

MARCH 2020 | VOL. 2

CARER-INCLUSIVE PG NETWORK

GENDER, HEALTH, AND CAREGIVER FRIENDLY
WORKPLACES - STREAM B



Upcoming Events

Canadian Public Health Association (CPHA) 2020

April 28-30, 2020

Winnipeg, MB

Register by: March 5, 2020

CIHR Program in Aging (SPA) 2020

June 7-12, 2020

Hockley Valley Resort, ON

Register by: March 12, 2020

49th Annual Canadian Association on Gerontology (CAG) Scientific and Educational Meeting

October 22-24, 2020

Regina, SK

Abstracts Due: April 15, 2020

International Federation on Aging (IFA) 2020

November 1-3, 2020

Niagara Falls, ON

Abstracts Due: June 30, 2020

Gerontological Society of America 2020 Annual Scientific Meeting

November 4-8, 2020

Philadelphia, PA, USA

Registration Details TBA

22nd IAGG World Congress of Gerontology and Geriatrics

June 20-24, 2021

Buenos Aires, Argentina

Register By: April 6, 2021 (Early)

Important Reminders

Please remember to cite as follows in all your dissemination mediums including KM tools, research outcomes, and presentations:

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

If you have any project updates or news items for the newsletter, please send this to **soodt@mcmaster.ca** by March 20, 2020.

When sharing information about the project on social media, we suggest using the following hashtags to connect our posts:

**#workercarer
#PGproject**



Project 1 – Internationalization of the Standard

TC 314/WG3

CARER INCLUSIVE AND ACCOMMODATING
ORGANISATIONS



SCOPE TC314/WG3

Carer-employees are defined as individuals who participate in paid employment while also providing unpaid care for one or more adult dependent(s).

By 2050, 1 in 6 people will be over the age of 65 globally;

World's ageing population has unique impacts on the global labour force, particularly contributing to the growing number of carer-employees (CEs);

Given the gendered nature of care work across the globe, the majority of carer-employees are female; this is particularly the case in developing world context; and

There are currently no international standards addressing the topic of carer-inclusive and accommodating workplaces.

NEED TC314/WG3

COMMITTEE TC314/ WG 3

LIST OF MEMBERS

Convenor –Allison Williams

- Australia
- Canada
- China
- Finland
- Singapore
- Sweden
- United Kingdom
- Uganda
- United States

COMPONENTS TC314/WG3

- Access the need of the organisation and workers;
- Address and ensure confidentiality for workers;
- Provide training to management;
- Create awareness campaigns for management and workers;
- Develop a 'carer culture'; and
- Offer accommodation (Flexible work hours and locations, Cell-phone use at work, Providing leave from work, Monitor and measure results of these policies and efforts, and Conducting an annual internal audit of these policies and efforts).

TIMEFRAMES AND NEXT STEPS

ISO 23889 Ageing societies - Carer-inclusive and accommodating organisations

- Development began in May 2019;
- Publication expected in the second quarter 2022;
- The standard will provide a set of guidelines for employers to better accommodate unpaid, informal, family carers who are simultaneously juggling employment; and
- Structure based on CSA B701-17 Carer-inclusive and accommodating organisations.

CONTACT

Allison Williams
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Project 2 – Knowledge Mobilization

Led by Dr. Allison Williams as the academic PI, alongside partners at the Canadian Home Care Association and Carers Canada, this project aims to create awareness, understanding, and broad uptake of the Standard in order to support a healthy and productive workforce in Canada.



If you have any questions about survey highlights, please contact Catherine Suridjan at the Canadian Homecare Association at csuridjan@cdnhomecare.ca.

Project 4 – Feasibility and CBA of the Standard as an Intervention



Gender Health and Caregiver
Friendly Workplaces

✉ dingry@mcmaster.ca



Interested in improving organizational productivity?

**Accepting
workplaces as
research
Collaborators**

Help us understand
how to adapt
workplaces with
population aging!

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

Is your workplace interested in:

- IMPROVING PRODUCTIVITY
- REDUCING ABSENTEEISM
- DECREASING TURNOVER
- INCREASING EMPLOYEE SATISFACTION
- ENHANCING EMPLOYEE HEALTH
- RETAINING A COMPETITIVE ADVANTAGE

**Participating workplaces will receive free
consultation services in the form of
customized demographic reports, workplace
health and productivity analyses, economic
evaluations of programs**

When serious illness, caregiving, and grief show up at work: Pallium Canada's Compassionate Workplace Campaign

Over the course of their career, most people will, at one time or another, experience the loss of a loved one, become a caregiver, or even be diagnosed with a chronic or serious illness. People are at the core of Canadian workplaces and with our aging population it is more important than ever to ensure employers and employees are equipped with the information and resources they need to support colleagues during difficult times.

The Conference Board of Canada estimates the annual cost of lost productivity due to caregiving to be \$1.3 billion dollars to Canadian employers, and every year, Canada loses the equivalent of approximately 560,000 full-time employees from the workforce due to the demands of caregiving. Grieving employees who are not supported by managers or colleagues, lose an average of 30 workdays each year. The need for compassion in the workplace is greater than ever.

The Compassionate Workplace Campaign is designed to ignite a movement across Canada and create more supportive environments for the increasing number of employees who are caregiving, grieving, or dealing with a serious illness. The campaign includes tools, activities, and communication materials that make it easy for any workplace to become more compassionate and supportive. The campaign is designed for all workplaces of all sizes and was developed by national and international experts in caregiving, grief, and employee wellness in consultation with stakeholders representing employees and small, medium, and large businesses across the country.

Learn more about the campaign at www.pallium.ca/cwc



National Carers Day

This event takes place the first Tuesday of every April, which in 2020 will take place on April 7. Please visit <https://www.carerscanada.ca/national-carers-day/> for downloadable graphics in both English and French for social media use or websites; use the landscape graphics whenever possible.

The following information has been taken directly from Carers Canada.

The campaign theme this year is **Every Minute Counts**. The aim is to increase awareness and the understanding that everyone contributes time in different ways to impact the lives of caregivers and the people who rely on them. Whether you are a caregiver giving time to care for your loved one, or part of an organization that is investing time to advocate and provide caregiver supports, every minute counts.

A key activity that we are putting together is a Virtual Caregiver Resource Expo that will be streamed on April 7th. The Expo will showcase a series of featured presentations (pre-recorded PPT presentations) on the different ways we all give time to make a difference in:

- Safeguarding the health and well-being of caregivers
- Minimizing the financial burden placed on caregivers
- Enabling access to user-friendly information and education
- Creating flexible workplace/educational environment that respect caregiving obligations
- Building evidence on caregiving as a foundation for evidence-informed decision making

In addition to the Virtual Expo, the campaign will also include:

- **Global time counter**, in support of Embracing Carers (TM) Time Counts, collecting minutes pledge by Canadians to support caregivers. Our goal is to collect 100,000 minutes to reinforce Canadian values and belief that caregiving matters.
- **National conversation** engaging others to take a pledge and make their contribution to caregivers count.



Every Minute Counts
NATIONAL CAREGIVER DAY
 RECOGNIZING CARING CANADIANS

For Our Knowledge Mobilization Partners

To help you support the Knowledge Mobilization campaign, we have provided a list of channel-specific links for you to use with your social media efforts or e-newsletters, when applicable.

How to Use the Links

If you want to tweet a link to the Standard or the Implementation Guide, in either English or French, please use the appropriate social media or e-newsletter link. This way, the CSA can track where the hits/downloads are coming from, helping reach the 'evaluation of reach' element of the CHCA project.

In all cases other than social media or e-newsletter, use the standard links:

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/>

Regarding Social Media Use

If each project lead could share partners'

- Twitter handles
- Facebook pages
- Webpages outlining/promoting your project

This information could be distributed to all partners so we can follow, re-tweet, and support all your media efforts.

Please forward to:

Tushar Sood at soodt@mcmaster.ca and

Catherine Suridjan at csuridjan@cdnhomecare.ca

Articles and Media

Check out the International Journal of Care and Caring for work done by the team and our partners.