

CARE & WORK: A Balancing Act

WHO ARE EMPLOYEE CAREGIVERS?

Individuals (family members, neighbours, friends and other significant people) who take on a caring role to support someone with a diminishing physical ability, a debilitating cognitive condition or a chronic life-limiting illness, while also balancing paid employment.

WHO ARE THEY?



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



50% between the ages of **45-65** ...their peak earning years



1 IN 4

balance child rearing, caregiving, paid work.



Provide up to **30 hr / wk** of unpaid care for an average of 3 years.

WHEN CARE AND WORK ARE UNBALANCED, employee caregivers must:



TAKE A LEAVE OF ABSENCE
26%



QUIT THEIR JOBS
6%



REDUCE THEIR WORK HOURS
15%



TURN DOWN JOB OPPORTUNITIES
10%



MISS DAYS OF WORK
4 IN 10

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 MILLION WORK DAYS PER YEAR



LOSS OF SKILLED EMPLOYEES



INCREASED EMPLOYEE TURNOVER

COST TO ECONOMY

\$1.3 BILLION IN LOST PRODUCTIVITY PER YEAR



Balance Care and Work. Check out the CCC Employee Caregiver Tips and Tools.



CANADIAN CAREGIVER COALITION
COALITION CANADIENNE
DES PROCHES AIDANTS

Established in 2000, the Canadian Caregiver Coalition (CCC) is a virtual alliance of diverse partner organizations that work collectively, and autonomously, to identify and respond to the needs of caregivers in Canada. Together we strive to achieve our vision of "a Canada that recognizes, respects, and values the integral role of family caregivers in society."

www.ccc-ccan.ca