

A guide to balancing work and caregiving obligations: Collaborative approaches for a supportive and well-performing workplace ^[1]

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AVAILABILITY

[Guide in PDF](#) ^[2]

[Press release](#) ^[3]

Excerpts from the press release:

The Canadian Human Rights Commission (CHRC) has released its [Guide to Balancing Work and Caregiving Obligations: Collaborative Approaches for a Supportive and Well-performing Workplace](#) ^[2].

The rights of family caregivers are an issue of increasing importance, as highlighted in the 2013 Speech from the Throne and more recently in two landmark court rulings. The CHRC's online guide offers employers and employees practical tips on what to do when an employee's family caregiving and work responsibilities come into conflict.

The guide was developed in consultation with key CHRC stakeholder groups.

Quick Facts

- At some point in their lives, nearly half (46%) of Canadians aged 15 and older have provided care to a family member or friend with a long-term health condition, a disability or aging needs. This is in addition to the caregiving provided to raise children.
- Approximately one in ten caregivers provide more than 30 hours/week of caregiving.
- Canada's courts recently reaffirmed in *Johnstone v. Canada Border Services Agency* and *Seeley v. Canadian National Railway Company* that providing care to a family member is protected under the ground of family status in the Canadian Human Rights Act.

Related link: [Federal Court of Appeal upholds Johnstone decision](#) ^[4]

Region: [Canada](#) ^[5]

Tags: [work/life balance](#) ^[6]

Source URL (modified on 27 Jan 2022): <https://childcarecanada.org/documents/research-policy-practice/14/07/guide-balancing-work-and-caregiving-obligations>

Links

^[1] <https://childcarecanada.org/documents/research-policy-practice/14/07/guide-balancing-work-and-caregiving-obligations> ^[2] https://www.chrc-ccdp.gc.ca/sites/default/files/a_guide_to_balancing_work.pdf ^[3] <http://news.gc.ca/web/article-en.do?mthd=tp&%3Bctr.page=1&%3Bnid=855699&%3Bctr.tp1D=1> ^[4] <https://childcarecanada.org/documents/research-policy-practice/14/05/federal-court-appeal-upholds-johnstone-decision> ^[5] <https://childcarecanada.org/taxonomy/term/7864> ^[6] <https://childcarecanada.org/taxonomy/term/5668>