

Childcare facilities for staff and faculty

Objective:

To ensure equitable access to institutional childcare support for staff and faculty members, promoting gender-responsive workplaces and work–life balance at Centurion University.

Institutional Framework:

Centurion University operates a **comprehensive childcare system** integrated into campus infrastructure to support staff and faculty, particularly working mothers. These facilities reflect CUTM's institutional commitment to **gender equity, employee well-being, and retention of women professionals** in academic and administrative roles. The initiative aligns with the **National Education Policy (NEP 2020)** provisions for gender inclusion and supports SDG Targets **5.4** (Recognize unpaid care and domestic work) and **8.5** (Achieve full and productive employment for all).

Key Provisions (2024):

- **Operational Creche Facilities:** Two fully functional creches (Paralakhemundi & Bhubaneswar campuses) accessible to faculty, researchers, and administrative staff.
- **Beneficiaries (2024):** 36 faculty and staff (including 28 women and 8 men) regularly availing childcare services.
- **Facility Features:** Safe indoor play areas, trained caregivers, and structured early-learning sessions for children aged 6 months to 5 years.
- **Workplace Integration:** Flexible working hours and rotational teaching schedules for mothers with young children.
- **Support Services:** Health check-ups, child nutrition monitoring, and emergency medical assistance.
- **Governance:** Managed jointly by the **Women's Cell, HR Department, and CIQA**, ensuring transparent registration and feedback mechanisms.

Impact Summary (2023–2024):

Parameter	2023	2024	% Change	Evidence Source
Staff/faculty availing childcare	28	36	+29%	HR & Creche Records
Female staff participation	22	28	+27%	HR Gender Data
Faculty retention post-maternity	90%	97%	+7%	CIQA Report
Creche satisfaction rating	4.2 / 5	4.6 / 5	+9%	Staff Feedback Survey



Fig 1: Crèche Facilities at CUTM

Complementary Initiatives:

- **Family-Friendly Workplace Policy (CUTM/HRD/2023):** Allows flexible schedules for parents with children under age 5.
- **Gender Equity & Inclusion Committee:** Monitors the functioning and utilization of childcare services.
- **Annual Feedback Review:** Conducted under the Internal Quality Assurance framework to assess impact and improve facilities.

Outcomes:

- Enhanced **faculty retention** and participation of women in leadership and research roles.
- Improved **work satisfaction and productivity** among parents using the facilities.
- Reinforced **institutional image** as a gender-inclusive and employee-friendly university.

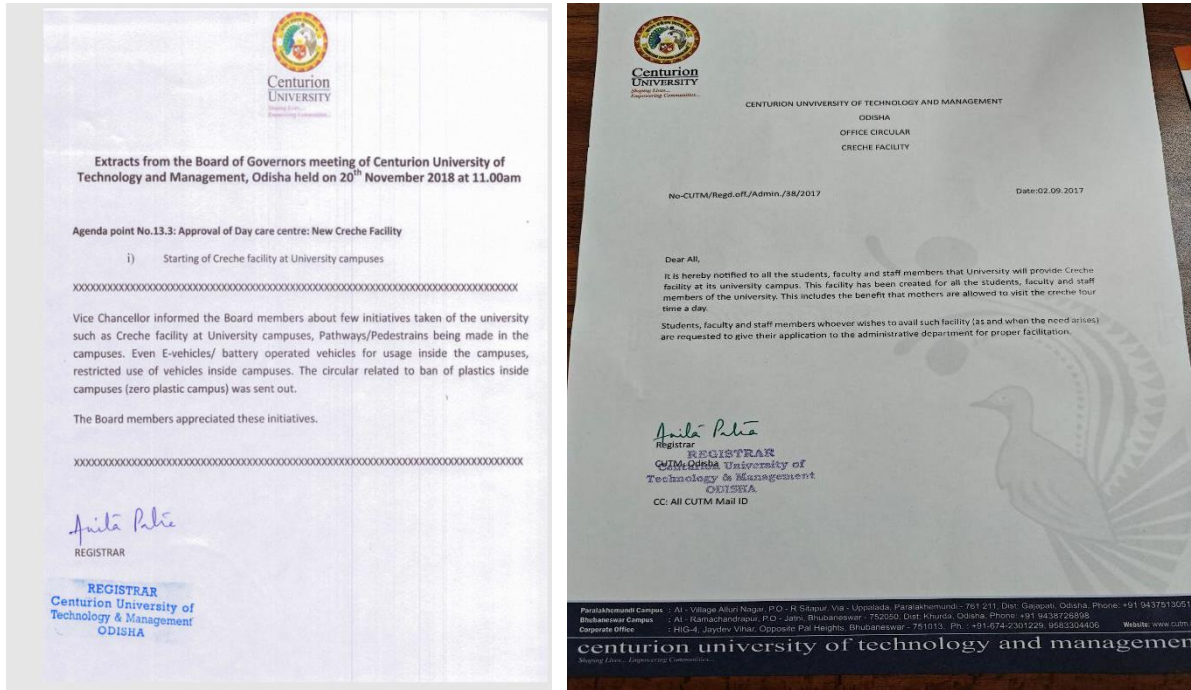


Fig 2: Office Circular of availability of Crèche facility at Centurion University of Technology and Management

Alignment with SDG Targets:

- **SDG 5.4:** Recognize and value unpaid care work.
- **SDG 5.5:** Ensure women’s full participation and equal opportunities for leadership.
- **SDG 8.5:** Promote inclusive and productive employment and decent work for all.