



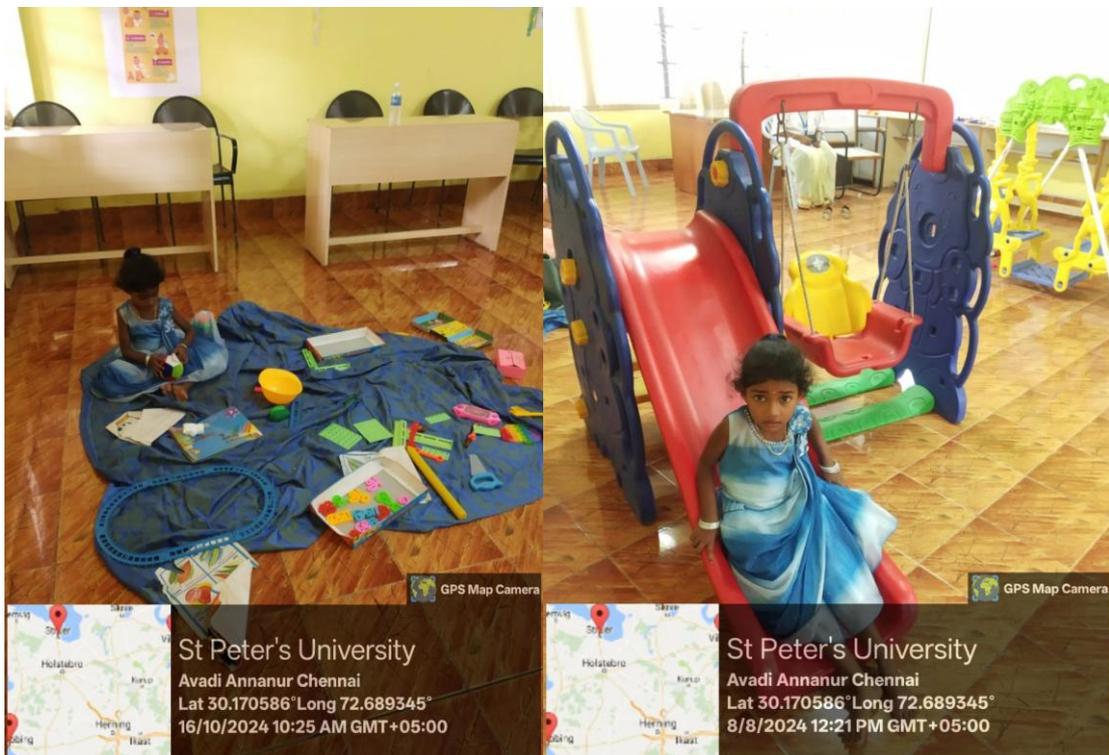
**Achieve gender
equality and
empower all
women and girls**

5.6.5 Childcare Facilities for Staff and Faculty at St. Peter's Institute of Higher Education and Research (SPIHER)

At SPIHER, we understand that many students and staff balance their studies or work along with caring for young children. To support them, especially new mothers, the institution provides an on-campus childcare facility that makes it easier to continue education or work without worrying about childcare.

Our childcare centre is located close to the main academic blocks so that parents can easily drop off and pick up their children. The centre is safe, clean, and managed by trained caregivers who look after infants and toddlers with care and attention. Children are engaged in simple learning and play activities that support their early development, making it a comfortable and happy space for them.

The childcare facility operates from **8:00 a.m. to 6:00 p.m.**, allowing parents to attend classes, office hours, or lab sessions without interruption. The services are provided at affordable rates to make them accessible, especially for student-parents who may need financial support.



Empowering Women with Dedicated Child Care Services at SPIHER

SPIHER also provides facilities like private lactation rooms for breastfeeding mothers and small rest areas for parents and children. These arrangements help new mothers feel comfortable and supported on campus.

To make things even easier, student-mothers are given flexible academic options such as part-time study, reduced course load, evening or weekend classes, and blended/online learning wherever possible. Academic advisors help mothers plan their schedules so they can manage both their studies and home responsibilities.

For faculty and staff, the childcare centre ensures peace of mind during working hours and promotes a healthy work–life balance. By offering this support, SPIHER helps prevent career breaks—especially for women—and encourages greater participation in academic and administrative roles.

Overall, the childcare facility reflects SPIHER's commitment to gender equality, family-friendly practices, and an inclusive campus where every parent feels supported.



Additionally, the childcare facility often integrates with SPIHER's outreach and community service programs, providing opportunities for student volunteers from education, psychology, and social work backgrounds to engage in child development activities under supervision.

Through this initiative, SPIHER not only supports its employees but also demonstrates leadership in promoting a family-friendly workplace culture. The childcare facility stands as a testament to the institution's holistic approach to employee welfare, reinforcing its vision of excellence, equity, and compassion within the academic community.

Conclusion

St. Peter's Institute of Higher Education and Research (SPIHER) remains deeply committed to upholding gender equity and inclusivity across all spheres of academic and administrative functioning. The institution's continuous efforts through policies, committees, and awareness initiatives have fostered a culture of respect, equality, and empowerment.

By ensuring equal access to education, leadership, and professional opportunities for all genders, SPIHER strives to create a balanced and supportive environment where everyone can achieve their full potential. The collective initiatives ranging from gender sensitization programmes to support schemes for women reflect the university's vision of promoting harmony, fairness, and social responsibility.

Through ongoing evaluation and policy review, SPIHER reaffirms its dedication to sustaining a gender-just campus and contributing meaningfully to the broader goals of equality and sustainable development.