

Cost: \$16 billion/year  
...Staying competitive ...lost  
productivity ... Working  
caregivers and the  
substantial bottom line  
costs to companies

Changing health and safety needs of aging parents are  
creating juggling acts with employees balancing both  
challenging care and job demands

### **TODAY'S WORKPLACE CHALLENGE**

*What's all the fuss about?*

### **THE WORKING-CAREGIVER ISSUE**

*What is the problem?*

### **THE KEY COSTS TO BUSINESSES**

*Why should companies be concerned  
about this particular employee dilemma?*

### **THE MAGNITUDE IN CANADA**

*Is the trend going to continue or what?*

### **PLAN OF ACTION—AN INVESTMENT**

*What can each company do?*

The major affects of caregiving within  
companies fall into several main categories:

- Absenteeism costs
- Replacement costs
- Partial absenteeism costs
- Workday interruptions
- Attending to crises
- Management associated duties

Our country is in the midst  
of a demographic  
'phenomenon' that has an  
impact on companies--  
61% of current workers  
surveyed (2003) are either  
presently responsible for  
eldercare, expect to be  
responsible for parent care  
or already have a elderly  
family member living with  
them and by 2010, 60% of  
boomers over 50 will have a  
surviving parent (vs. 16% in  
1960)--working caregivers is  
a rapidly growing trend!

### **Implement a 'mutually beneficial 'company-wide Care-years program:**

- ❑ Educational issue seminars
- ❑ Library of resources
- ❑ Referral services
- ❑ Support groups
- ❑ Adaptable employee services
- ❑ Long-term-care insurance
- ❑ Management training
- ❑ Caregiver-family leave policy
- ❑ Family-friendly community-based programs
- ❑ Advocacy--favourable tax environment