

## Health of caregiver-employees in Canada: Determining the value of caregiver-friendly workplace policies and social support

Allison Williams, Li Wang, Peter Kitchen. "Health of caregiver-employees in Canada: Determining the value of caregiver-friendly workplace policies and social support." *CRDCN research-policy snapshots*. Volume 3 January 2024 <http://hdl.handle.net/11375/29463>

### Context

Caregiver-employees are working full-time in the labor market while also providing informal/family care to adults. This study provides evidence for the value of carer-friendly workplace policies in supporting caregiver-employees (CEs) in their paid work. Carer-friendly workplace policies (CFWPs) were found to support CEs physical health and it can be inferred that CFWPs thereby enable CEs to sustain their dual roles. CFWPs were found to be negatively associated with CE's unfavorable physical health. CFWPs assist CEs in managing the two demanding roles of unpaid care work and employment.

### Key finding(s) from the research

When investigating the impact of various employment characteristics on the health of Canadian CEs, who are working full-time in the labor market while also providing informal/family care to adults, the findings provide evidence for the value of CFWPs in supporting CEs to best manage both roles.

**Population(s) studied:** CEs in Canada

**Research dataset(s) used:** Canadian GSS cycle 2012 Master File

### Policy implications for this research

Carer-friendly workplace policies are needed in all workplaces to best support the health of carer-employees. Guidelines to create carer-friendly workplaces are available through complimentary download at <https://ghw.mcmaster.ca/tools-resources/>. These include the [CSA Standard B701-17 Carer-inclusive and accommodating organizations](#) and [Guide](#).

**Policy area(s) this research can inform:** Business and consumer services and culture; Families, households and marital status; Government; Health; Income, pensions, spending and wealth; Labour; Population and demography; Seniors and aging; Society and community

### Read the full article

Wang, L., Williams, A. & Kitchen, P. (2018). "Health of caregiver-employees in Canada: Determining the value of caregiver-friendly workplace policies and social support." *International Journal of Workplace Health Management*, 11(6), 382-394. <https://doi.org/10.1108/IJWHM-04-2018-0043>