



WOMEN, BUSINESS AND THE LAW

FAQ – WBL 2025

Methodology Workshops

CHILDCARE

1. Why does the childcare topic focus only on children under three?

The childcare topic focuses on children under three because of three main reasons:

- 1) Policy gap: This age group is largely unaddressed in government policies.
- 2) Labor market participation: Early education for this age group is associated with improved parental labor market participation.
- 3) Child development outcomes: Enrollment in early childcare education is significantly associated with child development outcomes.

Please refer to page 154 of the [Methodology Handbook](#) for details on the academic evidence.

2. Why were the specific quality parameters chosen over others such as minimum physical area, health, and safety?

The *Women, Business and the Law* team acknowledges that quality standards are influenced by the local economy, and there is no international standard. The selected quality parameters such as caregiver-to-child ratio, workforce requirements, and regular reporting and inspections, reflect an emerging consensus on what constitutes quality childcare environments.

3. Is unpaid care beyond childcare included, like elder or special needs care?

The primary focus of the topic is on childcare, particularly for children under the age of three, as this is where the majority of unpaid care is concentrated. Although other forms of care are important, they are not included in the current topic. Future research may explore these areas.

4. Did you look at correlation between access to employment and early childcare support services (for example, from 1 years old)? If not, why?

The *Women, Business and the Law* team has conducted a study that presents a causal analysis between the enactment of laws governing childcare services for children under three years old and female labor force participation. According to the findings of “[Filling the Gaps: Childcare Laws for Women's Economic Empowerment](#)”, the enactment of childcare legislation results in a 1.1 percentage point increase in the female labor force participation within the first year of enactment, with this effect doubling after five years of implementation. These results highlight the importance of creating an enabling legal environment for childcare as a key factor in supporting women's participation in the labor market.