



Important facilities available in MNC’S for the benefit of women employees

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Abstract

Multinational companies provide many facilities to its women employees, when compared to most of the other Indian based private and government organizations. The MNC’s headquarters’ are generally located at foreign countries. Hence, the facilities provided were on par with their standards. Women employees were provided with special amenities to work with ease and comfort and were provided with women friendly policies to encourage employees to work. They were given preference in providing with work with ease, flexible work schedules, no night shifts, special permissions in case women related health issues etc. Women employees also have medical leaves, maternity leaves, in house emergency medical facilities etc. They are also provided with shuttles for pick and drop facilities from their residences even during the day shifts also. With these kinds of encouraging facilities provided by MNC’s, women are coming forward to take up challenging jobs, risk related jobs, target oriented tasks etc. They also want to take up higher responsibilities, reach top executive positions etc. on par with men. Some of the MNC’s are coming up the pick and drop cabs with women drivers, so that more security is there for their companies women employees. This facility also helps the organization to retain their women talent.

Keywords: MNC’S, women employees and facilities

1. Introduction

Medical facilities

Medical facilities were generally provided in all sectors for their employees. These include with emergency Medicare, emergency ambulances to transport to the nearest hospitals, special rooms for relaxation in case of intense stress etc. [4]. The women friendly health insurances were also made available.

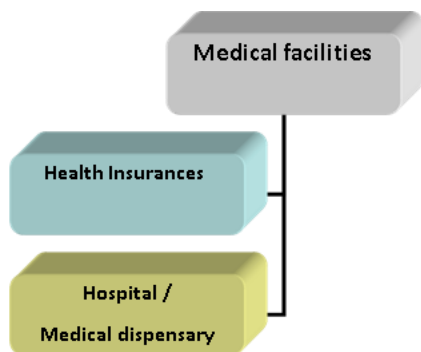


Fig 1: Medical Facilities

1.1 Health Insurances

Most of the MNC’s try to have tie ups with the medical insurance companies who provide with special women intensive care policies etc. Health insurance include life insurance, accidental insurance, maternity insurance, gynoecia related problems etc. Regular health checkups are also provided to the women at once for all their women employees.

1.2 Hospital/Medical dispensary

The MNC’s also have hospitals/health center in their campus

itself. This will take care of the general health related problems such as cough, cold, allergy, fever, headache, body pain etc. The company also provides with medical dispensary where the employees can purchase little medicine, women sanitation related products etc., which is not available in the hospital/ health center with in their campus.

2. Leave Reservations

The Leave reservations are very important to the MNC women employees, as help in balancing the personal and professional to some extent. They are classified as shown in the form of a tree diagram.

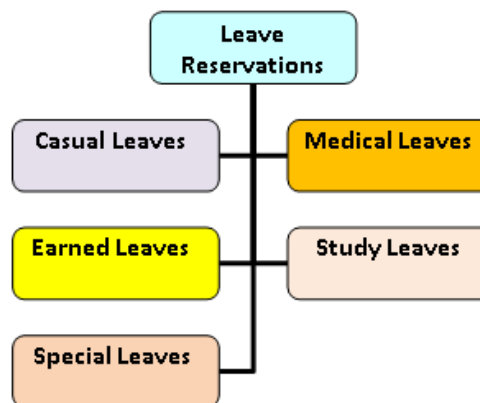


Fig 2: Tree diagram for Leave Reservations

2.1 Causal Leaves

Causal leaves are provided for all the employees of the company. Generally, women use these leaves to attend to their family functions, get-togethers, visit their relatives etc. The

women also utilize these leaves immediately after the festival days, as they get tired after working and attending the festival rituals. Some women also use them for attending the school parent-teacher meeting of their children.

2.2 Medical Leaves

Apart from the casual leaves, MNC's also provide medical leaves. These leaves use by women for hospitalization, severe health problems, extended fever etc. Even though these leaves can be carry forwarded, most of these leaves are utilized by the Women, as generally women are more prone to more health related problems than the men.

2.3 Study Leaves

The MNC's also provide with the study leaves extending from a one to three or more years to upgrade their educational qualifications and gain knowledge. But generally, the organization requires them to sign their company bonds before availing the study leaves^[3]. These bonds have certain terms and conditions where they want their employees to work for their company after achieving the higher qualification. Also, these leaves are granted to the employees who have put up certain years of experience in their organization. These leaves are not granted to the fresher's, even if they get admission in the top institutes. The women employees also take study leave to pursue specialized courses designed for women executive programs to take up challenged tasks, to use specialized software's to speed their work efficiently. Women employees some time also use study leaves for short period of time to update their knowledge with the state of the art technology at the international level. Most of the young women join the MNC's with basic qualification to meet their expenses and later upgrade their qualifications by availing the study leaves to reach the top management cadres.

2.4 Earned Leaves

The MNC's also provide with the earned leaves^[1]. These leaves are utilized by the women either in the form of casual leaves or encash the leaves to meet their children educational expenses, for purchase of new house, to clear their debits, to use in their family business, invest in various agencies etc.

2.5 Special Leaves

Women are entitled with the special leaves such as maternity leave. Generally, these leaves are given for period of 6 months limited to two children births. Apart from this, women employees are also given with less work load during the last month of their pregnancy, to help them not to have any kind of serious problems for themselves or to the infant baby.

3. Creche for Children

The creche for children is generally a boon to the MNC married women employees the crèche are usually well maintained hygienically^[2].

3.1 Need for Creche

The women employees put their children in these crèches when they come for work. They also bring a bag containing food items, milk bottle, towels, diapers, medicines etc. these would be at least a minimum of these to four caretakers

(depending on number of children) who take care of these children. The caretakers provide the food given by the respective mothers, to their children. The women employees/mothers visit to these crèches at least once in a day to meet their children and feel satisfied that their children are well taken care. If any children in effected with fever, cold, severe cough etc. the caretaker will not permit to keep the children in these crèches. This helps them to protect from spreading to other children.

3.2 Facilities in Creches

The Sleeping beds, toy sets are also provided for the children in the crèches. The children are also provided with various audio visual equipment's for singing and dancing. Every year on 14 November i.e. on children's day various competitions such as singing, dancing, sports dress competition etc. are conducted and prizes won given to these children.

3.3 Maintenance of Creches

The crèches are generally founded by the respective MNC'S. Once the women employee/mothers see their children whenever they get time playing happily, dancing, singing etc. the women employees feed happy and continue to do more productive work. The children generally kept in the crèches are below five years. In few cases if the women employees do not get food or medicine to their children the caretakers of the crèches provide these things to their children. Some women employees/mothers keep their children in these crèches daily whenever they come to work and some prefer to keep their children once in a while. This kind of facility i.e. crèches for employees children is a real boost to the working mothers to work at these MNC's efficiently.

4. Conclusions

The facilities provided by MNC's for their women employees are encouraging for women of various groups to work at different executive cadres. Some facilities such as Indore sports hubs, maternity leaves, self-defensive training, children crèches, pick and drop facilities are encouraging more number of women to work in these MNC's. As MNC's feel that more and more innovative comfortable facilities are needed to be provided especially to their women employees so that they can get maximum productivity.

5. References

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