

2020-2021

GUIDELINES FOR GARIMA GREH

**SHELTER HOME FOR TRANSGENDER
PERSONS**



SOCIAL DEFENCE BUREAU
MINISTRY OF SOCIAL JUSTICE AND EMPOWERMENT
GOVERNMENT OF INDIA



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GUIDELINES FOR GARIMA GREH (SHELTER HOME FOR TRANSGENDERs)

1. Background

The principle of gender equality is enshrined in the Indian Constitution in its Preamble, Fundamental Rights, Fundamental Duties, and Directive Principles – the Constitution of India prohibits discrimination on the basis of sex. Since gender, in its conventional sense, was taken to mean only male and female, the transgender (TG) could not effectively exercise or avail the benefits of constitutional rights. The problems faced by transgenders are holistic health (physical and mental) issues and basic social rights. Article 14 of the Indian Constitution confirms that the state shall not deny any person or citizen equality before the law, and equal protection of laws shall be given within the territory of India. This article is the embodiment of the rule of law in our constitution. Article 15 of the Constitution prevents the state from discriminating against any citizen of India or violating their equal rights on the basis of race, caste, religion, class, or sex.

2. Need of Garima Greh

To safeguard the rights of Transgender persons and protect the interest of the community, there is a prime need to establish Garima Grehs for the Transgender community. Section 8(4) of the TG Act 2019 has mentioned that the appropriate Government shall take steps for the rescue, protection and rehabilitation of transgender persons to address the needs of such persons. The establishment of Garima Greh will also align with the provision laid down under Section 12(3) of the TG Act 2019 which says that whether any parent or a member of his immediate family is unable to take care of a transgender, the competent court shall by an order direct such person to be placed in the rehabilitation centre.

Garima Grehs will not only ensure that the community has access to a safe and secure environment, it will also go a long way in the empowerment of transgenders. Presently, there are many welfare schemes for the vulnerable groups, but a huge section of the community doesn't have access to basic facilities including proper housing facilities. There is an urgent need to start transgender shelter home (Garima Greh) facility with the inbuilt provision of skill development.

3. Aim and objectives of Garima Greh

The main aim of Garima Greh is to provide shelter to transgender persons with basic amenities like food, medical care and recreational facilities. Besides, it will provide support for the capacity-building/skill development of Transgender persons.



Broader objectives are given below:

- To provide shelter with basic amenities such as food, clothing, recreation, medical facilities and counseling
- To safeguard the rights of TG persons
- To confirm the prevalence of congenial atmosphere in the Garima Greh by adopting uniform rules and regulations suitable to be followed by all TG persons
- To empower a TG person through skill-development and skill up-gradation programmes to lead a decent and dignified life, and protect them from atrocities and social stigma

4. Eligibility Criteria

Following are the eligibility criteria of Transgender Person as a resident of Garima Greh:

- TGs certified issued through National Portal for Transgender Persons and preferably living below the poverty line. Persons having such certificate from elsewhere, may be persuaded to register on the National Portal.
- Transgenders who are abandoned, aged above 18 years and below 60 years
- TGs should not be engaged in sex work and beggary
- TG must be unemployed and not engaged in productive commercial activities

The person needs to register by filling the admission form (Annexure 2) and the personal affidavit as per the prescribed form Annexure 3.

5. Form of Garima Greh

The Garima Greh will be managed and executed by the Project Management Committee(PMC) which is headed by the District Magistrate (DM) or equivalent.

Project Management Committee (PMC)		
1	District Magistrate or equivalent*	Chairperson
2	NGO representative*	Member
3	Doctor*	Member
4	TG Expert*	Member
5	President/Secretary of Garima Greh (Project Director)	Member Secretary

* to be nominated by the DM

The Committee shall be expected to meet quarterly and all the arrangements in lieu of PMC would be made by the Member Secretary. The Project Director (President /Member Secretary) of Garima Greh will be working honorarily.



6. Organizational Structure of Garima Greh

The project director, would be the overall in-charge of the Garima Greh.

The following staff should be appointed for maintaining Garima Greh with 25 residents:-

S.No	Staff Position	Nos
1	Project Director	1 Honorary
2	Project Manager	1
3	Accountant assistant	1
4	Bridge Course Coordinator	1
5	Counselor (Part-Time)	1
6	Doctor (Part-Time)	1
7	Cook	1
8	Multi-task worker	1
9	Sweeper	1
10	Watchmen	3
	Total	12

The detail on the role of different proposed functionaries is attached in annexure 5.

7. Infrastructure

7.1. Physical Standards

- The Garima Greh should be located in a reasonably quiet and residential locality so that there are no unscrupulous elements to disturb the residents.
- The Garima Greh should be well protected with security and CC TV cameras.
- Name of the Garima Greh with complete address, and the scheme supporting should be displayed prominently in front of the Garima Greh.
- Space Requirements: The Garima Greh shall, as far as possible, have a minimum area for residents as per the following norms.

BUILT-UP & NON BUILT-UP AREA FOR GARIMA GREH (Appxi)	
Rooms or dormitory for residents (Appxi 50 sqft per resident)	1250 sqft
Medical cum counseling room	200 sq feet
Recreational place	400 sq feet
Storeroom	100 sq feet
Bathroom	200 sq feet (4 numbers)
Toilets	200 sq feet (4 numbers)
Office room	150 sq feet
Staffroom	100 sq feet
Skill-development room	400 sq feet
Total built-up space	3000 sq feet



7.2. Kitchen with attached store Room

- The kitchen must have a minimum of two gas cylinders-attached stoves and suitable arrangements for keeping cooked food.
- There must be a different size of containers for storing food grains and should be labeled.
- Storeroom needs to be located near the kitchen
- Suitable refrigeration provision for perishable food items
- Safe drinking water and required water for other purposes to be provided. Hot water may be provided depending on individual needs for drinking and washing purposes.

7.3. Other Facilities

In addition to the above facilities, the following amenities should also be provided.

- Emergency lamps with generator facilities
- Fans in each room
- Television/Radio in common hall/area
- Telephone facilities may be arranged
- Laundry facilities should be available as per need
- Geysers for hot water for bathing
- Each person should be provided a storage facility for personal belongings
- A Basic Welcome kit for all members which include – Soap, Towel, comb, hair oil, toothbrush, paste, slippers.
- In dormitories, to ensure some privacy, a sectioning for each bed can be done – with movable panels /curtains

* Facilities should be compliant with the Disabilities Act (wherever required).

8. Available Services

The undermentioned services should be provided at the Garima Greh.

- **Food:** Three meals (breakfast, lunch and dinner) and two tea/coffee should be provided at the Garima Greh.
- **Recreational Facilities:** Recreational facilities such as indoor games, radio/transistors, television, etc. should be available in the dormitory. Activities should be designed for the interaction between the residents. (Volunteers from schools and colleges from a locality can be asked to organize such activities).



- **Productive Activities:** The residents should be involved in various productive activities (e.g. learning new skills). They should be involved in the activities of the greh to involve Greh like cooking, gardening, maintaining records, maintaining inventory, laundry-in/out, etc. To build self-confidence and self-sufficiency.
- **Social activity day :** By Monthly or bi-monthly, a social activity day should be conducted at greh which involve members of the Greh and local residents/students/elderly, etc. for integration them to the society. On these days they could exhibit and share their skills to local residents.
- **Meditation, Yoga and Physical activity:** The residents should be regularly engaged in meditation, yoga and physical activities for better physical and mental health.
- **Library facilities:** Sufficient books, magazines and newspapers (national dailies as well as newspapers in Local languages) should be available for the residents.
- **Legal support:** Bridge course coordinator should coordinate with the Legal Aid Support System (National Legal Services Authority)
- **Employment and skill-building support:** Bridge course coordinator will be responsible for skill-building and nurturing the talent of the residents, and work towards their financial independence. Bridge course coordinator shall be responsible for establishing collaboration with skill development agencies, Govt. and Non-Govt. organization for convergence of efforts of other institutes. For that data bank of institutions providing skills should be maintained.
- **Procurement of ID cards :** If TGs don't have IDs, the Primary Monitoring Committee (PMU) headed by District Magistrate(DM) or equivalent may certify such TGs for admission in the Garima Greh and assisting them in getting IDs, Aadhar, PAN, Ration card, passport, etc.

9. Health and Medical Facility

The following activities are expected to be done by the management of the Garima Greh.

- Brief medical case history of the residents should be maintained by filling the relevant columns of the Transgender Admission Form for Garima Greh (Annexure 2).
- Doctor visits and medical check-ups to be ensured at least twice a week with adequate medical equipment.
- First Aid Box including dressing materials, antiseptic and antifungal solutions, cotton, medicines for fever, cough, cold, diarrhea, headache, some medical devices like the thermometer, BP apparatus, weighing scale, etc., and stock of medicines need to be maintained.



10. Safety and Security

- CCTV Cameras should be installed in all common rooms of the Garima Greh.
- Visitors should only be allowed in office area/reception or a special visitor's room with a CCTV camera
- Three watchmen need to be appointed for working three shifts to ensure the safety and security of the Garima Greh
- Residents' entry and exit timings need to be documented at the entry gate in a register with the residents' signature
- Qualification of watchmen may be fixed as matriculation.

11. Skill development

The purpose of the skill-development training is to develop and enhance livelihood skills and create an alternative livelihood for the resident transgenders. Skills may include soft skills as well as hard skills. The activities to be conducted are given below:

- Orientation on the importance of skill development required for the improvement of their livelihood.
- Identification of training institutes which are providing skill development training at free of cost
- Categorizing the candidates as per their interest and eligibility for suitable work such as catering, tailoring, artificial jewelry-making, beautician work, driving, etc.
- Facilitating financial planning as well as in house skill-development courses for improvement of livelihood activities of the residents.
- The Project Director would make all the efforts to bring existing skill development programs of Govt. of India for residents in a convergence manner.
- Trainings on Disaster management and first Aid as compulsory for all members as they join Garima Greh. This is to ensure they can also help each-other. It can be done monthly/bi-monthly
- All TG inmates should be Oriented on TG rights in the light of TG Act 2019

12. Registers and Records

1. Admission Register (A photo of the TG person should be pasted in the register)
2. A brief history of residents. The form is attached in Annexure 2 (Transgender Admission Form for Garima Greh).
3. Visit /Inspection Register
4. Doctor visit Register
5. Register of assets (details of the physical assets, their number, date of procurement, replacement, etc.)



6. Medicine stock register (including details of the equipment, Medicines, purchases, number, date of purchases, etc.) date of purchase/date of expiry.
7. Ration and vegetable stock register (including details of the stock purchased, quantity issued balance, etc.,
8. Residents movement register
9. Staff attendance register
10. Staff honorarium register (indication monthly remuneration paid to the staff with stamped receipt)
11. Bank passbook (for the money received from grants-in-aid)
12. Cash/ledger book (including details of income, expenditure, daily cash in hand, etc.,)
13. Network directory (including addresses and contact number of project in charge, medical officer, hospital, district headquarters, etc.,)
14. Personal belonging and other valuable items at the time of admission of the TG persons
15. Visitors register
16. Disaster/hazard Management plan book with details of responsibility for each staff.

13. Terms and Conditions

In order to ensure effective rehabilitation of residents of the Garima Greh and achieve the core objective of the project, certain conditions are deemed to be imperative.

- The Project Director and team is supposed to work very effectively by the way of implementing the scheme and converging the existing programs for quick rehabilitation of residents
- Residents may be allowed to stay for a maximum of one year in the Garima Greh. It is expected that residents of the Garima Greh will be equipped with the necessary skills and become self-reliant to lead a dignified and decent life.
- Garima Greh should not be used as a transit house.
- The greh facility cannot be used for any Commercial activities like- sublet for functions, etc.
- Garima Greh need to be in working condition within one month from the date issue of the sanction order



- Garima Greh should be trans-friendly and ambiance must be motivational to residents
- If the Ministry is not satisfied with the progress of the Project or it finds that these rules/ guidelines are being seriously violated by the implementing agencies, it reserves the right to terminate the grant-in-aid and recover the amount of grant-in-aid already sanctioned with penal interest.
- The grantee institution will maintain separate accounts in respect of the grant obtained from the Ministry.
- The Implementing Agency shall provide a package of facilities to the residents which shall be specified in the proposal and which shall not be varied to the disadvantage of the residents without the prior approval of the MSJE
- The Grantee organizations shall maintain separate joint/current account in the name of the President / Secretary of the organization, in respect of the grants received under this programme.
- The Grantee institution/NGO should be registered with NGO Darpan Portal of Niti Aayog.
- Selected NGOs may be given one-month of preparatory time for arranging all the infrastructure, manpower, services, selection of residents, safety security, medical, convergence services, communication, internet, etc. The second month onwards, full-pledged Garima Greh has to start functioning with facilities as specified in guidelines.

14. Mode of Grants

The grants may be released 40% at the initial stage, 40% after the six months of the operation, and 20% at the end of the financial year. Before releasing the money, the following documents may be verified and the release of grants may be considered:

1. Quarterly/Annual reports (Annexure-1)
2. List of Residents with Aadhar No. and Mobile No.
3. Utilisation Certificates
4. Photos
5. Feedbacks of participants
6. Any other will be informed from time to time



15. Budget

The Budget of the Garima Greh: A shelter Home for Transgender is given below:

S.No	Particulars	Amount in Rs
	<u>I. Non-Recurring</u>	
1	This is a one-time cost for purchasing furniture fixtures, dining table with chairs, 25 beds, mattress, pillow along with Pillow cover, boxes and welcome kits to each inmates. Applicable only to new Garima Greh as one-time cost. The procurement procedure to be followed and the document should be available in the Project Office.	Rs. 1,50,000/-
2	Computer Peripherals for the Office	Rs. 50,000/-
3	Equipment's for Garima Greh This would be used for the purchase of audiovisual equipments for Garima Greh (e.g. CCTV, T.V., inverter, DVD Player). Inverter. Fan TV Audio System. Wall clock	Rs. 1,30,000/-
4	Kitchen Items Kitchen items will be gas, cylinder, Safe drinking water, fridge, water cooler, cooking utensils, plates and glasses etc.,	Rs. 1,00,000/-
5	Safety Equipment's	Rs. 22,500/-
6	Skill development-related equipment's (Approx) Amount may be used to purchase equipment of locally popular trades.	Rs. 50,000/-
	Total Cost under Non-Recurring Budget	Rs.5,02,500/-
	II. Recurring	
7	Rent for Building per month (Rs. 40,000x12)	Rs. 4,80,000/-
8	Food includes Breakfast, lunch, Dinner, Two times Tea (Rs.100x25x12)	Rs.9,00,000/-
9	Project Manager (Rs.20,000x12)	Rs. 2,40,000/-
10	Account Assistant (Rs. 15000 x12)	Rs.1,80,000/-
11	Part Time Doctor (Rs.15,000x12)	Rs.1,80,000/-
12	Counsellor (Rs.15000x12)	Rs.1,80,000/-
13	Multi Task staff (Rs.10,000x12)	Rs.1,20,000/-
14	Bridge Course Coordinator (15,000x12)	Rs.1,80,000/-
15	Cook (Rs.12000x 12)	Rs.1,44,000/-
16	Sweeper (Rs.8,000x12)(Part Time)	Rs.96,000/-
17	Watchman (Rs.10,000x12x3)	Rs. 3,60,000/-
18	Administrative expenses (Rs.7000x12)	Rs. 84,000/-
	Total Cost under Recurring Budget	Rs.31,44,000/-
	Grand Total I +II (Rs.5,02,500 + Rs.31,44,000)	Rs.36,46,500/-

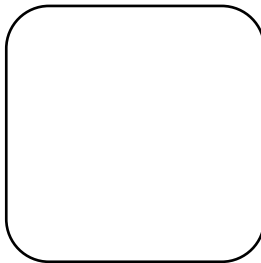
Note: Expenses related to setting up and running of Garima Greh need to be incurred as per the GOI norm

**Annexure -1****Quarterly/Annual Report for Garima Greh**

S.No	Particulars	Details
1	Name of the Garima Greh and Address	
2	Name of the Contact Person/ Project Director	
3	Name of the Contact Person/ Project Manager	
4	No of Person enrolled (Attach detailed Particulars on date of entry)	1) No of Trans Men..... 2) No of Trans Woman..... 3) No of others (Specify) Total
5	Present Trade wise training offered	
6	Convergent Services intended (Attach details)	
7	Details of PMU Meetings (Attach Minutes)	
8	Any other Sponsors availed for good function of the Garima Greh (If yes Give details	
9	Bank account and balance details	
10	Suggestions for improvement	

Signature of the
Project Director

**Annexure -2****Transgender Admission Form for Garima Greh**

Office Purpose Only - confidential		
CBO Stamp		
		<i>Please sign across your photograph</i>
S.no	Particulars	Details
1	Name of the Transgender Person	
2	Date of birth	
3	Educational qualifications	
4	Gender: How do you Identity yourself [Trans Men/ Woman/Other (specify)] (Attach Certificate)	
5	Height	
6	Weight	
7	Blood Group	
8	Medications and/or allergies	
9	Any other medical details	
10	Any special Skill	
11	Contact No/ Email if available	
12	Present work	
13	Income	
14	Desirable courses	
15	Interest in the Trades	
16	Reference Person	
17	Date of admission	
18	Contact details of the family member	
19	Emergency contact person & contact details (if any)	
20	Reason for admission	

Signature of the Project Director

Signature of the transgender Person

**Affidavit****Annexure -3**

To
The Program Manager
Garima Greh
Place-----

Subject: request for admission in Garima Greh.

Dear Sir / Madam,

My name is _____ and I am self-identified transgender, who is looking for the stay support in the community Garima Greh run by My permanent address is _____

& I am giving you two of the reference contact details from the community members who know me personally for more than three months, namely,

1 _____

2 _____

I agree with the rules and regulations of the Garima Greh. I will be staying in the provided premises from _____ to _____, in case I have to extend my stay I will seek further approvals from the board members.

I understand that space has been created for support to the transgender community. I will not misuse the space for any illegal activities or create a nuisance to other residents who are staying on the premises.

In case I do not manage to abide by the rules and regulations of the Garima Greh, the competent authorities have the right to evacuate me from the said premises. I will be responsible for my belongings and I will keep them under lock and keys during my stay at the premises. Garima Greh is not responsible for any theft or misplacement of my personal belongings. As a community space, I will always keep the venue neat and clean and support community events during my space. I will welcome new entrants in the home and also will not indulge in any bullying or harassment of other co-habitants on the premises.

I am taking my own decision (as an adult who has completed 18 years of age) to stay in Garima Greh and have not been put any pressure (mental, verbal or physical) to stay on the premises.

As a transgender, I will protect the confidentiality of the other transgenders who are co-habitant in the premises, and at any point of time, I will never disclose their gender identification/expression to mainstream society against their will.

I will not be posting any pictures of the Garima Greh without any written approval from the board members as we need to maintain the confidentiality of these premises. Any issues I am facing during my stay will be notified to the Program Manager on an immediate basis.

I have read the undertaking and signing after understanding the terms and conditions in my local language.

Thanking you

Sincerely

(Date: _____)

**Annexure -4****Tentative Daily Schedule**

Time	Daily Schedule
7 AM -8 AM	Physical exercise/ Yoga/ Meditation
8 AM -9:30 AM	Breakfast
9:30 AM -12 PM	Skill Building/ Entrepreneur development
12 PM -1:30 PM	Counseling / Doctor (Alternative days would visit the Garima Greh)
1:30 PM-2:30 PM	Lunch
2:30 PM -3 PM	Rest
3 PM - 5 PM	Skill Building/ Entrepreneur development
5 PM to 5:30 PM	Tea Time
5:30 PM to 6 PM	Project work /Library work
6 PM to 7 PM	Visiting Hours
7 PM to 8 PM	Recreational activities
8 PM to 9 PM	Dinner
9 PM to 10 PM	Self-time
10 PM onwards	Bed Time



Annexure -5

Roles and Responsibilities of Staff

The following roles and responsibilities are expected from the functionaries appointed in the Garima Grehs for transgenders.

1. PROJECT DIRECTOR (Honorary)

- As a member secretary of PMC, PD shall be responsible for conducting all the meetings with the approval of the PMC chairs and providing all the information supported by the PMC
- to coordinate and monitor all the activities of the Garima Greh as per rules and regulations
- to coordinate with the staff and maintaining the database of the enrolled transgenders in the Garima Greh
- to collect and compile required information on nearby resources/ stakeholders
- to encourage transgenders to participate in all matters pertaining to their welfare and rehabilitation
- to plan and organize awareness-generation programmes in the catchment area with the help of outreach workers
- to coordinate and liaise with Govt. and NGOs working in the area of health, education, training and transgender protections
- The Project Director shall submit a quarterly report once in three months in the prescribed format (Annexure-1) to the Nodal Ministry
- To ensure that the Participants are selected after a proper Personal interview by the Committee in the light of eligibility criteria
- Stock & inventory shall be examined on regular intervals and acknowledged on relevant files
- Project Director shall get his Garima Greh inspected by the local authority once in a year, but not below the rank of DSWO/ BDO and report need to be submitted to nodal Ministry
- to get carried out to ensure post-rehabilitation visits of transgender who have been rehabilitated or moved out from the shelter in order to keep a track of their normal wellbeing, to extend possible
- to support the residents in operating Adhar card, Electors Photo Identity Card etc., and other facilities under various Govt. schemes and programs.



2. Project Manager

- to maintain and oversee standards of care & protection in the Garima Greh as per the guidelines day to day basis
- to assist the project director in preparing an individual care plan followed by a quarterly progress report of transgenders
- to ensure proper screening of residents and filling up of enrolment forms before being admitted (Annexure-2)
- to liaise and coordinate with other agencies and individuals for all-round development of the transgender enrolled in the shelter
- to conduct regular feedback meetings with Garima Greh staff, beneficiaries to discuss and sort out important issues pertaining to the smooth functioning of the programme and wellbeing of the residents
- maintain a suggestion box in the centre for issues
- to identify the skill and capabilities of residents, and introduce age-appropriate education, vocational training, recreational activities and bridge education programmes for residents.
- to plan and organize exposure/ excursion visits for transgender (if, needed)
- to fulfill the basic nutrition and health requirements of residents
- Daily menu shall be prepared a week in advance and displayed in the notice board, accordingly provisions to be procured.
- to ensure and maintain congenial environment in the shelter
- networking with other departments like education, health, police, transports, etc. and with NGOs to avail of necessary services when and where required
- The Project Manager has to report from the Doctor, and action will be taken accordingly
- to maintain the daily schedule of the Garima Greh, to the extent possible (annexure-4)
-

3. Counselor

- to build a relationship of trust and respect with the residents
- listen and help the transgender to understand themselves and cope with their issues
- to encourage the transgender to choose the direction they wish to take in resolving issues.
- to develop IEC material/ success stories and progress reports as and when required.
- help transgender to define goals, plan action and gain insight
- take a holistic (mind and body) approach to health care
- to undertake counseling and guidance session with transgender (if, needed).



4. Bridge course coordinator

- to work towards creating and ensuring congenial environment at the shelter.
- to ensure participation of transgender in productive activities and assist the transgender in their studies
- to access the interest and provide life skill training to the enrolled residents of the Garima Greh
- to develop teaching aids & material for transgender for the skill development activities
- to resolve general issues of transgender by taking a trans-friendly approach.
- to ensure equal access of all the resources of the shelter to all the residents
- to make regular visits to the school and vocational training institutes and apprise the concerned officials about the needs of Garima Greh
- Networking with the other institutions, Govt. and Non-Govt. organization, those are providing skill development training and facilitates residents to get enrolled in the area of their interest.
- to report the misconduct of any transgender to the project Manager.
- To do career counselling that can help in placements/connect with agencies who can help in placements post.

5. Account Assistant

- the Account Assistant is supposed to maintain the accounts of Garima Greh on a daily basis
- to maintain separate bank account in the name of Garima Greh
- to verify and scrutinize the vouchers/bills related to purchasing of all procurement
- to release the money and meet the expenses with approval of the competent authority i.e. Project Director
- All the accounts need to be facilitate and audited by the authorized auditors
- the accounts related to expenses shall be examined and certified by the Project Manager in the respective register

6. Multi-task worker

- To coordinate with the other staffs and find out the requirements of the Garima Greh
- Multi-task worker is suppose to play multiple roles in the Garima Greh including the purchase of food grains, groceries, furniture etc. as per the requirements after the approval of the competent person.
- The bills/vouchers/receipts of all the purchases along with the approval need to be compiled and handed over to the Accounts Assistant.
- To facilitate for all meetings, programmes, games, activities etc. in due consultation with doctors, counselors and bridge course coordinator
- To assist the Project Manager in preparation of the weekly schedule and food menu for the every week.
- The Multi-task worker should look into day -to -day affairs of the Garima Greh and help TGs like a friend and ensures that all welfare and recreational activities are conducted in the right way so that the purpose is achieved desirably. This means each effort leads to enrichment of the TG experience and learning.
- Needs to be available at the Garima Greh at night besides the watchmen.



Annexure-6

Eligibility Criteria for Personnel of Garima Greh Project

S.NO	Post	Criteria
1	Project Director	Honorary
2	Project Manager	<ul style="list-style-type: none">• MA in social Work• Minimum 5 years Experience in social Sector.• Desirable: TG with Min 2 year experience in running home
3	Accountant assistant	<ul style="list-style-type: none">• B.com• Minimum 3 year experience in maintenance of office accounts
4	Bridge Course Coordinator	<ul style="list-style-type: none">• BA in social science• Minimum 2 years Experience in social Sector.• Desirable: TGs with Min 1 year experience in skill development programs
5	Counsellor (Part-Time)	<ul style="list-style-type: none">• MA in social Science• Minimum 3 years Experience in Counselling• Desirable: TG with Min 1 year experience in counselling
6	Doctor (Part-Time)	<ul style="list-style-type: none">• MBBS qualified• Willing to visit at least twice a week
7	Cook	<ul style="list-style-type: none">• 12th Pass• Minimum 3 years in cooking• Maintain Hygienic in kitchen and related work
8	Multi-task worker	<ul style="list-style-type: none">• BAth Pass• Minimum 1 year Experience in office work
9	Sweeper	<ul style="list-style-type: none">• 10th Pass• Minimum 1 year in office work
10	Watchmen	<ul style="list-style-type: none">• 10th Pass