

## Guide caregivers to appropriate resources:

- **Respite services, psychosocial support, and assistance**  
Directory of local community organizations  
[www.procheaidance.quebec/organismes-soutien/](http://www.procheaidance.quebec/organismes-soutien/)
- **Financial benefits**  
[www.canada.ca/en/services/benefits/ei/caregiving](http://www.canada.ca/en/services/benefits/ei/caregiving)
- **Caregiver Support Helpline, professional listening, information, and referral service**  
Phone: 1 855 852-7784  
Email: [info-aidant@lappui.org](mailto:info-aidant@lappui.org)



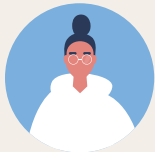
**Explore the tools available** to implement family-work reconciliation measures that are sensitive to the needs of your staff in caregiving situations.

[www.concilivi.com/fr/outils-cft](http://www.concilivi.com/fr/outils-cft)

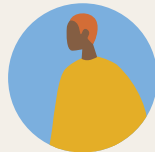
**Get support** from specialists in family-work reconciliation:

[www.concilivi.com/fr/conciliation-proche-aidance-travail-accueil](http://www.concilivi.com/fr/conciliation-proche-aidance-travail-accueil)

## Realities in the workplace



**Rania,**  
A teacher, supports her younger brother with a disability by accompanying him to medical appointments



**Vincent,**  
A construction estimator, is a caregiver for his 14-year-old daughter with an intellectual disability



**Monica,**  
A cashier, takes care of her father with Alzheimer's disease, who lives in a long-term care facility (CHSLD)

To access all the resources mentioned in this information sheet, use the QR code or visit:  
[www.caregiverwork.ca/resources](http://www.caregiverwork.ca/resources)



# Adopt caregiver-work reconciliation measures

A must to attract and retain a skilled workforce!



[www.caregiverwork.ca](http://www.caregiverwork.ca)



[www.procheaidance.quebec](http://www.procheaidance.quebec)

## Who are caregivers?

Caregivers are individuals who provide non-professional support to someone living with a physical or psychological disability, whether temporary or permanent.



They assist with medical and personal care, transportation, household tasks, emotional support, or service coordination.



Their role is to improve and maintain the quality of life and/or promote the recovery of a loved one.



This can carry risks of impacting their health, finances, and other areas of their life.



**57%** of caregivers also have a job

Nearly **one in four** people in Quebec is a caregiver

**1.8 million** Quebecers are over the age of 65

**500,000** people will reach advanced age by 2031

## What are the needs of caregivers?



Time



Flexibility



Respite



Support

## Why improve caregiver-work reconciliation?

- Attract and retain skilled workers
- Stimulate staff motivation and engagement
- Reduce absenteeism and unproductive presence at work
- Increase productivity
- Stand out as an employer

**60% of caregivers would be willing to change jobs for better family-work reconciliation measures**

(Source: Concilivi Survey 2023)



**\$1.3 billion: The annual cost paid by Canadian companies for the lack of support for caregivers**

(Source: Institute for Research on Public Policy, N.F. Bernier, 2015)



## How to improve caregiver-work reconciliation?

**Inform your staff about the leave entitlements under Quebec law:**

- 2 paid days of leave
- 8 unpaid days of leave
- Unpaid absence:
  - Up to 16 weeks for a seriously ill or injured adult
  - Up to 35 weeks for a child
  - Up to 27 weeks for an adult at the end of life
  - Up to 104 weeks in case of the death of a minor child
- 5 days of leave (2 paid) in the event of the death of a close relative
- 1 day of leave in case of the death of a distant relative

\* The information in this leaflet is valid as of March 2025 and may change at any time.

**For more information:**

[www.cnesst.gouv.qc.ca/en/working-conditions/special-status/natural-caregivers](http://www.cnesst.gouv.qc.ca/en/working-conditions/special-status/natural-caregivers)

Québec 

If you are a **company regulated by federal laws or the federal public service**, your employees may be entitled to leave provided for by the Canadian Labour Code.

**For more information:**

[www.canada.ca/en/services/jobs/workplace/federal-labour-standards/vacations-holidays](http://www.canada.ca/en/services/jobs/workplace/federal-labour-standards/vacations-holidays)

Canada 

## Implement work-life reconciliation measures considering the specific needs of caregivers\*:

- Flexible or customized working hours
- Telecommuting
- Voluntary reduction of working hours and compressed work weeks
- Diversified leave options: paid or unpaid leave, emergency leave bank
- On-site medical consultations and telemedicine
- Financial advances and assistance funds

\* Source : Source: Gagnon, M., Beaudry, C., & Boies, J. (2018). Improving working conditions for caregivers through the lens of social time reconciliation: a driver of better organizational climate and employee retention. *Ad Machina*, 2(1).

