Take Care

How to be a Great Employer for Working Carers

David Grayson CBE
Professor of Corporate Responsibility at Cranfield University School of Management

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There could be as many as 300 million caregivers in the global workforce providing care for loved ones – elderly parents, a life-partner with a health condition, or a disabled child/sibling or close friend who needs support.

As populations age around the world and welfare support declines, the number of people voluntarily caring for another will grow. However, despite the demands and pressures that caregivers are under, many organizations offer little practical support to employees – support that, if provided correctly, will benefit both employee and employer.

*Take Care* is a practical guide that enables employers to better understand and support employees with caring responsibilities. It presents this as part of good management practice that strengthens organizational resilience and sustainability, and also argues that this is now an integral element of being a responsible employer and organization. The book includes practical examples from more than fifty employers around the world, from small businesses to global enterprises, as well as public sector and NGO examples. It also features the personal stories of individuals in the workplace who have successfully championed change.

“David has got his timing just right. With heightened awareness of ‘care’, this guide will be a landmark publication. It is an extraordinary combination of the personal, the reflective and the practical. I intend to make sure it is in the first red box of every new minister charged with responsibility for social care for years to come! Look hard into this book- for somewhere inside it, is you.”

— Rt Hon Alistair Burt MP, Minister for Community and Social Care 2015-16, Co-Chair APPG Carers and President, Carers in Bedfordshire
praise for Take Care

“Caring matters to us all. We are cared for at birth, we care for our children, we care for our parents, and we end up being cared. Our longer lives means many people need to keep working longer and not drop out because of caring responsibilities. This book bridges the moral case for why carers need support with the business case for doing so. Employers are going to face worsening skills and labour shortages and will need to make it possible for employees who are carers to keep working – just as we have done for women with children. I hope it will be widely read and acted on.”
— Geoffrey Filkin, Chair, Centre for Ageing Better

“While there are a plethora of resources available internationally to describe the role of carers; not all are written in the absorbing, down-to-earth and reader-friendly way that David has mastered.”
— Ara Cresswell, CEO, Carers Australia

“In this short and very readable book, David shows why and how employers should care for their working carers. I hope it will also inspire more carer associations around the world to create equivalents of Employers for Carers, which has had such an influence on policy for carers in the UK.”
— Baroness Jill Pitkeathley, Co-chair All-Party Parliamentary Group on Caring

“(Take Care) should become required reading for those wishing to understand, introduce and develop great policies and practice for working carers.”
— Ian Peters, Chairman, Employers for Carers, UK

“David has been pushing forward the agenda on responsible business for many years. He is very much doing so again now with Take Care, challenging us to think about how employers can help their working care-givers - and crucially why it makes good business sense to do so.”
— Momo Mahadav, President and CEO, Maala - Business for Social Responsibility, Israel

“We live in an ageing society, so it is critical that people are able to work for as long as they need and want to. Helping workers with caring commitments makes it possible for more of them to stay in work or return to work. David Grayson has produced a compelling case with plenty of practical and successful examples from around the world.”
— Andy Briggs, Chief executive officer of Aviva UK Life and Chairman of Global Life & Government Business Champion for Older Workers

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