



UNIVERSITY OF THE
WITWATERSRAND,
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DSI-NRF Centre of Excellence
in Human Development

Individual and Society



science & innovation

Department:
Science and Innovation
REPUBLIC OF SOUTH AFRICA



The Importance of Child Care

Linda M Richter (PhD)

Southern African Early Childhood Development Conference
Lusaka, 28 March 2023

Nurturing Care is Important for All Children

NURTURING CARE FOR EARLY CHILDHOOD DEVELOPMENT

A FRAMEWORK FOR HELPING CHILDREN **SURVIVE** AN **THRIVE** TO **TRANSFORM** HEALTH AND HUMAN POTENTIAL



unicef
for every child

WORLD BANK GROUP

World Health Organization

ECDAN

The Partnership for Action, Research & Child Health

IN SUPPORT OF
EVERY WOMAN
EVERY CHILD

NURTURING CARE HANDBOOK

Start here



How to use the handbook, understand nurturing care, and take action

World Health Organization

unicef

NURTURING CARE
FOR EARLY CHILDHOOD DEVELOPMENT

Operationalizing Nurturing Care for Early Childhood Development

The role of the health sector alongside other sectors and actors



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EVERY CHILD

NURTURING CARE PRACTICE GUIDE

Strengthening nurturing care through health and nutrition services



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NURTURING CARE
FOR EARLY CHILDHOOD DEVELOPMENT

Monitoring children's development in primary care services: moving from a focus on child deficits to family-centred participatory support

Report of a virtual technical meeting
9 – 10 June 2020



World Health Organization

2 parts to the Nurturing Care Framework

Enabling environments to support nurturing care



Child Care = when Parent/s or Family are not Available

- Paid employment (formal sector)
- Self-employment (informal sector)
- Parent/s looking for work
- Parent/s temporarily unavailable (Parent/s sick, family care responsibilities)

Care at Work

- Maternity protection
- Paternity protection
- Care leave (balancing work and family)
- Health protection for pregnant and breastfeeding women
- Breastfeeding time and space
- **Child care** (0-2 and 3- pre-primary, ILO)

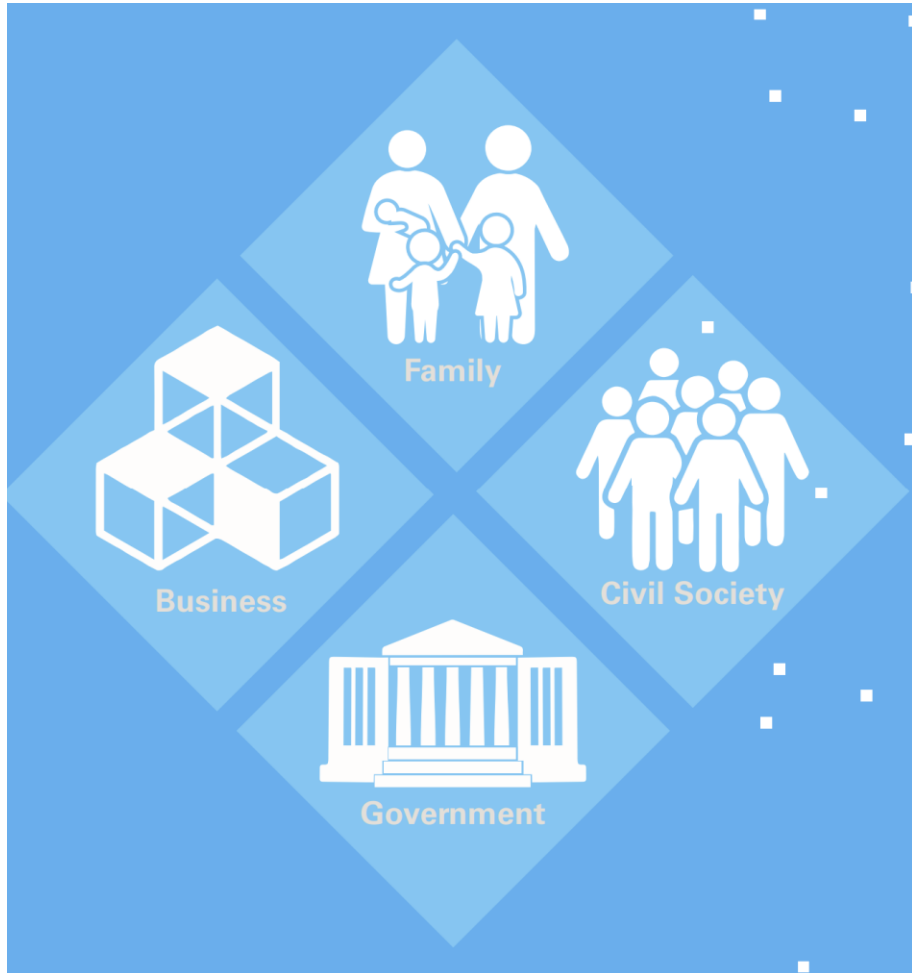
Arguments for Child Care

- Human **rights**, women's rights, children's rights – eg ILO
- **Children's** healthy growth and development – eg ECD, WB, WHO, UNICEF
- **Family-friendly**, healthier society – eg UNICEF, UN
- **Women's empowerment** – eg WIEGO (Women in Informal Employment, Globalizing and Organizing)
- The **need** for child care – eg WB
- **Economic growth** – eg WB
- **Productivity** – increasing demand:
 - private sector (higher profits)
 - workers (higher wages)

Strategic Positioning of Child Care

- Brings together women's and childrens' and human rights issues
- Fills much needed gap in services:
 - Pregnancy to 18m-2y – HEALTH
 - **0(-18m) – 3(-4y) - CHILD CARE**
 - 3-6y – PRE-PRIMARY PROGRAMMES ANDSCHOOLING

UNICEF 2019 Family-Friendly Policies



FOUR SETS OF POLICIES

1. Paid Parental Leave to Care for Young Children

2. Supporting Breastfeeding

3. Affordable, Accessible and Quality Childcare

4. Child Benefits

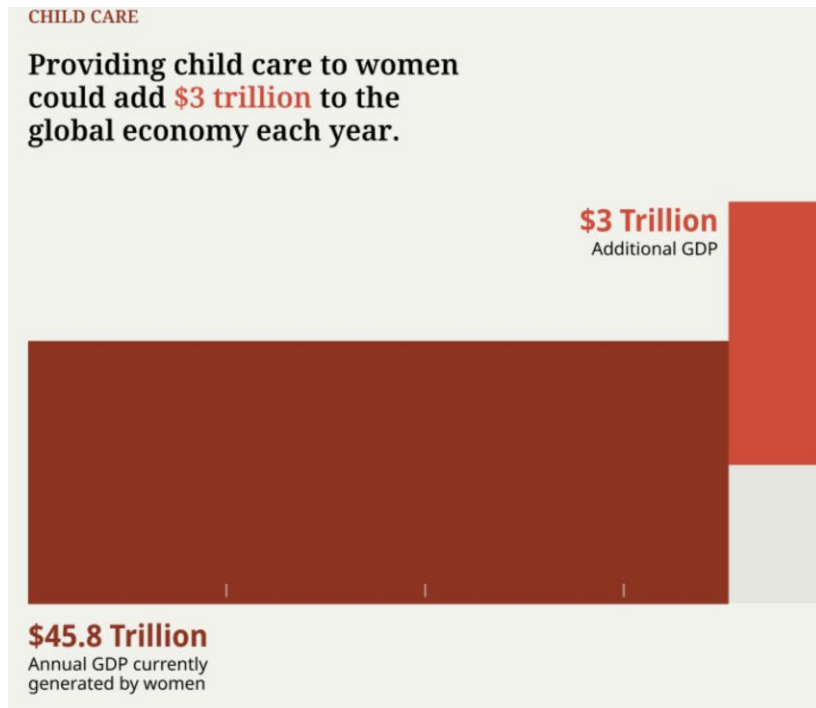
UNICEF Argument for Child Care in F-FPs

- For healthy growth and development of children
 - Children who receive NC are healthier, learn better, stay in school longer, and earn more
 - Quality affordable child care –good parents and productive workers
- Importance for women's empowerment, business and economy
- Quality affordable child care and flexible hours
 - Reduces stress, absenteeism and staff turnover, and increases staff satisfaction and commitment
 - Increased female labour participation
 - Raises GDP
 - Human capital development through ECD = 7% return on investment in

Economic Growth

- Women's work provides the main source of income in 30% of households world wide

Investing in child care: good for families, good for children, good for economies



BILL & MELINDA
GATES *foundation*

43 M

Expanding the child care workforce to meet current needs could create 43 million jobs globally.

Productivity (USA)

- Big argument from business analysts in wealthy countries – worker (mainly female) attrition during COVID
- Affordability, quality, reliability, convenience of **child care**
 - Pain point for many families
- Recommendations
 - Create support structures for women at work
 - Pay family leave
 - Flexible hours, work from home
 - Increase child care subsidies as employee benefits
 - Provide on-site or local childcare spaces and supervision

WORLD BANK – Invest in Child Care

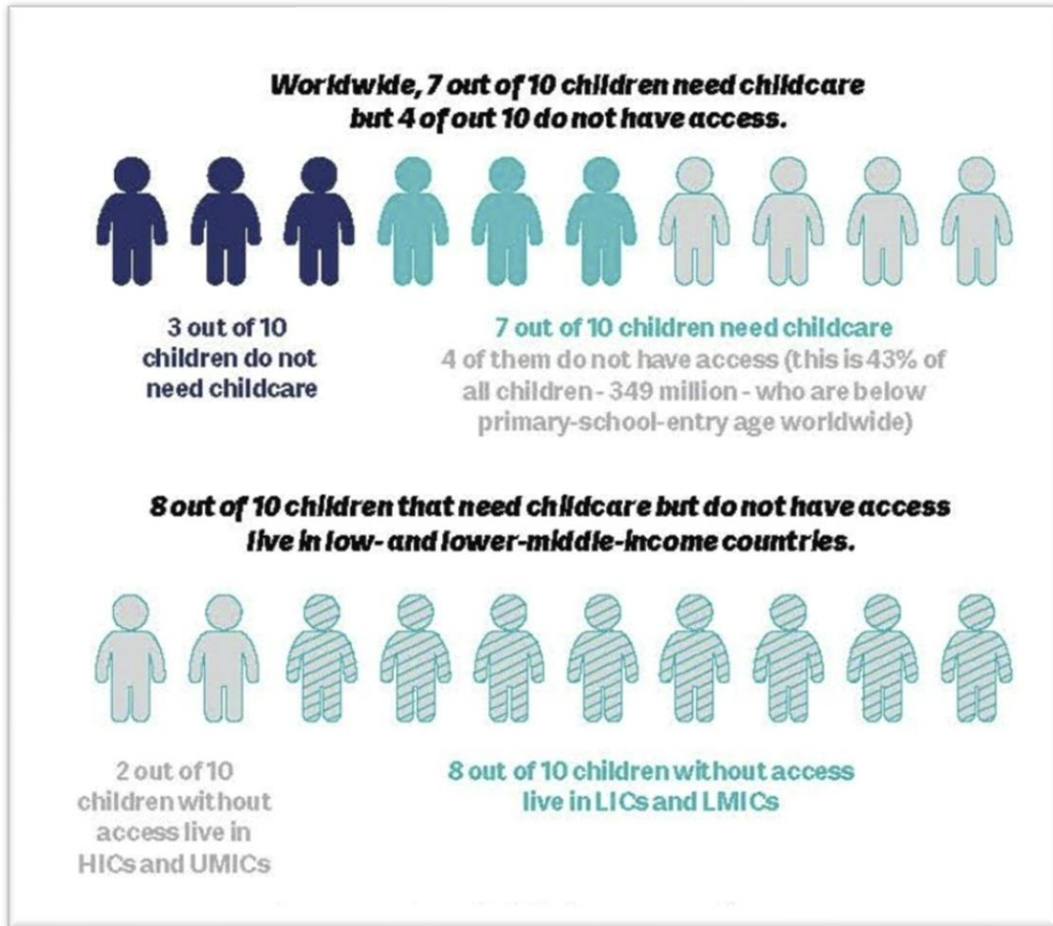
Driving more and better-quality investments in childcare to improve outcomes for women, children, families, businesses and economies

<https://www.worldbank.org/en/topic/education/brief/childcare-incentive-fund>

Benefits (WB)

Better Women's Employment	<ul style="list-style-type: none">• Higher female labour force participation• Better quality employment (higher wages, productivity, security, more formal sector opportunities)
Increased Family Welfare	<ul style="list-style-type: none">• Increased confidence and empowerment among women• Increased family income and investments in family welfare• Increased school attendance by older girls, reductions in early marriage & adolescent fertility
Improved Child Development Outcomes	<ul style="list-style-type: none">• Improved school readiness• Better nutrition outcomes• Better education outcomes and lifelong learning• Improved employment prospects and earnings
Increased Productivity and Economic Growth	<ul style="list-style-type: none">• Increased economic growth and business productivity• Increased tax revenue• Reduces burden on government systems (health, welfare, crime etc)

Need (WB)



Out of every 10 children in the world

- 3 do not need child care
- 3 need and have access
- 4 need and do not have access

8 out of 10 children who need child care and don't have access live in low- and lower-middle income families

**Number of children
under-5 in:
Africa: 202 million
Globally: 680 million**

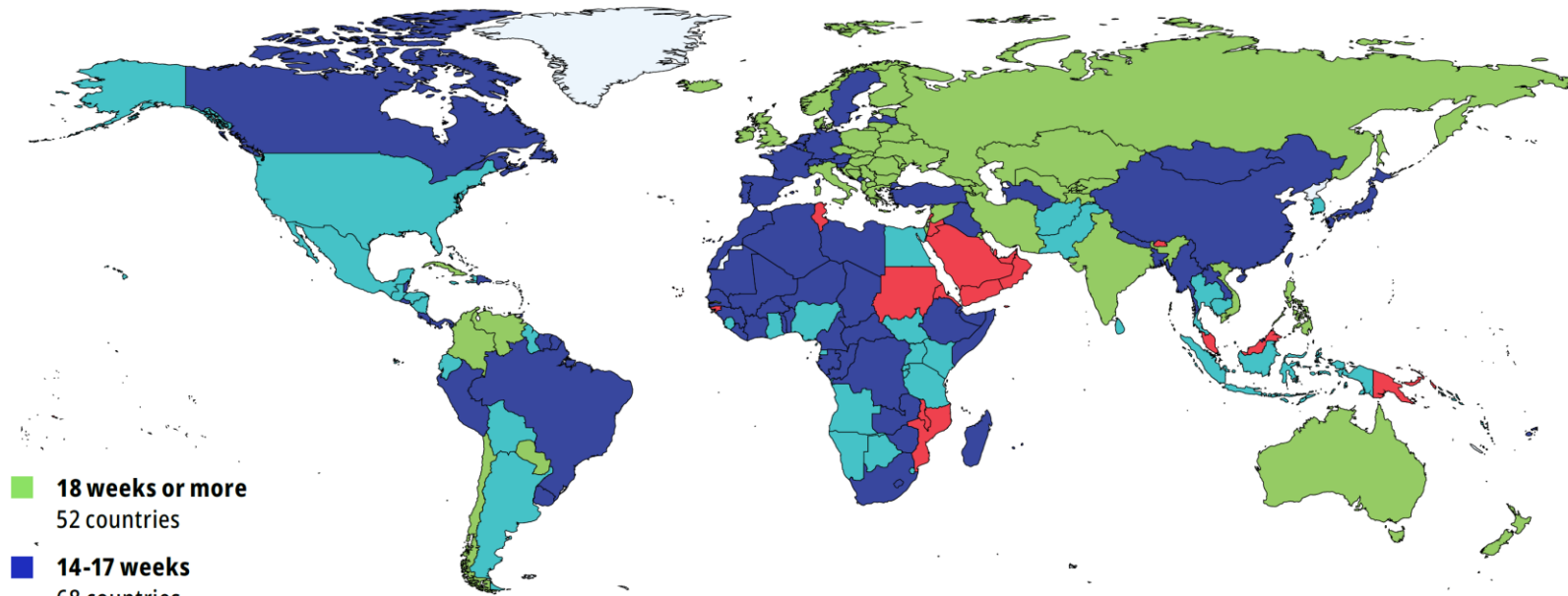
**26 million children
under age 5 live in
the 10 countries in
Southern Africa**



- Angola
- Botswana
- Eswatini
- Lesotho
- Malawi
- Mozambique
- Namibia
- South Africa
- Zambia
- Zimbabwe

Duration Maternity Leave (ILO)

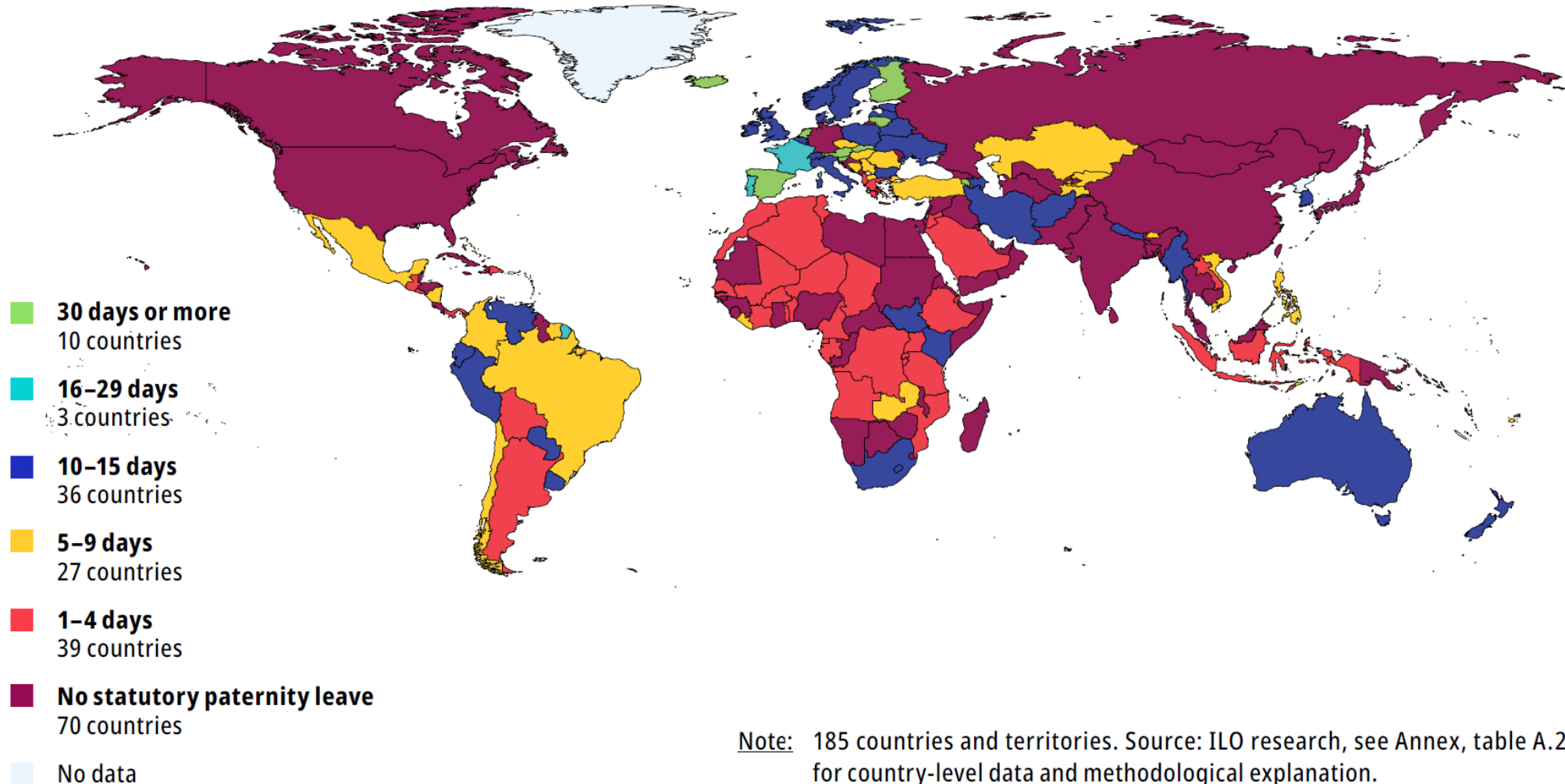
A minimum 12-w leave, 14-w recommended. In countries which provide cash benefits through social security, the ILO standard is that a woman should not be paid less than 2/3 previous earnings



Note: 185 countries and territories. Source: ILO research, see Annex, table A.1 for country-level data and methodological explanation.

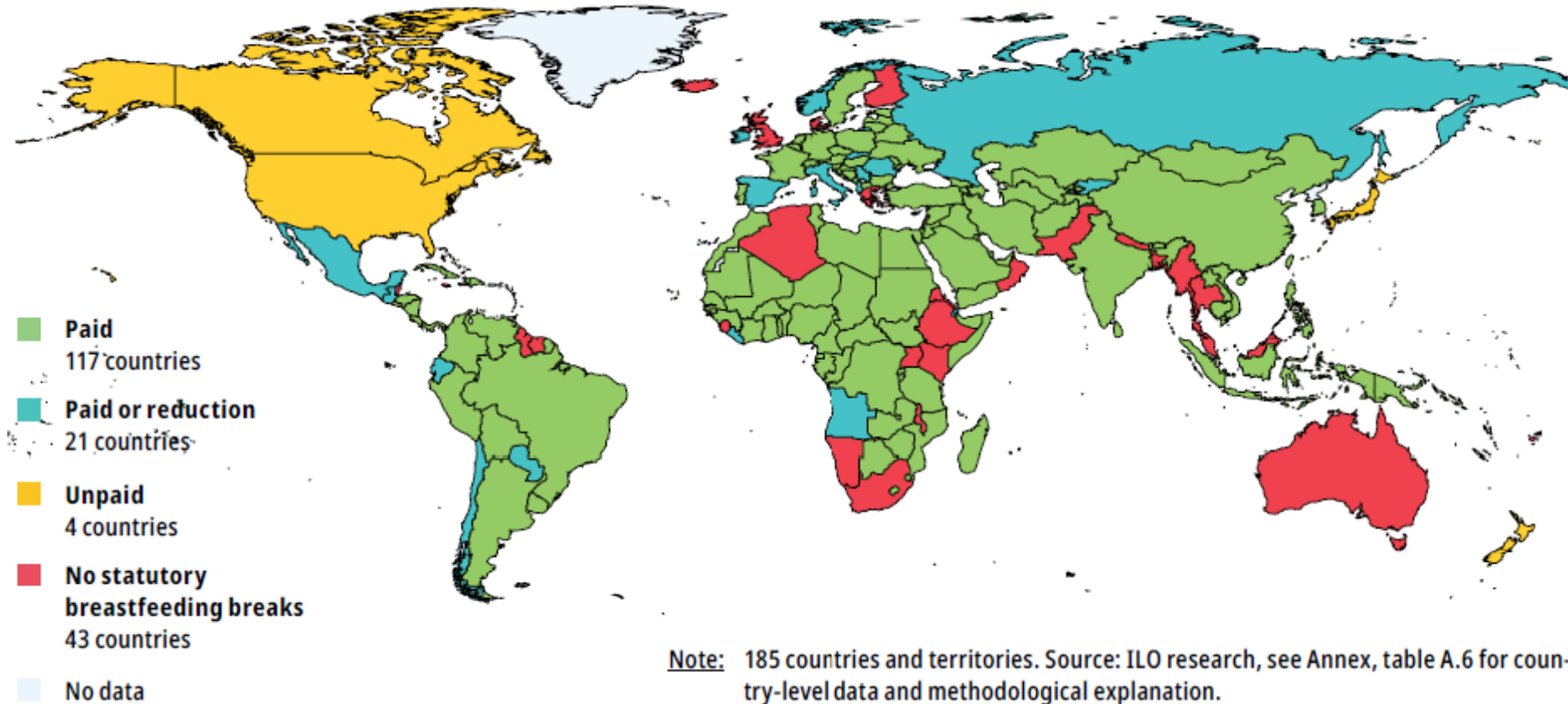
Addati et al (2022) *Care at work: Investing in care leave and services for a more gender equal world of work*
Geneva: International Labour Office,

Duration Paternity Leave (ILO)



Note: 185 countries and territories. Source: ILO research, see Annex, table A.2 for country-level data and methodological explanation.

Entitled to paid breastfeeding breaks



3 ILO calculations are based on 180 countries with available population data. The United Nations “World Population Prospects: The 2019 Revision” do not provide population data for Andorra, British Virgin Islands, Monaco, Saint Kitts and Nevis, and San Marino. Therefore, the five countries are excluded from the population weighted averages.

Who Benefits from Parental Leave & Bf Breaks?

- In southern Africa, men and women in formal employment
- Because the cost of benefits is covered by
 - **Employers** (contributory)
 - Examples: Angola, Botswana, Mozambique, Zambia, Zimbabwe
 - **Employers and the State** (contributory and non-contributory)
 - Example: South Africa
- No southern African country has a fully State-funded scheme to cover workers in the informal sector

Child Care Services (3y plus children)

- **105 / 178 countries** there is **statutory provision** for pre-primary education services for children 3y to school age – 5 out of 10 parents enjoy this provision
- **63 countries** is this a **universal right** – 4 out of 10 parents
- **33 countries** is there statutory provision for pre-primary education services for **40 hours** a week – 2 in 10 parents

31% of children in southern Africa attend early childhood education services (MICS – unspecified)

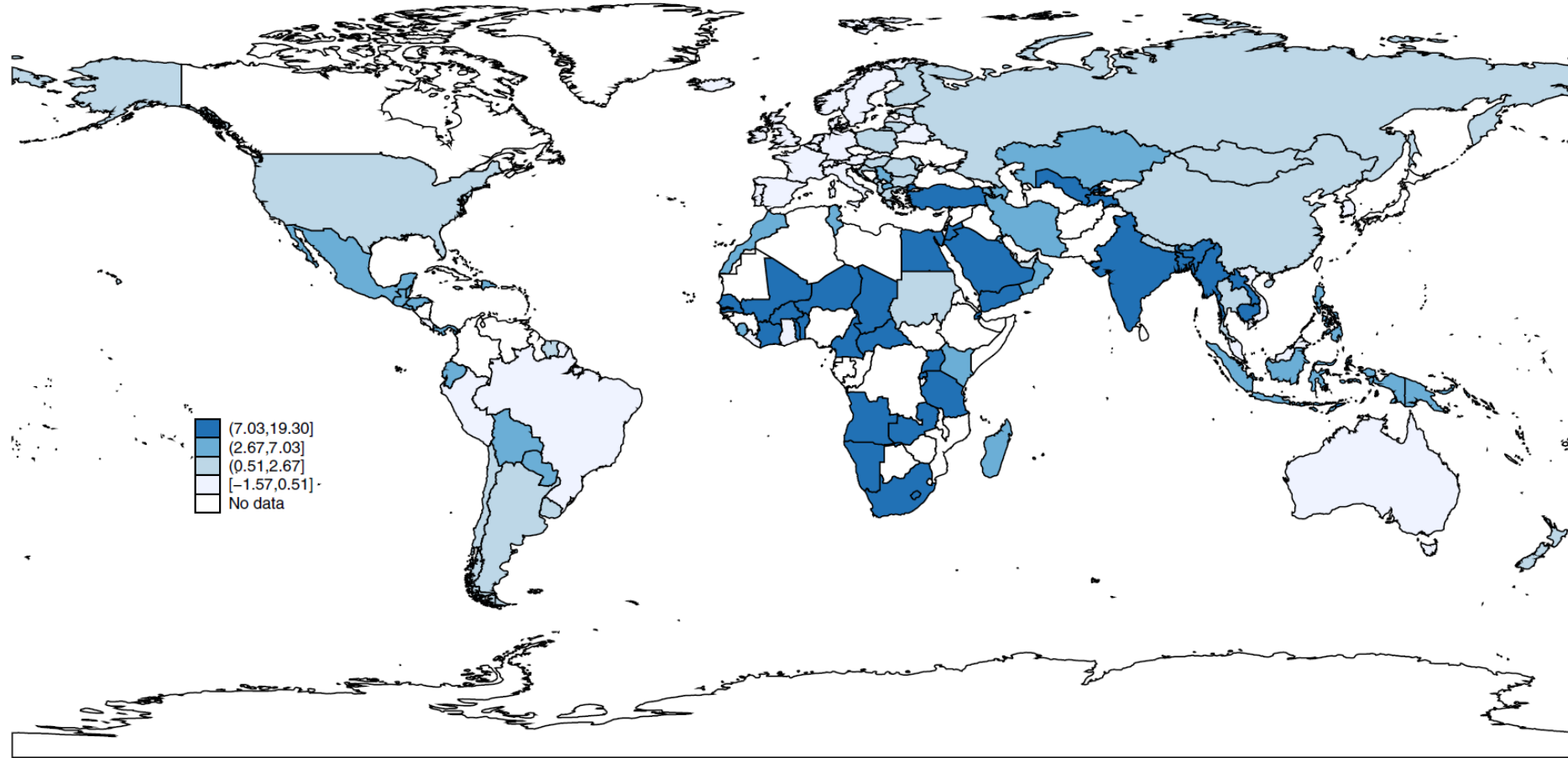


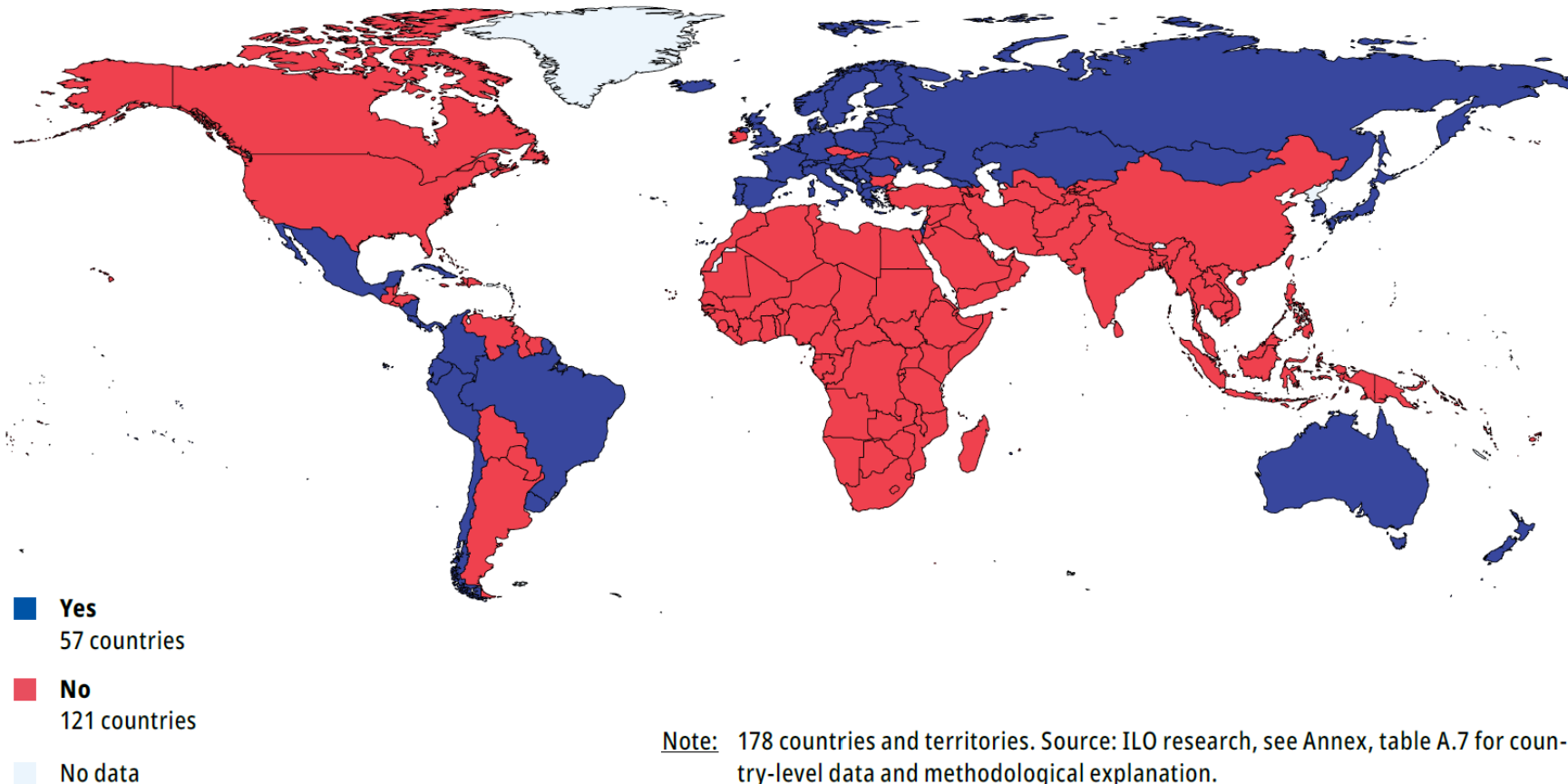
Fig. 4 Cost of inaction in terms of percentage of GDP loss of not reaching universal coverage for pre-primary programmes by country.
Note: Children are assumed to enter the labour market at age 18 and 8% benefits are captured for 45 years, calculated with discount rate = 3%.

Child Care: Substitute Parental Day Care (0-2y)

- **57 / 178 countries** have **statutory provision** for early childhood educational development (ECED) programmes
 - Only 2 in 10 parents live in countries with these provisions
- **21 / 178 countries** is this a **universal right** - only 1 in 10 parents live in countries with these rights
- **30 countries** are parents entitled to statutory ECED services for **40h/week** – 8 in 100 parents

Children <2y are Under-Served

► Figure 7.5. Presence of a statutory childcare service system for children aged 0–2 years, 2021



Informal Workers have the Greatest Need

80-90% of working people in southern Africa (except South Africa) make their living in the informal sector

- Voluntary informality – preferred income and time
- Induced informality – eligible for formal employment but excluded (few jobs, labour protection etc)
- Subsistence employment – willing to work but not eligible (qualifications, skills)

Formalization occurring slowly

WIEGO*- ILO Asks for Informal Workers

- Reduce high fees for quality child care – government subsidies
- Invest in maternity benefits and child grants
- Incorporate childcare centers into municipal plans, particularly for informal worker who work in public spaces
- Increase incomes for childcare workers to improve quality and working conditions

**Women in Informal Employment, Globalizing and Organizing*

Funding

- Governments
- Development partners
- UN organizations
- Foundations
- Private sector
- Families



Governments Need to Build Child Care

- Fund the supply of child care by providing subsidies to accredited facilities (eg South Africa)
- Fund the demand for child care by providing subsidies to eligible parents to pay for child care (eg several countries in Central Europe)
 - Both strategies may exclude poorest/neediest parents & facilities
- Government support for child care is often decentralised to municipalities – standards, regulation and oversight
 - More responsive to local needs

China takes steps to expand childcare services for toddlers

Updated 21:14, 18-Mar-2022

China is taking steps to expand childcare services to relieve the burden on parents who lack time and assistance to take care of their children.

Childcare services refer to the trusteeship methods for children aged under three, such as accommodation and education.

China had about 42 million children under the age of three by July 2021, and a third of them were in need of childcare services, according to the National Health Commission (NHC). The country's nursery enrollment rate of toddlers under three, however, was only about 5.5 percent.

According to the Ministry of Human Resources and Social Security (MOHRSS), among the top 100 positions suffering from labor shortages during the third quarter of 2021, four were related to childcare or child education. Nursery and early childhood teachers were part of the list.

To address the issue, Chinese authorities have moved to expand childcare services for toddlers in recent years.

- To fill labour shortages
- To encourage families to have more children

SIXTH TONE



NEWS

China Hopes More Day Care Will Reduce Cost of Having Kids

Couples say lack of access to affordable and convenient child care options is one reason they aren't having more children.

By Ni Dandan

Driving more and better-quality investments in childcare to improve outcomes for women, children, families, businesses and economies.

- Countries
 - Australia, Canada, Germany and the USA
- Foundations
 - Bill & Melinda Gates, Conrad N Hilton, USA, Lego, Echidna Giving
- Working closely with other multilaterals, CSOs, academia etc
- **Childcare Incentive Fund** – WB 1:1 match up to US\$10m per country, alongside co-investments from partners

Global Private Sector

- Eg US-based outdoor clothing company Patagonia
 - Provides company-paid health care and sick time for all employees, paid maternity and paternity leave, access to on-site child care for employees at their sites
 - Calculate a 115-125% return on costs in terms of retention, productivity etc
- Eg From April 2021, Volvo Care provide 24 weeks paid parental leave to all their employees across the globe

In Africa

BUSINESS CASE FOR EMPLOYER-SUPPORTED CHILDCARE

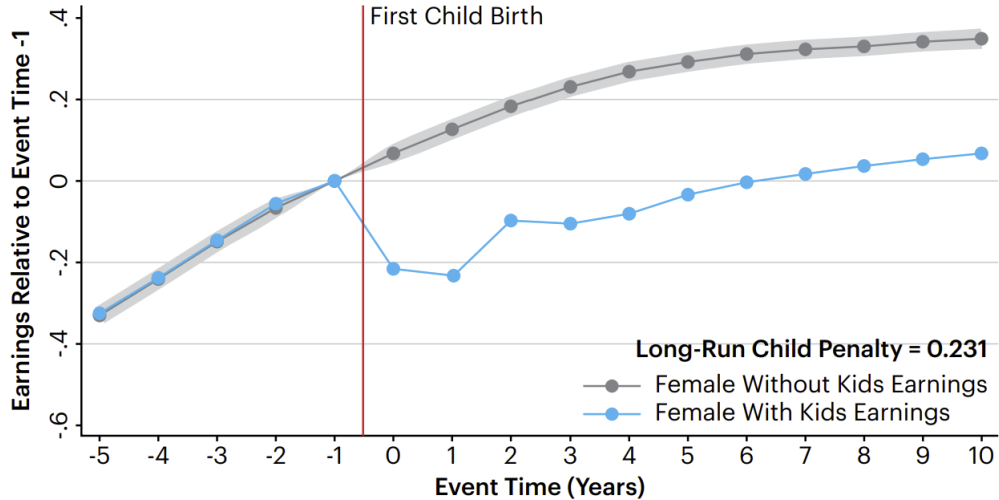
Lessons from the tea sector in Rwanda and recommendations for scale and sustainability

October 2021



Tea Estates in Rwanda, Sri Lanka, Kenya

Women Who Have Children vs Women Who Don't



Source: Kleven et al. (2018), NBER



Child Care Part of Broader Goals

Women

Children

Economic participation

Child development

Gender equality

COMMON AGENDA

Economic Growth, Greater Equity, Social Inclusion

EARLY CHILDHOOD DEVELOPMENT

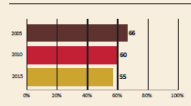
SOUTHERN AFRICA

Countdown to 2030

Women's, Children's & Adolescents' Health

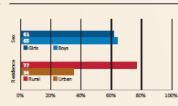
Demographics		Threats to Early Childhood Development	
Population	188,115,181	Maternal mortality	300/100,000
Annual births	5,642,563	Low birthweight	14%
Children under 5	25,915,437 (14%)	Child poverty	49%
Under-five mortality	56/1,000	Violent discipline	75%
		Adolescent birth rate	106/1,000
		Preterm births	14%
		Under-five stunting	29%
		Inadequate supervision	25%

Young children at risk of poor development

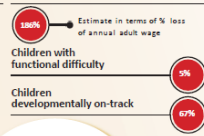


At risk in 2005, 2010 and 2015, using a composite indicator of under-five stunting or poverty

Risk by sex and residence



Lifetime cost of growth deficit in early childhood



Support and services for early childhood development: Nurturing care



Scan to access regional profiles

Parents and caregivers need a facilitating environment of laws, policies, services and community support to assist them in providing their young children with nurturing care.

Facilitating environments

Policies (% of countries with policy)		International conventions (% of countries ratifying)		
None 0%	<14 70%	14-18 0%	18-26 0%	100% Convention on the Rights of the Child
Paid maternity leave (weeks)				100% Convention on the Rights of Persons with Disabilities
None 70%	<14 30%	14-18 0%	18-26 0%	100% CRC Optional Protocol on the Sale of Children, Child Prostitution and Child Pornography
Paid paternity leave (weeks)				50% Hague Convention on Protection of Children and Cooperation in Respect of Intercountry Adoption
Not 60%	Slightly 0%	Moderately 30%	Substantially 30%	
International Code of Marketing of Breastmilk Substitutes (alignment)				
70% National minimum wage				
20% Child and family social protection				

Countries included: Angola, Botswana, Eswatini, Lesotho, Malawi, Mozambique, Namibia, South Africa, Zambia, Zimbabwe

Acknowledgements



Care at work

Investing in care leave and services for a more gender equal world of work

HARNESSING GLOBAL DATA

TO ADVANCE YOUNG CHILDREN'S LEARNING & DEVELOPMENT

