

Employment and inclusive childcare for mothers of children with disabilities

Key Findings and Recommendations



Presenters

2 / 9



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Purpose

To generate knowledge on how access to inclusive childcare impacts the workforce participation of mothers of children with

Focus countries:

- Kenya
- Tanzania
- Uganda



Research Questions and Themes

4 / 17

Primary RQ: “How does access to inclusive childcare impact the workforce participation of mothers of children with disabilities?”

- Themes:**
1. Enabling environment
 2. Maternal demographic characteristics
 3. Home environment
 4. Community environment
 5. Childcare provision
 6. Government services and supports

Sample & Methods

5 / 17

Surveys

- 114 mothers of children with disabilities
- 100 mothers of children without disabilities
- 33 childcare providers



Sample & Methods (cont.)

6 / 17

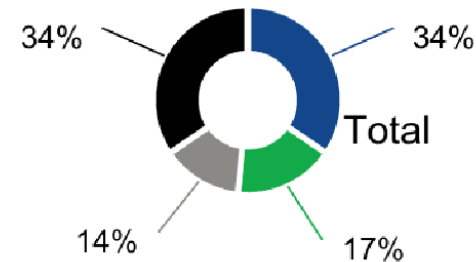
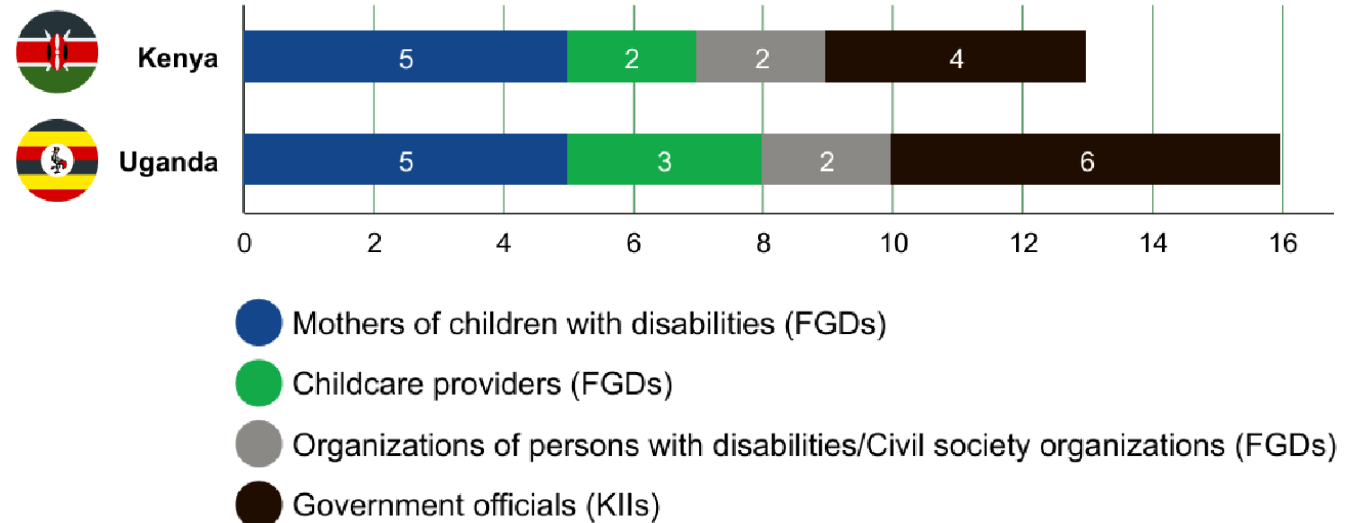
Focus Group Discussions

- 10 mothers of children with disabilities
- 5 childcare providers
- 4 OPDs/CSOs

Key Informant Interviews

- 10 government officials

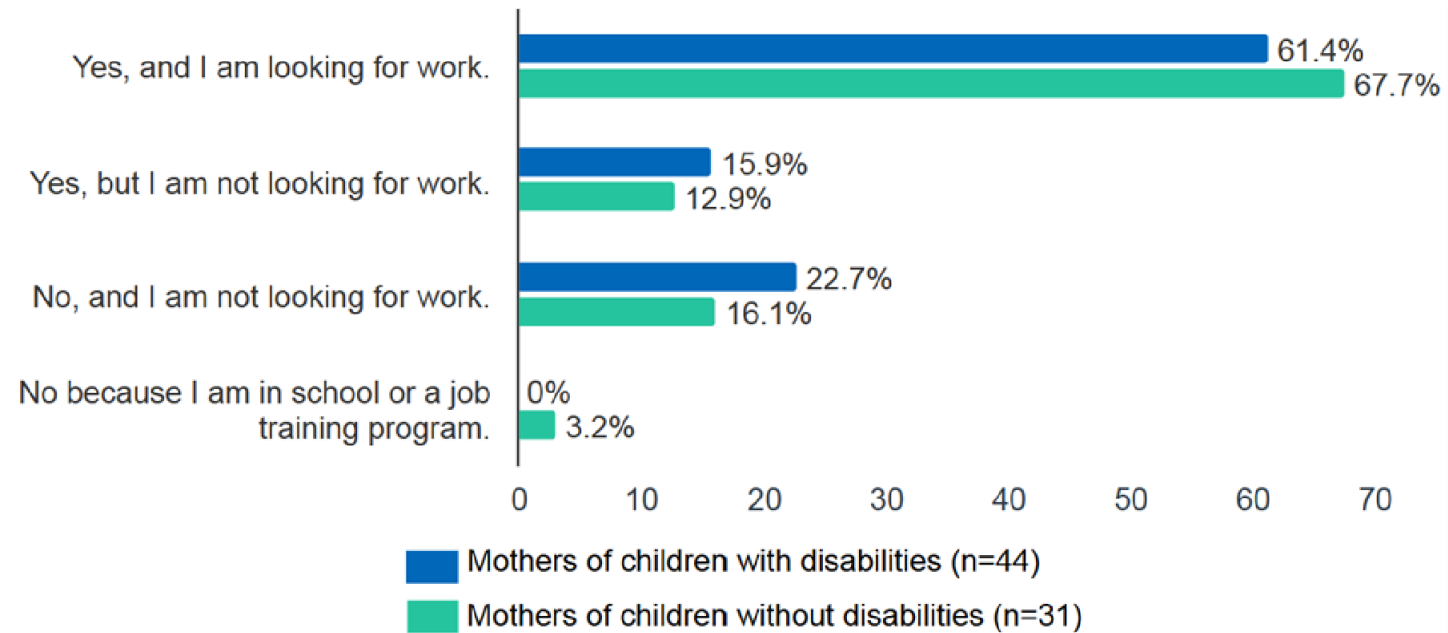
Desk review



Key Findings (1.)

7 / 17

1 Mothers of children with disabilities want jobs.

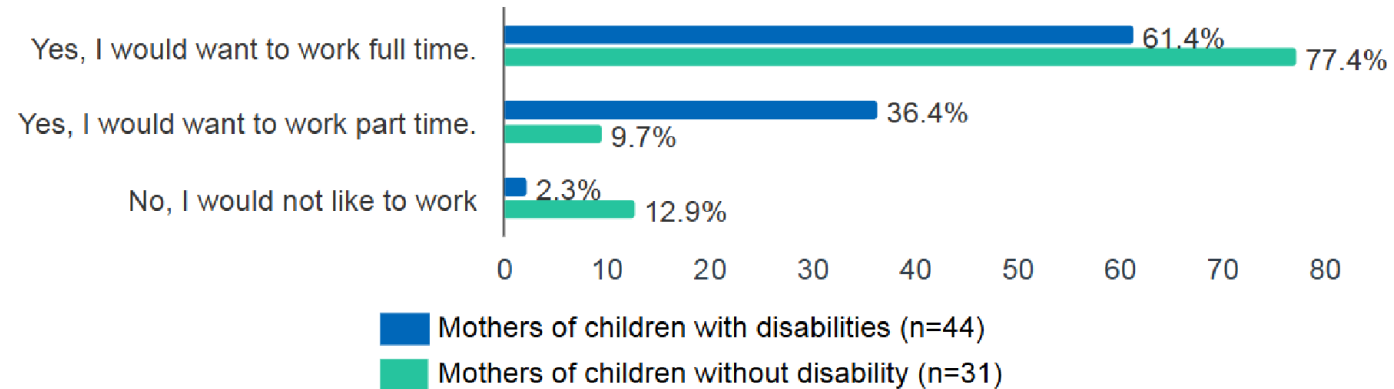


Key Findings (2.)

8 / 17

2 Affordable & reliable childcare would enable most to work

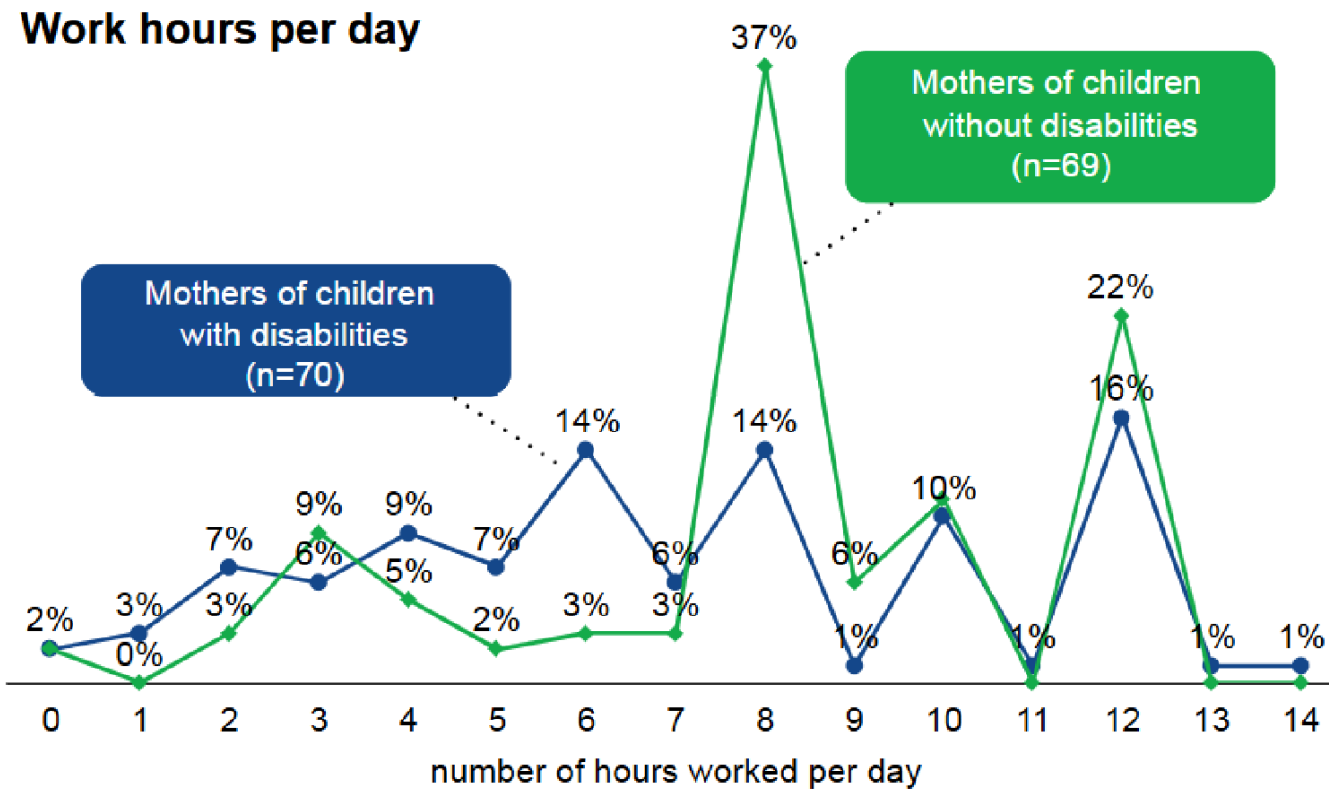
If you had access to reliable and consistent childcare, would you want to work?



Key Findings (3.)

9 / 17

- 3 Mothers rely heavily on informal, unstable employment



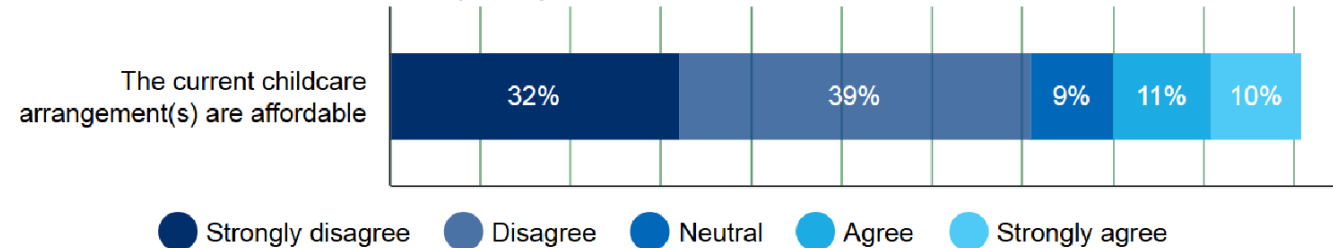
Key Findings (4.)

10 / 17

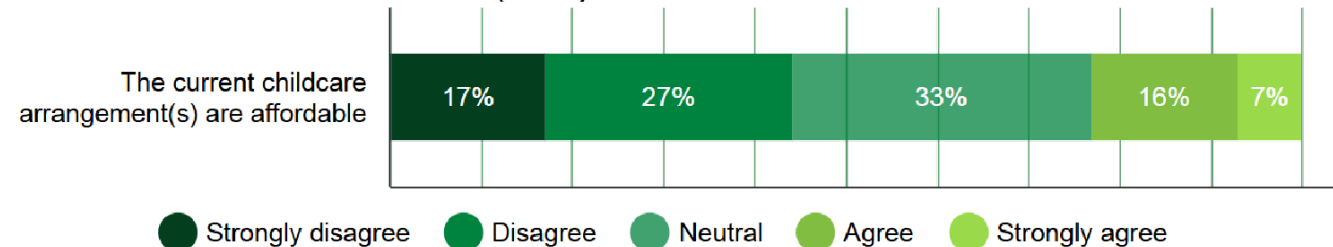
4 Childcare is cost prohibitive for children with disabilities

Mothers' feelings toward the statement, "The childcare arrangements are affordable"

Mothers of children with disabilities (n=114)



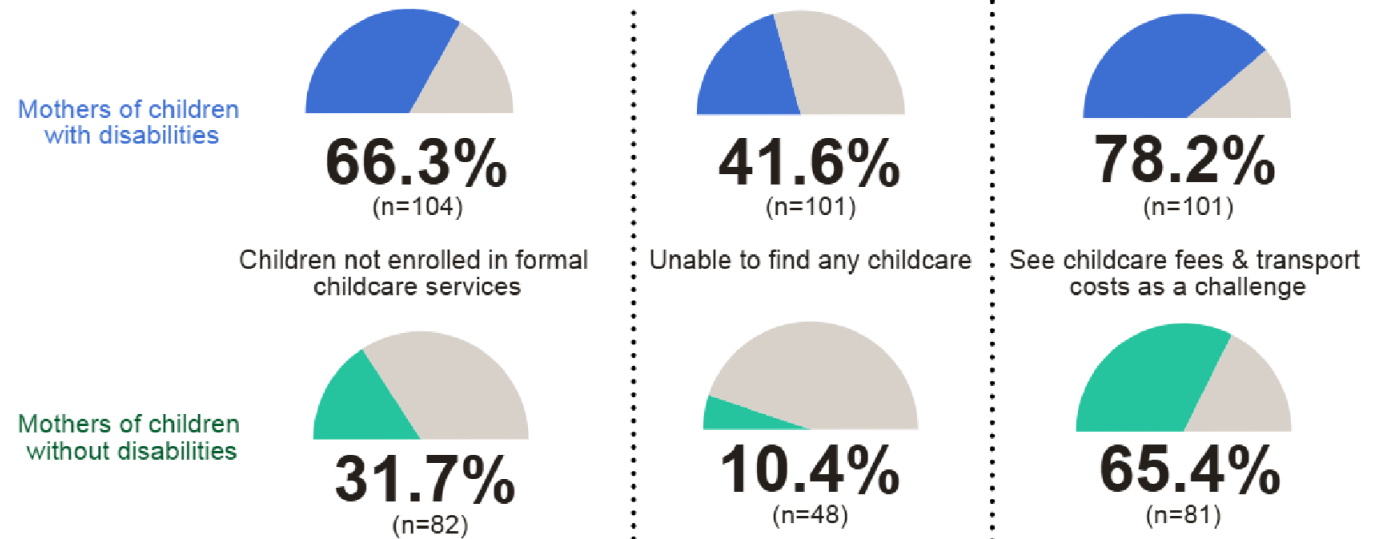
Mothers of children without disabilities (n=100)



Key Findings (5.)

11 / 17

- 5 Reliable childcare is often unavailable due to stigma, lack of trained staff, and accessibility

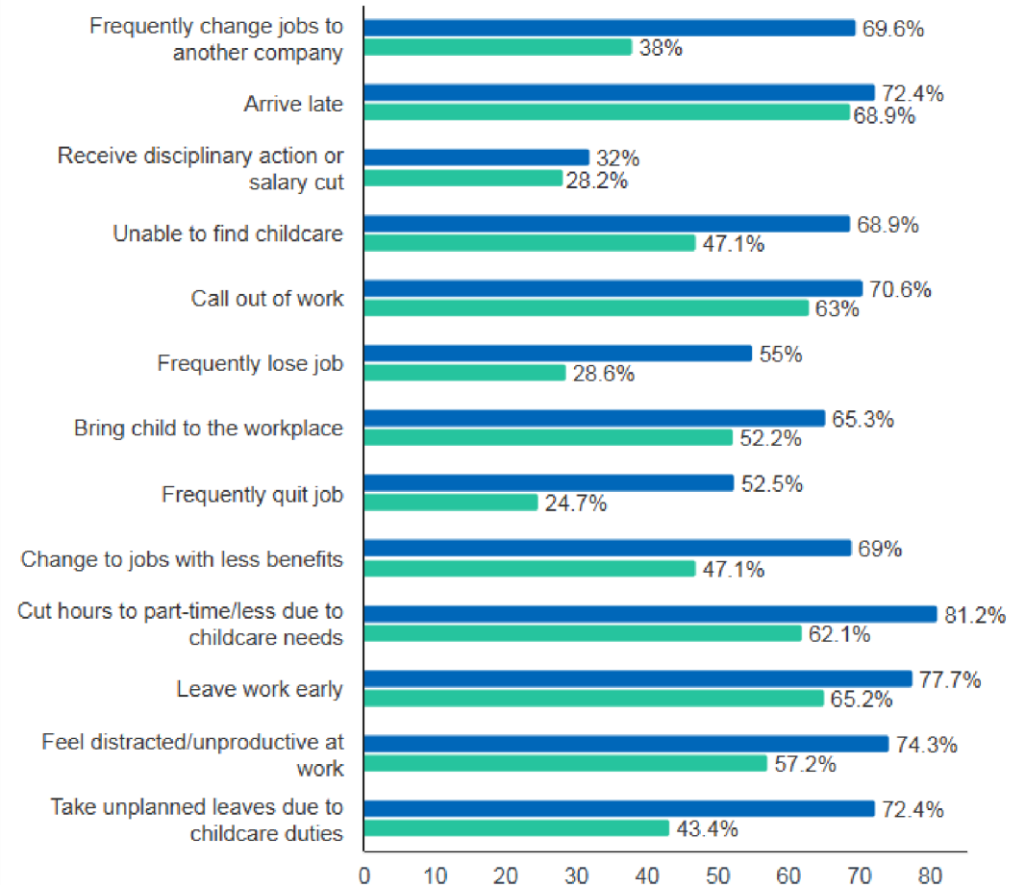


Key Findings (6.)

12 / 17

6 Mothers of children with disabilities face higher employment instability (job loss, quitting, unplanned leave)

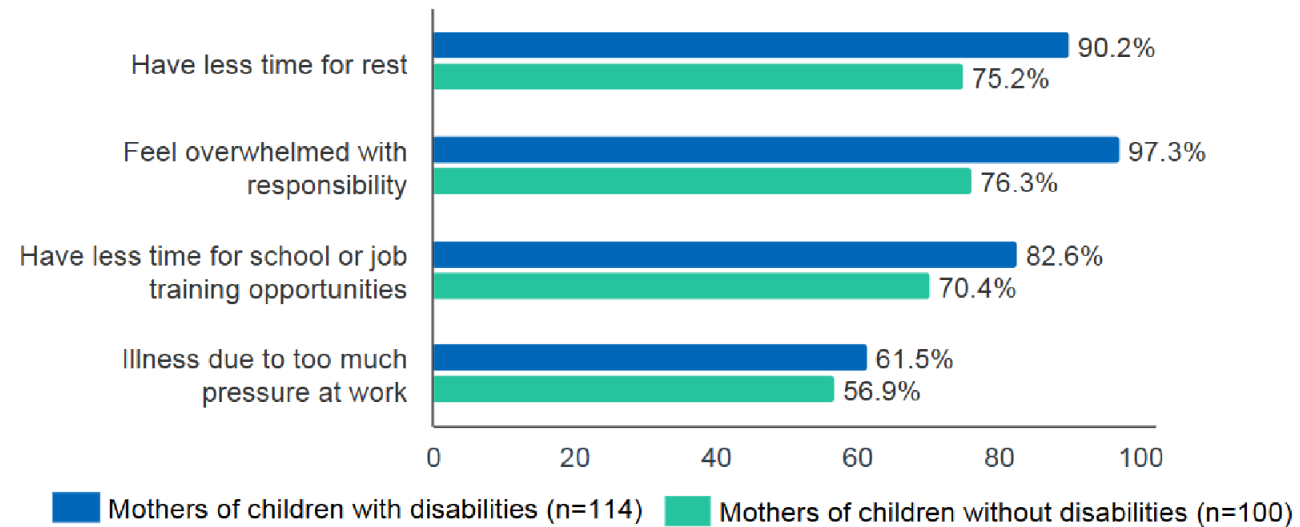
■ Mothers of children with disabilities (n=114)
■ Mothers of children without disabilities (n=100)



Key Findings (7.)

13 / 17

7 Greater stress,
less time for
rest/education;
97% report being
overwhelmed



Key Findings (8.)

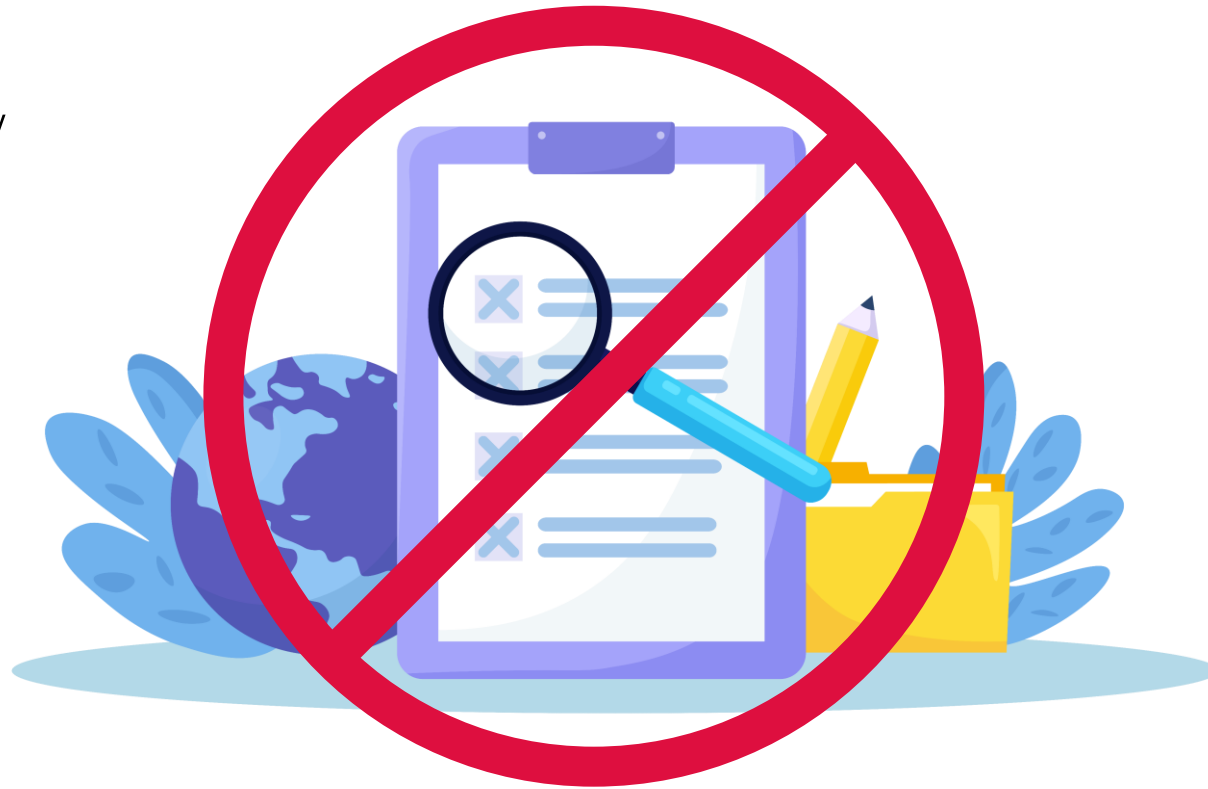
- 8 Very limited uptake of government support programs (only 2.6%)

“We hear stories about others receiving financial aid, therapy services, or educational resources for children with disabilities, yet the process to apply or qualify can be confusing, lengthy, or inconsistent. For some, there is little information on where to go or how to start, and others may face barriers such as strict eligibility criteria or bureaucratic delays.” – Mother, Kenya

Key Findings (9.)

15 / 17

- 9 No specific policies to support workforce entry for these mothers



Recommendations

16 / 17



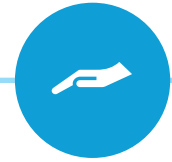
Foster flexible employment (remote, part-time, re-entry programs)



Expand access to affordable, accessible, inclusive childcare



Train childcare providers in inclusive practices; establish accreditation



Simplify and expand social protection programs for mothers of children with disabilities

Recommendations *(cont.)*

17 / 17



Support governments to draft national inclusive ECD policies



Co-design policies with mothers, OPDs, and childcare providers



Share and adapt successful models from other regions



Conduct further research on disability type impacts and costing of inclusive childcare

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Download the Report



Early Learning Partnership:

Employment and Inclusive
Childcare for Mothers of
Children with Disabilities

