



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

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ऑयल एंड नेचुरल गैस कॉरपोरेशन लिमिटेड, मुंबई

OIL AND NATURAL GAS CORPORATION LIMITED, MUMBAI



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Ref. - ASTO/MUM/HRO/Creche/04/2023

Date: 19.07.2023

To,
ED- HRO
ONGC Ltd., Quadrant 1, 4th Floor,
NBP Green Heights,
BKC, Mumbai

Sub: 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. EC has already approved of crèche facility in all ONGC offices under the Central Government directive for mandatory provision of crèche facility in offices. For Mumbai region, only NBP Green Heights has working Crèche Centre.

With reference to National Minimum Guidelines for Setting up and Running Crèches under Maternity Benefit Act 2017, the crèche facility should be within the office premises or within 500 m of proximity to the premises.

With Only One Crèche at NBP Green Heights, employees posted at 11 High and Vasudhara Bhawan, have to first drop the kid at BKC office, and then head to their respective offices which is a Total Deroute of 7 km ~ approx. 25 minutes for Vasudhara Bhavan and 10 km ~ approx. 30 minutes for 11 high. The time is even more during the evening hours due to heavy traffic inside BKC. The situation gets worse in case the kid is on medication/breast feed or in any other case needs to be seen during the day time as well.

The non-availability of crèche forces young parents to take frequent absence from work and even on working days, focus at work is compromised. For young Mothers, the work-life balance gets even harder, leading them to avail Child Care Leave frequently. Hence, it is requested that Crèche facility must be provided in all offices of Mumbai region.

Furthermore, there is no crèche facility available for Panvel office as well where there are higher number of female officers posted.

It is requested that in the best interest of its employees and their families Crèche Facilities at Vasudhara Bhavan, 11 High & Panvel should be made available with no further delay.

With Kind Regards,

S K Srivastava

S K Srivastava
President,
ASTO Mumbai