



## Abstracts/Résumés

### The Union Advantage In Child Care: How Unionization Can Help Recruitment And Retention

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Unions exert a positive influence in child care workplaces and in the sector generally. Unionization is an important strategy for dealing with recruitment and retention, two of the biggest challenges facing the sector in Canada today. Overall, unionized child care workplaces contribute to higher quality programs and attract more experienced and more trained early childhood educators. Unions support a model of professionalism and workplace relationships that is inclusive, democratic and collective. They support professional development, affordable education and regulation of the service and the occupation. They are longstanding advocates for women's equality, and a publicly funded child care system.

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