

In addition and in contrast to other professions, the career progression in early childhood care and education makes the occupation less attractive. For example, in Finland, kindergarten teachers with ten years of experience earn €2,170 a month while the average starting salary for graduates is around €3,100 (AKAVA, 2009 cited in ILO, 2012d). Similarly, UNESCO estimates that in many middle-income countries, the salary of pre-primary teachers is less than the average national salary at the beginning and end of their careers (UNESCO, 2007). Educators working with children under the age of 3 have even fewer opportunities to participate in continuing professional development (Shaeffer, 2015). The low salaries earned in early childhood education, coupled with these patterns of career progression, have contributed to high turnover rates, which reach as high as 40 per cent in Kenya and over 30 per cent in Australia (Hein and Cassirer, 2010).

Early childhood educators often work long hours. In most OECD countries, members of this profession work on average between half an hour and one hour more per week than other educators.<sup>55</sup> Although the weekly and daily contract hours are long, the hours do not account for the time needed for the preparation of lessons, consultation with parents, extracurricular activities and professional development (Shaeffer, 2015). Early childhood care and education workers are also largely unorganized and left out of collective bargaining processes.

### *Long-term care providers*

Not only are women the primary informal providers of long-term care (LTC), but the formal LTC workforce is also largely composed of women, particularly women aged 40 and above. In many countries, such as Denmark (96 per cent), Canada (92 per cent), Japan (87 per cent), the Republic of Korea (93 per cent) and the United States (90 per cent), women make up more than 85 per cent of the LTC workforce.<sup>56</sup> In many developed economies, up to 70 per cent of LTC workers are migrant workers. An International Organization for Migration (IOM) study on elderly care in selected countries reveals that migrant workers play a significant role in providing care in these ageing societies. In the United Kingdom and Ireland, most lower-skilled elderly care is provided by migrant workers from the Philippines, Poland and sub-Saharan Africa,<sup>57</sup> while, in Canada and the United States, migrant workers from Mexico and other Latin American and Asian countries form the bulk of the care workforce (IOM, 2010).

Generally, working conditions in LTC work, including wages and social protection coverage, are considered poor. In the United States, LTC workers earn 51 per cent of the national average wage while in Slovenia, they earn between 50 and 70 per cent of the average wage (Colombo et al, 2011). Wages are exceptionally low for LTC workers providing services at the homes of older persons. Migrant LTC workers are more likely to work under poorer conditions, in particular if they work in home care settings. Caregivers have reported cases of discriminatory treatment in terms of scheduling of hours, differentiated responsibilities, pay rates and overtime compensation. Some migrant caregivers have experienced verbal abuse from co-workers who are nationals of the country of destination and their care recipients.

In addition, migrant LTC workers are in a more vulnerable situation because their legal status in a country is contingent on their employment relation. Migrant workers who are students or have an irregular immigration status are more likely to face poorer working conditions and have access to fewer rights at work (IOM, 2010; ILO, 2012c). For instance, certain employment permit or sponsorship systems can prevent workers from changing their workplace, employer or sponsor, which gives employers a disproportionate amount of power and could lead to discrimination on the grounds set out in the ILO Convention on Discrimination (Employment and Occupation), 1958 (No. 111), including race, colour and national extraction.

55. In the Republic of Moldova, early childhood educators work many more hours, whereas in Poland and Slovakia, educators work fewer hours.

56. This is based on a study of the long-term care workforce in Canada, Denmark, Japan, the Republic of Korea and the United States (Colombo et al., 2011).

57. For instance, migrant care workers are more prominent in social care than in nursing. This suggests that migrant caregivers are mostly hired through informal channels (IOM, 2010).