



Association of Scientific & Technical Officers

Registered with the Registrar of Societies, Uttarakhand Govt. Regd. No. 172 (1967-68)

OIL AND NATURAL GAS CORPORATION LIMITED, Mumbai



ऑयल एण्ड नेचुरल गैस कॉर्पोरेशन लिमिटेड, मुंबई

S. K. SRIVASTAVA
PRESIDENT
9969229529

SHASHI PRAKASH PANDEY
VICE PRESIDENT
9409304657

JYOTI RANA
SECRETARY
9969223092

RENU NAIR
JT. SECRETARY
9969229452

RISHI KAPOOR
TREASURER
7304449711

AKHAND PRATAP SINGH
JT. SECRETARY (OFFSHORE)
7710091467

MOHINISH DEEPAK
JT. SECRETARY (PANVEL)
9969228919

Ref. - ASTO/MUM/HR/Asset/10/2023

Date: 05.10.2023

To,
ED-MH Asset,
Vasudhara Bhavan,
ONGC Ltd.

Subject: Request for Creation of "Mother's Room"

Respected Sir,

The role of a working woman in our Indian modern society starts from the early morning in kitchen, making its way to the 08 hours office duty and evening returning to fulfill the family duties. The tasks are innumerable and lot of her time goes in catching up the overwhelming tasks of work goals and family responsibilities.

Amid all that society burdens a working woman with, nature also makes her body go through a set of challenges in form of monthly periods, 9-month journey of pregnancy and then as a new mother her body goes through a lot of physical changes that needs to be taken care by even after they return from Maternity Leaves.

To address the need of a woman during such physically demanding times, the idea of "Mother's Room" is put forward. The "Mother's Room" is to fulfill these at the bare minimum:

- A place of comfort from the pain/uneasiness/discomfort during monthly cycle,
- A place of short breaks/rest from long chair sittings to an expecting mother.
- A personal space to address the demand/need of a new breast-feeding mother.

The "Mother's Room" will help us to create a safer, better and more inclusive environment for woman at our workplace. It would certainly help in reducing woman taking sudden/unplanned HPL, extended CCL and taking early leave from office due to their physical constraints.

Hence, it is requested that a "Mother's Room" with proper lighting, ventilation, running water and refreshing interior furnished with Single Bed, Recliner/Lounge Chair, A mini-Fridge, a mini table, a counter top, with enough & running stocks of sanitary pads & other toiletries may please be installed at VB. As a part of continuous system improvement for its women employees, this may be taken up on priority, please.

With Kind Regards,

Jyoti Rana
05/10/23
Jyoti Rana
Secretary
ASTO Mumbai

CC: ED-HR, RO