

Regional Care Roundtable: Investing in the Care Economy

September 29, 2023

ADB Headquarters, Manila, Philippines



Recognize, Reduce and Redistribute Unpaid Child Care

Transformative Care Program : Insights from Child Day Care Centre Project

Bangladesh's efforts to promote equal parental involvement in childcare

Shabnam Mustari
Project Director (Joint Secretary)
Establishment of 20 Child Day Care Centers Project
Ministry of Women and Children Affairs

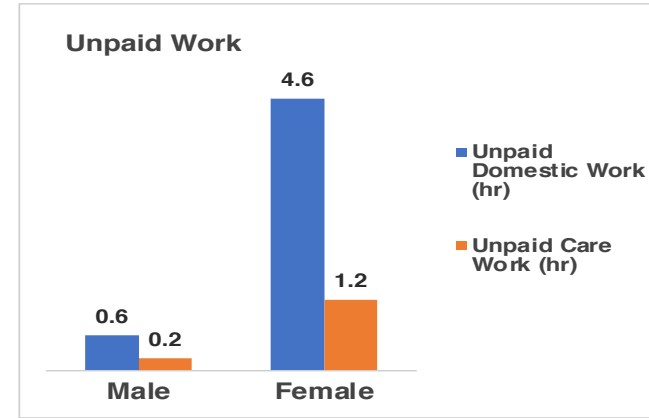




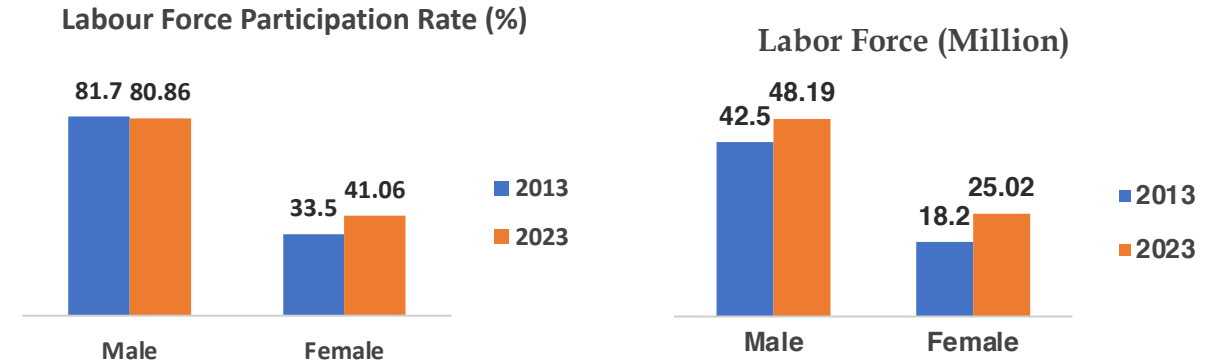
Context of Bangladesh

Unequal parental involvement in childcare

- Persistent gender inequalities in households and persistent parental inequalities in childcare
- Women’s labour force participation rate has increased.
- Increasing number of families where both parents are (or would like to be) income earners.
- Women participation in the labour market is significantly impacted by motherhood.



Source: BBS, Time Use Survey-2021



Source: BBS, Labour Force Survey-2023 (April-June) and 2015-16

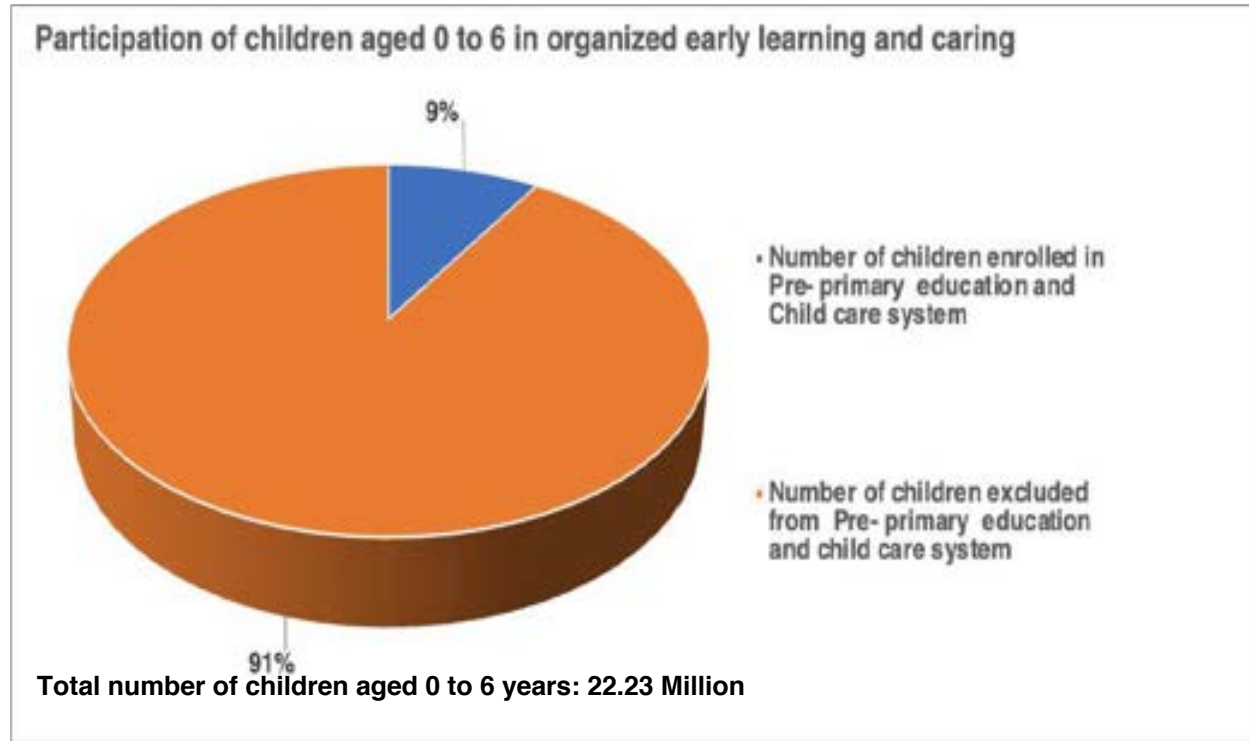




Inadequate number of children receiving early learning and care services

Demand for child care

- Early learning and care coverage is not adequate to alleviate the burden of unpaid child care work of women
- Total 4030 children aged 0 to 6 years participate yearly in publicly funded full time Child Care Centre.
- In 2022, 1.99 Million children participate in organized early learning system.
- In 2022, parents paid more than \$ 233 per year in child care expenses for their child aged 0 to 6 years



Source: Population Projection of BBS-2022 and SVRS 2022, BBS





Publicly funded, planned, managed and regulated Child Care Centre

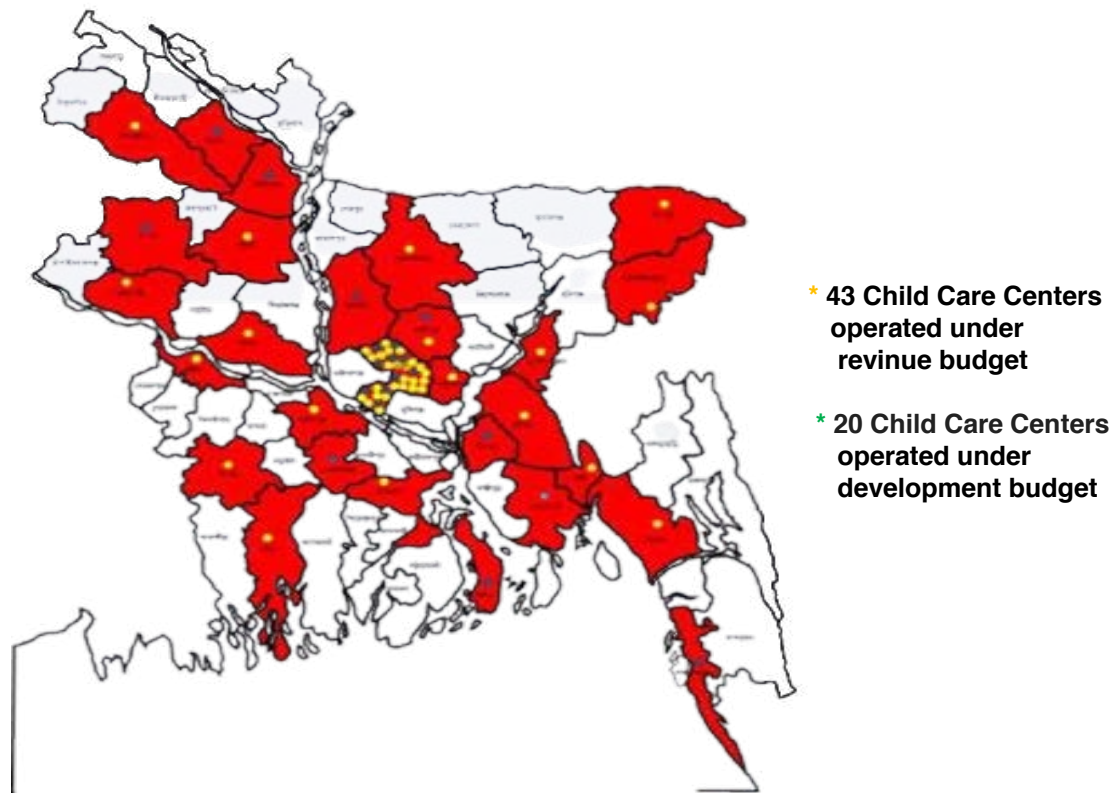


Figure: Location of Child Care Centre across the country.

Supply of child care

- 63 Child care centers serving approximately 4030 children aged 0 to 6 years in Bangladesh.
- 43 Child care centers for low and middle income women.
- 20 Child Care Centers for all economic class of women.
- 20 Child Care Centers contributed \$98,000 to Bangladeshi GDP during the financial year of 22-23.
- 43 Child Care Centers contributed only \$32,000 to Bangladeshi GDP.



National 3R Approach to Child Care Work

Time Use Survey, 2021

- Recognize Unpaid Child Care

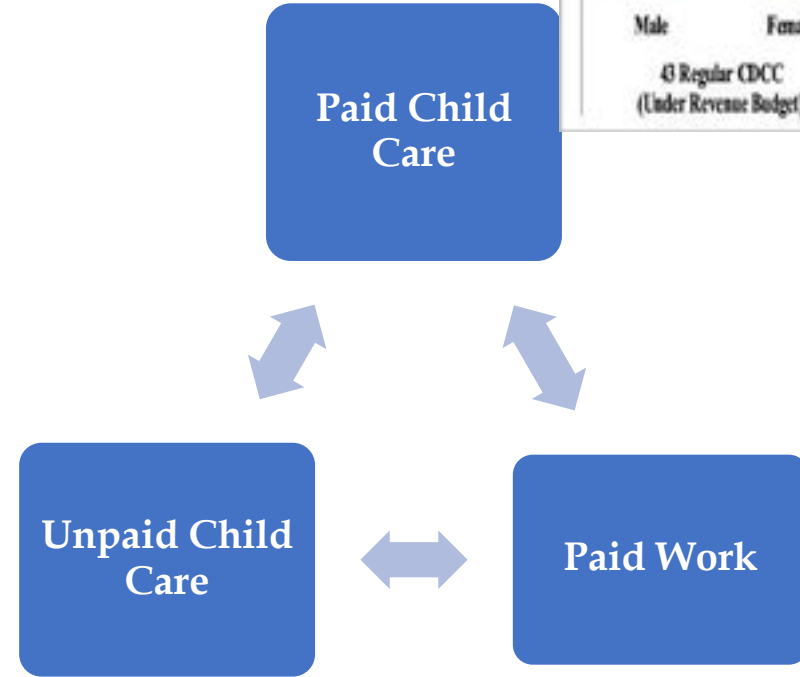
7th Five Year Plan, Child Care Project

- Reduce Child Care responsibility of working women through the provision of Child Care Services

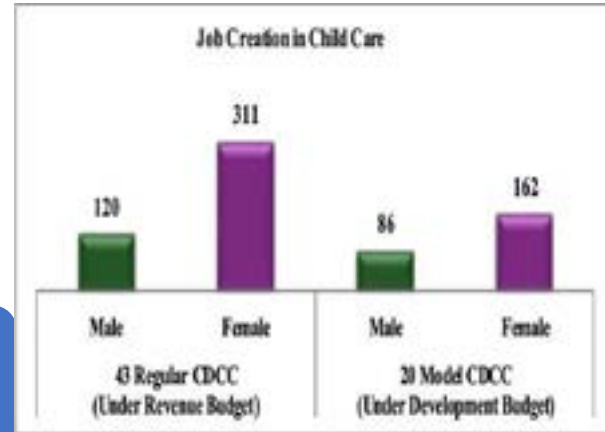
Child Day Care Centre Act, 2021

Bangladesh Labor Law, 2006

- Redistribute child care responsibility of working women to Child Care Provider through the provision of licensing and registration.



Triple-win -Circle



- 4030 children are served
- Alleviate child care burden
- Create 679 Jobs
- Hire unpaid carers
- Contribute to GDP
- Create other opportunities



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Key challenges to implement 3R Approach in the Child Care Sector in Bangladesh

Data related issues

- There are information gaps on child care used for specific subpopulations that limits quantitative analysis
- No information about labor force participation rates of mothers with children under the age of six.
- No survey on before and after school care needs in Bangladesh

Workforce related issues

- A shortage of qualified early childhood educators and staff.
- Lack of decent work policies.
- No planned recruitment and retention policies.

Child Care related issues

- Lack of a set of realistic minimum standards in all respect.
- Inadequate program funding to improve quality of childcare services and infrastructure.
- Lack of location wise planned number of child care spaces and spending plan.

Very poor coordination among agencies exists that hinder delivery of integrated and high quality child care services.





Initiatives over the past two years

Principles

New investment plan based on the following principles:

- High quality
- Availability
- Accessibility
- Affordability
- Flexibility
- Inclusive
- Impactful and
- Sustainable

A big system change through significant modifications

- Conducted evaluation study of past 4 years project implementation strategies and outcome to generate evidence-based knowledge for finding solutions.
- Conducted a market rate survey to determine payment rates by taking into account the cost of providing higher quality services and care worker's views.
- Allocated adequate spaces at the workplace and created a new child care infrastructure model with 12 educational corner based on early learning and child development concepts.
- Involved professionals from other sectors and highlighted family engagement.
- Introduced eligibility policies and changed child admission process.
- Started payment practices based on family income.
- Increased focus on professional skill development.
- Increased accessibility through developing database software and website.
- Included new requirements for staff and children including background check, health check, wearing uniform, child to staff ratio, child age group.
- Developed 12 guidelines for a set of clearly defined standards in the areas of child admission, physical and mental health, safety, security, rights, nutrition, education, staff professional development, child care center design and operation as well as parent's information materials.
- Proposed organizational hierarchy for planned recruitment and retention of care worker.

Approach

- Monitoring, and evaluation
- Research
- Experiential and continuous learning
- Leadership development
- Innovation





Quality: Initiatives for Providing Quality Childcare Services

- **Child Selection and Admission Guidelines**
- **Food and Nutrition Guidelines for Children**
- **Parent's Handbook on Child Daycare Center**
- **Early Child Education Curriculum for children**
- **Primary Health Care Guidelines for Childcare Centers**
- **Design and Technical Guidelines for Child Daycare Centers**
- **Management and Operational Policy Child Daycare Centers**
- **Child Mental Health Development and Mental Health Care Guidelines**
- **Child Rights, Safety and Security Guidelines for Child Daycare Centers**
- **Prevention of Infectious Diseases Guidelines for Child Daycare Centers**
- **Child Physical Development and Physical Development Activity Guidelines for Child Daycare Centers**
- **Training Curriculum and Training Manual for Professional Skills Development of Child Day Care Center Employees**

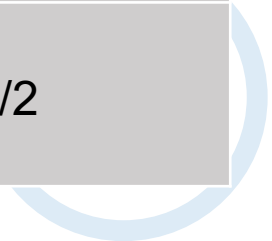




Quality: Child to Staff Ratio in Child Daycare Centers

Based on scientific evidence of early childhood development, four child groups and child-to-carer ratios developed:

Groups by age of children	Child to Worker Ratio	The maximum number of children by age	Min number of trained Workers
04 Months - 12 Months (Early Stimulating Stage)	3:1 (1 worker for every 3 children)	6	2/2
12 Months - 30 Months (Pre-Initial Learning Stage)	4:1 (1 worker for every 5 children)	12	2/3
30 Months - 48 Months (Early Learning Stage)	6:1 (1 worker for every 8 children)	18	1/3
04 Years - 06 Years (Pre-Primary School Stage)	12:1 (1 worker for every 12 children)	24	1/2





Affordability and Accessibility: Age wise child admission and monthly service fee structure

The monthly service charge is based on the age group of the child. Child admission fee and monthly service charge vary according to children's age group as follows.

Child Age Group	Age Limit	One Time Registration Fee	One Time Admission Fee	Monthly Service Fee
Early Stimulating Stage	04 Months – 12 Months	100/-	200/-	2000/-
Pre-Initial Learning Stage	12 Months – 30 Months	100/-	300/-	1500/-
Early Learning Stage	30 Months – 48 Months	100/-	400/-	1200/-
Pre-Primary School Stage	04 years – 06 years	100/-	500/-	1000/-





Inclusiveness and Flexibility: monthly service fee structure based on family income

The monthly service charge also considers the monthly income of children's families to ensure inclusiveness and flexibility:

Socio-economic Groups	Monthly Family income (in BDT)	Rate of Subsidy
Higher income	75,000 and above	Not applicable
Higher middle income	50,000- 74,999	Not applicable
Middle income	35,000- 49,999	65%
Lower- middle income	20,000- 34,999	75%
Lower income	8,000- 19,999	85%
Below the poverty line	0- 7,999	95%

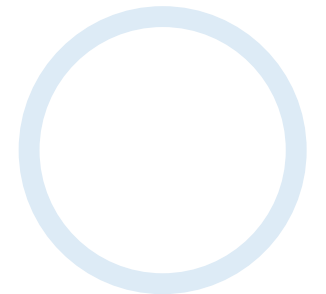




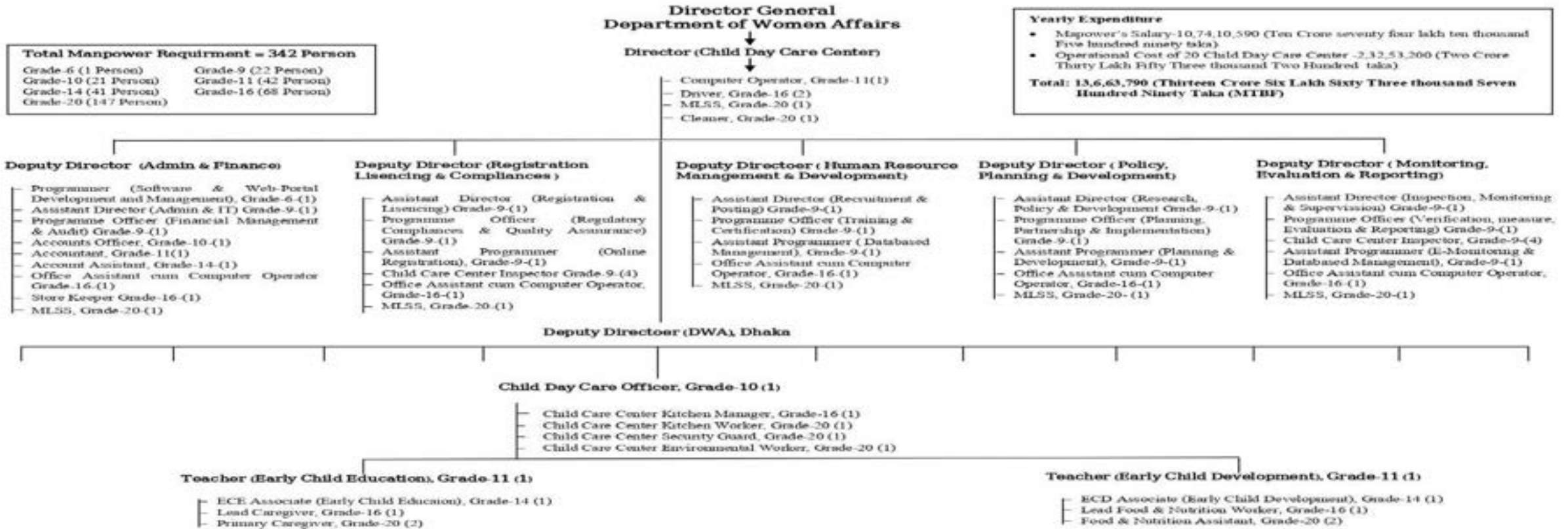
Website of the Child Daycare Centers being piloted

- Digital knowledge and information platform on Childcare- serves as learning platform for parents
- Registration application in the childcare centers, waiting list
- Monitoring database for MoWCA
- Performance and learning for MoWCA

Website: www.cdcc.dwa.gov.bd



Shift in Institutional Arrangement for Child Care Centre (Proposed)



Prepared & Proposed by
Shabnum Mustari
 Project Director (Joint Secretary)
 Establishment of 20 Child Day care Center Project
 Ministry of Women and Children Affairs



Organizational and Policy Changes for Decent Care Work

The quantity of unpaid domestic work increases with age for women till 59. We recognized childcare competencies and skills among domestic workers and the value of the work they do.



- Hiring policy targeted women than men between 18 to 59 who do not have formal education.
- Provide professional training to upgrade their skills.
- Provide monthly fixed salary based on the similar public servant pay scale with unpaid standard 6 month maternity leave.
- Provide pure drinking water, sanitary latrine and safe workplace.
- Provide uniform, apron and ID card.



After the implementation of enhanced system, the child care space and services



Supply (Enhanced Child Care Spaces)

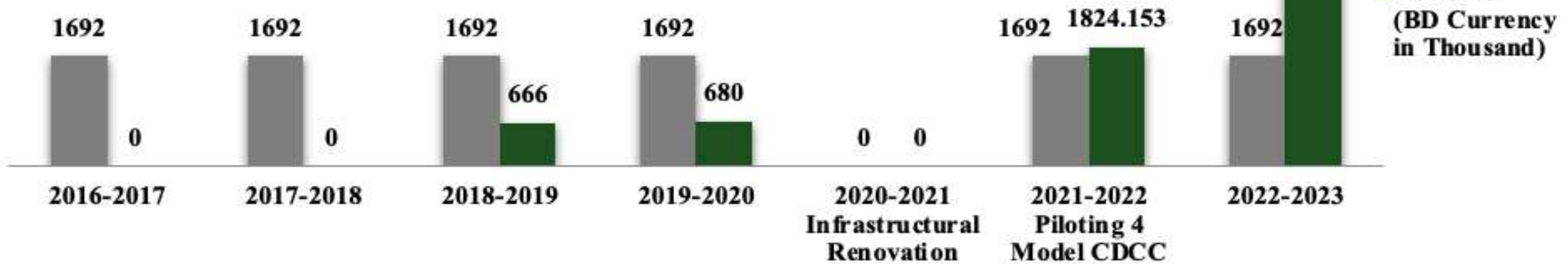


Demand (Uses Quality Child Care Services)



Outcome of Transforming Regular Child Day Care Centre (CDCC) to Model CDCC

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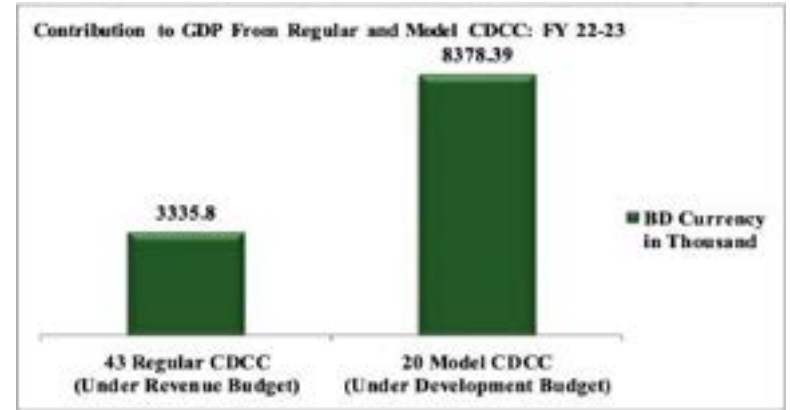




More investment for high-quality child care sector leads to economic growth

Next steps

- There is a need to update and reflect on the current state of child care system (Public and Private).
- Need a set of rules and guidelines to implement Child Day Care Centre Act, 2021.
- Need location wise planned number of child care spaces and spending plan with the aim to reduce child care burden on women engaged in formal and informal sector.
- Need Earmarked Child Care Infrastructure fund to help with the implementation plan.
- Promote social dialogue for decent work in the child care sector to ensure a future of caregiving for both women and men.
- Organizational and policy changes are required to make care work more decent.
- Continue to collect more demographic information of domestic workers to recognize their childcare competencies and skills and create a planned number of caregiver jobs.
- There is a need to create a planned number of early child care educator jobs.
- Need to establish a Regulatory School of Early Childhood Education with the assistance of Ministry of Education.
- Continue to collect more information on the supply and demand for child care to help guide the development of country-wide child care program and track the impacts of these investments.
- Work closely with numerous other organizations who are driving advances in child care and decent work policy.





Thank You



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