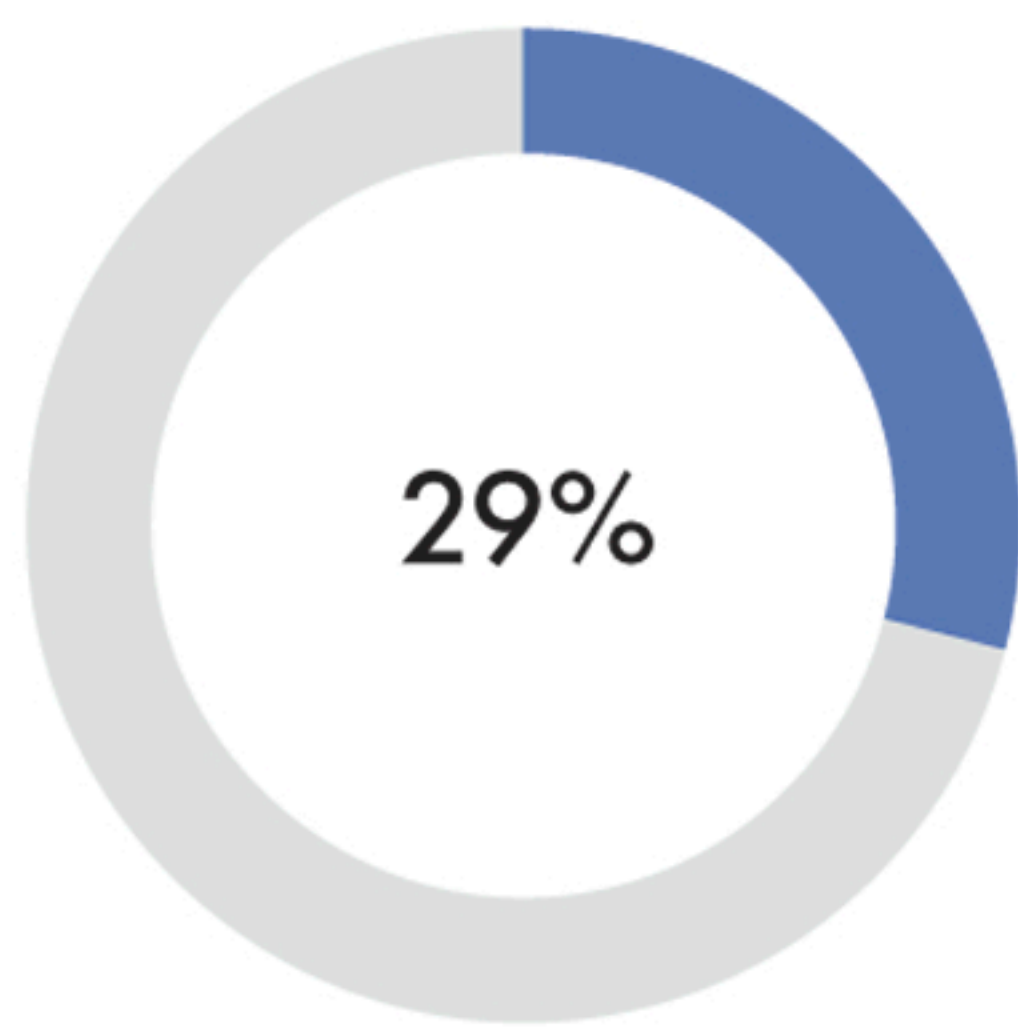


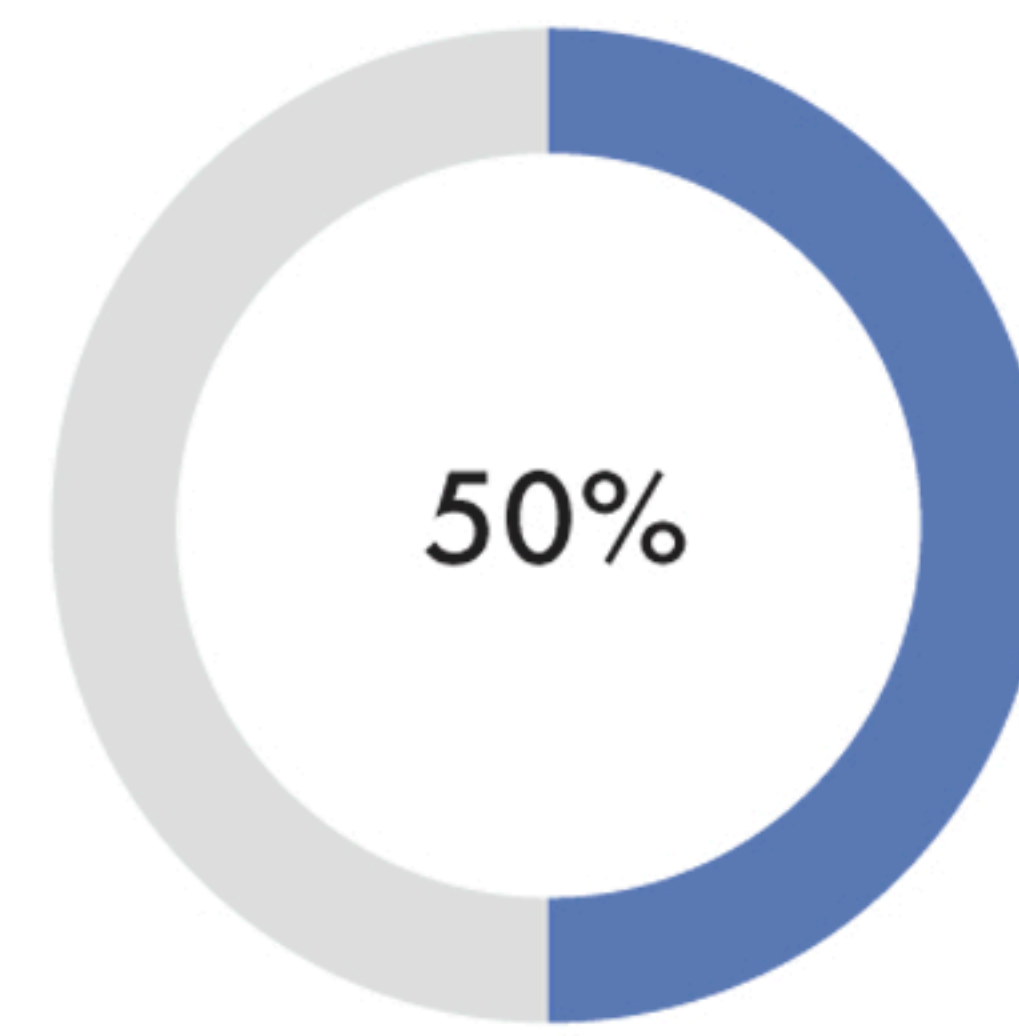
hours per week of unpaid overtime



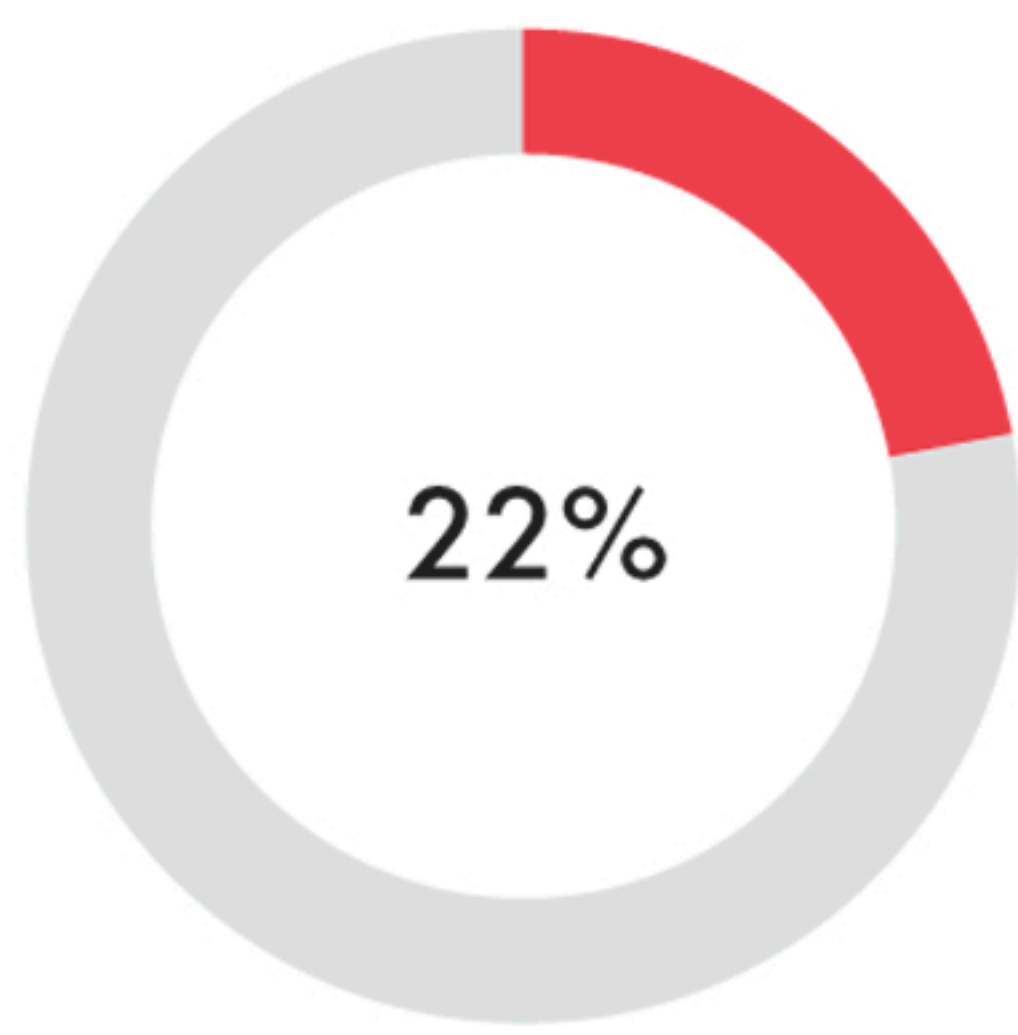
hours per week preparing
work-related materials at home



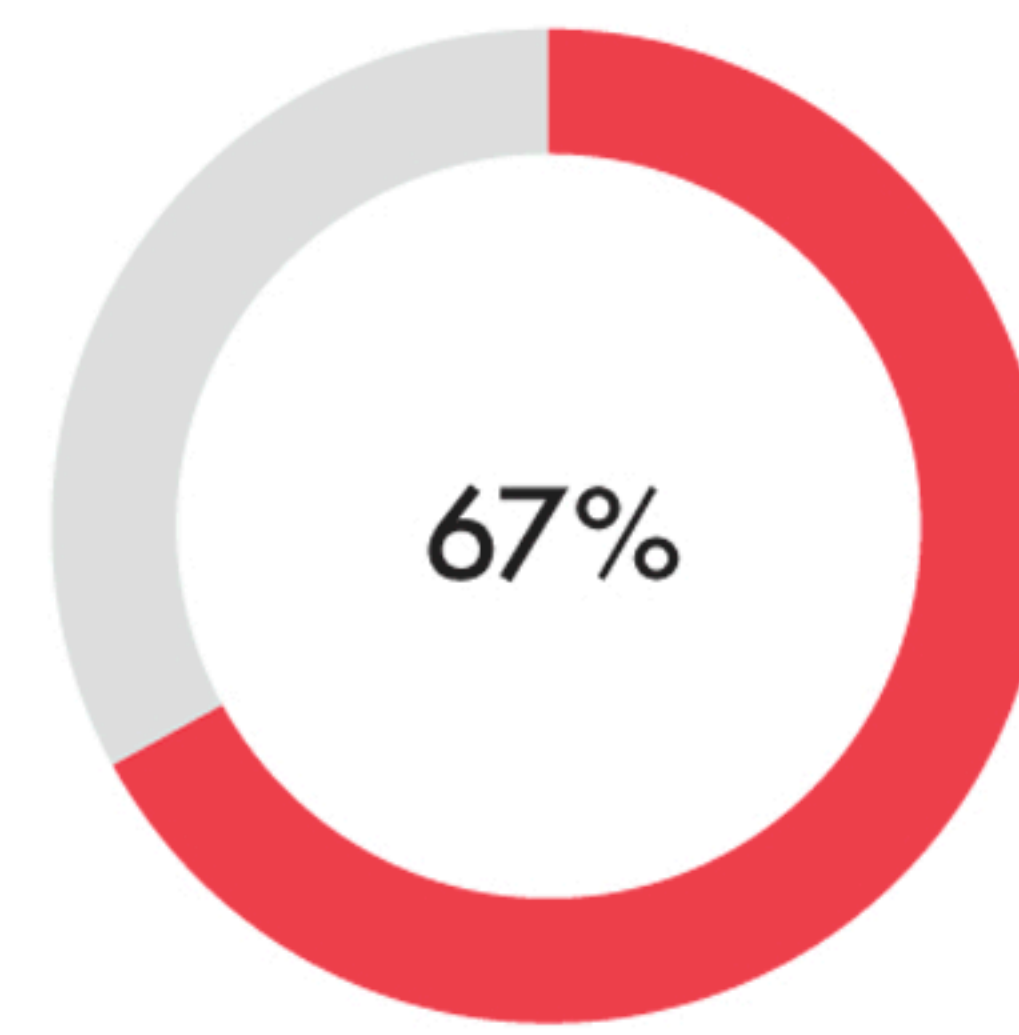
of employers offer paid time to
communicate with parents



of employers offer regular
paid preparation time

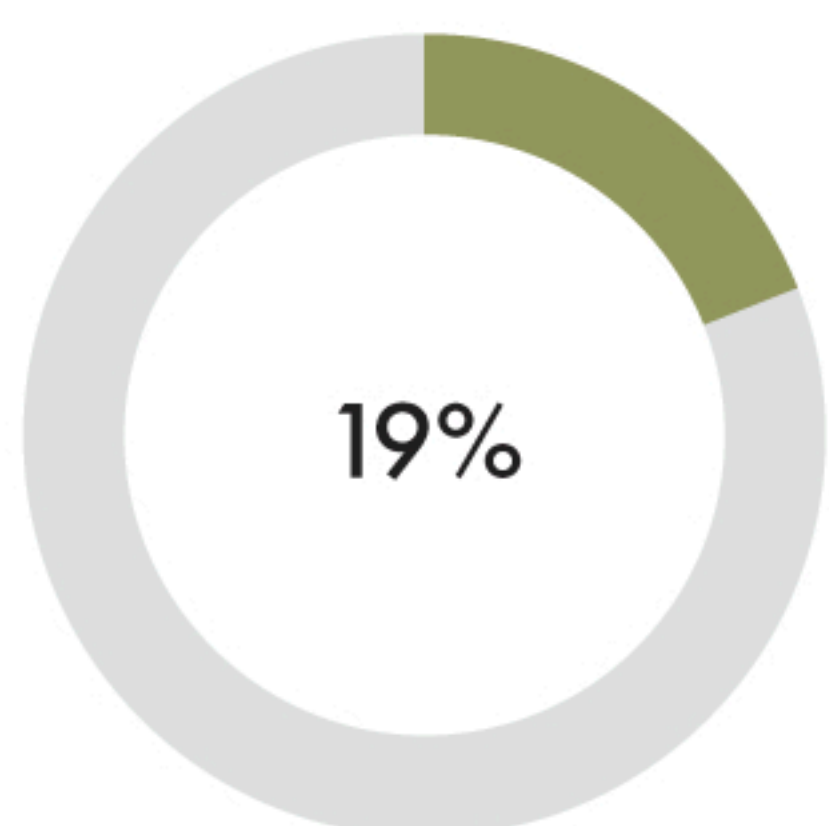


of staff in licensed child care
feel their pay is fair

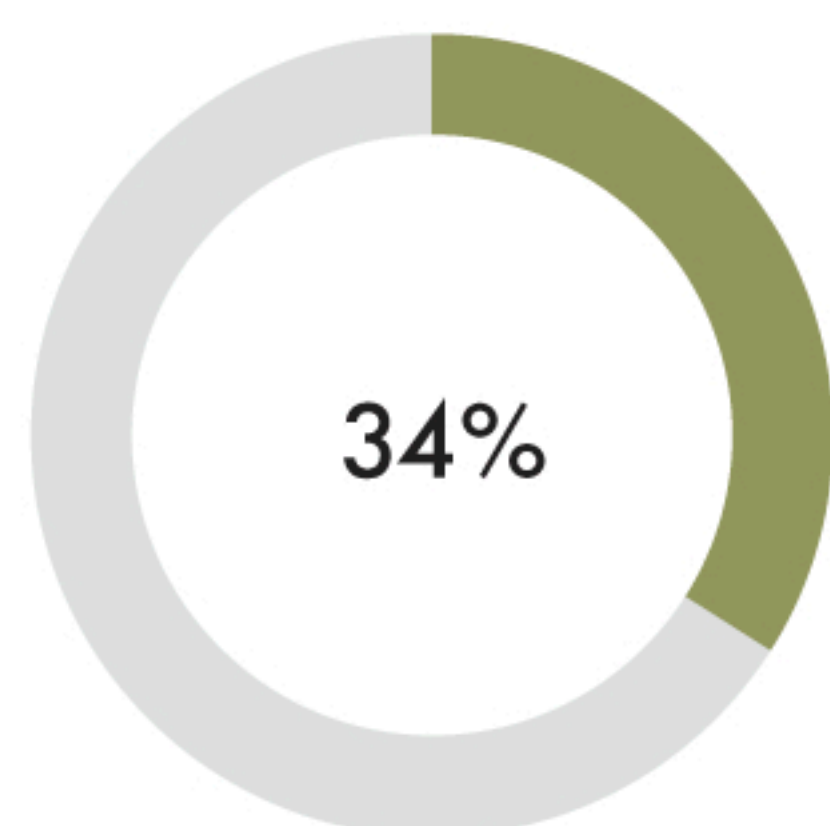


of staff in licensed child care feel their salary
does not adequately reflect their work

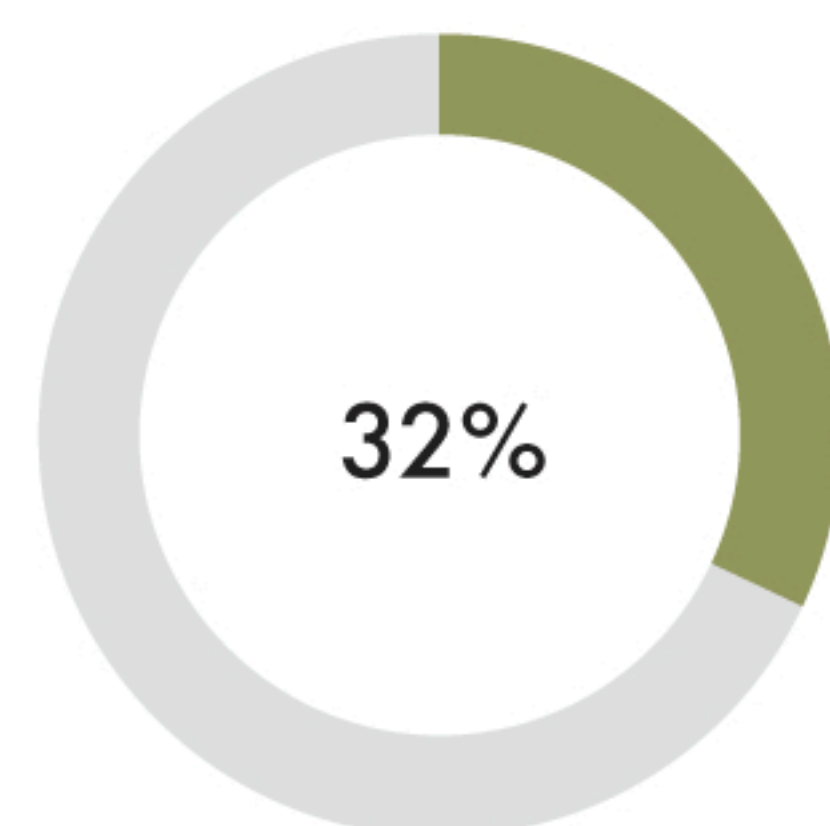
Reasons given by respondents who resigned from a child care position



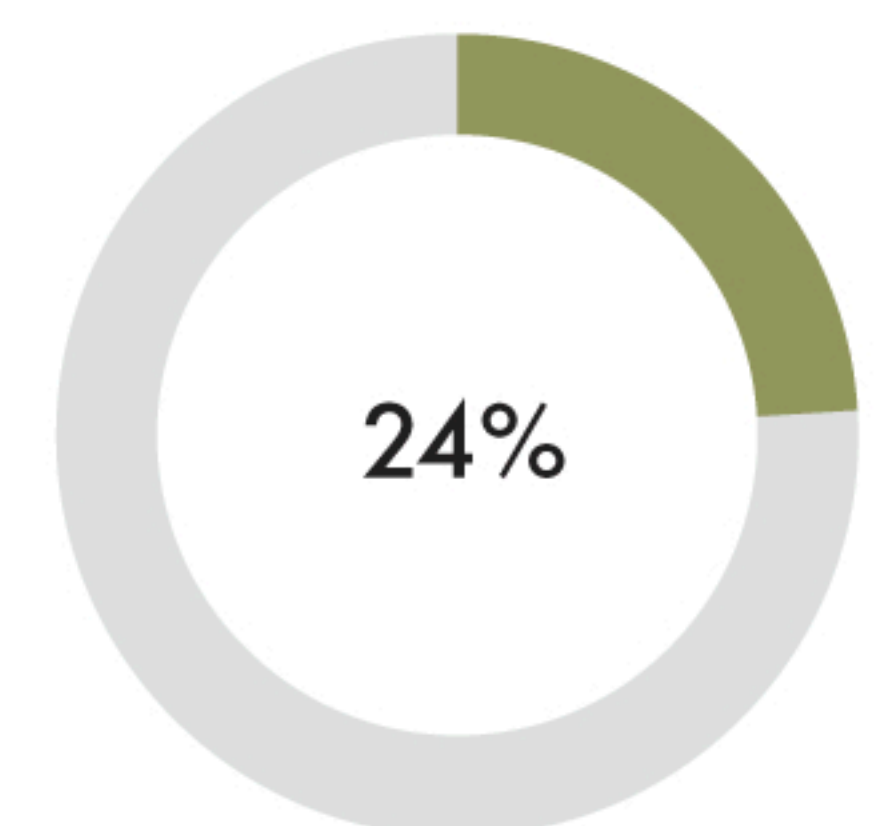
Lack of promotion



Culture/quality of the centre



Poor management



Couldn't reconcile their
own child care needs