

A new job reality!

One out of every two employees takes an average of 8-9 days off work each year to care for another person.

Monica is a university professor and accompanies her younger brother, who is disabled, to all his medical appointments.

Vincent is a construction estimator and also a caregiver to his 14-year-old daughter who suffers from a developmental disability.

Marie-Laure works as a cashier and takes care of her father who is living in a CHSLD (nursing home for the elderly) with Alzheimer's disease.



Let them know:

Employment Insurance benefits for informal caregivers, Compassionate care benefits for persons at end of life, some government measures can help your employees not to leave their jobs.
<https://www.canada.ca/en/services/benefits/ei/caregiving.html>



Community outreach organizations offer respite, support and accompaniment services to help them in their caregiving role without burning out. For more information:
www.procheaidance.quebec/organismes-soutien

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For more information, including about training on this subject:



 ProcheaidanceQuebec
 www.procheaidance.quebec



Find out **what you can do to support your informal caregivers employees.**



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Work-family balance **is one of the most important solutions** for attracting and retaining talent and is beneficial for both caregivers and employers.

Did you know that...



1 employee out of 3 is an informal caregiver?



56% of caregivers are in the labour market.



Who are informal caregivers?

Any person who provides ongoing or occasional support, in a non-professional capacity, to a person with a temporary or permanent disability.

Who do caregiver employees support?

A parent, child, spouse, grandparent, step-parent, friend, etc.

What are an informal caregiver's responsibilities?

Visiting, transportation, housekeeping and maintenance, scheduling appointments, managing finances, medical and personal care.



The measures of the law:

- **2 days** paid leave • **8 days** of unpaid leave
- **Absence without pay** for up to 16 weeks for a seriously ill or injured adult, 35 weeks for a child
- **Absence without pay** up to 27 weeks for an adult at end of life, 104 weeks for a minor child
- **Absence without pay** for up to 104 weeks in the event of the death of a minor child
- **5 days of absence**, 2 of which with salary in case of death (close family member)
- **1 day of absence** in the event of death of a distant family member

Labour Standards Act

Visit the website of the Commission des normes de l'équité, de la santé et de la sécurité du travail (CNESST) www.cnesst.gouv.qc.ca/en

You can ask an employed caregiver for an "informal caregiver attestation" signed by a healthcare professional.

What do employed caregivers need?



Time



Flexibility



Respite



Support

What measures can employers deploy to facilitate conciliation of work with informal caregiving*?

- Flexible or customized schedules and leeway for breaks or meals
- Telecommuting
- Voluntary work reduction and voluntary compressed work week
- Thinking differently about leave to take into account the reality of informal caregivers (leave with or without pay, bank of paid leave, leave with deferred salary, flexible vacations)
- Medical consultations in the workplace and telemedicine
- Cash advances and establishment of an employee assistance fund

* Based on a research project with 1,910 Quebec companies, carried out by Mélanie Gagnon and Mélanie Beaudry, professor-researchers at UQAR.

Improving work conciliation for caregivers contributes to:



DECREASING
the rate of
absenteeism and
presenteeism



PROMOTING
motivation, efficiency
and commitment
to work



FACILITATING
attraction
and retention
of workers

Inaction is costly!

- Caregiving costs Canadian companies some \$1.3 billion annually.
- One out of every two caregivers is absent from work 8 to 9 days each year, on average.

