

6.1. Proposed External Resolutions

6.1.1. External Resolution: Accessible, Affordable, Flexible and High Quality Childcare

Title of proposed resolution	Accessible, Affordable, Flexible and High Quality Childcare
Proposed by	BPW Canada
Seconded by	NFBPWC
Supported by	BPW UK
Financial Impact	Administration Costs only

MOTION:

Aware that in many countries childcare is too expensive, too far from home, low quality, and not flexible with hours of work. This results in women not entering or leaving the workforce, both having a huge impact on the economic status and quality of life of women, children and their families.

Mindful that research illustrates that affordable, accessible, flexible and high-quality childcare plays a significant role in women's earning potential, reducing the gender pay gap and breaking cycles of poverty.

Recognising that childcare is important to BPW International's commitment to achieving UN SDG 4, 5, 6; Convention on the Rights of the Child; and Universal Declaration of Human Rights (Art 23) – the right to work

Be it Resolved:

That all BPW International Affiliates urge their governments to:

- a. recognise the ongoing need and impact of accessible and affordable childcare programs on the economic prosperity of women and their families in reducing poverty and aligning with the human rights goals of the United Nations;
- b. invest in childcare programs that are affordable, accessible, flexible and high-quality in order to improve the social and economic conditions of women, children and their families (quality of life as well as economics); and
- c. invest in a workforce strategy to ensure a sustainable supply of high-quality childcare providers through improved working conditions, wages and innovative collaborative training and certification initiatives with educational institutions, community colleges, newcomer and childcare centres.

RATIONALE FOR THE RESOLUTION:

The impacts of not having accessible childcare services affect not only how much money a woman can make, but the quality of her children's life as well. Several European countries note that childcare places are too far from work and home, or hours are not flexible with work hours and vice versa. Even in wealthy countries it is highly unaffordable, with low-income parents in the needing to spend up to half their yearly salary on childcare. Also, eligibility criteria are often unfavourable for marginalised families, even though they need it most. In addition, there is a high rate of staff turnover and a lack of qualified childcare staff.

Asian Development Bank, ILO, UN Development Programme, & UN Research Institute for Social Development. (2023, July 11). Investments in childcare for gender equality in Asia and the Pacific.

<https://childcarecanada.org/documents/research-policy-practice/23/07/investments-childcare-gender-equality-asia-and-pacific>

McLeana, C. et al. (2017). Access to childcare in Europe: Parents' logistical challenges in cross-national perspective. *Social Policy & Administration*, 51(7), 1367–1385

Saujani, R., & Allen, T. (2023, March 25). Affordable childcare is possible — and how access to it can benefit all countries. <https://theprint.in/world/affordable-childcare-is-possible-and-how-access-to-it-can-benefit-all-countries/1471731/>

World Bank Group. (2021, April 21). *Nearly 350 million children lack quality childcare in the world*. World Bank.

IMPLEMENTATION

Affiliates of BPW International advocate their government on this issue and BPW International works with UN agencies to bring about world-wide change in policies to support affordable, accessible, flexible and high-quality childcare.