

Crèche facilities in companies

Creche facilities should be provided, say industry experts. By doing so the employee is motivated and the company manages to retain a valuable and trained resource



MANU IRTINA
Executive Director, Irtina
Animation Studios

“ Anything a company can do to make the employee feel secure and productive is good. Of course proper inputs have to be taken from employees and the management before the implementation of any major HR policy. Different employees have different needs and prefer to solve problems in different ways. Adapting to their needs is an essential function of the HR department. The company should talk to all its employees about a crèche facility and see how they would prefer to handle the situation so as to ensure maximum satisfaction to both the company as well as to employees ”



PANKAJ BANSAL
Chief Executive Officer
PeopleStrong

“ A crèche facility helps the staff take care of their family responsibilities whilst pursuing their careers. This amplifies the interest of working for the company, particularly among women. Increasingly, women in the age group of 28-35 are making career choices that have shifts and longer working hours; hence providing facilities to these young families is the need of the hour. This is a win-win situation for all as it creates a bond between the two parties. The employer is able to retain the employee and the employee is able to mitigate the difficulties of longer working hours. It's a very forward thinking incentive ”



VEERLE BEHETS
Managing Director
LeasePlan India Limited

“ It all really depends on the situation. If your company is located in an area where there are good crèche facilities, it can restrict its involvement by, for instance, negotiating fair prices and some (extra) facilities as extended or flexible hours etc. If on the contrary, in case there are none in the neighbourhood, then as an employer you should look at providing one. The advantages are numerous: employees believe in the company's statement that you want to provide equal opportunities to all, time is saved, and in case of an emergency, the parent is immediately available. Moreover, the employee can, with an easy mind, concentrate on the job ”

As told to Varun Soni