

2. Training

Childcare, in an institutional setting, requires trained human resource: childcare workers who can provide informed care, with the right attitude, adequate knowledge and appropriate skills. Mobile Creches' training capacities have been rooted in and shaped by years of grassroots experience and honed with advice from professional experts. MC's Training Programme is particularly important given the neglect of the young child and the 'care' element in policies and programmes and the absence of other major players with the necessary technical expertise.

Apart from training people in institutions or networks, MC also builds a pool of trained community women who can either take employment or become entrepreneurs and run child care services independently. The profile of the trainees may range from non-literates to 12th pass and appropriate training methodologies are employed to address the challenge this poses.

Over the years MCs training has evolved from the focus on services for children to one of engaging with a larger set of stakeholders. The 'orientation and sensitization' module helps to build the trainees' perspective on ECCD, in a socio-political context, whilst the 'community communication' module readies them to communicate effectively with the community.

The training design is specifically customized based on detailed analyses of the requirements, context and profile of the trainees and remain a mix of practical (70%) and theoretical (30%). Emphasis is laid on long-term sustainable partnerships and hence more time and energy invested in developing the same.

2.1 Training for organizations

With trainee organizations, the action starts with a need assessment and is followed by training workshops, on the job supervision, follow up problem solving sessions and refresher courses. A long-term partnership is usually recommended for best results. **This year MC engaged with 8 organisations on a long-term basis and trained 242 participants.** For organizations with a focus other than children - livelihood, health or women's empowerment – MC builds their perspective on the young child so they may understand the connections and incorporate the childcare agenda in their organizational plans. **This year MC trained seven such organizations with 194 participants.**

NIPCCD invited MC as a resource for training of ICDS functionaries (CDPO'S, Supervisors, AWWs) for quality improvement of the ICDS programme. This year 2 such sessions were organized.

| No. of Trainings | Organization | Participants | Children Outreach |
|---|--|--------------|-------------------|
| Long term partnerships with organizations | BKS, Sewa Mandir, World Vision- Delhi, World Vision-Gurgaon, IVF, Samerth Trust, Chetanayala, YMCA | 242 | 2,504 |
| Orientation and sensitization and skill building workshops | SBMA, Hope World Wide, YMCA-UNHCR, AV Baliga, Alamb, Navrishti and Vaish Trust NIPCCD | 194 | NA |
| Training for institutions | | 75 | NA |

Some Highlights

Crèche at Tihar Jail, run by India Vision Foundation, Delhi – MC conducted a six-month training for workers who were inmates of the jail. Some outcomes include – elimination of bottle-feeding; monthly Growth Monitoring; Corners for free play and display of children's work; a daily diary and timetable; poems, storytelling and physical exercises for crèche children.

Samerth Trust (ST), Chhattisgarh: ST has been working with the Bega community from the tribal belt in Bilaspur where they run 78 "Bal Mitra Kendras" (BMKs). MC worked with a group of 30 'Bal mitras' to enhance their skills on conducting stimulation activities with children for their holistic development.

Some highlights

The remote location and the multiple responsibilities loaded onto the Bal Mitras made MC's task – of reaching the trainees and their full attention – a huge challenge. Despite that -

1. Bal Mitras have a better understanding of ECCD today
2. Teachers of schools in the area reported that children from BMKs were better prepared for school than those who had never been to a pre- school.
3. Children became more confident and participated in all the activities enthusiastically.
4. Parents have started sending their children to the BMKs on a regular basis.

Sewa Mandir, Udaipur runs 200 balwadis in remote areas surrounding Udaipur. Since it was not possible to reach all their balwadi workers, MC designed and conducted a Training of Trainers (TOT) – from an original team of 25 only 7 succeeded – so they could undertake training for the others.

World Vision, Delhi – This year MC worked with trainees who are rag pickers, street vendors, balloon sellers and beggars. By the end of the year, five women were trained and four crèches were functional, reaching out to 110 children.

Training organizations operating/enhancing AWCs – This year MC was invited by 5 such organizations Bhartiya Kisan Sangh (BKS), Navshrsti, Alamb, Dr. AV Baliga Trust and Shri Bhuvaneshwari Mahila Ashram (SBMA). The impact on quality improvement was only marginal as these trainings were not conducted at the behest of the Government, leading to a lack of ownership for the program by the ICDS functionaries.

Training for Community communication – While engaging with partners for long-term training, MC recommended adding a module on building community awareness, as it plays a key role in monitoring the quality of childcare services. BKS and World Vision agreed and the same was incorporated in their training. Some of the IEC materials were also contextualized and translated into the local language.

2.2: Community Women's Training

In a bid to expand the pool of trained human resource on ECCD and to make 'local' recruitment possible, MC trains community women to run and manage day care centers at construction sites and in Urban Settlements. In 2011-12, more women were trained at construction sites: out of **34 women trained this year**, 16 are employed at construction sites. At urban settlements 5 women are running crèches out of the 9 trained.

Childcare – its honorable work

Archna, a trainee who worked as a domestic help is now a childcare worker. She said she found this job more secure and respectful. She expressed “mujhe crèche main chhote bachchon ke saath kam karna bahut achcha lagta hai, log didi kahte hai aur kafi respect milti hai”. Gharon main kaam karne se paise to jyada mil jaata tha par koi izzat nahi thi”.

2.3 Enhancing MC Training

To stay true to MC’s mission – of ensuring quality childcare services by enlarging the base of trained childcare professionals and demonstrating sound training strategies – it is important to evaluate the process and impact of MC’s training, address the challenges that arise in different situations, and consult with partners for feedback, problem-solving and the way forward.

Overall challenges in Training for ECCD:

1. Limited funding available to potential trainee organizations for training on ECCD.
2. Few organisations with programmes in ECCD.
3. High turnover of trainees due to low pay, difficult tasks; more lucrative, other options.

Evaluation of our training programme – In 2011-12, an external consultant evaluated MC’s Training through observations, interviews and field visits to 6 trainee organizations. Some of the recommendations were – a) improving documentation and analyses of the need assessments; b) inclusion of training outcomes in the design; c) developing training modules; d) developing formalized mechanism for consensus building with partner organisations on the proposed training design to meet the objective and show larger impact. Action has been initiated on the first three fronts.

Training Consultation - As a follow-up activity of evaluation, a training consultation was conducted in 2011-12.

Lending Urgency and Visibility to ECCD

A training consultation was organized in March 2012 with trainee partners, donor agencies, network partners, training institutes and ECCD experts. The objectives were:

- To assess the current ECCD environment: challenges and opportunities.
- To identify training needs and challenges of organisations working for child care.
- To identify and project a national perspective on ECCD.

Recommendation – MC should formalize its training modules and align with other organizations/institutions to enhance the training capacities for holistic childcare.

3. Organizational Building



The energy, skills and commitment of our people are critical to ensure continued leadership of the ECCD movement and bring about change in the situation of the young child. In 2011-12, building better governance processes, need-specific Human Resource Development (HRD) and resilient systems continued to draw attention.

1. Institutional Building

Mid Term Strategy Review: One of the major activities undertaken during the year was the Mid Term Review (MTR) of the Five Year Strategy Plan (2009-14). The idea was to assess performance and ponder key strategic choices facing the organization. Meetings with the staff, managers, consultants and Strategic Plan Committee/Board members revealed that, broadly, MC was on track. The clear, consistent gap was in the arena of developing and building other ECCD players to strengthen MC's hands across all initiatives, especially, grass root and policy advocacy.

MC also took cognizance of the fact that, in the wake of changes in the external environment vis-à-vis the construction industry and the policy environment for the young child, meticulous data gathering and analysis of the 'ECCD landscape' – providers and users of services, donors, Civil Society players, etc. – are required for sound strategies over the next five years. The decisions that emerged from the MTR have already led to preparatory action and will be translated into concrete initiatives – including its HR and financial implications – in the next FY.

2. Human Resource Development

A comparator survey on salary compensations in the development sector revealed that MC's salaries are in line with other organizations of similar profiles. In the next FY, MC will pursue non-compensation and proactive professional development strategies to ensure high motivation levels and retention of people recruited. The Performance Management System was reviewed and appropriate changes made to ensure a fairer system of acknowledgements.

The Annual Retreat (Nov 2011) was attended by 130 MC staff and led by Ajit Chaudhry, a resource person from Sparsh Natya Rang. This year, the focus was to build a common understanding of challenges in the external environment for the young child and, in the process, strengthen bonds between the old and new staff.

Mobile Creches 43rd Founder's Day (March 2012) was celebrated with the usual fanfare, music and laughter. Staff, volunteers, alumni and community members came together to commemorate the journey and to make new promises to continue the endeavour, for a just and caring world for children.

Field personnel were provided 17 refresher trainings (with average attendance of 25-30 participants in each workshop) on areas where skill gaps were evident. Some of the topics covered were – Non Formal Education, media presentations, preparing case studies, developmental milestones, worker's role in conducting Bal Sabhas, etc. Special attention was given to improve quality at the facilitation centres.

Apart from the in-service training, external exposure is encouraged to provide food for thought and opportunities of development. Some of the issues discussed include – the Union Budget, Displacement and Rehabilitation, Urban Poverty Alleviation, Child Protection, under-nutrition, social audits, fund raising and social media.

3. Systems

Constant efforts are made to bring in changes for greater efficiency

- Customized donor management software was installed
- A Purchase Manual, in keeping with the Purchase of Assets, Goods & Services Policy was prepared as a ready reckoner for staff
- Revised service rules were incorporated in the personnel manual
- MC website was redesigned and updated - MC, now, has in-house capability to make changes in content.

4. Governance

On April 1, 2011, the new Governing Council (GC) took office: nine members elected from the General Body (GB, which has membership by invitation) and four others bringing expertise and experience in different areas, invited as co-opted members, from outside the GB.

Recognition for Mobile Crches:

1. The FICCI Ladies Organization awarded Devika Singh, our founder member, for outstanding social work, in 2011.
2. Credibility Alliance accredited MC under Desirable Norms for Governance, as defined by them.
3. Asia Pacific Network of Early Childhood (ARNEC) selected MC, from among 27 others, for noteworthy ECCD practices.
4. Plan International acknowledged the MC programme as the best amongst all globally supported Plan Projects, in terms of design and implementation.

The Governance Handbook – in the making for the last few years – was completed and presented to the GC. It contains details of Society's Rules and Regulations, Governance structures, roles and responsibilities of GB/GC/committees, laws governing MC, summary version of all policy documents, statutory compliances, FAQs and so on. It was a major exercise in building transparency and institutional learning in all matters relating to governance.

All Committees – on HR, Audit and Accounts, Strategic Planning, Resource Mobilization and Investment – continued to meet and focus on their respective agendas.

3. Financial Highlights



2011-12 was marked by better oversight of expenditures as well as forays into new ways of raising funds. Development agencies and corporate donors dominated on the income side, while the daycare programme had the lion's share on the expense side.

Financial sustainability of the organization is critical to ensuring sustainability of its impact. It's a two-fold challenge: mobilizing resources to ensure timely and adequate funds for different programme initiatives; utilization of resources in a timely and efficient manner, in keeping with the stated purpose. The ongoing challenges are matching MC needs to donor specifications while raising sufficient unrestricted funds to retain some flexibility in usage.

MC raised Rs.418.55 Lacs, in 2011-12, compared to Rs.392.05 Lacs last year, an increase of 6.76%. This increase can largely be attributed to higher contributions from the corporate sector and builders, and better fund management resulting in higher interest yields. The total expenditure went up from Rs.374.16 Lacs to Rs.382.36Lacs in 2011-12, showing a marginal increase of a little over 2.19%, reflecting effective oversight and control of expenditures.

4.1 Income – Raising Resources

MC partners with a diverse group of donors: from PSUs to corporates, institutions to contractors and individual donors big and small, all of them making an invaluable contribution to sustain MC's work with children.

4.1.1 Programme Funds

- Institutions** – MC gets most of its funds in this category from development agencies. These agencies have a clear strategic thrust and are, normally, supportive of initiatives that focus on longer-term processes. Support to MC's efforts in advocacy, training and research and documentation, comes mainly from this source. In 2011-12, the top two donors were Plan India and Bernard van Leer Foundation. The challenge, today, is to build medium to long-term relationships with at least two such institutions: it goes a long way towards longevity of intervention and depth of impact.

Fig.1 : Summary of Income 2010-11 & 2011-12

| Financial Resources | 2010-11 (Rs in Lacs) | % | 2011-12 (Rs in Lacs) | % |
|---|-------------------------|---------------|-------------------------|---------------|
| General Donation (Indian) | 7.77 | 1.98 | 7.64 | 1.83 |
| General Donation (Foreign)* | 13.27 | 3.38 | 11.14 | 2.66 |
| Earmarked Donation (Indian)* | | | | |
| Institutional | 9.73 | 2.48 | 11.78 | 2.81 |
| Corporate | 18.66 | 4.76 | 31.22 | 7.46 |
| Corporate Foundation | 15.21 | 3.88 | 13.32 | 3.18 |
| Others | | | 1.02 | 0.24 |
| Earmarked Donation (Foreign) * | | | | |
| Institutional | 98.87 | 25.22 | 84.29 | 20.14 |
| Corporate | 44.53 | 11.36 | 31.52 | 7.53 |
| Corporate Foundations | 85.02 | 21.69 | 110.62 | 26.43 |
| Fund Raising Events and Child Sponsorship | 4.79 | 1.22 | 2.01 | 0.48 |
| Contractor/Builder Contribution | 51.46 | 13.13 | 56.02 | 13.38 |
| Government Aid * | 1.72 | 0.44 | 5.82 | 1.39 |
| Interest (Indian) ** | 15.16# | 3.87 | 15.57# | 3.72 |
| Interest (Foreign) * | 6.43 | 1.64 | 19.45 | 4.65 |
| Others (Resource Collection, Donation in kind etc.) | 4.65 | 1.19 | 5.66 | 1.35 |
| Total | 377.27 | | 407.08 | |
| Special Funds (Interest & Income)*** | 14.78 | 3.77 | 11.47 | 2.75 |
| Grand Total | 392.05 | 100.00 | 418.55 | 100.00 |

*The figures are taken on the basis of 'to the extent of amounts utilized'.

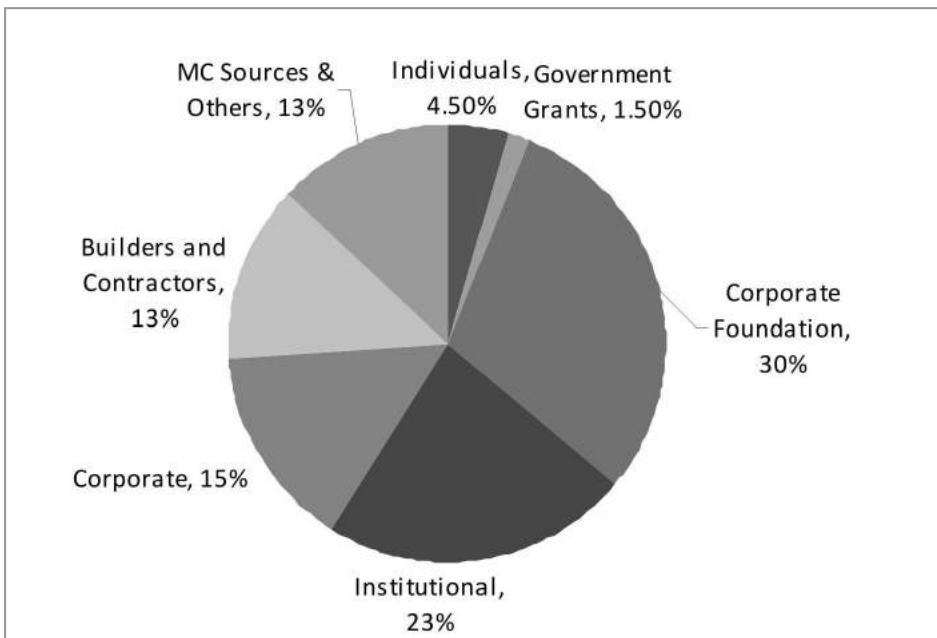
**Interest earned on Investment (Accrued & Receipts) of Corpus Fund (including the Corpus Fund received u/s 35AC of the Income Tax Act) and General Fund.

***This reflects income from training/consultancies which is put into the Special Project Fund and interest earned on investments of all funds -

Includes interest earned on investment of Corpus Fund(received u/s 35 AC of Income Tax Act). Was not reflected in the AR 2010-11 income summary.

- **Corporate Foundation Partners** – Corporate Foundations are set up by for-profit companies and are driven by a pre-specified, strategic goal to work as an independent entity, with a specified amount deployed by the parent company. The share of total income generated from this source, in the year 2011-12, was 29.61% of total income, with the major portion coming from Google Inc. Charitable Giving Fund of Tides Foundation and KPMG Foundation.
- **Corporate Partners** – Corporate partners, through their Corporate Social Responsibility (CSR) cells located in the HR or Corporate Communication divisions, support the more concrete initiatives undertaken by NGOs: for MC it is, largely restricted to the day-care and urban slum interventions. The top two corporate donors were The Boeing Company and SAP Labs India Pvt. Ltd.

Fig: 1 Break-up of Income in 2011-12 Rs. 418.55 Lacs



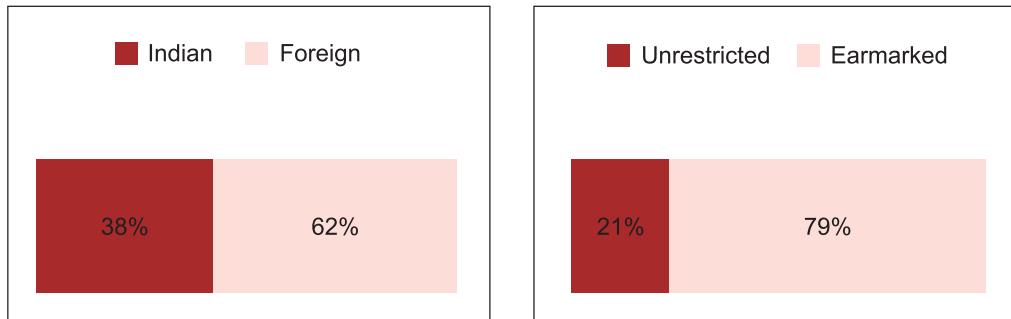
- **Builder/Contractor** – The day-care programme at construction sites accounted for half of MC's total expenditure in 2011-12; monetary support from the builders, was less than a third of it or only one-seventh of the total income. In 2011-12, the top three builders were Bestech Group, Raheja Builders and Amrapali group.
- **Individuals** – Income raised from Child Sponsorships or events feeds into the daycare programme while monies received under the General Donation category go into an unrestricted, common pool of funds which helps meet the unsupported needs of the organization. For program functioning, this share is under 5%.
- **MC Sources** – MC generates some income through interest earned from investments made (as per existing government guidelines) of its funds. This also includes interest earned out of our corpus funds and income generated through donations in kind and sale of assets.

Indian vs Foreign; Earmarked vs Restricted

As compared to last year, the Indian component of our funds grew from 32.4% to 38%.

The relative balance between unrestricted/free and earmarked funds continues to be at the same levels i.e. 20:80.

Fig 2: Source and Destination of Funds



4.1.2 Building the MC Corpus Fund

In 2009, MC launched a campaign to raise donations in India for its Corpus Fund. The objective was to build a nest egg that earns enough to help cover around 10-15% of MC's annual budget, in years to come. A 100% tax exemption on INR donations to the Corpus, u/s 35 AC of the Income Tax Act, granted in Oct 2008 and extended to March 2014, was perfectly timed to boost the campaign.

In 2011-12 MC raised Rs 28.85 Lacs under the campaign, a major decrease from last year's Rs. 42.85 Lacs. To spread its risks, MC decided to reach out to individuals - for smaller donations on a much larger scale - through the tele-calling process.

Today, the total funds in the Corpus Fund – foreign and Indian contributions – stand at Rs 288.34 Lacs, of which Rs 147.23 Lacs were raised under the campaign. The overall impact can be seen in the interest income earned: more than 8% of total income.

4.2 Expenditure – Utilizing resources

Mobile Creches total expenditure increased by a mere Rs.8.20 Lacs - from Rs.374.16 Lacs last year to Rs.382.36 Lacs in 2011-12.

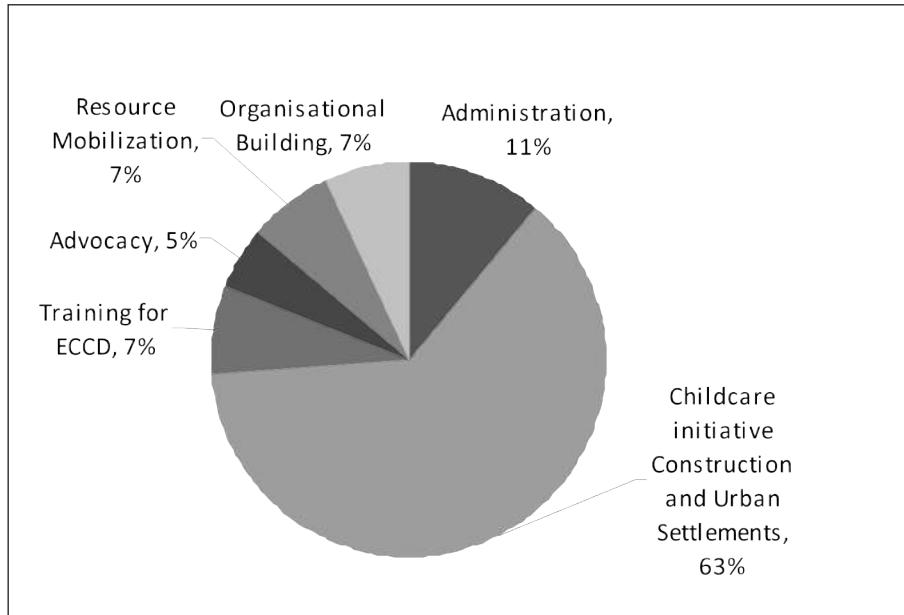
The field operation component of Mobile Creches continues to absorb the largest chunk, approximately 63.24% of the total – 51.51% on the daycare programme at construction sites and 11.73% on the interventions with communities at urban settlements to improve the demand for and the supply of ECCD services. A slight increase, in absolute and relative terms, was observed in the area of facilitating contractors to run the daycare centres, restricting MC's role to one of supervision and technical support.

Summary Of Expenditure (In Lacs) 2010-11 & 2011-12

| Area of Expenditure | 2010-11 | | | | 2011-12 | | | |
|---|---|---|---------------|---------------|---|---|---------------|---------------|
| | Expenses (Income and Expend- iture) | Expenses out of accumul- ation/ Funds | Total | % | Expenses (Income and Expend- iture) | Expenses out of accumul- ation/ Funds | Total | % |
| Field Operations | 161.2 | 7.58 | 169.20 | 45.22 | 171.54 | 2.68 | 174.22 | 45.56 |
| Child Care Initiatives- Const Day Care | | | | | | | | |
| - ConstFacilitation | 18.12 | | 18.12 | 4.84 | 22.74 | | 22.74 | 5.95 |
| - Urban settlement | 49.73 | | 49.73 | 13.29 | 44.86 | | 44.86 | 11.73 |
| - Training for ECCD | 19.21 | 3.46 | 22.67 | 6.06 | 24.33 | 1.06 | 25.39 | 6.64 |
| - Advocacy | 31.30 | - | 31.30 | 8.37 | 20.19 | - | 20.19 | 5.28 |
| - Resource Mobilization | 24.48 | | 24.48 | 6.54 | 25.38 | | 25.38 | 6.64 |
| - Organisational Develop- ment & HRD | 16.88 | 0.78 | 17.66 | 4.72 | 25.49 | 1.65 | 27.14 | 7.10 |
| - Administration | 37.66 | 3.34 | 41.00 | 10.96 | 41.89 | 0.55 | 42.44 | 11.10 |
| Total (B) | 359.00 | 15.16 | 374.16 | 100.00 | 376.42 | 5.94 | 382.36 | 100.00 |

The overall spread in the various components of MC's expenses stayed largely stable except for Advocacy, despite a greater organizational thrust and visible impact manifested in the narrative report. The reduced expenses are because of activities that couldn't take place – under research and community mobilization – on account of a lack of funds or in response to ground realities.

Fig.3: Break up of Expenditure in 2011-12 RS. 382.36 lacs



Expenditures under Organizational Development and HRD heads increased by approximately Rs.10 lacs due to an increase in liability for the gratuity requirements for larger number of employees. Resource Mobilization hovers around the lower limit – 7% of the total – of what is considered a pro-active investment for the future.

4.3 Building relationships – beyond the balance sheet

What the balance sheet cannot capture are the people-to-people connections, so vital to keeping the MC machinery oiled and reaching the Child in meaningful ways. Besides the staff and Society members, the MC family includes in its fold volunteers of all ages and backgrounds, who come and go through the year and bring with them new ideas and energy. Corporate employees, as volunteers, are a new addition to this motley crew. This has grown into, what we formally call, the Employee Engagement Programme. The idea is, going forward, to enhance the visibility of MC, in the corporate sector, especially young professionals.

Donations-in-kind may just be the beginning ...

1. Students from Vasant Valley School, VasantKunj, created 600, beautiful rakhi cards, which were sent to all our friends as our token of appreciation towards them.
2. Members of the Japanese Women's Volunteer Group donated two motorbikes to MC to facilitate easy travel to centres near and far.
3. The American Embassy School collected Laptops for the office and one-side-used papers for MC children to paint on.
4. The Unitech CSR group organized a week-long donation drive during Diwali across all their offices and collected 40 cartons of toys, clothes and footwear for the children.
5. KPMG donated 1200 sweaters to the children at all the day-care centres

.... of a long-lasting relationship

Accountability to all MC's partners translates to timely, open and regular communication – through meetings, newsletters and reports and field visits. In 2011-12, the communication package included the Annual Report, Planner, the quarterly FR Bulletin and Regular Reports to our donor partners and friends. MC is listed with Give India, which provides MC a platform to showcase its work to a larger donor audience base. The partnership is strictly reviewed every year and this process has helped MC to continually streamline its systems.

Continuous interaction with the volunteers groups, corporate partners, students and experts is ensured in order to bring in more hands, voices, funds and goodwill to our programme and, ultimately, benefit the young child.

Balance Sheet as on 31-3-2012

| Liabilities | 2011-2012 Amount (Rs. in lacs) | Assets | 2011-2012 Amount (Rs. in lacs) |
|---------------------------------------|---|---|---|
| Property / Equipment fund | 36.96 | Fixed assets | 37.82 |
| General Fund | 167.29 | Investment | 858.17 |
| Corpus Fund | 141.16 | Stock in Hand | 10.32 |
| Corpus Fund - u/s 35AC Income Tax Act | 147.81 | Cash & Bank Balances | 12.52 |
| Human Resource Development Fund (1) | 15.19 | Debtors, Deposits & Advances | |
| Staff Medical Fund (1) | 15.24 | - Grants Receivables | 7.43 |
| Scholarship Fund (1) | 1.49 | - Loans & Advances | 0.23 |
| Special Project Fund (1) | 17.18 | -Others (2) | 57.25 |
| | | Sub total | 983.74 |
| | | Less Liabilities : - | |
| | | - Unutilized Donations/ Grants | 438.06 |
| | | - Sundry creditors | 3.36 |
| Total | 542.32 | Total | 542.32 |

- (1) Includes interest earned on Investment (Accrued & Receipts) of the Funds & any additions during the year.
- (2) Interest accrued but not due & due amount of Tax deducted at source(TDS)

Statement of Income and Expenditure Account for the Year Ended 31st March'2012

| INCOME (As Per Income & Expenditure) | 2011-12 (Rs in Lacs) | % |
|--|---------------------------------|----------|
| General Donation (Indian) | 7.64 | 1.88 |
| General Donation (Foreign) (1) | 11.14 | 2.74 |
| Earmarked Donation (Indian) (1) | | |
| Institutional | 11.78 | 2.89 |
| Corporate | 31.22 | 7.67 |
| Corporate Foundation | 13.32 | 3.27 |
| Others | 1.02 | 0.25 |
| Earmarked Donation (Foreign) (1) | | |
| Institutional | 84.29 | 20.71 |
| Corporate | 31.52 | 7.74 |
| Corporate Foundation | 110.62 | 27.17 |
| Fund Raising Events and Child Sponsorship | 2.01 | 0.49 |
| Contractor/Builder Contribution | 56.02 | 13.76 |
| Government Aid (1) | 5.82 | 1.43 |
| Interest (Indian) (2) | 15.57 | 3.82 |
| Interest (Foreign) (1) | 19.45 | 4.78 |
| Others (Resource Collection,Donation in kind etc) | 5.66 | 1.39 |
| Total (3) | 407.08 | 100 |
| EXPENDITURE | | |
| Child care initiatives-construction sites & urban settlement program | 239.14 | 63.53 |
| Training for ECCD | 24.33 | 6.46 |
| Advocacy | 20.19 | 5.36 |
| Resource mobilization | 25.38 | 6.74 |
| Organizational development | 25.49 | 6.77 |
| Administration | 41.89 | 11.13 |
| Total (4) | 376.42 | 100.00 |
| Excess of income over expenditure | 30.66 | |

- (1) To the extent of amounts utilised.
- (2) Interest earned on Investment (Accrued & Receipts) of Corpus Fund,Corpus Fund- (u/s 35AC) and General Fund.
- (3) & (4) Income does not include sum of Rs.11.47L received as interest and income in Special Funds and expenditure does not include Rs. 5.94 L against the same

MOBILE CRECHES FOR WORKING MOTHERS CHILDREN
02 AREA, SECTOR IV, RAMADHAR, NEW DELHI
RECEIPTS & PAYMENTS ACCOUNT

FOR THE PERIOD FROM 1ST APRIL TO 31ST MARCH

| RECEIPTS | AMOUNT (in Rs.) | AMOUNT (in Rs.) | PAYMENTS | AMOUNT (in Rs.) | AMOUNT (in Rs.) |
|---|-----------------------|-----------------------|--|-----------------------|-----------------------|
| TO OPENING BALANCE (01/04/2011) | | | | | |
| - Cash in Hand | 445,361.50 | | By Administrative & Utility Services Expenses | | 1,015,274.20 |
| - Bank Account | 2,120,671.60 | | By Field Programme Expenses | | 2,918,279.34 |
| - SBI - New Delhi Branch | 1,942,610.00 | | By Expenditure Cont. SAC | | 1,639,690.33 |
| - HIFC Bank Gurgaon | 54,632.71 | | By Expenditure out of Don't Crash | | 561,179.90 |
| - HIFC Bank Gurgaon | 1,114,000.00 | | By Expenditure out of Specific Fund (R & W) | | 5,712,338.00 |
| - Standard Chartered Bank, No. 854147 | 55,561.27 | | By Expenditure in Other | | |
| Investment/Asset Funds & Others (01/04/2011) | | | By Expenditure out of Existing Specific Fund | | |
| - Axis Bank - Fixed Deposits Corpus Fund | 1,722,000.00 | | By FIC Foundation | | 240,490.00 |
| - Standard Chartered Bank - Fixed Deposits Corpus Fund | 250,000.00 | | - The Fide Foundation/Godrej Inc. | | 11,043,511.00 |
| - Standard Chartered Bank - Fixed Deposits Corpus Fund | 1,940,000.00 | | - Boeing Compaier Ltd -Jan'11 to Dec'11 | | 2,150,380.00 |
| - Public Sector Undertaking & Financial Institutions | 2,250,000.00 | | - Boeing Computer Capital -Vandersean Td Prodc | | 649,659.00 |
| - HIFC Ltd - Fixed Deposits Corpus Fund (Staff Med. Fund) | 9,000,000.00 | | - New Philanthropic Capital -Vandersean Td Prodc | | 441,015.00 |
| - HIFC Ltd - Fixed Deposits Corpus Fund (Staff Med. Fund) | 1,000,000.00 | | - Pan International Ltd/M/10 to June'12 | | 3,786,693.00 |
| - HIFC Ltd - Fixed Deposits (Socorro Fund) | 137,900.00 | | - Pan International Ltd/M/10 to June'11 | | 1,042,185.00 |
| - HIFC Ltd - Fixed Deposits (Corpus Fund) | 2,325,000.00 | | - Bernard Van Leer Foundation | | 431,711.00 |
| - Sardar Savitri Narayan Singh Ltd - Fixed Deposits (Corpus Fund) | 60,000.00 | | - Ariela & Albin Yannaiello | | 115,790.00 |
| - Sardar Savitri Narayan Singh Ltd - Fixed Deposits (HIFC Fund) | 1,000,000.00 | | - Brynne Guiness | | 83,175.00 |
| - Andhra Pradesh State Fin. Corp - Fixed Deposits Corpus Campaign | 2,000,000.00 | | - Charlotte Alder Foundation - Day Care Program | | 26,650.00 |
| - KCI Home Insures Ltd - Fixed Deposits | 13,500,000.00 | | - Charlotte Alder Foundation - Computer Learning Program | | 91,056.00 |
| - KCB Housing Finance Ltd - Fixed Deposits | 2,778,000.00 | | - Charlotte Alder Foundation - Advocacy | | 22,630,415.00 |
| - In Banks | 19,800,000.00 | | By Expenditure Against Staff Medical Fund | | 154,155.00 |
| - BSB Housing Finance Ltd - Fixed Deposits | 1,940,000.00 | | - Premium Tax to Insurance Policy | | |
| - BSNL Fixed India Saving Bank - 2053027948 (Bank Fund) | 1,610,000.00 | | By Expenditure Against Human Resource Fund | | 15,401.00 |
| - BSNL Fixed India Saving Bank - 2053027948 (Bank Fund) | 500,000.00 | | - Expenditure Authority of Staff | | |
| Advances | | | By Expenditure Against Social Project Fund | | |
| - Staff Advances | 31,500.00 | 64,061,265.00 | By Day Care & Support Sopaid & Others | | 18,400.00 |
| To Funding Grants - earmarked | | | By Expenditure Against Day Care Programme | | 111,300.00 |
| - Ford Foundation | 720,335.75 | | By Ex-Sgt Day Care Proj. Str. of youth Chk/Others | | 1,943,395.75 |
| - British Council (M/Jan'11 to Dec'12) | 3,664,936.00 | | By Fixed Assets Purchased(NC Own Sources) | | 37,267.00 |
| - New Phytomorph Capital-Hindenburg TR Pacific | 370,850.00 | | By Expenditure out of funds | | |
| - Plan International (M/1 to June'12) | 4,142,711.00 | | Corpus Fund - 35AC | | 261,642.20 |
| - Ariela & Albin Yannaiello | 1,014,626.00 | | Special Project Fund | | 65,031.00 |
| - Brynne Guiness | 692,250.00 | | Scholarship Funds | | 8,000.00 |
| - Charity Aid Foundation - Day Care | 200,000.00 | | | | 355,473.20 |
| - Charity Aid Foundation - Computer Learning Program | 59,567.00 | | | | |
| | 105,826.00 | 11,587,092.76 | | | |
| To Foreign Grants - institutional | | | By Donation in Kind | | |
| - Foreign Grants - Individuals | | | 970,479.00 | | 56,060.00 |
| | | | By Vehicle & Computer (NRI) | | 10,560.00 |
| | | | By Office Equipment (Finc & Customs) | | 89,400.00 |
| To FC - Interest on Fixed Deposits/Saving Bank A/c | | | By Payment Against Payable P.Y. | | 36,168.00 |
| | | | 4,176,415.93 | | 194,736.00 |
| | | | By Expenses Payable | | 233,224.00 |
| To GRANT GRANTS | | | By Term Deposits | | 15,215,200.00 |
| - Unicef Day Care Day Care Programmes | 418,000.00 | | | | |
| - Cogni Training Ltr. Maths | 182,000.00 | | | | |
| - Cogni Training Ltr. Maths | 3,570.00 | | | | |
| - Samaj Adhikar Sangathan - Day Care Programme | 106,000.00 | | | | |
| - Samaj Adhikar Sangathan - Day Care Programme | 101,000.00 | | | | |
| - Committee India Foundation | 81,900.00 | | | | |
| - Dr. Reddy Foundation | 81,000.00 | | | | |
| - MATC - Day Care Programme | 150,000.00 | | | | |
| - HIFC Bank Day Care Programme | 500,000.00 | | | | |
| - KMG - Day Care Programme | 1,200,000.00 | | | | |
| - KMG - Comm. Maternal | 100,000.00 | | | | |
| - KMG - Tatti Solar | 15,440.00 | | | | |
| - SAP - Swadhar | 162,750.00 | | | | |
| - SAP - Day Care | 600,000.00 | | | | |
| - CHOGC | 213,245.00 | | | | |
| - Japanese Voluntary Group | 91,440.00 | | | | |
| - Swap Shiksha Foundation | 50,000.00 | | | | |
| - Mohan Trust Foundation | 5,000.00 | | | | |
| - One Foundation Society of PE Worker | 8,000.00 | | | | |
| - One Foundation Education Foundation | 48,000.00 | | | | |
| - One Foundation Day Care Society | 161,000.00 | | | | |
| | | | Balance Crf | | 85,566,582.20 |
| | | | | | 85,566,582.20 |
| | | | | | 85,566,582.20 |



| | Balance B/f | 85,904,568.20 | Balance B/f | 86,194,635.22 |
|----|---|---------------|--|----------------------------------|
| To | Scholarship - Schmid Charlotte Trust | | By | Closing balance as on 31.03.2012 |
| | | 67,410.00 | | |
| | Crn & Bank Balances | | | 208,750.00 |
| | Crn in Hand | | | 595,051.71 |
| To | Government Grants | | - Central Govt SB A/c - 11652 | |
| | - Delhi Social Welfare Board - R.G.N.C.S. | | - Central Govt SB A/c - 11653 | |
| | | 298,155.00 | - HFC Bank - 50203110004603 | |
| | | | - HFC Bank - 5020311000478 | |
| To | Donation / Contribution & Others | | - Standard Chartered SB A/c - 59425 | |
| | | 6,577,658.00 | - Standard Chartered SB A/c - 59417 | |
| To | Donation in Kind | | | 18,750.00 |
| | - Vined & Computers (NVR) | | | 202,146.34 |
| | Office Equipment Fees & Charges] | | | |
| | | 10,500.00 | | |
| | | 69,500.00 | | |
| | | | Statement | 15,320.00 |
| | | | - Staff Advances | |
| To | Interest on FD & Saving Bank A/c & Profit on Redemption | | 1,397,276.89 | |
| To | Sale of Assets | | | |
| To | Special Project Fund | | 40,453.00 | |
| | | 897,423.21 | | 21,360,000.00 |
| To | Income Tax Refund or Order | | | |
| To | Corpus Fund MAC | | 341,165.00 | |
| To | Human Resource Development Fund Advances | | 2,885,236.00 | |
| To | TO Staff Medical Fund + Interest | | 10,239.61 | |
| To | Scholarship Fund Intt | | 113,414.67 | |
| To | FD's Matured | | 10,771.00 | |
| | | | 9,806,359.74 | |
| | | | - NB Housing Finance Ltd - Fixed Deposits (Staff Net Fund) | |
| | | | - NB Housing Finance Ltd - Fixed Deposits (HFC Fund) | |
| | | | - NB Housing Finance Ltd - Fixed Deposits Corpus Fund) | |
| | | | | 1,72,000.00 |
| | | | In Bonds | |
| | | | - 5% Bond of India Savings Bonds - 2003 Corpus Fund) | |
| | | | | 1,60,000.00 |
| | | | | \$3,034,182.40 |
| | | | Total Rs.) | 109,230,028.02 |
| | | | Total Rs.) | 109,230,028.02 |

Mobile Cricket
Finance Manager

Executive Director
Finance Manager

Treasurer

MOB
Mobile Cricket
For Working Mother's Children

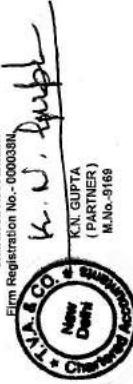
On the basis of books of account produced & examined by us and explanation given to us we certify the Receipts & Payments Account of Mobile Cricket For Working Mother's Children for the period 01.04.2011 to 31.03.2012 to be true & correct.

Thakur Vaidyanath Alyar & Co.

Chartered Accountants

Firm Registration No. - 000038N

M.No. 9168



Place : - New Delhi
Date 19 OCT 2012

ANNEXURES

Annexure - I

Mobile Creches Partners

The listing below is but a sampler of friends who joined Mobile Creches on its journey over 43 years. We sincerely thank all of you for stepping up to challenges, hailing the small successes and keeping faith in our efforts. We apologise for any inadvertent omissions .

General Donations / Child Sponsorships

Less than Rs. 10000

Abha Nanda
Aditi Aggarwal
Aditi Samarth
Alejandro Group
Alvira Tripathi
American Express Services India Ltd.
Amit Bhalla
Amit Jivan Joshi
Amit Mittal
Anand Gupta
Andrea Corbo
Anil Bhalla
Anil Kumar
Anjali Alexander
Anjana Soman
Ann Minu Jose
Anuj Srivastava
Aparna Singh
Arjuna Fintrade Pvt. Ltd.
Arun Kaul
Arun M Anandaiah
Ashok Manglik
Ashwani & Associates
Bishamber Das Bimla Kapur
 Memorial Trust
Community The Youth Collective
Debasis Behura
Dhan Pal
Dip and B Merchants Pvt. Ltd.
Doarshi Chadha
Frederick R Ludke
Gautam Ray
Girish Mohan
Gobind T Shahani
Harshika Sahni
Hem Lata Jain
Himanshu Paliwal

Interact Modern School
Jai Prakash
Jatinder Singh
Kanta Rani
Kosha Mayank Vora
Krishna Bansal
Krishna Kishore
Kushal Kumar Mathur
M Hari Menon
Madhu Verma
Madhuri Sonndhi
Madhusudan
Mahinder Bhargava
Man Mohini Rastogi
Manjula Agarwal
Manjushree
Manvinder
Martand Prakash Singh
Mavis E Jain
Metores Trust
Mohit Agarwal
Mridula Bajaj
Narendra Wadhvana Foundation
Naresh Gupta
Neena Narayan
Nirmal Manchanda
Om Wadhwa
Oren Ridenour
Padma Upadhyaya
Padmanabhan Nair
Pankaj Gupta
Pankaj Nagpal
Pranav Pundir
Pravah
Rachin Kumar Singh
Rajeev Mehta
Rajeev Sati
Rajiv Kapur
Raksha Talwar

Ratan Dayal
Ravi Vohra
Ravindra Singh
Renu Kumari
Reva Dayal
Rina Chaudhuri
Rofikul Kalam
Ruchi R Jain
Ruchir Jain
Sanaul Haq
Sandeep Chopra
Sandhya Iyer
Sanjay Chakravarty
Sanjay Chatterjee
Sanjeev Bhatnagar
Sanjeev Kumar
Satwad Mehta
Saurabh Gupta
Seema Paul
SGC Logistic Solution Ltd.
Shantanay Dhamija
Shri Govindlal Charitable Trust
Shyama Malhotra
Sneha Keshari
Sudershan Madhok
Sudha Jain
Suman Ahuja
Sundara Raman
Swechha
Tushar Ghosh
Usha Kumar
Usha Pratap Singh
Vidya Training Institute
Vijaya Bansal
Vinay Verma
Vinod Sharma
Vipul Gupta
Vishal Gupta
Yadav Traders

General Donations / Sponsors Contd...

Rs.10000 to less than Rs. 40000

Alok Aggarwal
Amit Bhandari
Arun Jain
Ashok Kumar Goyal
Avtar Khalsa
Bikram Singh
Bomi Daruwala
D S Misal
Gerard and Jane Gold
Gerry Rainbird
H L Kapoor Financial Consultants Pvt. Ltd.
James & Colleagues
Japanese Women's Volunteer Group
Kings Township Pvt. Ltd.

Mallika Vinod Rajkumar
Manender Mann
Manju Mittal
Manju Vaish
Mat and Nita Caparas
Nitin K Shankar
Pooja Gupta
Pushpa Bhargava
R K Saboo
S M Budhiraja Trust
Shama & Vijay Bhardwaj Foundation
Sitaram Jindal Foundation
Uma Singhania
Vivek Kohli
YPO Delhi Chapter

Rs. 40000 to less than Rs. 1 Lakh

American Embassy School
Ghanshyam Gupta
Help the Needy E.V.
Irene J Fafalios
Johnson Controls (I) Pvt. Ltd.
Tiara Charitable Foundation

Rs. 1 Lakh & above

American India Foundation
Give India Foundation
J C Alexander
James Allman
Powell Craft Retail Ltd.

Earmarked Grants/Donations

Less than Rs. 1 Lakh

Give India Foundation
Amit Khanna
Bhuvana Pery
Darshan bhat
Divya Krishna
Girish Kapur
Jasdeep Bhatia
Jijo Paul
Mamta Deval
Manish Panjwani
Neha Nakra
Pranali Vora
Prashanth K
Raktim Dutta
Rama
Ravi Goyal
Ravi Srivastava
Ronak Raichura
Russell Parera
Sarita DSouza

Sekhar Doraswamy
Shabnam Ginwala
Sharath Mallya
Shriniwas Bodhankar
Subrmanyam Ramakrishna
Sukanya Duttaroy
Swati Somani
Swayansiddha Mohapatra
Vijay Arockiara
Vineesh Thukral
Japanese Women's Volunteer Group

Hurderson TR Pacific
Investment Trust PLC thru
National Philanthropy Capital
MMTC Ltd.
Oil and Natural Gas Corporation
Ltd (ONGC)
Delhi Social Welfare Board- Rajiv
Gandhi Creche Scheme
SAP Labs India Pvt. Ltd.
Sohan Lal Charitable Trust
United Way of Delhi

Rs. 1 Lakh to less than Rs. 10 Lakhs

Arata & Afifah Yamasaki
Bryan Guinness Charitable Trust
Cargill India Pvt. Ltd.
Charities Aid Foundation
Concern India Foundation
Ford Foundation
HDFC Ltd.

Rs. 10 Lakhs and above

Bernard Van Leer Foundation
Boeing International Corporation
India Pvt. Ltd.
Google Inc. Charitable Giving
Fund of Tides Foundation
KPMG Foundation
Plan International (India)

Donations to the Corpus Fund

Less than Rs. 10000

A Kumaravel
AAA Creative Solutions
Abhishek Markhedkar

Abhishek Sant
ABL Gupta
ABR & Associates Pvt. Ltd.
Aditya Rana
Ajay Kumar Sharma
Ajay Laxman Naik

Ajay Singh
Ajith Gopinathan
Akash Kapoor
Akhil Khanna
Akhil Singh

Akhilesh Kumar Pal
Akshita Garg
Alpa Chauhan
Amardeep Singh Bhatia
Ameet Patil
Amit Abrol
Amit Sehrawat
Amit Sharma
Amit Singh
Amit Vora
Amit Yadav
Amkit Bharatkumar Thakkar
Anand Duraisamy
Anand Swarup Pathak HUF
Anand Venkatramana
Anant Damani
Ananthasubramanian P G
Aniket Shah
Anil Sethi
Anindita Lahiri
Aniruddha Mookherjee
Anita Panda
Anjali Chandra
Ankur Singh
Ankush Kunzru
Anthony Dias
Anuj Gupta
Arindam Banerjee
Arja Dayal
Arpana Borhade
Arun Chopra
Arun Monga
Arvind Chauhan
Asha Pathak
Ashish Barge
Ashish Dehade
Ashish Malhotra
Ashish Srivastava
Ashish Talwalkar
Ashish Thakur
Ashit Roy
Ashok Mathur
Ashutosh Rajgarhia
Ashwani
Ashwin Bajekal
Atin Wadhera
Avijit Roy
Azad Singh
B Mohan
Badhri Narayanan
Bharat Awasthi
Bhaskar Mukherjee
Bhavin Gajinkar
Bipasha Bhatia
Brijesh Sharma
C K Bhardwaj
C K Prakash
Chaitali Kudtarkar

Chandra Reddy
Chandrasekaran Sivaraman
Chandrashekhar Purandare
Chirag Bansal
Chirag Bhatiya
Clinton D Souza
Dattaram Karanjekar
Davinder Sharma
Debasish Dhar
Debi Mohapatra
Deeksha Chadha
Deepak Chopra
Deepak Nammalwar
Deepak Sakpal
Deepak Singh
Deepchand Kaunshik
Devender Pal Mahajan
Devendra G Wanjara
Deveshwar Prasad Uniyal
Dhanwant Singh
Dharamvir
Dhaval Gaglani
Dhrubo Bhardwaj
Dikshant Narula
Dinesh
Divya
Divakar Parsekar
Dnyanesh Kamath
Durga Jangam
Dushyant Chauhan
Faisal Awan
Fayyaz Ahmed
Fin Enterprises
G Vijay Kumar
Gagandeep Sood
Garima Agarwal
Gaurav Priyadarshi
Gaurav Shishodia
Gireesh Mohan
Giriraj Wala
Gopal Krishna Agarwal
Gopinath Menon
Gurpreet
Guru Chinnikrishnan
Hari Om Tent foundation
Harpreet Singh
Harsh Kumar
Harshal Sapkal
Hemant Chavan
Hemant Ghadi
Hemanth V
Hemendrasinh Rathod
Himanshu Khanna
Himanshu Verma
Hyacinth Ferrao
Indubala Venkatramana
Inish Kumar Batra
Ishita Banerjee

Jagruti Patil
Jai Swarup Pathak HUF
Jaideep Singh Dang
Jashvir Tomar
Jasmine Gupta
Jayanta Kumar
Jaykrushna Shah
Jimmy D Souza
Jinesh Jain
Jnanashekhar Krishnappa
Jomon Jacob
Jordan Fernandes
Jyoti Sharma
K Aslam
K K Sachdeva
Kamal Raghav
Kanwal Kishore Sethi
Karthik Chhabra
Kawal Chhabra
Kesavan Rangachari
Kimberly Parker
Kiran Sunny
Krishna Prasath
Krishna Sharma
Kumar Ashish
Kumaran K
Kunal Joshi
Kunal Khanna
Kunal Mohite
Kunal Thakur
Kusum Gupta
Lal Chand Maurya
Lalit Lala
Lalit Sharma
Lalit Sharma
Lalit Singhal
Leena Singh
Madhan Dev
Madhav Lokur
Madhumathi Suresh
Mahesh Garg
Mallikarjun Moolimane
Man Mohan Bhatnagar
Manasa Benni
Manashi Joshi
Mandar Buddhikot
Manicka Lakshmi Chithra Puthra
Pillai
Manish Jain
Manish Sahu
Manish Thakur
Manjeet Singh
Manjula Othenam
Manjusha Sansare
Manoj Sharma
Manpreet Saluja
Mansi Agarwal
Manuel Varghese

Maruti Jambhulkar
Mayuri Mehta
Meera Malhautra
Michael D'costa
Michael Raiyaper
MIS Sastry (Dr.)
Mishra Pushpakkumar Vaishwaw
Mohammed Raza
Mohan Lal Gauba Memorial Trust
Mohit Pradhan
Mridula Bajaj
Mukta Arora
Muruga Gangulswamy
Mustafa Ghiyawedwala
Nagarajan B
Naveen
Naveen Kumar Dass
Naveen Maregowda
Naveen Ratna
Naveen Tiwari
Neeraj Gaur
Neeraj Kumar
Neeti Jain
Neha Gupta
Nelvin Fernandes
Nidhi Arora
Nidhi Solanki
Nimesh Sangoi
Nisha Jayadas
Nitesh Bansal
Nitin Kumar Gupta
Omwati
Padmini Singh
Pallav Gupta
Pankaj Gupta
Pankaj Kumar Gupta (Dr.)
Pankaj Saraf
Pankaj Sharma
Parth Jena
Pawan
Pawan Kumar Gupta
Peter Gaspar
Poonam Bhawnani
Prabal Pratap Singh
Prabha Rao
Prabhakar Bandhu
Pradeep Kulkarni
Pradeep Kumar
Pradeep Kumar Kangolla
Prasanth Mundaye
Prashant Agarwal
Prashant Mehendru
Prashant Sharma
Pratap Singh
Praveen Kulkarni
Prem Kumar
Premalatha Pillai P R
Pritam Yangoubam

Priya Damodaran
Priya Sakthivelu
Priyadarshini Gopal
Priyanka Prakash
Pushpa Bhatia
R Kannan
R Ragavan
R Rajagopalan
Radha N
Rahul Rana
Raj
Rajan Gupta
Rajaneesh Chopra
Rajasekhar Kurapati
Rajeev Kant
Rajeev Mehta
Rajesh T K
Rajiv Sharma
Rajiv Singh
Rajkumari Yadav
Rajneesh Chopra
Rakesh Jha
Rakshita Saluja
Ramesh
Ramesh Chaudhery
Ramya M B
Ranjana Chawla
Ranjeeta Kapoor
Rashmi Jaiswal
Rashmi More
Rasik Satha
Ravi Bhusan Mahato
Ravichandra Chada
Ravinder Singh
Ravinder Singh Ahuja
Ravindran Maheswaran
Reno Raj
Renu Mathur
Rishi Dev Saluja
Rishi Kailash Foundation
Rohini Bhardwaj
Rohit Bahadur
Rohit Bhalla
Rohit Kumar
S L Karn
S N Sethi
S Rajesh Babu
Sachin Garg
Sachin Patil
Sagar Bhardwaj
Sagar Bhosle
Sagar Deosugurkar
Sai Parameswaran
Saina James
Sameer Mitha
Samik Dey
Sampada Masur
Sampath Ganesh

Sandeep Garg
Sandeep Shah
Sandeep Vyas
Sanjay Jawalkar
Sanjay Kulkarni
Sanjivani Singh
Santhya Subramanian
Santosh Pandey
Saraswathi Dinesh
Satinder Paul
Satish Rajkumar Jesani
Satya Prakash Garg
Satyaganesh kattumuri
Saurabh Saluja
Saurabh Srivastava
Sayan Banerjee
SDC Venkatesh
Senthil Shanmugam
SGC Logistics Solutions Ltd.
Shailender Kumar
Shailesh Kumar Sharma
Shalini Rao
Shanatanu Mandal
Shankar Lal
Shantanu Ghosh
Shanthosh Sivagnanam
Shanti Ghosh (Dr.)
Shantilal Goher
Shardul Jain
Shashi Dayekar
Shefali Gupta
Shekhar Ramarajan
Shiby John
Shimoni Sheth
Shishir Aiman
Shital Satam
Shiv Shakti Singh Shekhawat
Shivam Tiwari
ShivKumar Swaminathan
Shobha Bhatia
Shobhit Shetty
Shree Krishan Multani
Shrey Rastogi
Shrikant Gujar
Shweta Gambhir
Siddharth Maheshwari
Sidhartha Banerjee
Simran Murpani
Singh Transport Consortium
Smitha Kumaran
Snehal Patil
Society for Human Transformation
Sohan Lal Goyal
Sonal Suvarna
Sonendra Agarwal
Soumi Mukhopadhyay
Sreenivasulu Aginati
Srinivasan Naidu

Sriram Narayanan
Stalinrayer Jayaraj
Stanly P
Subhashis Dash
Subin Natarajan
Sudesh Kumar
Sukhbir Singh Bhatia
Suman Ahuja
Suman Seal
Sumeet Rikhy
Sunder Medicos
Sunil Gala
Sunil Rathod
Sunita Rawat
Surendra Tambe
Suresh C Wadhwani
Suresh Kumar
Suresh Puri
Surinder Singh
Swapnil Zope
Tanu Sinha
Tarpreet Mehta
Taru Gupta
Tejasree Kanase
Terence Dsouza
Thakur Makhija
Thiruselvam Duraiswamy
Thomas Mathew
Timir Gandha
Tina Pawar
Tina Sancheti
TK Swaminathan
Twinkal Dedhiya
Ulhas Pawar
Umesh Kumar
Usha Vidyarthi
Utkarsh Gupta
V Anand Kumar
Vaidhiyanathan
Vaijyanti Nesarikar
Veena Gupta
Veera
Venkata Suresh
Venkatesan S
Venkatesan Srinivasan
Venkatesh
Vijay Chandran
Vijay Kalra
Vikas Banthiya
Vikram Singh
Vikrant Seth
Vincent KM
Vineet Nayyar
Vinodh Kizakethil
Vinti Agarwal (Dr.)
Vipin Kapoor
Virender Kumar
Vishal Kothari

Vishal Vyas
Vishnu Agarwal
Vivek Kadam
Vivek Swarup Pathak HUF
Wahengbam Singh
Yash Pal
Yogesh Jagtap
Yogesh Kumar
Yovan Thomas
Zienab Suratwala

Rs.10000 to less than Rs. 40000

Abhishek Logani
Anand Sankararaman
Anand Shankar G
Anupam Dhawan
Anupama Shukla Awasthi
Arvind Wadhwa
Ashwani & Associates
Beena Mathur (Prof.)
Bryan Godwin Noronha
Chand K Nath
Devika Singh
Drawmet Wires (P) Ltd.
Durga Indramani Foundation
G S Iyer
Gobind T Shahani
Harish Chand
Hemant Puthran
Himmat Singh
Indra Bhatia
K Sairam
Kusum Prasad
M R Boga
Madhurima Singh
Mamta Vaish
Manjula Chandra
Maruti Weld Limited
Narayani Gupta
Nitin Gupta
Om Prakash Sapra
R Meha HUF
R Rajagopalan
Rajeev Budhiraja
Raman Sobti
Reeta Sondhi
Ritu Mal
Rohit Bhasin
S Anandalakshmy
S M Budhiraja Trust
Saksham Wealth Solutions Pvt.
Ltd.
Sleepwell Foundation
Sneh Bhargava (Dr.)
Sunisha Ahuja
Tarun Rohatgi
Urvashi Dhamija

Rs. 40000 to less than Rs. 1 Lakh

Annie Mathew
Jumbo International
Sanjay Kaul
Smarinita Shetty

Rs.1 Lakh to less than Rs 10 Lakhs

Ajay Vohra
Bhilai Engineering Corp. Ltd.
Deepankar Sanwalka
Give India Foundation
Ishwari Prasad Bajpai
Rupesh Jain
Satyavati Berera

Donations in Kind

A K Murlidharan
Aditi Aggarwal
Adya Singhania
Agency Elven 100
Aloke Ghoshal
Alvira Tripathi
Ambika Sinha
American Embassy School
American Express Bank Ltd.
Amrita Jain
Anjali Alexander
Anjali Jain
Anjana Shroff
Bee-Gee Handicap
Bhagya Laxmi
Bhupesh
Boeing International
C P Sujaya
Cargill India Pvt. Ltd.
Caroline Rossignal
D S Misal
Deepak Jain
Devika Singh
Dianna Hahn
Dimple Soni
Doll Singh
Enrico Fabian
EXL Services SEZ BPO Solutions Pvt. Ltd.
Gaurav
Girija Rao Sarvapalli
Harish
Harjeet Kaur

Hema Suri
Interact Modern School
Jancee
Japanese Women's Volunteer Group
Jasmine Gupta
Johnson Controls (I) Pvt. Ltd.
Kali Vohra
Katja
Kavya
Kim Jain
Kiran Dhawan
Kirti Rahgu
KPMG Foundation
Kundan Mishra
M R Boga
Manjeet kaur
Mohini Prakash
Mridula Bajaj
Nitin Gupta
Nivet Pierrette
Orient Exports
Pooja Gandhi
Rachna Chadha
Rajeev Ranjan (Dr.)
Rajendra Sports
Renu Dosag
Renu Mathur
Ritu
S K Mahajan
S L Gupta
S R Rakmeja

Sabina Puri
Sanjeev Singhal
SAP Labs India Pvt. Ltd.
Sarita Sharma
Sarvesh & Neely
Saurav & Ritu Gupta
Sheila Aggarwal
Shikha Ghosh
Shree Bharat
Sudeshna Sen
Suman Ahuja
Suman Pundir
Superna Saxena
Suresh Rana
Swarcha
Swati Singhania
Tarun Rohtagi
Unitech Group
Ulrike Mehwald
Umanig
Urvashi Dhanija
Vandana Prassad (Dr.)
Veena Bhatia
Vera Garg
Vidya Training Institute
Vijaya Bansal
Vikram Advani
Vikram Menon
Youth Reach

Volunteers

Individuals

Akshat Gupta
Ambika Sinha
Anton Kabiseh
Arun Mittal
Arushree Jaini
Cinoy Aoamowsky
Claudia Pranskuweit
Cynthia Hopp Adamowsky
Dhankar Aggarwal
Divya Jain
Eleanor Easton
Estella Ting Lee
Ishaan Gupta
Katyayinee
Kirti Raghu

Kunal Kapur
Latika Behl
Lauren Danielle Hunt
Malvika Kumar
Manvi Kapoor
Meghant Burman
Mekhla Deep
Neetu Jha
Neharika Goyal
Nisha Kumari
Pinak Mokashi
Piyush Jain
Preeti Gusain
Raghav Agarwal
Rajat Paul
Ridhima Rastogi

Samiksha Khanna
Sara Kruse
Shaivya
Shifali Kohli
Shruti Joshi
Shubham Sharma
Tanuja Sharma
Thomas Jan Westhot

Corporate/Schools/Others

| | | |
|---|---|--------------------------------------|
| American Embassy School | Delhi University | SAP Labs India Pvt. Ltd. |
| American Express Bank Ltd. | Japanese Students Group | School of Inspired Leadership (SOIL) |
| Boeing International Corporation India Pvt. Ltd. | Japanese Women's Volunteer Group | St. Thomas School |
| Cargill India Pvt. Ltd. | Johnson Controls (I) Pvt. Ltd. | Unitech Group |
| Clowns Without Borders | KPMG | Vasant Valley School |
| Cross Cultural Solutions | Lady Irwin College | Youth Reach |
| Delhi School of Social Work | Microsoft Corporation (India) Pvt. Ltd. | |
| | Mordern School,Barakhamba Road | |

Doctors who volunteered services at daycare centres

| | | |
|------------------------|---------------------------|-----------------------|
| Arun Kumar (Dr.) | Mala Dutt (Dr.) | Praveen Singh (Dr.) |
| Ashwani Kansal (Dr.) | Meera Malhotra (Dr.) | Prasanjit Panda (Dr.) |
| Avneesh Aggarwal (Dr.) | Mohammad Ashfaaq (Dr.) | Rakesh Ranjan (Dr.) |
| B. Kapoor (Dr.) | Pradeep Tandon (Dr.) | Sandeep (Dr.) |
| Gajendra Singh (Dr.) | Prabhat Kumar Sinha (Dr.) | S. K. Garg (Dr.) |
| | | Sadhna Mehta (Dr.) |

Annexure - II

Daycare centers run by Mobile Creches in Delhi/NCR

1. Ahluwalia Construction, 3C Lotus Project, Noida Sector-100, Near Bada Mahadev Temple, Noida, Uttar Pradesh
2. Vipul World Limited, Vipul Apartments Tatvam Village, Sector-100, Opposite Omaxe Mall, Sohna Road, Gurgaon, Haryana
3. EMAAR MGF Land Limited, Palm Drive Project, Sector-66, Near Vatika city, Sohna Road, Gurgaon, Haryana
4. Unitech, Uniworld Resort Project, Sector-33, Sohna Road, Near Subhash Chowk, Gurgaon, Haryana
5. Raheja Developers Private Limited, Atharva Project, Sector-108, Dharampur, Near Nanak Heri Village, Palam Vihar, Gurgaon, Haryana
6. Raheja Developers Private Limited, Vedanta Project, Bajira Phatak, Opposite Church, Sector-109, New Palam Vihar, Gurgaon, Haryana
7. Spaze Towers Private Limited, Spaze Palazzo Project, Sector-69, Sohna Road, Gurgaon, Haryana
8. Bestech India Limited, Park View Spa Project, Sector-47, Near DPS, Subhash Chowk, Sohna Road, Gurgaon, Haryana
9. Bestech India Limited, Park View Spa Next Project, Sector-67, Badshah Pur, CRP Road, Gurgaon, Haryana
10. Amrapali Group, Amrapali Village Project, Gyankhand-2, Near Kala Pathar, Indiarapuram, Ghaziabad, Uttar Pradesh
11. Amrapali Group, 5, knowledge Park Project, Tech Park -II , Near Balak Inter College, Khushiyana Village, Greater Noida, Uttar Pradesh
12. Raheja Developers, Navodaya Project , Sector - 119, Pataudi Road, Sohna Road, Near Manesar, Haryana
13. B. G. Shirke Construction Technology Private Limited, Rohini Sector-34, DDA (Principal Employer), Near Prahlad Pur Village, Delhi
14. Vatika India Ltd, Vatika India Next Project, Opposite Apno Ghar, Manesar, Haryana
15. Vipul Limited, Lavanya Apartments Project, Sector-81, Gurgaon, Haryana
16. Ansal API, Essencia Project, Sector-67, Gurgaon, Haryana
17. Supreme, Sahyog Constructions, Ramprastha Project, Sector-37 D, Village Gadauli Kalan, Gurgaon, Haryana
18. Bestech Group, Park View Grand Spa Project, Sector-81, Gurgaon, Haryana
19. NBCC Construction, E Block, Netaji Nagar, Near Sarvodaya School, New Delhi
20. Shapoorji Pallonji & Company Limited, Grand Venezia Mall (GVM) Project, Plot no. SH-3, Site-IV, Surajpur, Greater Noida
21. JMC Construction Company New Maharashtra Sadan Project, Near Baroda House, New Delhi
SSA Brick Kiln Pilot Project, Hariyahera Village, Sohna Road, Gurgaon, Haryana
22. BPTP (Business Park Town Planners), Park Floors Project, U Block Sector - 76 , Parklands, Faridabad

23. Orchid Infrastructure Developers Private Limited, Orchid Petals Project, Sector -49, Near South City II, Sohna Road, Gurgaon, Haryana
24. Raja Bazaar, DIZ Area, Sector- IV, Near Gole Market, New Delhi
25. Block G, 85/86, Mangolpuri, Near Peeragarhi, Delhi
26. Block- G, Lane no. 9, Khasra No.8/22/2, Near Police Station, Swaroop nagar Delhi

Daycare Centres facilitated by Mobile Creches at Construction sites

1. Shapoorji Pallonji, Tata Housing, Sector-55, Near Behrampur Village, Gurgaon, Haryana
2. Krishna Construction Company, S. R. Ashoka Estate, Sector - 96, Noida, U.P.
3. DLF, JMD Megapolis Project, Sector-48, Near Galleria Mall, Sohna Road, Gurgaon, Haryana
4. Bestech Group, City Park View Delight Project, Dharuhera, Sector-7, Near Petrol Pump, Gurgaon, Haryana
5. Unitech, Unibuild Homes, Sector - 117, Near Sarfabad Village, Noida, U.P.
6. Amrapali Group, Sapphire Project, Sector- 45, Near Sadarpur Village, Noida, U.P.
7. Vascon Construction Company, Sector-37 D, Near Basai Garhi village, Gurgaon, Haryana
8. Spaze Towers Private Limited, Boulevard Project, Sector-47, Sohna Road, Gurgaon, Haryana
9. Spaze Towers Private Limited,
10. Privy Project, Near Vipul World, Sec-100, Near Omaxe Mall, Sohna Road, Gurgaon, Haryana
11. Shapoorji Pallonji Construction Company, IMT Manesar, Godrej Company, Sector-80, Near Naurangpur Village on NH8, Gurgaon, Haryana
12. Shapoorji Pallonji, Mewat Medical College Centre, Near Nuh, Near Village Nalhar, Mewat, Rajasthan
13. Shapoorji, Trillium Project, Akaash Avenue, Ratan Singh Chowk, Near Mental Hospital, Amritsar
14. Bestech Group, Park View Apartments, Sector-66, Mohali, Chandigarh
15. Vascon Construction Company, Amstoria Project, Sector-102, Dhankot Village, Gurgaon, Haryana
16. Ahluwalia Construction Co., Tata Housing Development Company Ltd., Primanti Apartments, Sector- 72, Gurgaon, Haryana
17. ATS construction company, ATS Township, Sector-104, Noida, U.P.
18. Hines Developers, Shapoorji Pallonji Construction Company, Skyview Corporate Park Project, Sector-74 A, Narsinghpuri Village, Near Haldiram, Gurgaon, Haryana
19. Shapoorji Pallonji Company, JayPee Greens Project, Near Pari Chowk, Greater Noida, U.P.
20. Krishna Company, Park Place Project, DLF, Phase-V, Gurgaon, Haryana
21. JMC Construction Company, New Maharashtra Sadan Project, Near Baroda House, Delhi
22. Supertech Developers, Eco Village 1 Project, Noida Extension, U.P.
23. B.L. Gupta Construction Co., Magnolia Project, Sector-53, Near Golf Course, Gurgaon, Haryana
24. J.M.D Group, JMD Garden Project, Sector-33, Near Islampur Village, Sohna Road, Gurgaon, Haryana
25. Unitech, G.R.P.L (Gurgaon Recreation Park Limited), Near Toll Bridge, NH8, Gurgaon, Haryana

Interventions at Urban Settlements in Delhi/NCR

| | | |
|--|--|--|
| Khanpur Community Centre C-51, Near Nagar Nigam School, Delhi | Harhola basti Jhuggi No-A/39 Near water Tank and Ice factory Noida Sector – 5 U.P. | Madanpur Khadar Room No-1332 Jalebi Chowk Near Aggarwal Sweets Delhi |
| Tripokpuri Block -13 DDA Community Centre Delhi | Dakshinpuri – Block-C DDA community centre, Ambedkar Nagar DDA community centre Delhi | Shadipur Community Centre Katpuli basti (Kalakar Trust office) Near Pandav Nagar, Sabzi Mandi Delhi |
| Seemapuri Block – D, DDA Community Centre Delhi | Dakshinpuri- Block D DDA community centre, Near Virat Cinema Hall Ambedkar Nagar Delhi | Kirbi Place Basti Vikas Kendra Dhobi Ghat Near MES Godown Delhi Cantonment Delhi |
| Seemapuri Block A Delhi | | |

Annexure - III

Credibility Alliance Norms Compliance

1. Registrations and Certifications

Credibility Alliance is a consortium of voluntary organisations committed towards enhancing accountability and transparency in the voluntary sector through good governance. Mobile Creches has successfully completed the Peer group Review (PGR) and is now a PGR member with CA. The membership is valid till date. The information furnished below is in keeping with transparency requirements of CA memberships.

Identity

- Mobile Creches is registered under the Societies Registration Act, 1860; Registration Number S-4392, dated 31.12.1969
- Mobile Creches is registered under Section 12A of the Income Tax Act, 1961; Registration No. DLI © (I-49)/73-74 dated 26.09.73
- Mobile Creches is registered with DIT under Section 80 G valid till perpetuity; Registration No. DIT (E) 2007-08/M-71/1231 dated 30.3.07
- Mobile Creches is registered with DIT under Section 35 AC and 80GGA; Notification No. S. O. 2370 (e), dated October 3, 2008; File No. NC 270/237/2007 valid till March 31, 2014.
- Mobile Creches has FCRA Registration; Regn. No. 231650048 dated 8.3.1988

2. Governance

2a. List of General Body (Society) Members of Mobile Creches as on March 31, 2012

Founder Members

Devika Singh

Indra Bhatia

Core Members

Ajay Vohra

Amrita Jain

Anjali Alexander

Archana Kumar

Arvind Wadhwa

Asha Cahudhri

Asha Singh

Anupama. S. Awasthi

Brinda Singh

Doll Singh

Eva Runganadhan

Indu Balagopal

Jolly Rohatagi

Kali Vohra

Lakshmi Krishnamurthy

Manju Vaish

Mathew Cherian

Mina Swaminathan

Mohini Prakash

Mridula Seth

Mrinalini Kochar

Nisha Mehta

Ranjana Aggarwal

Renu Mathur

Ritu. K. Mal

Rajan Sinha

S. Anandlakshmy

Shanti Ghosh

Saurabh Prakash

Shashi Kiran

Shankar Venkateswaran

Vera Garg

Venita Kaul

Yashwanti Rana

Associate Members

Diana Benjamin

Kulsum Dubash

Kim Jain

Padma Sahdev

2b. Details of Governing Council (Governing Board) Members of Mobile Creches as on March 31, 2012

| Name | Age (Years) | Qualification/Occupation/Special Focus | Designation |
|-----------------------|-------------|---|-----------------|
| Anjali Alexander | 57 | M.A. (Economics) Former Lecturer (Economics), Indraprastha College Delhi Special focus on Communication, Board Development and Policy Advocacy at Mobile Creches | Chairperson |
| Kali Vohra | 50 | B.A. (English) L.L.B.Special focus on Personnel, Legal and Board matters at Mobile Creches | Secretary |
| Sanjay Kaul | 58 | M.A. IAS (retd.) 30 years+ experience at district, state and country levels in development administration of which 15 years in education, health, nutrition, water supply and sanitation related programmes; Currently MD and CEO, National Collateral Management Services Limited (NCMSL) | Treasurer |
| Ritu Mal | 55 | B. Com.(Hons), MBA., 30 years of experience with the corporate sector and as a management consultant. Experience in HR and general consulting.Currently HR Consultant with SMEs and Volunteer with Scope Plus | Jt.Secretary |
| Shankar Venkateswaran | 54 | B Tech., PGDMMMany years of experience in senior managerial/ consultancy positions in the Corporate Sector and also in the development sector; Currently designated Director Social Policy at 'Sustainability' and oversees the India activities; is also on the Board of other NGOs. | Member |
| Arvind Wadhwa | 70 | M. Sc in Food & Nutrition Former Reader, Lady Irwin College, Delhi University (Retd) | Member |
| Vera Garg | 52 | M.A. History, M. Phil (Mod Indian History), Taught in colleges in India and in a High School in Singapore. Currently, teacher Social Studies and Community Service Coordinator at American Embassy School, New Delhi | Member |
| Venita Kaul | 65 | I.I.T, Delhi and PhD, Educational Psychology, 1978-1981. Has extensive experience in the areas of Elementary Education, Early Childhood Education and Integrated Child development. Was Senior Education Specialist World Bank 1998-2008. Currently Professor at Ambedkar University, Delhi | Member |
| Jolly Rohatgi | 67 | B.A., Delhi College of Arts; M.A., University of Manitoba Canada Founder member Ashray Adhikar Abhiyan, Earth Matters Foundation and Dastkari Haat Samiti. Worked with Oxfam India Trust, Oxfam Wereledwinkle, and UNDP.Currently teaching at Pearl Academy, Delhi and is Treasurer, Janmadhyam New Delhi | Member |
| Amitabh Behar | 40 | M.Phil. Political Science, JNU. Has diverse and rich experiences in rights based campaigning, people centered advocacy, coalition building, networking and grant making. Was Executive Director of the National Centre for Advocacy Studies (NCAS); Currently Executive Director, National Foundation for India (NFI) | Co-opted Member |
| Biraj Patnaik | 38 | Post-graduate in management from IRMA; Chevening Gurukul Scholar at the LSE in 2005, Worked in ActionAid for close to a decade; Co-founded the Mitanin programme (upscaled nationally as the ASHA programme later) in Chattisgarh that trained and deployed over 60,000 women health volunteers in the State. Currently Principal Adviser to the Commissioners of the Supreme Court in the Right to Food Case | Co-opted Member |

| | | | |
|------------------|----|---|-----------------|
| Satyavati Berera | 51 | B.A. (Economics) Hons, FCA; Has over 25 years of experience in carrying out audits and business advisory work. Has been with PwC since 1980 and was admitted to the partnership in 1995. She currently heads the Internal Audit Practice for the firm in India, Executive Director, Pricewaterhouse Coopers, India. | Member |
| Sanjay Gupta | 52 | FCA; Till Feb'2010 was the Senior Executive and India Leader providing leadership oversight for American Express in India. Earlier based in Singapore and responsible for the company's operations in the Japan, Asia Pacific and Australia regions. Currently Chief Executive Officer, English Helper Inc. | Co-opted Member |

2c. Number of Governing Council meetings held in 2011-12

| Serial No. | Date | No. of Members Present* |
|------------|-----------------------------|-------------------------|
| 1 | 23 rd July 2011 | 7 Members |
| 2 | 17 th Sept 2011 | 13 Members |
| 3 | 7 th Jan 2012 | 7 Members |
| 4 | 11 th Feb 2012 | 9 Members |
| 5 | 24 th March 2012 | 8 Members |

* 6 members constitute a quorum

Committee Members 2011-12

| Resource Mobilization | Strategic Plan | Audit & Accounts | Investment | Human Resource |
|---------------------------------------|---------------------------------------|------------------------------------|-------------------------------------|---|
| Anjali Alexander Chairperson | Anjali Alexander Chairperson | Sanjay Kaul Treasurer | Kali Vohra Secretary | Ritu Mal Jt. Secretary |
| Vera Garg | Shankar Venkateswaran GC member | Amrita Jain GB member | GC/GB (decided not to fill for now) | Rajan Sinha GB member |
| Dir. RM – MC | Mridula Bajaj ED | Mridula Bajaj –ED | Mridula Bajaj - ED | Mridula Bajaj -ED |
| Kunal Verma External expert | Ved Arya | Sr.Mgr. Finance | Mgr. Finance - MC | Mgr. HR – MC |
| Not identified yet External expert | Not identified yet External expert | Preeti Sanwalka External expert | Sanjay Gupta External expert | Decided not to fill as Ritu & Rajan are both HR experts |
| | | Sanjay Gupta External expert | Devraj Singh External expert | |

3. a) Distribution of Staff According to Salary (As of 31st March'12)

| Annual salary & benefits | | | | |
|--|--|------------------------------------|--------------|-------------|
| Executive Director | | Rs. 791991 | | |
| Three highest paid staff members (Mridula Bajaj, Harish Gosain, Bineesh EM (6 months)* | | Rs. 791991, Rs. 485000, Rs. 420606 | | |
| Lowest paid staff member (Meenu) | | Rs. 60525 | | |
| Monthly salary & benefits | | Male staff | Female staff | Total staff |
| Less than Rs. 5,000 | | - | - | - |
| 5,000- 10,000 | | 16 | 63 | 79 |
| 10,000- 25,000 | | 12 | 49 | 61 |
| 25,000 – 50,000 | | 01 | 04 | 05 |
| Above 50,000 | | 01 | 01 | 02 |
| | | 30 | 117 | 147 |

*Designations (Hierarchy Wise)

| Name | Designation | Annual Salary |
|---------------|--------------------|--------------------------|
| Mridula Bajaj | Executive Director | Rs.791991 |
| Bineesh EM | Senior Manager, RM | Rs.420606 (for 6 months) |
| Harish Gosain | Manager, RM | Rs.485000 |

| Gender | Full Time | Part Time | Paid Consultants | Unpaid Volunteers |
|--------|------------|-----------|------------------|-------------------|
| Female | 117 | - | 2 | - |
| Male | 30 | - | 0 | - |

4. International Travel

Executive Director, Mridula Bajaj and Advocacy Consultant, Amrita Jain attended a global conference on "Noteworthy Practices on ECD" organized by ARNEC in Singapore. The total expenditure was Rs.45426 reimbursed by PLAN.

5. National Travel

Total cost of National Travel by all MC staff and Board Members is Rs. 4,83,022

Names and Addresses of Bankers, Auditors and Legal Advisors

| | | |
|--|--|--|
| Auditors: Thakur Vaidyanath Aiyar & Co. 221-223, Deen Dayal Upadhyaya Marg New Delhi-110001 | Bankers: Canara Bank, Gole Market New Delhi-110001 Standard Chartered 10, Sansad Marg New Delhi-110001 | Legal Advisors: Mr. P. N. Mehta Aiyar & Company 26, A Barakhamba Road New Delhi-110001 |
| HDFC Bank Ltd.G-3/4, Surya Kiran Building 19, Kasturba Gandhi Marg, New Delhi-110001 | | |

7. Accounts are prepared both on accrual basis

8. Audited Financials of 2011-12

Balance Sheet (audited), Receipts and Payments account, Income and Expenditure account and Auditor's Report can be made available on Request. For summarized versions see Chapter – Financial Highlights

Help Mobile Creches to give the child a childhood

Mobile Creches works with children in the birth – 12 years age group, living on the construction sites and slums of Delhi NCR (Delhi, Noida, Faridabad, Ghaziabad, Gurgaon).



Daycare services comprise health, nutrition and education. Advocacy initiatives cover training to childcare workers and lobbying for better programmes and policies.

Our partners include the building industry, corporate sector, government, NGOs, diplomatic communities and schools.



You can help too !

- **As an individual**
 - Sponsor a Mobile Creches Child
 - Become a Mobile Creches Volunteer
 - Spread the Mobile Creches message

- **As a member of an organization**
 - Facilitate access to decision makers
 - Initiate collection drives in kind/cash
 - Refer Mobile Creches to your staff/clients

- **As an organization**
 - Sponsor an event/training/daycare centre
 - Introduce employee volunteering/contribution
 - Share people, infrastructure and expertise

Every Child has a Right to the Joys and Promise of Childhood....



and you can make it happen

Help Mobile Creches to give the child a childhood



I attach cash/cheque of
Rs..... payable to
"Mobile Creches"
(check the right box)

- Rs. 10000 for day care of a child for one year (health, nutrition and education)
- Rs. 5000 for day care of a child for 6 months (health, nutrition and education)
- Rs..... as General Donation
- Rs..... to the Corpus Fund

Signature _____

Please fill in the information in block letters

Name:

Address:

.....

.....

Email.....

Mobile

Phone (R).....

(O).....

How did you hear about MC?

.....

.....

Donations to the Corpus Fund of Mobile Creches are 100% exempt from Income Tax under section 35 AC & 80 GGA of the Income Tax Act, 1961

Note: Donations to Mobile Creches are 50% exempt from Income Tax under section 80-G of the Income Tax Act, 1961.

