



**Factsheet**  
March 2024

# Supporting your team's families through employer-supported childcare

Employer-supported childcare offers benefits not only to employees but also to returns for businesses and society. The private sector can play a pivotal role in advancing women's economic empowerment systemically by supporting parents in managing their care responsibilities.

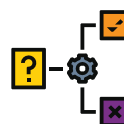
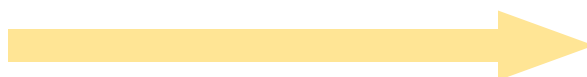
## What is the business case for employer-supported childcare?

A smart move for employers

<p><b>Improved employee engagement and productivity</b> Adding one preschool per 1,000 children increased manufacturing plant productivity by 11%. Cali et al. (2022)</p>	<p><b>Expanded talent pool and attracting high performers</b> 62% of Millennials ranked onsite or subsidized childcare as a key job feature. EY (2015) in IFC (2019)</p>
<p><b>Sustained top talent retention</b> Citigroup Chile's childcare solutions have significantly enhanced maternity return rates. IFC (2019)</p>	<p><b>Workplace diversity and reflection of commitment to positive work culture</b> Gender diverse business units in retail companies have 14% higher revenue. Gallup (2014)</p>

## Need to start somewhere?

Step by step guidance to employer-supported childcare



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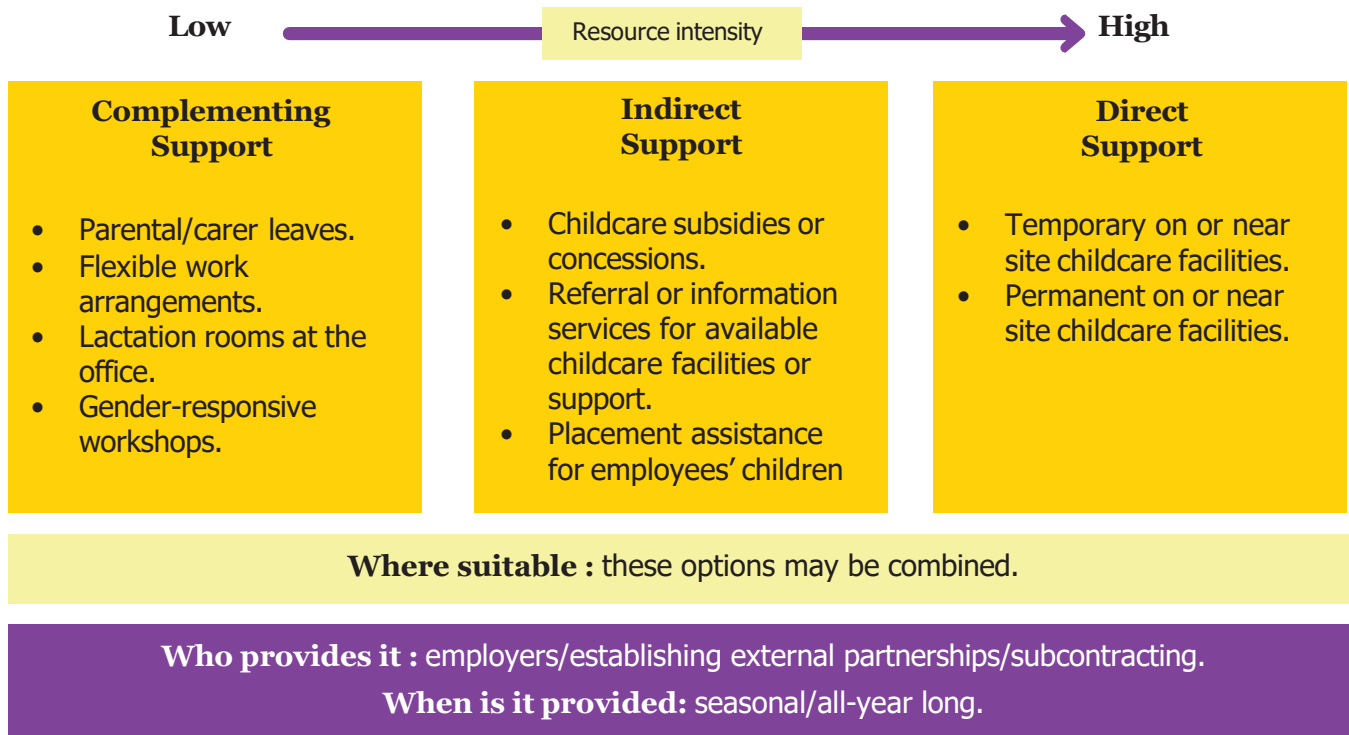
### 1. Assessing the needs of employees

- Number and age of children in need of childcare support.
- Period of time for assistance (when and how long).
- Parent's residence and commuting patterns.
- Existing childcare issues parents are facing.
- Expected childcare support from parents.

### 2. Assessing company's capacity

- Company's budget allocation.
- Available space in the targeted workspace.
- Human resource capacity.
- Existing support ecosystem (e.g. nearby day care).

### 3. Deciding on the level of support



## Ensuring quality childcare support for parents

Whether you are building, contracting-out or recommending a childcare facility, these are the standards you need to consider to ensure the take-up and effectiveness of the support for your employees. These points adhere to the daycare standards that apply in Indonesia.

### Regulatory compliance



Registration and compliance with childcare regulations are vital for child safety, legal risk reduction, and responsible childcare services.

### Children's safety and protection



Prioritise child safety through policies, a secure environment, and visitor guidelines.

### Health and hygiene



Prioritise children's health with check-ups, hygiene, and a clean environment.

### Nutrition



In consultation with parents, provide healthy and balanced meals with attention to dietary requirements, and ensure safe food storage.

### Space and infrastructure



Pollution-free environment, safe transportation, and sufficient space with segregated activity areas, bathrooms, and a hygienic kitchen.

### Children's education and program



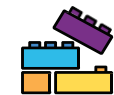
Age-appropriate, culturally responsive curriculum fosters children's participation, social understanding, and problem-solving skills.

### Staffing



Caregivers need child development skills and respect for children's rights. Training needs to be prioritised for care givers. Background checks are essential for safety and trust.

### Tools and materials



Affordable, inclusive, and age- appropriate tools for play and learning materials that stimulate children's development.

# Are there good practices of employer-supported childcare?

## Borrowing wisdom from leading companies

### DBS Global's childcare concierge and financial support

Helping employees to achieve work-life balance

CASE STUDY



DBS offers the iOK Programme, a 24/7 service aimed at reducing employee stress and enhancing work-life balance. The program includes concierge-like assistance and service connections, whereby employees can access practical help with various lifestyle issues, such as childcare, elderly care, financial matters or legal advice, and/or relevant service providers within three working days.

Alongside the iOK Programme is iFlex, which provides employees with a certain amount of points that can be used for wellness-related purchases, including childcare. The value of iFlex points varies by country:

- HKD 4,000/year/employee in Hong Kong (~IDR 8 million)
- INR 50,000/year/employee in India (~IDR 9 million)

### Danone's all-encompassing assistance

Pushing the boundaries of employer-supported childcare

CASE STUDY



Danone Indonesia exceeds Indonesian legal requirements in providing support for both mothers and fathers during the pregnancy and caregiving journey, providing:

- Pre-natal care: Expectant parents receive doctor check-ups without using annual leave, flexible work arrangements, medical coverage, and nutritional guidance.
- Caregiver leave: Danone Indonesia offers 6-month maternity leave for mothers, 10 days paternity leave for fathers, and an option for 4 weeks of unpaid paternity leave.
- Additional support: Breastfeeding rooms, mother's time-offs, product support, and job protection, fostering a family-friendly work environment.

### Seasonal day care by Thiess

Addressing employees' childcare needs when it is most needed

CASE STUDY



In 2009, Thiess Indonesia – recognising the hardship that comes with providing care during the Eid holidays – began to provide temporary daycare at its office in Jakarta.

It is open one week before and one week after Eid Al-Fitr during office hours. Parents can register their children one week in advance. Thiess partnered with Kinderland school to create the facility using one of the rooms at its office, which is equipped with educational toys, a nap area with mattresses, and snacks.

Five early childhood professionals organise the children's activities. As a result, parents can return to the office on time after the Eid holiday period.

## Unilever Indonesia's permanent daycare

A special place for working parents and their little ones

CASE STUDY



To start with, Unilever offered day care that was only open for a short time during special holidays. But in 2017, because the workers wanted it and were willing to pay for it, the company decided to set up permanent daycare for mothers who worked there. Employees could then bring their babies and children who were aged between 6 months and 6 years old.

The facility boasts 600 m<sup>2</sup> of indoor space, and has a dining area, library, baby room, medical bay, locker area, play equipment, and restroom facilities and outdoor play space. The centre can comfortably accommodate 30 to 35 children.

To ensure the highest quality of service and age-appropriate development activities, Unilever partnered with Sodexo, which manages the facility and oversees its operations.

The childcare support boosts staff retention and productivity by keeping employees focused.

The full guide document outlines the multiple advantages of providing employer-supported childcare support, as well as best practices, the standards and regulatory framework in Indonesia, available options, and, crucially, a starting point for implementation. It offers tailored recommendations based on employee needs assessments and the company's structural and financial capacities.



Scan the QR code to download

### Interested in learning further? Contact us!

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