



## Tackling Childcare

Date: March 20, 2018

Time: 8:30 – 10:00 am (EST)

### SPEAKERS

**Afzal Habib**, Co-Founder & Chief Imagination Officer, *Kidogo*

**Sanda Ojiambo**, Head of Corporate Responsibility, *Safaricom*

**Rudaba Nasir**, Women's Employment Specialist, *IFC, World Bank Group*

### MODERATOR

**Lis Meyers**, Managing Associate, Gender and Social Inclusion, *Nathan Associates*

## QUESTIONS

**Across the 3 models, what is the recommended childcare: child ratio and how do you balance the importance of a small class size against the cost of a small class?**

Afzal: Caregiver / Child ratio is an important question that is affected both by local norms and the ages of the children enrolled. In general, Kidogo targets a max ratio of 8 children / caregiver in our hubs & spokes at the daycare age group (6mo-2yrs), though this is often supplemented by a head teacher or assistant caregivers who are around the center. In more informal environments, we sometimes have a parent volunteer roster to have unemployed (or casually employed) parents volunteer in the center as an assistant which improves the ratio. The hardest part about a workplace childcare setting is estimating the number of children that will attend on a given day given that many parents don't use the facilities daily but often as a back-up solution.

**Our research community (Care Work and the Economy) focuses both on childcare and eldercare as barriers to female labor force participation – are any of these groups focusing on eldercare as well? I know this session focuses on childcare but am very curious if anything is being done in this space.**

Rudaba: We would love to see other groups and communities such as Care Work and the Economy lead and take this work forward, see if the key findings of IFC's Tackling Childcare research can be applied to eldercare as well, and examine what are the gaps and opportunities for the private sector in that regard.