

Sample Questions

Multiple Choice – Please select the most correct answer (d, b, d, f, a, a, e, d, a)

1. Which of the following demographic changes have lead to the increased trend of caregiver-employees?
   1. Increased women in the workforce
   2. Increased longevity
   3. Increased health care pressures to provide informal eldercare
   4. All of the above
2. The trend towards an increase in the aging population is seen only in developed nations
   1. True
   2. False
3. Which is not a reason why people become caregiver-employees?
   1. Time to give back
   2. Allowing the elderly to age at home as opposed to institutionalized care facilities
   3. No other choice
   4. None of the above
4. Which of the following are true?
   1. The majority of caregiver-employees are juggling part time work with caregiving tasks
   2. Evidence shows that once CEs increase their labour force commitments, they are not as likely to return to previous levels even if caregiver responsibilities have ended
   3. The sandwich generation refers to individuals between the ages of 45-65 years of age who are rearing children and supporting an elderly person
   4. Men are about as likely as women to become CEs
   5. All of the above
   6. More than one of the above
5. Caregiver-friendly workplace policies are deliberate organizational changes, with regards to policies, practices, or target culture, that reduce work-family conflict and/or support the lives of employees outside of the workplace.
   1. True
   2. False
6. The most common CFWPs found are:
   1. Support services
   2. Financial assistance/relief
   3. Culture change
   4. All of the above
   5. None of the above
7. Which of the following are benefits to implementing CFWPs in the workplace?
   1. Increased job commitment
   2. Increased employee retention
   3. Increased employee turnover
   4. All of the above
   5. A and B
   6. B and C
8. What can employers do to incorporate CFWPs in the workplace?
   1. Encourage a family-friendly workplace
   2. Educate employees on programs, policies and information
   3. Encourage the importance of open discussion and communication
   4. All of the above
9. Lack of awareness in the workplace, type/nature of the job and support from managers/supervisors are all examples of barriers to implementing CFWPs.
   1. True
   2. False

Short Answer

1. Define caregiver-employees (CEs).
2. Describe the stresses and strain that caregiver-employees experience at
   1. Home
   2. In the workplace
3. Name and describe 3 of the 5 types of caregiver-friendly workplaces (CFWPs).

Long Answer

1. Explain the gender differences in caregiving.
2. Do you think that there are types of CFWPs that are more effective than others? Explain why or why not.
3. Do you think that employers should use a one size fits all or a case-by-case approach to implementing CFWPs? Explain why or why not.

Sample Assignment

1. How do you think companies such as Johnson & Johnson or Centrica decide which CFWPs to provide for employees?
2. The Hydro Company is a medium sized utilities company headquartered in the suburbs just outside of Toronto, Canada. The company was founded 46 years ago, has traditional policies and is not so receptive to change. Majority of the employees are suburban, male and in their fifties. Most employees have families, with teenaged children. Based on this company profile, devise a list of specific CFWPs that they can use.
3. Technicorp Inc. is a start up technology company located in Vancouver, British Columbia that was established within the past 5 years. The company has 20 employees, who are split evenly male and female and are mostly in their early thirties. Most are unmarried. Technicorp is a very progressive company and prides itself on offering many employee benefits. Based on this company profile, devise a list of specific CFWPs that they can use.

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