



# **DAYCARE DEADLINE 1990**

Brief to the Government of the Province of Ontario on the Future of Daycare Service in Ontario by the Ontario Coalition for Better Daycare.

RESEARCH DEPARTMENT  
ONTARIO FEDERATION OF LABOUR  
15 GERRAIS DRIVE  
DON MILLS, ONTARIO

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**MEMBERS OF THE  
ONTARIO COALITION FOR  
BETTER DAYCARE**

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- ACTION DAYCARE  
ASSOCIATION FOR EARLY  
CHILDHOOD EDUCATION,  
ONTARIO  
CANADIAN UNION OF PUBLIC  
EMPLOYEES—ONTARIO DIVISION  
CONGRESS OF CANADIAN WOMEN  
FEDERATION OF WOMEN  
TEACHERS' ASSOCIATIONS  
OF ONTARIO  
INTERNATIONAL WOMEN'S DAY  
COMMITTEE  
  
NATIONAL ACTION COMMITTEE  
ON THE STATUS OF WOMEN  
ONTARIO COMMITTEE ON THE  
STATUS OF WOMEN  
ONTARIO ENGLISH CATHOLIC  
TEACHERS' ASSOCIATION  
ONTARIO FEDERATION OF  
LABOUR  
ONTARIO FEDERATION OF  
STUDENTS  
ONTARIO PUBLIC SCHOOL MEN  
TEACHERS' FEDERATION  
ONTARIO PUBLIC SERVICE  
EMPLOYEES UNION  
ONTARIO SECONDARY SCHOOL  
TEACHERS' FEDERATION  
ONTARIO TEACHERS'  
FEDERATION  
ONTARIO WELFARE COUNCIL\*  
ONTARIO ASSOCIATION OF  
FAMILY SERVICE AGENCIES\*  
ONTARIO ASSOCIATION OF  
PROFESSIONAL SOCIAL  
WORKERS\*

\*A joint policy profile by these organizations is contained  
in Appendix III.

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## I INTRODUCTORY REMARKS AND PRINCIPLES

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### ORIGIN OF THE ONTARIO COALITION FOR BETTER DAYCARE

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A concern about the inadequacy of daycare services in the province of Ontario brought us together in the Spring of 1981. Through this coming together two things happened: under the auspices of the Ontario Federation of Labour, a series of public hearings on daycare were held throughout the province; and the Ontario Coalition for Better Daycare was formed.

This brief represents the findings of the public hearings as reported in Appendix I, and the consensus of the Ontario Coalition for Better Daycare.

The hearings, held in Kitchener-Waterloo, Windsor, Thunder Bay, Sudbury, Peterborough, Hamilton, Ottawa and Toronto, resulted in over 200 submissions from a wide range of groups and individuals—local unions, labour councils, early childhood educators and students, professional social workers, parents, children, social planning councils, community organizations, teachers, elected public officials and political parties, women's organizations, social service workers and concerned citizens.

At its founding meeting it was agreed that the objectives of the Ontario Coalition for Better Daycare were to promote more and better daycare; to work toward continued and increased public awareness of the need for daycare in Ontario; to prepare a brief reflecting the findings of the public hearings and present it to the Premier of Ontario and Cabinet Ministers; to organize a lobby of members of

provincial parliament at Queen's Park; and, to coordinate the activities of local coalitions initiated in respective communities as a result of the public hearings.

Although some members of the Coalition have presented their organization's daycare policies and recommendations to the provincial government and its agencies in the past, the positions contained in this brief reflect the consensus view of the Ontario Coalition for Better Daycare.

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### THE FAMILY IN TRANSITION

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The modern family is in transition and traditional methods of support are inadequate. This is the major premise of the Ontario Coalition for Better Daycare in submitting this brief to the government of the Province of Ontario.

The rationalization that professional intervention damages the family structure, often made in defense of severe social service cutbacks, must be put to rest if we are to honestly address the crisis faced by parents and children today.

While the role of the family as the centre of loving, nurturing relationships is the same, the structure has changed. Today both parents often work. Thousands of single-parent families, the majority headed by women, live below the poverty level. Grandparents, who used to play critical support roles, are now separated from their children and grandchildren as the demand for a mobile workforce determines the location of families. Women now perform non-traditional



## II COMPONENTS OF A NEW DAYCARE SYSTEM THAT MEET THE NEW NEEDS OF ONTARIO FAMILIES

jobs that include shiftwork, travel and overtime.

The people of Ontario don't need a sociologist to know what this all means.

This loss of traditional support for the family coincides with a general economic and social transition. To many people our society seems more complex and perplexing all the time. For example, in the economic sector, the traditional simple cures for problems like inflation or unemployment no longer work.

Like strangers in a strange land, parents, children, teachers, early childhood educators, social service workers, unions and governments are trying to adjust to this shift in our social structure—doing something here to correct A; something there to correct B, only to find out that they are trying to do a job in 1981 with tools designed 30 years ago. Now, levels of government funding are totally inadequate. What is required is a massive increase in funding and a universally accessible daycare system.

Incorporating our experience in the area of childcare and the findings of the public forums on daycare, we recommend that the Family Resource Centre, or Neighbourhood Hub Model, be considered for the future provision of childcare in the Province of Ontario, based on the following set of principles.

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### THE PRINCIPLES OF QUALITY DAYCARE

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Daycare programs must focus on the education, the rearing and the physical care of the child. The education

function involves developmental programs concerned with the intellectual, emotional, physical and social growth of the child. The rearing function involves liaison with the home to complement family life and provide the kind of guidance children would receive at home. The caring function integrates health and social services as required. It should include proper nutrition and preventive medical care, requires adequate provisions for physical facilities and space.

In a responsive childcare system, there should be the flexibility to allow working parents to select the type and location of childcare that meet the needs of both parents and child.

Programs in all locations, should be monitored according to a set of standards and regulations established by the Provincial Government which embody these principles.

A wide range of options is essential if parents and children are to choose the method of childcare that best suits their needs. The Family Resource Centre, sometimes called the Neighbourhood Hub Model, is a useful concept for examining the components of an effective daycare system because it incorporates flexibility and centralization of social, educative and health resources.

Daycare ought to be available in the vicinity of each family so that children need not be transported long distances and so that they can play with their daycare friends when they are at home. That is why we recommend daycare in each neighbourhood just as there are elementary schools in each neighbourhood. In rural areas, small group care centres, supervised private home care and efficient transportation are options where the neighbourhood daycare setup is not feasible.

In each neighbourhood centre the following services would be offered: all-day group care, supervised private home care (which includes emergency care for sick children and for children whose parents are ill, overnight care for children of shiftworkers, perhaps in the child's own home) half-day nursery school, parent and child drop-in centre, and facilities for parent education. A public health nurse should also be located in the neighbourhood childcare centre with facilities for early diagnosis of physical, mental or emotional difficulties.

Most of these services already exist in limited quantities in Ontario. The province has been engaged in licensing and subsidizing group care centres since the beginning of World War II.

Half-day nursery schools are also regulated under the Day Nurseries Act and in some cases receive subsidy. Parent and child drop-in centres and centres where parents can leave their children for a few hours each week are a comparatively recent development and are sometimes funded by the Federal Government through Manpower and Immigration, with assistance from local school boards and other levels of government. There are very few of these projects. The provincial government became involved in the provision of supervised and subsidized private home care several years ago. This service is a useful alternative to group care depending on the needs of the family.

The Family Resource Centre would provide resources for the private home care providers including relief staff, a toy lending service, training and advice. The children in private home care could periodically participate in some aspects of the group program.

The Coalition believes the service should be publicly funded. Universal access to facilities for healthy physical, mental and emotional development is the right of all children under the age of six as it is for children over that age.

The present system is a fee-paying service for all but the few very low income parents who can find a subsidized space. The consequences of a fee-paying system are financial stress on families already having difficulty with inflation, the choice of inferior arrangements because of cost factors, occasional vacancies in good facilities because parents cannot meet the high costs, pressure on centres to keep fees down by cutting the quality of care, low



wages for early childhood educators that result in high turnover rates and consequently poor care for the children and the segregation of children by socio-economic groups.

These factors would disappear in a properly funded, not-for-profit, daycare system. They are largely non-existent in the public school system.

To foster a closer liaison between the elementary school system and early childhood education, the Coalition recommends that childcare facilities be licensed and funded through a separate division of the Ministry of Education. Licensing standards should be set and monitored by that Ministry based on current standards and regulations established through the Day Nurseries Act as a minimum.

It is crucial that two aspects of the current daycare system be incorporated into a new system: current ratios of staff to children, as specified under the Day Nurseries Act, must be retained or bettered, and staff must have qualifications in Early Childhood Education. Also, a system for retraining teachers in Early Childhood Education should be developed.

Positive child development depends on the delicate relationship between parents and children, especially in the early years. Strong and unified links between parents and professionals are essential for the healthy development of children. The decision-making about childcare and daycare programs must reflect the full participation of parents with daycare staff at the local level.

One ideal model in any new administrative structure is a not-for-profit centre governed by a committee of parents, staff and members of the

community (within the established standards and regulations), in order to ensure that the centres provide the services required by the community. This is why the Coalition strongly recommends the establishment of a task force to:

1. develop funding procedures that would maximize the above;
2. work out administrative structures;
3. re-examine the viability of present sources of funding like the property tax and the Canada Assistance Plan which are ineffective for a universally accessible daycare system;
4. propose new sources of funding which would not jeopardize levels of support to existing and future human services.

The problem of federal funding needs to be confronted. Current funding under the Canada Assistance Plan is severely restrictive because it provides assistance to very low income families only. Revisions to that Act are now being considered and the province has an opportunity to press the federal government to provide assistance to a broader segment of the population.

A quality daycare system necessitates employing staff who are well compensated and enjoy working conditions that facilitate their work. They should have shortened hours, paid sick leave, extended vacations, and sabbaticals to enable them to undertake professional development activities. They should be paid on a par with teachers who have equivalent training and experience.

Other measures are required that would provide additional financial

support for parents who choose to stay at home for child development purposes. Legislation providing for extended maternal and paternal paid leave should be enacted.

To further support these actions, a public awareness campaign should be undertaken on:

1. the value of early childhood education for children and parents;
2. availability of facilities and programs, and
3. ECE as a positive career choice for women and men.



### III RECOMMENDATIONS

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The Ontario Coalition for Better Daycare recognizes that specific sectors of society have certain responsibilities toward this issue; in making these recommendations we attempt to delineate these responsibilities for respective sectors.

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#### WHAT THE ONTARIO GOVERNMENT HAS TO DO

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##### i) For Immediate Implementation

Measures for immediate implementation were called for by the Coalition in a May 5th letter to the Minister of Treasury and Economics. Certain steps are judged to be urgent.

- 1) The implementation of a \$5.00 per day space subsidy to all non-profit daycare centres.
- 2) The creation of 10,000 new subsidized daycare spaces.
- 3) The establishment of a task force to initiate pilot projects to ascertain how specific needs can best be met.

We urge you to give immediate consideration to these short-term emergency measures to meet current critical needs.

##### ii) For Implementation by 1985

Our goal is a universally accessible daycare system by the year 1990. We recommend the following changes as initial steps in this evolutionary process:

- 1) Increase the amount of direct grants, subsidies and capital funding to non-profit programs provide spaces for 15 percent of the child population.

- 2) Monitor workforce participation rates by geographic area to ensure that available services are meeting an appropriate percentage of the predicted need.
- 3) Improve support to the informal, unregulated segment of available childcare arrangements by increasing to a minimum of 15 the number of community-based resource centres by 1985, expanding the programs of these to offer pre-parenting courses and parent education, programs for high-risk children, and early identification consultation programs for parents, private caregivers and non-profit group programs.
- 4) Provincial responsibility notwithstanding the federal government has its share of responsibility. We urge the provincial government to assert its influence in the federal direction as outlined on page 7 in our brief. Such provincial action will have the support of this Coalition, of parents and the daycare constituency.
- 5) Eliminate public funding of commercial centres, e.g.: subsidy programs, purchase of service agreements, capital grants.
- 6) Initiate within a year pilot projects to develop a Neighbourhood Hub Model of childcare services, incorporating a variety of programs, including group care, supervised private home licensed care, emergency in-home care, and access to 24-hour care for children ages 0-12 years.
- 7) Expand the task force previ-

ously recommended, (see recommendation 3, page 6) to encompass the terms of reference listed on page 4. Give this task force the additional responsibility of making recommendations which would expedite the transfer of jurisdiction of daycare services in Ontario from the Ministry of Community and Social Services to the Ministry of Education, and establish a universally accessible system by 1990.

- 8) With additional provincial funding and consultative support, assist school boards in providing childcare services, provided Day Nurseries Act requirements are met.
- 9) Implement standards and guidelines requiring that child care services be provided by trained and educated early childhood educators. In addition, establish on the job training programs through which employed early childhood educators' qualifications can be upgraded.
- 10) Maintain an advisory council to coordinate and monitor ECE course content and retraining programs, clearly stating early childhood education requirements.
- 11) Undertake a public awareness campaign: on the value of early childhood education for children and parents; available facilities and programs; and early childhood education as a positive career choice for men and women.
- 12) Implement measures that would provide additional financial sup-

port for parents who choose to stay at home for child development purposes. For example, legislation providing for extended maternal and paternal paid leave should be enacted.

- 13) Services in French must be provided for the children of franco-phone parents. Provision must also be made to meet the unique needs of Native Canadians and minority groups.

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#### WHAT THE FEDERAL GOVERNMENT HAS TO DO

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A national childcare act to demonstrate a federal government commitment to the philosophy of universal childcare as a public service should be implemented. This act would replace the Canada Assistance Act, as it relates to daycare services, and provide funding on a universal basis.

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#### THE ROLE OF MUNICIPALITIES, LABOUR AND MANAGEMENT

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Although the Coalition calls for a universally accessible publicly-funded daycare system by 1990, in the meantime, there are important interim support roles to be played by municipalities, labour and management.

Municipalities should provide consultative services to non-profit groups for assistance in program start-up and operation; establish information referral networks to monitor childcare services and local demands; ensure that



a local data base is in place for future planning; and contribute to public awareness about the value of ECE programs.

Unions and management should take initiatives to create work-related childcare programs where feasible. Unions should pursue unionization of early childhood educators; continue to work toward clauses for childcare leave; pursue the provision of childcare benefits; and work for the implementation of longer paid maternity and paternity leaves.

The Coalition also recommends that government policymakers become informed about workforce participation rates and program availability; promote childcare programs as a high priority; support public awareness campaigns in their areas; and check that local by-laws encourage daycare centre operations.

## IV APPENDIX I

### REPORT ON THE PUBLIC FORUMS ON DAYCARE

#### i) What the Parents Said

Maxine McLister, mother of a two year old, says that lack of quality daycare in Thunder Bay forced her into making inadequate private arrangements for the care of her child. The results were terrible, she claims.

In my son's short life he was fed starches and sugars because they keep children quiet, and were cheaper than fruits and vegetables and plunked in front of a TV instead of being provided with stimulating play.

She is alarmed and concerned that the provincial government's policy of pushing for more "informal" types of childcare (private home care) is just a glorified name for unlicensed, unsupervised babysitters.

Helen Sutherland of Toronto, a mother of two, says that as a taxpayer, she wants some of her money to go into daycare. It's better than welfare, she adds, and the lack of daycare jeopardizes kids. Helen asks the Premier of Ontario to keep the promise to the kids.

Vicki Barriage, from St. Catharines, is a single mother of two, Dawn 11 and James 4. When she wanted to work she couldn't find daycare that opened early enough. Her job started at 7:00 a.m.; daycare opened at 7:30 a.m. She tried to get some financial assistance to hire a sitter in her own home to solve the daycare timing problem and also get her older child off to school. She was told that there were no subsidies for kids 10 years of age and up. She was out

of luck. She went to her MPP and heard nothing from him. She went to the Mayor and found out nothing could be done. Vicki asked us why there wasn't help for families to secure daycare in their own homes?

#### ii) The Perspective From Daycare Centres

When daycare centres describe the situation they face they talk about social service cutbacks, waiting lists and frustration. One daycare worker said that every kid has the right to have some adults, other than their parents, who are crazy about them. That's what centres try to provide and that's why they're frustrated at the budgets they work with, the staff burnouts they confront, the low wages they have to offer, the numbers of people they have to turn away, the deterioration of nutrition forced on them in order to keep the centres open, their inability to improve their facilities, the "making do" with last year's worn out equipment, bake sales and raffles.

An Ottawa centre has a waiting list of 127 for infant care alone, a Hamilton centre's waiting list is 106, in Toronto a centre has had to close its door, putting a hundred kids out of daycare because they couldn't make the ends meet. The present daycare crisis is experienced in its most direct way in the daycare centres themselves—the point where the parents and children's needs meet the harsh reality of "no vacancy—no subsidy".

#### iii) The Front-Line Held by the Municipalities

Like the parents who came to present their positions to the daycare forums, the representatives of Ontario municipi-



palities are proud of the job they're doing in the care of the children. Like the parents, however, they are acutely aware of the fact that the present provisions for childcare are grossly inadequate. The municipalities which have to administer the daycare programs are well aware that the waiting lists are too long, that deserving families with middle-incomes have to be turned away from much-needed services, that there are children with special needs with nowhere to go, that the cost of daycare is too large to be borne by property taxes, that the means test is regarded as demeaning to people who require subsidy.

Since the municipalities are in direct contact with the users or potential users, much closer in fact than the provincial or federal governments, they feel the crisis most acutely. In the larger urban centres the need has been established. In smaller centres this is not always the case. We heard from people in rural areas where no daycare commitment has been made by municipal politicians because of the cost involved and the perceived difficulty in administering the programs required because of the inadequate commitment of the provincial government to daycare.

#### iv) **Why Women's Organizations are Demanding Daycare**

In the province of Ontario it is illegal to discriminate against anyone on the basis of sex. The Human Rights Code has legislated the right of women to participate fully in the society yet the lack of adequate daycare services make this right a lie. A look at the names of some of the organizations that

presented briefs—the Women's Incentive Centre, Waterloo, the Women's Affirmative Action Committee, Sault College of Applied Arts and Technology, the Women's Centres of Thunder Bay and Hamilton, and Women Working with Immigrant Women, Toronto—tells us that women are working together to obtain their rights. But the brick wall of inadequate daycare stands in their way. If a woman has the right to participate equally in the job market then she must have childcare. If a woman bears children, then she must have support to raise them. The traditional family has changed. Yet nothing has replaced the traditional supports and women are still held solely responsible for the raising of their kids. Women's organizations across the province call for a comprehensive daycare system to allow mothers and children the enjoyment of their full human rights.

#### v) **Union Response to the Daycare Crisis**

"It is the proper business of a trade union to confront the entire range of issues touching the lives of working men and women and their families and daycare may well be the centrepiece social issue of the 80's in the way medicare and old age security were in the 50's and 60's." So began the presentation made by the United Steelworkers of America to the daycare panel. It went on: "When the social history of the latter part of the century is written, the story of the women's movement will be properly underlined as the major step forward for humankind. And no matter how often

all of us rightly refer to daycare as a "people issue" the women's movement deserves the political credit for transforming daycare from a background issue into a central item on our social agenda."

The tone of the Steelworker's brief on daycare was echoed in all the presentations made by the labour movement—the labour councils, the union representatives, the union members, the women's committees—who came forward.

Some briefs were based on need surveys conducted among locals. In Lindsay, for example, the president of the labour council reported that only six percent of the parents who responded to the questionnaire had supervised childcare facilities. Sixty-five percent were relying on private arrangements with neighbours or friends and 11 percent felt the care of their children were presently receiving was poor.

In Sudbury the labour council expressed concern about the future need for daycare because of an anticipated rush of women into the workforce with the opening of a new Federal Taxation Data Centre that will provide 400 full-time and 300 part-time jobs. Although the present incidence of women in the workforce is low, 10,000 Sudbury area women applied for jobs at the new Data Centre. The meagre supply of daycare at present will not meet the future demand.

In Windsor, a United Auto Workers brief addressed the needs of single-parent families headed by men—a new problem facing many members as separated parents work out joint custody arrangements. It was pointed

out that single parents are disintitiled to unemployment insurance because lack of daycare prevents them from working.

A Toronto mother who is a postal worker made a plea for all the children who are left unattended because their parents have to work shifts. She described her own situation which she termed "fortunate"—she works midnights, her husband works days. Her kids are not left alone. The stress of this kind of arrangement takes its toll on family life, at a price no worker should have to pay.

Many briefs from the labour movement recommended that daycare become a collective bargaining issue.

#### vi) **Why Teachers Value Daycare**

Our teachers know children and families well enough to recognize that economic pressures have changed the nature of the modern family; that many children have never had a parent at home with them. The pre-school years have probably been spent in a succession of daycare centres, at the homes of babysitters and in and out of several nursery school facilities. The school years for many children are years of getting themselves off to school, looking after themselves at lunch and spending several hours alone or on the street after school. "Latch-key" children are an increasing phenomenon and it's often not financially possible for the family to change a thing.

Teachers know that early social experience is crucial in determining the needs that children bring with them to school. For Ontario teachers, the linguistic and cognitive growth, as well as the development of large muscle



skills provided by quality early childhood education is seen as being as important as the learning children do once they reach the school system.

The teachers who addressed the question of daycare stated again and again that the developmental experiences of young children are too important and have too far-reaching an effect on the life of the child for society to ignore. Teachers don't blame individual families. They see the problem as social, economic, and political.

They see empty classrooms and surplus teachers, they see the importance of the security of neighbourhood settings, and the value of proximity to brothers, sisters and friends to pre-schoolers and conclude that the structure already in place for school age children should be expanded to provide the kind of early childhood experience that every child deserves.

vii) **Early Childhood Educators Speak Out**

To work in daycare, a person must love children, have two years at a community college studying early childhood education, have many hours of student practice in a daycare centre and be willing to subsidize the cost of the service. Daycare providers in the province of Ontario, for the most part, earn on the average of \$7,000 a year. The daycare provider must be ready to support parents in the rearing of their children, work long hours without breaks for lunch, work overtime without pay preparing programs, attend evening meetings with parents and staff, turn down professional development opportunities because there's no time, and constantly defend their status as professionals in a

society that doesn't value the service they provide.

Early childhood educators are often young women. Men don't enter the field because the wages are so low. Many of these young women still live at home because they don't earn a living wage. Many leave the field they love, after a few years, because they're "burnt out", overworked and have to start earning a decent wage.

This is the picture presented by the daycare providers who came to present briefs to the daycare forums. They expressed concern about shifting the responsibility for daycare from the Ministry of Community and Social Services to the Ministry of Education, fearful of "rigid, unbending curriculums" but were willing to consider a separate day nurseries division under the Ministry of Education if present funding was maintained and increased. In making their recommendations, many abandoned the "Florence Nightingale" role imposed on them and demanded rightful fairer treatment for their profession.

Louise Todd, President of the Association for Early Childhood Education, Toronto Branch, stated in her brief that the solution to the present daycare crisis was not the responsibility of one group but something worked on by parents, early childhood educators, unions, governments and other concerned people. The crisis as defined by early childhood educators involves long waiting lists, lack of facilities for infants and toddlers, lack of childcare options for parents and low wages paid to daycare staff.

**APPENDIX II  
DAYCARE STATISTICS**

<b>Women In The Labour Force By Age of Children, 1980</b>			
	<u>All Women</u>	<u>Women in the labour force</u>	<u>% of Women in labour force</u>
Children under 3	928,000	387,000	41.7%
Children 3-5 years	590,000	296,000	50.2%
Children 6-15 years	1,626,000	947,000	58.2%
All ages 0-15 years	3,144,000	1,630,000	51.8%

Source: Unpublished statistics from Women's Bureau, Labour Canada

<b>Working Mothers with Children Under 6 years, 1967 and 1980</b>			
	<u>All mothers with Children under 6</u>	<u>Working mothers with Children under 6</u>	<u>% of working mothers with children under 6</u>
1967	1,648,000	275,000	16.7
1980	1,518,000	610,000	40.2

Note: 1967 figures did not include unemployed women in the labour force, so they are also excluded from the 1980 figures in the table. If the 73,000 unemployed women in 1980 were included, the percentage of women with children under 6 in the labour force is 45%.

Source: Women's Bureau, Canada Department of Labour. *Working Mothers and Their Child Care Arrangements*, Ottawa, 1970; unpublished statistics for 1980 from Women's Bureau, Labour Canada.



**Labour Force Participation of Married Women by  
Family Income, Excluding Wives Earnings, 1975**

<b>Family Income, Excluding Wives Earnings</b>	<b>Percentage of Wives in The Labour Force (%)</b>
\$0.0 - 4999	67
\$5000 - 9,999	64
\$10,000 - 14,999	60
\$15,000 - 19,999	57
\$20,000 - 24,000	47
\$25,000 and over	46
All income levels	58

Source: National Council of Welfare, *Women and Poverty*, October 1979, p. 22, Table 4.

**Number of Daycare Spaces in Ontario, 1980**

<b>Full Day</b>	<b>28,607</b>
<b>Part Day</b>	<b>16,149</b>
<b>Part Day, other</b>	<b>23,059</b>
<b>Total</b>	<b>67,815*</b>

\*52.2% of these are in commercial centres, approximately 12% of these are subsidized.

## APPENDIX III

### ORGANIZATION AND POLICY PROFILES OF COALITION MEMBERS

ACTION DAY CARE is an organization of parents, teachers and representatives from community organizations, trade unions and interested individuals.

Action Day Care believes that every child in Ontario has the right to quality child care—paid for by the government—and that Ontario needs a complete overhaul of its day care system. The consequences of present day care policy are neglected children; only free, universal, quality day care will ensure that the needs of Ontario's children are met.

THE ASSOCIATION FOR EARLY CHILDHOOD EDUCATION, ONTARIO is composed of over 3000 professional early childhood educators, parents, students, and citizens concerned about quality care and education of young children in Ontario. A registered non-profit charitable organization, the AECEO formed in 1950 to provide training for those working with young children and has since that time given service on behalf of children and parents. The Association's objectives are: to make known to parents and the public, the value of early childhood education; to work for the adoption of acceptable standards for staffing and equipping of centres for early childhood education; to co-ordinate the efforts of parents, professional workers and all those interested in ECE; to certify and keep a registry of qualified early childhood educators.

The AECEO has been a long time supporter of quality training for those working in early childhood education centres such as day care and nursery schools. We support accessible, affordable childcare for children in Ontario, along with standards and guidelines for licensing of childcare facilities.

CANADIAN UNION OF PUBLIC

EMPLOYEES—ONTARIO DIVISION is the constitutional body within our National Union which is authorized to formulate and implement provincial policies. At present, there are over 267,000 members in CUPE, making it the largest trade union in Canada. Of this total, approximately 108,000 members live in the province of Ontario. Across, and within the province of Ontario, CUPE members work for boards of education, municipalities, hospitals, universities, nursing homes or homes for the aged, electrical utilities, voluntary social agencies, welfare agencies, libraries, the Canadian Broadcasting Corporation, rehabilitation centres, children's institutions and day care centres.

The Ontario Division of CUPE is committed to the principles of free, publicly funded, universally accessible, 24-hour, community controlled, quality child care for the children of Ontario. We are opposed to commercial day care and view the profit motive as being incompatible with quality care. We also insist that child care programs must be under the control of parents and staff at the local level as opposed to the centralized, bureaucratic public school system in the province of Ontario.

THE CONGRESS OF CANADIAN WOMEN was born in 1950 with affiliates from ethnic women's groups and its own membership Chapters, with a Bill of Rights for Women, including the right to day care on which we have fought across the years. Our organization believes that these rights, while they may be fought for individually, are intertwined, and that none of them can be assured without the Right to Peace. We work in strong solidarity with women in other countries, especially those struggling for their national independence.

CCW believes in universal access to free, quality, comprehensive day care. Our organization has some reservation about transferring day care to the jurisdiction of the Ministry of Education; rather, we feel that the federal government should take a larger responsibility for day care by



allocating less money to the defense budget.

FEDERATION OF WOMEN TEACHERS' ASSOCIATIONS OF ONTARIO represents almost 30,000 women who teach in the elementary public schools of Ontario. The objects of the organization include protecting the members, promoting professionalism, influencing public attitudes, and promoting the cause of education throughout the world.

FWTAO believes that day care centres for pre-school children must be established in elementary schools using the additional space now available; and that such centres should be under the aegis of the Ministry of Education with the appropriate transfer of funds made available to that Ministry.

THE INTERNATIONAL WOMEN'S DAY COMMITTEE is an organization of women active in the fight against the oppression of women. Over the past four years we have given strong support to struggles of union women such as those at Bell Canada, Fleck Manufacturing and Radio Shack. We have been instrumental in organizing four mass demonstrations in support of women's rights on International Women's Day, March 8; we hold educational sessions on women's issues and act as a forum for the coming together of the women's movement.

IWDC strongly supports the demand for free, publicly funded, universal, quality child care. If women are to achieve freedom and equality, if quality child care is not to remain the privilege of the well-to-do, if day care workers are to receive their due, then child care must be free, it must be 24-hour, it must be widespread, it must be publicly funded, it must be for all ages, and it must be of a high calibre.

THE NATIONAL ACTION COMMITTEE ON THE STATUS OF WOMEN is an umbrella organization representing 2 million women from approximately 170 women's groups, women's groups within political parties and unions. NAC member groups elect executive members from every province who are

collectively responsible for fighting to improve the position of Canadian women through lobbying, educational activities, and publications.

Daycare is one of the principle concerns of our organization. NAC's goal is a free, publicly-funded, universally accessible, 24-hour daycare system that meets uniform standards but is community controlled. NAC recommends that daycare be placed under a separate ministry to ensure that the focus of the daycare system is on the total (emotional, intellectual, physical, social and creative) development of the child. NAC believes the need for daycare spaces should be determined on the same basis as the need for spaces in the public educational system. NAC supports the extension of fully paid parental leave, but we have serious problems with any measures that would provide an extra reward for parents who choose to stay in the home to care for their children once a quality, free, universally-accessible daycare system is in place.

ONTARIO COMMITTEE ON THE STATUS OF WOMEN is a voluntary organization of 300 individuals and women's groups formed in 1971 to press for implementation of the recommendations of the Royal Commission on the Status of Women that fall within provincial jurisdiction. We present briefs to government, organize public education programs and join with other groups to press for changes in the status of women.

OCSW believes that government must recognize and support with some action that accessible, quality child care is a fundamental need for all families, and that those who care for children professionally must receive the appropriate salaries, benefits, support and in-service training.

ONTARIO ENGLISH CATHOLIC TEACHERS' ASSOCIATION, formally incorporated in 1944, has as its membership all those teachers employed in Catholic schools, from kindergarten to grade 10 (1980-81, 18,800 statutory members). Its

objectives include a wide range of services and activities under the general heading of professional development and teacher welfare. The Association is directed by an executive of 8 teachers, elected yearly at the annual general meeting. The affairs of the Association are administered by a secretariat staff of 11 persons at the provincial office in Toronto. Organizationally, the teachers are members of a unit, of which there are 47 in the province. Representatives from each unit gather as a Board to manage the financial concerns of the Association. OECTA operates locally and provincially to serve the membership in the directions determined by it. ONTARIO FEDERATION OF LABOUR speaks for 850,000 organized Ontario workers, and provides its 45 affiliated labour councils and 2100 local unions with services in the fields of public relations, education, research, legislative and political action, human rights and health and safety. Submissions and presentations to the provincial government, organization and implementation of public campaigns to achieve labour's objectives and internal education are all on-going OFL activities.

At its annual convention in 1980, the OFL passed policy on daycare which called for comprehensive overhaul of the present child care system and provision of a free, universal, publicly-funded quality service of care for children aged 0-12. We believe that an early childhood education division of the Ministry of Education must be established which ensures flexibility of approach combined with community control. Daycare must be responsive to the changing priorities of its users and also be available as a right to all. Only an autonomous division of the Ministry of Education could hope to combine these two principles.

THE ONTARIO FEDERATION OF STUDENTS represents approximately 230,000 fee-paying students. It is one of the largest organizations in Ontario, and as an organization of post-secondary students, it is the largest in Canada.

The Federation has a women's issues committee which deals specifically with the problems faced by the woman student. One of these problems is the tragic shortage of quality, affordable and available daycare in Ontario. The OFS has passed a motion to join the Ontario Coalition for Better Daycare and participate in the lobby at Queen's Park. We look forward to working with other concerned groups, through the Coalition to effect improvement in the childcare situation.

THE ONTARIO PUBLIC SCHOOL MEN TEACHERS' FEDERATION, an affiliate of the Ontario Teachers' Federation, serves some 14,650 members who work in the public elementary schools of the province. Through its professional staff from the Toronto office, and through a network of volunteers in its 73 Districts, the Federation provides professional development, collective bargaining, counselling, and communications services to its members. Within the general objects of the organizations, the Federation has developed a Statement of Purpose which lays out as the first purpose "To emphasize as our fundamental goal the highest quality of education in the public elementary school system in Ontario". In addition, the Federation has developed a Code of Professional Standards which ties each member to that Statement of Purpose and to high standards of personal and professional performance. Although confined by law to male membership, the Federation has strong policy statements on Women's Rights, Equal Opportunity, Discrimination, and other social issues.

THE ONTARIO PUBLIC SERVICE EMPLOYEES UNION is an affiliate of the Canadian Labour Congress, Ontario Federation of Labour and the National Union of Provincial Government Employees and has a membership of over 70,000 Public Service workers across Ontario. This membership includes provincial government employees, community college academic and support staff, hospital workers, paramedics, ambulance attendants,



social service and children's aid workers, early childhood educators, community legal clinics and a host of other units all involved in the delivery of services to people of Ontario.

Our members are both consumers and providers of day care services. We are committed to the betterment of daycare services and the organizing of daycare workers. We are in complete agreement with the Ontario Federation of Labour's policy for a free universal system of daycare and support the contents of this brief as a step on the road towards that goal.

**THE ONTARIO SECONDARY SCHOOL TEACHERS' FEDERATION** is the professional organization which has spoken for public secondary school teachers in Ontario since the organization's founding in December 1919.

A major objective of the OSSTF is to promote action and legislation that is in the best interest of teachers, students and the community. Improvement of daycare facilities in Ontario would more than fit that objective.

**THE ONTARIO TEACHERS' FEDERATION** was created by the Teaching Profession Act of 1944. It is the professional organization of all 104,000 Ontario teachers of junior kindergarten through grade thirteen. The Federation is made up of five affiliated groups, Association des Enseignants Franco-Ontariens, Federation of Women Teachers' Associations of Ontario, Ontario English Catholic Teachers' Association, Ontario Public School Men Teachers' Federation and Ontario Secondary School Teachers' Federation. Every elementary and secondary school teacher in the public and separate schools of Ontario belongs to one of the five affiliates as well as to the Ontario Teachers' Federation.

The position of the Ontario Teachers' Federation on early childhood care and education is as follows: programs should be universally accessible throughout Ontario; programs should be under the Ministry of Education, administered by school boards, and inte-

grated with the school system; teachers and supervisors should have appropriate training and certification in early childhood education; programs should be free to all children and publicly funded with the province providing 60% on average from additional funds not presently used for education; attendance should be voluntary; appropriate programs should be available at all hours; programs should be provided in the appropriate language for children from birth onward; programs should be delivered in schools or other locations as required; programs should be learning oriented and devoted to the emotional, social, intellectual and physical nurture of children; programs should provide parenting training.

**ONTARIO WELFARE COUNCIL** is a province-wide organization whose purpose is to promote the excellence of Ontario's social policy, social planning programs, social services and social legislation. The work of the Council is accomplished through the efforts of board members and staff, and in conjunction with individuals and groups throughout the province. The Council is a membership organization. Membership is open to individuals, agencies, all levels of government, unions, business and industry. The Council is apolitical and non-partisan.

**ONTARIO ASSOCIATION OF FAMILY SERVICE AGENCIES** is established to support and reinforce the services of its member agencies by consultation, conferences, professional and volunteer development, information sharing, research, newsletters and liaison with related organizations and government. OAFSA consists of 43 member and affiliated agencies throughout the province.

**THE ONTARIO ASSOCIATION OF PROFESSIONAL SOCIAL WORKERS** is the professional association of social workers practicing in Ontario. It is a member of the Canadian Association of Social Workers. Members of OAPSW hold recognized BSW, MSW, or DSW degrees or equivalent or are enrolled as

students in programs leading to these degrees. OAPSW was incorporated in 1964. Its objectives are: to promote standards of practice; assist members with their professional development; take action on social welfare issues; encourage social welfare and social work research; and publish information on social welfare and social work practice. There are presently 10 local branches ranging in size from 30 to 958 members and 3 local chapters with total membership over 2,000 members. Many professional social workers are involved in the daycare field as program supervisors, administrators and counsellors for parents and children. The OAPSW has consistently participated with other organizations in advocating the provision of adequate public resources for good quality daycare in the conviction that such services are required by a growing number of families and can contribute greatly to the healthy social and educational development of young children.

**ONTARIO WELFARE COUNCIL, THE ONTARIO ASSOCIATION OF FAMILY SERVICE AGENCIES, THE ONTARIO ASSOCIATION OF PROFESSIONAL SOCIAL WORKERS—JOINT STATEMENT.**

The Boards of Directors of the OWC, OAFSA and OAPSW share and wish to register the following concerns about some points included in the Brief.

First, we have reservations about transferring jurisdiction of day care services from the Ministry of Community and Social Services to the Ministry of Education as expeditiously as suggested in the Brief, because there are a great many implications of such a move that require serious study. Certainly it would radically alter the present funding arrangements and require major changes in legislation administered by the two Ministries. We believe that good day care standards have been established and maintained under the jurisdiction of the Ministry of Community and Social Services, and that services provided by that Ministry

do not necessarily carry the stigma that has been associated with social services in the past. We strongly support the recommendation in the Brief that calls for the establishment of a task force and urge that such a task force be mandated to give particular attention to the transfer of jurisdictions questions.

Second, we agree with the Brief that the need for a substantial infusion of public money into day care is great and urgent. We would only emphasize that the recommended task force, when established, should give highest priority to furnishing the substantiating data for the specific levels of subsidy for non-profit day care centres and numbers of new publicly subsidized day care spaces to be provided.

Third, while we do not support the provision of capital grants to commercial providers, we question the elimination of their eligibility for subsidy programs and purchase of service agreements. We submit that the auspices of day care are less significant than the existence and universal enforcement of good standards.

In conclusion, we reiterate our strong support for a task force to examine various means of expanding the volume and variety of day care services and improving their quality. This task force, to be optimally effective, should include balance representation from the early childhood education field; the Ministries of Education and Community and Social Services; day care providers—public, non-profit and commercial; parents (consumers) and day care advocacy groups.





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