



Recognizing and Valuing the Caring Experience as an Employment Asset

Mississauga, Ontario – January 21, 2015 The Canadian Caregiver Coalition (CCC) congratulates the Employer Panel for Caregivers for their insightful and beneficial report, *“When WORK and CAREGIVING Collide, How Employers Can Support Their Employees Who Are Caregivers”*, released on Tuesday January 20. The report offers a greater understanding of how Canadian employers’ perceive and address employee caregivers needs and provides practical actions and tools for employers.

The report states that earning a living while providing care has become a “new normal” and that most working caregivers are 45 and older, often talented and experienced employees that possess deep company or industry knowledge. The work of the Employer Panel for Caregivers is a significant step in addressing the unique needs of employees who take on a caring role to support a loved one with diminishing physical ability, debilitating cognitive condition or a chronic life-limiting illness. “We are encouraged by the depth and breadth of the report content”, stated Nadine Henningsen, CCC President Coalition, “it reinforces the urgent need for all Canadian employers to recognize and support working caregivers”.

Corporate leadership, formal policies and programs, self-identification of caregivers and creativity were all recognised as key elements of a caregiver friendly workplace. The CCC believes that through collaborative and active engagement of employers, governments and caregivers, we can achieve the following milestones:

- The federal government actively supports employed and employable caregivers to engage in the work force.
- Provincial/territorial governments have caregiver-friendly employment standards and workplaces.
- Employers have increased understanding of the needs of and support available to employee caregivers.

It is time for bold actions and clear workplace policies to support the 6 million working caregivers. Their dedication and commitment to providing care offsets substantial public costs, often at the expense of their employment opportunities and financial wellbeing. The CCC congratulates the Federal Government and the members of the Employer Panel for Caregivers on this informative report and looks forward to working with employers and governments to ensure the caring experience is valued and recognized as an employment asset.

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About the Canadian Caregiver Coalition

Established in 2000, the Canadian Caregiver Coalition (CCC) is a virtual coalition of diverse partner organizations that work collectively, and autonomously, to identify and respond to the needs of caregivers in Canada. Through our network of partners we ensure the realities and needs of family caregivers are reflected in our advocacy activities that influence policy and programming across the country.

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