

Appendix

Table 1 Policy and provision for infants across five countries 060718

Policy	Finland	Norway	New Zealand	Australia	Russia
Parental leave	Approximately 9 months.	One year for mother and father.	Benefits for parental leave is 70–90% of previous annual income. Parental leave for either mother or father for 22 weeks from 1 July 2018 and 26 weeks from 1 July 2020. Paternity leave only for father is for 9 weeks + 52 weeks unpaid leave. Paid maternity leave for the first 18 weeks may commence up to 6 weeks prior to the expected date of birth of the infant or adoption. Entitlement to special leave of up to 10 days may be taken for pregnancy-related reasons such as ante natal appointments. Entitlement to extended leave for 52 weeks, if a woman has been working for her employer for 12 months before the infant's birth	12 months unpaid parental leave is available to an employee when they give birth, their partner gives birth or they adopt a child under 16 years. To be eligible, the employee must have been employed by that employer for 12 months or more at the estimated birth date or adoption date of a child under 16 years	Mothers-to-be get first a paid sick leave (<i>otpusk po beremennosti i rodam</i>) that usually starts 30 weeks before the baby is due to be born, and ends:

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Policy	Finland	Norway	New Zealand	Australia	Russia
	For <i>maternity leave</i> , allowance is paid for 105 working days; it can begin 50–30 working days before the expected due date	<i>Maternity leave</i>		Paid parental leave at the minimum wage rate is available for the primary carer for 18 weeks, paid by the Australian government, subject to eligibility requirements (the recipient must have earned less than \$150,000 p.a. in the previous financial year and must have worked at least 330 h in the past 13 months). Employment conditions may include paid leave but varies with employer.	70 days after the birth (normal pregnancy),
	For <i>paternity leave</i> , allowance is payable for 54 working days. Up to 18 days of that can consist of a period in which both the father and the mother stay at home.	Before birth – paid leave until 3 weeks		Eligible working partners can also receive paid parental leave of 2 weeks at the minimum wage rate	86 days after the birth (complicated birth),
	For the <i>parental leave</i> (mother or father), allowance is paid for 158 working days	After birth – 15 weeks for mother only			90 days after the birth (for mothers who live on the territories polluted by radioactive substances),
		<i>Paternity leave</i>			110 days after the birth (for mothers who gave birth to two or more babies at a time).

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Policy	Finland	Norway	New Zealand	Australia	Russia
		<p>Paid leave on mother's income</p>			<p>Mothers-to-be get first a paid sick leave (<i>otpusk po beremennosti i rodam</i>) that usually starts 30weeks before the baby is due to be born, and ends:</p>
		<p>15 weeks for father only</p>			<p>After the paid sick leave, mothers who had worked have the right to a paid leave to care for the infant until the infant turns 1.5 years. This leave can be prolonged until the child turns 3. However, during this prolonged period, mothers will not get any payments to care for the baby. The sum of the payments depends on the family's income (the better the income, the lower the allowance). Additional monetary resources are available depending on the region</p>

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Policy	Finland	Norway	New Zealand	Australia	Russia
		<p>Either <i>father or mother</i> can take the additional parental leave for full payment (mother's income) until</p> <p>16 weeks or 26 weeks with 80% payment</p>			
Home care allowance	Home care allowance until child turns 3 and not attending ECEC in day care centres or family day care (child minders)	Home care allowance until child turns 3 for not attending kindergarten (KT)	All families with an infant aged under 1-year-old are entitled to a weekly <i>Best Start</i> payment of \$60.00 (which is not income tested) from the day of the infant's birth or the day after paid parental leave ends. Families may qualify for the <i>Best Start</i> payment up until the day before their child turns 3. However, the <i>Best Start</i> payment is income tested after the infant turns 1	A tightly means-tested parenting allowance is available subject to eligibility requirements	Provided for families with three and more children, and in some regions for the infants and toddlers with special needs. The amount and requirements to qualify vary depending on the region

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Policy	Finland	Norway	New Zealand	Australia	Russia
Infants at home or in ECEC?	Youngest ones in ECEC are 9 months old	Most infants start KT at 12 months	ECEC provision is not compulsory in NZ. In 2017, 65.5% of children aged birth to 4 attended an ECEC service. Between 2015 and 2017, hours on average an infant attended an ECEC service was just below 17 h per week	Approximately, 10% of children aged under 12 months, 40% of children aged from 12 months to under 24 months and 56% of children aged 24 months to under 36 months attend ECEC. For children under 3 years, attendance is typically part time	<p>The system of nurseries for the children from 0 to 3 still exists. Depending on the region, parents might need to pay for their child's stay at the nursery.</p> <p>Caring for the infants at home is very widespread</p> <p>In 2013, 63.7% of all preschool-aged children were attending kindergartens.</p>
Family rights to ECEC?	For working and studying parents, the child has a right to full-time ECEC, or if there are some specific conditions and needs in the family, including specific needs of the child. For others: the right for ECEC for 20 h a week. This right starts when child is 9 months old	Every child has a right to a place from 12 months	ECEC provision is not compulsory in NZ. Families have the right to either teacher-led (centre-based, home-based or hospital-based) or parent-led or whānau-led (playcentre, kohanga reo, playgroup) ECEC for infants and toddlers. The right to a subsidy for 20 h ECE applies to 3-, 4- and 5-year-olds for up to a maximum of 6 h per child per day and up to 20 h. ECEC services maybe paid up to 30 h funding for children aged birth to 3 and for over 3-year-olds if the ECEC service does not provide the 20 h free subsidy for children aged over 3.	No universal access to ECEC for children from birth to 3 years	For the infants and toddlers 0–3, there are both communal and private nurseries. In some regions, families with many children or/and low income are provided with the free place at the nursery

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Private, public	Public (most common) and private (increasing)	Public and private KT	In 2015, private centres made up 69% of all licensed ECEC centres	Across Australia, approximately 47% of ECEC services are for-profit and 53% are not-for-profit	Both private and public institutions exist. Orphans from 0 to 18 are fully supported by the state
	Allowance for private care and vouchers	Private get public support			
Where ECEC (crèche, day care centre, family day care, other)?	“Day care centre”, and family day care (child minder); however, the latter option is decreasing. In addition, other types of ECEC services, such as open day care, organized playground and club activities, usually are part-time	KT for 1–year-olds	Teacher-led services (including home-based, education and care, and hospital-based services).	For children 0–3 years, approved early childhood education and care services are either long day care or family day care services	The nurseries can be organized for 0 (orphans)/2 months to 3, 1–3, or 1,5 to 3 age subgroups. These can exist both as stand-alone institutions or as parts of larger kindergartens. The number and constellation of the groups may vary. The State plans to provide resources to increase the number of nurseries
			Parent/whānau-led services. Teacher-led services are required to have at least 50% of teaching staff who are qualified and certified as ECEC teachers		

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ECEC staff qualification	<i>Teacher (ECEC)</i> : a BA degree in university, 3 years	KT teacher with bachelor degrees at least 50% of staff. Until 50% of staff can be polytec educated trained as early years assistants	At least 50% staff with a recognized teaching qualification at all times in a teacher-led ECEC service such as a Bachelor of teaching (ECE), a diploma of teaching (ECE) or an equivalent ECE teaching qualification at level 7 or higher recognized by the Education Council of Aotearoa New Zealand.	Long day care services must engage or have access to an early childhood teacher based on the number and age of children at the service. In addition, 50% of educators must have, or be actively working towards at least a diploma level education and care qualification. All other educators must have, or be actively working towards, at least a certificate III level education and care qualification. Qualification requirements apply to the centre as a whole. It is common for the educators in the infant and toddler rooms to have lower qualifications than those in the preschool rooms. All family day care educators must hold or be “actively working towards” at least an approved certificate III level education and care qualification	The majority of the staff in the public communal establishments are qualified ECE teachers on either bachelor (3–4 years)-, or magistrate (5–6 years)-, or professional (5 years)-level degrees
	<i>Social pedagogue (ECEC)</i> : a degree in university of applied sciences, 3½ years	Some will have masters in education or special education			
	<i>Childcarer (ECEC)</i> :				

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	<p>a 3-year vocational education, including specialization in ECEC.</p> <p><i>Special education teacher (ECEC):</i> MA degree in special education in university or qualification of teacher (ECEC) added with 1-year specialization in special education</p>				
Group size? Staff-child ratio?	<p>Regulated by law.</p> <p>Legislation 2018: For under 3-year-olds, group size max 12 children: 1 teacher (ECEC), 1 social pedagogue (ECEC) or teacher (ECEC) and 1 child carer (ECEC).</p> <p>Earlier legislation: 1 preschool teacher and 2 nursery nurses. Ratio 1:4. (For over 3-year-olds, group size max 24, ratio 1:8).</p>	<p>Regulated by law. 1–3 years: one staff for every three children. One KT teacher per nine children.</p>	<p>Ration requirements are regulated by law: under 2 years old, the ratio is 1:5. The number of qualified staff within the minimum teacher to child ratio must be maintained at all times, including when teachers go to lunch, take breaks or off the floor time</p>	<p>Group sizes are not regulated in long day care. For children from birth to 24 months, the minimum educator to child ratio is 1:4. For children over 24 months and less than 36 months, the minimum educator to child ratio is 1:5 (except for the State of Victoria, where it is 1:4). In family. In family day care, there is a limit of 4 children under school age</p>	<p>The size varies and is often regulated by local laws</p>

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			<p>The Ministry of Education requires that ECEC centres and kindergartens (Teacher-led ECEC services) have at least 50% of staff with a recognized qualification at all times (including person responsible)</p> <p>All home based service co-ordinators are required to be qualified and registered, but home-based educators are not required to hold a recognized teaching qualification and registration. The size of groups is not regulated. ECEC services can be licensed to cater for up to 150 children agreed from birth to 6 or 75 infants</p>		
Cost for the families?	Public: approximately 0–300€/month, depending on income and hours. Private care is also subsidized, thus, cost is not much higher	Maximum price is NOK 2 655 per month and NOK 29 205 per year. Reduction if low family income. KT payment should not exceed 6% of family income	Some ECEC services may charge fees. Other ECEC services may operate solely by using the government subsidy payments. Some ECEC services may charge a fee on top of the government subsidy.	<p>A child care subsidy is available to most families. The level of the subsidy is determined by three factors: family income; parent participation in employment, study and/or volunteer work; type of child care service (long day care or family day care)</p> <p>Targeted additional fee assistance to families and children facing barriers in accessing affordable child care</p>	The sum varies depending on the region, family's income and local policies

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				<p>'Out of pocket' expenses (i.e., after subsidies) for one child for 30 h of long day care account for between approximately 7.5% (gross family income of \$35,000) and 4.6% (gross family income of \$215 000) of disposable income. The out-of-pocket costs as a proportion of disposable family income are slightly lower for family day care.</p>	
Curriculum for infants?	National core curriculum for all children (from 9 months up to school age); local curriculum; (setting specific) and child specific	National Framework plan 1–5 years. Local plans in each KT	Te Whāriki the ECEC curriculum is a bicultural document that was initially published in 1996 and revised in 2017. Te Whāriki makes the distinction between infants, toddlers and young children – specifying overlapping age ranges: infants (birth to 18 months); toddlers (12 months to 3 years); and young children (2.5 years to school entry). Te Whāriki recognizes that ECEC provision for infants requires specialized knowledge and practice	Belonging, Being and Becoming: The Early Years Learning Framework for Australia is the approved national framework for ECEC services. It encompasses all children aged from 6 weeks up until school entry. It specifies that implementation be individually, culturally and contextually relevant	Federal State Educational Standard Curriculum for Preschool Education. The curriculum was introduced in 2013, and is applicable for all children from 2 months to 8 years. As for the 0–3 age group, the curriculum distinguishes between 2 months and 1 year, 1 year and 3 years

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Policy and administration?	Ministry of Education and Culture, but municipalities are responsible for organizing and providing services	Ministry of Education and Research. Municipalities are responsible for organizing, providing services and surveillance of quality	ECEC service providers operate independent of the Ministry of Education. However, the government requires certain standards be met by ECEC providers. As such, it is the role of the Ministry of Education to regulate the sector and ensure it meets the standards. This is achieved through the licensing of all ECEC services prior to funding eligibility. The Ministry of Education monitors ECEC services to ensure standards are maintained	The Australian, State and Territory governments have different but complementary roles in funding and regulating ECEC provision. Within the Australian Government, ECEC is under the jurisdiction of the Department of Education and Training	Ministry of Education and Science. Regional authorities and local municipalities are responsible for organizing services in kindergartens
Read more	http://www.oecd.org/education/school/ECECMN-Finland.pdf https://www.oph.fi/english/education_system/early_childhood_education https://www.kela.fi/web/en/parental-allowances	http://www.oecd.org/norway/Early-Childhood-Education-and-Care-Policy-Review-Norway.pdf https://www.regjeringen.no/en/topics/families-and-children/kindergarten/id1029/	http://www.oecd.org/education/school/ECECDCN-NewZealand.pdf	http://www.oecd.org/education/school/ECECDCN-Australia.pdf	http://gpseducation.oecd.org/CountryProfile?primaryCountry=RUS In Russian: https://xn%2D%2D80abucjiibhv9a.xn%2D%2Dp1ai/

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