



Ontario Early Childhood Sector Decent Work Charter

The Ontario Early Childhood Sector Decent Work Charter has been developed by the Association of Early Childhood Educators Ontario (AECEO) Decent Work Taskforce as one of the components to mobilizing a collective effort to achieve greater recognition and improved compensation and working conditions for those employed in the sector.

The primary purpose of this Charter is to promote a vision for decent work within organizational cultures in the early childhood sector (child care, child and family programs, licenced home child care, full-day kindergarten, etc). This requires organizations to commit to pursuing the development of high quality jobs and the structures, policies and practices to support organizations and individuals in implementing the principles that contribute to decent work.

When organizations commit to the principles of decent work, they are creating quality workplace environments that will in turn support the foundations that underpin individual, family and community well-being. These include the economic and social structures that promote improved child outcomes.

Values to Guide Our Action

While the Four Foundations for Learning in Ontario’s pedagogical document, *How Does Learning Happen?* is aimed to guide the work of professionals in their work with children and families, we believe that these four foundations are also aligned with the value of the workforce itself;

BELONGING: Recognition of staff as valued professionals

WELL BEING: Professional Pay

ENGAGEMENT: Professional Learning

EXPRESSION: Quality work environments

Defining Decent Work

Recognition of staff as valued professionals: Commitment to establish and maintain structures and resources internally and externally that recognize the critical role early childhood staff perform in the delivery of quality programs.

Professional Pay/Compensation: Commitment to establish and maintain strategies to provide professional pay for professional work.

Professional Learning: Commitment to establish and maintain structures and resources to support early childhood professionals in all aspects of ongoing professional learning.

Quality work environments: Commitment to establish and maintain structures and resources that promote belonging, inclusion, diversity, well-being, engagement and expression in the work environment.

As an early childhood sector employer/organization we are signing this charter to confirm our commitment to advancing policy reforms needed to improve working conditions for all. We recognize the principles of decent work as integral to achieving quality programs and services for children and their families.

As leaders in our communities we will champion practices that promote and sustain decent work, and will join with our community partners, sector networks, associations, policymakers and funders to generate collective actions that expand decent work conditions.

Signed: _____ Dated: _____

Organization: _____