

Care and 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.



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**.

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

WHEN CARE AND WORK ARE UNBALANCED, employee caregivers must:



take a leave of absence **26%**



quit their jobs **6%**



reduce their work hours **15%**



miss days of work **4 in 10**



turn down job opportunities **10%**

COST TO ECONOMY

Productivity losses to employers are enormous:

\$1.3 Billion in lost productivity per year

