

Shishupalana Kendras (Crèches) piloted by RDPR, Government of Karnataka



A Study by CRISP for RDPR,
Government of Karnataka

June 2023

Contents

1. Background.....	1
2. Entrustment of the study to CRISP	1
3. Objectives of the study	1
4. Provisions of Mahatma Gandhi National Rural Employment Guarantee Act 2005 ..	2
5. Research methodology.....	2
6. Interaction with Beneficiaries.....	4
A. Interaction with the users availing the crèche facility	4
B. Interaction with potential beneficiaries.....	4
7. Study observations	5
8. Recommendations.....	12
9. Conclusion	13
Appendices.....	15
Appendix 1: List of GPs selected for the pilot project	15
Appendix 2: Status of functionality of crèches, GP wise.....	17
Appendix 3: Glimpses from the field visits.....	18
References.....	19

Tables

Table 1: List of GPs visited by CRISP Team	3
Table 2: Number of Respondents by District, Taluk and GP	3
Table 3: Functional Status of Crèches as of April 30, 2023	6
Table 4: Total children enrolled	7

ABBREVIATIONS

AWC - Anganwadi Centre

AWW - Anganwadi Worker

CDPO - Child Development Protection officer

GO - Government order

GP - Gram Panchayat

ICDS – Integrated Child Development Scheme

LFPR - Labour Force Participation Rate

MGNREGA - Mahatma Gandhi National Rural Employment Guarantee Act

MGNREGS (NREGS) - Mahatma Gandhi National Rural Employment Guarantee Scheme

PDO – Panchayat Development Officer

RDPR - Rural Development and Panchayati Raj

WCD- Women and Child Development

Study of Day Care Centres (Crèches) piloted by RDPR, Government of Karnataka under MGNREGS convergence

1. Background

Crèche facility was added to Entitlement 6: Right to Work Facilities under the Mahatama Gandhi National Rural Employment Guarantee Act (MGNREGA), 2005 to cater to the needs of working mothers. It intends to provide quality childcare facilities for children of age group 0-3, and to promote holistic development of the child.

In FY 2022-2023, the Department of Rural Development and Panchayat Raj (RDPR), Government of Karnataka, decided to set up crèches in convergence with MGNREGS and WCD. 62 Gram Panchayats (details in Appendix 1) were selected to set up the crèches under the pilot program. Selected GPs were to choose a suitable building that met the specifications and refurbish it into a Day Care Centre to operate under this scheme. The intent was:

1. To encourage the participation of mothers in labour force
2. To focus on early childhood development and child nutrition

2. Entrustment of the study to CRISP

The department of Rural Development and Panchayati Raj (RDPR) has formally requested the Centre for Research in Schemes and Policies (CRISP) to collaborate with the Government of Karnataka for enhancing service delivery within the social sector. This responsibility was among the initial mandates assigned to CRISP as a part of its Memorandum of Understanding (MoU) signed with the state government. CRISP has established its research team in Bengaluru, who are actively engaged with the state government and operating under the guidance of a senior Research Lead. The CRISP team, entrusted with conducting the study, consists of the following members:

1. Dr Lalita Pulavarti, State Lead
2. Ms Daksha Jain, Research Fellow
3. Ms Rekha P S, Research Fellow
4. Mr Hashir P V, Research Fellow

3. Objectives of the study

The objectives of the study were to understand the features and process of setting up such crèches, assess their usage in the pilot phase, and suggest any changes or improvements that will benefit the roll out of 4000 new crèches under NREGS and WCD convergence in the 2023-2024 financial year.

4. Provisions of Mahatma Gandhi National Rural Employment Guarantee Act 2005

The Mahatma Gandhi National Rural Employment Guarantee Act 2005 has created a quiet revolution in the rural economies by assuring employment as per demand. It has not only provided succour to the poorest, but altered the production relations in the rural economy by providing choice to the workers, hitherto (in a way) bonded to a landlord. It has also had a salutary effect in increasing the wage rates in the rural economy, thereby creating substantial welfare gains to the poorest.

The Schedule II of the Act states the following:

28. In case the number of children below the age of six years accompanying the women working at any site are five or more, provisions shall be made to depute one of such women workers to look after such children.

29. The person deputed under paragraph 28 shall be paid wage rate.

The Government of Karnataka has applied this direction in the Act, to set up crèches on a pilot basis. Under this scheme, the Gram Panchayat can create a muster roll for a women workers to be trained and assigned as caretakers at a crèche in the village.

The purpose of this study is to verify how this entitlement provided in the Act has been implemented at the field level in the pilot Gram Panchayats, and to suggest improvements to the processes if any.

5. Research methodology

The team visited 16 crèches across 11 districts (Table 1) in the months of February and March, 2023. After the initial visits, the team revised its strategy and included community engagement as a part of its work plan. Consequently, the team talked to more than 75 individuals residing in households with children aged 3 years or below and conducted semi-structured interviews (Table 2) to collect qualitative information on their perceptions of the centres, awareness of the crèche, willingness to send their toddlers and infants to the facility, and in general, the demand for such a facility.

The objectives of the field visits and community interaction were to understand:

- a) Functionality of the crèche
- b) The quality of the current infrastructure and its adherence with the regulations
- c) The mode of selection and payment of crèche workers
- d) Current level of skills possessed by the crèche worker and training received,
- e) Nature of work of the beneficiaries enrolled (MGNREGA or non-MGNREGA).
- f) Understanding potential-beneficiary awareness
- g) Causes of concern among current and potential beneficiaries

Table 1: List of GPs visited by CRISP Team

Sl no	District	Taluk	Gram Panchayat	Functional Status (Yes/No) [as on 30/4/2023]
1	Ballari	Kampli	No.10 Muddapura	Yes
2	Bengaluru Rural	Devanahalli	Alur Duddanahalli	Yes
3	Bengaluru Rural	Doddaballapur	Tubugere	No
4	Chamrajnagar	Yelandur	Maddur	Yes
5	Dakshina Kannada	Ullal	Munnur	Yes
6	Kalaburgi	Kalagi	Gotoor	No
7	Koppal	Yelbarga	Bevoor	Yes
8	Koppal	Kuknoor	Mangalore	Yes
9	Mysuru	Hunsuru	Bilikere	Yes
10	Udupi	Kundapura	Aloor	No
11	Udupi	Byndoor	Nada	No
12	Vijayanagara	Hagari bommanahalli	Malvi	Yes
13	Vijayanagara	Hoovina Hadagali	Uttangi	Yes
14	Vijayapura	Indi	Chowdihal	Yes
15	Vijayapura	Basavana Bagewadi	Mannur	No
16	Yadgir	Yadgir	Balichakra	No

Table 2: Number of Respondents by District, Taluk and GP

Sl no.	District	Taluk	Gram Panchayat	Number of Respondents
1	Bangalore Rural	Devanahalli	Alur Duddanahalli	11
2	Bangalore Rural	Doddaballapur	Tubugere	7
3	Yadgir	Yadgir	Balichakra	8
4	Kalaburgi	Kalagi	Gotoor	11
5	Vijayapura	Indi	Chowdihal	10
6	Vijayapura	Basavana Bagewadi	Mannur	16
7	Dakshina Kannada	Ullal	Munnur	7
8	Udupi	Kundapura	Aloor	8
			Total	78

6. Interaction with Beneficiaries

A. Interaction with the users availing the crèche facility

Most of the beneficiaries availing the service found the facility beneficial. The parents stated that the crèches allowed them to pursue their work with peace of mind, feeling confident about their child's safety. Another significant advantage mentioned by them is the flexible timings of crèches. Unlike Anganwadis, which often have fixed operating hours, crèches understand the demands of working parents and offer extended hours, including early mornings and late evenings.

It is noteworthy that the crèches are not only helping the working mothers, but also some housewives. For example, one of the mothers that the team interacted with in Munnur village of Dakshina Kannada district was a housewife and had two children who were 6 months and 2.5 years old. She said that she sends her elder daughter to the crèche as it becomes easier for her to look after the younger child and complete the household chores.



“The creche worker and helpers provide great attention to my daughter’s learning and feeding. Ever since she began attending the creche, she has memorised many poems and has become an expert in identifying vegetables. She enjoys it so much that she wants to go to creche even on holidays”

- Bhavya

B. Interaction with potential beneficiaries

During the team's interaction with potential beneficiaries, particularly in the Northern Districts of Karnataka where the crèches were not yet operational, it became evident that there was a genuine interest among individuals to utilize the crèche services.

A mother in Tubugere village of Bengaluru rural district was of the view that if the crèche is made functional and provided with good facilities, it will help to improve the workforce participation rate of the women in the village, as many are willing to work.

“

“I’ve always wanted to work, but I got married soon after completing my 12th grade. If I can trust that my 8-month-old child will be safe in the Crèche, it would give me the confidence to pursue employment opportunities.”

-Nameera

“

“ I have four children. Sometimes, my eldest daughter must forgo school in order to take care of the younger children. The two younger ones are too small to be sent to the Anganwadi Centre. If a Crèche is established in our village, I could go to work without having to worry about who would look after my children. Moreover, my eldest daughter wouldn’t have to miss school anymore.”

-Dhalavva

“

“At times, when my mother-in-law is unavailable, I might have to bring my child along with me to the worksite since there’s no one to look after them at home. If a daycare facility is available, I would have the assurance that my child is safe, allowing me to work with peace of mind.”

-Sunita

7. Study observations

1) Level of Awareness amongst the respondents

A significant majority of the respondents, 90% (n=70), were unaware of the existence of *Shishupalana* Kendra (Crèche) in their gram panchayat. Additionally, they were unaware of the associated advantages that the crèches offer. This lack of awareness can contribute to the limited demand for crèche facilities and can be mitigated by targeted awareness programs about the crèche and its advantages to children and their families.

2) Status of functionality of Crèches

Based on field visits and preliminary phone calls to the PDOs of GPs where the pilot crèches were to be located, less than half of the 62 crèches of the Pilot project are actually functional as of the date of visit or phone call (as shown in Chart 1).

Additionally, few of the crèches are functional exclusively during NREGS work periods and remain closed during other months. The reason behind this, according to the crèche workers, is that the parents do not access the crèche as they believe that they can take care of the children on their own while at home or working in agricultural fields.

Table 3: Functional Status of Crèches as of April 30, 2023

Target*	Centres started (as records) per	Centres that are actually functional	Centres not functional	Unable to establish contact
62	49	20	17**	12

*A list of GPs for the Pilot crèches is given in the appendix

**7 out of the 17 Centres have set up the infrastructure but no child has been enrolled yet
Functional Status collected by the CRISP team through field visits and phone calls.

3) Quality of Infrastructure

The GPs were required to utilize existing buildings and prepare the space for day care centres. Efforts have been made to make the crèches visually appealing by painting the walls and providing sufficient toys and learning materials at most places. (A few photographs are in the appendix).

There are no feeding rooms/resting rooms (for mothers) or separate kitchens in any of the crèches we visited (other than the crèches in Koppal and Dakshina Kannada), which is a challenge for providing proper nutrition to the children. Moreover, child-friendly toilets were also absent in most of the crèches.

We did not find an emergency medical kit in any centre.

In summary, GPs in the pilot list have made efforts to establish the childcare centres by preparing the physical space required. The crèches are a work in progress and will have to gradually implement the rest of the guidelines on facilities to be provided at the Centres. Suitable guidelines and a timeline to upgrade the facilities will be helpful for GPs to follow and meet.

4) Number of children availing the service

Each crèche has at least 10 children or more enrolled (as indicated in Table 4). On an average, 21 children are enrolled in a crèche.

Table 4: Total children enrolled

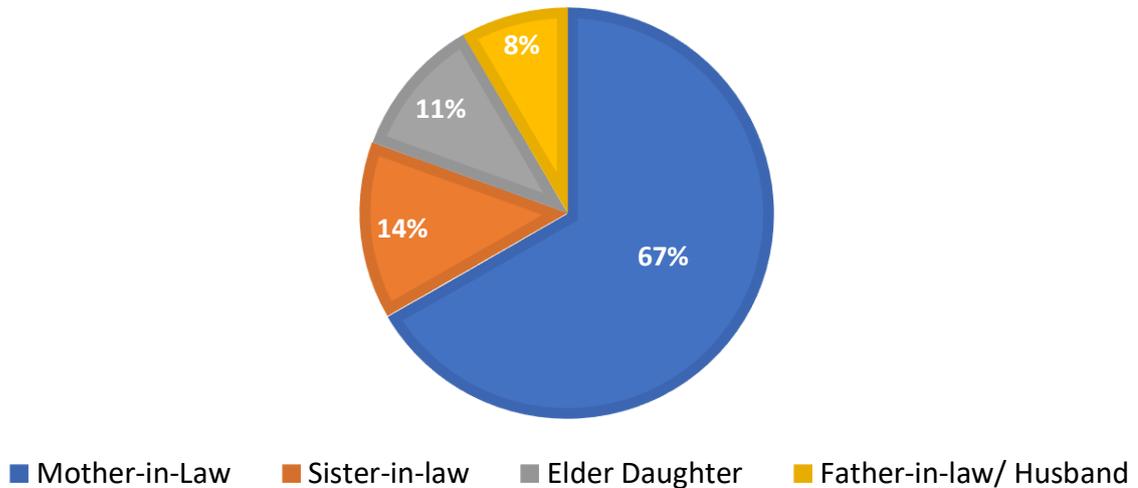
Sl no.	Gram Panchayat	Taluk	District	No.of children enrolled
1	Uttangi	Hoovina Hadagali	Vijayanagara	30
2	Malvi*	Hagari bommanahalli	Vijayanagara	10
3	Muddapura*	Kampli	Ballari	10
4	Maddur	Yelandur	Chamrajnagar	10
5	Bilikere*	Hunsuru	Mysuru	19
6	Alur Duddanahalli	Devanahalli	Bangalore Rural	10
7	Chowdihal	Indi	Vijayapura	30
8	Munnur	Ullal	Dakshina Kannada	28
9	Mangalore	Kuknoor	Koppal	20
10	Bevoor	Yelbarga	Koppal	43

*Data collected from PDOs through phone calls

5) Primary responsibility of childcare

Whether it is the mother-in-law, sister-in-law, or older daughter, ladies of the family typically assume the role of caring for the child in the absence of the mother. Only 3 respondents reported men taking care of the child when the mother went to work (Chart 2). This observation is validated by the study of Neeta and Palriwala (2011), who argue that Indian women are embedded within the notion of 'gendered familialism' which states that the women are viewed as primary caregivers of the family and paid work does not define their lives.

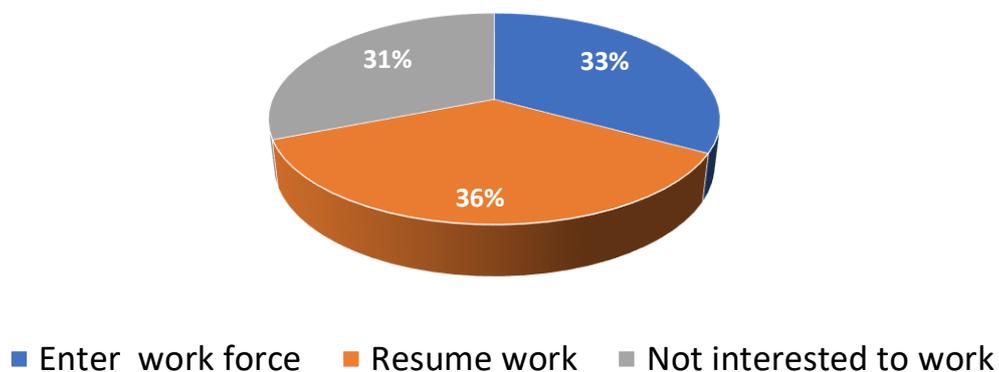
Chart 2: Childcare at home when the mother is unavailable



6) Intent of mothers to work

33% of the respondents (N=26) expressed their desire to join the workforce, and 36% (N=28) of the respondents wanted to resume the work once their child is old enough (Chart 3). It shows that the desire to join the workforce among women is present and will potentially raise demand for the crèche facility in the village. The respondent mothers stated that if childcare provisioning services are provided within their village, it would spare them some time to work or rest. This observation is further validated by the work of Ranganath and Pedulla (2018), who found that the introduction of employer-provided childcare increased the number of work hours by women compared to the period before the provisioning of such a facility.

Chart 3: Intent of the mothers to join the workforce



During the field interaction with nursing mothers who could potentially benefit from childcare facilities, it was revealed that they opt for flexible jobs near their homes, which are typically low paying, in order to prioritize their children. In the words of a mother from Tubugere GP, Bengaluru Rural District "If I were to pursue work in the

nearby town, I could potentially earn higher wages and enjoy better working conditions due to my good educational qualifications. However, I chose to take up some work in the village instead, where the wages are lower and the work is irregular, because I need to take care of my child. These findings highlight the potential of childcare facilities in facilitating women's transition into formal sector employment.

7) Provision of Food

Out of the 16 crèches visited, only three had their own kitchen facilities. In the remaining 13 crèches, the food is obtained from a nearby AWC. Additionally, some crèches located within the school premises source their food directly from the school. The children in these crèches are provided with nutritious meals including milk, eggs, biscuits, and lentils.

Provisioning of food at the crèche not only relieves parents from the responsibility of preparing meals but also ensures that children receive sufficient nutrition for their growth and development. The crèche in Maddur GP of Chamrajnagar District was an exception, as the children were sent home for lunch.

In addition, one of the AWWs suggested that the take-home ration and immunization services could be channelled through the creche, leading to improved targeting and effectiveness.

8) Execution of operations

Significant variations in the execution of operations have been observed among different crèches. They can be categorised as follows:

Timings

The operating hours of the crèches vary across different locations. While most of the crèches have timings that align with the work schedule of NREGS, few operate only until noon. There are also crèches that adhere to the Anganwadi timings and remain operational until 3:30 PM. Streamlining of timings of creches will ensure consistency for the parents to leave their children while they are at work.

Beneficiaries availing the service

A key observation is that districts interpret and implement Government Orders differently. Some districts have interpreted the scheme as providing day-care to the children of NREGS workers only, while a few others have adopted a more inclusive approach by admitting children of all working mothers. Additionally, few crèches are restricted to the children of government employees in addition to the NREGS workers.

Maintenance of registers

According to the GO, each crèche is required to maintain the following registers: Admission Register, Attendance Register, Crèche workers' Attendance Register, Food Distribution Register, Medical Check-up records, stock book of Playing materials, and a Parents meeting book. However, during our visits, we noticed that, except for the

admission register (in only 3 crèches) and Attendance register (all), no other registers were being maintained.

9) Crèche workers and their activities

Selection of Crèche workers

The selection criteria for the crèche workers varied across the crèches. The GO instructs the Gram Panchayats to select and train 10 NREGS workers to serve as caregivers at the childcare centres on a rotational basis – Each worker can serve as long as she has (wo)man days left on her job card. However, only 4 out of 16 crèches followed this guideline, while the others made alternative arrangements. Some crèches opted for retired Anganwadi teachers, and in one of the crèches, the GPLF's LCRP and Krishi Sakhi served as temporary caregivers until the commencement of NREGS works.

Monitoring

There is a lack of proper monitoring mechanism for crèche workers. The accountability of the workers varies, with some being answerable to the Kayaka Mitras while others report to the PDOs regarding their operations. In one case, the crèche worker in Munnur GP of Dakshina Kannada district stated that she reports to the CDPO of WCD.

Additionally, during our visits, we observed the absence of maintenance of attendance registers for the crèche workers in most of the crèches.

Training

Among the 16 crèches we visited, only 2 crèches (in Koppal) reported that their workers had received a 5-day training provided by the Mobile crèches organization. Furthermore, one crèche worker in Dakshina Kannada mentioned receiving training from WCD prior to the initiation of the crèche. Notably, these crèches that had received formal training showcased better performance and had a higher enrolment of children.

Payment of wages

According to the Government order, it is mandatory for crèche workers to possess an NREGS job card and be paid through MGNREGS. However, out of the 16 crèches we visited, workers in only 4 crèches have received wages under MGNREGS. The remaining crèches have made arrangements to pay wages through the GP's own source revenue.

10) Demand for the Crèche

An evident pattern emerged during our observations regarding the demand for crèche facilities. Crèches located in closer proximity to urban areas, such as the Munnur GP's crèche in Dakshina Kannada, experienced higher demand compared to those situated in the interior regions of the rural villages.

This demand disparity can possibly be due to the wider range of job prospects in the urban areas, leading to greater need for a reliable childcare service.

Existing socio-cultural norms around childcare also determine the demand for crèche. What is acceptable is often influenced by broader social attitudes. During our interview in Balichakra GP of Yadgir, a mother acknowledged that enrolling her child in the crèche would bring advantages. However, she expressed concerns about potential disapproval from her relatives, fearing they might perceive it as neglect of her responsibilities. This observation is substantiated by the study Devercelli & Beaton (2020), which finds that norms against having the child cared for outside of family limits uptake in crèches. Consequently, even if mothers recognize the benefits of using a crèche and pursuing employment, they are hesitant to utilize its services due to the potential negative perceptions associated with it.

11) Expectations of parents from the Crèches

40 out of the 78 respondents expressed some reservations about sending their children to the crèches. The reasons for their apprehension are as follows:

Age of the children

The majority of functional crèches visited by the team had children who were older than 3 years of age. (Except for Koppal, Dakshina Kannada and Vijayanagara). This observation was further supported by our conversations with potential beneficiaries. Approximately 24% (N=19) of the respondents cited their child's age as the primary reason for not sending them to the crèche. A grandmother that we interacted with in Chowdihal village of Vijayapura had enrolled her older grandson (aged 3 years) in the crèche. However, she was not too keen on enrolling her younger grandson (aged 1.5 years) as she thought that such young children should be taken care of by family members.

Distance of the Crèche from their homes

Out of the respondents we interviewed, 36% (N=28) identified distance as a significant obstacle when considering sending their child to the crèche. The crèches are often situated far from the homes and workplaces of the beneficiaries, posing a challenge of transporting children to the facility, and especially for nursing mothers.

A conversation with a mother in Uttangi village of Vijayanagara District pointed to the challenges faced by her in sending her infant to the crèche. The primary issue highlighted by her was the considerable distance between their homes and the crèche, which were often located in different wards. The geographical distance between the crèche, her workplace (which was 3 kilometres away from the crèche), and her home, coupled with the absence of transportation facilities, posed logistical challenges for her.

On the other hand, proximity to childcare centres positively influenced the enrolment rates for children in crèches and increased the likelihood of mothers participating in the workforce.

Infrastructure

Given that these facilities cater to very young children, parents naturally expect safe, reliable and good quality infrastructure and trusted caregivers. 22% (N=17) of the respondents we interviewed identified infrastructural quality as the reason for not sending their child to the crèche.



"The Crèche's infrastructure should be of such good quality that it feels like a home to the child. The Crèche worker should care for the child as if they were her own. Only then would I feel comfortable sending my grandchild to the Crèche."

Inclusivity of the marginalised

During our visit, we had the opportunity to interact with individuals from a few tribal settlements (*tandas*) regarding their views on crèches.

A significant number of respondents in these *tandas* (12 out of 18) expressed their willingness to send their children to crèches, but under the condition that the crèche was established within their own *tanda*.

The Anganwadi worker of a Lambani *tanda* in Mannur village of Vijayapura district stated that the main reason behind this preference was possibly due to their concern about potential discrimination against their children by crèche worker.

8. Recommendations

A crèche has significant potential in improving the labour force participation of women, enhancing the income streams for many households, and boosting the overall productivity in the economy.

Increased household incomes have the potential to enhance the well-being of women, promote their financial independence, and empower their voices. Therefore, scaling up of the creches to other GPs in the state will allow for women to experience all these multi-dimensional gains.

To facilitate more effective implementation of this intervention, we propose the following recommendations:

1. Infrastructure:

The department should establish basic infrastructural standards and consider developing region-specific architecture.

- 2. Beneficiaries:** The GO should define the beneficiaries eligible for the service, with priority given to MGNREGA workers and informal sector workers. Other individuals may be included if space permits.

3. Age:

The crèche is expected to cater to children aged 0-3 years, with initial emphasis on children above 1.5 years.

4. Awareness building:

A door-to-door campaign can be conducted to raise awareness about the crèches in the villages, including the benefits of enrolling children in these crèches. Involving SHGs and AWCs in this activity is recommended.

5. Monitoring Mechanism:

Each crèche should have a mothers' committee responsible for monitoring its overall functioning. Additionally, the ICDS supervisor can oversee the work of crèche staff.

6. Training of Crèche Workers:

Prior to the crèche's commencement, comprehensive caregiving training should be provided to the workers. Clear instructions on parameters such as child growth and immunization should also be given.

7. Nutritional Levels:

Defining nutritional standards, like those of Anganwadi centres, is crucial for child development.

8. Timings:

Crèche timings can be flexible, depending on the working hours of mothers. However, the operational duration should not be less than 4 hours. Resourceful GPs may extend the hours to 6 or 7 if they can provide 2 or 3 meals.

9. Safety Features:

Given the young age of the children, safety and hygiene should be prioritized. Minimum safety standards must be outlined in the government orders for establishing and operating the crèche.

10. Convergence:

Sustained efforts have to be made to establish a more effective partnership between the functionaries of GP, WCD and MGNREGS

9. Conclusion

As the crèche program is still in its early stages, the establishment and operational status of these facilities has varied among different GPs during the pilot phase. While suitable buildings have been identified in many of the selected GPs, this is not the case for all of them. This report serves as an initial attempt to understand the operations of the crèches in the pilot phase and, to gather perspectives of the current and potential beneficiaries of the childcare facility in their respective GPs.

Based on our findings, it can be concluded that there is a need for childcare facilities among the mothers. However, it is important to raise awareness through IEC activities in the GPs where crèches are planned. Potential beneficiaries are keen on ensuring

that the infrastructure is suitable for their toddlers and that the caretakers are adequately trained. Distance from the crèche to their residences and concerns about leaving such young children in the care of others are potential factors that may deter the uptake initially. Families who are currently utilizing the crèche facility for their children can serve as valuable advocates for the program if they are satisfied with the quality of services provided.

The study further establishes that a robust childcare system yields favourable outcomes for female employment and has the potential to enhance the LFPR of women. Moreover, it can significantly augment the income of the most economically disadvantaged households. This additional income stream is important to strengthen the hands of the women in the household, thereby contributing to women empowerment and positively impacting societal structures.

However, achieving these outcomes necessitates sustained collaborative efforts from the GPs, and the functionaries of WCD and MGNREGS. The key to this truly transformative initiative lies in the convergence of these departments and their strengths.

Appendices

1. List of GPs selected for the pilot project
2. GP wise list of Functional and Non-functional crèches
3. Glimpses from field visits

Appendix 1: List of GPs selected for the pilot project

Sl. No.	District	Taluk & Grama Panchayat Name
1	Bagalkote	Guledagudda Tq, Kotikalla GP
2		Bilagi Taluka, Heggur GP
3	Banglore Rural	Devanahalli Tq, Alur Duddanahalli GP
4		Doddaballapura Tq, Tubugere GP,
5	Belgavi	Hukkeri Tq, Hosapet GP
6		Ramdurg Tq, Mullur Gp
7	Bellary	Sandur TQ Nidagurthi GP
8		Kampli Tq, Muddapura Gp
9	Bidar	Aurad Tq Dhupathmaghaon Gp
10		Humnabad Tq Dhummansur GP
11	Chamarajanagar	Kollegal Tq, Sathegala Gp,
12		Yelanduru Tq. Madduru GP
13	Chikkabalapura	Bagepalli Tq, Mittermari Gp
14		Sidlaghatta Tq, E Thimmasandra Gp
15	Chikkamangaluru	Chikkamagaluru Tq Hiregowja Gp
16		Kadur Tq, Hirenelluru Gp
17	Chitradurga	-
18	Dakshina Kannada	Ullala Tq. Munnur Gp
19		Sullia Tq, Kalanja Gp
20	Davanagere	Jagalur Tq, Kyasanahalli Gp
21		Jagalur Tq, Donnehalli Gp
22	Dharwad	Dharwad Tq Madhanabhavi GP
23		KUNDGOL Tq, YALIWAL Gp
24	Gadag	Gajendragada tp, Gogeri gp
25	Hassan	Channarayapatanna Tq, Gowdagere Gp
26		Hassan Tq, Dummenahalli GP

27		Hirkeruru Tq, Koda Gp
28	Haveri	Savanur Tq, Teveramellihalli Gp
29		Chittapur Tq, Dandotti GP
30	Kalburgi	Kalaburgi Tq, Honna Kiranagi GP
31	Kodagu	Virajpete Tq, Ponnampete Gp
32		mulbagal Tq, gummakal Gp
33	Kolar	Malur Tq Dinnahalli Gp
34		Yelburga Tq Bevor GP
35	Koppal	kuknoor Tq Mangalore GP
36		Maddur Tq, CA Kere GP
37	Mandya	Malavalli Tq Huskuru Gp
38		Hunsur Tq, Bilikere GP
39	Mysore	Periyapatna Tq, Kampalapura GP
40		Devadurga Tq, Galag Gp
41	Raichur	Devadurga Tq, B. Ganekal Gp
42		Magadi Tq, Lakkenahalli Gp
43	Ramanagara	kanakapura Tq Cheeluru Gp
44		Shivamogga Tq Kunchenagalli Gp
45	Shivamogga	Shikaripura Tq Manchikoppa Gp
46		Madhugiri Tq Sajjehosahalli Gp
47	Tumkur	Pavagada Tq Gujjanadu Gp
48		Byndoor taluk, Nada GP
49	Udupi	Kundapura taluk, Aloor GP
50		YELLAPUR, CHANDGULI GP
51	Uttara Kannada	Haliyal Tq janaga Gp
52		Hagaribommanahalli Tq, Malavi Gp
53	Vijayanagara	Huvina Hadagali Tq, Utangi Gp
54		Indi Tq, Babalaada GP
55	Vijayapura	Indi Tq Chavadihala gp
56		Yadgir Tq, Balichakra Gp
57	Yadagiri	Shahapura Tq, Khanapura Gp

Appendix 2: Status of functionality of crèches, GP wise

Functional	Non-Functional	Unable to establish contact
Kotekal	Hegguru	Talaku
No.10 Muddapura	Byagadadenahalli	Donnehalli
Mulluru	Tubugere	Gogeri
Alur Duddanahalli	Doddakurgodu	Hiregowja
Dhupatnagaon	Hirenalluru	Koda
Saigoan	Kecchenahalli	Mullusoge
Madduru	Dummenahalli	C A Kere
B. G. Kere	Tevaramellihalli	Huskuru
Munnur	Dandoti	B. Ganekal
Madhanbhavi	Gotoor	Cheeluru
Yaliwal	Galag	Kunchenahalli
Gowdagere	Neelaandra	Janaga
Ponnampet	Aluru	
Mangalore	Nada	
Bevoor	Idagundi	
Bilikere	Mannur	
Manchikoppa	Balichakra	
Uthangi		
Malavi		
Choudihal		
20	17	12

Appendix 3: Glimpses from the field visits



Children in Malavi and Munnur Gram Panchayats' creches

All the photographs in this report were taken by the CRISP team with permission and consent of the caretakers / officials present.

References

Devercelli, A., & Beaton, F. (2020). *Better Jobs and Brighter Futures: Investing in Childcare to Build Human Capital*. Washington DC. World Bank content (worldbank.org)

Ranganathan and Pedulla (2021). *Work-Family Programs and Non-Work Networks: Within-Group Inequality, Network Activation, and Labor Market Attachment*” 32 (2): 315–33.

Palriwala, R., & Neetha, N. (2011). *Stratified Familialism: The Care Regime in India through the Lens of Childcare*. *Development and Change*, 42(4), 1049–1078