

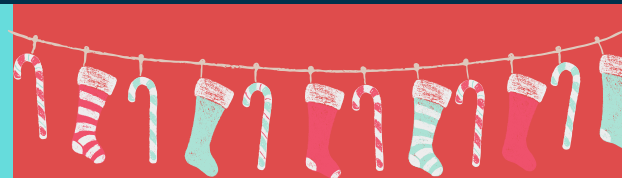
ADVICE FOR THE BOARD



SHOW SOME FLEXIBILITY AS THE HOLIDAYS DRAW NEAR

THE HOLIDAY SEASON IS RIGHT AROUND THE CORNER!

The government has just announced measures to minimize the spread of the virus while allowing limited family get-togethers. The government is also asking for our collaboration by maximizing telework and minimizing, when possible, our activities. Schools will close for the holidays—teaching stays virtual.



AS AN EMPLOYER—WHO TAKES PRIDE IN OFFERING GOOD WORKING CONDITIONS—WE ASK THAT YOU SHOW SOME FLEXIBILITY DURING THIS ODD TIME WHEN MANY MAY FIND IT DIFFICULT TO JUGGLE WORK AND FAMILY.



WHAT EXACTLY IS “WORK-FAMILY CONCILIATION” ?

It's the search for an equilibrium between family and work responsibilities. People are both parents and workers, and they only have so much time and energy available that must be equally shared between the two roles..



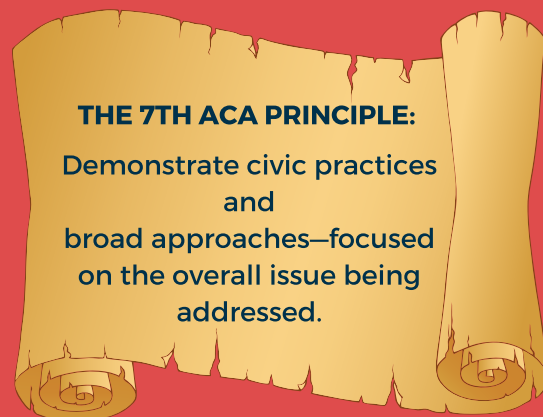
NOTE: CONCILIATING WORK AND FAMILY DOES NOT MEAN WORKING WITH YOUR CHILD!

A MATTER OF OVERALL HEALTH

The work-life balance issue must be considered, from a health perspective, as being a matter of overall individual and community health. Therefore, it's in tune with the values and criteria of the autonomous community action (ACA) that, in its approach, aims to act directly on the major determinants of health to meet the overall needs of the population.

THE 7TH ACA PRINCIPLE:

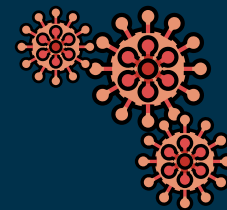
Demonstrate civic practices and broad approaches—focused on the overall issue being addressed.



For working parents, combining several roles affects their physical and mental health.. The goal of a healthy balance is to make things easier for these parents by alleviating certain work life restrictions and obligations—thus improving their health..

CONCILIATION CAN BE A POWERFUL TOOL TO ATTRACT AND RETAIN EMPLOYEES.

WORK-FAMILY BALANCE AND COVID-19



A Léger survey conducted among 3006 parents and/or caregivers between May 7 and May 22, 2020 suggests that:

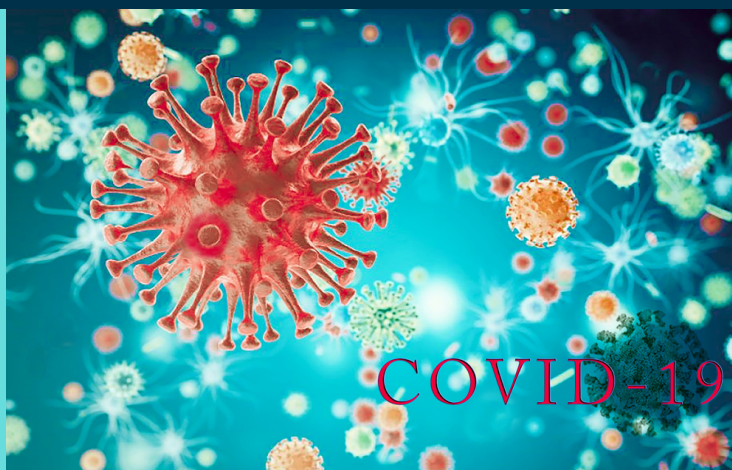
THE SURVEY ALSO SUGGESTS THAT "IN-TUNE" EMPLOYERS HAVE MORE MOTIVATED TEAMS.

- 38% found it difficult to balance family and work during the confinement
- 60% say they experienced a drop in productivity
- 43% say their workload increased
- 53% say they are ready to change jobs if offered better work-life balance conditions
- 39% believe they will require more recurrent accommodations

WOMEN ARE MOST DISADVANTAGED BY CONCILIATION AS THEY BEAR MOST OF THE BRUNT—AND DON'T FORGET THAT WOMEN REPRESENT A HIGH PROPORTION OF COMMUNITY-BASED WORKERS!



MORE THAN 70% OF COMMUNITY-BASED WORKERS ARE WOMEN!



40% of autonomous community action organizations have already adopted measures such as work-life balance*

IS THIS TRUE OF YOUR ORGANIZATION ?

*Data from the survey: Les Repères en économie sociale et en action communautaire -Panorama du secteur et de sa main d'oeuvre, 2018 edition, CSMO-ÉSAC..)



A WORK-FAMILY CONCILIATION POLICY IS AN ENTICING FRINGE BENEFIT, PARTICULARLY NOWADAYS WHEN RECRUITING PERSONNEL IS ESPECIALLY DIFFICULT, AND WORKERS ARE IN DIRE NEED OF FLEXIBILITY BECAUSE OF THE PANDEMIC.

CREATING A WORKPLACE THAT IS WELCOMING FOR FAMILIES ENTAILS **FLEXIBILITY** AND **OPENNESS**.

★ 2 ACA VALUES ★



COMPONENTS OF A HEALTHY WORK-LIFE BALANCE

Reduced tasks
Flexible work hours and location
Increased number of personal days for family obligations
The right to "disconnect"