



National Working Daughters Day Workplace Guide

National Working Daughters Day recognizes the incredible contribution of the millions of working women who are also caring for aging and/or ill parents and family members. We believe care and career can, and should, be compatible. Here are some suggestions for supporting National Working Daughters on November 15, or any time!

Three out of four employees have some type of current caregiving responsibility, creating challenges at work and at home. This costs American businesses significantly. Here are some ways to support, and retain, your caregiving employees.

Host a discussion about caregiving either in the office or over Zoom. Too often, caregiving is invisible in the workplace. Invite employees to a discussion about caregiving and share resources to help manage care and career. Invite an expert speaker or ask members of your leadership team to share their own experiences.

Sponsor a caregiver-focused [Employee Resource Group](#). More than 90% of employees, when asked, “How important are caregiving support groups/networks to the decision to stay with your organization?” said “Very” or “Quite” important.



Start a caregiver book club. There are many excellent books available about caregiving. Purchase a book a quarter for your employee caregivers and facilitate an optional roundtable discussion about the book.

Have a caregiver appreciation breakfast. Greet your working daughters (and sons!) with coffee and breakfast on November 15. Let them know you see them and appreciate their contributions, in, and out, of the office.

Invest in your caregiving employees. Give them a gift card for meal delivery or a service like Thumbtack or TaskRabbit that helps with chores around the house. Buy them a [membership](#) to Working Daughter so they access to resources, services, and coaching. Treat them to some much-needed self-care like a meditation class or a massage.

[Working Daughter At Work](#) helps companies increase engagement and retention of caregiving employees, optimize productivity, build community and create a caring culture. Contact Liz@WorkingDaughter.com to learn more.

www.NationalWorkingDaughtersDay.com