



Who are the employed caregivers at greatest risk of poor work-life balance and job insecurity?

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

Nature of caregiving, especially hours provided, predicts at-risk employed caregivers

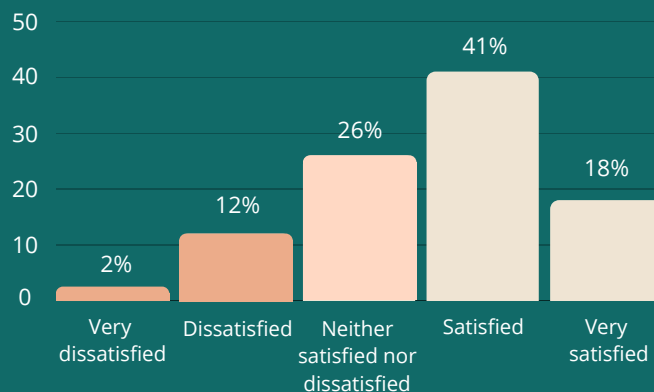
Work-life balance and job security are important to all workers, including employed caregivers, and contribute to happier, healthier, and more productive employees. This infographic is the third (in a series of six) that describes how the nature of care puts some employed caregivers at higher risk of poor work-life balance and job insecurity.



1 in 7 employed caregivers are dissatisfied with their work-life balance

While most employed caregivers were satisfied with the balance between their jobs and home lives in 2018, 1 in 7 (14%) were either dissatisfied or very dissatisfied.

There were no significant differences between men and women in reported satisfaction with work-life balance.



Four predictors of at-risk employed caregivers



1. Providing more hours of care

- Employed caregivers who provided **11 to 20 hours per week** of care were twice as likely to have poor work-life balance and 1.7 times more likely to reduce their hours of paid work compared with those providing less than 10 hours per week of care.
- Those providing **more than 20 hours per week** of care were 1.9 times more likely to have poor work-life balance, 1.7 times more likely to reduce paid work hours, and twice as likely to leave the labour force entirely, compared with those providing less than 10 hours per week of care.



2. Caring for someone with cancer or mental health and addictions

Compared with employed caregivers caring for someone with aging-related conditions or frailty (excluding cognitive conditions):

- Those caring for someone with **cancer** were 2.5 times more likely to reduce their paid work hours.
- Those caring for someone with **mental health and addiction issues** were 1.9 times more likely to have poor work-life balance.



3. Caring for a spouse or partner

Compared with employed caregivers caring for their spouse or partner:

- Those **caring for their children** (including adult children) were 64% less likely to exit the paid labour force.
- Those **caring for extended kin** such as grandparents and siblings were 76% less likely to exit the paid labour force.



4. Caring for someone living in supportive housing

Employed caregivers whose care receivers live in **supportive housing** (assisted living and residential care facilities) were 1.9 times more likely to reduce their paid work hours than those caring for someone living in the same household. Caregivers continue to provide care to those living in supportive housing, enhancing their quality of life and staff capacity.

Methodology

Findings are based on multivariate 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 with a long-term health condition; physical or mental disability; or challenges related to aging during the 12 months prior to the GSS survey. Analyses controlled for respondents' socio-demographic characteristics (age, gender, education, marital status, having children under 5 in the household, personal income) as well as the four care-related risk factors (hours of care, health condition of the care receiver, and relationship to and living arrangements of the care receiver).