

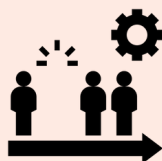


What are the availability and impact of flexible work arrangements for employed caregivers?

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

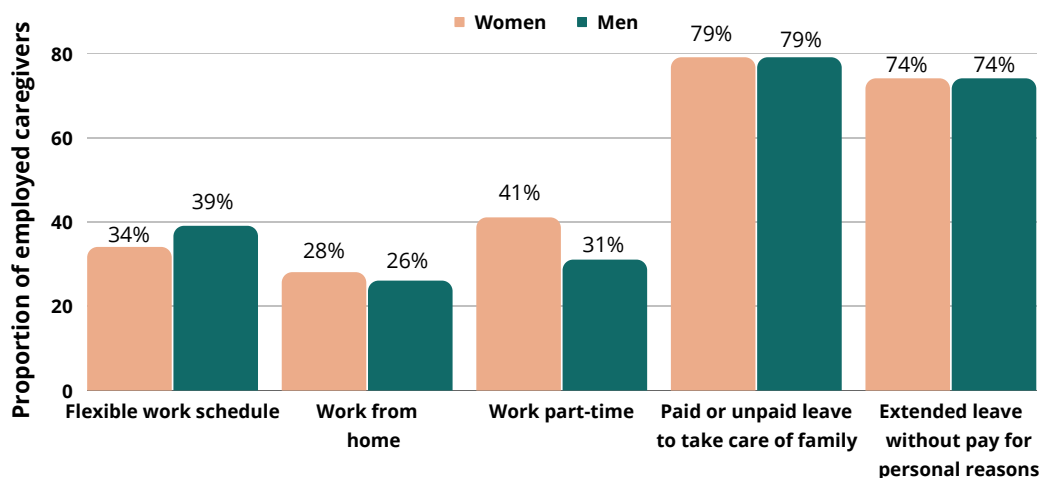
Access to flexible work arrangements (FWAs) varies

Employed caregivers often want flexible work arrangements (FWAs) to help them integrate their dual responsibilities of paid jobs and unpaid family caregiving. This fourth infographic (in a series of six) describes employed caregivers' access to a range of flexible work arrangements and identifies the impact that specific FWAs have on strengthening job security.



3 in 4

employed caregivers said paid or unpaid leaves of absence from their jobs were available to help them meet their caregiving responsibilities



Almost half believe that using FWAs would jeopardize jobs



1 in 2

employed caregivers who have access to FWAs believed that using them would have a negative impact on their careers

- Women: 43% | Men: 50%

FWAs reduce the likelihood of employment consequences

Flexible work arrangements are intended to help employees accommodate paid work and family responsibilities while retaining labour force attachment and some income security. FWAs cost employers less because turnover costs are reduced and talented staff is retained. In the long run, FWAs are better for employed caregivers and employers!



Option to work part-time

Compared with those without FWAs, employed caregivers who had the option of **working part-time** were:

- 1.8 times more likely to reduce paid work hours from full-time to part-time, and
- 1.7 times more likely to take a less demanding job because of caregiving.



Option to take extended leave without pay

Compared with those without FWAs, employed caregivers who had the option of **taking an extended leave without pay** were:

- 53% less likely to take a less demanding job, and
- 45% less likely to exit the labour force because of caregiving.



Option to take a paid or unpaid leave

Employed caregivers who had the option of **taking a paid or unpaid leave** for personal reasons were 1.4 times more likely to miss days of paid work compared with those without FWAs, which is the intent of such arrangements to allow employees to focus on caregiving responsibilities.

Methodology

Findings are based on descriptive and multivariate analyses of Statistics Canada's 2018 General Social Survey (GSS), conducted with respondents aged 15+ living in the Canadian provinces. Our sample included 4,940 employed caregivers aged 19 to 70 (typical employment age) who combined paid work with caregiving to family and friends with a long-term health condition, physical or mental disability, or aging-related challenges in the 12 months prior to the survey. Analyses controlled for respondents' age, gender, education, having children under 5 in the household, personal income, and immigration status.