

2020 DMEC FAMILY CAREGIVING PULSE SURVEY

ABOUT THE SURVEY

More than ever before, U.S. employees find themselves balancing both work and caregiving responsibilities. In fact, researchers at Harvard Business School published findings in 2019 suggesting that as many as 73% of U.S. workers have caregiver responsibilities¹.

DMEC partnered with The Standard to explore current employer approaches that support employee caregivers. With 300 responses, this pulse survey takes a look at whether or not employers really understand the strain caregiving responsibilities are putting on their employees, and what services are being offered to employee caregivers.

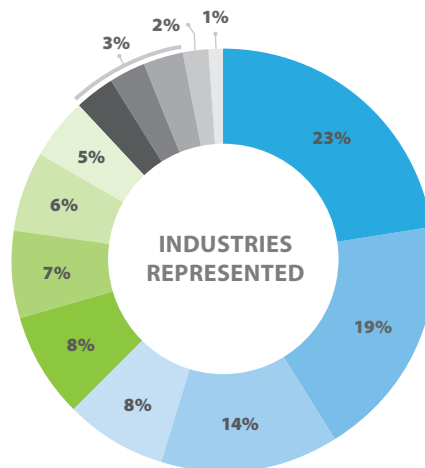
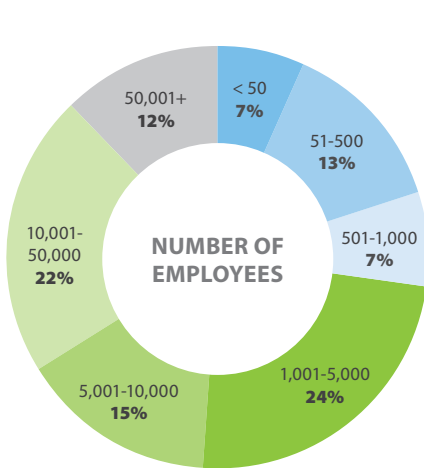
For the purposes of this survey, a family caregiver is anyone who devotes time tending to the needs of family members who are unable to look after themselves. Caregiving may include child or elder care as well as tending to loved ones with a range of health conditions, both physical and behavioral in nature. This definition does not include post-birth/placement bonding, unless the child has an illness or disability.



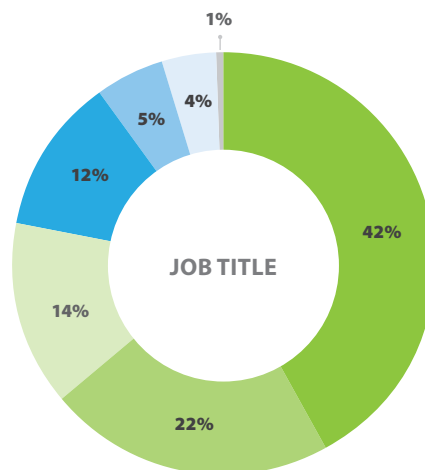
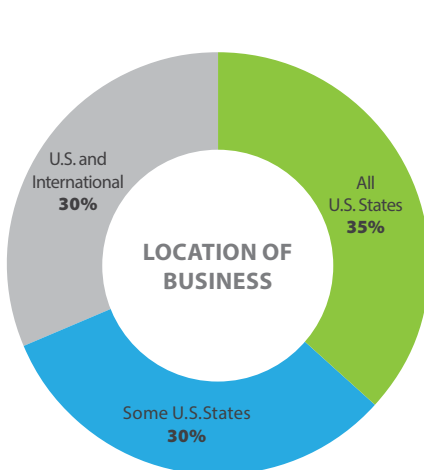
¹ Harvard Business School. 2019. Managing the Future of Work. Retrieved from https://www.hbs.edu/managing-the-future-of-work/Documents/The_Caring_Company.pdf

DEMOGRAPHICS

The pulse survey collected feedback from professionals serving companies of various sizes, within an assortment of industries.



- Brokers/Consultants/Insurance/Third-Party Administrators
- Construction/Energy/Engineering/Manufacturing/Utilities
- Healthcare
- Banking/Finance/Law
- Professional/Scientific/Technology
- Not For Profit
- Education
- Government
- Other
- Electronics/Retail
- Food & Beverage/Hospitality
- Transportation
- Entertainment/Media/Telecommunications

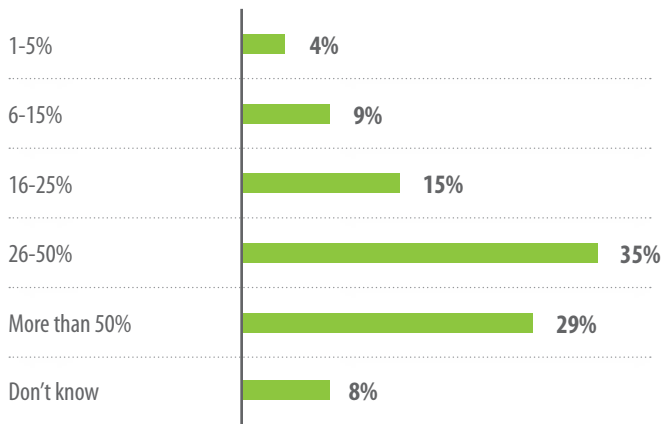


- Department/Section Manager
- Senior Management/Director
- Coordinator/Group Leader
- Other*
- Supervisor
- Vice President, Corporate VP, Executive VP, Senior VP
- CEO, COO, Chairman, President, Owner

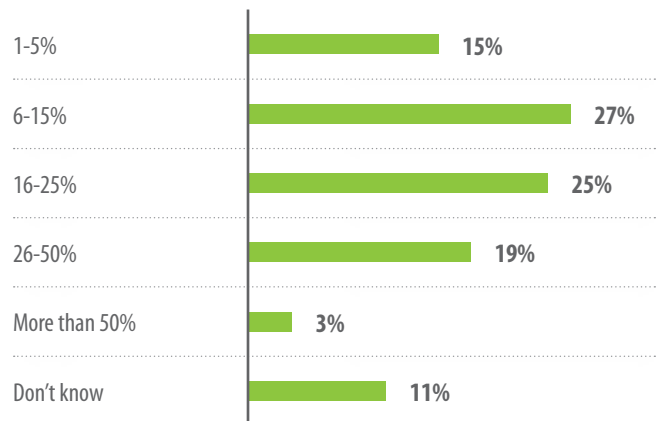
* Other titles include: Benefits Analyst, Claims Examiner, Clinician, Consultant, RN.

SURVEY RESULTS

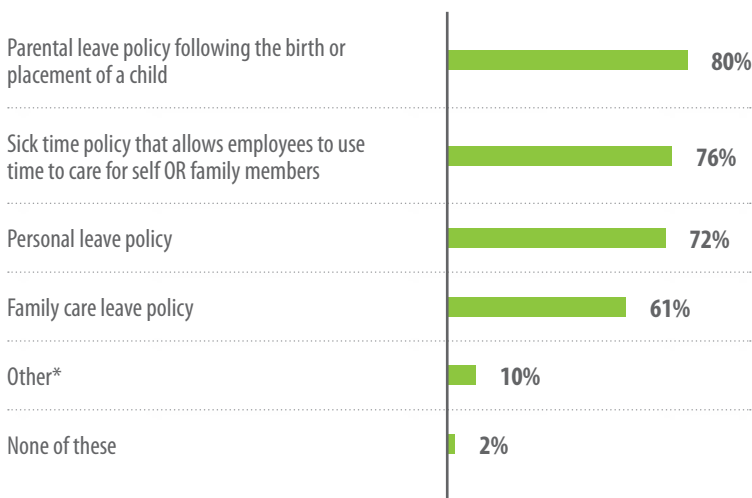
Roughly what percentage of your workforce do you believe is impacted by family caregiving responsibilities? (An approximation is fine.)



Roughly what percentage of your workforce do you believe is impacted by elder caregiving (parent, grandparent, etc.) responsibilities? (An approximation is fine.)



Which of the following type(s) of leave, paid or unpaid, does your organization provide? Please select all that apply.

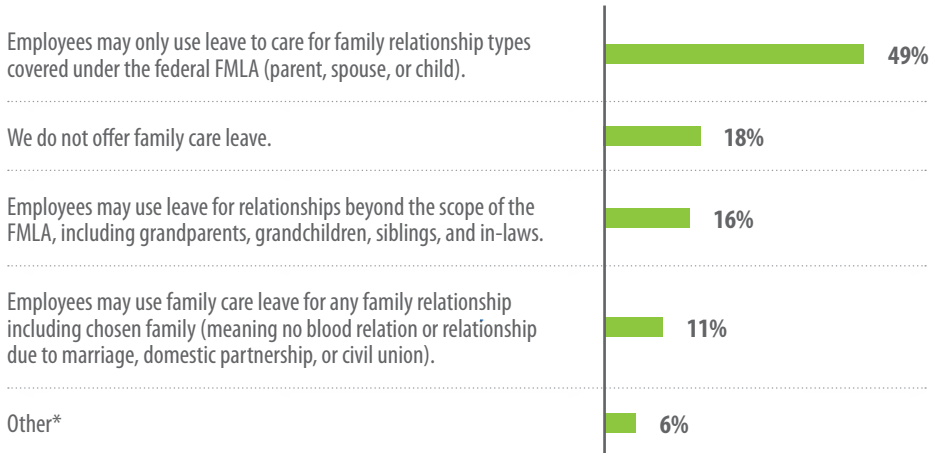


* Other responses include: Caregiver leave, sabbatical, critical care leave.



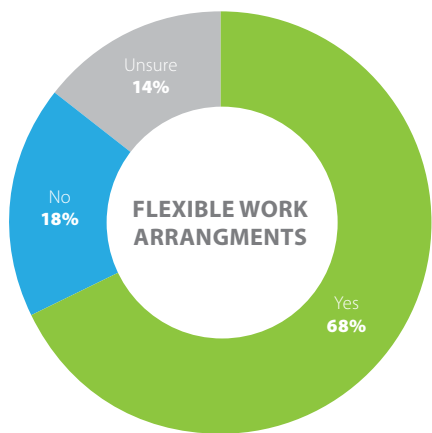


Which family relationships qualify under your organization's family care leave?

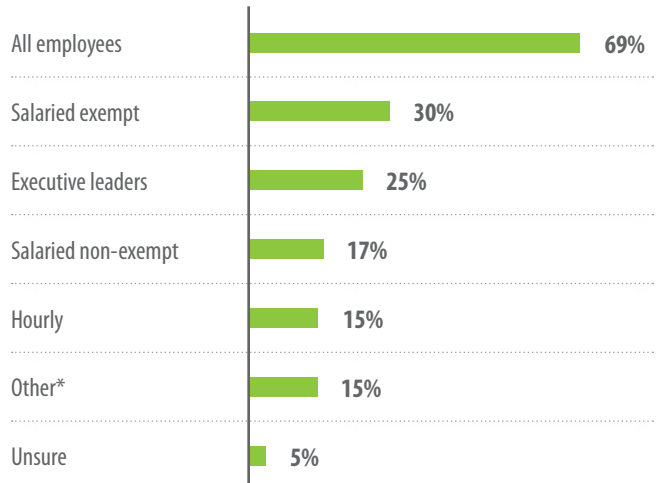


*Other responses include: Significant relationships where the individual is dependent upon the employee for activities of daily living, and roommates.

Does your organization offer flexible work arrangements to accommodate employees who need time to fulfill caregiving responsibilities?

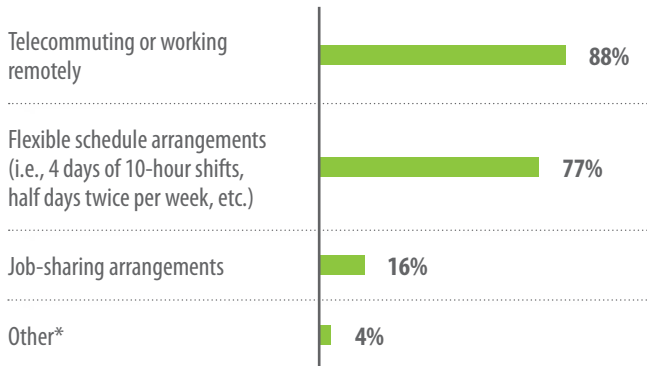


For which employees are flexible work options available? Please select all that apply



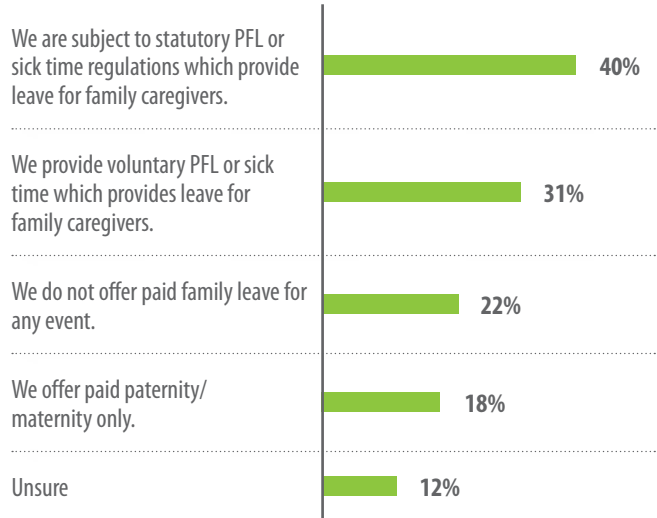
*Other responses include: All employee accommodations are considered on a case by case basis; flexible schedules are available to those who have worked at least one calendar year or 1,250 hours; it depends on operational feasibility.

What type of flexible work arrangements do you provide? Please select all that apply.

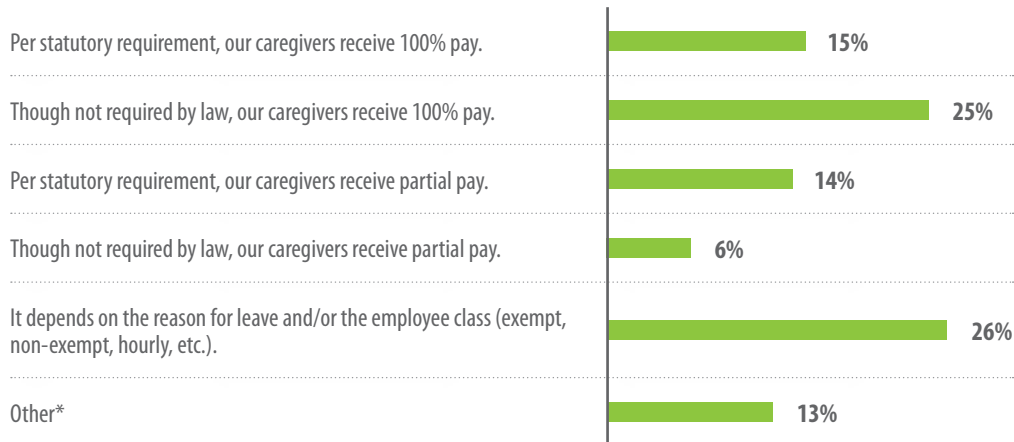


*Other responses include: Anything in accordance with the FMLA or directed by a healthcare provider.

How are employees paid during caregiving leave, excluding parental/maternity leave?

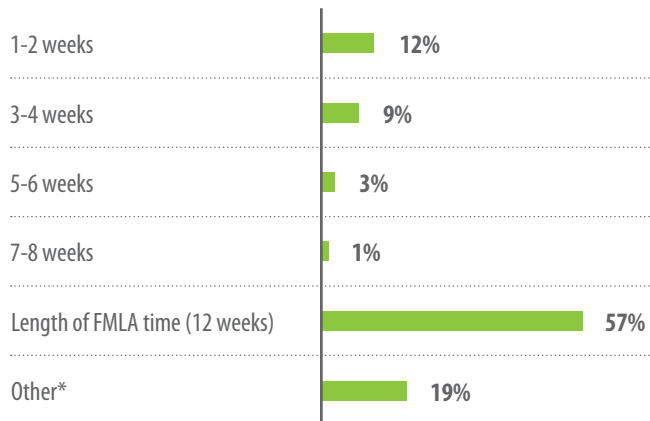


Do family caregivers receive all or a portion of pay while out on leave?



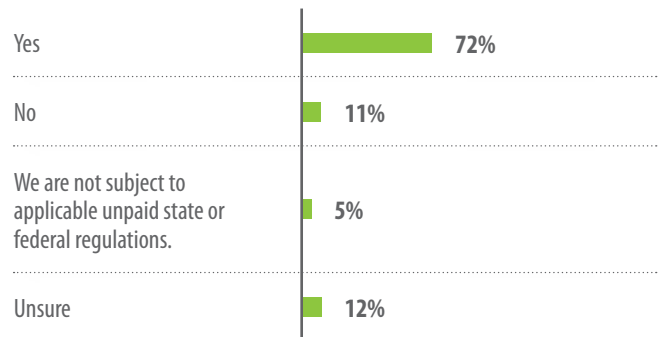
*Other responses include: No pay is offered; one week of pay is provided; employees can use PTO and/or sick leave.

What is the duration of leave a caregiver is entitled to?

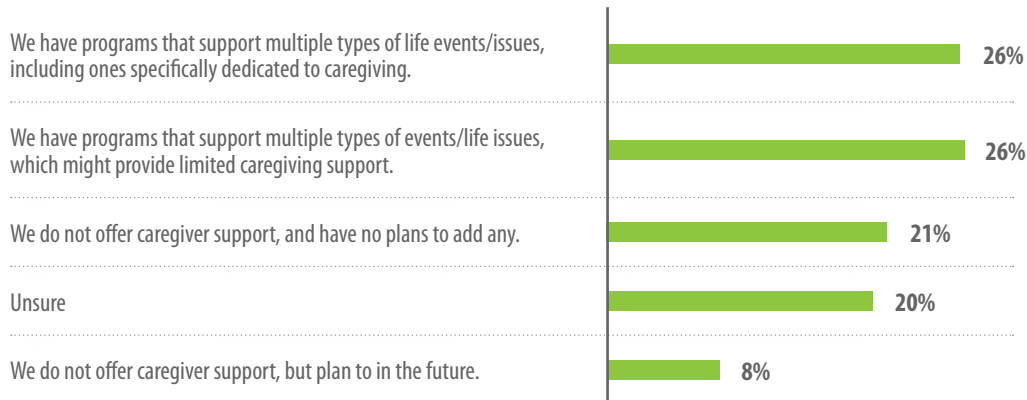


*Other responses include: We determine each case individually; 14 weeks; 16 weeks; 24 weeks; 6 months; up to 52 weeks; no cap on allowed time.

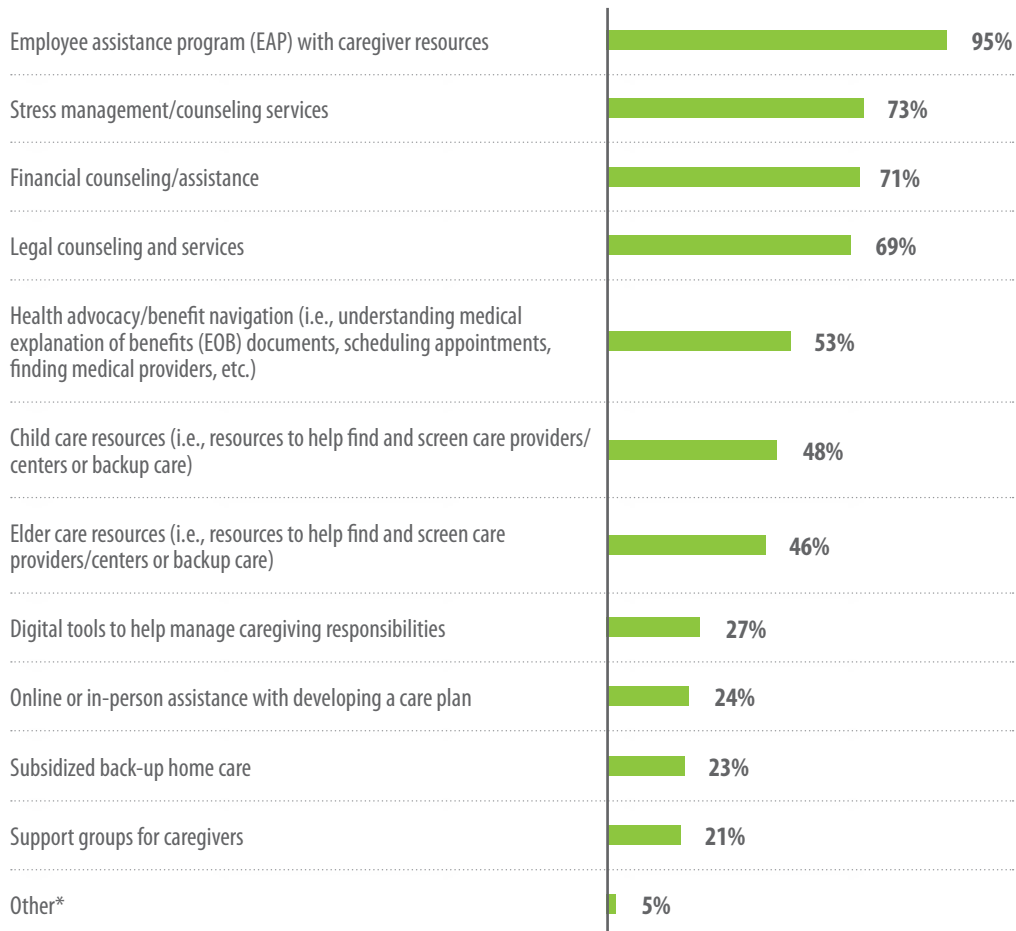
Does your organization run paid family caregiving leave concurrent with unpaid state or federal law?



What services and/or resources does your organization provide caregivers, other than leave?

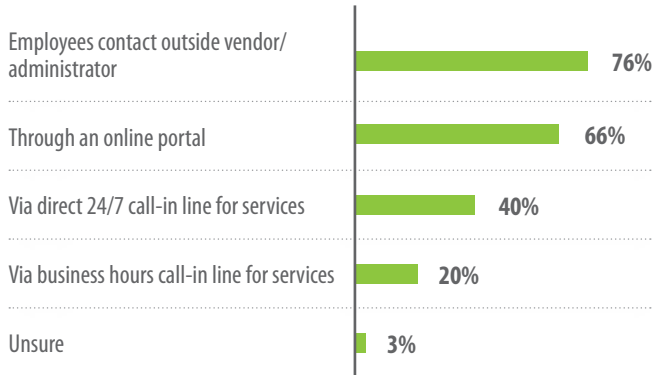


Select the type(s) of caregiver services and/or resources your organization provides.



*Other responses include: Employee resource groups.

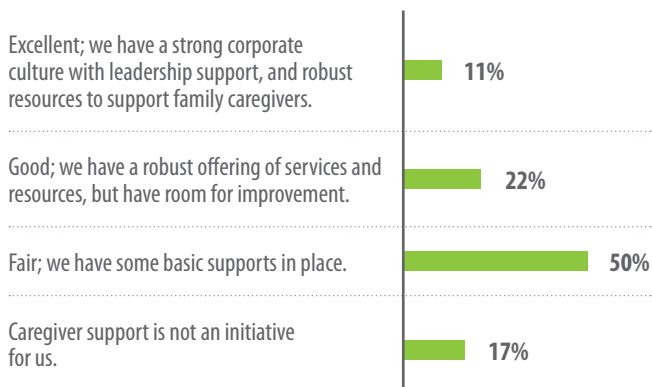
How does your organization make resources available to employees? Please select all that apply.



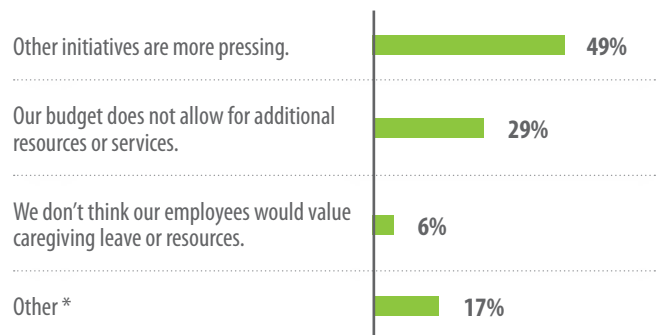
Do your managers receive training on workplace benefits and resources available for caregivers?



Where do you feel your organization is on the continuum of supporting family caregiver needs?

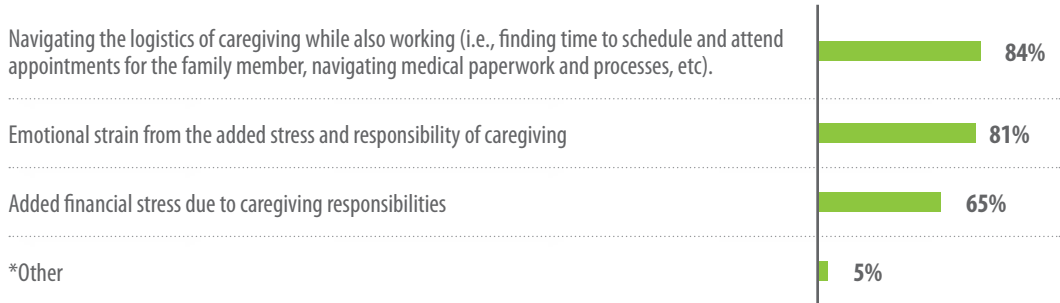


Why do you believe this is not an area of focus for your organization?



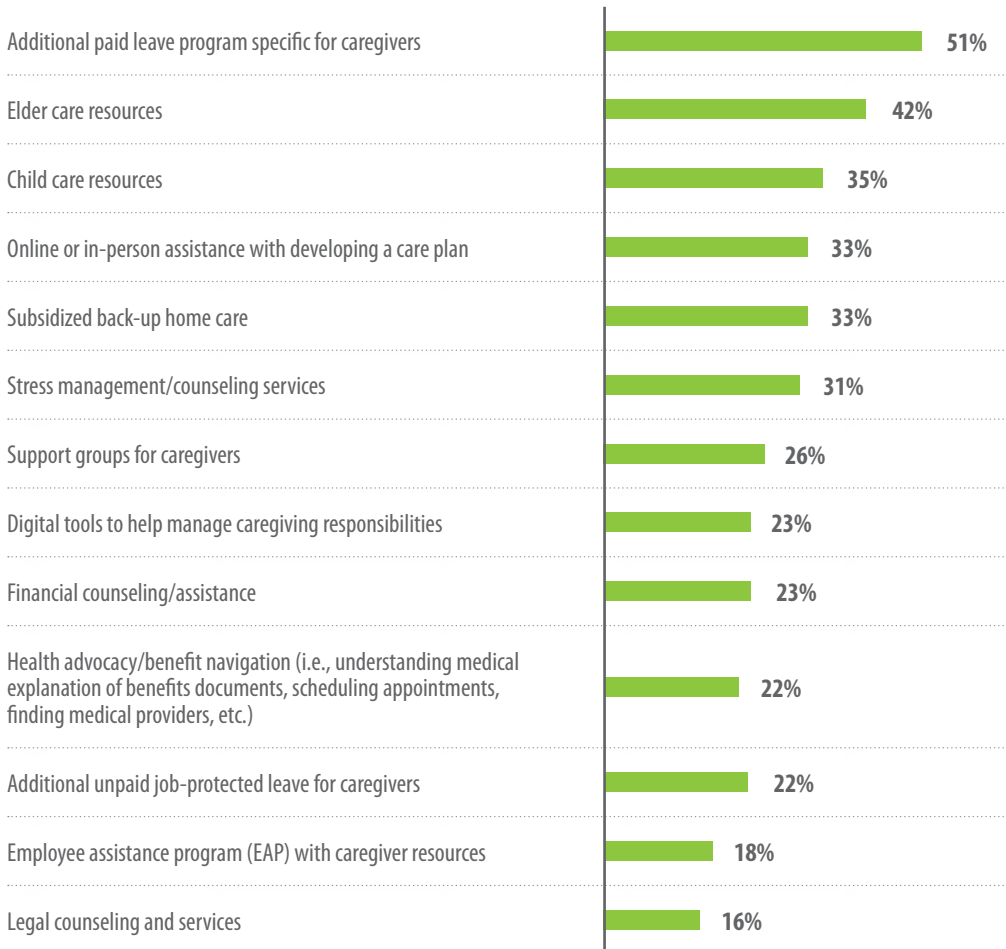
*Other responses include: Our company is too small; we haven't had a need for it yet; these benefits would be abused.

Based on interactions with employee-caregivers, what are the top challenges caregivers in your workplace face?



**Other responses include: Increased workload; negative perceptions from coworkers/management; maintaining their own health.*

Select the type(s) of caregiver services and/or resources your organization provides.



This survey was completed in partnership with

