

Carrying an invisible load: Common work tasks of ECE educators

Work tasks required and compensated

- Teaching young children basic life skills
- Keeping children safe, and fed
- Modelling social skills and emotional skills
- Supervising rest and play

- Communicating with parents
- Writing reports
- Peer-to-peer mentorship
- Professional development
- Fundraising
- Training for advanced ECE qualification
- Cleaning classrooms + facilities
- Preparing classroom materials
- Mentoring ECE students
- Planning activities to deliver ECE curriculum
- Organizing events to connect children to local community

Work tasks required but not compensated

Many educators reported that these tasks were not allocated in work hours and were performed on their own unpaid time, effectively driving down real value of compensation and creating a system reliant on in-kind time and labour donations of its workers.