

17450 - New submission from Early Years Strategy - Public Submissions

So many things to say and I strongly hope the government looks to neuroscience, research and the Nordic countries when it comes to re writing the strategy and plan.

Biggest concerns my end as a first time mum who was earning over \$100k a year and now can only work 2-3 days a week because it's the right thing to do as a parent & I earn less than my partner so financially it's the right move for our family.

1.

The research says our children are better off with a nanny/caregiver yet that is literally the only option not subsidised!

2. Early learning is over priced, under subsidised and the options limited because of too few spaces and too few options. Especially if you prefer not-for-profit, community led, or family daycare. Which should be encouraged given the research!!!!

3. The first 3 years are the most important when it comes to brain development. Why doesn't childcare/early learning salary reflect the impact on humanity? Early learning = awful pay for teachers and awfully overpriced for parents

4. incredible skilled staff/staff shortages. Probably because early learning often seen as a "less than" role and compensated accordingly

5. - cost of care (should be fully subsidised regardless of parents salaries) given the importance and potential impact on society and economy;

6. Systematic Inequality is fuelled by the current system. burden of care felt by women/mothers usually where childcare is insufficient, with later impact on Superannuation, career progression (or in my case even getting back into employment despite my background because employers do not like career breaks to raise children), not to mention entrenchment of cycles of gender imbalance, dependence, etc. - particularly high impact on sole traders without leave entitlements;

7. - structural definitions contribute to ongoing gender inequality (primary vs secondary carer - assumes one will be e.g. full time working, the other caring - often falls on gender lines; there should be incentives for both parents to reduce their hours and share the parenting load. You should be rewarded for this, not penalised like the current system.