

Challenge



NEWSLETTER OF THE ONTARIO COALITION FOR BETTER DAYCARE

STOP PRESS

ONTARIO TO FACE CHILD CARE CUTBACKS WITH THOUSANDS OF PARENTS WAITING FOR SUBSIDY!

Child care advocates in Ontario were not dancing in the streets after the announcement by Jake Epp that there would be an additional \$1 billion for child care services. In fact, for Ontario it will mean more cutbacks and less service.

Minister of Community and Social Services, John Sweeney has already announced that his child care program will have to be cut by 15% if the Ministry falls in line with the federal proposals. That means that the 4000 parents on the Metro Toronto waiting lists and the thousands of parents anxious to set up and receive child care programs around the province will have to wait a lot longer.

"The current child care crisis will be intensified, not alleviated," said Janet Davis, Vice-President of the Ontario Coalition for Better Child Care "and the strategy's flaws are so fundamental that an additional billion dollars will not help".

"We are already seeing the negative effects of the Plan," stated Sue Hunter, Chair of the Day Care Coalition of Metro Toronto, "low income parents in Toronto are finding it impossible to access child care subsidies and the federal legislation hasn't even been introduced yet."

Vol. 6 No. 3 Summer 1988



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COMMERCIAL CHILD CARE FOUND INFERIOR, MINISTRY REPORT

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EDITOR'S NOTES

Sometimes when I'm feeling overworked, I speculate on how much easier life would be if only we had the perfect child care system! Then I realize that we would have another major problem. What on earth would we do with all those activists with time on their hands? Never mind..... there's no fear of that in the current political climate. Provincially, there are serious problems with inadequate numbers of subsidized spaces, not to mention the failure of the government to approve municipal expenditures for purchase-of-service rates, a lack of sufficient capital funds, inconsistencies in the implementation of direct operating grants etc. ... etc... etc...

Federally, we hear rumours that child care legislation is soon to be tabled. Politically, it will be difficult for the government not to have something in place before the next

election ... What that something will be is a matter of some speculation. Health & Welfare is admitting the funding base is inadequate; Alberta and Quebec have yet to submit their plans; Mulroney seems prepared to force a marathon summer sitting of the House to address his legislative agenda.

Across the country we hear that Alberta's direct grant is expected to be withdrawn in July (a mixed blessing as this will be a severe blow to the commercial sector - but also devastating for the few non-profit centres which exist). In Saskatchewan the Social Services Minister is dropping hints in the House that commercial programs will be funded for the first time in that province. In Nova Scotia there has been a formal announcement that funding will now go to family child care businesses and that women entrepreneurs will be en-

couraged to enter the child care field. It seems that in Ontario, we are one of the few jurisdictions in the progressive position of inhibiting the growth of the commercial sector. So... it's clear there's lots to do ... lots to keep us busy ... no fear of advocates being bored and forced to yawn their way through a lazy summer....

Lesley Russell
Editor

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THE CHALLENGE

Published five times a year by the Ontario Coalition for Better Child Care and distributed to members and subscribers. Subscriptions are available for \$10 per year.

Please submit news of interest, your comments, graphics, press clippings.

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THE FEDERAL STRATEGY - Will it, or Won't It Go Ahead?

Following the developments of the National Child Care Strategy is like being on a prolonged see-saw ride. First, we had the federal government's announcement which promised only \$3 billion over seven years to cover cost sharing of an additional 200,000 day care spaces, direct operating grants (to both commercial and non-profit programs), and capital grants. Epp also announced \$2.3 billion over seven years on tax breaks for families with young children.

Immediately, the Ontario Coalition for Better Child Care, together with the CDCAA, NAC and a long list of other organizations from across the country, pointed out that this would not be enough money to achieve the government's goals, let alone the goals of the child care movement.

Our opposition remained unheeded by the federal government for months. Following our meeting with the provincial Directors of Day

Care in Edmonton in February, the provincial governments, however, did begin to raise serious questions during the negotiations with the federal government. Ontario pointed out that it would need an additional 80,000 spaces over the next 8 years and it is estimated that Quebec would need 60,000 leaving less than half for the other provinces.

Anxious to speed the child care legislation through the federal House, we would guess that Mr. Epp returned to his Cabinet colleagues for an additional share of the pot. But this would not be the first time that Jake Epp has had to fiercely wrangle with the tight-fisted Finance Minister, Michael Wilson, and the rest of the deficit-conscious Cabinet.

It was at this point that Wendy Mesley from the CBC got wind of the fight that was brewing and decided to investigate. What eventually hit the top of the News at the beginning of June was a report de-

scribing the federal government as having made "a gross miscalculation" in the cost of their federal child care plan. Jake Epp informed the country that he would be looking at three options for proceeding: (1) to limit money to the provinces on a per capita basis; (2) to limit the amount available toward the cost of each child care space (presumably this would mean that either the province or the parents would have to make up the difference) or (3) to get an additional \$1.5 billion for the program from Cabinet.

John Sweeney, Minister of Community and Social Services in Ontario appeared outraged that such a gross miscalculation could be made in light of the fact that he had provided the federal government with full cost projections prior to the federal announcement.

Now we have an announcement but we still don't know when it's going ahead. There's still time for everyone to lobby their MP and MPP.



The Ontario Coalition for Better Child Care is currently preparing a "Report Card" evaluating New Directions one year later. It will be available for distribution later this summer.

DIRECT OPERATING GRANT (DOG)

The implementation of the Direct Operating Grant (DOG) is now well underway - and not without serious concerns within the child care community. Almost without exception, child care programs are delighted to receive the new funding, but the method of implementation has some serious shortcomings.

The guidelines on distribution were not directive enough, leaving centres with the possibility of distributing the funding at whim. Some

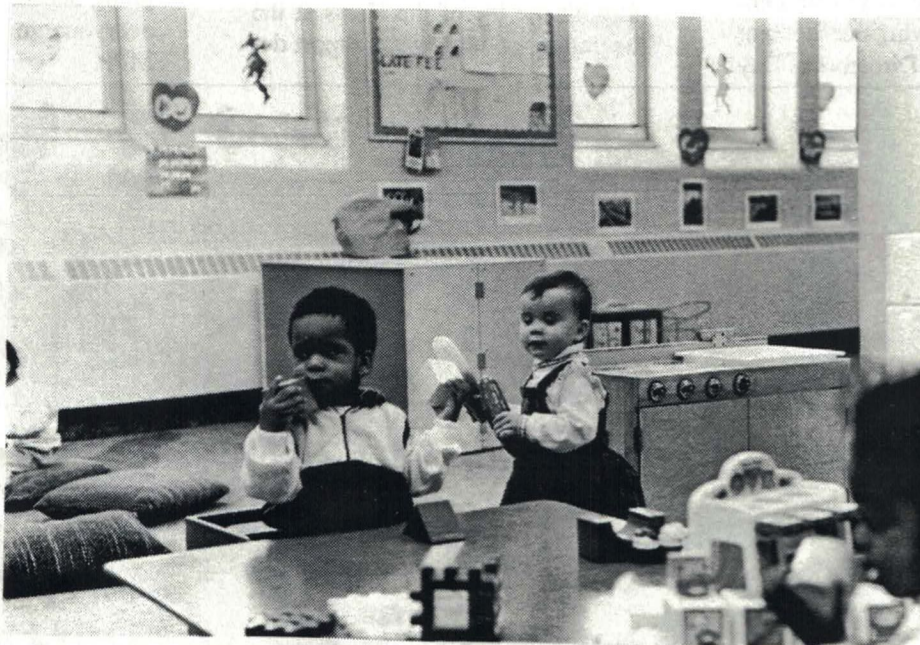
centres chose to take the total amount of the grant and divide it evenly among the **entire** staff; some centres chose to distribute the grant equally among the **program** staff only; and some centres chose to distribute the grants **unevenly** amongst the staff, e.g. larger amounts for supervisors and trained staff, lower amounts for untrained staff, etc.

Already the ramifications of these variations are being felt. Centre staff are naturally comparing their DOG increases and finding wide variations for the same job, with the same background, in the same town. This has only served to increase the pay differentials between different child care programs and will undoubtedly result in staff turnover as staff seek out positions with the higher pay. (The differences can be as large as \$2000 a year,

not an insignificant amount in the pay of a day care worker).

Another problem is the November 30th cut off date for new or expanding programs to receive the direct grant. Obviously, a program cannot pay a staff less for having started work in a new or expanded program, so the amount of money received for the other program staff has to be spread thinly across the entire staff. This virtually demands that daycare workers subsidize their fellow workers out of their share of the grant.

Private home day care programs seemed to have suffered short shrift in the distribution of the grant. The point value assigned to children in private home day care is much too low to reflect the real value of their work.



The above problems are experienced by centres where the grants have been distributed according to the guidelines and the centres have received them. But for many programs, no grants have yet been received. In some programs, a portion of the money has been spent on items other than staff wages, benefits and professional development. Instead, day care boards have spent the money on items such as equipment, supplies and/or lowering parent fees!

Some municipalities, faced by the upcoming spectre of pay equity, have decided to hold onto the DOG money and save it for a possible pay equity adjustment; those municipal workers won't be getting their money for a while and the Ministry has not put a deadline on when it must be spent.

The uncertainty and lack of direction from the Ministry as to how the DOG should be distributed has left day care workers at the mercy and goodwill of their boards. Instead of being a unifying and solidifying force in stabilizing day care workers' salaries, the DOG threatens to become a divisive influence causing anger, frustration and stress, not only among day care workers, but between day care workers and their boards.

The Ontario Coalition for Better Child Care is urging the Ministry to:

1. prepare a report for its own staff in order to clarify the purpose, guidelines and methods of allocation and distribution of the DOG. The Ministry prepare a pamphlet for day care staff outlining the purpose, guidelines and methods of distribution of the DOG - including details of what

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LOCAL LINES

WINDSOR

Junior Kindergarten: Windsor will just be starting to offer Junior Kindergarten this September in both the public and separate school systems. The Coalition has great concerns about the child-staff ratios and about the role of ECE workers in these programs. The public Board of Education has proposed on-site day care programs in a specific number of their schools. This will include before and after-school care.

The Anti-Free Trade Campaign is going strong in this area. The local Coalition is helping with a CUPE Fun Day Picnic on Saturday, June 18th to express opposition to the plans to further our reliance on the United States.

College Courses: We've heard some interesting discussion regarding community college courses recently. There's been talk of generalizing the first year of ECE and Child Care Worker programs at the introductory level with specializing coming in the second year. We would see this as a positive development and support the trend but we would also like to hear more information on this topic. Would other Coalitions please share information on the subject if you have any?

WINGHAM

After initial difficulties arriving at agreement between the Day Care Board and the Wingham Town Council, the Council has now approved a distribution breakdown of the direct grant which allows 67% of

\$37,080 to go towards improving the salaries of day care workers; 19% will be used to lower the parent fees. At one point in a May meeting of Council, the possibility of returning the grant was raised because the ministry had refused to consider a proposal that the town be allowed to apply 60% of the grant toward lowering the per diem rate, 30% towards increasing salaries and the remaining 10% towards training. Now the salaries for the staff will be as follows: Director - \$30,000; supervisor-nursery school - \$19,023; Supervisor-integrated program - \$14,132; assistant - nursery school: \$14,950; assistant integrated program \$10,325; ECE teacher - \$19,000 (2 positions); ECE teacher (job share) - \$9,500; Resource Centre manager - \$12,215.

LONDON

The London Coalition for Better Child Care is holding a "Fun-Day" at Harris Park, London on July 10 from 1-4 p.m. The objective is to establish a higher profile in the community and to generally increase awareness about child care issues. The Coalition will be collecting information and examining local policies over the summer in preparation for action in the Fall.

WATERLOO

The Waterloo Region Coalition for Better Child Care held a successful Childcare-a-thon on June 19 at Victoria Park, Kitchener. It was a Mariposa-style picnic, with singers and story-tellers. Non-profit day care centres and the La Leche League distributed information and organized fundraising activities, such as bake-sales. The Waterloo Region Coalition distributed infor-

mation on what to look for in good child care and compiled a book listing all the day care centres in the region.

The Coalition is urging municipal politicians and other interested groups to convince the Ministry of Community and Social Services to raise the start-up grants for day care centres. These grants cover day care start-up costs and continuing equipment expenses. Despite the fact that Waterloo Region has enjoyed a sudden boom in the creation of non-profit day care programs (especially for infants and after-school) COM-SOC has not increased the start-up grants to reflect this growth. We would like to see Ontario regions that have been behind in the provision of day care supported by the province when growth starts.

OTTAWA

The Ottawa-Carleton Day Care community is facing an unprecedented crisis. Empty promises, by the provincial government have resulted in a drastic reduction (59%) in the actual number of new subsidized spaces (1988). This, coupled with the soaring expectations and needs of parents seeking day care, has created a political time-bomb. Time is running out for the Ottawa-Carleton day care community. Some day care centres slated to open in the fall, simply, will not.

A major RALLY was held on June 16 to express the urgent need for more provincial funding of subsidized day care spaces in the Ottawa-Carleton region. Parents who are presently on day care waiting lists attended and lent their support to Ottawa's day care community. The three major day care advo-

cacy groups in the region of Ottawa-Carleton, representing upwards of 38 day care centres, joined together to address this crisis and organized this rally, named "Building Better Day Care". Federal, provincial, regional, and local governmental representatives, as well as day care advocates spoke on the topical issues affecting day care today.

CHAPLEAU, CAPREOL and CHELMSFORD

Chapleau - a town of 4000 in the District of Sudbury has a toy lending library and a nursery school. Now it is keen to expand the services (especially services for shiftworkers). They are currently conducting a door-to-door survey of 225 families with young children and they hope to use the results to press for funding for a hub model in the near future.

In Capreol, also a small town in the District of Sudbury, parents are organizing to set up a new day care centre.

In the Chelmsford area (the Rayside-Balfour Township) a committee of parents will be meeting with the local consultant in the next week to discuss their needs for a hub model.

HAMILTON

Regional politicians and bureaucrats continue to negotiate with the Province and local child care programs concerning the portion of the per diem not cost-shared by the Ministry of Community and Social Services (MCSS) in 1987 and withdrawn by the Region when the direct grant was introduced. Review of centre budgets is ongoing but it is unclear the criteria which is being

used to assess legitimacy. Centres which have been forced to use the DOG to replace the funds lost when the Region reduced the purchase-of-service per diems continue to press for resolution of these rates.

Hamilton-Wentworth has requested and been approved for 100 expansion spaces.

MUSKOKA

Muskoka's newest child care service is Muskoka Family Focus and Children's Place Inc., a non profit, community based, "Hub" model for child care services. Services include a home day care service, a mobile toy lending and child care resource library, a parent education co-ordinator, three Parent Child Drop In Centres and a proposal for a 40 space, day care centre to be built on land donated by the town of Gravenhurst. All of the programs are administered from a central Resource centre in Bracebridge, but work closely together to provide a comprehensive and co-ordinated service together to families across this rural district. Staff and programs share resources and support one another in many ways.

A successful Child Care Forum was sponsored by the Muskoka Community Services Advisory Group, Child Care Committee and MFF, with guest speakers Martha Friendly, Sue Colley and our Child Care consultant Lindsay Weld from our area office. We looked at relationships between federal, provincial and municipal child care policies. In addition it was a great oppor-

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ACCREDITATION

**- a tool to improve the quality of child care programs
or a tool to establish an elite class of childcare services in Canada?**

Accreditation is official recognition that certain agreed upon standards of service or performance have been attained. This process can apply to individuals who are seeking to achieve professional recognition or by organizations who apply to meet specific standards which have been set by a regulating government body or by a professional organization.

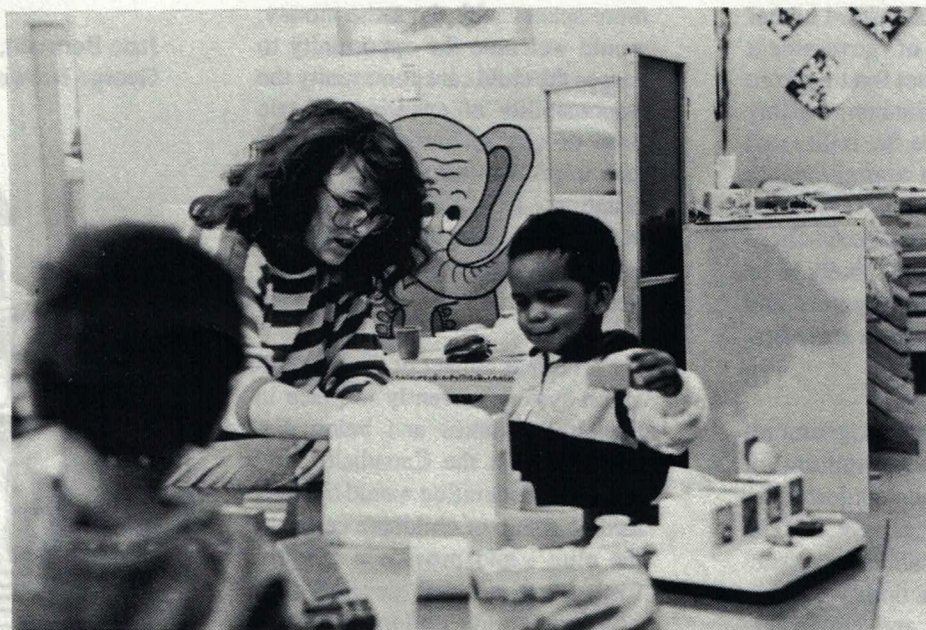
In the childcare community, accreditation is generally defined as a voluntary mechanism that encourages participating childcare programs to attain higher standards than those mandated by government legislation. An official group or organization determines the higher standards and how programs can be reviewed to deter-

mine if they meet the higher standards and can therefore be accredited.

The American organization, National Association for the Education of the Young Child (NAEYC) has implemented an extensive accreditation process for childcare programs. The development of standards was built on years of consideration, study and debate by the members of the organization many of whom are recognized experts in early childhood development and education. The accreditation process, which involves a centre-wide self study and a component that is carried out by an outside, trained evaluator, has been in place now for two years.

In Canada, there is discussion that a national voluntary accreditation procedure would improve the quality of participating childcare programs. There are a number of groups looking at a variety of accreditation possibilities and the Canadian Child Day Care Federation is considering developing a national accreditation program. The first step would be to bring together people from across the country who are looking at this issue in their local areas.

The interest in accreditation is not surprising. Childcare is rapidly expanding and quality concerns are heard in every province and territory. Parents are becoming increas-



ingly aware that not all childcare experiences are equal and are looking for some assurances in helping them make choices. The establishment and monitoring of childcare regulations in legislation is under provincial jurisdiction and there are enormous differences from one area of Canada to another. Many staff who are working in early childhood settings are looking for ways and means to improve the quality of programs in their centres. Advocates of an accreditation system in Canada assure us that all of these concerns could be addressed.

But does it address our primary goal of universally accessible, high quality childcare?

First let's consider the likely profile of centres that would take part in a voluntary accreditation mechanism. They would have to have organized, competent management; have a reasonable level of financial resources - either through a parent group who can afford higher fees, high levels of government subsidization or direct funding from a sponsoring organization; staffing that allows for some flexibility and planning time and a commitment to program development. In other words, the centres that are functioning well now, are most likely to be the ones to have the resources and motivation to take part in accreditation.

Not all childcare programs reflect the values and assumptions of the status quo in their philosophies and program practices. Yet, one can only assume that standardized criteria including interactions with children and parents, and curriculum content would be derived from a

conceptual framework that reflects the status quo. Therefore it is possible centres who serve a community with a different approach to childrearing and early childhood education would have difficulty meeting the specified criteria of an accreditation system. This could result in racial, ethnic and class discrimination.

The Ontario Day Nurseries Act is not perfect but it does provide reasonably good minimum standards. The problem in many parts of the province is finding the resources to monitor and enforce the regulations. Childcare program advisors are hard pressed to provide the necessary consultation given the number of programs they are responsible for. Other provinces have standards that are less comprehensive and do not ensure some of the basic indicators of quality (eg. trained staff, group size etc.) are stipulated. It is quite possible that governments, looking for ways to cut back on childcare expenses or to provide more spaces with the same money, would welcome the opportunity to pass to the child care community the responsibility of ensuring a basic level of quality, rather than make real improvements in the current situation. Does this not, in fact, fit in with a philosophical predisposition to privatization and deregulation?

The real impact of the accreditation system currently in place in the United States and being discussed within the Canadian Child Day Care Federation would be to set aside a group of childcare centres - the elite - and provide a tool for further growth and development. The rest of the childcare centres would not be able to participate in

this process - largely for lack of financial resources or differences in program philosophy - and would be left further behind.

Instead of promoting the development of a two-tier childcare system in Canada, let's consider how to promote quality aimed at ALL childcare programs. Improvements in the regulation process, establishing standards while recognizing cultural and community values and ensuring compliance with the standards are all necessary. The development of centre review by staff and parents could be integrated into the annual licensing procedure.

All children and their families should have the opportunity to attend high quality childcare programs. We can only make this a reality if we expect ALL centres to achieve the highest possible standards and we provide resources to enable ALL centres to accomplish it!

Jane Bertrand,
George Brown College



**CANADIAN DAY CARE
ADVOCACY ASSOCIATION
CONFERENCE**

The Third National Day Care Conference was held in Ottawa on the weekend of April 22-24, organized by the **Canadian Day Care Advocacy Association (CDCAA)** followed by a lobby of all three political parties on Monday, April 25.

In an overview of federal day care policy, **Economist Monica Townson** said decision-makers have shown that children are not important to them. After waiting 20 years for the National Strategy on Child Care, she said the "pathetic" results reflect the government's commitment to privatization, and its view that women who "choose to go to work must face the consequences".

"It's truly frightening," Townson said, "that federal officials think the child care crisis is being exaggerated by groups like the CDCAA. In 1987, according to Statistics Canada, 65% of mothers with children under 16 were in the paid labour force, as were 57% of mothers with children under three. Two million children require licenced, quality day care. Of the informal, unlicensed arrangements that are now in place, she said some are good, some are bad, and some are "dangerous and illegal".

The sum total of the government's response, she explained, is to plan for 200,00 new spaces, when 700,000 would be needed to meet 50% of the demand for child care. The promise of \$3 billion over the life

of the strategy is clearly inadequate to meet the need for affordable, high quality day care, fully paid parental leave, and time off to care for sick children. When the government allocates \$7 billion per year for care-related tax breaks and \$10 billion for defence, its priorities are painfully clear.

Nancy Riche, Vice-President of the Canadian Labour Congress, recalled the trade union movement's fight to abolish child labour in the 1880's, and noted the CLC's support for the Pro-Choice Coalition in 1972.

Noting that considerable energy had been expended in writing and presenting briefs to federal task forces, Riche said the Progressive Conservative government had obviously not listened, and urged delegates to reaffirm their commitment to day care issues. She suggested that day care advocates should "do something outrageous" to gain public attention; specific strategies could include sending letters and photos, bringing children to work on a specified day in a variation of a strike, or bringing children to the Prime Ministers's Office.

Riche reaffirmed the CLC's commitment to continue organizing and working for Canadian child care workers.

Stella Guy, past director of the Quebec Day Care Office, said that advocates need political clout in order to influence policy, ensure viability of day care services, meet the needs of staff and employers, and ensure quality care. She said the search for political influence will mean a shift in the structure of

the workplace, including provisions for flexible hours and parental leave to ensure women's participation. Fundamentally, young children must become a priority for society at large.

The Conference program included a great variety of workshops ranging from "An Introduction to Federal Funding, to "Working with a Parent Board" to "Critical Issues in Infant Child Care", a few of which we will highlight below:

Transition from Profit to Non-Profit

Carol Christian of Yukon, Roni Cloak of Saskatchewan, and Josee Lalonde and Claudette Pitre Robin of Quebec presented case studies of recent efforts to encourage private day care operators to convert to non-profit status.

Cloak recalled legislative efforts in Saskatchewan requiring private centres to shift to a non-profit structure with at least 50% parent representation on the board. Although provincial funding was cut off for all remaining private operators, a few holdouts remain. At the centres that switched over, parents have had some problems with maintenance, financial expertise, and program responsibility; while the experience was positive on the whole, the transition could have been easier.

Lalonde and Pitre-Robin noted that Quebec allows two types of day care - subsidized non-profit centres where parents hold the majority of seats on the board, and private operations. The private centres have higher child-teacher

ratios and inferior working conditions, so conversion would certainly be appropriate over a five-year period.

In the Yukon, Christian said the shift from private to non-profit day care had led to higher fees. On the other hand, the centre offers a 24-hour service with no territorial support, since Yukon has no regulations covering child care programs.

Family Day Care in the 1990's

Marilyn McDonald of Manitoba and Jocelyne Tougas of Quebec identified a number of challenges that family day care will face over the next decade. Regulations and child caregiver ratios vary by province, while salaries and working conditions are inadequate. Caregivers are ineligible for employment benefits, since Revenue Canada considers them to be self-employed. The issues have not changed since the 1970's but steps must still be taken to improve the situation.

The panelists discussed the pros and cons of licensing family day care, but did not agree on the appropriate direction.

Participants discussed the need for national standards for family day care, and suggested that steps be taken to share information and build a strong national voice on home care issues.

Psychological Effects of Day Care on Children

Dr. Fred Morrison of the University of Alberta studied children aged 2-1/2 to 5 years to

determine whether children in day care are at risk of psychological damage. Evidence shows that there is no negative effect on social, emotional or cognitive development, and that there were no obvious emotional or social disturbances due to enrolment in day care.

While there was no indication of any special benefits for middle class children, Head Start children achieved higher IQ scores as a result of attending day care. Overall, Morrison's research demonstrated the importance of good quality day care, provided in group centres for children aged 2-1/2 and over.

Participants noted that the research dispelled the myth that day care has "pathological effects" on children, indicating that the actual impact on each individual varies with his or her age, sex, ordinal position, temperament, prior experiences of separation, and family characteristics. There was some indication that boys and firstborn children may be more negatively affected by day care.

Child Care for Aboriginal Canadians

Sheila Redcrow of Alberta described the operation of a licenced day care centre in the northeastern part of her province - the only licenced centre on an Alberta Indian reserve. Other reserves have excellent day care facilities but have not sought a licence because they don't want provincial funding.

At present, day care for aboriginal Canadians is caught in

the middle of a jurisdictional battle between federal and provincial governments. Centres can get their operating costs covered by the provinces, but parents are ineligible for child care subsidies because aboriginal social services are a federal responsibility.

At the centre in northeastern Alberta, children receive training in Cree language, prayers, and round dances, Redcrow said.

Discussion centred largely on the local funding difficulties that have arisen as a result of jurisdictional problems.

Training of Early Childhood Staff

Dorothy Dudek, Executive Director of the Manitoba Child Care Association, presented an overview of training requirements and programs across the country. She suggested that training must be based on research and theories that address all aspects of child development equally, and must give students the tools to apply developmental theory in practice. These principles can be applied in managing daily routines, facilitating play, arranging the physical environment, and guiding children's behaviour. Training programs must also help child care workers define their own role, as teachers whose primary responsibility is to support and be responsive to children throughout the day.

As well as serving as an advocate for training, the Manitoba Child Care Association has taken an active role in delivering training programs. The Associa-

tion starts out from the assumption that skilled, motivated staff with early childhood training are the most important factor in determining the quality of any child care program. But because training programs have not kept pace with the growth in child care services in the province - from 150 to 1,700 workers over the past decade - the majority of child care workers are unable to meet minimal standards established by provincial legislation. To redress this situation, the MCCA urged the Manitoba Department of Education to establish child care as a priority for post-secondary education, and fund training programs and distance education services in rural and northern communities.

In Workshop D15, Dudek was joined by Gaston Himbault of the *alliance des garderies*, region 03 in Quebec, who reviewed new regulations in his province setting out minimum training standards for early childhood staff. He called for a high degree of flexibility when dealing with personnel who have a lot of experience but less formal training. In most cases, training should begin with a diploma, followed by an undergraduate degree and graduate work.

To attract and keep trained staff, the Manitoba Association has called for improved working conditions and benefits, including a minimum three-week holiday period after a full year of employment, opportunity to accumulate sick time for family or parental leave, inclusion of staff in administrative decisions, provision of professional development days, and opportunities for staff to take

courses and grow within their job.

In the discussion period, participants focussed on the difficulty of attracting prospective child care workers to the profession. Steps should be taken to encourage continuing education, develop specific degree programs for child care workers, and permit the transfer of credits from early childhood education programs. There is also a need to clarify provincial requirements for certification of child care workers, establish standards for child care training programs, and recognize care workers' practical experience as educational standards are introduced.

Participants also suggested that training programs include a focus on multiculturalism, and that efforts be made to ensure compatibility between the philosophies of training programs and child care centres. There was some discussion of the pros and cons of competency-based assessment.

Conference participants spent three days acquainting each other with their day care systems in different provinces, making resolutions for organization and action and generally getting remoralized to return home to keep up the work!

For a full report on the CDCAA Conference, please contact the Canadian Day Care Advocacy Association, 323 Chapel Street, Ottawa, K1N 7Z2 (613) 594-3196.

Sharing the Care in our World
The International Family Child Care Organization hosted its inaugural conference in Cardiff, Wales in October 1987.

The conference was made up of home day care providers and people associated with child care. 120 delegates attended the Conference, including providers from Australia, Belgium, Canada, Germany, Holland, India, Malaysia, New Zealand, Portugal, Sweden, Switzerland, United Kingdom and the United States.

Through a series of formal and informal workshops (such as Pay & Working Conditions in Family Day Care, Licensing and the Laws, the Needs of Children and the Needs of Caregivers, Using Computers with Young Children and Fundraising and Sponsorship) we realized we had common international problems and goals. I felt the ongoing training and rewards for providers offered in Europe were superior to that of North America. Problems throughout the world were very similar to those of Canada in respect to ensuring a quality day care system and finding care for those children under the age of two years old.

The knowledge and experience I have gained will never be forgotten and I look forward to the next International Family Child Care Organization Conference in San Francisco in the Spring of 1989.

Carol-Lynn Bleackley, Home Day Care Provider

ONTARIO FEDERATION OF STUDENTS

The Ontario Federation of Students' annual conference was held in Sudbury during the week of June 13, 1988. On the agenda was a workshop on child care issues. I attended to give the students an overview of federal/provincial developments in the last year and to answer any questions they might have.

The surprise came in how acquainted the students were with the issue, their own deep personal concerns about day care on campuses and in colleges, and their understanding of how the current day care system militates against providing accessible care for students.

Students identified the problems as: lack of part-time care and evening care; access to subsidies; access to day care centres for only 8 months of the year; no provision or understanding by the administration that if you have children and they fall sick during your exam time, you might have to stay with the child and therefore fail the exam; the general lack of subsidies; the restrictions on subsidies by many municipalities (e.g. municipalities where married students can't qualify; graduate students can't qualify, etc.). They pointed out the inequity of the situation. If you move from Toronto to London to do graduate studies, for example, you might not be able to because subsidized child care is not going to be available.

The students resolved to continue working with the Ontario Coalition for Better Child Care to

make child care an issue on campuses (as well as generally) next year; to do more lobbying with their own administrations, their local municipalities, the provincial child care offices and the Ministry of Colleges and Universities.

Sue Colley, Coordinator,
OCBCC

IN BRIEF

Schachter Decision

The decision of the Schacter case has inspired many of us with hope. The Supreme Court has invited Parliament to remedy the discrimination against natural parents - both mothers and fathers - which now exists in the Unemployment Insurance Act. The spirit of the Federal Court decision is that all parents should be eligible for U.I. parental benefits.

Pregnancy benefits (or, as they are now commonly called 'maternity benefits') are "essentially distinct in purpose and effect from parental benefits and the position of the fathers cannot be equalized by depriving the natural mother of benefits, the rationale for which can only apply to her".

The Court also found that natural fathers and mothers are denied the parental benefits available to adoptive parents under the U.I. Act.

Finally, the Court clearly directed that parental benefits be available to both the natural mother and natural father.

While both men and women could apply for parental benefits, only men could receive them because of the overall limit of 15 weeks for special U.I. benefits under Section 22 of the Unemployment Insurance Act.

It would be a hollow victory indeed for parents if the government fails to extend parental benefits to natural mothers. The government must amend the legislation in a manner that provides for "equality of result" as stated in the Court decision. It would be absurd if natural mothers are the only workers who could not receive parental benefits.

The Ontario Coalition for Better Child Care is asking the government to extend Section 32 benefits to natural parents and to amend Section 22 so that natural mothers are not the only workers unable to receive U.I. parental benefits.

The Child Care Initiatives Fund (CCIF)

\$100 Million to Improve Child Care in Canada

The CCIF is a \$100 million dollar Fund that will encourage and support innovative education and demonstration projects, training and public awareness programs, and applied research projects. Over a seven-year period, the CCIF will provide an essential vehicle for encouraging the development of approaches and services that improve the quality of child care in Canada.

Support for Special Needs

Funding under the CCIF will give priority to:

- addressing child care issues relating to shift work, part-time employment and entry/re-entry into the labour force
- cooperation with Native groups to develop effective services for Native children which respect their culture and priorities
- projects focussing on the development of services and "headstart" programs for children with special needs and disabilities
- encouraging the development of non-profit, community-based child care services, including parent resource centres

Flexible

The CCIF is designed to work in a flexible manner to encourage innovative responses to issues related to child care across Canada.

Applications for Funding

The Department of National Health and Welfare is now accepting applications for funding under the CCIF. A Guide for Applicants, application forms and further information is available from the Department in Ottawa. Please contact:

Child Care Initiatives Fund (CCIF)
Health and Welfare Canada
6th Floor, Brooke Claxton
Building, Tunney's Pasture
Ottawa, Ontario K1A 1B5
Tel: (613) 954-8255

Child Poverty Action Group

The Child Poverty Action Group (CPAG) is looking for input regarding its policies and work and welcomes suggestions and comments.

The CPAG would also like to find out about local groups and/or individuals working and/or interested in the issue of child poverty. Because they are currently actively building a national network, the CPAG would like to receive contact names and addresses of interested participants.

The CPAG's proposals and analysis of why child poverty exists in Canada are contained in a 22-page document entitled *A Fair Chance for All Children: The Declaration on Child Poverty*. The CPAG also has a shorter brochure which details the plight of the more than 330,000 children in Ontario under 18 years of age who are experiencing the economic, social and educational barriers that come with being poor.

For more information:
Susan Vogt, Coordinator
Child Poverty Action Group
950 Yonge Street, Ste. 1000
Toronto, Ont. M4W 2J4
(416) 961-9831



Three Child Care Pilot Projects in Non-Profit Housing Developments to be Established

Housing Minister, Chaviva Hosek recently announced that the Ontario Government will establish three child care pilot projects in non-profit housing developments. The projects will be located in Ottawa, Hamilton, and Metro Toronto, providing about 150 child care spaces. Approximately \$1.5 million in start-up costs has been allocated to the centres. These new child care centres will be monitored by the government in order to develop a long term policy, making child care an integral part of more and more housing developments.

SARC Report Expected by Early Fall

The writing of the report of the Social Assistance Review Committee is complete. The committee chairman, George Thomson, has informed the Ministry that the task of editing, translating and printing the report has now begun. The report will be publicly released in September.

Lesley Russell Wins NDP Nomination in Hamilton West

The Coalition's Past-President, Lesley Russell handily won the nomination to contest the federal seat of Hamilton West for the NDP on June 29. Ed Broadbent attended the meeting and of course focussed on child care issues calling for more money and leadership from the federal government. Good Luck Lesley - we're keeping our fingers crossed!

COMMERCIAL CHILD-CARE FOUND INFERIOR! MINISTRY REPORT

Several months ago, Leslie Fruman of the Toronto Star approached the Ministry of Community and Social Services with the intention of perusing consultants' inspection reports at liberty - under the protection of the Freedom of Information Act. The Ministry decided it would be easier to hire a consultant to prepare a research report addressing Fruman's concerns.

Last month, this report, focussing mainly on the differences between for-profit and non-profit child care in Metro Toronto was released. Its findings were scathing. On all indices non-profit child care was found to be superior, once again reinforcing the position that the Coalition has held for so long. When will governments wake up to the realities of the situation?

We are reprinting the summary of the report below. Complete copies of the Report can be obtained from the Ministry Area Offices.



A STUDY ON COMPLIANCE WITH THE DAY NURSERIES ACT AT FULL-DAY CHILD CARE CENTRES IN METROPOLITAN TORONTO

A Report for the Ministry of Community and Social Services by Sharon M. West, MSW

Executive Summary

Information about 431 full-day child care centres in Metropolitan Toronto was collected for a research project to determine general information about these centres and the level to which they comply with specific sections of the Day Nurseries Act.

There were a total of 22,919 spaces in these child care centres, 69% of which were for pre-school age children (2-1/2 to 5 years), 16% were for school age children (6 to 9 years), 11% were for toddler age children 18 to 30 months) and 4% were for infants (0 - 18 months). The average total capacity at the child care centres was 53 children. The two most common ways of operating a centre were commercial (42%) and by a non-profit parent/community board of directors (34%).

A number of significant differences were found between different types of centres and several of the variables used to determine compliance with the Day Nurseries Act. It is important to note here, that any conclusions drawn throughout this report are general statements about a group of child care centres as a whole (i.e. all commercial centres or all centres with a capacity of 32 and under) and may not apply to each specific centre within that group.

A brief statement about the major findings are listed below:

1. Commercially-operated centres were less likely to meet the requirements of the Day Nurseries Act and consequently more likely to receive a more restrictive type of licence than non-commercially-operated centres;
2. Commercially-operated centres were more likely to have a higher total capacity than non-profit centres;
3. Commercially-operated centres were more likely to have spaces they were not licensed for, due to lack of staff and/or equipment than non-commercially-operated centres;
4. Commercially-operated centres had significantly more average total visits and average monitoring visits by program advisors than other types of operators;
5. Commercially-operated centres were more likely to have a complaint lodged

against them than any other type of operator;

6. Commercially-operated centres were more likely to have a staff-child ratio violation than non-commercially-operated centres;

7. Commercially-operated centres had a higher average number of months short the required number of ECE staff and Assistant staff than non-commercially operated centres;

8. The capacity of the centre did not have a significant relationship with any of the other variables, however, trends were found with two variables. As the capacity of the centre increased, the percentage of centres that had a complaint lodged against them and the percentage of centres with a staff-child ratio violation increased.

9. Length of time the child care centre had been in operation did not have a significant relationship with any of the other variables included in the research.

10. There were indications that different forms of licenses were being used to fulfill the Ministry of Community and Social Services mandate of quality assurance. As centres met less and less requirements of the Day Nurseries Act, the type of licence given to them by the Program Advisor became more restrictive and, the Program Advisor made more visits to the centre.

Child Care Support Services

The Report of the Child Care Support Services Survey, released earlier this year, was designed to gather information from Child Care Support programs which receive at least some of their operating funds through the Ministry of Community and Social Services, Child Care Incentives Program.

The purposes of the survey were to discover:

(a) what is being done in other jurisdictions to enhance the informal child care system;

(b) what activities the child care support services are engaged in; and

(c) what lessons have been learned from their collective experiences.

What The Survey Discovered

A. Other Jurisdictions

The other jurisdictions addressed were the U.S., Britain and other Canadian provinces.

Apart from Ontario, the other provinces involved in enhancing the informal care system were identified as B.C. and P.E.I. These provinces have funded services to operate a caregiver approval process, establish caregiver registries and are involved in establishing a variety of support services including assistance in obtaining liability insurance. The U.S. mostly provides for caregiver registries, while Britain attempts to enhance the informal child care system by focussing on training caregivers.

The survey found that what Ontario needs in order to enhance its informal child care system are support services to informal caregivers

and education of parents in order that they become informed consumers. Although most child care support services in Ontario focus on parents, they do not effectively address the education of parents regarding selecting and evaluating caregivers.

B. Child Care Support Service Activities

According to the survey, the services most frequently offered by the child care support system are workshops; followed by playgroups with the parent or caregiver present; and thirdly, toy libraries. Caregiver registries were provided by 30.4% of programs and an additional 35.3% of the programs provide information to parents regarding child care. The informants of the programs expressed strong reservations about operating registries because they could be deemed liable if a caregiver was found to be negligent.

C. Lessons Learned

No opinion was offered concerning the merits of this kind of funding to support informal child care, but it was found that informal caregivers are difficult to attract to the programs for two reasons: Caregivers are too overloaded with work; they are concerned about having their income reported for income tax purposes; or losing their FBA payments. Parents are the key to attracting informal caregivers to programs.





"Well, now that the children have all grown up, I guess I'll pull up a chair."

At our November Conference this year, the Ontario Coalition for Better Child Care will have the privilege of hosting Patxia Ghadini, the Director of Child Care in Bologna Italy, and the Italian delegate to the European Economic Community's Child Care Network. Patxia will be able to describe to us first hand what day care is like in Italy. In the meantime, we thought you might be interested in reading a written account to stimulate your questions for the Fall Conference.

CHILD CARE IN ITALY

(Extracted from "Children and Equal Opportunities" by Peter Moss - a report on the EEC Childcare Network)

Childcare Services

- 1.Children 0-2: publicly funded childcare for 5% of children in nurseries. Nurseries that are not publicly-funded are registered, but not "other family" caregivers.
- 2.Children 3-5: 88% of children in pre-primary education two-thirds attend schools that are open more than 7 hours a day. Some schools provide 'outside school hours' care.
- 3.Children 6-10: Most children attend primary school for 4 hours a day, up to 12:00 or 12:30, though some schools have a longer day. Some school-based 'outside school hours' care, but not common.

Children attend childcare services on average 7-8 hours a day in the first 5 years of life, (but this) falls to 4 hours at primary school... the move to primary school therefore involves a major reorganization for families who have to arrange for the care of their children.

History of the Services

1. There have been nurseries since early 19th century, but the State only became involved in 1925, when OMNI (Opera Nazionale Maternita e Infanzia) was established by Central Government. OMNI provided nurseries but this service was limited to "abandoned or needy mothers and to children from very poor families". The emphasis was on social need and assistance, and on care and hygiene.

2. Rapid industrialization occurred in the 1950's and early 1960s. There were increasing demands from families, backed by many political organizations and trade unions, for nurseries and pre-primary education. Two important laws were passed in 1971. Law 1204 provided for protection of women during pregnancy, for 5 months of paid leave, a further 6 months unpaid leave and leave to care for sick children. Law 1044 recognized the right of any mother, working or not, to use nurseries, though working mothers had priority. It also placed an obligation on the State to play an active role in setting up these childcare services; regional governments were to plan services and local authorities were to provide the services and to manage them in collaboration with parents and other interested groups. The aim was to create 3800 nurseries for 7% of children, by 1976, and the Central Government allocated funds to support this development. OMNI was abolished.

3. The target set in 1971 was not achieved, and Central Government provided no further funds after 1978. However, following Law 1044, there was a substantial increase in nurseries. Between 1976 and 1983, the number of nurseries nearly doubled, from 964 to 1800, and the number of children attending increased from 48,900 to 88,260.

4. Historically, nurseries were concerned with providing care and assistance for children with major social needs and with meeting needs caused by women's employment. In the last 10-15 years there has been a new emphasis on the need for services with an educational approach.

5. Pre-primary education was originally developed by private organizations, including the Church. Central Government inactivity after the War led some local authorities to open their own pre-primary schooling. Law 444 in 1968 established State pre-primary education, after a strong campaign during mid-60s from left-wing parties, trades unions and the women's movement. This was a very controversial issue, which brought down one government; state involvement was strongly opposed by some, especially the Church. After 1968, it also became easier for local authorities to provide pre-primary schools.

6. A rapid increase in State pre-primary schooling followed. By 1974, it covered 21% of children aged 3-5 and by 1985-86 49% (in addition other provision is made by local authorities and private organizations). Nearly 800,000 spaces have been provided in State pre-primary schools since 1968.

Comments

Although nearly all 3-5 year olds go to pre-primary schooling,

there are major inconsistencies within the system of schooling, due to the different providing agencies and the "lack of a system of interconnected and co-ordinated laws and institutions for non-government schools as well as for nursery schools in general." (INR). One of the differences, in hours of opening, has already been mentioned.

Three further examples can illustrate the general problem. First, staff ratios are higher in schools provided by the State and local authorities than in those provided by private organizations. State nurseries are required by law to have two teachers per class. Second, in local authority schools in many towns "the importance of social management" (Gestine Sociale) is stressed, that is the management of services through collective decision-making bodies, with the participation of all the local people. This approach has not been applied either to State schools or schools provided by private organizations. Also in many big Northern and Central towns, local authorities have an organization concerned with quality control and improvement: the workers in this organization, "co-ordinators",



deal with a range of issues including staff training, the integration of disabled children, curriculum development, etc. Schools provided by private organizations have no such support and there are some indicators "of a serious lack of quality in the services...lack of adequate staff qualifications in many schools, many teachers never take refresher courses, low teacher/children ratios and difficulties in introducing handicapped children."(INR).

In the Emilia-Romagna Region of Italy, there has been extensive discussion about what 'good' quality provision for children under 3 should involve. This has led to a much more overtly educational approach to work with this age group. Ideas have been developed, and put into practice, to implement this approach, producing a major reorganization of nursery care in the Region.

An important role in these development has been played by service co-ordinators. These workers are found in many, though not all, communes in the Region, and in some other parts of Italy. Each co-ordinator has responsibility for a small group of nurseries (*asilo nido*) or pre-primary schools (*scuola materna*); in the town of Modena, for instance, one co-ordinator has 3 *asilo nido* or 4 *scuola materna*. They visit their nurseries or schools regularly, to support and assist the childcare staff. They also plan an annual program of in-service training for staff; assess services; and plan new developments in services. Planning new developments includes for instance, working with childcare staff to design new equipment; to reorganize the outside space in a group of nurseries; and to



develop new and innovative childcare services. Co-ordinators are assisted in their work because workers in public childcare services have time allocated - 6 hours a week - for planning work, training, contact with parents and other activities not involving direct contact with children.

Apart from parent-run services, parent involvement in management is strongest in the Netherlands and Italy. In Italy, *Gestione Sociale* is a basic principle of service organization, a system of democratic management involving parents, workers, politicians and representatives of the community. National law delegates to Regional Governments which have the power to define how this system of management should be applied in the services in each region. In Emilia Romagna, nurseries and pre-primary schools provided by communes had Management Committees which included parents, workers and representatives

from the Commune: in a 90 place pre-primary school, for instance, the committee included 28 parents and 14 workers, plus 5 commune representatives. With these numbers, it was possible to have sub-committees which considered such issues as teaching methods and relations with primary schools. In the Region, parents were also included on the committees in each commune which allocated places.

Staff in Childcare Services

The situation in nurseries is rather confused. National laws permit anyone holding one of 3 qualifications to work in a nursery - *diploma di puericultrice*, a one year course; *diploma di vigilatrice d'infanzia* and *diploma di assistente d'infanzia*, both 3 year courses. However, Law No. 1044 also makes Regional Governments responsible for specifying qualifications that are acceptable for workers in nurseries. As a result different

regions have also recognized other qualifications "so adding to the general confusion". Some regions, for instance, include teaching qualifications, and the "training levels of workers in nurseries are often higher than those required by (National) Law". The different qualifications accepted by different Regions "reflects Regions' different views and objectives as regards the type of service offered in nurseries". (INR)

The priority given to the 3 qualifications in National Law is criticised. The qualifications emphasise health and physical care rather than education and development: giving priority to them contradicts "Article 6 of Law 1044 which provides that nurseries have sufficient qualified staff to provide health care and psychological and pedagogic welfare

for the children...the present basic training is not adequate to the social educational goals of the services." (INR).

The new national contract gives nursery workers a new title of *educatori* which recognizes their educational role. Some local authorities have not yet adopted the contract and nursery workers are still called *peurcultrice*, *assistenti all infanzia*, etc. in some areas.

The new contract also gives nursery workers the same pay and conditions as teachers in pre-primary schools. They work a 36 hour week, 30 hours with the children and the remaining 6 hours for contact with parents, planning work, training, etc. Paid holidays are 34 days a

year. Pay, however, is relatively low.

In Italy, "the traditional notion of 'the older the student, the better prepared and more important the teacher' is still ingrained...for this reason the basic education for a teacher (at pre-primary school) was given in a Scuola Magistrali...It is a 3 year course and in 1983-84 94% of students were women. When it comes to teaching older children, the ratio between male and female teachers changes completely, as the objectives of teaching acquire more importance at social and political levels" (INR). Teachers with a qualification from a Scuola Magistrali are not able to teach in primary schools, for which a 4 year training at an Istituto Magistrali is required.



POINT OF VIEW

Point of View is a new addition to the **Challenge**, which we hope to continue on a regular basis. Below we have produced an opinion article on the impact of the Meech Lake Accord. In our next issue, we will be publishing another opinion on the same subject. If you have a point of view, please write to the Coalition and we'll print it.

Meech Lake - Provincial Cake?

The Meech Lake Accord, with its new provisions for federal spending power, may have profound implications for the establishment of a national child care system in Canada. The proposed constitutional amendments will limit the federal government's ability to initiate and fund new social programs, giving greater power to the provinces and the courts.

Sections 91 and 92 of **The British North America Act (BNA)** of 1867 defined the "division of powers" within the Canadian federal system. These sections listed "subjects" or areas which delineated the legislative jurisdictions of the federal and provincial governments. The provinces were given the right to make laws governing, among others, education and social services.

The federal government was given the power of direct taxation and many other national and international related powers. The BNA Act, with the division of powers, was included in the Constitution Act of 1982.

Over the last century the Supreme Court has interpreted these sections of the Constitution. Jurisprudence, the accumulation of these

court rulings, has established the legitimacy of the so-called "federal spending power". The federal government, with its larger revenue base, has initiated and/or funded programs within areas of exclusive provincial jurisdiction i.e. education, health care and welfare.

While not constitutionally "guaranteed", this power has, by precedent, enabled the federal government to negotiate with the provinces to establish both block funding and conditional cost-sharing arrangements. In other words, the federal government has been able to fund provincial services - and with strings attached.

Child care is a service that falls in an area of exclusive provincial jurisdiction. This means the provinces have the right to pass legislation that regulates the delivery and determines the level of funding for child care services. Up till now, the provinces have been able to access federal funding under the Canada Assistance Plan (CAP) to fund subsidized care for families determined "to be in need" only. This funding arrangement was negotiated with the provinces in 1966 and gives "open-ended" 50% cost-sharing for all eligible provincial social service spending.

Conditions on cost-sharing through CAP has limited to some degree the amount of funds available for commercial care. It has also given the federal government some control over the kinds of services funded, and the way in which eligibility for subsidy is determined. However, CAP is not the appropriate vehicle for developing a range of services or for providing new kinds of funding such as capital and direct operating funds.

If we wish to develop a national child care system that will guarantee equitable access to high quality, comprehensive, regulated services for all Canadians in every province, the federal government must pass new legislation that contains conditional cost-sharing provisions. If the provinces are to receive federal dollars, they must comply with federal policy objectives and funding criteria.

The Canada Health Act does contain such provisions. The cost-sharing criteria has given the federal government the leverage to guarantee universal accessibility for all Canadians. Without the ability to withhold funding, the federal government could not have stopped the practice of extra-billing in many provinces.

Many constitutional experts, politicians and community groups have expressed their grave concerns about the impact the Meech Lake Accord may have on the ability of the federal government to establish and implement new national social programs. In particular, whether the federal government will be able to ensure that Canadians in Alberta, New Brunswick or Ontario all have access to comparable services or benefits.

Section 106A of the proposed constitutional amendments, will give provinces the ability to opt out of federal programs and receive financial compensation "if the province carries on a program or initiative that is compatible with the national objectives." The opting out provision could leave the federal government as a mere broker of federal funds, creating a "checkerboard" Canada with an incoherent

CALENDAR

array of government services.

Many legal experts are very concerned about the ambiguous language contained in this clause. Much of the wording has not been interpreted by the judiciary to date, and it is likely that unhappy provinces will initiate court actions to resolve federal-provincial disputes. How will the courts view a babysitting voucher system in British Columbia? Will it be "compatible" with a national "objective" to ensure greater access to child care? Experts have suggested that "compatible with" could mean many things--"capable of existing along side of" or "not repugnant to"--to name only two.

By leaving decisions on government policy or spending priorities to judges, we will see a fundamental shift of power away from legislatures - and out of the hands of elected officials.

Our vision of a universal, publicly funded system of child care in Canada may be clouded by the federal spending power provisions of the Meech Lake Accord. If provinces can opt-out of programs, equitable access will be unattainable. If the wording is not amended to ensure that the federal government can place and enforce conditions on cost-sharing, quality and comprehensiveness will be jeopardized.

For provincial premiers, the gathering at Meech Lake was quite an affair. In giving Quebec greater autonomy in social policy, Mr. Mulroney has given every province the same goody. To be sure, they've won their cake ...and they get to eat it too!

by Janet Davis
Vice-President, OCBCC

September 1 The Ontario Coalition for Better Child Care **MOVES** to a new location.

Please note new address: 297 St. George Street, Toronto, Ont. M5R 2P8
(Phone number not yet available)

Any moving help gratefully received. Please phone Eileen.

October 26-28, 1988

"Images" Conference of Private Home Day Care Association at the Holiday Inn, London, Ontario.

November 5-7, 1988

**Child Care: Visions of Change
Looking Beyond our Borders**

Sixth Annual Conference of the Ontario Coalition for Better Child Care; Downtown Holiday Inn, Toronto. For more information, contact Eileen at



PUBLICATIONS OF THE ONTARIO COALITION FOR BETTER CHILD CARE

The following Coalition publications are available from the Coalition office upon request. Please send \$2 for each publication with your order.

A Brief to the Government of the Province of Ontario on Daycare Services in Ontario, April, 1984

Brief to the Standing Committee on Social Development, Province of Ontario, September, 1984

Brief to the Commission of Inquiry on Unemployment Insurance. "Paid Parental Leave Policies: Can Canada's Unemployment Insurance Scheme Meet The Challenge?" January 1986

Brief to Special Parliamentary Committee on Child Care, May 1986

Brief "Still Time For Change, Ontario Provincial Child Care Policy," October 1986

1986 Conference Proceedings, Still Time For Change, December, 1986

Brief to the Standing Committee on Administration of Justice: "Bill 154/86: An Act To Provide Pay Equity in the Broader Public Sector and in the Private Sector, The Pay Equity Act, 1986," May, 1987

Brief to the Standing Committee on Finance & Economic Affairs, January 1987

Brief to the Select Committee on Health: "Development of Non-Profit Child Care in Ontario," April 1987

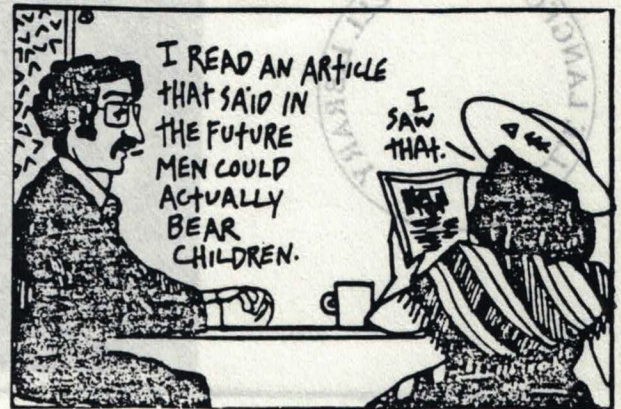
Brief to the Select Committee on Health: "On Statistics", April 1987

Response to Report of Special Committee on Child Care Federal Child Care Policy, June 1987

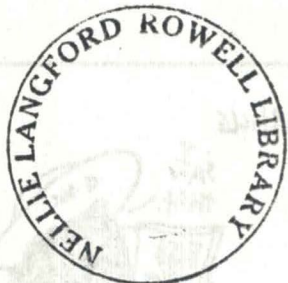
Response to Government of Ontario Policy: New Directions for Child Care, June 1987

Brief to the Government of Ontario: "The Times They Are A-Changin'", November 1987

Response to Federal Government National Strategy on Child Care: "Smoke And Mirrors? Or a New Federal Government Child Care Plan", December 1987



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