



# NATIONAL CAREGIVER DAY

## RECOGNIZING CARING CANADIANS

APRIL 5, 2022

# Balancing Work & Care



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



We also believe that it's really important to foster a culture that allows for open dialogue between employees and their managers.

—Leanne Kaufman,  
President and CEO, RBC

### How many employee caregivers are there?

- As many as **6 million** people combine work with some level of unpaid care.
- Employee caregivers make up **35%** of the total Canadian workforce, representing 1 in every 3 employees.
- **The majority** of caregivers (60%) are juggling work and care responsibilities.

*Read more evidence about caregivers from the [2012 census](#).*

### Why is it important for caregivers to participate in the labour market?

Research clearly shows that **caregivers face economic and health challenges related to their caregiving activities**. The economic impact on caregivers mainly results from work-related factors.

A reduction in paid work hours has consequences for both employee benefits and household income. According to the [Canadian 2012 General Social Survey](#), 14% of employee caregivers who reduced their hours of work reported losing some or all of their benefits, such as extended health benefits, dental benefits, employer-provided pension, life insurance and prescription drug plans. While reduced hours can also impact pay, the largest proportion of caregivers (31%) reported a household income of \$100,000 or more, followed by an income of \$60,000 to \$99,999 (22%). In fact, caregivers were more likely than non-caregivers to report an income of \$60,000 or more.

### What is the business case for supporting caregivers at work?

Research shows that creating a flexible, caregiver-friendly workplace positively impacts employees and employers. Whether an employer wants to gain a competitive advantage or ensure compliance with local legal requirements, creating a caregiver-friendly workplace is a sound investment. The benefits include:

- **Enhancing recruitment** and retention
- **Reducing employee stress** and decreasing claims costs
- **Reducing turnover** and training costs
- **Increasing productivity** and employee engagement
- **Reducing sick leave** and decreasing sick time payments
- **Improving service** delivery and quality
- **Encouraging greater workforce participation** with wage and job equity
- **Creating a competitive advantage** in a post-COVID labour market
- **Increasing staff morale** and commitment

### What steps can employers take to become caregiver friendly?

**Executive-level leadership is imperative for creating a culture where caregivers feel comfortable discussing their work-life balance concerns.**

Many Canadian employers are adapting existing workplace practices and provisions to meet the needs of employee caregivers on a case-by-case basis. However, it is vital to take the next steps

to develop and adapt corporate policies and procedures that support caregivers. For example:

- Build an organizational structure that offers paid and unpaid leave, flexible hours, use of technology and access to in-house programs.
- Clearly communicate the values of the organization.
- Ensure consistent processes are in place for all managers to use as a resource when supporting caregivers.

The goal is for all workplaces to value and respect all employees.



Balancing Work & Care

**CARERS CANADA** is a national coalition working to enhance the quality of life for caregivers through synergistic partnerships and global advocacy that strengthen and honour the voice of caregivers. Carers Canada has led National Caregiver Day Awareness Campaigns (First Tuesday in April), since 2009 and has successfully raised awareness of caregivers, facilitated actions to support caregivers and informed government policy. Carers Canada is a priority program of the Canadian Home Care Association.