

NATIONAL POLICY FOR CHILD DAY CARE CENTERS

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Ministry of Women and Child Affairs & Dry Zone Development
With the Technical Assistance of
UNICEF, Sri Lanka

Vision of the National Policy on Child Day Care Centers

Ensure the availability of quality, affordable and accessible Day Care services in Sri Lanka to protect the rights and well-being of all children that are placed in Day Care Centers, and also to encourage parents (particularly mothers) to take-up or return to employment by the availability of Day Care services

Mission of the National Policy on Child Day Care Centers

- To enable and promote the establishment of Day Care Centers within a sound normative framework
- To establish standards of care for all children placed in Day Care
- To guide, regulate and monitor the operations of all Day Care Centers, including the training of caregivers

• ACRONYMS & ABBREVIATIONS USED

ECCD	Early Childhood Care and Development
IFC	International Finance Corporation
ILO	International Labour Organisation
MHEH	Ministry of Higher Education and Highways
MNPEA	Ministry of National Policies and Economic Affairs
MOE	Ministry of Education
MOH	Ministry of Health
MPCLG	Ministry of Provincial Councils and Local Government
MPI	Ministry of Plantation Industries
MSDVT	Ministry of Skills Development and Vocational Training
MWCA	Ministry of Women and Child Affairs
NAITA	National Apprentice and Industrial Training Authority
NCC	National Chamber of Commerce
NCPA	National Child Protection Authority
NSCC	National Salaries and Cadres Commission
NSNGO	National Secretariat for Non-Governmental Organizations (NGOs)
OUSL	Open University of Sri Lanka
PHDT	Plantation Human Development Trust
PMO	Prime Minister's Office
UNICEF	United Nations Children's Fund
VTA	Vocational Training Authority

PREFACE & ACNOWELDGEMENTS

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Chapter 1 Introduction

1.1 Background

1. The Government of Sri Lanka introduced the National Guidelines for Child Day Care Centers in 2017 to provide a framework for the regulation of the 1,200 such Day Care Centers in operation in the country providing services for upto 24,000 children.¹ The Guidelines were subsequently approved by the Cabinet of Ministers in July 2017 paving the way to provide for child development in a safe and nurturing environment for children who are enrolled in Day Care Centers nationally.
2. As part of the initiative to improve the provision of Day Care services the Government has also embarked on a programme to renovate 600 Day Care Centers in the plantation sector and a further 185 combined day care and preschool centers in other parts of the country; loan schemes have also been introduced to enable entrepreneurs in the small and medium enterprise category to apply for loans at concessionary rates to establish or expand Day Care Centers.
3. During this process, a number of parallel studies and research by other Ministries and organisations has highlighted that the lack of accessible and affordable day care facilities is one reason for the low labour force participation of women in Sri Lanka despite their high achievements in education and skills acquisition; many women who could be expected to be in employment either never enter the labour market or exit prematurely and do not return to the labour force because of, inter alia, the problem of finding quality day care facilities. Improving access to quality childcare can improve gender equality, and can help parents enter and advance in the workforce. The recognition, reduction and reallocation of care responsibilities are vital determinants of women's and men's ability to contribute equally to the community, economy and public life. Global research shows how employers that invest in childcare initiatives can experience multiple benefits for their business. Providing childcare support can boost the quality of a company's labour force by supporting the needs of a diverse workforce, improving recruitment and helping businesses retain talent throughout the employee lifecycle. Because women are more likely to carry the responsibility for looking after children, a lack of childcare options can present a major barrier to their full and equal participation in paid work.
4. In keeping with these objectives the Minister of National Policies and Economic Affairs with the approval of the Cabinet appointed a Committee comprising of the representatives of the Government, the Provincial Councils and the Private Sector and UNICEF to make recommendations on the further expansion and enhancement of the child daycare facilities in Sri Lanka.² Based on those recommendatinos the Ministry of Women and Child Affairs was tasked convening a Steering Committee (Annexure 1) to formulate this National Policy for Child Day Care Centers to provide a long-term vision for quality,

¹ The drafting process included wide-ranging consultations, both at the national level and the provincial and district levels: the Department of Probation and Childcare Services, the Children's Secretariat, the Ministry of Health, Ministry of Education, Ministry of National Policies and Economic Affairs, the Attorney General's Department, National Apprentice and Industrial Training Authority (NAITA), Open University of Sri Lanka, Non-Government Organizations (NGOs), International Non-Government Organizations (INGOs), workers from child day care centers, and experts in the field. The Guidelines were developed with the assistance of the guidance of the National Child Protection Authority

² Expanding and improving of child day care facilities, Cabinet Decision of 17.10.2017.

accessible and affordable day care services in Sri Lanka in order to protect the rights of children in their most vulnerable and formative years. The National Policy is intended to develop, guide, and regulate Day Care Centers effectively to improve the quality of child care delivered through such facilities and to ensure easy and improved accessibility to day care services, in order to encourage more mothers to enter or return to the labour force.

1.2 Availability and Quality of Day Care Services

5. A study on Early Childhood Care and Development (“ECCD”) has revealed that there are approximately 17,020 ECCD centers in Sri Lanka catering to a total population of 475,620 children in the 3-5 age group; approximately 89% of centers are stand-alone preschools, and the remaining 11% are some combinations of preschool and day care centers (World Bank, 2013).³ That would mean that only a small proportion of children in the 3-5 year age group are benefitting from some form of day care. With regard to the use of day care services by older children, in the age group 5-17 years, only 0.1 per cent of those in 2015 indicated that they were in DCCs after school (DCS, 2016). These statistics indicate that the availability and use of day care by parents in Sri Lanka is not significant at present.
6. A cross-sectional study carried out in the Colombo Municipal Council of Ninety six randomly selected day care centers (with 3788 children and 311 staff) concluded that the overall the quality of care was considered as mediocre, with 25 per cent of preschools considered to be of poor quality and only 6 per cent considered to be of good quality (SLCP, 2013).⁴ Over half the centers did not have the appropriate number of staff and eighty percent of child groups were larger than appropriate.
7. This National Policy therefore recognises the need to improve both the availability and quality of Child Day Care Services while making such services more affordable and accessible.

1.3 Types of Day Care Centers

8. The rights and needs of children in day care shall be considered in relation to the following age groups:
 - a. prior to attending preschool (from 3 months to 3 years)
 - b. preschool children, placed in day care after end of the preschool day (from 3-5 years)
 - c. school children placed in day care after school (from 5-10 years)

³ The latest net enrolment rates for ECD across wealth quintiles reveal how approximately 54 per cent of children from Sri Lankan households in the highest quintile are enrolled in preschool, compared to only 44 per cent from the lowest quintile. It is clear, even at the highest quintiles, that there is significant room for improvement. Disparities also exist between urban and estate sectors, with 54 per cent enrolment in cities, compared to 42 per cent in the plantations, according to the latest Sri Lanka Household Income and Expenditure (HIES) data (http://www.worldbank.org/en/news/feature/2018/05/16/sri-lanka-can-boost-development-investing-early-childhood-education?CID=SAR_FB_SriLanka_EN_EXT)

⁴ Herath, H.M.D., et al (2013), Assessment of the quality of childcare centres in the Colombo Municipal Council Area, in Sri Lanka Child Health Journal (42(4)), pp.200–204, Sri Lanka College of Pediatricists, Colombo

9. The following models of Day Care Centers shall be covered by the National Policy, and are in keeping with the National Guidelines for Child Day Care Centers in Sri Lanka:

- Day Care Centers

Day Care Centers that accommodate all age groups as above, where the operating hours may vary based on requirements of parents and capacity of Staff members; however, care shall not be provided beyond 6 p.m. Drop-In Centers for children are also considered under this category (government or non-government).

- Workplace-based Day Care Centers

Day Care Centers set up by employees or employers of an organization to operate within the working hours of employees. Centers may function during weekly or other holidays or based on the requirements of the employees and employers. Crèches for children are also considered under this category.

- Private Home-based Day Care Centers

Day Care Centers where only 2-5 children are looked after at a private residence other than the home of the parent or the guardian of the child for longer than 2 hours where the parents are required to make payments for the service provided.

- After School Child Care Centers

Centers that provide care for students from 5-16 years (Grades 01-11) at the premises of a school or educational institution after the end of school sessions or during holidays shall be classified as After School Child Care Centers, and may connect the students of several schools to one After School Child Care Center

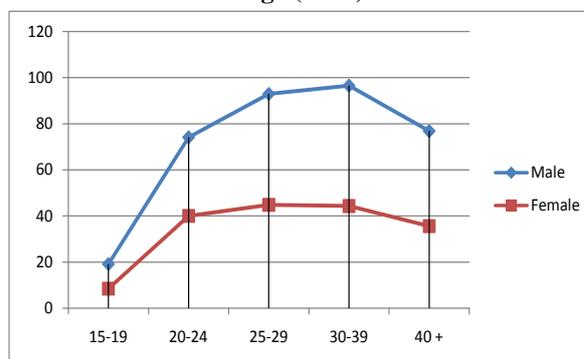
- After School Activity Centers

Centers that provide care for students from grade 05 to 11, where the school hours shall be extended from the applicable end of the school day, specifically to engage in extracurricular activities, sports and aesthetic subjects shall be classified as After School Activity Centers.

1.4 Importance of Child Day Care Services in Improving Labour Force Participation of Women

10. Sri Lanka has achieved high standards for women in literacy, enrolment in education and life expectancy in comparison with its South Asian and Asian neighbours, but the participation of women in the labour force has decreased over the last decade; this is contrary to expectations that those high educational and other achievements should translate to more women entering the labour force.

Figure 1. Labour Force Participation by Gender and Age (2016)



Source: Annual Labour Force Surveys, Department of Census and Statistics, 2016

11. When comparing Labour Force Participation between men and women across age groups, the difference becomes even more startling: in the most productive age groups, the labour force participation of men is at nearly the highest possible levels, while that of women is less than one half of the labour force participation of men.

12. According to a 2017 World Bank Report⁵, having a child under the age of five in the household makes women 7.4 percentage points less likely to join the labor

Childcare Facility at Standard Chartered Bank

In 2008, Standard Chartered Bank (SC) Sri Lanka introduced a crèche facility - 'Kidkare' to all its employees and was one of the pioneers in the industry. The facility is located in the heart of Colombo and currently accommodates up to 30 children from the age of 06 months to 11 years. Following the success of SC Sri Lanka's initiative, several other SC locations globally have followed and established their own crèche facilities using the lessons-learned from SC Sri Lanka. With 48 percent of its workforce being women in Sri Lanka; 54 percent in Sri Lanka's Country Leadership Team and 29 percent of SC's Country Management Team being women, SC places a lot of emphasis on promoting and developing women in leadership roles whilst being an equal opportunity employer.

Standard Chartered Bank's Kidkare offers early childhood education and quality care under the supervision of a qualified Montessori teacher. Special events are organized by Kidkare during the holiday months with outings and excursions for the children. SC meets two thirds of the operational costs whilst the parents pay a monthly nominal fee. The investment is justified with SC's maternity return rate at 100 percent and parents claiming they are at ease and can better concentrate during work knowing that their children are well taken care of. Further, the qualified teachers assist the children to complete their daily homework, ensuring that the parents enjoy quality time with their children when they get back home from work and maintain a healthy work-life balance.

A female manager stated that she preferred the crèche to a domestic maid or nanny arrangement as her child enjoys the association of other children and that over the years her child has become more independent, sociable and more considerate of others. In addition, she feels that this facility has tremendously supported to manage responsibilities both at work and at home.

Standard Chartered Bank Sri Lanka offers 20 calendar weeks of maternity leave, exceeding the legal requirement of 84 working days whilst fathers enjoy paternity leave up to 2 calendar weeks. Further, SC offers flexible working arrangement to support employees to meet the demands of their personal lives, without impacting their careers. SC also has an engaging Women's Empowerment Network - 'Women Win at Work' launched in May 2016. It provides a platform for female employees to network, collaborate and develop themselves professionally and personally with activities taking place throughout the year.

Source: Based on IFC Sri Lanka's draft business case study of Standard Chartered Bank, Sri Lanka (August 2018), to be published as part of IFC's upcoming report "Tackling Childcare in Sri Lanka: The Business Case for Employer-supported Childcare."

⁵ Solotaroff, Jennifer L., George Joseph, and Anne T. Kuriakose, 2017, Getting to Work: Unlocking Women's Potential in Sri Lanka's Labor Force, Overview booklet, World Bank, Washington, DC. License: Creative Commons Attribution CC BY 3.0 IGO

force than women without young children. This negative association is larger than it was in 2009, 2011, and 2013, when childrearing was associated with lower labor force participation odds for women of 7, 5, and 6 percentage points, respectively.

13. While there are several other variables that impact on the decision of women to not enter or prematurely exit the labour force, providing reliable child care services has been identified as a strategy that would increase the Labour Force Participation of women.⁶ Given Sri Lanka's rapidly ageing population, a potential shortage of labour in the future can potentially be addressed by attracting more skilled female labour into employment.

Chapter 2 Policy statement on Day Care Services

14. The Constitution of Sri Lanka recognises the duty of care by the State towards children in The Directive Principles of State Policy by declaring that ‘‘The State shall promote with special care the interests of children and youth, so as to ensure their full development, physical, mental, moral, religious and social, and to protect them from exploitation and discrimination.’’⁷
15. In the exercise of this duty, numerous legislative acts have been enacted to provide for every aspect of care for children and youth. This National Policy for Child Day Care Services has been developed by the Ministry of Women and Child Affairs in collaboration with the Ministry of National Policies and Economic Affairs, to articulate the State Policy regarding the provision of Day Care Services to all children in the age group of 3 months to 16 years.

2.1 Guiding Principles

16. The Policy shall be guided by the following principles:
 - Non-discrimination of children based on age, gender, ability, ethnicity, religion, socio-economic status, family background or other external circumstances.
 - Ensuring the protection of children at all times and preventing all forms of harm and violence against children.
 - Ensuring that the best interests of the child are assured at all times.
 - Enabling meaningful participation of the child.
 - Focusing on the holistic development of the child through trained and dedicated staff while promoting bonding with primary caregivers.
 - Ensuring accountability towards the child's well-being.
 - Undertaking social responsibility towards better realization of the rights of children.
17. These principles shall apply to all types of Day Care Centers defined in Chapter 1 of this National Policy.

⁶ See Gunathilaka, Ramani (2016), Women's Activity Outcomes, Preferences and Time Use in Western Sri Lanka, ILO, Colombo, in Factors affecting Labour Force Participation in Sri Lanka, p.95

⁷ Article 27(13)

2.2 Responsibilities of the State

18. The State shall undertake, in conjunction with Provincial and Local Authorities, appropriate State Institutions and other public and private sector partners, to regulate, monitor, and support Child Day Care Centers, in keeping with the objectives of assuring quality, affordable and accesible Day Care services, in order to improve the Labour Force Participation Rate of parents, especially women with children.

2.2.1 Implementing the National Guidelines for Child Day Care Centers

19. The State shall ensure the availability of quality, affordable and accessible Day Care services by implementing the National Guidelines for Child Day Care Centers through–

- The dissemination of the National Guidelines through the establishment of information desks at District Secretariats and Provincial Councils to provide guidance to caregivers, to owners of Day Care Centers, and to parents of children aged upto 16 years on available day care services in their locality, standards to be maintained in providing day care facilities and advice businesses on how to introduce or supplement their childcare provisions;
- Development of provisions, including legislation, to ensure that mega polis/urban development projects, residential projects and clustered communities to make provision to establish day care centers for children;
- Introducing provisions to encourage entrepreneurs, especially women, to establish Day Care Centers and Private home-based Day Care Centers, as self-employment projects;
- Introducing provisions to encourage private individuals, institutions, co-operations, employers, plantation sector insitutions and NGOs to establish, invest-in, renovate, develop, and manage Child Day Care Centers;
- Introducing provisions to encourage Secretaries of the Ministries and Heads of the Statutory and semi-Government Institutions to establish Child Day Care Centers in relevant premises;
- Introducing provisions to encourage employers to establish child day care centers for employees, including in collaboration with other State or non-State institutions; and
- Introducing provisions to encourage Principals of selected national and provincial schools to establish After School Care Centers and After School Activity Centers within school premises to provide after school and holiday care facilities.

2.2.2 Ensuring Quality of Day Care Services through Regulation

20. The State shall ensure that Child Day Care Centers are regulated –

- By introducing a structured regulatory framework at State, Provincial and Local Government levels for the registration and operation of Child Day Care Centers, including certification and re-certification of operators and caregivers
- By engaging all relevant Ministries and stakeholders in the regulatory framework under the leadership of the Ministry of Women and Child Affairs, including -
 - National Child Protection Authority (NCPA)
 - National Department of Probation and Child Care Services
 - Children’s Secretariat
 - Ministry in charge of the subject of Economic Development
 - Ministry in charge of the subject of Education
 - Ministry in charge of the subject of Education Services

- Ministry in charge of the subject of Health
- Ministry in charge of the subject of Transport Services
- Ministry in charge of the subject of Social Services
- Ministry in charge of the subject of Sports
- Ministry in charge of the subject of Youth Affairs
- Ministry in charge of the subject of Vocational Training and Skills Development
- By providing information to operators on establishing, managing and operating quality Child Day Care Centers, including on the implementation of the National Guidelines for Child Day Care Centers in Sri Lanka

2.2.3 Ensuring Availability of Quality Caregivers

21. The State shall endeavour by all means to ensure that caregivers in all Child Day Care Centers have the requisite skills and training, whilst ensuring decent working conditions for such caregivers, in order to provide the best services to the children in their care by –
- Providing training programmes for operators and caregivers of Day Care Services in consultation with Vocational Training authorities and within the National Vocation and Qualification System, and with other State and Non-state Educational service providers
 - Ensuring that State Vocational Training Institutions offer training at different levels for professional caregivers, including access to subsidised training, development of curriculum to conduct short term training as well as training programmes for NVQ level 4, 5 and 6 on childcare management
 - Conducting master trainers/ToT programme in collaboration with the National Vocational Training authorities for State and non-State training institutions in order to ensure availability of standardized training programmes and facilities throughout the country
 - Offer financial assistance on concessionary basis to encourage the establishment of home-based Day Care Centers, employer-based/employer-supported Day Care Centers, and other models of Day Care Centers
 - Offer financial assistance on concessionary basis through State and other Banks to encourage young school leavers to obtain advanced training on Child Day Care Services through State and Non-state Educational and Vocational Training Institutions.

2.2.4 Accessibility through Regional Perspectives

22. The State shall at all times -
- Promote the establishment, improvement and expansion of Child Day Care Centers in the Plantation Sector, in rural/remote areas and in disadvantaged or low income communities wherever these may be located.
 - Take into consideration the differences in each District and Province that necessitate the introduction of special measures to achieve a comparable level of child day care services.
 - Provide additional resources and budgetary allocations for different Districts and Provinces to overcome difficulties specific to that region in providing accessible and affordable child day care services, especially in regions that have a lower level of

Labour Force Participation of women as a result of challenges associated with access to quality childcare.

2.2.5 Affordability through support in Resources and Funding

23. The State shall provide assistance to increase the number of Child Day Care Centers by -

- Introducing concessionary loan schemes, and other financial assistance to those obtaining training as Day Care Center operators and caregivers to establish Day Care Centers and After-school Care and Activity Centers.
- Considering establishing a technical assistance fund for small and medium enterprises to have access to crèche planning and developing expertise.
- Making available the required facilities and financial resources at designated national or provincial schools for After-school Care and Activity Centers
- Implementing an incentive scheme to encourage school authorities and teachers to obtain training to provide care at After-school Care and Activity Centers.
- Encouraging Day Care Center operators to recruit caregivers, where possible, from the community around Child Day Care Centers to integrate the community with the child day care centers.
- Provide a short-term training programme free of charge at Divisional Secretaries and Provincial Councils for women to establish Home-based Child Day Care Centers.
- Encouraging existing micro-credit scheme for the provisions of funds to start Home-based Day Care Centers as self-employment projects.
- Introducing a soft-loan scheme through State Banks to encourage school leavers to obtain training on childcare and as caregivers through the Non-State Education Institutions.
- Introducing a concessionary loan scheme for trained staff and caregivers to establish Child Day Care Centers on a cooperative basis.
- In collaboration with State and non-State Institutions offering insurance schemes for Child Day Care Centers to ensure continuity and sustainability of services.
- Exploring financial support for employers (through subsidies, tax deductions, etc.) who provide childcare support to their employees.⁸
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24. The State shall also encourage more parents, especially women, to enter or return to the Labour Force, by ensuring affordability and accessibility of childcare services, through a mix of income transfers to households, subsidies to vulnerable families with children and own-account workers to access childcare services, and other similar cost-assistance programs.

⁸ Recent World Bank Group research covering more than 100 economies suggests that support for parents—such as tax credits and the availability of childcare for young children—can increase women’s participation in the labour force. Evidence suggests that spending on early education and childcare can increase women’s labour force participation and reduce gender gaps. Personal income tax deductions for childcare fees can also reduce the burden of childcare costs for parents. Though less common than publicly provided or subsidized childcare, this type of tax deduction can influence a parent’s decision to return to or enter the workforce.

Chapter 3 Stakeholder Responsibilities

3.1 Provincial Councils and Local Government

25. All Provincial Councils and Local Government Authorities shall implement the provisions of the National Policy where applicable, though the allocation of financial and other resources, and provision in its budgetary allocations.
26. All Provincial Councils and Local Government Authorities shall promote and give due recognition to the National Policy in its planned activities, projects and in its own administration and operations.

3.2 Employers

27. The State recognises that it is not mandatory at present for employers to provide Child Care services to its employee. Increasingly, employers recognize the business case for employer-supported childcare and may choose to provide such support where it is in keeping with their mission, values, business goals, and employee profiles. . Where an employer voluntarily decides to support access of childcare services for their employees, the State shall extend its support to facilitate the setting up of Child Day Care Centers, guided by the National Policy and such other measures as may be considered appropriate, including the following:
 - The employer is encouraged to identify employee demand for employer-supported childcare, and to determine the nature of childcare services in keeping with the National Guidelines for Child Day Care Centers in Sri Lanka. .
 - Each employer may take into account type of care currently used by parents, realities of commuting to work, affordability, future demand for childcare services, profile of the potential Child Day Care Center user in deciding on what childcare services the employer may want to support.
 - Each employer may decide on the best approach to provide childcare support: on-site facilities, tie-ups, workplace consortiums, back-up childcare, or other arrangements deemed suitable to address employee childcare needs.
 - Each employer may identify their own or third party service providers to provide childcare services, and determine the number of available spaces and opening hours, including extended hours of operation to facilitate business requirements.
 - Each employer shall have the right determine the funding mechanism for providing Child Day Care services to its employees, whether fully or partly employer-supported, subsidised or employee-funded.
 - Employers who provide Child Day Care support may, in considering the potential impact on children's wellbeing and (women's) labour force participation, explore the possibility of complementing childcare support with extended maternity/paternity/parental leave, lactation/breastfeeding facilities, flexible working arrangements, transport support, etc.

3.3 Plantation Sector

28. The plantation sector comprises tea, rubber or coconut plantations of varying sizes managed or owned by the State, Regional Plantation Companies, individuals and small-holders, or families. About 4 percent of the Sri Lankan population of twenty million live on plantations. While poverty rates have improved significantly in the last decade across Sri Lanka, people living in plantations are still among the poorest in the country.⁹
29. The Plantation Human Development Trust (PHDT) was incorporated in 1992 and is a Tripartite Organization consisting of the Government of Sri Lanka, Regional Plantation Companies (RPCs) and Plantation Trade Unions (TUs).¹⁰ The PHDT works in close collaboration with the relevant Government Ministries, TUs, RPCs, INGO's, NGO's and the Public/Private Sector Organizations in its core activities of Housing & Infrastructure, Water & Sanitation, Health & Nutrition, Child Care & Development, Estate Worker Housing Cooperative Societies, Training & Development and Sports & Welfare.
30. A distinct feature of the plantation sector is that many of the mothers of young children in the Plantation community are engaged as Plantation workers, and the ECD centers in Plantations also provide childcare facilities. The National Policy recognises that the PHDT has a unique role to play providing and promoting child day care services and that the State shall strengthen the PHDT in improving the quality, accessibility and affordability of child day care services under its programmes.
31. The PHDT shall through private and public partnerships, and with the assistance of State and non-State institutions, endeavour to implement the National Policy and the National Guidelines in its Child Development Centres, specifically to cater to the needs of families with children in plantations.

Chapter 4 Monitoring and Evaluation

32. The State shall in consultation with the NCPA and the MWCA, incorporate a monitoring mechanism to oversee the implementation of the National Policy and the provision of child day care services into the existing supervision mechanisms of the NCPA and other regulatory bodies at State, Provincial and Local Government levels.
33. The State shall also as a priority to enable effective monitoring and evaluation under the National Policy cause to be designed, introduce and implement an efficient and effective information and management system of Child Day Care Centers.
34. The State shall also introduce a quality and performance rating system for Child Day Care Centers and introduce and improve recognition schemes at National, Provincial and District Levels in order to help identify and reward quality service providers and to increase awareness among parents accessing and employers supporting such services.

⁹ Household Income and Expenditure Survey (various years), Department of Census and Statistics

¹⁰ The PHDT functions under a Board of Directors comprised of representatives from the Government of Sri Lanka, RPCs and TUs, with seven Regional Offices located in Plantation areas.

35. A National Steering Committee shall be established to oversee and monitor the provision of child day care services under the National Policy composed of all key stakeholders. The ministry in charge of women and child affairs will be the secretariat for this committee.
36. This Policy will be implemented by a costed action plan, developed in consultation with all relevant stakeholders. The action plan will document agreed strategies, time-bound responsibilities for individual stakeholders, approximate costs and measurement indicators in line with the objectives of the National Policy.

Annexure 1 Members of the Technical Committee