

Childcare Access at McGill University:
An Overview of the Current Situation

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Abstract

The following brief report provides a summary of the existing situation regarding access to on-site childcare for members of McGill University's downtown campus. Although there has been much informal discussion about this issue, there has yet to be a formal report released to the community detailing the specifics of the situation. I begin with an overview of the current supply and demand of on-site daycare spots. I then examine past and current efforts to increase the number of on-site childcare spots, as well as possible constraints thought to prevent the realization of such efforts. This is followed by a discussion of the benefits to McGill University of having on-site childcare and reasons why parents might prefer and benefit from on-site childcare. Finally, I provide recommendations as to how various stakeholders can address the issues posed by a lack of on-site childcare at McGill University's downtown campus.

Keywords: on-site childcare

On-Site Childcare at McGill University:
An Overview of the Current Situation

In recent years, there have been several informal attempts to understand the nature of the present state on-site childcare located at McGill University (MU). In particular efforts have been made in this regard by both the McGill Association of University Teachers (MAUT) ad-hoc committee on daycare and the Post-Graduate Students' Society (PGSS) Family Care Caucus (A. Shrier, personal communication, March 6, 2013; J. Mooney, personal communication, March 7, 2013). However, there has yet to be released a more thorough review of the situation. This report, as part of the Childcare Access Study funded by McGill Sustainability Projects, endeavours to provide such a summary.

Context

In the late 1990s, Quebec's provincial government began subsidize childcare spots (White & Friendly, 2012). These spots are offered primarily through public non-profit daycare centres referred to as centres de la petite enfance (CPE) (Baker, Gruber & Milligan, 2008). Currently, the provincial government also subsidizes select spots in private daycares (Services Quebec, 2012). Although the Quebec government initially intended to phase out for-profit private providers, it reneged on its decision (White & Friendly, 2012). Thus, subsidized public childcare, subsidized private childcare, and non-subsidized private childcare exist within Quebec (Services Quebec, 2012). The vast majority of childcare is provided through the former category (White & Friendly, 2012). Although non-subsidized private daycares currently possess roughly ten thousand spare spots, the waitlists for subsidized childcare centres remain lengthy across the province (CBC, 2013).

Currently, McGill University does not run a childcare centre. However, MU's downtown campus has two on-site childcare providers, McGill Childcare Centre (MCC) and SSMU Daycare Centre (SDC), providing a total of one hundred and forty-six spots. It is informative to compare MU's lack of childcare offering with that of other top four Canadian research universities. Universite de Montreal similarly does not provide childcare while having an independent subsidized childcare provider operate on-site (Universite de Montreal, n.d.). The University of Alberta also does not provide childcare, but is formally affiliated with six childcare centres that provide daycare to University families in exchange for an annual grant (University of Alberta, n.d.; D. Dawson, personal communication, August 12, 2013). In contrast, both the University of Toronto (UT) and the University of British Columbia (UBC) offer childcare (UT, n.d.; UBC, n.d.). UT runs one daycare centre on its downtown campus, one at UT's Ontario Institute for Studies in Education, and one at UT's satellite campus in Mississauga (M. Jardim, personal communication, August 12, 2013). UT also has several childcare partnerships with providers external to the university (M. Jardim, personal communication, August 12, 2013). UBC offers approximately five hundred and fifty childcare spots through twenty-four separate daycares (UBC, n.d.).

Current Provision of On-Site Childcare Spots

Supply of On-Site Childcare Spots

McGill Childcare Centre (MCC) is located within four interconnected buildings on Peel Street and has one hundred and six spots for children aged four months to five years (MCC, 2011). MCC is a CPE and rents space from MU under the agreement that it will provide priority to McGill University faculty, staff, and students (L. Gallagher, personal communication,

September 6, 2013). A parent board manages the MCC and MU is not involved in the governance of the organization (L. Gallagher, personal communication, September 6, 2013). MCC accepts applications for children who have one parent that is working full-time or studying full-time at MU (MCC, 2011). The second parent must also be working or studying full-time, although not necessarily at MU (MCC, 2011). Enrolment is open to the general public only in the case that spots cannot be filled by MU families (MCC, 2011). MCC charges parents seven dollars per day for a childcare spot (MCC, 2011). Extra fees may be charged for educational outings and/or pharmaceutical products such as sunscreen, but parents' payment of all such fees are optional (MCC, 2011; L. Gallagher, personal communication, September 6, 2013).

From 2010 to present, MU's contract with MCC has stipulated that MU may apply for spots in the daycare (L. Gallagher, personal communication, September 6, 2013). Specifically, each year McGill University may apply for one spot for each of the five age classes, thus granting it five new applications per year (L. Gallagher, personal communication, September 6, 2013). Like parents who apply for the MCC, MU is added to the waitlist if there is a lack of available daycare spots (L. Gallagher, personal communication, September 6, 2013). Any childcare spaces allocated to MU can be assigned to specific individuals at MU's discretion (L. Gallagher, personal communication, September 6, 2013). For instance, MU may assign such spaces to newly recruited faculty members (L. Gallagher, personal communication, September 6, 2013).

SSMU Daycare Centre (SDC) has a permit for thirty-two spots for children aged eighteen months to five years, and a second permit for eight spots for children aged four months to eighteen months (SDC, n.d.; A. Vincent, personal communication, September 4, 2013). SDC is located in the Brown Building, with older children cared for on the second floor, and infants

cared for on the first floor (A. Vincent, personal communication, September 4, 2013). The spots for infants were added in June 2009 (SDC, n.d.). SDC is privately run, and prioritizes applications from full-time undergraduate students, followed by graduate students, and then staff and faculty (SDC, n.d.). Since April 2012, the Centre has stopped accepting applications from outside the MU community (SDC, n.d.). Like MCC, SDC charges parents seven dollars per day (SDC, n.d.). Extra fees are only charge when the children go on a field trip, in which case the parents must pay only the actual cost of the outing (A. Vincent, personal communication, September 4, 2013).

Off Campus Daycare For the past five years, MU had a contract with a daycare located near the downtown campus, which only accepted private members (M. Cubano-Guzman, personal communication, July 2, 2013). This contract granted staff and professors access to the childcare centre, and MU paid a small fee for corporate membership while McGill employees paid the cost of the childcare (M. Cubano-Guzman, personal communication, July 2, 2013). This contract was ended in 2013 due to budget cuts and low participation rates (M. Cubano-Guzman, personal communication, July 2, 2013).

MU's Faculty Relocation Advisor (FRA) has organized several daycare partnerships in order to aid professors recruited to work at the University (M. Cubano-Guzman, personal communication, June 28, 2013). Specifically, the FRA has arranged for two private daycares to accept referrals of professors new to the University (M. Cubano-Guzman, personal communication, June 28, 2013). Professors who utilize these daycares must pay the full fees, although the Quebec government subsidizes one of the centres (M. Cubano-Guzman, personal communication, July 2, 2013). Both centres are located in downtown Montreal (M. Cubano-Guzman, personal communication, July 2, 2013).

Drop-In and Emergency Care PGSS has arranged for its members' admission to a local preschool's drop-in spots for the reduced rate of ten dollars per morning (PGSS, n.d.). For an additional fee, the preschool also provides afternoon babysitting (PGSS, n.d.). Once a month, the McGill Student Parents' Network (MSPN) offers three hours of babysitting for MU students' children (Chaplaincy Services, 2013). MSPN also has organized a babysitting co-op and volunteer babysitters (Chaplaincy Services, 2013). However, the latter requires that at least one parent is present in the home while the babysitting takes place (Chaplaincy Services, 2013).

Demand for On-Site Childcare Spots

As illustrated in Table 1 and Table 2 below, there is clearly a demand for more daycare spots for the children of MU faculty, staff, and students. Combined, the childcare waitlists are over seven times the magnitude of the total number of childcare spots. Of course, parents may have their children on both waitlists. However, even if it is assumed that the same individuals are signing up for both waitlists, the magnitude is still over five times that of the total number of childcare spots (see Appendix 1 for calculations).

It is important to note that the figures below do not fully capture the potential demand for daycare services, as many individuals may have removed their children from the waitlist after arranging other means of childcare. These individuals may still wish to use childcare based on MU's downtown campus. Additionally, MCC has a policy that prevents the attainment of childcare services by those children who have one parent who is not working or studying full-time (MCC, 2011). Some individuals in the aforementioned situation might still wish to enrol their children in daycare. For instance, a parent may want to place his/her child in daycare so that s/he has more free time to find full-time work.

Table 1

Number of MCC of waitlist spots by child’s age and MU-affiliated parent’s occupation (L. Gallagher, personal communication, March 5, 2013):

<u>Child’s Age</u> <u>(in months)</u>	<u>Faculty</u>	<u>Staff</u>	<u>Graduate</u> <u>Student</u>	<u>Undergraduate</u> <u>Student</u>	<u>Total</u>
0-17	70	98	78	9	255
18-23	25	28	28	5	86
24-35	31	41	45	8	125
36-47	39	52	64	12	167
48-59	27	37	44	8	116
Total	192	256	259	42	749

Note: If both parents are affiliated with MU, the recorded parent is whomever the family designated on its application.

Table 2

Number of SDC waitlist spots by MU-affiliated parent’s occupation (A. Vincent, personal communication, May 16, 2013)

<u>Faculty/Staff¹</u>	<u>Graduate Student</u>	<u>Undergraduate Student</u>	<u>Total</u>
75	175	43	291

^aSDC’s files do not distinguish between these two groups of applicants.

MCC’s Efforts to Increase On-Site Spots

Past Efforts

To my knowledge, McGill University has never considered creating its own public or private daycare facility. However, in February 2012, MCC’s board attempted to increase its total number of subsidized spots from one hundred and six to one hundred and eighty-six (L.

Gallagher, personal communication, March 6, 2013; L. Gallagher, personal communication, September 6, 2013). MCC applied for this increase in spots through the Quebec Ministry of Family, which was expanding the number of subsidized childcare spots available throughout the province (L. Gallagher, personal communication, March 6, 2013). MAUT, PGSS, and MU voiced approval for the application through a letter of support, and the application met all of the selection criteria (L. Gallagher, personal communication, September 6, 2013; L. Gallagher, personal communication, March 6, 2013). Nonetheless, the application was unsuccessful (L. Gallagher, personal communication, March 6, 2013). Overall, few applications in downtown Montreal were granted spots (L. Gallagher, personal communication, May 15, 2013).

Current Efforts

In June 2013, MCC resubmitted its application to the Quebec Ministry of Family (L. Gallagher, personal communication, September 6, 2013). If successful, MCC hopes to rent from MU the current daycare that is in the Royal Victoria Hospital complex (L. Gallagher, personal communication, May 15, 2013; L. Gallagher, personal communication, September 6, 2013). Currently, this daycare serves the employees of the hospital. However, MU is considering purchasing the Royal Victoria building, as the hospital will move to a new location in 2015 (Ravensbergen & Curran, 2013). Even if MCC is successful in its bid, the childcare waitlists will still be over three times the magnitude of the total number of childcare spots provided by MCC and SSMU (see the Appendix 1 for calculations). Thus, the creation of MCC's new daycare will not completely reconcile the current gap between the on-site childcare supplied at MU and the MU members' demand.

It is important to note that MU does not currently have an individual appointed to specifically address the childcare issues faced by staff, students and professors. However, in

October 2012, MU's Office of the Provost recommended the creation of such a position in its response to the recommendations of a report issued by Principal Heather Munroe-Blum's Task Force on Diversity, Excellence, and Community Engagement (Masi, 2012). The envisioned position would have provided information regarding eldercare and family illness, and would pay attention to the fact that many of MU's students, staff and faculty are not from Quebec (Masi, 2012). This position was referred to informally as the Family Care Initiative (FCI). The possibility of expanding the FCI to include multiple positions was discussed (G. McClure, personal communication, September 23, 2013).

An inquiry into the status of the FCI by Vanessa Conzon, one of the authors of this report, prompted a discussion on the initiative involving Ghyslaine McClure and Lynne Gervais, respectively the new Assistant Provost and the Vice President of Human Resources (G. McClure, personal communication, September 23, 2013). As a result of these discussions, the Provost Office stated that it would not pursue the creation of the FCI for two main reasons (G. McClure, personal communication, September 23, 2013). Firstly, it stated that MU's current financial situation does not allow the creation of new positions, especially if they are not directly related to the core mission of MU (G. McClure, personal communication, September 23, 2013). Secondly, the Office stated that the Assistant Provost and Vice President Human Resources could not justify the creation of a new position at MU that would replicate services already offered within the greater Montreal area (G. McClure, personal communication, September 23, 2013). The Provost Office also stated that MU's Human Resources already provided adequate personal support in relation to relocation and immigration for academic personnel recruited to work at MU, and that some of the services offered by the FCI would have directly overlapped with this support (G. McClure, personal communication, September 23, 2013). In particular, the

Office referenced the relocation services provided by Human Resources as well as Montreal International, a firm external to MU that provides relocation advice and to which Human Resources refers new recruits (G. McClure, personal communication, September 23, 2013).

Constraints

If MAUT, PGSS, and MU all officially support the expansion of on-site daycare spots, what is preventing the provision of private or additional public spaces?

Physical Space

In Quebec, the physical location of childcare centre must meet a list of requirements that include restrictions on the ratio of space per child, distance to outdoor play spaces, and window and ceiling heights (Quebec, 2013). The Director of MU's Campus and Space Planning Office has stated that MU is currently very short of space, and is renting significant space in downtown office buildings to meet its academic requirements (C. Adler, personal communication, September 11, 2013). In this context, there is no appropriate space on campus for daycare expansion (C. Adler, personal communication, September 11, 2013). However, McGill is actively working to increase its space by acquiring nearby properties which are costly to both acquire and to refit for University purposes (C. Adler, personal communication, September 11, 2013). Indeed, the purchase of the Royal Victoria Hospital building is currently being considered as a means to expand the MU's physical premise (Ravensbergen, & Curran, 2013). A portion of the building is being considered for a childcare centre run by MCC (L. Gallagher, personal communication, September 6, 2013). This portion was previously a childcare centre for the

children of hospital employees, and thus meets all of the government's physical space requirements (L. Gallagher, personal communication, September 6, 2013).

Cost

Creating more childcare spots is costly. Although the Quebec government pays for subsidized daycares, it is expensive to renovate existing spaces in order to meet the government's childcare centre requirements. Private daycare providers may not be willing to independently pay for the reconstruction of MU's spaces. MU's decision-making authorities may not be willing to pay for such renovations as MU is currently suffering financially due to the provincial government's university budget cuts (McGill, 2013a).

Organizational Structure

It is both the current and expectant parents of young children who stand to gain the most from an increase of on-site supply of childcare spots at MU. However, this group is generally not in positions of power in the MU, as these parents are generally relatively young, while it takes experience and thus age to attain high-ranked academic and administrative positions. Thus, those most concerned with the current childcare situation lack the power to bring about an increase in daycare spots at MU.

Unless there is a major change in the organizational structure of the MU, parents of young children will continue to be deprived of the resources necessary to change the childcare system. This is because by the time these parents advance in MU's ranks, their children will no longer be young. Of course, if higher ranked individuals connect parents of young children with

the necessary power resources, or advocate on the behalf of these parents, changes in MU's childcare situation may still be instigated.

An additional issue faced by parents of young children may be the concern of being seen as "troublemakers" within MU. This may be particularly problematic for professors who are on tenure-track, and are concerned that drawing negative attention to themselves could decrease their chance of promotion.

Limit of Subsidized Spots

The above three constraints have focused upon difficulties that would prevent the creation of both a private or public daycare. However, the limit of subsidized spots is an additional issue that affects only the expansion of on-site subsidized childcare. The creation of additional subsidized spots depends on the Quebec government, an actor independent from both MU and potential childcare providers. Indeed, it was the Quebec government that denied MCC's request for an increase in spots in June 2012.

On-Site Childcare's Benefits for the Organization

There is a large amount of conflict among studies reporting the organizational benefits of on-site. While many studies find that parental absenteeism decreases when on-site childcare is present, other studies reports no impact (Goff, Mount & Jamison, 1990; Kossek & Nichol, 1992; Brandon & Temple, 2007; Lehrer, Santero & Mohan-Neill, 1991). Effects on productivity are also mixed (Baughman, DiNardi & Holtz-Eakin, 2003; Brandon & Temple, 2007; Kossek & Nichol, 1992; Skouteris, McNaught & Dissanayak, 2007). One possible reason for the disagreement between these studies is that they examine widely varying populations. Another

explanation for the results is that as long as parents' have satisfactory childcare options within their community, on-site childcare does not necessary lead to positive results (Glass & Finley, 2002; Goff et al., 1990).

Few studies have focused on the particular effects of on-site childcare on university employees. One study of this population found that satisfaction with on-site childcare was correlated with the desire to segment work from family life (Rothbard, Phillips & Dumas, 2005). Those employees who wished to keep these two spheres separate were less satisfied and committed to the organization than those who wanted to meld their family and work lives (Rothbard et al., 2005).

Theoretically, one would suspect that on-site childcare would be laden with advantages for university employees. The benefits are most obvious in regards to those particularly who are responsible for transporting their child to and from daycare. By using on-site childcare, this parent could devote more time towards his/her work and/or decrease the stress caused by the commute, which could in turn increase productivity. On-site childcare would also provide parents with easier access to their child in the case of an emergency. Additionally, such daycare centres may increase the ease by which a parent finds a childcare spot, as employees would most likely be aware that an on-site childcare centre was offered. A specific advantage that would be offered by an MU run on-site childcare centre is an increase in quality. As MU is a top-tier research institution, it most likely hosts professors, students and staff who could develop high-quality child programs.

Parents' Preference for On-Site Childcare

Why would a MU student, faculty member, or staff member prefer to use on-site childcare? Although I do not discuss every possible constraint below, I instead focus on those that are most relevant to the childcare situation at MU.

Cost

The Quebec government subsidizes both of the on-site daycares located at MU. Subsidized daycares cost only seven dollars per day per child in Quebec, and this amount is further reduced through federal tax credits (Finances Quebec, 2012). Private daycares are significantly more expensive. Although it is difficult to locate precise statistics as to the average cost of private daycare, suggested estimates range from thirty-five to seventy dollars per day (Urban, 2011). The Quebec government has instituted a tax credit specifically to decrease the cost of this form of day care (Services Quebec, 2013). After all federal and provincial tax credits are taken into the account, the cost of less expensive private daycare (approximately \$35 and less) is approximately equivalent to the cost of public care for low-income and middle-income families, and remains affordable for high-income families (Finances Quebec, 2012). However, expensive private childcare (above approximately \$35) remains relatively pricey even after the private daycare subsidy is taken into account (Finances Quebec, 2012). Thus, it may be unaffordable for low-income families such as those composed by graduate students (see Appendix 2 for examples) (Finances Quebec, 2012). This suggests that the creation of a private childcare located at MU could potentially relieve the lengthy waitlist. A relatively cheap (i.e. \$25) on-site private daycare would appeal to families of all incomes, while a pricier on-site

private childcare may attract high-income families. This latter situation would also “free” less costly daycare spots for families with lower-incomes, as some wealthier families would no longer enrol their children from MCC and SDC.

It is important to note that the tax credit poses an additional barrier to those who are new to the university community. Although non-residents and non-citizens can claim the tax credit, in order to claim *advanced* payments for childcare expenses, one must be a resident in Quebec, as well as a Canadian citizen, permanent resident, or refugee (Services Quebec, 2013; Revenu Quebec, 2013). This is a particular issue for groups that are liquidity constrained, such as graduate students, and may further increase their desire to use a subsidized childcare such as MCC or SDC.

Location

Parents express a general preference for childcare centres that are situated in a convenient location for parents (Pungello & Kurtz-Costes, 1999). Although what is considered convenient is subjective, one would suspect a centre nearby another regularly visited location to be ideal, as this would ease the pick up and drop off of children. One may also suspect that a childcare centre located near the workplace would be favoured, as it would be the easiest to access in the case of an emergency involving the child.

Examining university faculty, Cromley (1987) finds that preferred childcare locations are correlated with individual’s “activity space”. One’s “activity space” is comprised by the locations one frequently visits (Cromley, 1987). For instance, it may include the geographical area between one’s home and workplace, or one’s eldest child’s school and the workplace

(Cromley, 1987). On-site childcare seems to present a locational advantage when contrasted with a daycare centre outside of one's activity space.

Family Availability

A parent or an extended family member may care for the child of a MU faculty, staff, or student. However, in order to have such an option, a member of the MU community must have a family support network available in the Montreal region. International members of MU's community are less likely to have this support network in place. This creates an additional incentive for MU members to utilize conveniently situated on-site childcare. As MU is a global and diverse organization, this international proportion of faculty, staff, and students is not negligible. For instance, over twenty one percent of undergraduate students and twenty four percent of graduate students are from abroad (McGill, 2013b).

Quality of Care

Parents are concerned about the quality of care their child receives (Pugnello & Kurtz-Costes, 1999). This includes concerns ranging from the attitude of the daycare staff towards children, as well the system of early childhood teaching implemented at the daycare (Pugnello & Kurtz-Costes, 1999). Parents may perceive on-site childcare situated at MU to be of a high quality, due to its close ties to university faculty, staff and students. For instance, many MU undergraduate and graduate students volunteer with MCC and SDC (A. Vincent, personal communication, September 4, 2013; L. Gallagher, personal communication, September 6, 2013). Thus, parents may increase their desire to enrol their children at a daycare situated at MU.

Conclusion

I hope that the information provided within this document will serve as a reference point for future discussions regarding the provision of on-site childcare at MU. A conservative estimate indicates that the demand is five times the number of spots currently available. MU, unlike several peer universities, does not run a childcare centre. The numbers demonstrate a crisis, and PGSS and MAUT are attempting to build awareness about the issue and influence decision makers.

I have two major recommendations in regards to improving the childcare situation at McGill University. Firstly, I urge MU to follow through with its plans to assign an individual to specifically provide information about family care issues such as childcare. Although new professors are currently able to receive advice from the Faculty Reallocation Advisor, it is important to grant such aid to other MU members.

Through the course of my research, it became quite clear that there were many MU members who were frustrated with the current system, but had no way to have their grievances taken seriously by MU. Thus, my second suggestion is that MU forms a sub-committee to address the childcare issues faced by students, staff, and professors. Specifically, this sub-committee would provide a forum for individuals to offer feedback regarding the current childcare situation at MU.

I sincerely hope that MU will show its commitment to creating an environment that encourages work-family balance and supports those with family obligations (Principal's Task Force on Diversity, Excellence and Community Engagement, 2011). Through the implementation of the above suggestions, MU can take a large step towards achieving this goal.

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Appendix 1
 Magnitude of Childcare Waitlists

Assuming no child is registered on both the MCC and SDC waitlists:

$$\frac{\text{Number of children on waitlist at MCC} + \text{Number of children on waitlist at SDC}}{\text{Number of MCC childcare spots} + \text{Number of SDC childcare spots}}$$

$$= \frac{749+291}{106+40} = \frac{1040}{156} = 6.666\dots$$

Assuming all children registered on the SDC waitlist are also registered on the MCC waitlist:

$$\frac{\text{Number of children on waitlist at MCC}}{\text{Number of MCC childcare spots} + \text{Number of SDC childcare spots}}$$

$$= \frac{749}{106+40} = \frac{749}{156} = 4.8012\dots$$

Magnitude if the Quebec government grants MCC's request for an expansion, assuming all children registered on the SDC waitlist are also registered on the MCC waitlist:

$$\frac{\text{Number of children on waitlist at MCC} + \text{Number of children on waitlist at SDC}}{\text{Revised number of MCC childcare spots} + \text{Number of SDC childcare spots}}$$

$$= \frac{749}{186+40} = \frac{749}{226} = 3.314\dots$$

Appendix 2
Daycare Costs

If a couple with a one hundred thousand per year income and a child in subsidized daycare will pay under three dollars per day after federal tax credit deductions (Finances Quebec, 2012). If the couple transfers their child to a private daycare charging twenty-five dollars per day, the cost of childcare is roughly unchanged after all tax credits are applied (Finances Quebec, 2012). However, if the couple chooses a thirty-five dollar per day private daycare, their cost increases to nearly seven dollars per day (Finances Quebec, 2012). If the couple’s income then rises to one hundred and fifty thousand dollars per year income, they must now pay over eighteen dollars per day (Finances Quebec, 2012).

Table 3

Cost of childcare for one day for a family with one child less than six years old enrolled in daycare for a family income of \$25000 (Finances, 2012)

	<u>Public daycare</u>	<u>Private daycare</u>	<u>Private daycare</u>	<u>Private daycare</u>
	<u>(\$7/day)</u>	<u>(\$25/day)</u>	<u>(\$35/day)</u>	<u>(\$45/day)</u>
Gross rate for the parent	\$7.00	\$25.00	\$35.00	\$45.00
Quebec assistance				
Refundable tax credit for child care expenses	N/A	-\$18.75	-\$25.96	-\$25.96
Federal assistance				
Canada Child Tax Benefit	-\$0.14	-\$0.06	-\$0.06	-\$0.06
Universal Child Care	-\$2.84	-\$4.62	-\$4.62	-\$4.62

Benefit				
Child care expense	-\$1.29	\$0	\$0	\$0
deductions				
Working income tax	\$0	-\$2.08	-\$2.47	-\$2.47
benefit				
GST credit	\$0	\$0	\$0	\$0
<i>Federal Assistance</i>	-\$4.27	-\$6.76	-\$7.15	-\$7.15
<i>Subtotal</i>				
Net Rate	\$2.73	-\$0.51	\$1.89	\$11.89

Notes: The estimates in this table are based on information from 2012, as the Quebec government has not released a calculator for 2013. The calculated amounts are based on assumptions that reflect the most common familial situations (Finances, 2012). Some subtotals are not the exact sum of their individual amounts due to rounding.

Table 5

Cost of childcare for one day for a family with one child less than six years old enrolled in daycare for a family income of \$50000 (Finances, 2012)

	<u>Public daycare</u>	<u>Private daycare</u>	<u>Private daycare</u>	<u>Private daycare</u>
	<u>(\$7/day)</u>	<u>(\$25/day)</u>	<u>(\$35/day)</u>	<u>(\$45/day)</u>
Gross rate for the parent	\$7.00	\$25.00	\$35.00	\$45.00
Quebec assistance				
Refundable tax credit	N/A	-\$15.50	-\$21.46	-\$21.46
for child care expenses				
Federal assistance				
Canada Child Tax	-\$0.14	-\$0.50	-\$0.54	-\$0.54
Benefit				

Universal Child Care	-\$3.30	-\$3.30	-\$3.30	-\$3.30
Benefit				
Child care expense	-\$0.88	-\$3.13	-\$3.37	-\$3.37
deductions				
Working income tax	\$0	\$0	\$0	\$0
benefit				
GST credit	\$0	-\$0.68	-\$0.77	-\$0.77
Federal Assistance	-\$4.32	-\$7.61	-\$7.98	-\$7.98
Subtotal				
Net Rate	\$2.68	\$1.89	\$5.56	\$15.56

Notes: See notes for Table 4.

Table 6

Cost of childcare for one day for a family with one child less than six years old enrolled in daycare for a family income of \$100000 (Finances, 2012)

	<u>Public daycare</u>	<u>Private daycare</u>	<u>Private daycare</u>	<u>Private daycare</u>
	(\$7/day)	(\$25/day)	(\$35/day)	(\$45/day)
Gross rate for the parent	\$7.00	\$25.00	\$35.00	\$45.00
Quebec assistance				
Refundable tax credit	N/A	-\$14.25	-\$19.73	-\$19.73
for child care expenses				
Federal assistance				
Canada Child Tax	-\$0.14	-\$0.50	-\$0.54	-\$0.54
Benefit				

Universal Child Care	-\$2.84	-\$2.84	-\$2.84	-\$2.84
Benefit				
Child care expense	-\$1.29	-\$4.59	-\$4.95	-\$4.95
deductions				
Working income tax	\$0	\$0	\$0	\$0
benefit				
GST credit	\$0	\$0	\$0	\$0
<i>Federal Assistance</i>	-\$4.27	-\$7.94	-\$8.33	-\$8.33
<i>Subtotal</i>				
Net Rate	\$2.73	\$2.81	\$6.94	\$16.94

Notes: See notes for Table 4.

Table 7

Cost of childcare for one day for a family with one child less than six years old enrolled in daycare for a family income of \$150000 (Finances, 2012)^a

	<u>Public daycare</u>	<u>Private daycare</u>	<u>Private daycare</u>	<u>Private daycare</u>
	(\$7/day)	(\$25/day)	(\$35/day)	(\$45/day)
Gross rate for the parent	\$7.00	\$25.00	\$35.00	\$45.00
Quebec assistance				
Refundable tax credit	N/A	-\$6.50	-\$9.00	-\$9.00
for child care expenses				
Federal assistance				
Canada Child Tax	\$0	\$0	\$0	\$0
Benefit				

Universal Child Care	-\$2.84	-\$2.84	-\$2.84	-\$2.84
Benefit				
Child care expense	-\$1.29	-\$4.59	-\$4.95	-\$4.95
deductions				
Working income tax	\$0	\$0	\$0	\$0
benefit				
GST credit	\$0	\$0	\$0	\$0
<i>Federal Assistance</i>	-\$4.13	-\$7.44	-\$7.79	-\$7.79
<i>Subtotal</i>				
Net Rate	\$2.87	\$11.06	\$18.21	\$28.21

Note: See notes for Table 4.