Indicator 5.6.4: Childcare Facilities for Students

Indicator Definition:

This indicator evaluates whether HEIs provide accessible childcare facilities for students, allowing recent mothers to attend university courses.

Indicator 5.6.5: Childcare Facilities for Staff and Faculty

Indicator Definition:

This indicator assesses whether HEIs provide childcare facilities for staff and faculty members.

KAHE's Staff and Faculty Childcare Facilities:

Facility Access:

The same on-campus crèche serves both students and employees (faculty, administrative staff, support staff), demonstrating institutional commitment to work-life balance for all.

Staff/Faculty Enrollment: - Children of staff/faculty currently enrolled: 6 (out of 30 total capacity) - Demand projection: 10-12 additional faculty/staff interested based on survey

Fee Structure for Employees:

Subsidized Fees: - ₹2,000 per month (substantially below market rates, partially subsidized by institution) - Meal costs: ₹500 per month - Employee assistance for economically disadvantaged staff (fee waivers case-by-case)

Benefits for Staff/Faculty Parents:

1. **Proximity and Convenience:** - On-campus location enables lunch breaks with children, drop-off/pick-up without commute - Reduces time stress, transportation costs - Allows responsive parenting (quick access during child illness, emergencies)

2. **Work-Life Balance:** - Reduces parenting-related work absence - Diminishes stress associated with coordinating external childcare - Enables better focus at work knowing child safety, well-being ensured

3. **Nursing Mothers' Support:** - Private nursing rooms adjacent to crèche - Nursing breaks accommodated (as per maternity policy) - Flexibility for breastfeeding mothers to visit children during breaks

4. **Retention and Recruitment:** - Childcare facility serves as employee benefit attracting talent, especially women faculty - Reduces attrition of women employees post-maternity (retention rate improvement: 15% increase post-facility establishment)

Continuous Improvement:

- Regular parent feedback surveys guiding service improvements
- Staff training programs enhancing caregiver skills
- Infrastructure upgrades (sensory rooms, outdoor learning spaces)
- Partnerships with pediatricians, child psychologists providing expert support