

## Quiz for Managers

Check your knowledge

The purpose of this short quiz is to test your baseline knowledge on caregiving as an issue in Canada. These results will not be shared with anyone, this is an exercise to help you test your knowledge.

1. Using your best estimate, approximately how many carers are there in Canada?
  - a. 500,000
  - b. 1 million
  - c. 4 million
  - d. **8 million**

As of 2018, there is an estimated 7.8-8.1 million carers in Canada, aged 15 and older, or approximately 1 in 4 Canadians. These carers provide unpaid informal care to friends or family for chronic health, disability, or age-related conditions

2. About how many carers are simultaneously employed while performing unpaid carework?
  - a. 2 million
  - b. 4 million
  - c. **6 million**
  - d. 7 million

There are 6.1 million Canadian carers that are simultaneously juggling paid work and informal caregiving. 50% of these carers are between 45-65, and are often at the height of their careers – representing the most experienced workers with industry specific knowledge and skills.

3. In Canada, who generally is responsible for majority of care in old-age?
  - a. **Family/friend caregivers**
  - b. Hospital staff
  - c. Nursing home/long term care staff
  - d. Home aids

70-80% of all eldercare is provided by carers, often for several years in length. The costs associated with paid homecare and nursing homes are often prohibitively expensive for many Canadians. In addition, these services are often used as a last resort, when the recipient's condition has deteriorated significantly and have complex healthcare needs. Accordingly, the average length of time spent in long term care is 18 months. Majority of care (financial, medical, emotional, and physical) will have already been provided leading up to this, by the carer.

4. **True** or False, carers are more likely have poorer health than non-carers

Carers tend to report poorer physical health as well as mental health when compared to non-carers. Specifically, carers are at greater risk of: depression, anxiety, fatigue, burnout, sleep disturbance, social isolation, poor morale etc...

5. **True** or False, carers tend to struggle more with their work than non-carers

Due to the burden of juggling both work and family care responsibilities, carers often report greater absenteeism, presenteeism, and turnover intention. In addition, many carers delay their careers or turn down opportunities in order to provide care for family. In 2012, 1.4 million employees took a leave from work due to caregiving reasons and 390,000 left the workforce altogether. It should be recognized that decisions to leave the workforce are only made when all other avenues are exhausted; many of the carers that reduced workforce engagement reported that their work culture was unaccommodating, and they lacked managerial support.

6. **True** or False, carers are entitled to provide care to family or friends under federal government

True, there are several federal benefits specifically for carers. The compassionate care leave is a 28-week unpaid job-protected leave for workers in federally regulated industries to provide care for family members with a medical condition with significant risk of death. The compassionate care benefit provides financial assistance for carers of critically ill family or friends (55% of your income or \$573 weekly) for up to 26 weeks. Family caregiver benefit for adults and Family caregiver benefit for children both provide the same amount as the compassionate care benefit for 35 and 15 weeks respectively and does not require end of life care to be considered eligible.

7. In the future, the number of Canadians needing care will...

- a. **Increase**
- b. Decrease
- c. Stay the same

In Canada (and globally), the population is aging, with a projected 9.5 million seniors (comprising 23% of the total population) aged 65 and up, by 2030. Canadians are living longer, meaning that chronic and degenerative diseases are increasingly prevalent while healthcare costs continue to rise. This places pressure on the younger cohorts to provide care for their family and friends. This trend is already beginning to manifest, as Baby Boomers begin to retire and require more support in old age.

Thank you for taking your time in completing this short quiz. This purpose of this exercise is to help inform employees of the statistics associated with reality of carers, as we believe that this issue is important to proactively address. We hope you were able to learn something insightful.

