

**Employers' Knowledge and Attitudes regarding  
Organizational Policy toward Workers Caring  
for Aging Family Members**

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The study examined employers' knowledge and attitudes toward working carers caring for an aging family member. The study was based on the ecological model. 100 employers were interviewed by a structured questionnaire and 13 by additional in-depth interviews. Both research instruments included areas of disruption to the organization, existing policies and feasibility as to developing appropriate policies to support working carers. Results show that caregiving caused a disruption in workers' functioning mainly by their being absent, coming to work late and leaving work early. Usually there was 'no policy' and half of the employers did not support introducing any policy. Women managers in public organizations, who had less seniority but with previous experience as working carers, tended to be more positive about supportive policies. Recommendations are suggested.

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