

WORK & CARE: A Balancing Act

WHO ARE EMPLOYEE CARERS?

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 carers 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 WORK AND CARE ARE UNBALANCED, employee carers 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 CARERS

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



LOST WAGES



DECREASED RETIREMENT INCOME



LOSS OF EXTENDED HEALTH BENEFITS

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

28%

of carers found providing care to be stressful.



19%

of carers 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 Work and Care. Check out the CC Employee Carer Tips and Tools.