

**Building Carer-
friendly Workplaces
in Canada: Examining
the Uptake of
Standardized Tools**

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Funding Acknowledgment

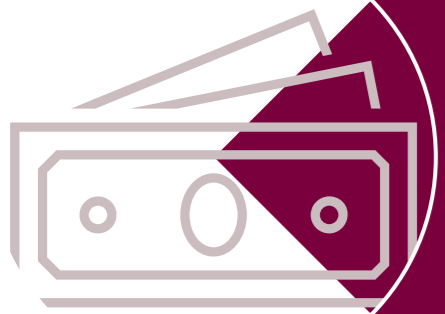
SSHRC  CRSH
 Social Sciences and Humanities Research Council of Canada
 Conseil de recherches en sciences humaines du Canada


 CIHR IRSC
 Canadian Institutes of Health Research
 Instituts de recherche en santé du Canada

McMaster
 University 



Caregiver
 Friendly
 Workplaces



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CSA B701:17
 (reaffirmed 2021)



B701HB-18

Carer-inclusive and accommodating organizations



Helping worker-carers in your organization



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Creating Caregiver-Friendly Workplaces

Learn how to build, implement and maintain carer-friendly workplaces through this course



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OVERVIEW

MICROCREDENTIAL

RESOURCES

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Overview

Microcredential 

Learn how to create carer-friendly workplaces with a cost-free, flexible online course!

Explore how you can support carer-employees in your workplace. Learn how to build and implement carer-friendly workplaces that are accommodating for the needs of those balancing employment and unpaid care responsibilities.

Register Today



Sign Up Here 

Organization Carescapes

Smith and McKie (2009)

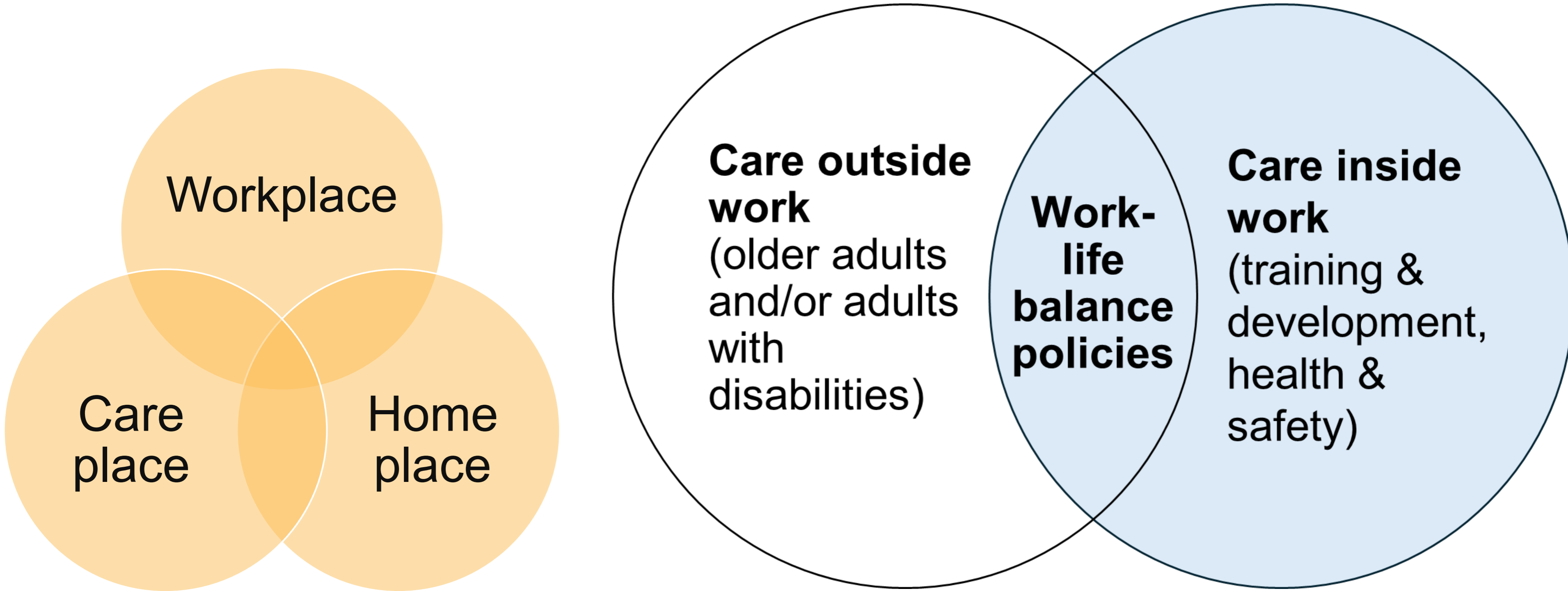
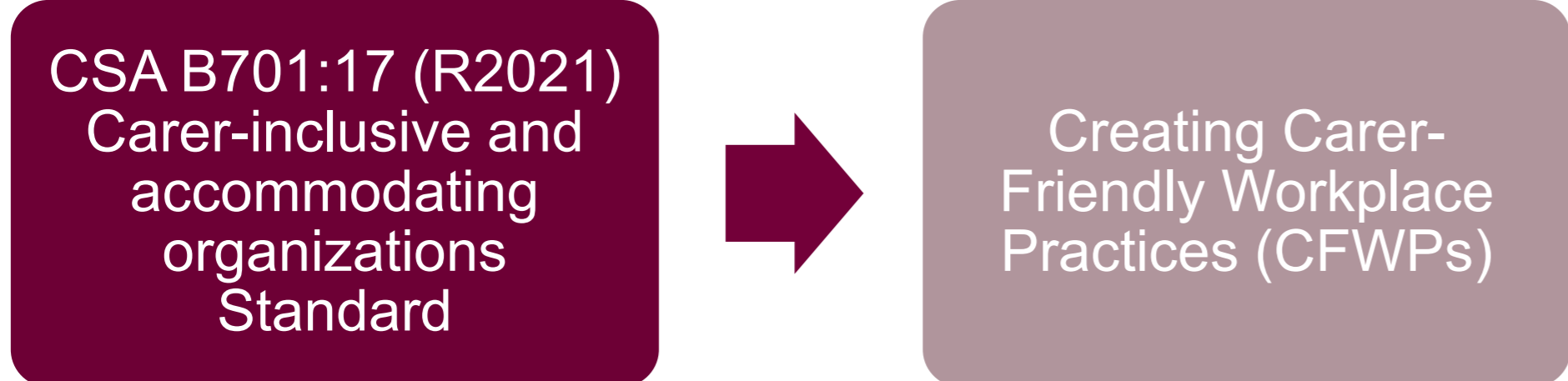


Figure 7: Smith and McKie's (2009) spatial dimensions of care within and outside the workplace – and how it intersects with private/unpaid care

The Canadian Care Landscape

CSA B701 Standard & Handbook: Tools for creating carer-employee supports & accommodations



**Gender
inequalities**

**Women
and
caregiving**

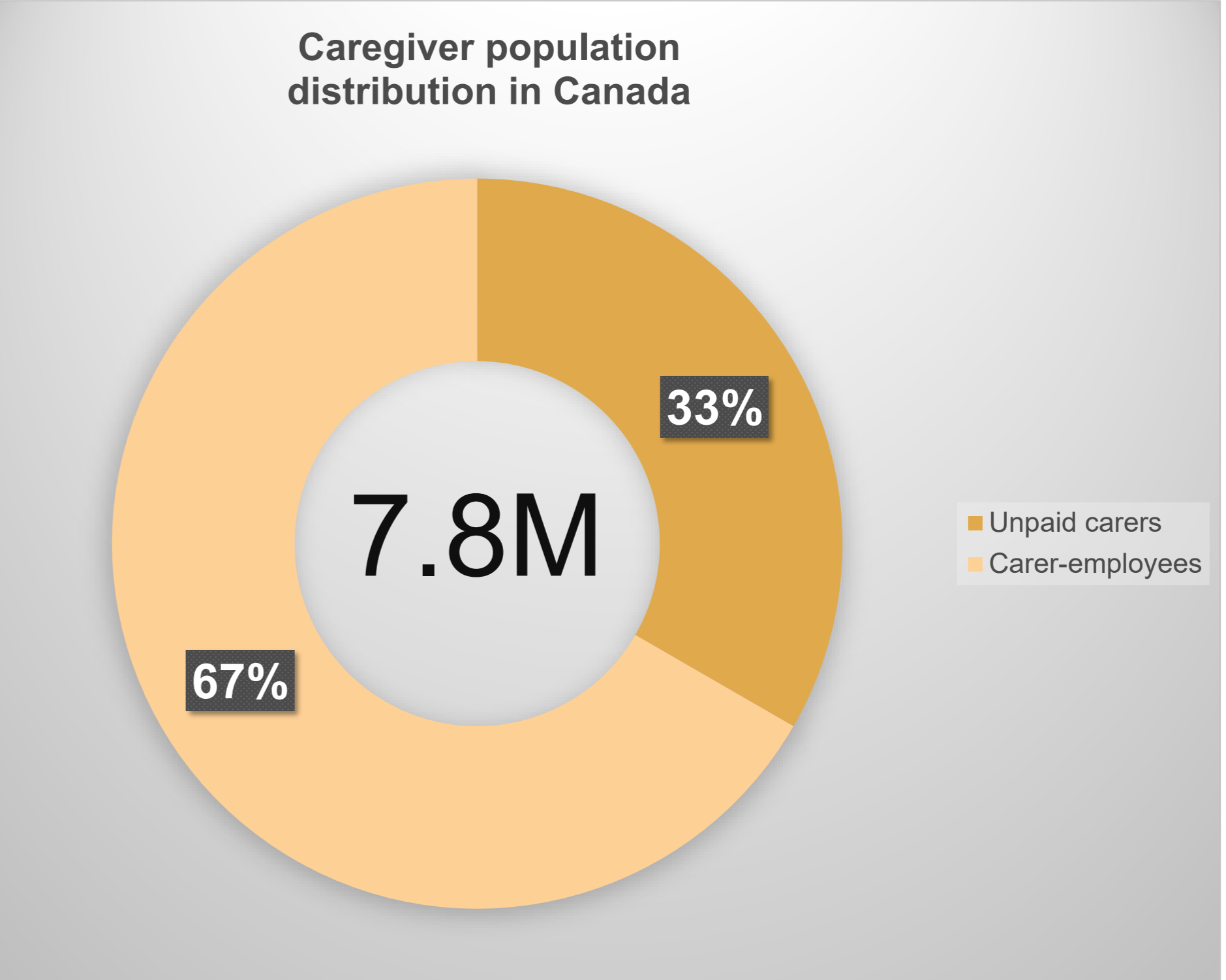
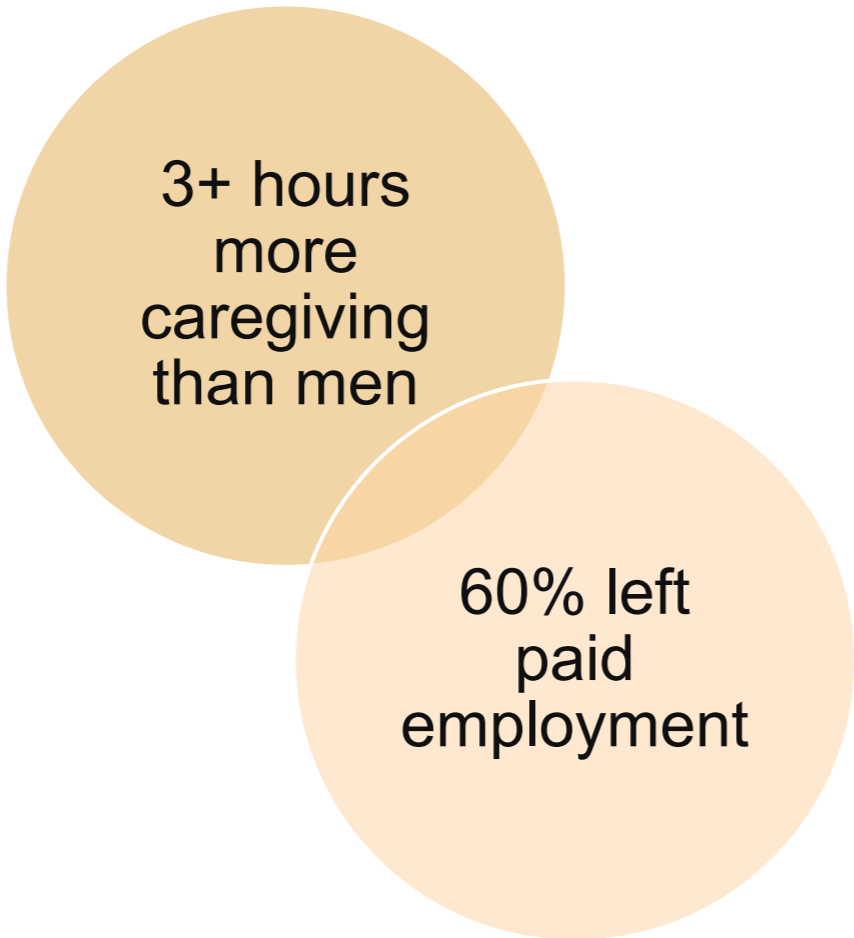


Figure 3: Caregiver population distribution in Canada according to data published by Statistics Canada (2018 GGS)

The Canadian Care Landscape

Global comparisons

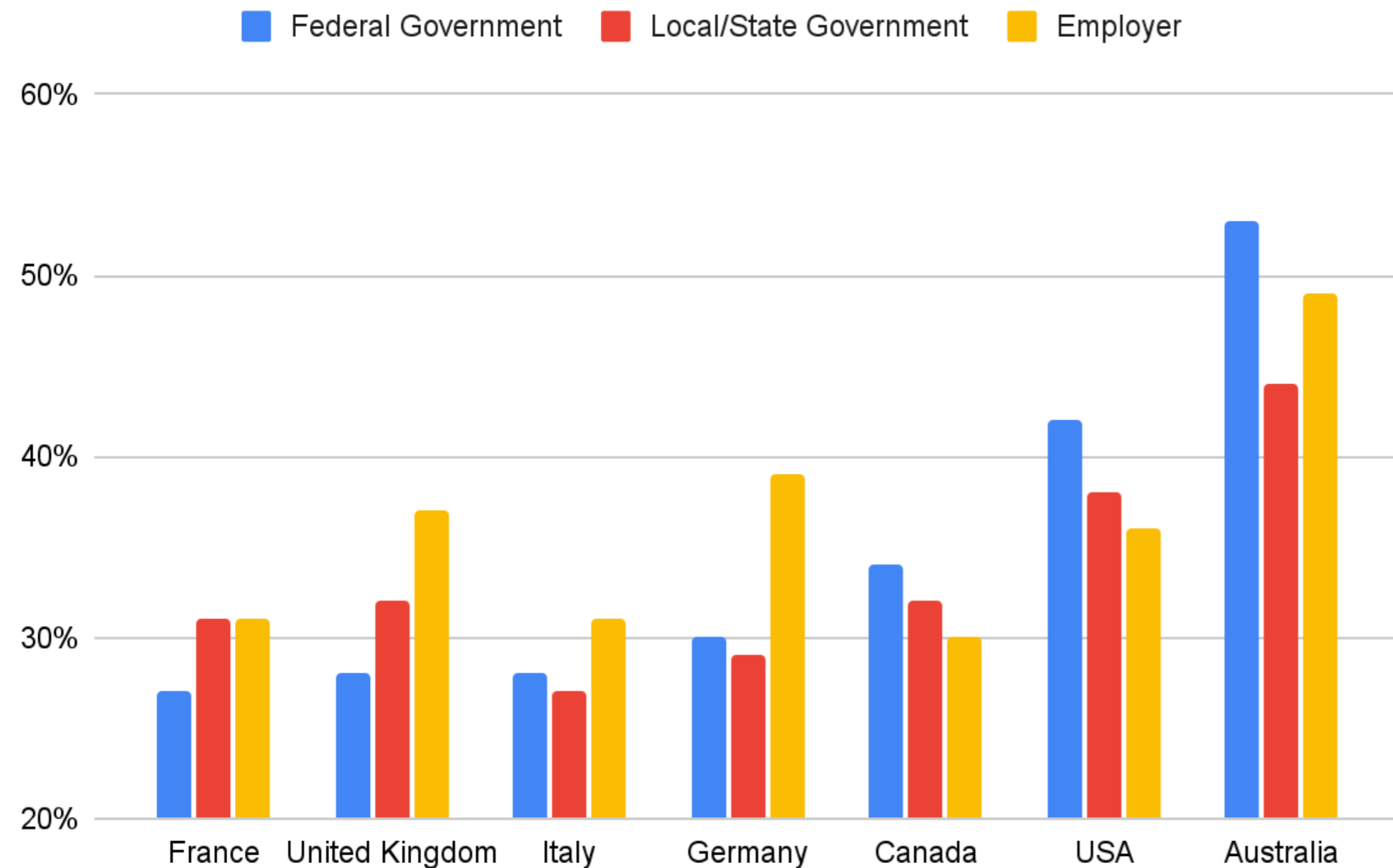


Figure 4: Percent of CEAs that received support by organization: G7 and Australia

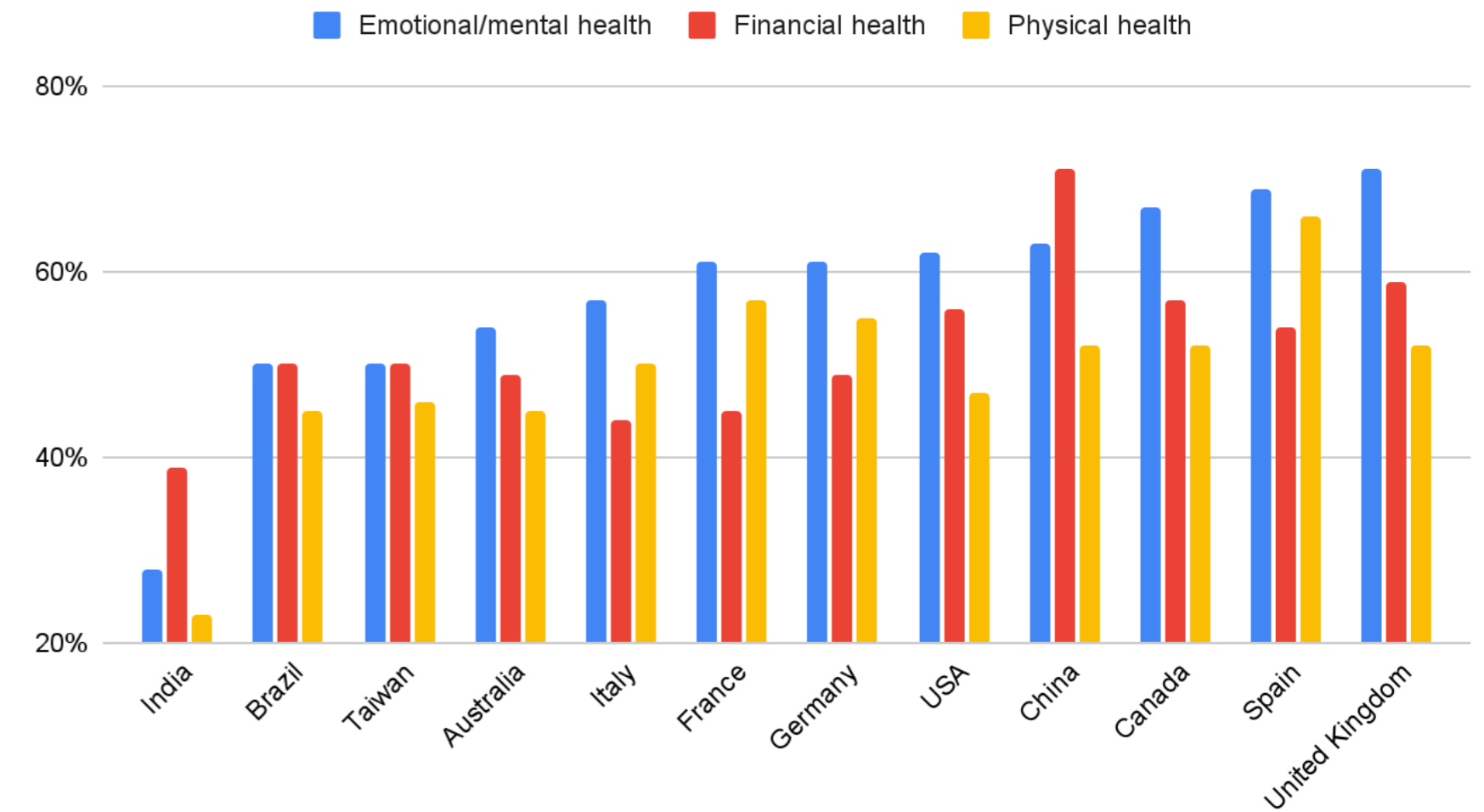


Figure 5: Percent of CEAs that report caring has negative impact on health outcomes

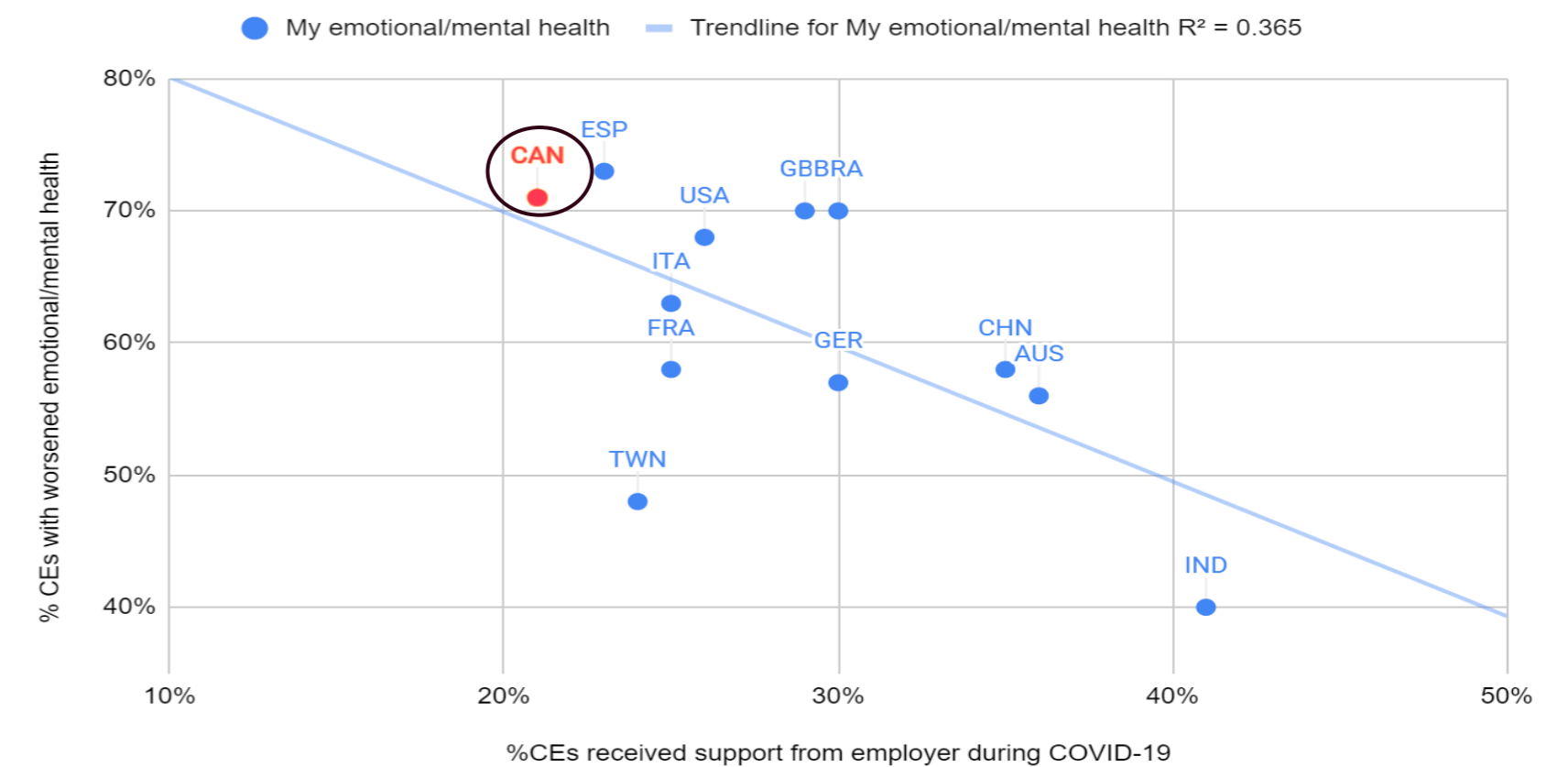
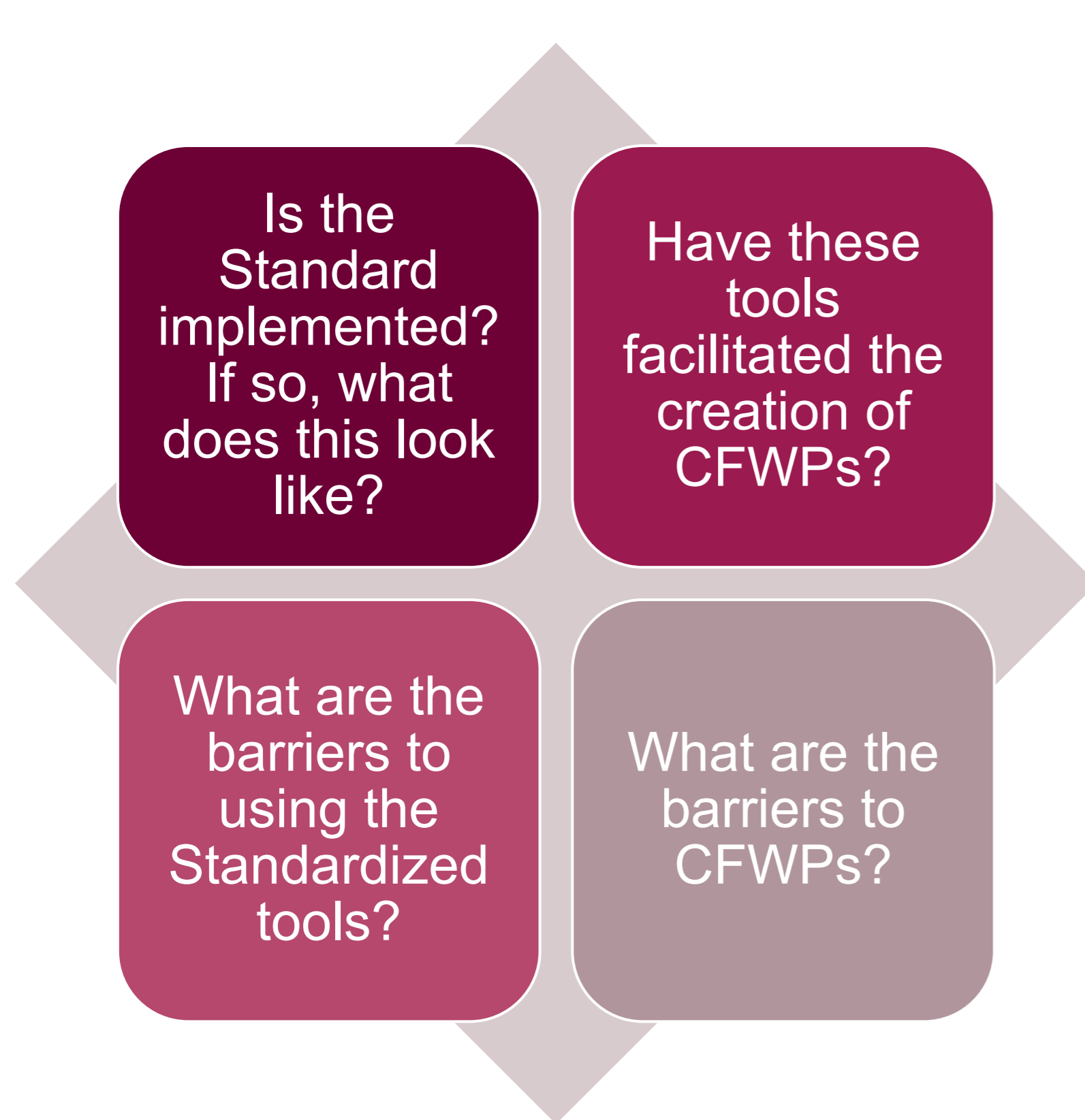


Figure 6: Deteriorated emotional/mental health versus level of employer support

Methods and Materials

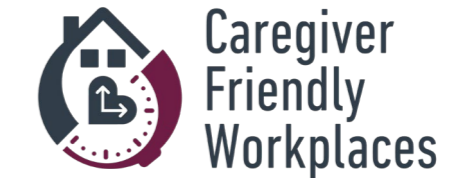
Research Objectives, Recruitment/Data Collection, Analysis



Recruitment

Data Collection (Phase 1)

Data Collection (Phase 2)



Continuing Education



Interview Guiding Questions:

1. How did you learn about the *CSA B701:17 Standard*?
2. What factors led you to download the *Standard*?
3. How is the *Standard* recognized in your workplace?
4. Has your organisation implemented the *Standard*?
 - a. If so, what processes, programs and/or policies were implemented to establish your workplace as carer-friendly?
 - b. If so, what supports are offered to CEs in your workplace?
 - c. If so, how are CEs supported in your workplace through resources, programs and/or policies?
 - d. If so, what accommodations are available to CEs in your workplace?
5. Is support for CEs addressed on a case-by-case basis in your workplace? Can you explain the process for this?
6. What factors led to seeking supports for CEs in your workplace?
7. What factors led to implementing a carer-friendly workplace culture in your workplace?
8. What factors led to seeking resources for creating a carer-friendly workplace?
9. What barriers has your organisation experienced in seeking to create and implement a carer-friendly workplace?
10. What steps are in place to ensure the ongoing sustainability of the work done to support CEs in your workplace?

Preliminary Survey Results

Workplace Sector (n=37)

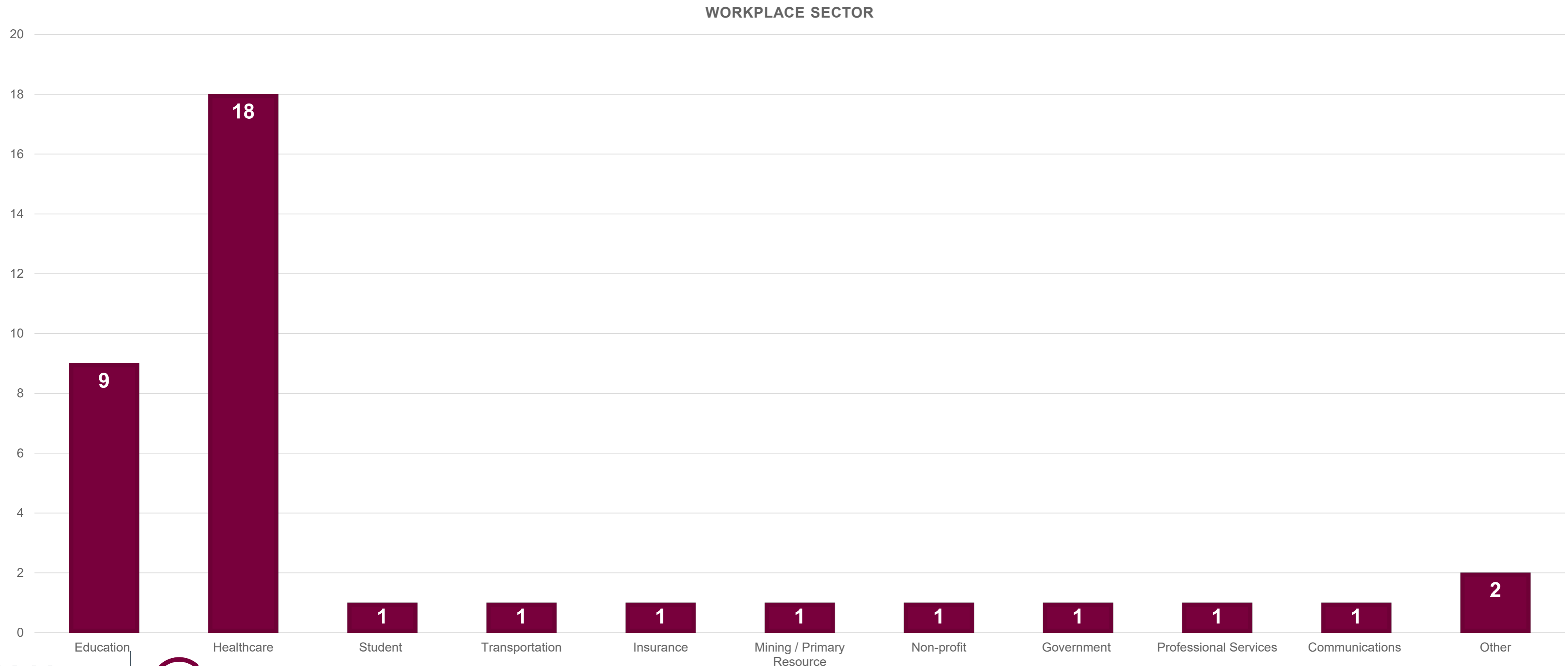


Figure 8: Workplace sector distribution based on current survey responses

Preliminary Survey Results

Workplace Size & Human Resources (HR) (n=37)

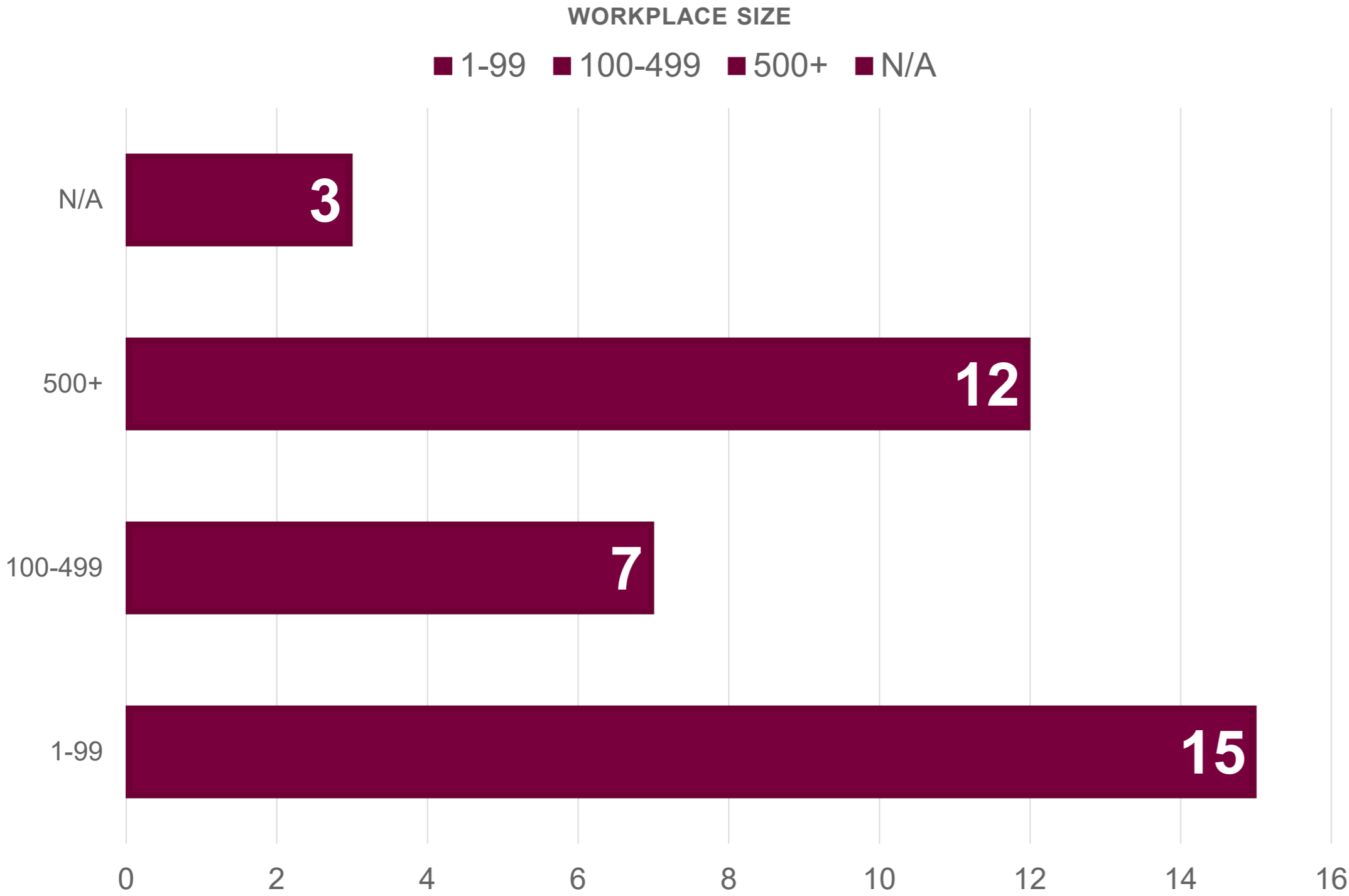


Figure 9: Workplace size distribution based on current survey responses

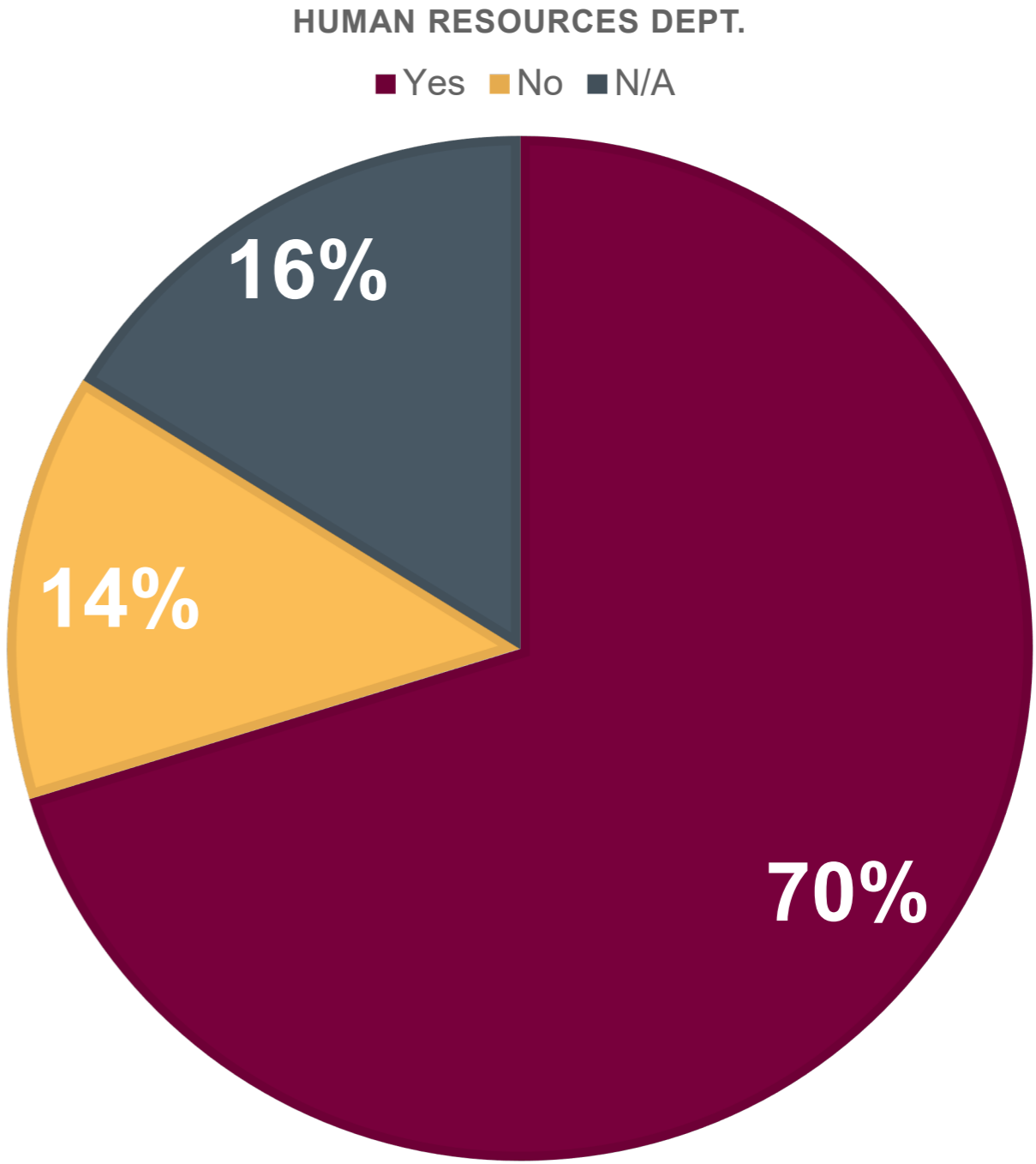


Figure 10: Human Resources (HR) department at organization based on current survey responses

Preliminary Survey Results

Implementation of CSA B701 Standard (n=37)

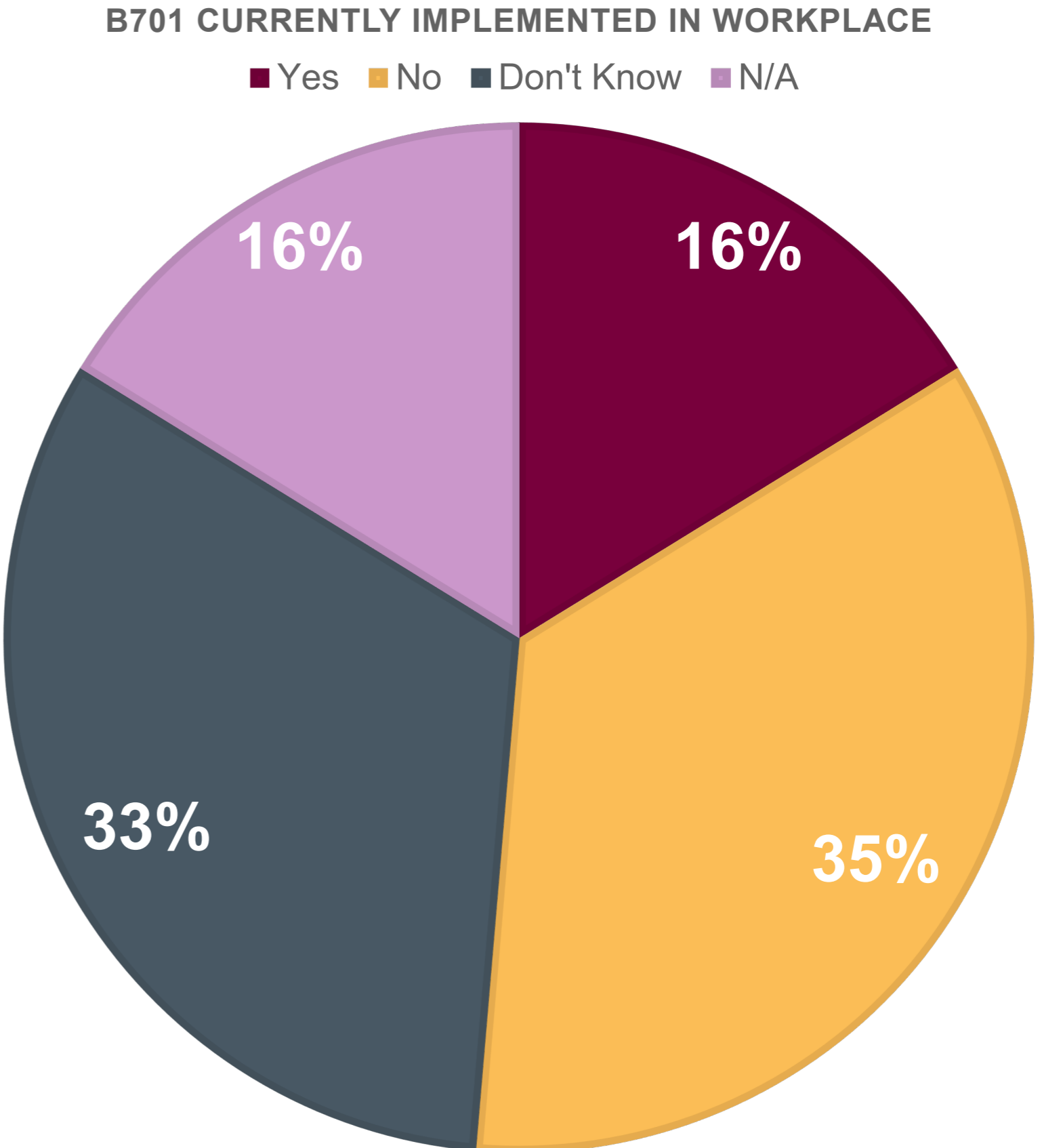
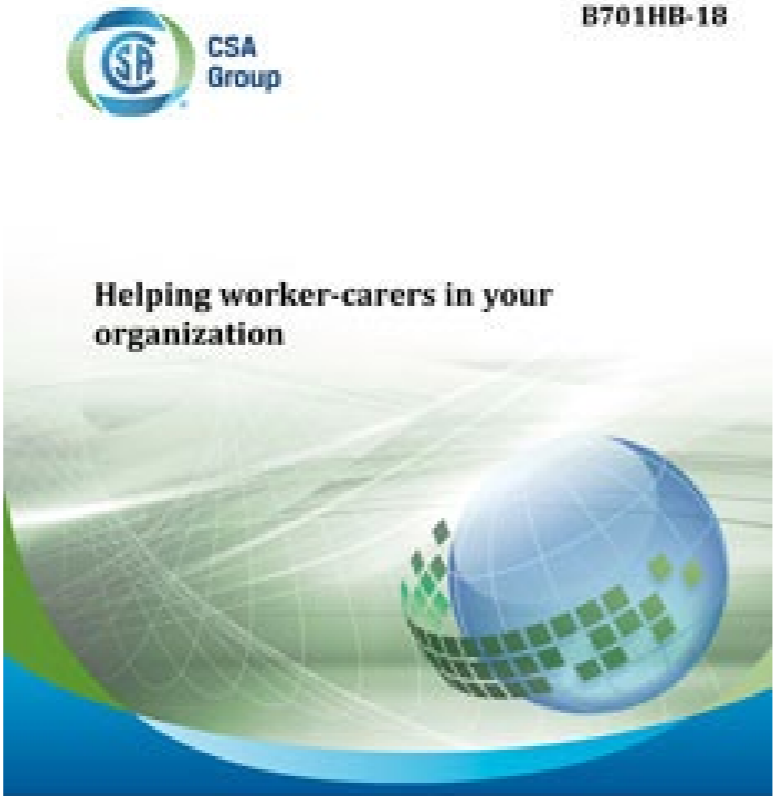
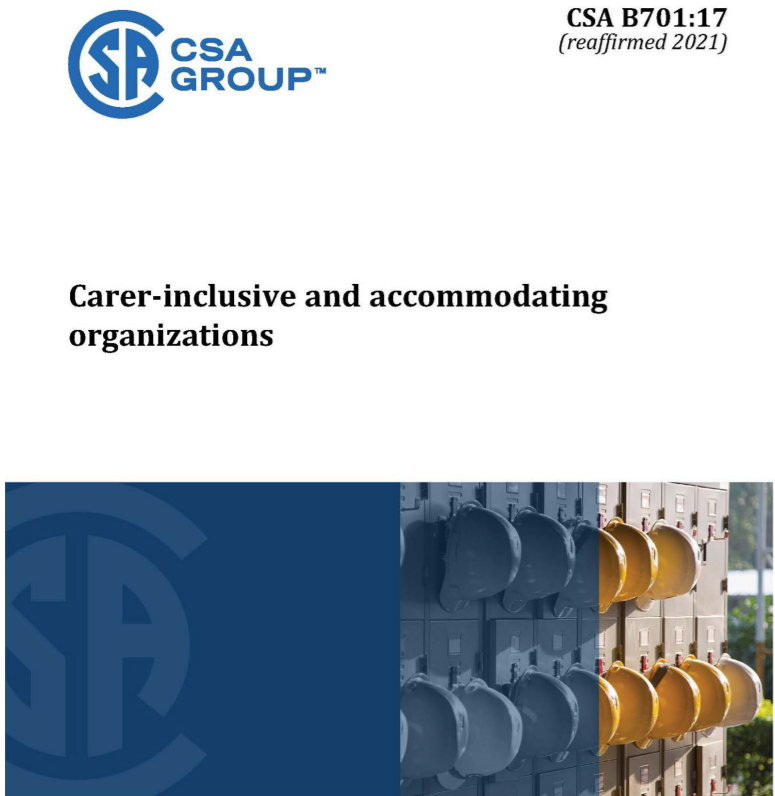


Figure 11: CSA B701 Standard implemented at organization based on current survey responses

Policy Implications

Knowledge Mobilization Strategies

Target sectors not showing uptake

- Other sectors in addition to healthcare and education

Target HR professionals

- Target marketing for “Creating Caregiver-Friendly Workplaces” course
- 325 students enrolled, 43 microcredentials issued

Target workplace culture change

- Increase awareness of CFWPs for work-life balance
- Incorporate CEs into EDI/DEI initiatives

Scale up established strategies

- Social Media
- Conferences
- Organizational Partners

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Thank you!

Questions/ Comments welcome 😊

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QR codes

Scan below to access our resources for Carer-employees and employers:



Gender, Health & Caregiver Friendly Workplaces Website



Creating Caregiver-Friendly Workplaces Course (FREE!)



CSA Carer Standard and Handbook Package