



How does caregiving impact paid work for employed women and men?

RAPP bridges research, policies and practice to make a meaningful difference in the lives of older adults and their families

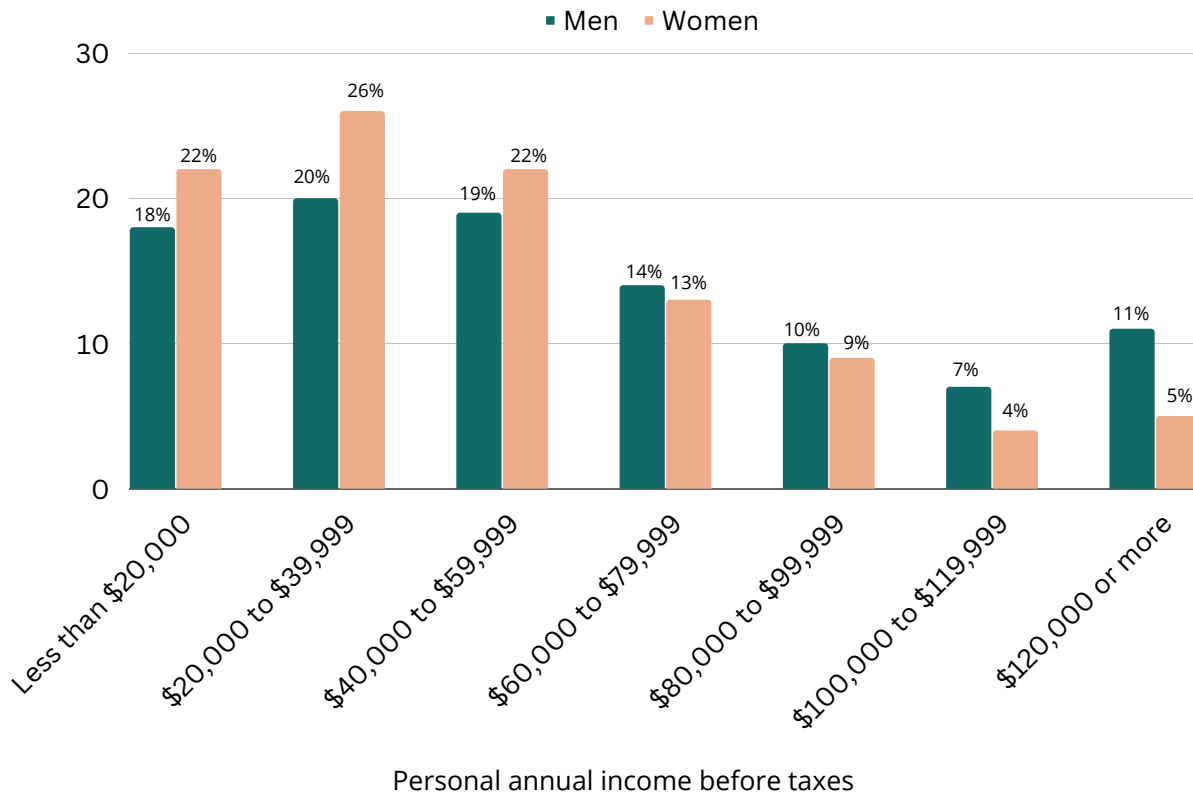
More women than men reported caregiving impacts their productivity and job security

Caregiving not only impacts men’s and women’s health and wellbeing differently¹ but also their paid employment. This infographic is the second (in a series of six) that describes how combining paid work and caregiving impacts men and women differently and, for some, threatens their workplace productivity, jobs, and ultimately income security.

More employed women caregivers make less than \$60,000/yr



In 2018, the average personal annual income for employed caregivers was \$72,000 for men and \$51,000 for women, reflecting a persistent gender income gap in Canada.² Furthermore, a higher proportion of women than men employed caregivers have personal incomes (before taxes) below \$60,000 per year.



¹ More than half of women provide care to children and care-dependent adults in Canada – StatCan – The Daily (Nov. 8, 2022).

² Average and median gender pay ratio in annual wages, salaries and commissions – StatCan (Mar. 23, 2022).

Caregiving impacts job security

Women accounted for almost 60% of all employees who left the paid labour force because of caregiving

Collectively, **214,000 employees** left the paid labour force because of caregiving in 2018.

- **Women: 126,000 | Men: 88,000**



1 in 20

employed caregivers (6%) left or intended to leave the paid labour force altogether because of caregiving in 2018. Some chose to retire early or quit, while others were terminated or fired.

Women were more likely to reduce their hours of paid work



1 in 7

employed caregivers worked fewer hours for pay as a strategy to balance both paid work and care work responsibilities.

- **Women: 17% | Men: 12%**

On average, these employees worked 11.7 fewer hours per week for pay because of caregiving.

- **Women: 12 fewer hours/week | Men: 11 fewer hours/week**

Two-thirds of employed caregivers who took the Compassionate Care Leave (CCL) were women



1 in 7

employed caregivers have taken the Compassionate Care Leave (CCL) in the past, providing end-of-life care to someone.

- **Women: 67% | Men: 33%**

Compassionate Care Leave (CCL) varies across jurisdictions from 8 to 28 weeks with most jurisdictions providing 27 or 28 weeks of leave. For eligible caregivers, Compassionate Care Benefits (CCB) are available through the federal Employment Insurance program, providing up to 55% of pre-leave salary, to a maximum of \$638 per week in 2022. However, most people who qualified for CCB in the past five fiscal years did not receive the maximum benefit nor for the maximum duration.³

³ Annex 2.17: Employment Insurance Compassionate Care Benefits

Caregiving impacts job productivity

Women reported missing more days of paid work because of caregiving than men

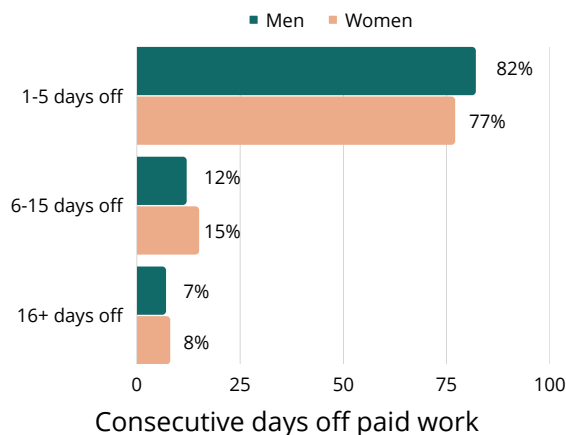
Employed caregivers in Canada miss **15 million days of paid work** annually.



1 in 2

employed caregivers (51%) missed part or full days of work because of caregiving.

- **Women: 55% | Men: 45%**



4 in 5

employed caregivers (79%) who reported missing paid work took from 1 to 5 consecutive days off.

The average number of consecutive days taken off work for caregiving were:

- **Women: 9.7 days off | Men: 6.8 days off**

More women than men reported presenteeism



1 in 2

employed caregivers (46%) reported presenteeism “at least sometimes.” That means having difficulty concentrating, fulfilling work responsibilities, or otherwise being distracted at work because of family responsibilities.

- **Women: 51% | Men: 41%**

Methodology

Findings are based on analyses of Statistics Canada’s 2018 General Social Survey (GSS), which was conducted with respondents aged 15+ living in the Canadian provinces. Our sample of 4,940 employed caregivers was aged 19 to 70 (typical employment age) and combined paid work with caregiving to family and friends who had a long-term health condition; physical or mental disability; or challenges related to aging during the 12 months prior to the GSS survey.