



Childcare Costs in Saint John, N.B.

-Calculating a Living Wage

The Living Wage framework is based on a family of four- two working adults and children ages 4 and 7.



A Living Wage Framework

The Human Development Council is in the process of calculating a Living Wage for Saint John. The first step is to determine local costs of living. This fact sheet is the second in a series to be released in lead up to a full Living Wage report. Keep an eye out for upcoming overviews of Shelter and Health Care costs in Saint John. You can also find the first fact sheet -Food costs- on our website.

What is a Living Wage?

The hourly wage necessary to meet basic needs and stay out of poverty.



Determining Costs: Childcare

The Living Wage Framework prices childcare for two children, ages 4 and 7.

I'm in full time daycare!



I'm in school, but also go to an after-school program and daycare when school's out!

Childcare costs \$1026.20 per month for our family of four.

"The costs of providing child care are often borne by child care staff whose low wages provide an inherent subsidy to the system"
- MacDonald and Friendly²

Childcare workers deserve equitable living wages too!



In 2016, 70% of Saint John's childcare providers had waitlists and 10% charged a fee to be waitlisted.²

The Anglophone School District-South contains
385 Infant Spots
2,073 Preschool Spots⁴
2,480 School Aged Spots
4,938 Total (ASD-S)

Only **2251** of these government approved childcare spaces are located in Saint John.



Under the Canadian Human Rights Act, federal employers have a legal duty to reasonably accommodate their employees' childcare obligations (by, for instance offering predictable work schedules where possible).⁵

The Government of New Brunswick is currently deliberating amendments to the NB Human Rights Act that would protect workers from discrimination based on family status. This clause could eventually expand the duty to reasonably accommodate childcare obligations to all NB employers!³

1.SJHDC. 2017. "Calculating a Living Wage: Food Costs in Saint John, NB." http://0104.nccdn.net/1_5/3a6/1af/277/FINAL---1-.pdf
2.Macdonald, David, and Martha Friendly. 2016 "A Growing Concern: 2016 Child Care Fees in Canada's Big Cities." Canadian Centre for Policy Alternatives.
3.GNB. 2017 "Amendments to New Brunswick's Human Rights Act."
http://www2.gnb.ca/content/gnb/en/news/news_release.2017.03.0333.html
4.GNB.2016. "Child Day Care Services Annual Statistical Report 2015-2016"
<http://www2.gnb.ca/content/dam/gnb/Departments/ed/pdf/ELCC/ECHDPE/ChildDayCareServicesStatsReport2015-2016.pdf>
5.Canada (Attorney General) v. Johnstone. 2014. <https://www.canlii.org/en/ca/fca/doc/2014/2014fca110/2014fca110.pdf>

