

Boosting Female Labor Force Participation through Strengthened Urban Care Ecosystem/ Sustainable & Inclusive Growth (SIG)

Annual Work Plan 2026 : Cover Page

Project Title	Boosting Female Labor Force Participation through Strengthened Urban Care Ecosystem
Project Number (Quantum ID)	1001526
Implementation Modality	DIM
Implementing Partner	UNDP
Start Date	1/1/2024
End Date	9/30/2026
LPAC Meeting date	12/8/2024

Annual Results for the project for 2026

- a) 4 viable and scalable childcare service models/innovation solutions to be developed and piloted tested in the identified cities.
- b) 85% of women accessing childcare services in pilot locations confirm being satisfied with the quality of childcare services, overall wellbeing of their child or is willing to pay increased full amount for availing services
- c) 5 convenings/workshops/policy dialogues held with key stakeholders to discuss critical agendas related to effective ways of establishing, scaling and sustaining childcare services
- d) 100+ stakeholders and enablers sensitized on the importance of urban childcare for boosting women labour force participation
- e) Engage with 30 diverse members (Academician, government, IA, NGOs, Foundations, others) through Urban Childcare Coalition, committed to promoting investments in childcare services.
- f) 50% of childcare workers or carepreneurs trained under the project who report an income change.
- ☐

Contributing Outcome (UNSDCF / CPD) and Indicator/s (refer signed multi-year prodoc)

UNSDCF Outcome 4: By 2027, people will benefit from and contribute to sustainable and inclusive growth through higher productivity, competitiveness and diversification in economic activities that create decent work, livelihoods and income particularly for youth and women.

RELATED STRATEGIC PLAN OUTCOME: #2 No one left behind, centring on equitable access to opportunities and a rights-based approach to human agency and human development

Indicator:

Ratio of female to male labour force participation rate

Baseline (Year): 0.40

Target: 1 (2027)

Indicator: Proportion of regular wage/salaried employees in non-agriculture sector with social security benefits

Baseline 2020: 46.8% Target (2027): 56.80%

CPD Output(s) and Indicator (s) (refer signed multi-year prodoc)

CPD Output 2.2: Women, youth and other vulnerable groups transition into gainful employment and productive economic activities

Indicator 2.2.1: Number of individuals equipped with necessary skills and supported with finance, market access and linkages to schemes for enhanced access to livelihood opportunities and volunteerism opportunities [SP IRRF: 1.3.2]

Baseline (2022): 0.23 million†

Target (2027): 0.55 million (50% women) including members of collectives

Source: External evaluation report and programme MIS

Frequency: Annual

Gender marker (refer signed multi-year prodoc or update as per the latest GEN Marker for the project)

Gen 3

Multi-year Project Budget Details (as per signed Prodoc)

Total Resources Required	USD 2,558,995			
Total Resources Allocated	USD 2,558,995			
	UNDP TRAC	Donor	Government	In-Kind
	0	USD 2,558,995	0	0

Unfunded (Total) USD XXXX

Project Budget and Expenditure

Total Project Budget (resources allocated - breakdown donor wise)	Award ID for each donor	Prior year expenditure till 2024*	Exp 2025**	Budget 2026	Balance (unprogrammed)
USD 2,558,995	1191287	131,629	434,565	645,035	482,492

*Note: Prior year exp applicable to projects that started prior to 2025. Pls indicate donor-wise total exp for all prior years in the table below.

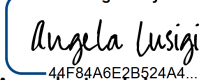
**subject to finalisation of CDRs

Total outstanding commitments upto 2025** - USD	865,274
Total undepreciated fixed assets upto 2025** - USD	NA

Donor-wise Total Expenditure of Prior Years

DONOR	EXP 2020 in USD	EXP 2021 in USD	EXP 2022 in USD	EXP 2023 in USD	EXP 2024 in USD	Exp 2025 in USD	Total
Donor 1					344,679	1,086,789	1,431,468
Donor 2							-
Donor 3							-
Donor 4							-
TOTAL	0	0	0	0	344,679	1,086,789	1,431,468

Signed By

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Angela Lusigi
Resident Representative
Date 08-Jan-2026

Boosting Female Labor Force Participation through Strengthened Urban Care Ecosystem/ Sustainable & Inclusive Growth (SIG)															
AWP for 2026															
Project Outputs	Activity	Status of FPIC (Free, Prior and Informed Consent) [if applicable]	Type of instrument to be used: Please add as applicable [IC Individual/RFP/RPA/L oA/LVG/LTA/NPSA/UNV/intern/other- please specify]	Planned Expenditure				Total Budget	Budget	Funding Source	Award ID (Agreement)	Donor code	Responsible Party Name	Responsible Party (IA) Code	Focus States @ Activity Level
				Q1	Q2	Q3	Q4		Account code						
Output 1: Assessment of the current care service landscape and various models targeting urban lower income households including feasibility and scale potential, synthesis of the existing research and key partners and enablers in India Indicator 1: Number of viable and scalable childcare models available for adoption by the public and private sector institutional actors. Baseline: 0 Target: 2 (by 2026) GEN 3 CPD: 2.1.3 & 2.2.1	Finalisation of the comprehensive plan—including the MEL framework and toolkit for accessible, affordable, quality childcare pilots—and operationalised with partners and enablers across: •Project-supported pilots •State-led models •NGO-led childcare centres	NA	Ongoing					-	72100	30000	1191287	10012	UNDP	1981	PAN India
	National Innovation Challenge: -Communications & Outreach (launch, awareness sessions, ecosystem engagement, social media campaign) -Innovation Challenge Launch & Applications (national call for 5–8 high-potential solutions) -Selection & Shortlisting (assessment of applications and identification of top 20 teams) -National Bootcamp (5-day in-person immersive capacity-building, mentoring & networking) -Hybrid Technical Training Series (thematic masterclasses and hands-on sessions) -Pitch Day & Finale (showcase to experts, investors, and ecosystem partners) -Seed Grant Awards (to top 2–3 solutions for execution or scale-up) -Ongoing Mentorship & Sectoral Linkages (customised support for all shortlisted teams)	NA	Ongoing		35,000			35,000	72100	30000	1191287	10012	UNDP	002001-UNWomen	PAN India
	Urban Childcare Landscape: Feasibility, Research, and Analysis a) Blended Finance Study (Dalberg): •Finalize prototype and implementation roadmap for mobilizing investments in urban childcare. •Publish and disseminate the public report with mechanisms, recommendations, and investment pathways. b) Primary Research on Scaling Non-Government Childcare (Genesis Analytics): •Complete data collection across 6 cities (metros and non-metros) with 35 providers and 200 households. •Finalize analysis on operational, financial, regulatory, and socio-cultural barriers to scale. •Release the final report (January 2025) and disseminate insights to government, NGOs, and ecosystem partners.	NA	Ongoing					-	72100	30000	1191287	10012	UNDP	1981	PAN India
	Sub-total Output 1				-	35,000	-	-	35,000						
Output 2: Increased availability and uptake of accessible, affordable, and quality childcare services, alleviating the unpaid care burden on urban poor women and unlocking their economic potential.	Operationalization of Industry-Based Aggregated Childcare Centre (ALEAP Partnership)	NA	Ongoing activity(RPA)		8,357		10,029	18,386	71800	30000	1191287	10012	UNDP	18041	PAN India
Indicators2.1: % of parents using childcare services in pilot locations who confirm at least two out of the following three statements: •Bully satisfied with the quality of childcare services (staff, food and supplements, safety, and hygiene) •Fully Satisfied with the wellbeing and learning outcomes of their child •Willingness to pay increased full amount for childcare services Baseline: 0% Target: 85%	Childcare Pilots •Ongoing Operations: -3 centres currently functional across Delhi and Bhubaneswar. -Providing technical and operational support to 2 ongoing centres (NGO-based and Carepreneur models). •Additional / New Centres: •Rollout and operationalization of 4 additional centres in selected geographies: -Industry-aggregated model (eg: COWE and FMC) -Carepreneur model (SEWA Bhaarat) -Community-based model (BMC- SHG led model)	NA	RFP	40,000	40,000	20,000		100,000	71,800	30,000	1191287	10012	UNDP	1,981	PAN India
Indicators2.2: % of women accessing childcare services in pilot locations who confirm change in time spent on paid work or in search of paid work. Baseline: 0 Target: 75%	Skilled Workforce Development -Training of Women on Newly Developed Childcare Curricula (NSQF-Approved): -100 women to be trained across 3 job roles: Child Health Worker, Assistant-cum-Coordinator, and Carepreneur. -25 Master Trainers to be certified using the developed gender-responsive TOT. -Active engagement with NSDC, MSDE, and State Skill Development Missions to scale trainings nationally, integrate into state skill programs, and facilitate placement pathways for trained women.	NA	Ongoing					-	72,100	30000	1191287	10012	UNDP	1,981	PAN India
Indicators 2.3: % of women childcare workers or carepreneurs trained under the project who report an income change Baseline: 0 Target: 50%															
GEN 3 CPD Indicator :2.1.1 & 2.2.1	Development and launch of a digital dashboard to connect verified care-service providers and skilled workers with families, enhancing access, visibility, and employment opportunities.	NA	RFP		50,000			50,000	72,100	30000	1191287	10012	UNDP	1,981	PAN India
Sub-total Output 2				40,000	98,357	20,000	10,029	168,386							
Output 3: Enhanced awareness and capacity of public and private sector key stakeholders and enablers to increase investment for childcare service facilities and support measures for redistributing the burden of unpaid care work specifically targeting urban lower income household.	Urban Care Coalition -Establishment and formalisation Urban Childcare Coalition (30+ diverse stakeholders) -Conduct technical facility and capacity-building workshops to state and national policymakers, private sector actors, and other stakeholders. (2-3) -Convene workshops and roundtables to influence and drive investment in childcare facilities and promote measures to redistribute unpaid care work for urban low-income households. (4-5)	NA	RFP	10,000	5,000	10,000	5,000	30,000	73100	30000	1191287	10012	UNDP	1981	PAN India
Indicators 3.1 : Number of stakeholders and enablers sensitized on childcare importance, financing mechanisms and implementation roadmap of adoption, replication, and financing.															
Baseline: 0 Target: 100	Stakeholder COnsultation & training workshops - policy makers, industry associations, service providers -Identify gaps and challenges in implementing workplace childcare. -Co-design feasible mechanisms for MSME adoption. -Promote learning and replication of workplace childcare models across clusters.	NA	Micro Purchase	10,000	10,000	10,000	10,000	40,000	72100	30000	1191287	10012	UNDP	1981	PAN India
Indicators 3.2: % of stakeholders confirming their interest and willingness to incorporate recommended measures and allocate increased investment on creation of affordable and accessible urban care infrastructure targeted at urban poor.															
Baseline: 0 Target: 25%	Comprehensive Behaviour change communications initiative (Offline+ digital nudge campaign) to promote shared responsibility in childcare and degendering of care work, targeting families, communities, and key stakeholders - in select geographies	NA	Micro Purchase	15,000	10,000	10,000	10,000	45,000	72100	30000	1191287	10012	UNDP	1981	PAN India
GEN 3 CPD Indicator : 2.1.3 & 2.2.1	Technical support and capacity building to NULM 2.0's care component to operationalise the Urban Care Programme under MoHUA.	NA	Ongoing					-	72100	30000	1191287	10012	UNDP	1981	PAN India
	Providing technical support and capacity building to states for provisioning accessible and quality childcare (e.g., Odisha, Tamil Nadu, and others).	NA	Ongoing and New		5,000	5,000	5,000	15,000	71300	30000	1191287	10012	UNDP	1981	PAN India
Sub Total Output 3				35,000	30,000	35,000	30,000	130,000							

Monitoring , Evalauation & Learning	•Conduct baseline and midline impact assessments and carry out regular monitoring visits across 20–25 childcare centres to assess implementation progress and adherence to quality standards. •Implement Data Quality Assurance (DQA) processes, including spot checks and validation of partner-reported data. •Strengthen partner capacity on MEL systems through training on tools, reporting formats, and indicator tracking. •Document success stories, lessons learned, and emerging good practices for knowledge dissemination. •Track, analyse, and regularly update progress on all project indicators outlined in the Results Framework. •Conduct learning and reflection sessions with project teams and partners to review findings, interpret data, and identify corrective actions.	Informed consent	Ongoing activity	-	-	-	-			30000	1191287	10012	UNDP	1981	PAN India
Project Management	HR (Project mgmt, HR&Admin, Procurement, Legal, M&F, Finance Expert)/ (HR+IT cost+GSSC)			81,045	43,690	43,690	41,444	209,869	71400	30000	1191287	10012	UNDP	1981	PAN India
	Head SIG/ Procurement/ Travel/ IT/ Admin support (DPC)			6,200	5,800	5,500	5,500	23,000	64300	30000	1191287	10012	UNDP	1981	PAN India
	Opex: Travel (Domestic+International)			5,000	5,000	5,000	5,000	20,000	71600	30000	1191287	10012	UNDP	1981	PAN India
	Opex: Laptop & Office Equipment			1,000	1,000	1,000	1,000	4,000	72500	30000	1191287	10012	UNDP	1981	PAN India
	Opex: Office Supplies			2,000	1,000	2,000	2,000	7,000	72500	30000	1191287	10012	UNDP	1981	PAN India
	Sub-total Project Management			95,245	56,490	57,190	54,944	263,869							
Management Fee				13,620	17,588	8,975	7,598	47,780	75100	30000	1191287	10012	UNDP	1981	PAN India
Total				183,865	237,435	121,165	102,571	645,035							

Total Budget	164,045	214,047	106,690	89,473	574,255
DPC	6,200	5,800	5,500	5,500	23,000
	170,245	219,847	112,190	94,973	597,255
GMS	13,620	17,588	8,975	7,598	47,780
Total	183,865	237,435	121,165	102,571	645,035

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Procurement Plan for 2026

Quantum populated plan: Please enter ALL planned procurment items in Quantum

Confirtmation if Procurement plan is entered in Quantum

Yes

S.No.	Requester Name (Project Manager)	Type of Procurement (RFP/RFQ/ITB/IC/RPA)	Title of Procurement Action	Procurement Category (Goods/Services)	Estimated Contract Value (USD)	Is This an Amendment (Yes/No)	Amendment Value (USD)	Submission Date for Documents	Target Purchase Order Date	Planned Contract Start Date
									(if Goods)	(If Civil Works, IC, or Services)
1	Karina Bhasin	RFP/LVG	Piloting workplace and community based childcare models	Services- onboarding of agency	60,000	No		31st April-26	NA	1-Feb-25
2	Karina Bhasin	RFP	Development of Digital Dashboard for Care service Providers	Services- onboarding of agency	50,000	No		30-Jan-26	NA	1-Mar-25
3	Karina Bhasin	RFP	Media Agency/Event Management for Nudge Camps	Services	25,000	No		20-Jan-26	NA	1-Apr-25
4	Karina Bhasin	Micro Purchase	Agency: Consulation with Industry Assosciations- regional	Services	10,000	No		1-Mar-26	NA	1-Mar-25
5	Karina Bhasin	Micro Purchase	Media Agency/Event Management for Care Coalition	Services	15,000	No		1-Jan-26	NA	1-Jul-25
TOTAL					160,000		0			
Grand Total (Estimated Contract Value+ Amendment Value)										

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Monitoring and Evaluation Plan for 2026					
S.No.	Type of Activity	Planned Activities for M&E	Description of Planned Activities	Frequency /Number	Cost in USD as planned in AWP (if any)
1	Oversight and Monitoring at Board/IP level	Project Board/PSC Meetings	The Project Steering Committee (PSC) annual meeting planned to oversee project progress, ensure strategic alignment, and address any implementation challenges.	1	NA
2		Technical Review Meetings	Regular review meetings will be held with Gates Foundation, implementing partners, and the MLE partner to assess progress on key components such as the MLE framework, childcare pilots, and training and skilling. These meetings will focus on aligning efforts, ensuring timely implementation, and maintaining high-quality standards.Roundtable meetings will be organized with government partners (Deendayal JanAajeevika Yojana Shehari D (JAY)-S , MoHUA, WCD) and UN agencies (e.g., UN Women), along with stakeholder consultations with the Care Coalition Network, Industry Associations, Skilling and Training Agencies, and NGOs to ensure alignment, gather insights, and refine strategies for scaling.	5	NA
4	Tracking Progress	Monitoring Missions (Implementation Team)	Visit to the states to monitor the implementation of the piloted childcare centers, ensuring compliance with project objectives and identifying areas for improvement.	10	5000
5		Assurance Missions (Assurance and Oversight Team)	Quality assurance visits will be conducted by team to assess operational efficiency of the piloted childcare models, and ensure compliance with financial and procedural protocols.	2	2500
		Development and use of monitoring tools (including digital tools)	Finalisation of the comprehensive MEL framework and toolkit (for concurrent monitoring & impact assessment) for accessible, affordable, quality childcare pilots using partner agency's in house data collection system called "Survey point". In this project, MIS system will be established to capture real time data for corrective actions.	1 toolkit	Ongoing activity
7	Risk Management	Quantum Risk Register Review and Updation	Quarterly review of project risks with all relevant stakeholders	Quarterly	NA
8		Implementation of risk management plan including SES implementation (if applicable)	Bi-annual review of implementation of risk management measures in consultation with all relevant stakeholders	Bi-annual	NA
9	Evaluation	Evaluation planned (if applicable)		NA	
10	Other	Any other M&E Activity (please specify)		NA	