

# **STATUS OF CHILD AND YOUTH CARE WORKERS (CYCWs) IN ZAMBIA & THEIR ROLE CARE REFORM**

**Fr. Robert Sihubwa**

**Chairperson**

**ZAMBIA ASSOCIATION OF CHILDCARE  
WORKERS (ZACCW)**

# WHO IS ZAMBIA ASSOCIATION OF CHILDCARE WORKERS?

- ◉ ZACCCW is a professional Association focused on **developing** and **supporting** Child and Youth Care Workers (CYCWs) in Zambia
- ◉ The Association was registered in 2005
- ◉ We develop through BASIC QUALIFICATION IN CHILDCARE (BQCC) as a foundation and other follow-up trainings

- We provide on-going support through Professional meetings, debriefing from the field and discussion forums
- To date we have opened 5 Chapter out of the 10 Provinces, going into the 6<sup>th</sup> this year

## Scope of work

1. Coordinating and promoting quality standards in CYCW
2. Capacity building of CYCWs and leadership
3. Awareness-raising
4. Networking in the field
5. *Research and Advocacy*

# **We have played a role in legislation and policy in the area of CYCW**

- ✓ **BQCC has been adopted as part of the minimum standards of care by the Govt and included in the Childcare policy.**
- ✓ ***We have spoken strongly to most of the legislation involving children in the Country***

# **CURRENT STATUS OF CYCW IN ZAMBIA**

- **We currently have registered homes around 190 childcare facilities in the Country**
- **Our estimated number of CYCWs directly working with children is around 2,600 excluding Community schools**
- **This number is highly mobile because of instability of employment in the Sector**

# Recognition of the Sector

- In terms of identity CYCWs are largely still regarded as Volunteer/ Caregivers (*lowest ladder of work??*)
- Where more specific professional categories exist, may be related to these groups, e.g. **para social workers, auxiliary child and youth care workers or social work assistants**

- Recognition through Certification is provided by ZACCW
- A certificate program has also been approved by TEVETA
- Those trained are made to adhere to a **code of conduct** which they sign before the office of the Director of Social Welfare
- At State level this Sector is recognised but yet to be regarded as a Profession



# WHAT DEFINES CYCWs

- CYCWs work in the *LIFE SPACE OF A CHILD*
  - ✓ *They walk with the child through their pains, successes, growth and discoveries*
- CYCWs *WORK IN THE MOMENT*
  - ✓ *They do not attend to children by schedule but respond in the immediate environment*

# CYCW applying their skills



## *Developing: Professional progression (Training & Career path)*

- Currently the professional progression path is not clear for CYCWs in Zambia
- Most CYCWs see little motivation for further study
- It seems all roads lead to becoming a **Social Worker**
- This is not our desired goal, we still need a cadre in the Life Space

# Role of CYCWs in Childcare Reform

1. **CYCWs are the end users of all policy positions**
  - They test the strength of policies
  - They have capacity to shift the direction of childcare
  - They would give better feed back on the effectiveness or weakness of policies

## **2. They are a reservoir of knowledge and experience**

- **They would therefore provide better research information in childcare**
- **They are capable of generating indigenous, home grown care practices so that children in alternative care are not isolated from their culture**

### **3. They are directly involved and are at home in the Communities**

- **Hence they can influence the Community mind-set on childcare**
- **Because they speak the language of the community, they are capable of bringing childcare reform into each household**

# CONCLUSION

- ❑ CYCW's role in Childcare Reform as implementers, feedback providers and setting the pace for effective childcare cannot be over emphasised.
- ❑ CYCWs remain committed partners in ensuring families and communities own up to their responsibilities
- ❑ Importantly we need to give more voice to CYCWs to speak into such processes as Childcare Reform



**Thank you**