Abstract.
Retirement is the period of time when a person decides to leave the labour permanently. It is simply the end of employment, which denotes a period of significant change in every employee's life. Typically, these changes are upsetting and traumatic for the retiree. Taking care of a child is like tending to a garden's plants. Children need proper care and nurturing to develop into strong adults, just as plants need water, sunlight, and fertilizer to grow up healthily. The upbringing of the children is crucial to everyone's life. The operation of a high-quality day care center business, the varieties that are available, tips for choosing good ones, its traits, dangers, and difficulties, as well as its implications for retiree sustainability, are all examined in this study. The study came to the conclusion that daycare facilities offer working-class parents a solution to their dilemma by relieving their tension and exhaustion. Among other things, it was advised that the government support the provision of infrastructure for all daycare facilities, schools, and levels of education to ensure their efficient operation.

Keywords- Retirement, Daycare, Crèche, Business Sustainability, Management.

Introduction
Retirement is the stage of life at which one decides to leave the workforce behind forever. Simply put, Julia Kagan (2021) is the time in a person's life when they are no longer employed or are just beginning this era. Retirement may be an emotional roller coaster because it alters so many aspects of one's life, including their job, relationships, daily routines, and self-perceptions. Every employee's life will undergo a significant adjustment when they retire or have their employment terminated. In the life of a retiree, such adjustments are typically heartbreaking and stressful.

It is impossible to overestimate the negative psychological and socioeconomic characteristics of retiring civil officials as a result of the functional cessation of their regular financial source of support and the ensuing loss in social standing and social isolation (Inaja & Rose, 2013). These difficulties, which many retiring teachers encounter, include a lack of funds, family strife, and health issues. Some people also suffer from poor self-esteem as a result of their newfound lower status after retiring from a highly esteemed position they had previously held as public officials (Olatunde & Onyinye, 2013).

With the exception of research and academics, who can retire at 65 or 40 years of service, professors, and high court judges, who can retire at 70, the statutory retirement age for civil workers in Nigeria is 60 years old or 35 years of continuous active service (FGN 2008). Retirement is a formal and recognized way to finish a career in a public or private organization. It is a change from being actively involved in the world of work to being actively involved in the world of leisure (Wong & Earl, 2009). Retirement is viewed differently by different people. While some people see it favorably and eagerly anticipate it, others have negative opinions of it because they equate that time of life with boredom, financial hardship, ill health, and even death.

These people feel isolated and as though they have lost their standing. However, whether in the public or private sector, retirement is a necessary end that every employee must prepare for (Onoyas, 2013). Compared to those who work for themselves in the private sector, public sector employees are more prepared for retirement and all of its responsibilities.

Ninety percent of pensioners in Nigeria rely solely on pension fund administrators for financial survival due to a lack of information on how to prepare for retirement (Adjekophori, 2014). This can sometimes be used to explain sudden deaths and illnesses that frequently befall retirees when their main source of income is lost. Due to lack of preparation for life after retirement, millions of pensioners—representing 92% of those who worked for Nigerian federal government Ministries, Departments, and
Agencies (MDAs)—become impoverished after retirement (Ali, 2014).

When it occurs unexpectedly and without consent;
When the wage or salary is the only source of income;
When one’s personal life is bad and work serves as an escape;
When there is a history of poor health.

Home Economics (HE) instructors and other teachers are frequently concerned about retirement. This is due to the fact that it signifies the end of their active service, monthly income, and other social benefits they had while serving. For a number of reasons, home economics teachers shouldn’t worry too much about retiring. This is so that the pre-service teachers can be both instructors and entrepreneurs thanks to the home economics teacher education programs.

A lot of home economics teachers have picked up one or more skills that might make them great businesspeople. It is the field of study that offers the necessary information directing and aiding people in achieving a more independent and contented life. Child development care is only one of the many businesses and entrepreneurial skills that may be learned in home economics classes. Even more astounding is the fact that the crèche industry is still completely untapped, with few business owners taking advantage of the demand. A child care center or crèche investment may have a good effect and prove to be a profitable venture that may be continued after retirement.

The ability to endure in a manner that is largely continuous across multiple spheres of existence is the process of sustainability. It broadly refers to the ability of the earth's ecosystem and human civilization to coexist in the twenty-first century. According to another definition, sustainability is "filling the demands of the present generation without compromising the potential of future generations to satisfy their needs" (Obisesan, 2021 in Brundland, 1987). As this study looks at reaching the sustainable retirement through the running of a daycare center, sustainability will continue to make human life on earth feasible.

Babies, toddlers, and children are cared for during the day while their parents work frantically at a day care center or crèche. These children hang around, play, rest, and receive care from trained adults in a setting that resembles a playground or classroom so that their parents can pick them up later in the day after work. In today's economy, childcare is a necessary service, and many parents worry a lot about it (Melinda, 2015).

By easing some of this anxiety, a retired cop can meet a critical need by opening an affordable, dependable daycare facility. However, daycare costs might occasionally be so high that it is more cost-effective for one parent to stay at home. It can occasionally cost even more than college tuition. The running of a daycare facility aids in achieving developmental objectives and lowering hunger and poverty in any given society. It promotes and gives job opportunities for both young and old for economical sustainability of the family and populace.

According to Vivek (2015), raising a child is similar to caring for plants in a garden since both healthy children and plants need proper care and nurturing in order to develop into strong adults. Everyone's life is impacted by how well the children are raised. The majority of parents today are from the working class. They now prioritize managing time because they have a set amount of time allotted for everything. Therefore, the majority of parents search for daycare facilities for their kids so that they may take care of them. Numerous day care facilities are available in most villages and in larger cities’

As a result, selecting the ideal center for a child can be challenging at times. There are numerous considerations that parents should make before settling on a certain daycare facility. According to Anna Windermere, the following are some recommendations for parents looking for quality child care facilities for their children: (2018).

1. Take into account the distance of the childcare facility from your house or place of employment when searching for a reputable daycare or nursery. This is crucial since it will make it easier for the daycare authorities to alert you in an emergency.

2. The second thing you should look for is the children teacher ratio. Since the children are kept in these houses for the entire day, there needs to be a sufficient number of teachers to provide each child with individualized attention.

3. Visit the crèche at least once before deciding on it for your child. This will provide a thorough grasp of
the setting and the teaching strategies that teachers are using with the students.

4. We all want to give our kids a safer environment. So, keep an eye out for potential safety issues. There ought to be adequate medical resources available. In order to prevent harm to your child, the furniture, playthings, and other items should all be child-friendly.

5. A child’s early years are extremely important since they lay the groundwork for the rest of their life. It is crucial to entrust your child to a professional. In this sense, the teaching methods of the instructors are crucial.

6. The nursery should have adequate ventilation. Additionally, slopes should be available for kids to spend some time in close proximity to nature. For your child’s health in the long run, this is crucial.

7. Verify the whereabouts of your baby’s diaper bag and extra clothing. Every kid needs their own locker with a name tag. You must not share your baby’s bottle, bed, clothes, drapes, or toiletries with another youngster.

8. A reputable daycare should also encourage parents to drop by unannounced and have an open-door policy. Some daycare centres go above and beyond by inviting you in and encouraging you to participate in activities or go on field trips with the kids.

Characteristics of a Good Day Care
Stacy (2018) offered the following advice on how to choose the best daycare for your child:

- We are aware that for parents, the thought of leaving their child in someone else’s care can be excruciating. It is only natural for parents to worry about someone else looking after their child, whether you are thinking about a relative, a nanny, or a daycare facility. According to statistics, more moms than ever are picking up their careers again after having a kid. More than 70% of mothers in the US work outside the home, according to a new report by the Pew Research Center.

Daycare facilities can be of assistance in this situation. In addition to providing excellent care from trained caregivers, they can also offer an environment where our young child can learn important social skills. However, not every daycare facility is suitable for every child or parent. We are pleased to offer a selection of advice and things to take into account for any parent seeking to determine which daycare may best suit their needs.

Choosing between group day care and home day care for your child is the first step in selecting a daycare center. Group day care facilities are state-licensed establishments that resemble schools in many ways. They provide staff that is qualified and licensed. Sometimes (especially around holidays), the schedule might be rigid, which might be a hassle for certain families.

Home day cares are frequently managed out of the provider’s house while the provider also looks after his or her own children. Home day care typically has fewer children, and some parents prefer the more hands-on approach. Due to the limited group size, there is also less exposure to dangerous illnesses. On the negative side, it’s critical to be aware that a lot of in-home childcare providers lack official training or state licensure.

Requirements For Education, Training, And Certification.
Adetiloye, in 2022, defines the kind of people or professionals that can operate daycare centres as follows:

- Owner’s Credentials - A degree in education or at least a postgraduate diploma is expected of the owner.

Personnel qualification: Trained caregivers are also requested of the staff. To ensure they are the best candidates for the position, they must either have some level of training or certification in working with children.

Training and Certification:
The education and licensing needed to start a daycare center differ by state. In order to conveniently deliver first aid, if necessary, some states may demand first aid certification or a pre-arranged contact at the neighborhood health center. The owner or employees might also need to take child care training classes.

Different Daycare Center Home Businesses.
Early childhood education has many diverse components, and not every daycare facility is the same. The most crucial stage in creating a business strategy is choosing the kind of childcare operation you wish to operate. This includes everything,
including beginning expenditures, tax benefits, and licensing from the government. It's not too tough to learn how to start a daycare at home. There are few initial costs, a sizable market, and very clear regulatory requirements for this type of firm.

1. Child minding, which is when children under the age of eight spend more than two hours a day in an at-home daycare.

2. Independent schools: These establishments, which are unaffiliated with local authorities or the government, may provide nursery instruction to kids between the ages of three and four. These kinds of schools are also eligible to receive local government financing for nursery education.

3. After-school care: This kind of facility is for kids in school and normally operates Monday through Friday for four hours after school.

4. Summer care: These programs are available periodically while school is out and are quite helpful to working parents.

**Consequences For Retired People of a Sustainable Daycare Business**

After retirement, there are several benefits to starting your own daycare service. One benefit is that beginning your own care facility from scratch will give you a sense of accomplishment. Then there is the pleasure of spending time with kids and discovering lessons that will change your life.

*Working with children is emotionally gratifying because it teaches your patience and how to appreciate the little things in life. After retirement, you'll also have the freedom to run your own business as opposed to being restricted to a conventional day job.*

• Financial independence: By starting a daycare, you take control of your finances and are no longer dependent on sporadic pensions and family members. You may also maximize your income and reinvest profits back into your company.

• Personal childcare: If you have grandchildren of your own, you can look after them while managing your daycare. This will help you save money while giving your kids the chance to make friends with other youngsters.

• Ongoing education: Starting a daycare can lead to new career prospects in the child care industry. You can be offered a different career or decide on your own to continue your study.

• Extra cash: You can save money on taxes by working from home and deducting your expenses as company expenses.

• Tax deductions: As a business owner, you may deduct some costs as part of your operating expenditures to reduce your taxable income. If you have an in-home daycare, these costs may also include a percentage of your rent, your mobile phone bill, your car payment, child care supplies, and other things.

**Business Risks and Challenges for Daycare**

Meredyth (2016) made the following recommendations:

1. Maintaining Health: Young children usually have viruses in their bodies, and they rarely cover their lips when they cough or sneeze. As a result, your facility needs to have a proactive contagious disease policy. This is crucial for both your health and the health of your clients, and if parents start to believe that your insurance don't reduce risk, you'll lose clients fast. Ensure that you have enough employees to adhere to the National Association for the Education of Young Children's (NAEYC) standards for daily surface cleaning and weekly toy sanitization or after contact with a child's mouth.

2. Trust and open communication are essential for the protection of the kids in your care. Maintain open lines of communication and manage your personnel in a way that will build trust with families. A single event, such as failing to find a parent's child right away when they show up unannounced, could result in fewer customers. Furthermore, it might harm your reputation. In a similar vein, failing to inform families of an occurrence involving lice or a communicable disease may make parents wonder how seriously you regard their child's health and wellness and what else you have failed to inform them about. Your director must be fully aware of everything that occurs in every class and must be forthright and honest with families regarding disruptions and worrying circumstances.

3. Licensing: Every state has stringent licensing requirements for daycare facilities, and noncompliance can have a financial impact. Depending on the violation, they might possibly be shut down. They are frequently the target of arbitrary, unannounced inspections. Ensure that your classrooms are spotless. Ensure that your facility has enough room for storage, outdoor play, and the preparation of meals and snacks, as well as clean
restrooms and diapering facilities. Every piece of furniture must fit the age range for which you have a license. In the majority of states, changing your demographic mix requires a new licensing application. States like California require orientation seminars to start the license process because the law and regulations are so complex.

4. Staffing: Depending on the age of the kids in your care, most states have different staff-to-child ratios. Teachers must also meet certain educational requirements. The director of the child care facility is frequently needed to fulfil more stringent educational requirements, and she is expected to be present on the premises at all times the center is open. In the event that your director is not present, replacement teachers who also satisfy the Director's minimum standards may be used. Only if you fulfil these criteria on your own may you serve as the Director. The owner frequently cannot also serve as the director. Furthermore, the majority of states mandate criminal background checks for all daycare employees.

5. Toys: Give each toy you select careful thought. Consider the educational value and cleaning convenience of the objects you choose in addition to their safety and suitability. For instance, toys made of cloth provide excellent developmental advantages. However, you face the chance of having lice unless you have quick access to a washing machine for routine cleanings. Many families will also anticipate that you will use toys for educational and developmental purposes. NAEYC accreditation demands a solid, transparent curriculum that underpins the majority of your content.

6. Incident Reporting: Child abuse incidents, including those involving parents and guardians, must be reported by daycare staff. This means that the daycare center is subject to criminal liability if any suspected cases of abuse are not reported to the appropriate authorities. In order to avoid unpleasant shocks in the unfortunate event that you must report something, make sure that all of your relatives are aware of this. You must be ready to handle mishaps that happen on the job site in addition to incidents that happen outside of your control. Most states require complete documentation of every incidence for licensing authorities and insurance providers. To increase your daycare center's security, think about installing cameras.

Conclusion:
Home Economics the foundation and core of national development goals has always been education; it plays a significant role in the economic viability of any country and is a key tool for achieving its growth and development objectives. The running of a good daycare facility can be used to create employment opportunities, achieve sustainable retirement, and lessen poverty in the community. Additionally, it offers a solution to the issue of working-class parents who require stress and tiredness relief.

The study makes the following recommendations:
1. Government financing for the home economics sector or school should be increased in order to support the operation of a high-quality daycare facility at all levels of education.
2. The private sector should also provide a hand in the management of high-quality daycare facilities.
3. The public should be educated through seminars and workshops on the benefits of entrusting their children or dependents to daycare facilities.
4. For the effective operation of all daycare centres in all schools at all levels of education, private sectors, non-governmental organizations, and the government shall cooperate in providing infrastructure facilities.
5. If the daycare facility is managed well, it can provide less privilege in the community at large or more open opportunities for job seekers.

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