



Empowering Women through Crèche Facilities

Ramaiah College of Arts, Science, and Commerce, under the Gokula Education Foundation, is committed to promoting inclusivity, gender equality, and the overall well-being of its employees. As part of this commitment, we are pleased to present a comprehensive report on the establishment and functioning of a crèche facility for women employees, aligning with the guidelines set by the National Assessment and Accreditation Council (NAAC).

Creche Facility Infrastructure: The creche facility, managed by the Gokula Education Foundation, has been designed and developed with careful attention to creating a safe, nurturing, and child-friendly environment. The infrastructure includes:

- 1. Secure Premises:** The crèche operates within a secure and accessible area on the college campus, ensuring the safety of the children.
- 2. Child-Friendly Spaces:** The facility is equipped with age-appropriate furniture, play areas, and educational materials to cater to the developmental needs of children.
- 3. Hygiene and Sanitation:** Regular cleaning and maintenance practices are implemented to maintain a clean and hygienic environment for the children.
- 4. Safety Measures:** The facility adheres to safety standards, including fire safety measures, first-aid provisions, and child-proofing of the premises.

Creche Services: Our crèche facility offers a range of services that support working women employees in balancing their professional and family responsibilities:

- 1. Qualified Staff:** Trained and caring staff members who are experienced in early childhood education and child care.
- 2. Age-Appropriate Care:** Tailored programs for infants, toddlers, and preschool-aged children, focusing on their developmental milestones.
- 3. Nutrition:** Healthy and nutritious meals and snacks provided to the children, considering any dietary restrictions.
- 4. Flexible Hours:** The creche operates during standard working hours, accommodating the schedules of working mothers.
- 5. Parental Access:** Parents have the option to visit their children during breaks, ensuring a strong bond between parents and their infant

6. **Inclusivity and Support:** Our creche facility is inclusive and welcoming to all women employees, regardless of their roles or positions within the institution. We encourage open communication and provide support for mothers in transitioning back to work after maternity leave.

7. **Feedback and Improvements:** We actively seek feedback from parents and caregivers to continuously improve the quality of services offered at the crèche facility. Regular surveys and interactions with parents allow us to make necessary adjustments and enhancements.

The creche facility under the Gokula Education Foundation for women employees of Ramaiah College of Arts, Science, and Commerce reflects our dedication to fostering a supportive and gender-sensitive work environment. It ensures that working mothers can pursue their careers while knowing that their children are well-cared for in a safe and nurturing environment. Our commitment to inclusivity and employee well-being is aligned with the principles set by the NAAC, and we remain dedicated to maintaining and improving these services to empower women in our institution.



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