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1260 Bay St., Toronto, Ontario, (416) 766-4691

Fall 1986

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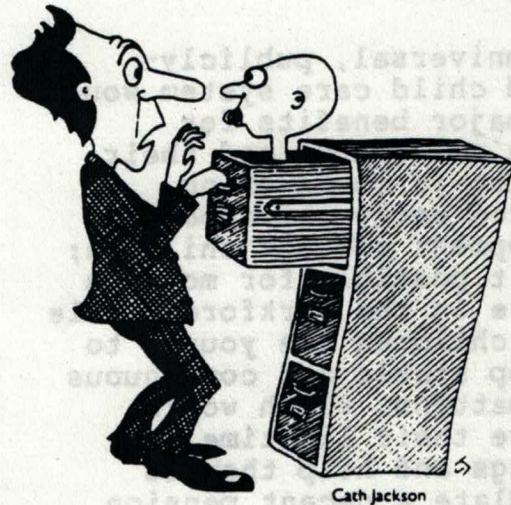
The Costs and Benefits of a National Childcare System

Our Children are Worth It: The Costs and Benefits of a National Child Care System for Canada, by Monica Townson, published by The Canadian Day Care Advocacy Association.

Canada faces a crisis in child care. The problem has been studied for almost 15 years now. From the Royal Commission on the Status of Women in 1970, to the Royal Commission on Equality in 1984, reports have urged the government to act. But in 1984, when almost half a million mothers of preschool children had full-time jobs in the workforce, there were only 172,000 licenced day care spaces across the country. The vast majority of children who need child care services are denied access to quality, licenced daycare.

Some of the recent studies have pointed out that our child care system in the 1980's is at the same stage of development as education in the 1850's or health care in the 1920's. Daycare is under provincial jurisdiction and availability and quality of care varies from one province to another and even from one community to another. We have no national policy on child care.

The Canadian Day Care Advocacy Association has recommended that "the federal government develop a comprehensive plan with long-term and short-term goals, for



Cath Jackson

the implementation of universally-accessible, publicly funded, high quality affordable day care." But some people have opposed public funding for child care because they say "it would cost too much." Yet, until recently, no one had ever really sat down to figure out what a national, publicly-funded child care system would cost. And those who say the country couldn't afford it, usually overlook the benefits such a system could bring with it.

The Costs and Benefits of a National Childcare System

Economists have sometimes tried to use cost-benefit analysis to help policy-makers decide whether or not to implement a social program. But it's not easy to do, because you have to put a dollar value on the benefits to see if they outweigh the costs. And many of the benefits of social programs cannot be measured in dollar terms.

A universal, publicly-funded child care system would have major benefits for Canada's children and their parents: it could bring enhanced early childhood development for our children; make it possible for mothers who are in the workforce while their children are young, to develop stable and continuous work patterns, which would improve their lifetime earnings and help them to accumulate a decent pension for their retirement years; improve productivity of parents who don't have to worry about the child care arrangements they have made for their children while they are at work; and make child care services available to all children who need them, regardless of socio-economic status.

All these benefits are difficult to measure in dollar terms, so they often get overlooked in discussions about child care.

There are other, spin-off benefits and cost savings that can be measured - or at least estimated. A national child

care system would create jobs. That would lower the unemployment rate and mean savings in unemployment insurance benefits. And that's just one example.

To figure out what a publicly-funded system would cost, we have to answer a number of questions. How many children would have to be accommodated? Would the system provide for all children, or only those whose parents are in the workforce? What should be the ratio of staff to children for the various age groups? And what wages would the staff get? How much should be allowed for administrative costs, and how much for the capital costs involved in expanding the existing system?

The cost of the system would vary quite a bit, depending on what combination of assumptions are chosen. But with the help of a computer model, it is possible to cost out a range of different options, so that policy-makers can see what the possibilities are.

Two elements are fundamental to the kind of child care system Canada needs: the wages of child care workers must reflect the training and responsibility expected of these workers, and the ratio of staff to children must allow for the best possible care for Canada's children.

Teaching staff in day care centres under the current

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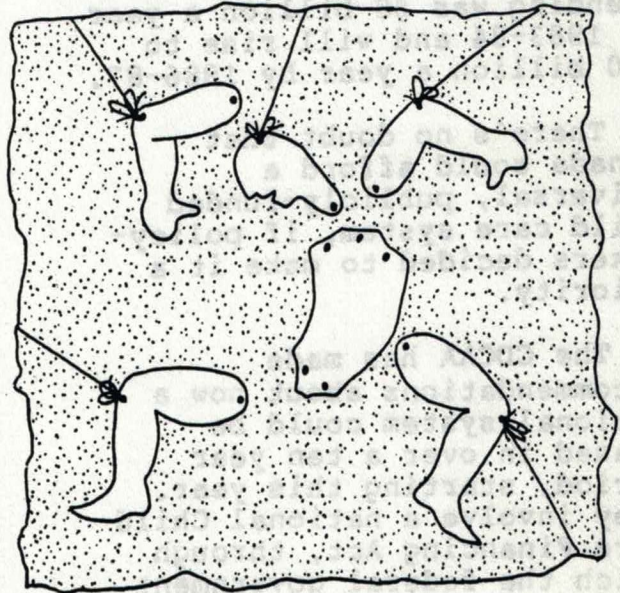
system earn less than workers who look after animals. Their extremely low wages result in high staff turnover and that's detrimental to the children. There's not much incentive for staff to undertake training, because their educational skills are not rewarded financially. That has to be addressed in a new, universal child care system.

What would a universal publicly-funded child care system cost? Our estimates show that if the system accommodated just 50% of all children under 12 whose parents are either students or working more than 20 hours a week, the cost would be about \$4.5 billion (based on 1984 dollars.) But there would be cost savings and other revenues that would offset that, and the money now being spent by governments on child care could be allocated to the new system.

The estimate assumes that wages of day care workers would be in line with those earned by teachers with similar qualifications and experience. That means child care workers would have more to spend on goods and services. They would pay more to the government in taxes too.

The new system would create jobs. That would reduce the unemployment rate and save on UI benefits. Money now being spent on child care by federal and provincial governments (a total of nearly \$550 million in 1984) could be redirected

to the new system. And parents might be able to contribute something to the cost of their child care.



The CDCAA has suggested that those parents who can afford it, should contribute no more than 15% of the cost of child care services they use.

Adding it all up, the additional revenues or cost savings could total as much as \$1.4 billion. That means the net cost of this particular option would be about \$3 billion a year.

It doesn't seem much when set against the amounts the government spends on other programs. Tax breaks to investors, for instance, including the tax deduction the government gives for contributions to pension plans

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and RRSPs (for which women and low income earners derive very little benefit), cost the federal government more than \$7 billion a year. Defence spending was \$8 billion a year in 1983-84 and will rise to \$10 billion a year by 1986-87.

There's no doubt that Canada could afford a universal, publicly-funded child care system, if policy-makers decided to make it a priority.

The CDCAA has made recommendations about how a national system could be phased in over a ten year period, starting this year. They involve a national Child Care Financing Act, through which the federal government would make grants to the provinces to help them establish the child care facilities they need, and to share the operating costs of the child care system as it is implemented.

A universal child care system must be combined with other programs to support families such as fully-paid parental leave; special paid leave for parents when their children (or the people who usually look after their children) are ill; special arrangements for the care of children whose parents are engaged in shift work; services to children with special needs; and services to children whose parents care for them at home.

Officially, Canadian society has made a commitment to the full and equal integration of women into our national economic life. The time is long past when we can hope to stem the tide of social change by refusing to provide the child care services families need. Almost 57% of all mothers with preschool children are now in the workforce, usually in full-time jobs.

Child care is a service that the majority of preschool children need. Failure to meet that need could well mean serious long-term consequences for Canadian society - and that is a cost Canada cannot



This Executive Summary is published by the Canadian Day Care Advocacy Association. If you require more information on this paper, or general information from the CDCAA, please contact Lynne Westlake or Lise Corbeil-Vincent at 323 Chapel Street, Ottawa, Ont. K1N 7Z2
Tel: 613-5594-3196

National Childcare More Bad News

The cross-country hearings held by the Special Committee on Child Care are over. Congratulations to all of you who worked so hard to make the voices of the day care community heard at the Committee hearings. Please send us copies of your written submissions for our files.

We are not, of course, expecting great things from This Special Committee. Its report, due to be tabled on November 26th, is only the first step in the process of changing day care legislation at the federal level.

We are sure that day care is an agenda item at the next federal-provincial First Ministers' Conference in mid-November and it may become an item in the February budget given the propensity of the Tory government to take action through the tax system! Legislation will have to be drafted on the Report and then it will have to travel the normal course through the various readings and committee stages of the House. So there is still time.

It is not too late to write or visit your local MP if you have not already done so.

Tell Us About Profit-Making Care

The federal Special Committee on Child Care will be reporting next month and if they decide to put any money into child care at all, we can expect that the for-profit sector will be treated equally with the non-profit. Now is the time for us to move onto the offensive around this issue in order to stem the tide of commercialized day care in Canada.

If you know of any stories about bad for-profit day care, about workers poorly paid or poorly treated, or parents who have switched

their children from profit to non-profit centres, **please contact us. We need their stories NOW.**



Profit-Making Daycare: More Bad News

As task forces and committees at several levels of government consider funding and policy issues related to daycare, the question of daycare-for-profit, perhaps more controversial than just about anything else in the daycare field, is still with us. What is the controversy and why do people feel so strongly about it?

Quality

When the question of the relative quality of for-profit and non-profit daycare is discussed, what is often raised in defence of commercial daycare "But Kiddy Kollege Korner is a commercial program and it is excellent". Individually, there have always been some good for-profits and poor non-profits.

However, from the point of view of a long-term vision of the system of good daycare we hope to have in the future, the individual perspective is a naive one. A broader perspective is much more appropriate to the development of the social policy we need. From this point of view, there is wide agreement, when anecdotal and research evidence are assessed, that the for-profit daycare sector is relatively poorer than the non-profit. That is, there are very few excellent for-profit programs, relative to non-profits, and many more poor programs; the scale of quality is skewed downwards at every level among the for-profits. (For a review of the available research on this question, see Daycare for Profit: Where Does the Money Go? Friendly, M. Brief to the Special Committee on Child Care, 1986.)

It should not be a surprise that the quality of the for-profit sector is relatively poorer; it is readily apparent that making a profit in a service which is as tightly budgeted as daycare must mean that corners will be cut where possible. A good way to look at this is by visualizing a budget for a group of three infants with their caregiver:

If Caregiver Moira earns \$18,000 a year, the parents of Baby Abigail, Baby Benjamin, and Baby Cassandra will each pay \$6,000 towards Caregiver Moira's salary. Let's budget 20% more to cover rent, utilities, food, insurance, supplies, maintainance, and so on; this adds \$3600 to the budget to be split 3 ways among the parents, bringing their annual daycare fees to \$7200. Now add a 10% profit margin to this budget, adding \$600 to each parents' fees for a total of \$7800.

Profit-Making Daycare

A market approach, of course, means that the entrepreneur must remain competitive, so in order to keep the fees down, the profit margin will probably come out of the operating costs of running a program or, most likely, out of the salary of Caregiver Moira. It is most unlikely that she would earn \$18,000 in a for-profit program. Consequently, she is likely to go looking for another job which pays a better salary. The relatively lower salaries of workers in the for-profit daycare sector are well-documented.

Of course, if the parents of the three babies are fully subsidized, the portion of the budget which is profit is coming out of scarce public funds rather than parents' fees. Additionally, if instead of paying rent, the owner is paying a mortgage, the building is bought out of public funds and belongs to the owner.

Accountability

Another concern about for-profit daycare is the lack of accountability it provides, including lack of accountability for funds, and lack of accountability for program. To illustrate this point, a director of a non-profit explained, "if, by a miracle, I have a \$3,000 surplus in my budget at the end of the year, my Board, staff, and I sit down together and consider where we need the money most...maybe give the staff a bonus or send them to a workshop, buy a piece of playground equipment, or buy some good art supplies. The important thing is that there is a group decision. In a for-profit operation, it is the owner's money and the owner's decision." Similarly, a staff concern about safety or even abuse in a for-profit operation is brought to the owner, who has an owner's self-interest rather than to a parent or community board which is made up of people with a variety of interests. A system of regulation which includes annual (or even more frequent) licensing visits, provides accountability but cannot police an owner on a daily basis.



Profit-Making Daycare

Regulation

In the daycare field in Canada, there has been a steady improvement in standards pertaining to quality over the past few years. Another objection that many advocates have to the commercial daycare sector has to do with the role it has played in this progression. The for-profit daycare sector has consistently lobbied against improved standards and systems of monitoring and enforcement of standards; in Ontario, the for-profit owner's organization argued against improved new standards on cost grounds, and in Alberta, where the for-profit sector dominates, they have successfully lobbied against the inclusion of any training requirements, financial auditing procedures, and adequate monitoring. In the United States, a ten-year effort by daycare advocates for the adoption of federal regulations was successfully destroyed by the for-profit lobby.

False Solutions

For some people, a real distinction is between the for-profits which are "chains" or "corporate chains", and those which are "Mom and Pops", the owner-operated programs which "don't make a profit". First of all, there is no evidence that "Mom and Pops" are particularly better than chains of 3 or 4, or even a large multinational chain. From a perspective of the development of policy, the distinction is a false one. Rather than establishing artificial categories related to how many daycare centres an owner owns, or how much or little profit is made, a more satisfactory solution would be to require all daycare to be non-profit legally, set clear criteria for who will constitute a Board of Directors and what roles and



responsibilities they will have, provide assistance for small owners who don't make a profit to change their status, and promote the development of non-profit daycare.

Another false solution which is sometimes proposed is to deal with poor quality in for-profits by better or more regulation. It is hard to see how this would work, or why it would be efficient to spend scarce resources providing better policing for recalcitrant operators. Unless monitoring can be almost constant, the combined incentives of a need to cut costs, and lack of accountability within the program itself, makes this seem an expensive and unwieldy solution; there is no reason to think it would work.

What Are We Worried About?

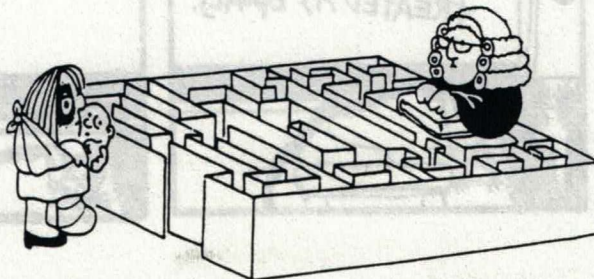
As we move into a time when improved funding for daycare, and a real daycare system are on the public agenda for the first time, the details of the future system have become extremely important. If Canadian children are going to be cared for in daycare programs, they must be high quality programs. If we have reason to believe that for-profit daycare programs are unlikely to contribute to building the high quality system we need, it is inappropriate to support them.

If we look at Alberta, it is easy to see what we don't want. Alberta has put much more money (on a per capita basis) than any other province into daycare in the past five years, and much of the licensed daycare in Alberta is so poor that Albertans who spoke to the Special Committee on Child Care almost all expressed extreme concern. One of the most salient features of daycare in Alberta is its commercial nature, and that the commercial sector has driven the development of daycare in that province. In Ontario, we have been able to maintain better quality because we have a tradition of better regulation. However, if new public dollars are provided, we could see new for-profit operations springing up to meet the ever-present demand, and predominating in the Ontario daycare system too.

What to Look For:

There are a number of arenas in which the question of whether for-profit daycare whether should be publicly funded will arise over the next few months:

1. Provincially, the daycare policy document or white paper will be released, and there will be public consultation. Any discussion of new funding will require that this issue be addressed.



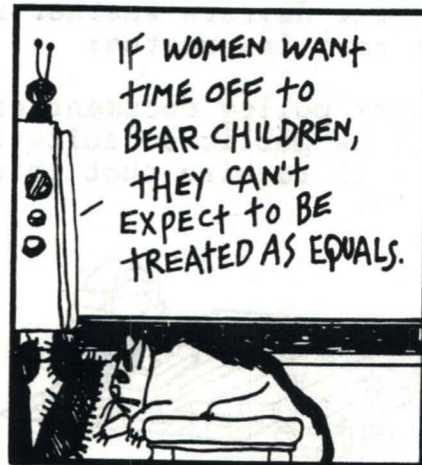
Profit-Making Daycare: More Bad News

2. In addition, a Select Committee will be dealing with the commercialization of social services during the next few months; this committee will hold public hearings, which will be critical to the decision about the future of for-profit daycare provincially.

3. Federally, the report of the Special Committee on Child Care will be presented to the House of Commons in November. It is likely to speak favourably about funding to for-profit daycare. Communications to your federal MP will be most important.

4. Locally, some municipalities will have daycare developments. Metro Toronto's Day Care Planning Task Force, for example, will make financial recommendations to which this issue will be relevant.

The resolution of the question of what happens with for-profit daycare is a cornerstone for how daycare will develop in Ontario, and in Canada. Over the next few months, it will be an important public issue; we all need to be ready to address it.



Daycare in Sweden

"...No-one is excluded because of the cost"

Camilla Hanstrom is a student at the School of Education in Sodertalje, Sweden. She is studying to be a child care worker for children from 7 to 12 years of age. She is in Toronto writing a paper on schoolage day care in Canada. I took the opportunity to find out about the daycare system in Sweden.

Verla: To what extent is group daycare available to children in Sweden?

Camilla: Each province in Sweden is supposed to offer daycare to every child who needs it. However, there is not enough for all the children so there are waiting lists. You might have to wait for up to one year to get your child into daycare.

Verla: Who pays for daycare in Sweden?

Camilla: The government pays for daycare from the tax system and the parents who use the daycare pay fees as well. The average fee for a schoolage daycare child is \$100 per month. The fee for a preschool child is higher. There are subsidies available to the families who cannot afford the fee so no one is excluded from the system because of cost.

Verla: Are daycare workers well paid in Sweden?

Camilla: The daycare workers in Sweden are probably paid

better than the daycare workers in Canada. However, they are still not paid as well as the school teachers. Most daycare workers are unionized and the unions are working to improve the salaries of the day care workers.

Verla: Do the daycare workers receive fringe benefits?

Camilla: Since the daycare workers in Sweden are employees of the provincial governments the daycare workers receive the same benefits as the other provincial employees.

Verla: Under what jurisdiction is daycare in Sweden?



Camilla: There are 284 provinces in Sweden and daycare is under the Social Department of the Provincial Governments.

Verla: Do you have private home day care in Sweden and if so how is it delivered?

Camilla: We have what we call Family Day Homes which are licenced and supervised by the provincial government. The "Day Moms" provide childcare in their homes and are paid almost as much as the workers in the group centres. They are paid according to their training in the area of childcare.

Verla: Are there daycare centres for the children of shiftworkers and the children of people in the rural areas?

Camilla: There are some night care centres in the areas of Sweden where there is a large number of shiftworkers. Goteborg, for example has night care. There is also some group care available in the rural areas although most daycare is in the urban areas.

Verla: In what type of buildings are the daycare centres housed and are there any daycare centres in the schools?

Camilla: The daycare centres are located in buildings that have been built by the government to be daycare centres. The centres with schoolage children are close to the schools for practical reasons. Some daycare centres are starting to be put into the schools although some people feel that the best location for the schoolage

daycare centre is close to the school but not actually in the school.

Verla: What type of support do daycare workers receive as far as programming ideas and professional development?

Camilla: The daycare centres are visited at least once a month by program consultants from the provincial governments to give the teachers advice and materials for their program. Daycare workers usually have 2 professional development days a term and there are always courses offered during the week for daycare workers. Substitute teachers are hired for staff who are taking courses.

Verla: Are special needs children accommodated within the daycare system?

Camilla: Special needs children attend the daycare centres. Depending on the particular needs of the child specialized childcare workers are hired in addition to the regular staff to provide care and education for the special needs child. Students at the schools of education all study special needs education in their training and often the daycare workers upgrade their qualifications in specific areas while they are working.

Verla: Your work is within the schoolage daycare system in particular. Could you tell me about the situation in that area of childcare?

Camilla: In Sweden the teacher/child ratio for schoolage daycare is two full-time and one part-time teacher for 15 children. Sometimes

the schoolage daycare centre has children from seven to twelve years old and sometimes the group includes children from one to ten years. There is an ongoing process of trying different combinations of staff to work with these groups of children.

Sometimes the schoolage daycare program is directly integrated with the school program. In one centre where I worked the children came to the daycare centre at different times during the school day to work on projects that were planned together by the daycare and school teachers. There is a provincial course of study for schoolage daycare which must be followed in every program.

There is currently a movement in provincial policy which we feel is a threat to schoolage daycare in Sweden. The government wants to take the ten to twelve year olds out of the daycare system and only provide them with after-school programs. Members of the daycare community are fighting against this proposed change in policy as they feel the ten to twelve year olds need the comprehensive programs that are provided by well-trained staff in the daycare system. They feel that the government is looking

to find a cheap alternative to quality daycare.

Verla: In Ontario we do not have a teacher training program for schoolage childcare. Could you tell me about the training that you are receiving for this profession in Sweden?

Camilla: The program that I am attending at the school of education in Sodertalje is a two and a half year university degree. Childcare workers and school teachers are together in this program for half their classes and the other time is spent in classes in their particular area of specialization. All students spend time in preschool and schoolage daycare settings and in elementary school classrooms as part of their practical experience. The schoolage daycare training includes courses in science, math and language arts and courses specifically in programming for seven to twelve year olds in schoolage childcare.

Verla: Thank you very much for sharing this information with us. We have a lot to learn from the daycare system in Sweden.



England Barriers to Parental Leave

The Parental Leave Directive presented to the Council of Ministers of the European Economic Community last June, advocated the provision of three months entitlement to time off for both parents to be taken by either or both parents during the first two years of the child's life.

Britain was the only country to put forward 'fundamental objections' to the directive while other countries expressed some reservations.

Until now, the UK Government has couched its opposition in economic terms on grounds of cost. But the Equal Opportunities Commission (EOC) has dented that myth with a detailed costing showing that if leave were granted without pay, it would cost the Exchequer between 4-8 million pounds annually and would only add 0.01% to the wages bill.

If parental leave were paid at a flat rate, like maternity allowances in Britain, it would add an additional 1% to the Government's social security expenditures. The UK Government has therefore abandoned the argument on grounds of cost and has switched to making the argument on grounds of the free market principle which maintains that regulations curtail job opportunities by interfering with market forces.

When one considers the high profile that has been attributed to the Free Trade Debate here, we might heed the warning from across the pond, that this might be an argument that the federal government would use here.

Susan Colley from information supplied by the National Child Care Campaign.



A Paternal or Progressive Step?

Workplace Daycare at Magna International

When workers at the Magna Industrial Campus at the south end of Newmarket come to work for the 7:00 a.m. shift, many are able to take their children to the on-site daycare centre that is now open.

Reports indicate that the physical setting for the infants, toddlers and preschoolers is well resourced. Indeed, in a community where there are very limited daycare options for families, especially families that work on shifts, workplace daycare may respond to community needs. Magna, known in the labour community as being fairly anti union labour, often pays relatively low salaries to front line factory workers but projects a philosophy of caring for the personal needs of its employees. Salaries may be low, but employee benefits are reputed to be generous.

Magna's overture into employer-sponsored daycare should be monitored carefully. Word has it that Magna set up a separate non-profit corporation to operate the daycare and that the daycare received capital start-up money from the Province. Currently there is an interim board of directors. It is expected that parents will be members of the permanent board.

Magna appears to have decided to support some of the ongoing costs of the centre,

from the limited budget information that is available. While it is said that trained ECE staff will begin at \$15,000 per year, plus Magna benefits that include OHIP, Extended health Care, Vision, and Dental Care, fees are set at \$50 per week, certainly among the lowest in the Province.

What's the motivation for Magna? Certainly, they've had a great deal of publicity lately. (Readers may recall that Sinclair Stevens' wife is reputed to have borrowed some big bucks from Magna executives, the same executives that have negotiated large federal grants.) Is Magna attempting to tie low-paid workers, mainly women, to dead-end jobs by providing accessible, affordable daycare? What if the worker gets a better job somewhere else? Can he/she continue to use the daycare centre, even if it means inconvenient travel? What role will Magna management maintain on the daycare board? Will the company attempt to influence the operation of the centre, especially salaries and working conditions? All of these issues are critical. Daycare centres need substantial human, physical and financial resources to provide quality programs; they also need autonomy to make appropriate decisions that are in the interests of children, parents and staff.

We'll be watching this initiative very carefully.

Midwifery Taskforce

The Ontario Government has established The Task Force on the Implementation of Midwifery in Ontario in order to make recommendations as to the integration and regulation of midwives. Public hearings will be held in the following cities on:

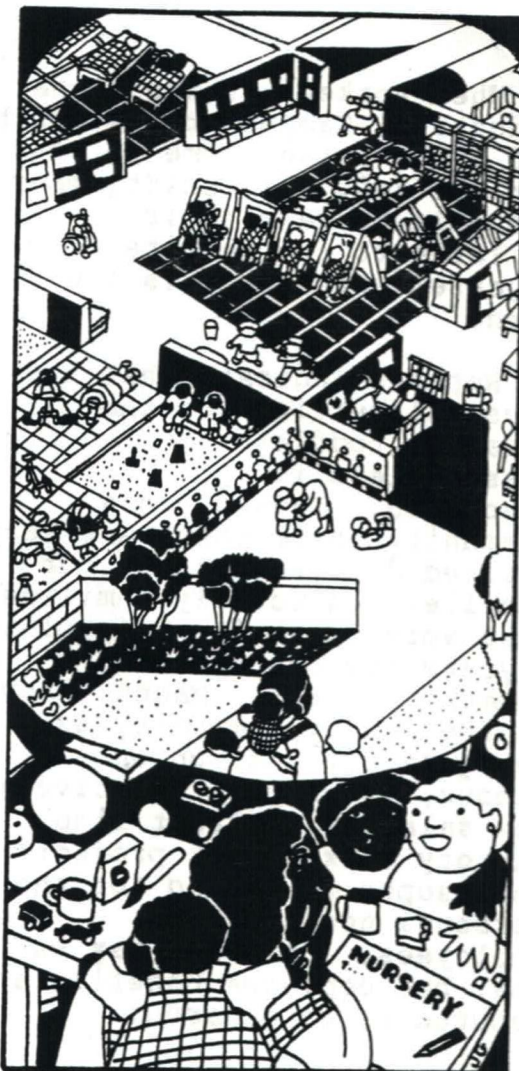
Dryden	Oct. 15
Hamilton	Oct. 20
Kingston	Oct. 29
London	Oct. 16
Ottawa	Oct. 14
Sudbury	Oct. 27
Thunder Bay	Oct. 14
Timmins	Oct. 28
Toronto	Oct. 6,7,8,9,10
Windsor	Oct. 21

Briefs can be submitted to the Task Force at 700 Bay Street, 14th Floor, Toronto, Ont. M5G 1Z6, attention Ms. Linda Bohnen.

For more information and petitions contact Home Birth Working Group, 833 Manning Ave. Toronto, Ont. M6G 2W9

Education Matters

Education Matters, a half hour TV series examining issues in our school systems, will be aired on the Cable 10 Network (Toronto Metrowide Cable 10) on Fridays at 9:00 p.m. The first show was on October 3rd.



JANIS GOODMAN

Over 1.2 million children in Canada are poor!

In its most recent report, the National Council of Welfare has found that one in five children in Canada live below the poverty line and that there are 35% more children living in poverty now than in 1980. Poverty Lines are available from:
 National Council of Welfare
 Brooke Claxton Building
 Ottawa, K1A 0K9
 (613) 990-8168

Social Assistance Review Committee

Community and Social Services Minister, John Sweeney has now named the members of an independent, public review committee that will examine Ontario's system for social assistance. The committee is expected to report in the Spring of 1987.

Ontario's two major pieces of income maintenance legislation have not been significantly changed for two decades. The General Welfare Assistance Act dates back to 1958 and 20 years ago, the Family Benefits Act was passed.

The committee has been asked to make recommendations for a thorough overhaul of the income maintenance system.

Committee members are:

Chairperson: George Thomson
Formerly Family Court Judge, Associate Deputy Minister, and currently Director of Education for the Law Society of Upper Canada.

Rev. Owen Burey. President of the Chatham/Kent Multicultural Society and the Council of Jamaicans in Ontario.

Joanne Campbell. Metro Councillor and Social Service Committee member.

Jacques Cote. C.A.O., Town of Hearst.

Phil Johnston. Commissioner of Social Services, Waterloo.

Dr. Clarke MacDonald. Former Moderator, United Church of Canada.

Wally McKay. Executive Director, Tikinagan Child and Family Services.

Terry Meagher. Secretary, Canadian Civil Liberties Association, formerly of the Ontario Federation of Labour.

Diane Mountain. Single parent and member of Mothers Making Change.

John Southern. Vice-President of Boost, a self-help group of the Blind.

Fern Stimpson. Human Resources Officer, Manufacturers Life Insurance Company.

Ruth Wildgen. Ottawa Alderman and single parent leader.

Sweeney said he would like the committee to put an emphasis on hearing from people who are directly affected by the government's social assistance programs. This committee will provide yet another opportunity for parents and day care staff who experience problems with the day care subsidy system to make representation. For copies to the Guide, or more information, contact:

Debbie Oakley
Project Manager
Review of Social Assistance
and Related Programs
Toronto, Ontario.

(416) 963-3741

Ottawa

The Regional Municipality of Ottawa-Carleton (RMOC) commissioned a planning document to deal with the recent allocation of day care spaces from the Province. The report was released in August; some of the recommendations included the formation of a Central Planning Committee for day care services with representation from the Ministry of Community and Social Services and Child Care Information. In the future, the Region would like to see 100% of all new spaces allocated to group infant care. The Province will be approached about increasing the funding allotted to both group and family home day care infant spaces.

Representatives from the Region will meet with each of the Boards of Education to discuss child care programs in school space. In addition, the Report recommends that subsidies continue to be allocated to day care centres rather than to a floating subsidy system. It suggests that advanced eligibility testing be phased in for subsidized spaces.

It also recommended that the Region ask the Province to:

- increase its capital funding contribution for new construction from 50% to 80 or 100%;
- make capital funding available to all day care operators;
- consider making use of grants and/or interest free loans to encourage development of new day care facilities.

With the exception of making capital funds available to all operators, the day care community reacted quite favourably. We re-emphasized our position that such funds should only be available to non-profit programs.

In the meantime, two new Cooperative day cares have opened and one non-municipal, non-profit centre recently received \$750,000 from the Province for the construction of a new 60 child preschool centre.

Paula Frieditis



Windsor

Since our last report, the most noteworthy event that has taken place occurred in the Windsor City Hall Council Chambers. In July, the day care administration came forward with a recommendation to increase fees in the six municipal day care centres. The recommendation offered Council a choice between raising fees 5% or 8%. Administration's request came as a result of rising operational costs. The Windsor Coalition addressed Council urging that if Council was convinced an increase was indeed necessary due to higher operational costs, that Council should consider the most minimal amount. Included in discussion on the issue was the report from the Special Committee on Child Care.

Some Councillors are hopeful that the federal government will recognize its responsibility and address the child care crisis with dollars! Others expressed their concern over the possibility that financial help will not come by January

1, 87 and that a sudden dramatic increase in day nursery fees would have ill effects on the enrollment and operations of the centres. At the end of the debate the tie vote was broken when Windsor Mayor, David Burr voted AGAINST the recommendation to increase day nursery fees.

We commend Windsor City Council members for giving full fee paying parents the moral and financial support they deserve!

Now, more than ever, we must push forward - lobbying at all levels of our government and keeping the pressure on in Toronto and Ottawa.

On Thursday, November 20th, Susan Colley, Executive Coordinator for the Ontario Coalition for Better Day Care will be at Walkerville Collegiate in Windsor to address the child care issue.

For further information, contact Michelle Schryer: 254-3543(519).

Michelle Schryer



Metro Toronto

The Metro Day Care Coalition is launching a campaign to lobby for a Metro-wide salary grant to improve salaries for workers in non-profit day care centres. Meetings on this issue are being organized in the City of Toronto and North York. A meeting has been Scarborough at which strategies to begin this lobby were discussed.

The Metro Coalition is participating in the Metro Day Care Planning Task Force which is looking at a long term plan for day care development in Metro Toronto.

As a result of discussions around Zoning bylaws which in fact allow for profit day care in the City of Toronto, the City is preparing a report on its position. The Metro Coalition has been involved in these discussions and will monitor report.

The next steering committee meeting is on November 4th. For further information on the activities of the Metro Coalition contact Lorraine Duff at 221-1161 or Barbara Lampert at 461-6371

Leeds-Grenville

At the October 2nd meeting, members of the Leeds/Grenville Day Care Association discussed and approved the following mandate:

Provide a network for information sharing among day care teachers, supervisors and parents;

Provide a forum in which others interested in day care/early childhood issues can share concerns;
Provide education on day care issues to municipal officials, politicians and the general public;
Examine current needs and trends in day care;
Discuss the needs of staff and parents in day care; plan specific workshops to address those needs.

It was decided that meetings will be held bi-monthly. As issues or events come up, meetings will be more frequent. The group has a chairperson with working committees to be formed on an ad hoc basis. Secretarial support is being provided by the Leeds and Grenville Children's Services Advisory Group. This will be of great help in covering photocopying and mailing costs. Should the group decide to apply for some COMSOC funding to cover workshops, the CSAG will assist with proposal writing.

Another day care centre opened September 15th. The Brockville Psychiatric Hospital now has on-site day care open 6:00 a.m. to 7:00 p.m. The centre is licensed for 24: 3 infant; 5 toddler; 16 preschool. Renovations are still taking place but it is a spacious and comfortable setting. Security issues were considered carefully in planning this on-site centre. Day care centres are still few and far between in the County but, to quote COMSOC's Morley Burwash, "It's better than a year ago."

Christine Peets

Hamilton

In 1985, the Day Care Advisory Committee of the Social Planning and Research Council studied and made recommendation to the Regional Social Services Committee on day care budgets and acceptable per diem rates for purchasing service in licensed programs on behalf of eligible families.

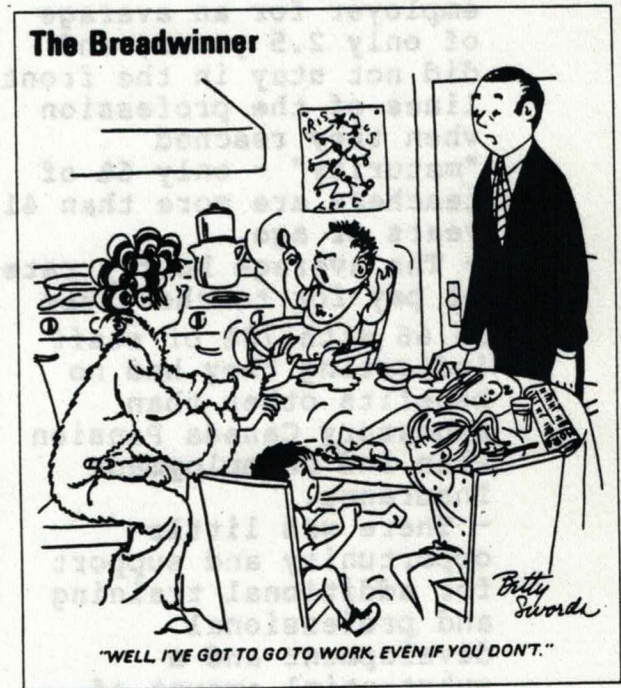
This report has come to be known as the "Benchmark" - if any of you ever wonder what Hamilton people meant when they referred to the "Benchmark". It recommended that centres be permitted to increase budgets to a level which reflected realistic costs - including moving salaries from their current, dismal level to the recommended salary scale of the A.E.C.E.O.

Subsequently, the Regional Council accepted the benchmark proposal provided that the additional costs for improved rates could be shared by the other two levels of government.

In 1985, the provincial government did not agree to share in the increased costs which exceeded the limits the province had imposed on local spending. A proposal to spend 100% Regional dollars regardless of the province's participation was narrowly defeated at the Council in December.

This year, the issue of 100% funding has arisen again. The Health and Social Services Committee has recommended that

the Council spend 100% dollars on the difference between what the Province is willing to fund and the amount it would take to grant the rates requested in the budgets submitted by licenced programs. The Finance Committee will examine the recommendation on October 16th and then make a recommendation to Council on October 21st.



The Hamilton day care community is organizing a concerted lobby of Regional Council and Finance Committee members. This year, it hopes to be successful. Even if this does not solve the whole problem, it will be a step forward for day care staff, in the same way that the City of Toronto Salary Grant was a step forward for Toronto daycare staff.

Hamilton

Recently the Hamilton A.E.C.E.O. conducted a study on salaries in the Hamilton-Wentworth Region. They found the following:

- Teachers had the highest turnover rate of daycare staff. Results indicated that they had been in the profession for the shortest time (4.5 years), had been with their present employer for an average of only 2.5 years, and did not stay in the front lines of the profession when they reached "maturity" - only 6% of teachers are more than 41 years of age.
- The average hourly rate of pay for teachers was \$6.66 with 70% of staff indicating they had no benefits other than mandatory Canada Pension Plan and Unemployment Insurance.
- There was little opportunity and support for additional training and professional development and a substantial amount of **unpaid** time was reported by staff for necessary program administration, planning and preparation.
- 84% of the sample indicated that they were either somewhat or very satisfied with their jobs. Teachers were the most dissatisfied staff group when asked about pay satisfaction, with 33 indicating they were **very** dissatisfied.

- Average rates of pay in commercial centres were \$2.12 per hour lower than levels in non-profit programs.

- The supplementary results from commercial programs indicated that 93% of that sample were either somewhat or very dissatisfied with their rate of pay.

These results, together with a long description of day care problems in Hamilton were forwarded to John Sweeney, Minister of Community and Social Services.

The survey was an extremely useful piece of work and could stand to be repeated in other communities with effect.

For more information, please contact Lesley Russell, (416) 521-7965 (bus.)



FIONA SCOTT

BRIEFINGS

Welfare Changes End "Spouse in the House" Rule

The long-despised "spouse in the house" rule will be ended by April 1, 1987 according to changes to Ontario's welfare system announced by COMSOC Minister, John Sweeney, on September 18th. Under the new system a sole support parent will not lose eligibility for public assistance or day care subsidy for simply sharing living quarters with a person of the opposite sex. For information on details of new criteria, contact:
Robert Cooke, Director,
Income Maintenance Branch
Ministry of Community and Social Services,
Toronto, Ont.
(416) 965-3203

Beware of Bill 131

Bill 131, an amendment to the Assessment Act, potentially has bad news for non-profit day care centres. The Bill, which had first reading in the Legislature in July, redefines "business" for the purposes of assessing business taxes - currently, non-profit organizations do not pay business taxes. The intent of Bill 131 is to ensure that large non-profit organizations such as the Ontario Jockey Club and the Toronto Stock Exchange do pay business taxes. However, the Bill redefines business in such a broad fashion that non-profit day care centres would be included. Rumour has it that many sectors are complaining about the Bill and that it may be withdrawn. In the meantime, call Robert Nixon, Minister of Revenue and Treasury and express your concern about another potential burden on day care centres. Remind him that kids

are not for profit!

Canadian Index to Foundation Grants

The Canadian Centre for Philanthropy has published a resource for grant seekers which will reduce the time and effort spent in soliciting foundation support. Cost: in Ontario, \$48 for associate members; \$79 for non-associates, including shipping and handling. To order copies, contact:

The Canadian Centre for Philanthropy,
3080 Yonge Street, Ste. 4080
Toronto, Ont. M4N 3N1
(416) 484-4118

Justice in Ontario is a bilingual guide to the Justice system in Ontario. It is available free of charge from:

Ministry of the Attorney General
Communications Branch
18 King Street East, 12th Floor
Toronto, Ont. M5S 1C5
(416) 965-9111

Children's Broadcast Institute is preparing list of Canadian-produced videos suitable for children. For details, contact: The Children's Broadcast Institute, 234 Eglinton Avenue East, Ste. 405 Toronto, Ont. M4P 1K5 (416) 482-0321

New Appointments at Children's Services, Ministry of Community and Social Services:

- Ms. Sandra G. Scarth is the new Director, Children's Services.

-Ms. K. Eastham is the new Director, Child Care.