

CARER-INCLUSIVE PG NETWORK

GENDER, HEALTH, AND CAREGIVER FRIENDLY
WORKPLACES

April 2023 | Vol. 10



Welcome to our new Project Partners!

Please join us in welcoming our new project partners: Caregivers Alberta and the Canadian Centre for Caregiving Excellence! Both organizations bring a wealth of knowledge and experience specific to supporting working carer's. We are excited to have these organizations as part of the mission to create a carer-friendly workplace for all.



Impacts of COVID-19 on carer-employee's

Undergraduate Jerry Wu is studying computer science at the University of Waterloo. During his first co-op term, he worked as a Data Analyst at the McMaster School of Geography and Earth Sciences, specializing in research related to the health and wellbeing of carer employees.

Jerry used statistical software to analyze large cross-sectional data sets like the GSS, and used regression models to find the relationship between caring, health, and work. Jerry has written two recently [published](#) papers on this work,



Work, Women and Caregiving

There are roughly 3.5 million working Canadians who, in addition to their employment, also provide unpaid caregiving for a loved one. The majority of those working carers are women. In honour of **International Women's Day**, the Canadian Hospice Palliative Care Association (CHPCA) hosted a conversation on the role of employers in supporting carers in the workplace with Dr. Allison Williams from McMaster University and Cathy McCallion from Ross Video.

This conversation brought academic and corporate perspectives together to discuss the benefits for employers who provide support for working carers, best practices and common hurdles to implementing supportive HR policies, the latest research findings on these issues, and the impacts of caregiving on working women's lives. **Watch the recording [HERE](#).**

HELP SPREAD THE WORD!

Project Citation: CIHR/SSHRC Healthy Productive Work Partnership Grant "Scaling up the Carer-Inclusive Accommodating Organizations Standard" FRN: HWP-146001 (CIHR); 890-2016-3018 (SSHRC).

Hashtags:
[#caremployee](#)
[#CarerStandard](#)
[#PGProject](#)

Quick-Study Guides available in
English and French
Click here:

[ENGLISH](#) [FRENCH](#)

CSA Standard is available for viewers in Canada as complimentary download until **August 3, 2026**. (Click below)

[CSA B701:17 \(R2021\) | Product | CSA Group](#)

[B701HB-18 | Product | CSA Group](#)

**TOOLS AND CURRICULUM (CLICK
HERE)**



Sethi & Williams: Ottawa & Portugal

The 7th World Conference on Qualitative Research took place in late January 2023 in Portugal. Researchers Bharati Sethi and Allison Williams presented their study titled: “*Arts-Based Multimodal Ethnography in Researching Culturally Diverse Transnational Carers in Ontario, Canada*”. This study explores the experiences of immigrant and Indigenous Transnational Carer-Employees (TCEs) in Ontario, Canada. TCEs are individuals who reside and work in Canada while providing informal care to adult loved ones elsewhere, either on reserve or another country.

The 25th Metropolis Canada Conference, which emphasizes conversations around migration, took place in March 2023 in Ottawa, Ontario. Researchers Bharati Sethi and Allison Williams presented their study titled: “*Racialized Immigrants Experiences of Caregiving Across International Borders*”. Little research has explored how immigrants in Canada balance employment while supporting families in their native countries. Qualitative interviews with 21 racialized immigrants reveal the economic and emotional challenges related to transnational care. This study’s insights can inform culturally responsive resettlement and work programs to foster the integration of immigrants.

Upcoming Events

- Global Congress on Public Health Safety and Health Care Management, May 22-23, 2023. Register [here](#).
- 23rd International Conference on Integrated Care, May 22-24, 2023. Register [here](#).
- 2023 IG Wealth Management Walk for Alzheimer’s, May 27-28, 2023. Register [here](#).
- IAGG Asia/Oceania Regional Congress, June 12-14, 2023. Register [here](#).
- 9th International Community, Work and Family Conference, June 15-17, 2023. Register [here](#).
- Public Health 2023, June 20-22, 2023. Register [here](#).
- 52nd Annual Conference 2023, July 5-7, 2023. Register [here](#).
- Alzheimer’s Association International Conference, July 16-20, 2023. Register [here](#).
- Canadian Association on Gerontology (CAG) 2023, October 26-28, 2023. Register [here](#).
- Gerontological Society of America (GSA) 2023 Annual Scientific Meeting, November 8-12, 2023. Register [here](#).
- 36th Global Conference of Alzheimer’s Disease International, April 24-26, 2024. Register [here](#).
- McGill International Palliative Care Congress 2023, October 15-18, 2024. Register [here](#).

News Roundup

Welcome Baniyelme Zoogah and Rick Hackett to the PG!

From the DeGroot School of Business at McMaster, PI Baniyelme Zoogah and CI Rick Hackett are leading project 16: Carer-employee competencies for HR professionals. In this study the objective is to develop an inventory of carer-employee competencies for HR Professionals. The competencies for those professionals refer to the cluster of related knowledge, skills, abilities, and other characteristics (KSAOs) defined in terms of observable behaviours needed for success in oversight of carer-employees (i.e., Carer-employee Competencies for Human Resources Professionals (CCHRP)).

New Hire! Post-Doctoral Fellow (PDF) in the Care Economy

Applications are invited for a CIHR-SSHRC Healthy, Productive Work Partnership Postdoctoral Fellowship. We are seeking a highly qualified individual to join the PG Team to carry out research in the care economy, as it relates to unpaid care, paid work and health. [Please share with your network and help us spread the word!](#)

NEW Project 17: Intersection of Work-Life Balance, Employee Health, and Eldercare

Led by Regina Ding, Carleton University, this project will examine the intersection of work-life balance, employee health, and eldercare using various national Canadian datasets from the Conference Board of Canada and the Canadian Consortium on Neurodegeneration in Aging.

Our new Knowledge Mobilization Efforts

As we enter the second-last year of the Partnership Grant, we are looking at simple yet impactful ways to mobilize knowledge and share research findings. **Claire Tallarico and Aline Lafreniere** - long-time communications colleagues joined the Partnership Grant team in January to:

- Set KM Priorities
- Focus communication and knowledge transfer efforts and activities.
- Establish expectations and measure success.

In January and February, we conducted 15-hour long stakeholder interviews with members of the Advisory and Partnership groups. As a result of these conversations and some heavy lifting behind the scenes to strengthen past efforts, Claire will be sharing the Team's recommended approach at our upcoming May Partnership and Advisory meetings. This approach will heighten awareness and understanding of the research and activities of the Healthy Productive Work Partnership Grant. Spoiler Alert: As of late April, Aline and Claire will be joined by **Sophia Niles**, who will be coordinating heightened social media efforts for us.

Caregivers at Work: New Online Quiz

Test your knowledge! The Canadian Hospice Palliative Care Association (CHPCA) worked with Dr. Allison Williams and team to adapt the [Quiz for Managers](#) into an [online format](#). By answering nine short questions users will easily understand their knowledge of caregiving in Canada and the impact that providing unpaid care has on a person's employment.

Canadian caregivers are feeling the squeeze

National Post published an article quoting Dr. Allison Williams about the impacts and struggles caregivers experience in seeking care for their loved ones, often resulting to taking on the care responsibilities themselves. Read the full article [here!](#)

Congratulations to Regina Ding

Congratulations to Regina Ding on her 2022 article "Places of paid work and unpaid work: Caregiving and work-from-home during COVID-19" for being a top cited article in *The Canadian Geographer / Le Geographe canadien*, which has generated significant impact in the carer community.

Shining a Light on Working Carers

At the end of 2021, TC 314 published its first Standard, **ISO 25551**, Ageing societies — *General requirements and guidelines for carer-inclusive organizations*. We are pleased to report that an article was one of the **most downloaded articles** published in the *International Journal of Care and Caring* in 2022. The article "Support for working carers across the globe: the development of international standardized guidelines for the workplace", by Allison Williams and Jeanne Bank, provides background information about the Standard and describes the process for the development of the Standard. Read article [here](#).

Call for Papers

The open access International Journal of Environmental Research and Public Health (ISSN 1660-4601, IF 4.614) is pleased to announce a new Special Issue entitled "A Precarious World in Uncertain Times: The Impact of Job Insecurity, Employment Precarity and Life Uncertainty on Individual, Organizational and Social Well-Being in the Present-Day World". The submission deadline is **30 June 2023** and papers may be submitted immediately or at any point until 30 June 2023, as papers will be published on an ongoing basis. For more information visit: <https://www.mdpi.com/si/ijerph/MC3RC4PDAJ>.

Welcome PG Trainees!



Trevor Dugdale, MSc Student
DeGroot School of Business,
McMaster University



Reemal Shahbaz, MSc Global
Health, McMaster University



Brooke Chmiel, MSc Geography
(September 2023), McMaster
University



Reed Ciarloni, Summer Research
Assistant, McMaster University



Joy Yang, Summer Research
Assistant, McMaster University



Joan Palparan, Summer Research
Assistant, McMaster University

Connections

- Sharon Anderson, PhD in Aging and Family Gerontology, can be found on LinkedIn [here](#).
- Kathy Kortess-Miller, a Lakehead social work professor and director of the Centre for Education and Research on Aging and Health (CERAH), shares her research findings on the essential work of Caregivers [here](#).
- Mike George, Co-Founder of SoaringFamilies & BMG Dynamics Group, helps family caregivers navigate the complex world of care and create a nurturing homecare experience – Learn more about Mike [here](#).
- Ron Beleno, Co-Chair, AGE-WELL's Older Adult & Caregiver Advisory Committee, can be found on LinkedIn [here](#).
- [Click here](#) to visit the Canada's healthy workplace month website or click the image below!

Recent Publications

Determinants of work-family balance satisfaction during the pandemic: Insights from Québec. Canadian Review of Sociology, (2023). [Read the full article here](#).

Sophie Mathieu, Diane-Gabrielle, Christina Treleaven and Sylvia Fuller

Impacts of the COVID-19 pandemic on carer-employees' well-being: a twelve-country comparison. Wellbeing, Space and Society, 4, 100123, (2023). [Read the full article here](#).

Jerry Wu, Allison Williams, Li Wang, Nadine Henningsen and Peter Kitchen

The Role of Carer-Friendly Workplace Policies and Social Support in Relation to the Mental Health of Carer-Employees. Health & Social Care in the Community (2023). [Read the full article here](#).

Joy Yang, Li Wang and Allison Williams

Care is not a tally sheet: Rethinking the field of gender divisions of domestic labour with care-centric conceptual narratives. Families, Relationships and Societies, 12(1), (2023). [Read full article here](#).

Andrea Doucet

"Looking after our own is what we do": Urban Ontario Indigenous perspectives on juggling paid work and unpaid care work for adult family members. Wellbeing, Space and Society, 3, (2022). [Read full article here](#).

Eva Jewell Anishinaabe, Andrea Doucet, Jessica Falk and Karen Hilston Mohawk

Keeping carers from the "precariat": availability of carer-friendly workplace policies for employees with adult and elder care responsibilities in Quebec. International Journal of Sociology and Social Policy, (2022). [Read full article here](#).

Sarah Marie Nogue, Diane-Gabrielle Tremblay

Something's gotta give: the relationship between time in eldercare, time in childcare, and employee wellbeing. Journal of Aging and Health, 34(6-8), (2022). [Read the full article here](#).

Linda Duxbury, Michael Halinski and Maggie Stevenson

Caregiving across international borders: a systematic review of literature on transnational carer-employees. Journal of Cross-Cultural Gerontology (2022). [Read the full article here](#).

Bharati Sethi, Allison Williams and Joyce Leung

Cost implications from an employer perspective of a workplace intervention for carer-employees during the COVID-19 pandemic. International Journal of Environment Research and Public Health (2022). 19(2194). [Read the full article here](#).

Regina Ding, Amiram Gafni and Allison Williams

Places of paid work and unpaid work: Caregiving and work-from-home during COVID-19. The Canadian Geographer / Le Geographe canadien (2022). 66:1, 156-171. [Read the full article here](#).

Regina Ding and Allison Williams

Caregiver Resources

- Canadian Government resources for seniors and their caregivers. Click [here](#) to explore the resources.
- Carers Canada offers useful information to support caregivers in response to COVID-19 – Click [here](#) to explore resources.
- [Canadian Hospice Palliative Care Association](#) provides helpful resources related to care including webinars, guides, and easily implementable tools.
- The Canadian Centre for Caregiving Excellence advocates for supporting caregivers and Care Providers – Contact this organization [here](#).
- CBC writers' workshop aims to empower family members to tell their stories – Click [here](#) to view their stories.
- Unseen: How We're Failing Parent Caregivers & Why It Matters | [Official Documentary Trailer](#)
- The Care Economy promotes electoral focus on Canada's social infrastructure – Learn more [here](#).
- Learn more about Policy Strategist Julian Morelli's diverse background advocating for Caregivers [here](#).
- Understanding Aging in Place: Improving Quality of Life Through Innovation – View webcast [here](#).
- Statistics Canada provides insights on Canadian society: Women working in paid care occupations [here](#).
- Learn more about Developing person-centred care competencies for the healthcare workforce to support family caregivers: Caregiver centred care [here](#).
- Raising kids while being a Caregiver for a Spouse: [Lisa Raitt's story](#).
- Chief Public Health Officer's Report on the State of Public Health in Canada 2021: A Vision to Transform Canada's Public Health System. [Learn more here](#).
- Dementia-Friendly-Canada Project Building Dementia-Friendly Communities Course. [Learn more here](#).
- CSA Supporting Mental Health and Well-being in Community Residential Care Settings Report that provides a framework for standard-based solutions. [Learn more here](#).
- Angus Reid Institute study of Pandemic Fatigue in Canada. [Learn more here](#).
- AGE-WELL Report Aging in 2021: A report on political priorities in aging across Canada. [Learn more here](#).
- Review the health forum presented by the COVID-19 Evidence Network to support Decision-making in Canada [here](#).
- The ISO TC314 publishes its first standard for Ageing Societies – [ISO 25551](#).
- Watch the virtual unveiling of the carer-inclusive and accommodating organizations standard [here](#).
- To review the Canadian Human Rights Commission 'A Guide to Balancing Work and Caregiving Obligations: Collaborative approaches for a supportive and well-performing workplace click [here](#).
- Follow this [link](#) for tips on How to support your caregiver workforce
- Carer employee Carla Velastegui, member of the PG Advisory Committee, shares tips and resources for balancing work and caregiving with the Ontario Caregiver Organization. Watch the full webinar [here](#)!
- [Free workshops for rural and Indigenous communities](#)

LINKS TO THE STANDARD

English: <https://www.csagroup.org/article/b701-17/>

French: <https://www.csagroup.org/fr/article/b701-f17/>

LINKS TO THE GUIDE

English: <https://www.csagroup.org/article/b701hb-18/>

French: <https://www.csagroup.org/fr/article/b701hb-f18/>

LINKS TO THE QUICK-STUDY GUIDE

<https://ghw.mcmaster.ca/quick-study-download-page/>