



Employee-Caregiver Awareness Program

As the population ages and life expectancies increase, the number of individuals who are caring for elderly, disabled, or chronically ill family members is also rising.

According to the latest research, nearly one in six employees is a caregiver, a growing concern for employers as it can significantly impact employee productivity, absenteeism, and overall well-being.

Like other people's agenda, employee caregivers should be given equal attention to their well-being and engagement.

Business leaders and HR must start understanding employee caregivers and their challenges. They also need to assess the impacts because of the dual roles of employee-caregiver.

Employee-caregivers work full-time or part-time while caring for a family member or friend. They are sometimes referred as "Sandwich Generation." This type of caregiver often faces unique challenges that can impact their job performance, such as the emotional stress of caregiving responsibilities, the physical demands of caregiving, and the time and financial pressure of balancing work and caregiving. Employers must understand these challenges to develop effective strategies to support employee caregivers.

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There is a lack of awareness of caregiver in the community, and the reasons are:

- **Lack of Awareness:** This seems obvious, but in the past, it has not been highlighted by the community or explored in the media. The situation is compounded by the fact that caregivers are reluctant to share their status with others.
- **Invisibility:** Many caregiving tasks are carried out in the home or private settings, often unseen by the outside world, resulting in a lack of awareness of their existence and importance to society.
- **Cultural bias:** In some cultures, caregiving is seen as a female role, which can lead to an underestimation of the contributions and challenges of caregivers.
- **Lack of education and publicity:** There is relatively little education and awareness-raising about the role of caregivers, and the community is not well informed about the challenges they face.
- **Inadequate policy support:** Inadequate government and social support policies for caregivers and lack of resources and services overlook caregiving challenges.
- **Negative stereotypes:** Sometimes, caregivers may be seen as “just doing housework,” a stereotype that makes their dedication and efforts not adequately evaluated.

Organizational members are also unaware of those employee caregivers. As a result, there will be potential misunderstanding or unjustified assumptions made during team collaboration.

Employee-caregivers are typically faced with the following challenges:

- Priority of work and caring load
- Emotional and Stress Challenges
- Work performance
- Financial Pressure
- Emotional and Stress Challenges
- Isolation and loneliness
- Unbalanced well-being
- Lack of support

Our Caregiver Coach will help your organization members and leaders to get a better understanding of the presence of employee-caregiving and their challenges. We will also provide appropriate recommendations to treat their inclusively and respectfully.

Call us at (852) 8175 3671 to discuss.