

# Policy Supports for Working Family Caregivers

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# Family Caregivers



40.4 million  
unpaid caregivers  
in US<sup>1</sup>

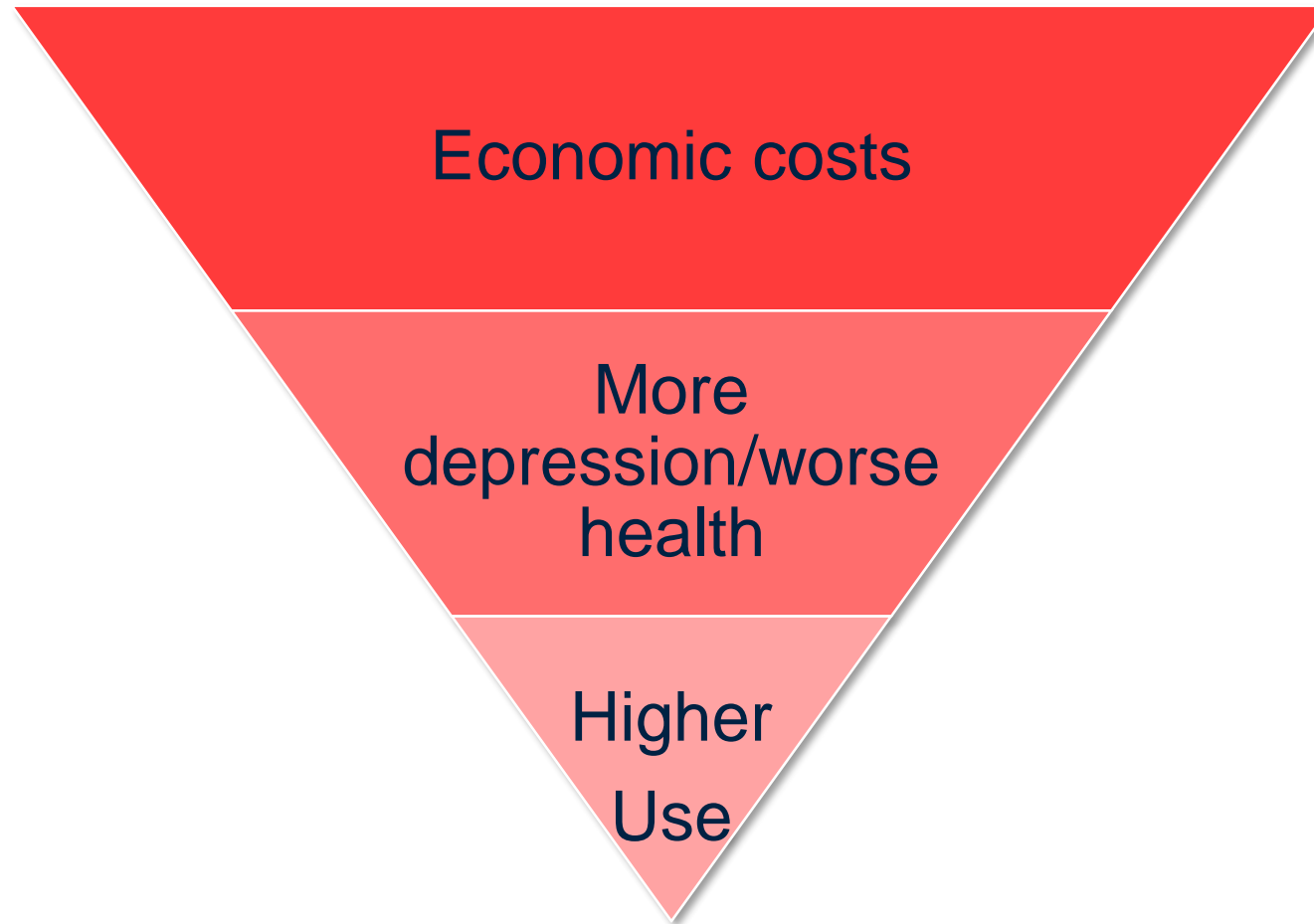


Consequences:  
caregiver burnout  
and strain <sup>2,3</sup>













Economic valuation of  
caregiving <sup>3-5</sup>

# Average Effects of Caregiving on Caregiver Outcomes <sup>2,3</sup>



# Caregiving Average Causal Effects: Economic Costs

Average Effects		Citation
	Quitting work	Johnson Lo Sasso, 2006; Skira, 2015; VH, Coe, & Skira, 2013; Coe et al 2018; Truskinovsky and Maestas, 2018; Fahle & McGarry, 2017
	Unpaid time off work	Jacobs, Van Houtven, Tanelian, Ramchand, 2017
	Debt accumulation	Van Houtven et al., 2012; Van Houtven, Miller, et al in progress
	Retire early	Jacobs, 2014; Jacobs, Laporte, VH, & Coyte, 2014
	Hours of work if remain working	Van Houtven et al., 2013
	Wages for female caregivers	Van Houtven et al., 2013
	Earnings	Fahle and McGarry, 2017
	Work productivity	Maningbe Keita, 2022; Coe, Kolodziej, Van Houtven in progress
	Financial transfer from parents	Norton and Van Houtven 2006
	Interruptions in schooling	Jacobs, VH, Tanelian, Ramchand, 2017

# RAISE Family Caregiver Advisory Council: Request for Information

## Key Findings <sup>6</sup>

1. Expanding Family and Medical Leave Act
2. Access to paid time off and sick leave
3. Flexible Work Arrangements
4. Supportive work environments

# RAISE Family Caregiver Advisory Council: Request for Information

## Key Findings <sup>7</sup>

1. Need for Financial Compensation
2. Inability to maintain employment
3. Weighing the costs and benefits of maintaining employment
4. Concern about the availability and quality of care provided by non-family members
5. Concern about financial viability due to inability to work
6. Fairness

# Landscape of Policies Supporting Employed Family Caregivers <sup>3</sup>

## Federal Policy

- Family Medical Leave Act (1993)

## State Policies

- Leave policies exceeding Family Medical Leave Act
  - E.g., paid leave, flexible sick leave

## Employer Policies

- Flexible work schedules
- Family and Medical Leave Policies
- Paid leave
- Employee Assistance Programs

# Disparities in Caregiving and Access/Use of Policy Supports

## Caregiving

- Level of intensity of caregiving (hours per week, duration of care, and level of assistance provided)<sup>8-10</sup>



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## Access to paid leave

- 26.4% of Hispanic and 42.8% of Black non-Hispanic individuals had access to paid leave to care for an ill family member, compared to 49.4% of white non-Hispanic individuals<sup>12</sup>

# Key Points: Employer Policies to Support Family Caregivers

- ▶ Flexible work schedules
- ▶ Family and Medical Leave Policies
- ▶ Paid leave
- ▶ Employee Assistance Programs

*Ensuring equitable access to policy supports for working family caregivers*



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**Thank you.**



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