



एसोसिएशन ऑफ साइंटिफिक एंड टेक्निकल ऑफिसर्स
Association of Scientific & Technical Officers

Registered with the registrar of societies, U.P. Govt, Lucknow, Regd. No. 172 (1967-68)

ऑयल एंड नेचुरल गैस कॉरपोरेशन लिमिटेड, मुंबई

OIL AND NATURAL GAS CORPORATION LIMITED, MUMBAI



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Ref. - ASTO/MUM/DHR/Creche/03/2023

Date: 28.06.2023

To,
Director (HR),
DUB
ONGC Ltd.,
New Delhi

Subject: Provision of Crèche facility in all Mumbai Offices

Respected Sir,

ONGC provides best facilities in the industry to their employees, and ensures a cordial workplace, during, and after an employees' tenure with the company. ONGC management is always been proactive to provide best facility to their employees. In order to implement, central government directive for mandatory provision of crèche facility in offices, Executive Committee had already approved provision of crèche facility in all ONGC offices to take care of its women employees.

However, many of women employees have raised their concern w.r.t. inadequate crèche facility. There is only one crèche at NBP Green Heights, BKC for three offices i.e. for NBP Green Heights, 11 High and Vasudhara Bhawan. Reference is also invited to National Minimum Guidelines for Setting up and Running Crèches under Maternity Benefit Act 2017 where it is clearly mentioned that the crèche facility should be within the premises or within 500 mtr of proximity to the premises. To add to the constraint of only one crèche in Mumbai region, the admission capacity of that crèche has already been exhausted and more than 10-15 female employees are in the queue for getting admission of their kids.

Further, the employees posted at 11 High & Vasudhara Bhawan finds it extremely difficult to first drop their kids at BKC office, attend their offices at a different location (4.5 Kms away from 11 High and Vasudhara Bhawan) and again at the closing time (which is also a rush hour near BKC) take back their children and go home. This process itself increase their travelling time by more than an hour. The situation gets worse in case the kid is on medication and the parent has to travel from their respective office to the crèche facility to make medicine available.



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In view of the current situation of the women workforce and social responsibility towards the women employees having multiple responsibilities, crèche facility must be provide in all offices of Mumbai region. ASTO Mumbai is ready to provide all required possible help to the Management. We hope that the process of inclusion of above mentioned facility is the need of the hour and should be implemented as early as possible.

With Kind Regards,

S K Srivastava

S K Srivastava
President,
ASTO Mumbai

CC:

1. ED-Chief -ER