

# SUPPORTING WORKING CAREGIVERS

Shaping future workplaces



Employee caregivers are labour force participants who simultaneously take on an unpaid caring role for someone in need.

## Who are they?

**50%**

between the ages of **45-65** ...their peak earning years

up to



**30** hr/w of provided unpaid care for an average of **3** years

**6.1** million

caregivers are in the workforce, representing **35%** of employed Canadians

**1 in 4**

balance child rearing, caregiving, paid work

## Caregiving impacts work

Employee caregivers are labour force participants who simultaneously take on an unpaid caring role for someone in need.



**15%** reduce their work hours

**6%**

quit their jobs



**10%**

take a leave of absence

**10%**

turn down job opportunities



**4 in 10** miss days of work

## Cost to employee caregivers

In order to care for their loved ones, caregivers lose opportunities:

Lost wages

Decreased retirement income



Loss of extended health benefits

Caregivers are substantially more likely to experience an array of negative emotional, social and health outcomes.

**28%**

of caregivers found providing care to be stressful

**19%**

of caregivers indicated that their physical & emotional health suffered

## Cost to employers

Productivity losses to employers are enormous:

Loss of **18** work days per year

Increased employee turnover

Loss of skilled employees

Cost to economy

**\$1.3 billion**

in lost productivity per year



Canadian employers need caregiver friendly policies and programs as a part of their future workplaces.



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