

On July 21st, Gray Panthers NYC co-hosted a roundtable discussion with the United States Department of Labor, Women’s Bureau.

Focused on the unique and often ignored needs of older caregivers, “Caregivers in the Workplace: Barriers and Solutions to Helping Older Women Achieve Greater Economic Security” Roundtable illuminated what caregivers need and demand from their employers in the light of New York’s new paid family leave policy. The policy will be enacted in 2018 and will be the strongest in the nation. It will provide eligible employees with 12 weeks of paid leave when caring for a new child, family member with a serious illness, or for a family dealing with a recent military departure. These people are labeled as caregivers.



We were delighted that participants from various businesses, including some of the region’s largest employers like CBS Corporation and Bank of America Merrill Lynch, understood the significance of our effort. Equally important were the voices of advocacy organizations like ReACT Coalition and National Alliance for Caregiving who sat around the table and spoke to the concerns of caregivers, elders, and employees. We begged the question, “what can employers do to make their workplace more inclusive to older caregivers?” The US Department of Labor, Women’s Bureau and Gray Panthers NYC see paid family leave as a pressing issue because more and more, older people are

remaining in the workforce, as an essential part of the workforce, while also tending to their aging loved ones. We call for a system that will financially support older workers who need to care for an aging parent or relative.



During the discussion, participants shared fascinating recommendations and insights. We definitely learned what employees/caregivers need from their employers. And more importantly, we figured out ways employers can meet those needs!

With the information that we have gathered from this roundtable, along with other research completed, we will be publishing a policy brief that summarizes how employers can make their work environment a more inclusive place for those that care for loved ones. Stay tuned for this brief—to be published in the next two weeks!