The CSA Carer-inclusive and Accommodating Organizations Standard: Helping Carer-Workers Balance Caregiving and Paid Work

McMaster University | BRIGHTER WORLD

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Background Information

Who are Caregiver-Employees?

Caregiver-Employees (CEs) are family members and other significant people (often identified by the care recipient) who provide care and assistance to individuals living with debilitating physical, mental, or cognitive conditions, while also working in paid employment.

CEs can be caring for a range of people, including: a parent, parent-in-law, spouse, life partner, grandparent, sibling, adult child or friend.

Quick Start Implementation Guide

WHY EMPLOYERS SHOULD SUPPORT CARER-EMPLOYEES

35% of **Canadian workforce participants** are carer-employees[2]

61% of carers are in their peak earning years (ages 45–64), with valuable skills and experience[3]

19% of carer-employees experience physical and emotional health challenges[2]

70% of employer disability **claim costs** are related to mental health concerns[4]

15% reduce their work hours[2]

10% turn down job opportunities[2]

26% take a leave of absence from their job[2]

This guide will help your organization implement a comprehensive carer-inclusive and accommodating program.

STEP 1 BUILD THE FOUNDATION

- Commit leaders and resources.
- Engage workers
- Develop carer-friendly policies
- Review current legal requirements
- Meet social and ethical responsibilities

STEP 2 PUT THE STANDARD INTO PRACTICE

- Examine existing policies and programs
- Identify opportunities
- Define organizational goals
- Maintain confidentiality
- Build awareness
- Promote services
- Cultivate a carer-inclusive culture
- Actively support carer-employees
- Plan for the unexpected

STEP 3 MONITOR PROGRESS AND IMPACT

- Measure ongoing effectiveness
- Conduct regular internal assessments
- Complete management reviews and plan for continuous improvement

English Handbook Link
English Standard Link

French Handbook Link
French Standard Link

RESOURCES FOR WORKER-CARERS

- Financial Assistance & Relief
- Consolation Services
- Communication & Networking Opportunities
- Access to Available Services
- Awareness & Training
- Flexible Work Schedules
- Leave For Caregiving Responsibilities
- Accessible Parking
- Access to Personal Communications Devices
- Non-contiguous Paid Leave

The Carer-Inclusive and Accommodating Organizations Workplace Standard (CSA B701-17) and the Helping Worker-Carers in your Organization Handbook (CSA B701HB-18) are available to support your organization in becoming more carer-inclusive. By using this guide, alongside CSA B701-17 and B701HB-18, you will create practical and effective workplace accommodations that will better your workers' morale while reducing costs and improving productivity.

Funding

2. Statistics Canada, 2013, Family Caregiving: What are the Consequences.
3. Statistics Canada, 2020, Caregivers in Canada 2018.
4. Mental Health Commission of Canada & Morneau Shepell, 2017, Understanding Mental Health, Mental Illness and their Impacts in the Workplace.

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CARERS CANADA PROCHES AIDANTS au CANADA | SSHRC CRSH | Canadian Home Care Association canadienne de soins et services à domicile | CIHR IRSC