

# COVID-19 Impact on Family Caregivers\* in the Workplace: Action Steps for Employers

## THE FACTS: WORKING CAREGIVERS AND COVID-19



**7.8 million**  
caregivers in  
Canada<sup>i</sup>



**35% of the workforce**  
provide unpaid care to a family member or friend<sup>ii</sup>



**22% more caregivers**  
as a result of COVID-19<sup>iii</sup>



**54% more caregivers**  
are worried about returning to work<sup>iii</sup>

## WHY EMPLOYERS NEED TO SUPPORT CAREGIVING EMPLOYEES DURING COVID-19



**52%**  
say balancing work and caregiving is more challenging during the pandemic



**Risk of**  
stress, burnout, anxiety and mental health concerns for working caregivers



**Caregivers support**  
people who are at high risk if exposed to COVID-19



**Caregiver support =**  
improved workforce productivity and retention

\*Family Caregivers are family members, partners, friends or neighbours that support someone with a physical or mental health challenge.

<sup>i</sup>Statistics Canada. General Social Survey – Caregiving and Care Receiving. 2018

<sup>ii</sup>When Work and Caregiving Collide: How Employers Can Support Their Employees Who Are Caregivers. Government of Canada. 2015

<sup>iii</sup>Ontario Caregiver Organization COVID-19 Caregiver Survey. May 2020.

## ACTION STEPS FOR EMPLOYERS TO SUPPORT CAREGIVING EMPLOYEES



Culture & Commitment	Policies & Practices	Employee Support
<ul style="list-style-type: none"> <li>• Visible commitment and recognition</li> <li>• Caregiving included in policies</li> <li>• Guidance to managers</li> <li>• Ask caregiving staff what they need</li> <li>• Share available benefits, policies, and support</li> </ul>	<ul style="list-style-type: none"> <li>• Flexible working arrangements:               <ul style="list-style-type: none"> <li>◦ Remote work</li> <li>◦ Flex hours</li> <li>◦ Reduced work hours</li> <li>◦ Job sharing</li> <li>◦ Backup coverage</li> <li>◦ Tools and technology</li> </ul> </li> <li>• Paid or unpaid leave:               <ul style="list-style-type: none"> <li>◦ Top up government programs</li> </ul> </li> <li>• Pro-active planning for caregiving emergencies</li> <li>• Understand government programs and obligations</li> </ul>	<ul style="list-style-type: none"> <li>• EAP and wellness programs</li> <li>• Connect employees to caregiver resources and support</li> </ul>



### The Ontario Caregiver Organization can help:

- Guidance and resources for employers
- Virtual workshops for employee groups
- Resources and programs for caregivers