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The Role of Carer-Friendly Workplace Policies (CFWP) and Social Support in Relation to the Mental Health of Carer-Employees (CEs)

Context

Carer-friendly workplace policies (CFWPs) have a significant moderate effect on the association between work interferences and caregiver-employees' (CEs) mental health. CEs who worked in a workplace that promote CFWPs without negative impacts on their career were less likely to experience appetite loss, trouble sleeping, mental health symptoms, and feelings of anxiety when turning down a job offer or promotion. Further, social support was associated with an increased chance of mental health symptoms, apart from help from the community. The odds of experiencing feelings of isolation decreased by 35% when CEs received help from the community. The odds of feelings depressed decreased by 35% when CEs had a flexible working schedule. Due to caregiving responsibilities, 44.7% of CEs reported feelings of anxiousness, and 42.4% reported feeling tired.

Key finding(s) from the research

The option to work part-time, and a workplace culture characterized by CFWPs taken without negative career impacts, were both negatively associated with CEs physical and mental health symptoms.

Population(s) studied: CEs in Canada

Research dataset(s) used: 2018 Canadian General Social Survey on Caregiving and Care Receiving (GSS)

Policy implications for this research

CFWPs need to be recognized as central to equity, diversity and inclusivity practices in all workplaces, irrespective of size or sector. Complimentary CFWP guidelines are available via a CSA Standard and Guide. As the number of CEs increase, the need for effective and wide-ranging CFWPs is important for CE's mental health.

Policy area(s) this research can inform: Business and consumer services and culture; Education, training and learning; 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

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