



## PROVINCIAL CONTEXT

### Number of children 0-12 years (2007 rounded estimate)

Age	Number of children
0	84,800
1	78,300
2	78,900
3	81,200
4	69,000
5	75,800
6	72,100
7	70,700
8	75,400
9	79,100
10	81,800
11	86,000
12	88,600
Total	1,021,500

*Note: Total may not add up due to rounding.*

### Number of children 0-12 years, aggregated (2007 rounded estimate)

Age	Number of children
0-2	242,000
3-5	226,000
6-12	553,700
Total	1,021,500

### Children 0-14 years identifying with an Aboriginal group (2006)

Age	North American Indian	Métis	Inuit	Multiple	Other	Total
0 to 4	5,525	1,660	1,335	35	120	8,675
5 to 9	5,605	1,975	1,385	30	195	9,185
10 to 14	5,975	2,035	1,350	85	195	9,650
Total	17,105	5,670	4,070	150	510	27,510

### Children 0-14 yrs with disabilities (2006)

Age	Number of children with disabilities	Rate of children with disabilities (%)
0-4	4,750	1.3
5-9	14,960	3.8
10-14	17,270	3.6
Total 0-14 yrs	36,980	3.0

---

**Number of children 0-12 years with mothers in the paid labour force (2007 rounded estimate)**

Age	Number of children
0	57,100
1	54,100
2	53,100
3	54,900
4	46,300
5	54,000
6	49,900
7	50,000
8	53,000
9	55,400
10	59,800
11	61,300
12	65,200
Total	714,200

*Note: Total may not add up due to rounding*

---

**Number of children 0-12 years with mothers in the paid labour force, aggregated (2007 rounded estimate)**

0-2	164,300
3-5	155,200
6-12	394,600
Total	714,200

---

**Number of children by marital status of families (2006)**

Age	Children in couple families	Children in lone parent families	(with lone mothers)	(with lone fathers)
0-4	324,820	48,510	41,805	6,705
5-9	314,475	81,340	65,565	15,775
10-14	359,805	113,880	88,920	24,960
Total	999,100	243,730	196,290	47,445

---

**Number of children by mother tongue (2006)**

Age	English	French	Non-official language
0-4	30,775	285,765	40,725
5-9	35,070	310,815	35,460
10-14	40,760	381,760	37,145
Total	106,605	978,340	113,330

---

**Number and percentage of children living in families below the LICO (2006)**

Age	Number	Percent (%)
0-2	30,000	14.4
3-5	30,000	13.2
6-12	91,000	14.7
Total	151,000	14.3

---

**Workforce participation of mothers by age of youngest child (2007 rounded estimate)**

Age of youngest child	Number of mothers	Participation rate (%)
0-2	160,800	74.2
3-5	107,700	80.4
6-15	344,800	85.3

---

## FAMILY-RELATED LEAVE

On January 1, 2006, the Quebec Parental Insurance plan replaced the benefits previously available to Quebec parents under the federal Employment Insurance plan. The Quebec Parental Insurance plan stipulates that financial benefits be paid to all eligible workers — salaried or self-employed — who take maternity leave, paternity leave, parental leave, or adoption leave. Parents must choose between two options: the Basic Plan or the Special Plan. In so doing, they decide the duration of their leave as well as their income replacement rate. The choice of plan is determined by the first parent to receive benefits and cannot be modified.

### Maternity leave

Natural mother only and cannot be shared between the two parents.

Basic Plan: 18 weeks of benefits at the rate of 70%

Special Plan: 15 weeks of benefits at the rate of 75%

### Paternity leave

Father only and cannot be shared between the two parents.

Basic Plan: Five weeks of benefits at the rate of 70%

Special Plan: Three weeks of benefits at the rate of 75%

### Parental benefits

The total number of weeks of parental benefits can be taken by either parent or shared by both, based on an agreement between the two. In addition, parents may take these weeks simultaneously or consecutively.

Basic Plan: 32 weeks of benefits, with the first seven weeks at the rate of 70%, and the following 25 weeks at the rate of 55%

Special Plan: 25 weeks of benefits at the rate of 75%

### Adoption leave

Basic Plan: 37 weeks of benefits, with the first 12 weeks at the rate of 70%, and the following 25 weeks at the rate of 55%

Special Plan: 28 weeks of benefits at the rate of 75%

### Family-related leave

Ten days per year.

### Births and EI maternity and parental claims (2007)

Number of births: 85,900

Birth rate per 1,000 population: 11.2

Number of initial maternity claims allowed: 62,749

Average length of maternity claim: 17.8 weeks

Number of initial paternity claims allowed: 49,340

Average length of paternity claim : 4.8 weeks

Number of parental claims, women: 60,623

Average length of parental claim, women: 30.5 weeks

Number of parental claims, men 15,015

Average length of parental claim, men: 12.0 weeks

Number of adoptive parent claims, women: 609

Average length of adoptive claim, women: 34.4 weeks

Number of adoptive parent claims, men: 274

Average length of adoptive claim, men: 13.9 weeks

## KINDERGARTEN

### LEGISLATION

Quebec. National Assembly. *Education Act*. R.S.Q., c.I-13.3

Quebec. National Assembly. An Act to amend the *Education Act* concerning the Conseil scolaire de l'Île de Montréal. Bill 41 (2001, c. 30).

Quebec. National Assembly. An Act to amend the *Education Act*, Bill 35. (2001, c. 46).

Quebec. National Assembly. *Education Act for Cree, Inuit and Naskapi Native Persons*. R.S.Q., c. I-14.

### PROVINCIAL RESPONSIBILITY FOR KINDERGARTEN

Christiane Bourdages-Simpson

Ministère de l'éducation, du Loisir et du Sport

17<sup>e</sup> étage

1035, rue De La Chevrotière

Québec, QC, G1R 5A5

Telephone: (418) 644-5240 poste 2517

Email: christiane.bourdages-simpson@mels.gouv.qc.ca

### KINDERGARTEN SERVICES

#### Five year old kindergarten

Kindergarten for five year olds is delivered on a full time basis in public and private schools (both English and French). There are 23.5 hours/week for 36 weeks or 846 hours a year.

Kindergarten is not compulsory in Quebec. Entitlement is legislated. Kindergarten is funded by the province for four and five year olds in private schools.

#### **Four year old kindergarten**

This program varies from 9.15 hours/ week for 36 weeks (or 332 hours) to 11.45 hours/week for 36 weeks (or 412 hours). It may be four part-days or five part-days. Some programs include parent participation.

Initially, four year old kindergarten was developed for inner-city children (although this is no longer their sole clientele). Most four year old kindergartens are in Montreal and were developed prior to the new family policy and child care expansion. There is no new development of four year old kindergarten; those existing will be maintained.

#### **Passe-Partout**

A family-oriented approach for four year old children and their parents, Passe-Partout, is a program developed for low-income families living mostly in rural Quebec. Passe-Partout is designed to provide targeted parents with the tools they need to help their child adopt attitudes and practices that will enable the child to develop, grow and succeed at school.

Passe-Partout consists of a minimum of 16 sessions a year with the children and eight with the parents.

With the new family policy and child care expansion, Passe-Partout, like the four year old kindergarten program, is no longer being developed but only maintained.

### **AGE ELIGIBILITY**

Five year old kindergarten: Five years old by September 30

Four year old kindergarten: Four years old by September 30

### **CLASS SIZE**

Class size limits are defined in the collective agreement.

Five year olds: Maximum 20, average 18

Four year olds: Maximum 18, average 15

Multi-age groups: Maximum 15 children per group

*Note: According to the collective agreement, a teacher cannot have more than 20 children under her/his responsibility.*

#### **Average/mean class sizes**

Five year olds: 18

Four year olds: 15

### **CHILDREN WITH SPECIAL NEEDS**

A Quebec policy — *Politique d'adaptation scolaire* — addresses inclusion, specialized services and corresponding budgets. School boards can adopt additional policies that expand on it but cannot restrict it.

About 50% of children with special needs are included in regular classes. Others either attend special classes in schools or attend specialized schools (for instance, schools for the deaf).

For four year olds with special needs (handicaps as defined in Quebec), the school board has the obligation to deliver a kindergarten program if the parents so request.

In 2007/08, 2,133 children identified with special needs were included in regular kindergarten classes.

There are additional budgets tied to inclusion of children with special needs.

### **ENROLMENT (2007/08)**

Number of children enrolled in four year old kindergarten and Passe-Partout (two years before Grade 1):

6,103 maternelle 4 ans

9,308 Passe-Partout

Number of children enrolled in five year old kindergarten (the year before Grade 1):

73,735 (69,000 public school, 4,735 private school)

### **KINDERGARTEN TEACHERS**

Qualification requirements: Four year degree: Baccalauréat en Éducation préscolaire et enseignement au primaire. There are mandatory practica in kindergarten and elementary (750 hours during the 4 year program).

Average salary: Information not available.

Number of kindergarten teachers: Information not available.

### **CLASSROOM ASSISTANTS**

There are no provincial policies regarding teaching assistants. No assistants are provided, although there are professional services under the component “services complémentaires” such as psychologists and speech therapists.

## CURRICULUM

A provincial kindergarten curriculum was implemented in 1997. The curriculum for four and five year olds is the same.

## MONITORING AND ASSESSMENT

Information not available.

## SOURCES OF FUNDING FOR KINDERGARTEN

82% from provincial grants and 11% from local property tax levies.

## PUBLIC SPENDING ON KINDERGARTEN (2006/07\*)

### Total spending on kindergarten

Passe-Partout: \$9,187,241

Four year old kindergarten: 13,086,692

Five year old kindergarten: 290,999,224

### Average spending per kindergarten student

Average spending per four year old in kindergarten: Not available

Average spending per five year old in kindergarten: Not available

Average spending per five year old with special needs attending specialized programs: \$5,990

## SPECIAL FEATURES

Allophone (non-French, English or Aboriginal mother tongue) children have access to Services particuliers under the regulation. The policy and formula for this is established at the Quebec level. Schools boards receive and distribute budgets for these services to schools.

\* More recent figures were not available.

## REGULATED CHILD CARE

### LEGISLATION

On December 16, 2005, the National Assembly adopted Bill 124, *Educational Childcare Act*.

Since June 1, 2006, *Educational Childcare Act* (R.S.Q., chapter S-4.1.1) replaces *An Act Respecting Childcare centres and childcare services* (R.S.Q. cC-8.2).

Règlement sur les services de garde en milieu scolaire. L.R.Q., c.I-13.3., a. 454.1; 1997, c.58,a.51; 1997, c.96,a.132.

Since August 31, 2006, Regulation respecting reduced contributions (R.S.Q., c.[S-4.1.1., r.1]) and Regulation respecting educational childcare services (R.S.Q., c.[C-8.2, r.2], and Regulation respecting day care centres (R.R.Q., 1981, c. [C-8.2, r.5.1]).

### PROVINCIAL RESPONSIBILITY FOR CHILD CARE

Sylvie Barcelo  
Sous-ministre  
Ministère de la Famille et des Aînés  
425, rue Saint-Amable  
Quebec, QC, G1R 4Z1  
Telephone: (418) 643-1226  
Website: [www.mfa.gouv.gc.ca](http://www.mfa.gouv.gc.ca)

### Early childhood contact

Michel Monette  
Direction de la coordination et du soutien aux opérations  
Ministère de la Famille et des Aînés  
600 rue Fullum  
Montréal, QC H2K 4S7  
Telephone: (514) 864-6785  
Facsimile: (514) 864-6736

### CHILD CARE SERVICES

#### UNREGULATED CHILD CARE

##### Unregulated family child care

Maximum number of children permitted: Six, including the caregiver's own children.

##### Jardins d'enfants (nursery schools)

Programs for a minimum of seven children aged 2-5 years on a regular basis for up to four hours/day.

### **Haltes-garderies (stop-over centres)**

Programs for a minimum of seven children on a casual, drop-in basis for up to 24 consecutive hours.

### REGULATED CHILD CARE

#### **Centre de la petite enfance (CPE)**

A CPE provides educational child care primarily for children 0-4 years old. Seven or more children may be cared for in centre-based programs for periods not exceeding 48 consecutive hours.

A centre/facility may have up to 80 children and no more than two facilities may be housed in a building.

CPEs must be nonprofit with a board of directors having a minimum of seven persons, at least 2/3 of whom (who are neither staff nor family child care providers) must be parent-users of the program.

#### **Service de garde en milieu familial (family child care)**

Family child care is provided in a private residence by an individual for up to six children including the provider's own children; no more than two children may be under 18 months. If the provider is assisted by another adult, nine children are permitted with no more than four children under 18 months, including their own children.

Until June 2006, family child care providers were part of CPEs. Since June 1, 2006, bureaux coordonnateurs de la garde en milieu familial (BC) (family child care coordinating offices) accredited by Ministère de la Famille et des Aînés (MFA) coordinate family child care in a given area. The coordinating offices give assistance to providers and monitor application of the standards. Most family child care coordinating offices are CPEs; some are new free-standing nonprofit organizations. There are 165 offices located across all regions.

#### **Garderie (day care centre)**

An establishment that provides child care in a facility of not more than 80 children, where seven or more children receive care regularly for periods not exceeding 48 consecutive hours, and that is not operated by a CPE. No more than two facilities may be housed in a building. Garderies are generally for-profit operations or operated by a nonprofit group that does not have a majority of parents on the board of directors (e.g. church-run centres).

### **Milieu scolaire (school-age child care)**

Programs provided by a school board for children attending kindergarten or elementary grades; these are under the jurisdiction of the Ministry of Education, Leisure and Sport (MELS). School boards are obliged to provide school-age child care when there is a demonstrated need.

### **CHILDREN WITH SPECIAL NEEDS**

Admission to a regular child care program is at the discretion of the CPE, garderie or the family child care provider; however, Quebec's objectives regarding children with special needs in child care programs strongly favour inclusion.

For a child who has a diagnosed disability or who meets the ministry definition of a "disabled" child, a one-time grant of \$2,200 and an additional \$33.65/day/child on top of the regular operating grants is available.

In addition to the supplementary allowance allocated to child care establishments receiving children with a disability, an assistance measure has been put in place for the integration of children with significant special needs into child care services.

### **ABORIGINAL CHILD CARE**

Quebec regulates child care on-reserve. In 2007/08, there were 43 child care centres, three family child care services and no garderies in nine First Nations communities. Other centres were under construction. On-reserve child care is funded through agreements between First Nations communities and federal and provincial governments. Aboriginal child care services receive funding from MFA. The Quebec government reached agreements with Inuit, Cree and the Mohawk community of Kanawake, thereby delegating some legal authority for child care under the law.

## SPACE STATISTICS (MARCH 2008)

<b>Number of regulated child care spaces</b>		
<i>Centre-based</i>		
Infant (under 18 months) (CPE and garderie)*		12,596
Preschooler (18 months-4 years) (CPE and garderie)*		104,550
	CPE	garderie
<b>Total centre-based spaces</b>		
(0-4 years)	77,165	39,981
Family child care	88,771	
<b>Total spaces regulated by MFA</b>	205,917	
Total school-age child care spaces	162,992	
Total spaces regulated by the MFA and under the aegis of the MELS	368,909	
<i>*Garderies can be financed or not financed.</i>		
<i>Note: School-age child care for children aged 4-12 years is the responsibility of the Ministry of Education.</i>		
<b>Children with special needs in regulated child care:</b> 3,674		
<b>Number of child care programs</b>		
Number of CPEs		980
Number of centres that are part of CPEs		1,337
Number of garderies		683
Number of garderies – financed		578
Number of garderies – not financed		105
Number of school-age services		n/a
Number of family child care coordinating offices		165
Number of family child care providers		15,123
<b>Sponsorship of centred-based spaces</b>		
Nonprofit (CPE)		77,165
For-profit (garderies and other non-CPE centres)		39,981
Financed		35,230
Not financed		4,751
School-age (school board operated)		162,992
<i>Note: Most garderies are for-profit.</i>		

## STANDARDS AND REGULATIONS

### REGULATED CENTRES (CENTRES UNDER CPEs AND GARDERIES)

**Maximum facility size** 80 spaces

#### Maximum staff:child ratios

Age	Staff:child ratios
0-17 months	1:5
18 months-less than 4 years	1:8
4 years-less than 5 years	1:10
5 years and older	1:20

#### Staff qualification requirements

As of August 31, 2006, two-thirds of staff in centre-based CPEs and garderies must have a college diploma or university degree in ECE. The college diploma may be a three-year Diplôme d'études collégiales (DEC) or a one-year Attestation and three years experience. Previously only one-third of staff in garderies were required to meet the training requirement; however, existing garderies have five years to comply with the new requirement.

New and expanded CPEs and garderies have five years to conform to the required 2/3 ratios. Until that time they must conform to the 1/3 ratio.

Educational requirements may be waived if no qualified persons are available.

There are no educational requirements for staff working in school-age child care programs; however, school boards may require the lead staff to have an early childhood education diploma.

All diplomas obtained in a province other than Quebec are evaluated by the Ministère de l'Immigration et des Communautés culturelles. Programs that include early childhood training of two or more years are deemed equivalent to a DEC; one year programs correspond to an Attestation.

*Note: see RECENT DEVELOPMENTS 2006.*

#### Parent involvement

A child care centre's (nonprofit) board of directors must be made up of at least seven members, 2/3 of whom (minimum of five) are parent-users or future users of the centre. At least one board member must come from the business sector or the institutional, social, education or community sector, and no more than two shall be staff at the centre.

A garderie's licence (permit) holder must set up an advisory committee made up of five parents and consult with the parent committee on all aspects of the care the children receive in the centre, particularly with respect to implementation of the educational program, services provided and how complaints are processed.

The composition of the boards of directors of organizations accredited as family child care coordinating offices are determined by the type of organization.

#### **Licensing, monitoring and enforcement**

The MFA issues permits (licences) for up to a five-year period. MFA inspectors may visit any licensed operation to monitor its compliance with regulations.

Permit holders of child care centres and garderies should receive at least one inspection visit during the period that their licence is valid — generally five years.

In the six months after the issuance of a new permit, a first visit is conducted for the purpose of information and prevention. The aim of this visit is to evaluate quality, identify problems, establish an action plan and provide support.

Inspectors are not required to have a degree, diploma, or training in early childhood education.

Quebec does not issue conditional or provisional licences. If a centre is found to be in non-compliance with legislated requirements but there is no immediate danger to the health or well-being of the children, MFA informs the centre's board (in writing) that the program is in non-compliance with a specific regulation(s) and requests rectification. A follow-up check is done by an inspector when sufficient time is deemed to have passed. Repeated instances of non-compliance that do not pose an immediate threat may result in a court hearing.

The operator may appeal the loss of a licence (or the refusal by MFA to renew a licence) or may contest a decision to the Tribunal administratif du Québec. Its decision is binding.

## REGULATED FAMILY CHILD CARE

Family child care providers are supervised by a family child care coordinating office, most of which are CPEs.

#### **Maximum capacity**

Up to six children including the provider's children under nine years; no more than two children may be under 18 months. If the provider is assisted by another adult, they may care for nine children, including both providers' own children, with not more than four children being under 18 months.

#### **Provider qualification requirements**

Family child care providers must hold a first-aid certificate and complete a training program lasting at least 45 hours pertaining to child development, health, safety and diet issues, and organization and leadership in a "life environment". Many family child care coordinating offices provide training for providers.

They are also required to take a 6-hour proficiency course a year (cours de perfectionnement).

#### **Licensing, monitoring and enforcement**

Family child care workers are required to do on-site home visits. The child care coordinating office is responsible for ensuring that providers meet the regulations.

## FUNDING

### PUBLIC FUNDING FOR REGULATED CHILD CARE (2006/07)

---

#### **One-time funding**

##### *Development grants (only for CPE)*

- Grant for professional services incurred by the project manager in setting up a facility: \$8,000.
- Start-up grant for establishing a family child care component of a CPE: \$1,500 for the first 10 spaces, plus \$100 per additional space up to \$8,000.

##### *Grants for purchase of a property or construction of a facility*

- Grant for professional services incurred by the project manager in setting up a facility: \$8,000
- Start-up grant for establishing a family child care component of a CPE: \$8,000

##### *Major and minor capital grants (only for CPE)*

- See Programme de financement global des immobilisations (Online at <http://www.mfacf.gouv.qc.ca/thematiques/famille/administration-service-de-garde/ressources-financieres/regles-budgetaires.asp>)



### Recurring funding

MFA provides funding to CPEs, garderies and family child care coordinating offices through several basic and supplementary mechanisms that are calculated according to three financing parameters:

- annualized spaces on the license;
- annual occupancy;
- the annual occupancy rate.

These funds are paid to the CPEs on a monthly basis.

#### *Basic allowance: CPE*

Expenses related to the premises

- the lesser of the actual expenses established by MFA or an amount equal to \$36,720 for the first 30 annualized spaces, and \$1,020 for each annualized space beyond 30.

Overhead costs

- \$2,068.70 for each of the first 60 annualized spaces, plus \$1,344.70 for each additional space beyond 60.

Performance

- with the exception of new or expanded facilities, a deduction is made from the grant if the annual occupancy rate falls below 85%.

Child care and educational expenses

- \$51.65/day for children 17 months and younger;
- \$33.65/day for children 18-59 months.

#### *Basic allowance: garderies*

Basic costs

- \$2,018.35 for each annualized space.

Performance

- with the exception of new or expanded facilities, a deduction is made from the grant if the annual occupancy rate falls below 85%.

Child care and educational expenses (variable costs)

- \$42.60/day for children 17 months and younger;
- \$30.65/day for children 18-59 months.

#### *Basic allowance: family child care*

Allowance for the Operating Budget (goes to one coordinating office)

Model	Number of places	Annual Budget (\$)
1	140 or less	62,352
2	over 140 up to 280	135,348
3	over 280 up to 420	199,327

4	over 420 up to 560	267,973
5	over 560 up to 700	326,451
6	over 700 up to 850	367,533
7	over 850 up to 1000	433,482
8	over 1000 up to 1150	488,672
9	over 1150 up to 1300	556,398
10	over 1300 up to 1500	600,974
11	over 1500 up to 1700	669,037
12	over 1700	757,096

Child care and educational expenses

- a maximum of \$27.55/day for children aged 59 months and younger, and an infant supplement of \$9.55/day for children 17 months and younger.

#### *Supplementary allowances (CPEs, garderies and family day care coordinating office)*

Allowance for exemption from payment of the contribution (EPC).

- an allowance to make up for the parental contribution exemption of parents who receive income security and are entitled to 23.5 hours/week of child care at no fee (or more on the recommendation of an authorized organization).

#### *Allowance for a facility in a disadvantaged area*

To help the facility (CPE and day care centre) meet the additional costs of enrolling children from a disadvantaged area are equal to:

- 2.3% of the basic operating allowance when the proportion of EPC days is between 5% and 10%;
- 4.6% of the basic operating allowance when the proportion of EPC days is between 10% and 20%;
- 6.9% of the basic operating allowance when the proportion of EPC days is greater than 20%.

#### *Allowances for places at the reduced contribution offered to school-age children (PRCS)*

To support child care institutions who serve kindergarten or elementary school children who cannot receive any other child care service at their school:

- \$2.15/day for each school day;
- \$15.35/day for each pedagogical day, for a maximum of 20 days per child.

### *Allowances for the integration of a child with a disability*

To facilitate the integration of a child with a disability aged 59 months or younger, for a maximum of nine children in a facility, providing that number does not exceed 20% of licensed spaces or one child per family child care provider:

- a lump sum of \$2,200 per child, of which \$1,800 is for equipment or improving the set-up to meet the child's needs;
- \$33.65/day of occupancy in CPE (\$30.65 in garderie and \$25 in family day care)

### *Specific allowances*

- Allowance for group insurance plans and maternity leaves. This program is maintained at 3% of the insurable aggregate employable earnings of participating CPEs and garderies. The allowance is 2.07%.
- Subsidy for personal pension plan for CPEs and garderies. Finances a portion of personal pension; plans' amount is not specified.
- Other specific allocations. MFAF may grant these to CPEs under special circumstances or for special projects.

### PROVINCIAL ALLOCATIONS FOR REGULATED CHILD CARE (2006/07)\*

<b>Fee subsidies</b>	not applicable
<b>One time funding</b>	
Capital expenditures	\$5,772,000
<b>Recurring funding</b>	
Funding to CPEs and garderies	\$1,525,565,000
Total child care expenditure for children 0-4 years	1,578,274,000
Expenditure on school-age child care (by MELS)	152,300,000
Total expenditure on regulated child care	\$1,730,574,000

### SALARIES

#### **Estimated mean hourly wage by job category (April 2006)**

Administrators	\$20.21 - 27.41 (Level 3)
Pedagogical staff	15.71 - 19.67
Educator	14.14 - 18.73
Assistant educator	11.68 - 13.82
Untrained	12.48 - 18.73

*Note: Figures provided by provincial officials.*

*\* More recent figures were not available.*

### **Median full-time, full-year employment income for centre-based Early Childhood Educators and Assistants (2005)**

All	\$26,240
Those with an ECE credential	27,298

*Source: Custom tabulations, 2006 census data on National Occupational Classification for Statistics E-217, Early Childhood Educators and Assistants.*

### **Family child care**

Information not available.

## ADMINISTRATION

MFA is responsible for setting standards and regulations, administration of the legislation, administration of funding, and coordination of the child care system across the province.

Le Ministère de l'éducation, du Loisir et des Sports is responsible for school-age child care services; however, when a school cannot provide child care services, the child may attend an MFA service.

School-age children are not eligible for a \$7/day place during the summer.

## MUNICIPAL AND OTHER LOCAL GOVERNMENT ROLE

Municipalities may no longer hold licences to operate child care facilities.

School boards provide school-age child care for children attending kindergarten and elementary school.

## CHILD CARE PLANNING AND DEVELOPMENT

Quebec uses a province-wide planning process to ensure an equitable distribution of reduced contribution child care throughout the province. A plan based on population and labour force statistics, funding and relative regional equity has been developed.

At the regional level, planning for development with the goal of creating 200,000 reduced contribution spaces was achieved. An additional 20,000 spaces are planned to be developed by 2010.

## RECENT HISTORY OF CHILD CARE AND OTHER ECEC SERVICES

FOR HISTORY BEFORE 2000, SEE THE RELEVANT PROVINCIAL/TERRITORIAL SECTION OF *ECEC IN CANADA 2006*, available online at: <http://www.childcarecanada.org/ECEC2006/> or in print.

**2000** Child care at \$5/day became available to all children aged 0-4 years whether or not the parent was in the paid labour force. Individual centres could implement policies which give priority to employed parents, single parents, or some other target group. Families on social assistance and not in the workforce could access up to 23.5 hours/week of care at no cost. Low-income working families could also qualify for an additional fee reduction.

The required number of staff trained in early childhood education in centre-based programs was increased from 1/3 of staff in a nonprofit centre to 2/3. In addition, a programme éducatif (pedagogical lead) would be required in all centres.

The child:staff ratios for four year olds was increased from 8:1 to 10:1 but remained at 8:1 for three year olds.

Since 1997, the Ministry began to “rent” space from existing for-profit operations with funding at a lower rate than CPE centres, at that time it was intended that agreements with for-profit centres would be renegotiated annually until such time as they were no longer needed.

Following two days of strikes by child care workers over wages, child care staff in nonprofit centres and family child care were to be paid according to a province-wide scale based on education and experience. It was anticipated that an average wage increase of 35-40% would be implemented over four years, with an additional \$44 million allocated in 1999/2000.

A provincial task force recommended that child care staff be included in the Pay Equity Act.

In the five years from the implementation of the new early childhood policy in 1997 to 2001, Quebec increased the number of child care spaces (for children aged 0-4) from 82,302 spaces to 139,683 and introduced full school-day kindergarten for all five year olds. Quebec expected to expand the number of child care spaces to 200,000 by 2005/06.

According to the Institut de la statistique du Québec, approximately 85,000 children under the age of five were

on a waiting list for a child care space. Of these, 8,700 were already enrolled in a \$5/day space but wished to change. (These children may have been on more than one waiting list.) Parents who did not have a \$5/day space may still claim the federal Child Care Expense Deduction and the provincial tax credit.

The government undertook a public education campaign to attract staff and promote training. To assist those already in the field to access additional training, the government began to provide financial support for college-level courses and funding for any necessary substitutes in the CPEs.

The government began funding several pilot projects to meet non-traditional needs for child care such as evening, overnight and weekend care. Projects received funding in addition to the CPE funding formulas and were in certain situations allowed to operate outside the regulations.

A \$152 million investment over four years was committed from 1999 to 2003 to raise wages: \$91.5 million was committed for the centre-based component of CPEs, \$32.4 million for family child care, and \$27.6 million for day care centres (garderies).

**2002** The Centrale des syndicats du Québec (CSQ) and the Confédération des syndicats nationaux (CSN) filed for union certification on behalf of 1,500 family child care providers from 116 CPEs. The Quebec Labour Board decided in favour of unionization.

### 2003

**April** A Liberal government was elected. During the election campaign, the Liberals had said that they would make changes to the child care program.

**May** The government announced its intent to slow expansion of the \$5-a-day child care program, to increase parent fees and to open development of new spaces to the for-profit sector. New child care projects approved by the previous government were frozen unless they had bought land or already begun construction. In June, a large protest took place and a petition of over 100,000 signatures calling for protection of the system was presented to the government.

**August** The new government released a consultation paper with proposals for altering the child care system. The paper proposed two policy scenarios for increasing parent fees and encouraging future development in for-profit child care. The government held three days of hearings on these proposals; the Coalition pour le maintien de l'universalité des services de garde held a parallel consultation.

**November** The budget for publicly-funded child care was cut by \$25 million/year. Parent fees were raised to \$7 a day and a policy favouring nonprofit child care was reversed. Financing for for-profit centres was improved.

The government introduced Bill 8, which decertified existing unions of family child care providers and enshrined in law their self-employed status. The unions appealed the decision based on the *Canadian Charter of Rights and Freedoms* and international covenants ensuring the rights of workers to unionize. There were several demonstrations involving family child care providers throughout the fall.

**2004** Operating grants were cut two years in a row and capital funding eliminated. There were changes to funding for the regional associations.

**January** Unionized child care workers went on strike over lack of progress on pay equity and on changes to the child care policy, including increased parent fees and plans to increase for-profit child care.

The Quebec Court of Appeal heard a case in which the federal government's jurisdiction vis-à-vis maternity and parental leave was challenged and won by Quebec, with Quebec intending an enriched paid leave program than paid under Employment Insurance.

The target of 200,000 regulated spaces (excluding school-age spaces) established at the beginning of the family policy had almost been reached, with about 17,000 spaces yet to be developed.

**June** *Grandir en qualité*, a baseline report on quality in Quebec child care was published by l'Institut de la statistique du Québec. It found that the quality of child care in Quebec is generally quite poor, and the quality of for-profit centres is generally poorer than those that are part of CPEs.

**2005** Responsibility for child care moved from the Ministère de l'Emploi, de la Solidarité sociale et de la Famille to the Ministère de la Famille, des Aînés et de la Condition féminine (MFA).

**January** A universal family allowance became available for all parents in Quebec.

**March** The federal government and Quebec reached an agreement regarding Quebec's parental insurance plan. Beginning January 1, 2006, Quebec parents were able to choose between two different plans (see Family Related Leave for details). The two-week waiting period was eliminated and self-employed parents were included. Fathers receive five weeks of paid paternal leave.

**June** Unionized child care workers staged a three-day strike, demanding improved working conditions and movement on the issue of pay equity. The educators were without a contract since April 2004 and had had no raise since April 2003. In September, child care workers — in a legal strike position — decided instead to negotiate with the provincial government, focusing on securing pay equity.

**October** The Quebec government and the federal government came to an agreement about transfer of funds within the Canada-wide Early Learning and Child Care scheme. Unlike the other provinces, Quebec had not signed an Agreement-in-Principle with the federal government nor had it developed an action plan specific to these funds. The October agreement said:

Quebec having the objective of increasing to 200,000 the number of child care spaces at reduced parental contribution by 31 March, 2006, it may invest federal funds provided through this agreement in related objectives for the well-being of families. Quebec agrees to incorporate into its current public reporting cycles information concerning its priorities and financing provided by Canada according to the terms of this agreement.

Quebec will provide Canada with the information and reports it prepares on its educational child care system and supplies to non-governmental organizations and the public. Quebec agrees to allow Canada to distribute them and make them available to other provincial/territorial governments.

**November** After numerous protests at public hearings on the Bill 124, *Education Childcare Act*, the Minister agreed to amend it. But the amendments did not go far enough for Quebec's child care advocates, who continued to oppose its adoption until its passage by the National Assembly on December 15.

**December** Bill 124, the *Educational Childcare Act* was adopted by the National Assembly. Bill 124 had been introduced amidst charges that it would “destroy the \$7-a-day child care system”, protests from parents and community-based CPEs, and support for the Bill and the Minister from for-profit centre operators. At issue was the proposal to remove the family child care component from nonprofit CPEs and instead to set up government-organized coordinating offices that could be either nonprofit or profit-based to play a supervisory role. (Nonprofit child care centres and family child care agencies had been amalgamated into CPEs after the child care reform in 1997.)

**2006** *Enquête sur les besoins et les préférences des familles en matière de services de garde*, a survey of 15,000 families on their needs and preferences regarding daycare was published by the Institut de la statistique du Québec for the Ministère de la Famille, des Aînés et de la Condition féminine (online at [http://www.stat.gouv.qc.ca/publications/conditions/service\\_garde2004\\_an.htm](http://www.stat.gouv.qc.ca/publications/conditions/service_garde2004_an.htm)).

**January** The enhanced Quebec Parental Insurance Plan, negotiated with the federal government and run by the Quebec government, replaced the federal benefit.

**June** 165 family child care Coordinating Offices were created under agreement with the ministry to coordinate family child care services. There is province-wide coverage, with each office covering a different region. This structure is intended to ensure mobility for family child care providers who change regions, and a level of uniformity in practice between family child care coordinating offices.

**August** A new regulation came into effect limiting the use of surcharges above Quebec's province-wide \$7-a-day parent fee. The Association of Private Daycares took the Quebec government to court.

As of August 31, 2006, two-thirds of staff in centre-based CPEs and garderies must have a college diploma or university degree in ECE. Previously only one-third of staff in garderies were required to meet the training requirement; existing garderies have five years to comply with the new requirement.

**September** The Association Québécoise CPE (AQCPE) concluded an agreement with the Quebec government, and the Confédération des syndicats nationaux (CSN) concluded an agreement regarding the financing framework for adjustments connected with the *Pay Equity Act* for child care centres, coordinating offices and garderies. An average pay increase of 8.79% for CPE staff and 8.95% for CPE teachers is anticipated. The financing framework is based on a model of pay equity proposed to employers concerned with the Act to enable them to conduct their pay equity exercise with the full knowledge of the level of pay adjustment the government would be ready to finance.

AQCPE recommended a uniform application of the steps to pay equity to their member Boards of Directors. The agreement began to apply on April 1, 2007, with full payment of increases by April 2011.

The MFA, the CSN and the AQCPE reached an agreement on the financial adjustments on Pay Equity in Child Care Establishments.

## RECENT DEVELOPMENTS IN ECEC SERVICES

### 2006 September

The Conseil supérieur de l'éducation produced a report recommending that staff in school-age programs have the same qualifications as in a CPE, and an increase in wages to reflect the proposed increase in educational qualification. A committee has been established to address the report's recommendations.

**2007 March** A major plan was introduced to increase the qualification levels of staff working in for-profit centres. The project is a collaboration of the MFA, Emploi Québec and some colleges. By March 2009, it is expected that there will be an additional 500 qualified staff.

**2007/08 Spring** 20,000 new reduced contribution spaces were to be made available by 2010. As well as attempting to reduce deficits in spaces, the additional 20,000 spaces are linked to priorities set out by the minister, which are:

- Flexibility in supply;
- Spaces for infants (under 18 months);
- Spaces in the workplace;
- Spaces for disadvantaged children;
- Spaces for children of immigrant families.

Two thousand spaces were made available in 2007/08; the remaining 18,000 will be distributed between 2008/09, and September 2010 of the 2010/11 fiscal year.

*Note: 575 of the new reduced contribution spaces will be allocated to First Nations communities.*

The Ministry developed a quality plan (Plan d'amélioration continue de la qualité), which indicates that:

- Quality improvement must be a continuous process;
- Each child care service must meet certain minimum quality criteria.

Areas of quality include:

- Health and safety practices, condition of the physical environment, equipment and materials, and practice;
- A good educational program, a good choice of materials used for that program, training and supervision of staff, the quality of the interaction between staff and children, and staff and parents;
- Good human resources, good work climate and good management.

The plan contains two measures that each child care service can adopt on a voluntary basis:

- The quality engagement (engagement qualité): a signed one-page document, indicating that the program commits to continuous quality improvement;
- The recognition process (processus d'agrément): with the help of a quality expert, different ways of improving the quality of the service are examined. After certain conditions are met, the service is officially recognized as a quality service (same logic as the ISO levels of quality for businesses).

Regional information officers (guichets régionaux d'accès) keep centralized waiting lists for each region. Parents are provided with information on types of spaces, and addresses of programs.

The April 2008 budget introduced a new fiscal policy. Under this policy every family earning less than \$80,000/year can get a rebate for receipted expenses in unfunded for-profit child care. The intention is that parents using unfunded child care pay the equivalent of \$7/day. Parents can get the rebate at the end of the year or every three months.

Projections made by the Finance Ministry indicates that the cost of the Cr dit d'imp t remboursable pour frais de garde d'enfants (Child Care Expenses Deduction) is \$175,000,000 for the 2008 fiscal year, and \$194,000,000 for fiscal 2009.

#### 2008 November

Since 1997, parents and providers had to sign a contract regarding the child care services provided. The form of the contract is now prescribed by the government.

When more than \$7 is charged to the parents, the child care service must use a special contract for these activities or services:

- Activities outside the day care (theatre, visits to the zoo, etc.);
- Personal hygiene articles;
- Additional meal;
- Additional period of care.

A grant agreement between the government and the CPE and garderies is now required (entente de subvention). The purpose is to have greater control of the use of reduced contribution by all types of services. As well, family child care providers have to sign a commitment with the Ministry about the use of reduced contribution spaces.

In 2003, the government had adopted a law saying that family day care providers were self-employed; in October 2008, the Superior Court of Quebec invalidated that law. A committee was established by the Ministry, which includes AQCPE, CQSGEE, AEMFQ and the Ministry, to address the definition and employment status of providers, which will determine their right to unionize.

## KEY PROVINCIAL ECEC ORGANIZATIONS

Association qu b coise des CPE  
6611 rue Jarry est, bur. 200  
Montreal, QC H1P 1W5  
Telephone: (514) 326-8008 or 1-888-326-8008  
Facsimile: (514) 326-3322  
Website: www.aqcpe.com

Association des services de garde en milieu scolaire du Quebec  
402, rue Verch res  
Longueuil, PQ J4K 2Y6  
Telephone: (514) 334-4653 ou (450) 670-8390  
Facsimile: (450) 674-5591  
Website: www.asgmsq.qc.ca

Syndicats des travailleuses et travailleurs en garderie, FSSS-CSN  
1601 avenue De Lorimier, #105  
Montreal, PQ H2K 4M5  
Telephone: (514) 522-8697  
Facsimile: (514) 524-3974  
Website: www.fsss.qc.ca

## TEACHERS' ORGANIZATIONS AND ASSOCIATIONS

Association qu b coise des enseignantes et enseignants du primaire  
C.P. 65 002  
Place Longueuil  
Longueuil, Qu bec J4K 5J4  
Telephone: 1-866-940-2737  
Facsimile: 1-866-941-2737  
Email: aqep@aqep.org  
Website: www.aqep.org

F d ration nationale des enseignantes et des enseignants du Qu bec  
1601, avenue De Lorimier  
Montreal, PQ H2K 4M5  
Telephone: (514) 598-2241  
Facsimile: (514) 598-2190  
Email: fneeq.reception@csn.qc.ca  
Website: www.fneeq.qc.ca