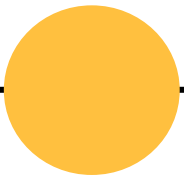


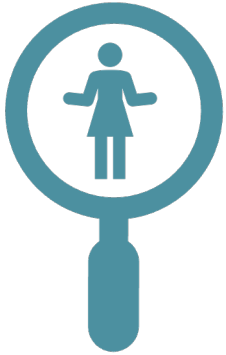
Children must remain at the centre of policy decisions



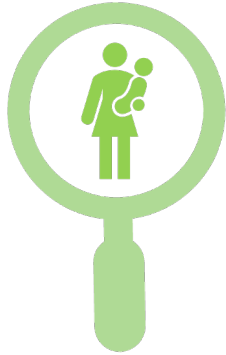
Dr. Emis Akbari

Senior Policy Fellow | Atkinson Centre for Society and Child Development | University of Toronto
Professor & Program Coordinator | School of Early Childhood | George Brown College

Labour Market Versus Child-Centred Approaches



Primary focus on the child welfare of social policy investment still occurs within a gendered framework



One consequence of child driven policy is that children are decoupled from their mothers.



There are consequences of an approach that divorces children's well-being from that of their parents - critically, given the continued gendered division of household labour, that of mothers.



By pairing children with women in recognition of the latter's care responsibilities, we risk reinforcing the very gender partitions that some of our arguments challenge.



This tension between 'practical' and 'strategic' gender concerns is one that analysts, policy makers, and activists frequently must navigate

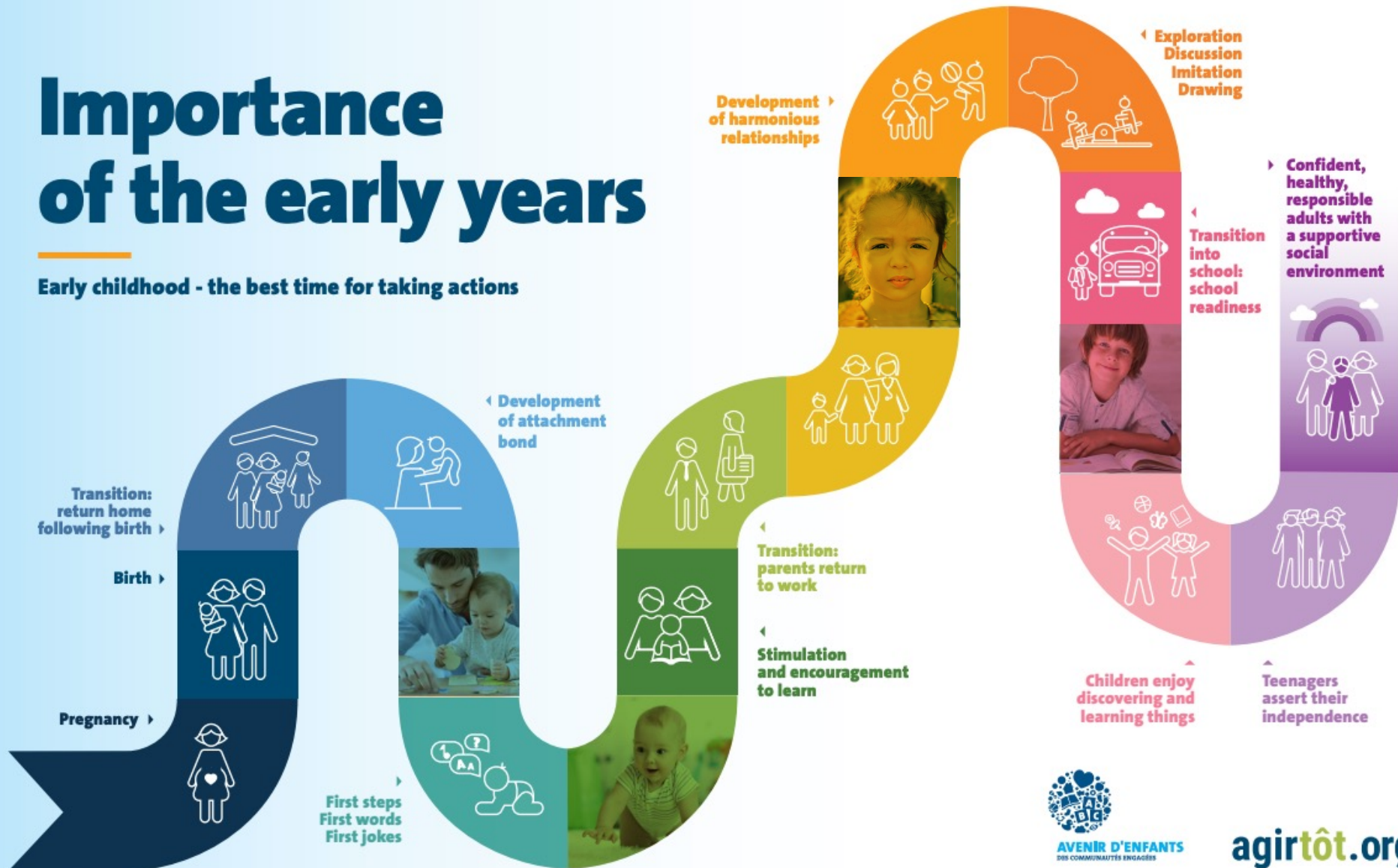
CANADA MATERNAL LABOUR FORCE PARTICIPATION BY AGE OF YOUNGEST CHILD

<1 • 1 • 2 • 3 • 4 • 5 • 6-24 YEARS



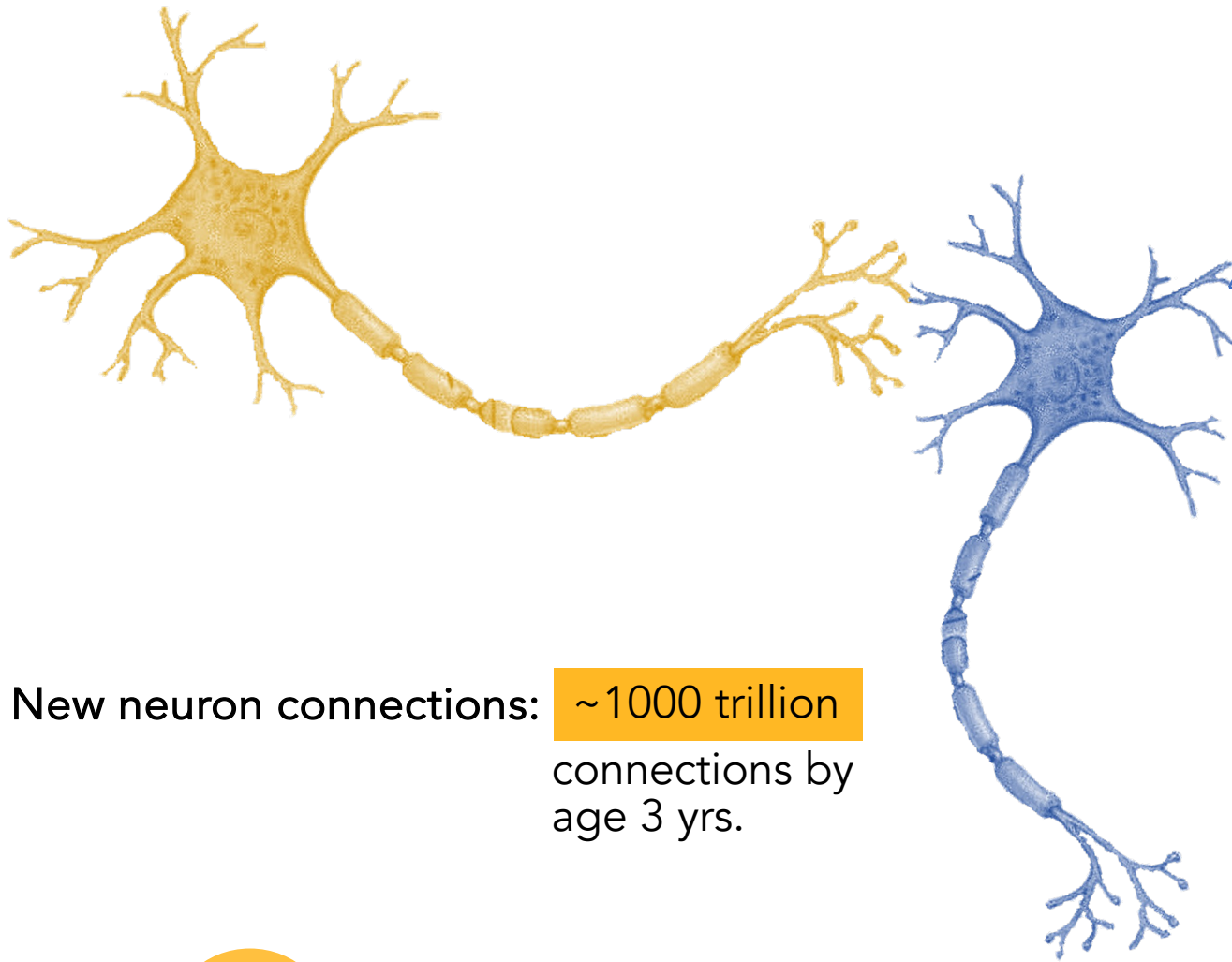
Importance of the early years

Early childhood - the best time for taking actions

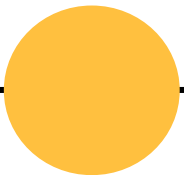


agirtot.org

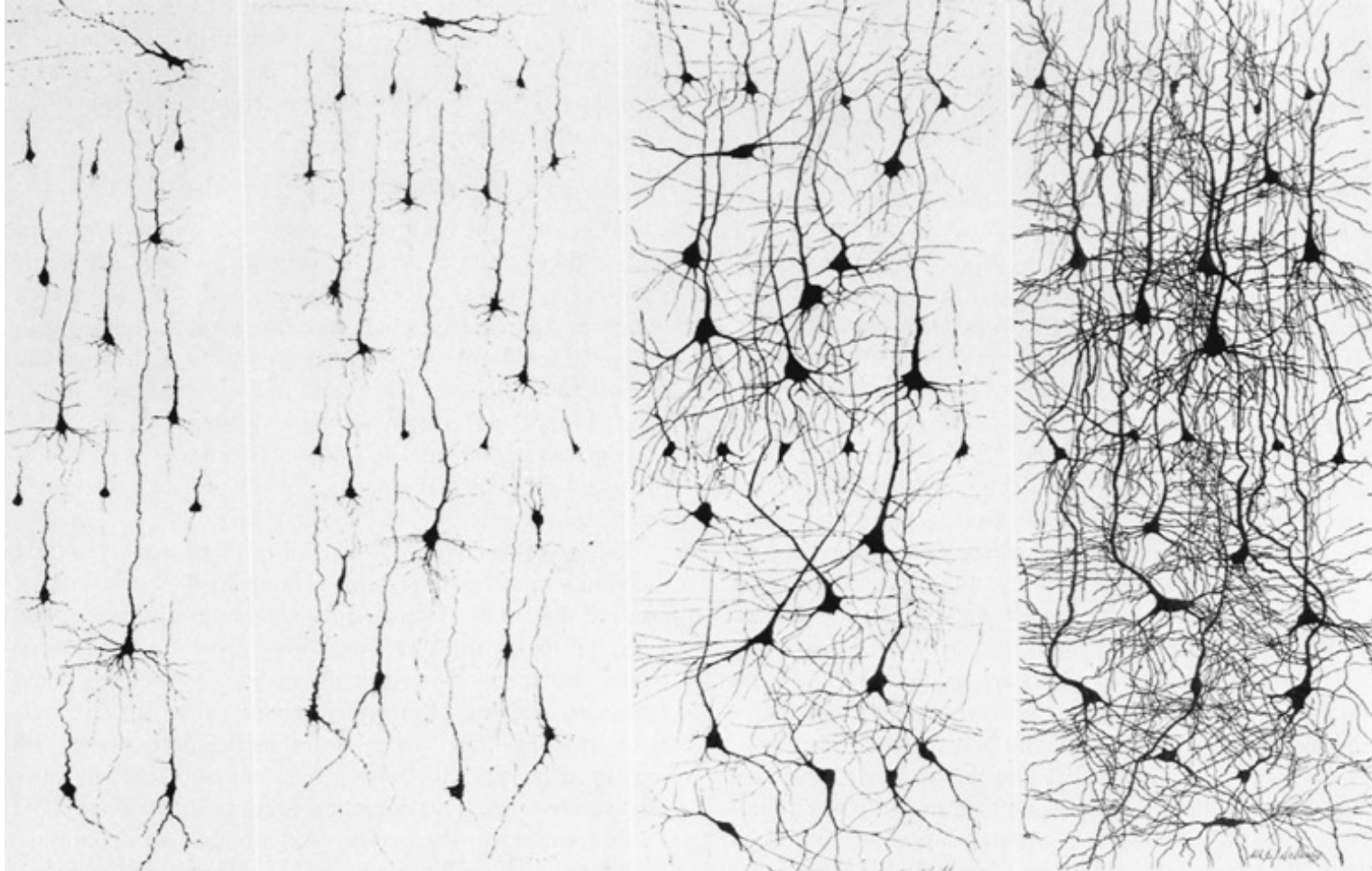
The Neuron



New neuron connections: ~1000 trillion
connections by
age 3 yrs.



Brain Development – Synapse Formation



Birth

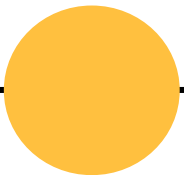
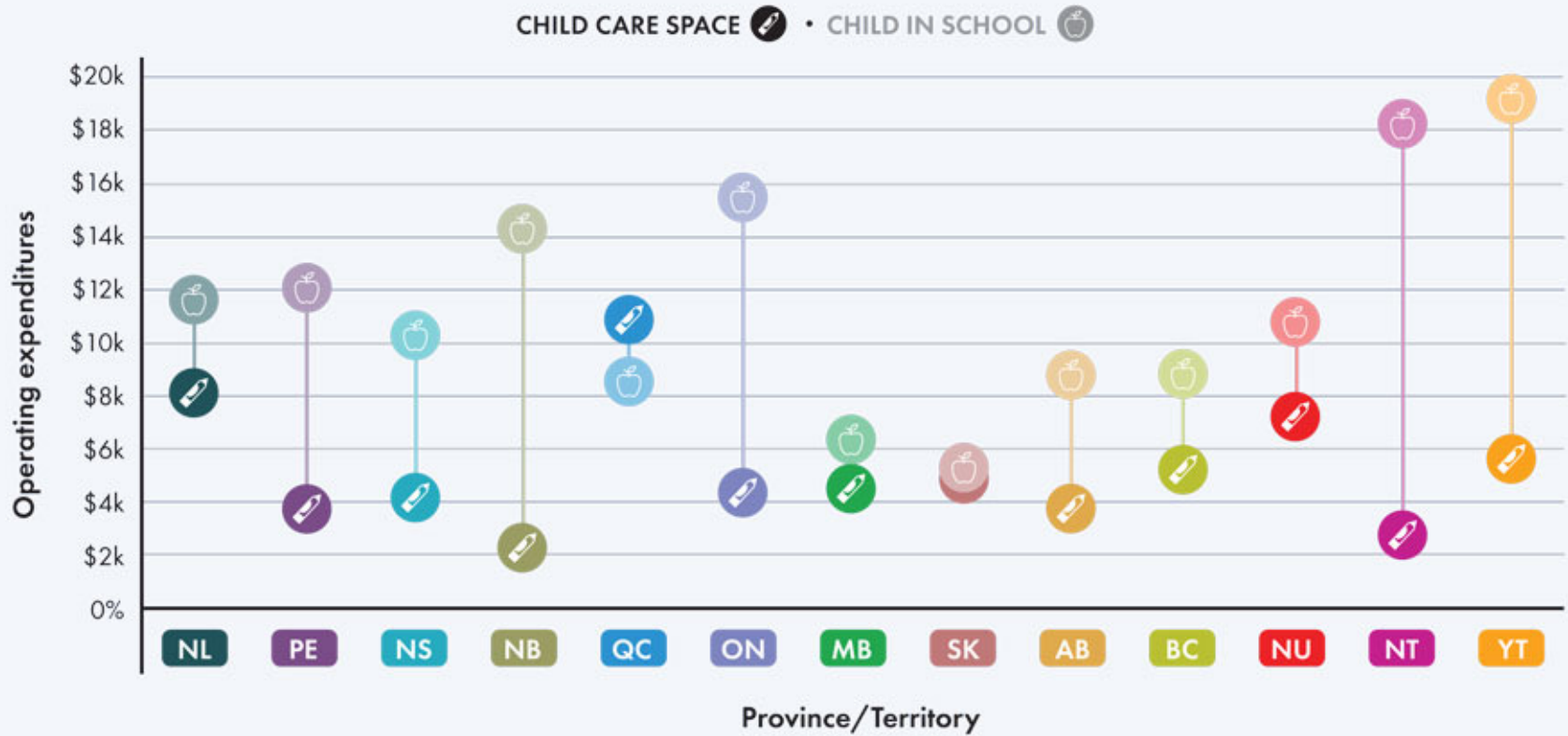
1 month

6 months

24 months



AVERAGE EXPENDITURES PER CHILD CARE SPACE AND PER CHILD IN SCHOOL 2020





Toronto
#6



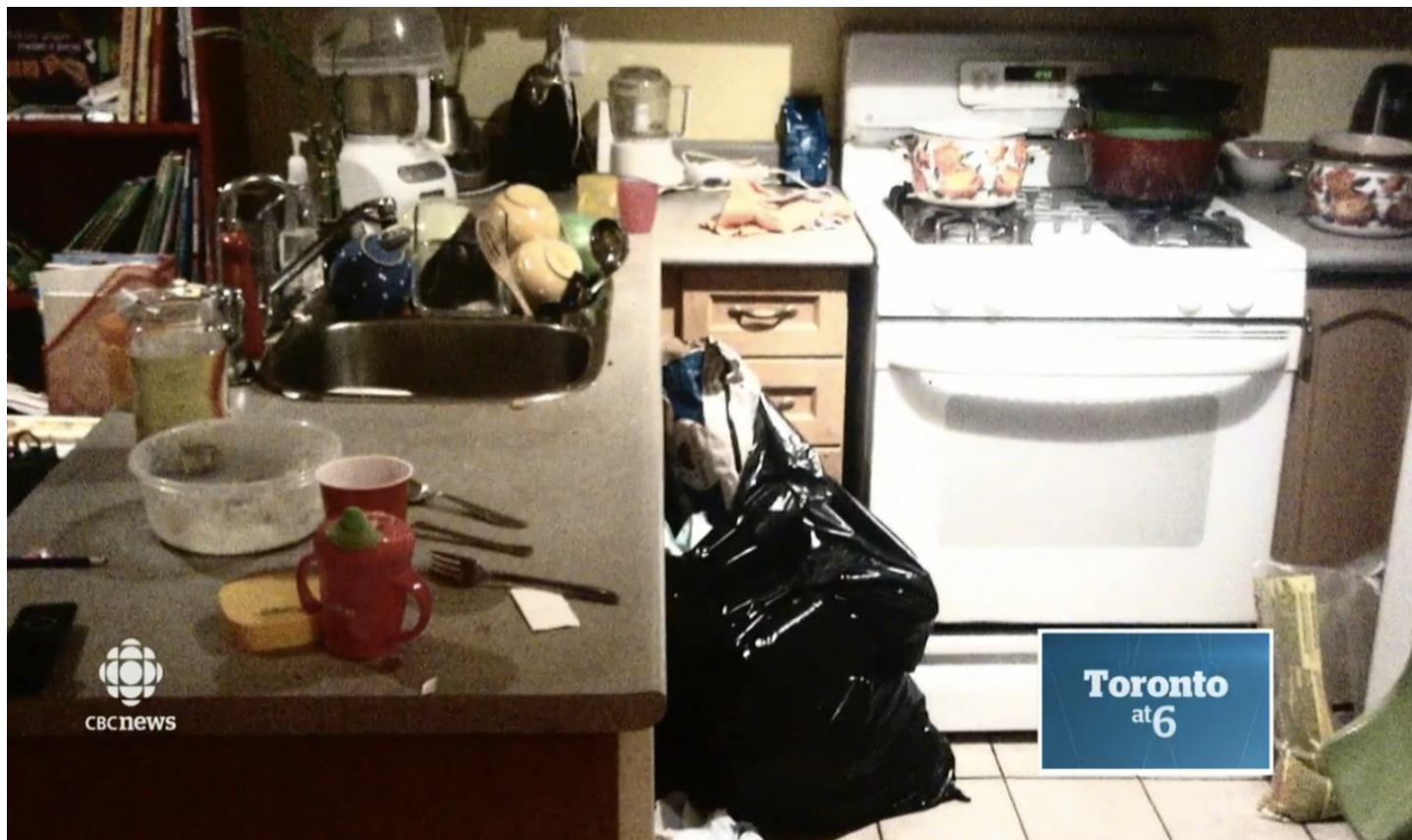

CBC news

Toronto
at 6



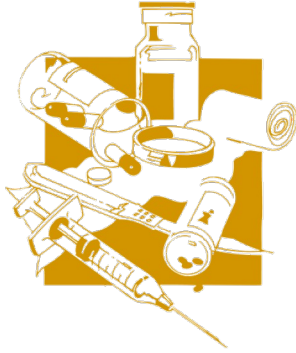

CBCnews

Toronto
at 6

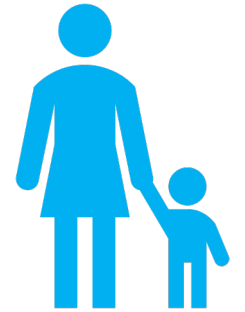



CBCnews

Toronto
at 6



A B C
1 2 3



What Does the Workforce Look Like?

are women



96%

are aged 55 or younger

<55

90%

identify as Indigenous



5%

work full-time



76%



are self-employed, versus 15% in other professions

25%

15%



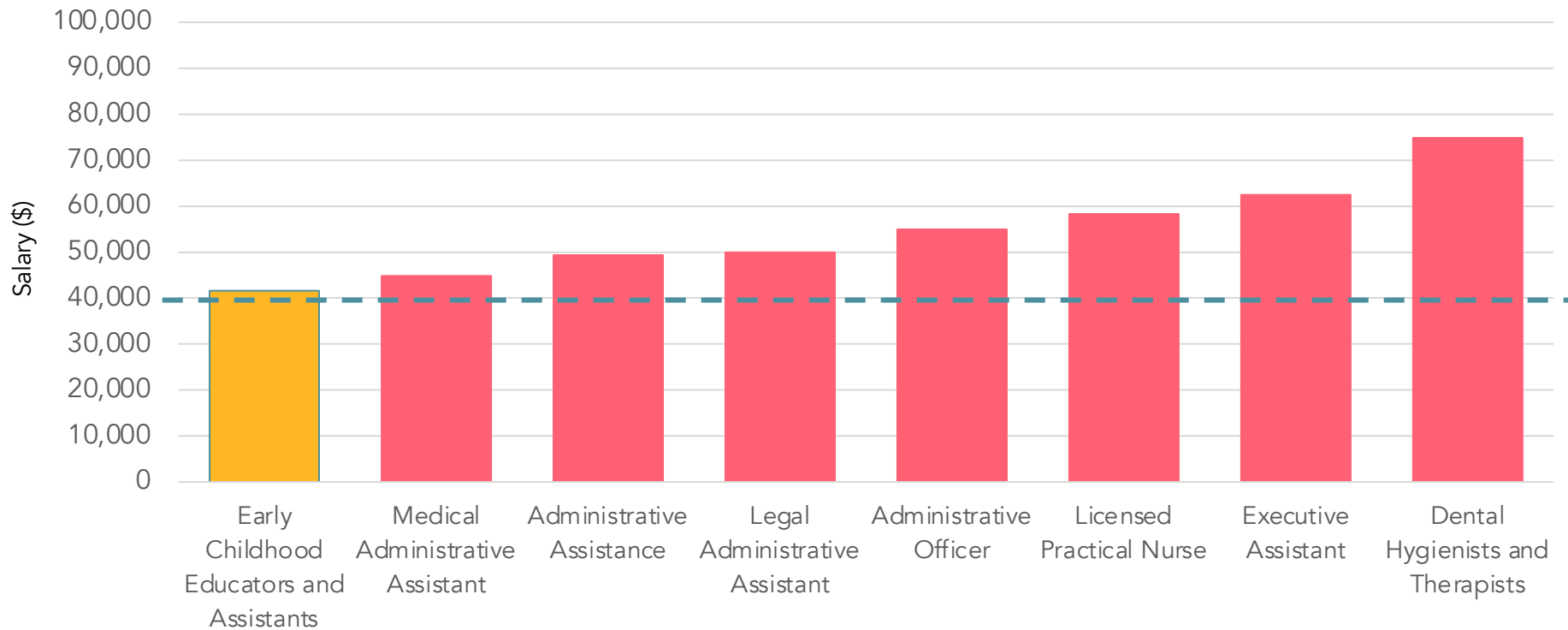
are immigrants or non-permanent residents versus 25% in other professions

35%

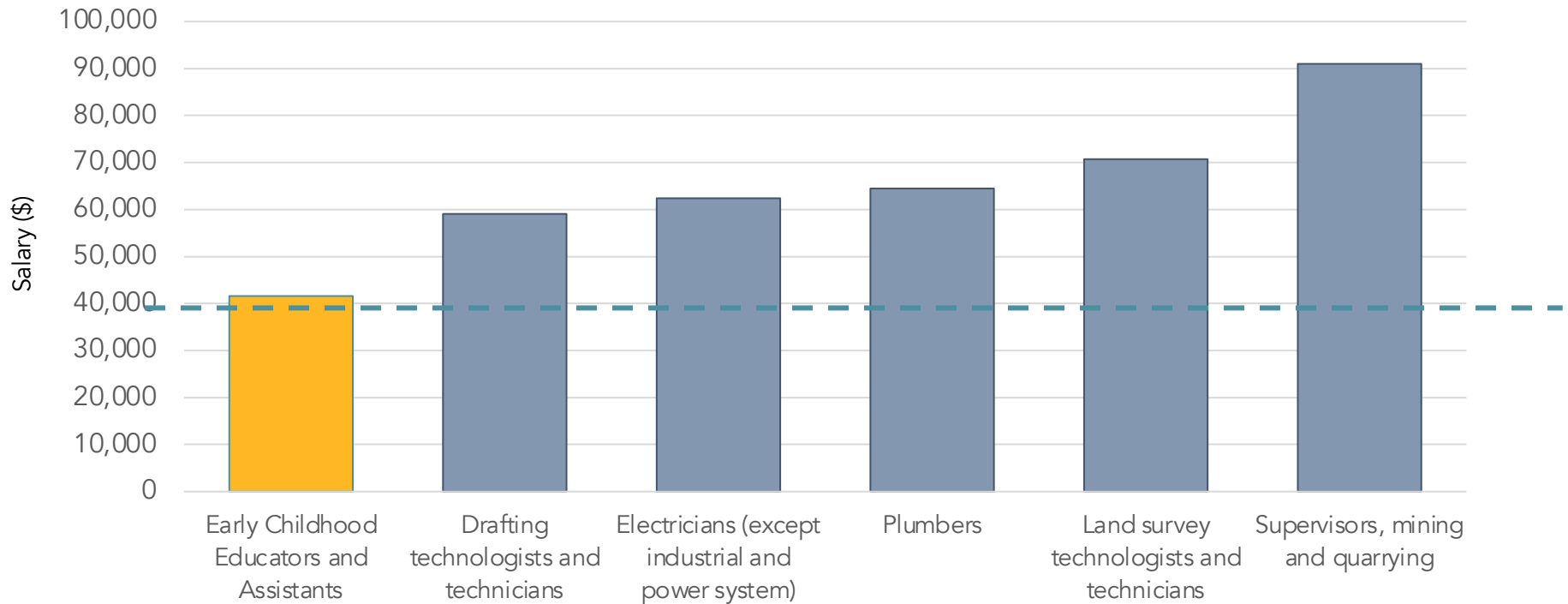
25%



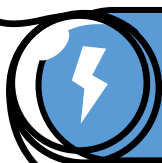
ECE salaries compared to other *female* dominated professions



ECE salaries compared to *male* dominated professions



Final Thoughts



When educators' work is valued, staff turn-over is reduced, and early learning environments are richer.



High quality early learning environments are associated with improved child outcomes in literacy, numeracy, and socio-emotional development.



These translate into higher lifelong earnings for the individual and decreased social costs. We are approaching the smallest working age-cohort in over 50 years. How we support children now will determine our collective future. Quality early learning matters to children, families, and communities. Quality depends on a qualified and valued workforce.

