# 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.

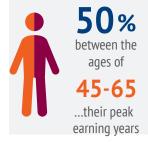
### WHO ARE THEY?



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



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





#### **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.

## WHEN CARE AND WORK ARE

**UNBALANCED**, employee caregivers must:



TAKE A LEAVE OF ABSENCE 26%



QUIT THEIR
JOBS



REDUCE THEIR WORK HOURS 15%



TURN DOWN JOB OPPORTUNITIES 10%



MISS DAYS OF WORK 4 IN 10

### **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.



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."