

## CHILD CARE BENEFITS TO EMPLOYEES

- ❖ Employees are keen at pursuing their careers and developing professionally without compromising their family lives
- ❖ Most working parents are obliged to make informal child care arrangements and form solidarity networks in response to child care challenges

### Two main options that an organization can choose from

- ✓ ***Provision of on- site child care benefits.*** In this case, the organization establishes an on-site child care facility to provide reception, care and supervision for employees' children.
- ✓ ***Provision of off-site child care benefits.*** This is where the organization considers providing its employees with benefits(mainly financial) to seek for childcare services away from the organization

### Categories of advantages

- ✓ ***Advantages to the institution:*** These are the financial and the intangible benefits that an institution may get by providing the health care benefits
- ✓ ***Advantages to the employees:*** These are majorly intangible advantages that employees are likely to enjoy when provided with child care benefits

### Advantages to Organization

- ***Incentive for staff recruitment.*** Most employees consider on-site child care as a vital consideration before they make a decision to join an organization. Provision of child care benefits helps an organization to attract competent and productive employees.

- ***Reduction in the rate of staff turnover.*** It is becoming more complex for organizations to retain their productive employees. Child care benefits are helpful in making employees comfortable at their place of work.
- ***Reduced rate of absenteeism.*** In most cases, employees are forced to be absent from work due to challenges concerning child care. The benefits will help solve this problem. Employees will hardly being absent from work.
- ***Increased productivity.*** The productivity rate of employees is largely related to their perception of the work environment. Provision of child care benefits helps in improving the work environment for improved employee productivity.
- ***Proper utilization of approved work hours or days.*** Whenever employees ask for leave of absence to attend to their children at home, the work hours are cut short. This is very costly for a business institution that yawns to realize profits.

#### Advantages to Employees

- ***Improved employee satisfaction.*** It is necessary that the employees are satisfied with their working environment. Childcare services make them feel valued hence making them satisfied.
- ***Positive work attitudes.*** Employees should find their work environment to be satisfying for them to develop a positive attitude at work.
- ***Beneficial for single parent employees.*** Single parent employees may not have someone to look at their children while away at work.

- ***Responds to societal changes.*** The society has change from an era of male bread winners and female home makers to the point where people can equally participate in the provision of basic needs. Child care benefits give room for mothers to work freely.
- ***Security of children is guaranteed.*** Through provision of child care benefits, parents are sure that their children are safe. Worries about dangers to the child's health may cause parents a lot of stress.

### Challenges

- ***Cost of establishment.*** The cost of providing child care benefits to employees maybe high. This may pose a challenge to the institution.
- ***Resentment by childless employees.*** Some resistance and displeasure may be witnessed among childless employees who may feel that they do not benefit from such packages. This may reduce their moral at work.