



EMPLOYER POLICY RECOMMENDATIONS TO SUPPORT EMPLOYEES WHO ARE FAMILY CAREGIVERS

Nearly 60 million Americans are balancing careers while caring for aging parents, chronically ill spouses, or children with special needs. These employee-caregivers are among your most committed workers, yet many struggle silently—squeezing medical appointments into lunch hours and handling care responsibilities long after the workday ends. **Supporting them isn't just compassionate leadership—it's smart business that reduces turnover, boosts loyalty, and creates a workplace where everyone can succeed.**

Caregiver Action Network recommends the following policies to help your organization support employees managing caregiving responsibilities:

1. FLEXIBLE WORK ARRANGEMENTS

- **Recommendation:** Provide options such as flexible start/end times, compressed workweeks, or reduced hours.
- **Benefits:** Allows caregivers to manage their responsibilities without compromising job performance.

2. REMOTE WORK OPTIONS

- **Recommendation:** Allow employees to work from home regularly or as needed.
- **Benefits:** Reduces commute time and provides more time for caregiving tasks.

3. PAID FAMILY LEAVE

- **Recommendation:** Offer paid leave for caregiving responsibilities, including care for children, elderly parents, or family members with medical needs.
- **Benefits:** Reduces financial stress and improves employee retention.

4. UNPAID LEAVE PROTECTIONS

- **Recommendation:** Provide job-protected unpaid leave beyond legal requirements, such as the Family and Medical Leave Act (FMLA).
- **Benefits:** Offers peace of mind to employees who need extended time away.

5. CAREGIVER SUPPORT PROGRAMS

- **Recommendation:** Create programs such as caregiver resource groups or support networks within the organization.
- **Benefits:** Builds community and reduces isolation among caregiver employees.

6. ON-SITE OR SUBSIDIZED CHILDCARE AND ELDER CARE

- **Recommendation:** Offer childcare or elder care facilities at the workplace or provide financial subsidies for care services.
- **Benefits:** Alleviates logistical challenges and reduces caregiving costs.

7. BACKUP CARE ASSISTANCE

- **Recommendation:** Partner with services that provide emergency or backup care for children or dependent adults.
- **Benefits:** Ensures employees can attend work when unexpected caregiving needs arise.

8. EMPLOYEE ASSISTANCE PROGRAMS (EAPS)

- **Recommendation:** Provide access to counseling, financial advice, and other support services for employees managing caregiving stress.
- **Benefits:** Helps employees maintain their mental and emotional well-being.

9. TRAINING FOR MANAGERS

- **Recommendation:** Educate managers on how to support employees with caregiving responsibilities and foster a culture of empathy.
- **Benefits:** Ensures consistent and fair treatment across teams.

10. FLEXIBLE BENEFITS PACKAGES

- **Recommendation:** Offer benefits like dependent care flexible spending accounts (FSAs) or stipends for caregiving-related expenses.
- **Benefits:** Helps employees offset caregiving costs.

11. CAREGIVING LEAVE DONATION PROGRAMS

- **Recommendation:** Enable employees to donate unused leave to colleagues who need time for caregiving.
- **Benefits:** Builds a sense of teamwork and support within the workforce.

12. TECHNOLOGY AND TOOLS SUPPORT

- **Description:** Provide tools like scheduling software, caregiving apps, or discounted home care technology.
- **Benefits:** Helps employees streamline caregiving tasks.

13. CAREGIVER EDUCATION AND RESOURCES

- **Description:** Offer webinars, workshops, or access to caregiving resources and information.
- **Benefits:** Empowers employees with knowledge and tools to manage caregiving challenges effectively.

14. WORKPLACE RECOGNITION AND INCLUSION

- **Description:** Acknowledge caregiving responsibilities in workplace communications and initiatives (e.g., Caregiver Appreciation Days).
- **Benefits:** Validates caregivers' contributions and fosters inclusivity.

15. REGULAR POLICY REVIEWS

- **Description:** Periodically evaluate caregiving support policies to ensure they meet employee needs.
- **Benefits:** Keeps policies relevant and aligned with employee demographics.

POLICY IMPLEMENTATION TIPS

-  Conduct surveys to understand the unique needs of your caregiving employees.
-  Start small and pilot new programs to gauge effectiveness before scaling.
-  Communicate available resources clearly and consistently.

Supporting caregivers not only enhances their well-being but also improves job satisfaction, productivity, and loyalty, creating a win-win for employers *and* employees.