

Statistical Portrait of Caregivers in the US

Part II: Work and Caregiving

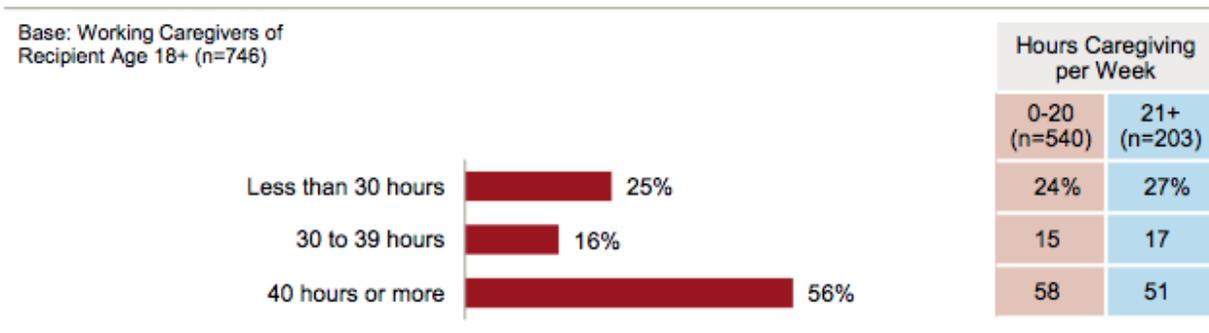
[Note: This fact sheet is the second in a three-part FCA Fact Sheet series with *Part I: Demographics* and *Part III: Caregivers' Physical and Emotional Health; Use of Support Services and Technology*]

Juggling Work and Caregiving

- More than one in six Americans working full or part time report assisting with the care of an elderly or disabled family member, relative, or friend. Caregivers working at least 15 hours per week said it significantly affected their worklife.
[Gallup Healthways Wellbeing Survey, More Than One in Six American Workers Also Act as Caregivers, July 2011] - Updated: November 2012
- American caregivers are a diverse population with between 13% and 22% of workers juggling caregiving and working. 22% of caregiving workers are middle-aged and 13% are age 18 to 29.
[Gallup Healthways Wellbeing Survey, More Than One in Six American Workers Also Act as Caregivers, July, 2011] - Updated: November 2012

Figure 61: Number of Hours Worked per Week by Caregiver

N13. About how many hours a week, on average, do/did you work?



[The National Alliance for Caregiving and AARP (2015), Caregiving in the U.S.: National Alliance for Caregiving. Washington, DC] - Updated: August 2015

RESPONDENT PROFILE 18+ CARING for 50+	
Employment Status	% of All Caregivers
Employed full-time	50%
Employed part-time	11%
Retired	17%
* Chart is compilation of data from caregiving in the US	

[National Alliance for Caregiving and AARP (2009), *Caregiving in the U.S., A Focused Look at Those Caring for Someone Age 50 or Older*, Bethesda, MD: National Alliance for Caregiving, Washington, DC]- **Updated: November 2012**

Impact on Working Caregivers

- 70% of working caregivers suffer work-related difficulties due to their dual roles. Many caregivers feel they have no choice about taking on caregiving responsibilities (49%). This sense of obligation is even higher with higher-hour caregivers (59%) and live-in caregivers (64%). 60% of caregivers in 2015 were employed at one point while also caregiving.
[The National Alliance for Caregiving and AARP (2015), *Caregiving in the U.S.: National Alliance for Caregiving*. Washington, DC] - **Updated: August 2015**
- Employed caregivers work on average 34.7 hours a week. 56% of employed caregivers work full-time, 16% work 30-39 hours/week, and 25% work fewer than 30 hours/week.
[The National Alliance for Caregiving and AARP (2015), *Caregiving in the U.S.: National Alliance for Caregiving*. Washington, DC] - **Updated: August 2015**
- Among working caregivers caring for a family member or friend, 69% report having to rearrange their work schedule, decrease their hours or take an unpaid leave in order to meet their caregiving responsibilities.
[Valuing the Invaluable: 2011 Update: The Economic Value of Family Caregiving. AARP Public Policy Institute.]- **Updated: November 2012**
- Caregivers who care for a loved one with emotional or mental health issues are more likely to have made work accommodations (77% vs. 67% of those caring for someone with no emotional or mental health issues).
[The National Alliance for Caregiving and AARP (2009), *Caregiving in the U.S.: National Alliance for Caregiving*. Washington, DC] - **Updated: November 2012**
- 6 in 10 (61%) experience at least one change in their employment due to caregiving such as cutting back work hours, taking a leave of absence, receiving a warning about performance/attendance, or others. 49% went in late/left early/took time off, 15% took a leave of absence, 14% reduced their hours/took a demotion, 7% received a warning about performance/attendance, 5% turned down a promotion, 4% chose early retirement, 3% lost job benefits, and 6% gave up working entirely.
[National Alliance for Caregiving and AARP (20015), *Caregiving in the U.S., Bethesda, MD: National Alliance for Caregiving, Washington, DC*] - **Updated: August 2015**
- Work impacts are even greater with co-residence, high burden (73%), primary caregivers (66%), and caregivers performing medical/nursing tasks (70%).
[National Alliance for Caregiving and AARP (20015), *Caregiving in the U.S., Bethesda, MD: National Alliance for Caregiving, Washington, DC*] - **Updated: August 2015**
- Caregivers suffer loss of wages, health insurance and other job benefits, retirement saving or investing, and Social Security benefits--losses that hold serious consequences for the "career caregiver." A reported 37% of caregivers quit their jobs or reduced their work hours to care for someone 50+ in 2007.
[AARP Public Policy Institute 2008: *Valuing the Invaluable: The Economic Value of Family Caregiving*] - **Updated: November 2012**
- 39% of caregivers left their job to have more time to care for their loved one, 34% because their work did not provide flexible hours
- [National Alliance for Caregiving and AARP (20015), *Caregiving in the U.S., Bethesda, MD: National Alliance for Caregiving, Washington, DC*] - **Updated: August 2015**

- For caregivers of people with dementia, 17% had to quit their jobs either before or after assuming caregiving responsibilities. 54% had to go in late or leave early, 15% took a leave of absence, and 9% quit their jobs in order to continue providing care.
- *[Alzheimer's Association. (2015). 2015 Alzheimer's disease facts and figures. Chicago]- Updated: August 2015*
- 10 million caregivers over 50 who care for their parents lose an estimated \$3 trillion in lost wages, pensions, retirement funds and benefits. The total costs are higher for women, who lose an estimated \$324,044 due to caregiving, compared to men at \$283,716. Lost wages for women who leave the work force early because of caregiving responsibilities come to \$142,693; for lost Social Security benefits an estimated \$131,351; and for pensions an estimated \$50,000. *[MetLife Mature Market Group. (June 2010) and National Alliance for Caregiving, Study of Working Caregivers and Employer Health Costs: Double Jeopardy for Baby Boomers Caring for their Parents.] - Updated: November 2012*

Impact on Working Female Caregivers

- Working female caregivers may suffer a particularly high level of economic hardship due to caregiving. Female caregivers are more likely than males to have made alternate work arrangements: taking a less demanding job (16% females vs. 6% males), giving up work entirely (12% vs. 3%), and losing job-related benefits (7% females vs. 3% males). *[The National Alliance for Caregiving and AARP (2009), Caregiving in the U.S: National Alliance for Caregiving. Washington, DC] - Updated: November 2012*
- Predominately single women caring for their elderly parents are 2.5 times more likely than non-caregivers to live in poverty in old age. *[Donato, Katherine and Wakabayashi, Chizuko: Women Caregivers are More Likely to Face Poverty, Sallyport, Magazine of Rice University. 61(3). Spring 2005, WISER 2012.] - Updated: November 2012*
- Employed caregivers were less willing than non-caregivers to risk taking time off from work; 50% sought an additional job and 33% sought a job to cover caregiving costs. *[Valuing the Invaluable: 2011 Update, The Economic Value of Family Caregiving. AARP Public Policy Institute.]- Updated: November 2012*

Annual Income

- The lower the income and education, the more likely he or she is to be a caregiver. Similarly, those with a high school education or less (20%) take on a caregiver role versus 15% of college graduates and 16% of postgraduates. *[Gallup Healthways Wellbeing Survey, More Than One in Six American Workers Also Act as Caregivers, July, 2011] - Updated: November 2012*
- 47% of caregivers have an annual household income of less than \$50,000, with a median income of \$54,700. African American and Hispanic caregivers are more likely to have an annual household income below \$50,000 (62% and 61% respectively)
- *[The National Alliance for Caregiving and AARP (2015), Caregiving in the U.S., Bethesda, MD: National Alliance for Caregiving. Washington, DC] - Updated: August 2015*

Impact on Employers

- Only 56% of caregivers report that their work supervisor is aware of their caregiving responsibility (76% for higher hour caregivers, 49% for lower hour).

- *[The National Alliance for Caregiving and AARP (2015), Caregiving in the U.S. National Alliance for Caregiving. Washington, DC.] - Updated: August 2015*
- Only 53% of employers offer flexible work hours/paid sick days, 32% offer paid family leave. 23% offer employee assistance programs, 22% allow telecommuting regardless of caregiving burden.
[The National Alliance for Caregiving and AARP (2015), Caregiving in the U.S. National Alliance for Caregiving. Washington, DC.] - Updated: August 2015
- Caregiver absenteeism costs the U.S. economy an estimated \$25.2 billion in lost productivity (based on the average number of work days missed per working caregiver, assuming \$200 in lost productivity per day.) *[Gallup Healthways Wellbeing Survey, Caregiving Costs U.S. Economy \$25.2 Billion in Lost Productivity, July, 2011] - Updated: November 2012*
- Of those providing care, 24% say caring for an aging family member, relative, or friend has an impact on their work performance and keeps them from working more hours.
[Gallup Healthways Wellbeing Survey, Caregiving Costs U.S. Economy \$25.2 Billion in Lost Productivity, July 2011] - Updated: November 2012
- Approximately 17% of the US full-time work force act as caregivers. Caregivers overall reported missing an average of 6.6 workdays per year. This amounts to 126 million missed workdays each year. 36% of caregivers missed 1-5 days per year while 30% reported missing 6 or more days in the past year.
[Gallup Healthways Wellbeing Survey, More Than One in Six American Workers Also Act as Caregivers, July, 2011] - Updated: November 2012
- Caregiving has shown to reduce work productivity by 18.5% and increase the likelihood of leaving the workplace.
[Coughlin, J., (2010). Estimating the Impact of Caregiving and Employment on Well-Being: Outcomes & Insights in Health Management, Vol. 2; Issue 1] - Updated: November 2012
- One-third of working caregivers are working professionals and another 12% are in service or management roles. 71% indicate their employer knows about their caregiving status and 28% reported unaware. When surveyed about workplace programs, approximately one-quarter or less stated they have access to employer-sponsored support (e.g. support group discussions, ask-a-nurse type services, financial or legal consultation, and assisted living counselors).
[Gallup Healthways Wellbeing Survey, Caregiving Costs U.S. Economy \$25.2 Billion in Lost Productivity, July, 2011] - Updated: November 2012
- The cost of informal caregiving in terms of lost productivity to U.S. businesses is \$17.1 to \$33 billion annually. Costs reflect absenteeism (\$5.1 billion), shifts from full-time to part-time work (\$4.8 billion), replacing employees (\$6.6 billion), and workday adjustments (\$6.3 billion).
[MetLife Study of Working Caregivers and Employer Health Costs: National Alliance for Caregiving. 2010] - Updated: November 2012
- Employees with caregiving responsibilities cost their employers an estimated 8%--an additional \$13.4 billion per year--more in health care costs than employees without caregiving responsibilities.
[Metlife, National Alliance for Caregiving, & University of Pittsburgh, 2010]. – Updated: August 2015

Best Practices for Removing Barriers to Equal Employment

- Six key employer practices are recommended: (1) Adopt a policy to value caregiving employees based on job performance, rather than holding them to outdated assumptions that they are not committed to their jobs. (2) Workplace flexibility provides alternate work arrangements: flex-time, compressed workweeks (i.e., working 10 hour days), part-time or working fewer hours for part of the year, and telecommuting. (3) For hourly employees on more strict schedules, do away with no-fault absenteeism policies that provide termination based on number of tardies or absences no matter the reason. (4) Provide education and training to supervisors and managers on

having caregivers on the job and what constitutes caregiver discrimination. (5) Offer eldercare support, resources, and referral services to employees with caregiving responsibilities. The benefits to employers are worker retention, improved productivity, lower stress, improved moral and physical health among workers. (6) Implement recruitment practices for people with eldercare responsibilities to target the hiring of skilled individuals with caregiving responsibilities or who are looking to reenter the job market after caring.

- [Protecting Family Caregivers from Employment Discrimination AARP Caregiving (August, 2012) Joan C. Williams, Robin Devaux, and Patricia Petrac, Center for Work Life Law, University of California, Hastings College of the Law, Lynn Feinberg, AARP Public Policy Institute].- **Updated: November 2012**
- Practices suggested in a Gallup poll were (1) provide an employee assistance plan to promote discussions about emotional distress experienced by the working caregiver; (2) access to health counselors or "ask a nurse" for information on the care receiver's condition; (3) provide counselors or others to make referrals and give advice about assisted living or nursing homes. [Gallup Healthways Wellbeing Survey, Caregiving Costs U.S. Economy \$25.2 Billion in Lost Productivity, July, 2011] - **Updated: November 2012**
- 2 out of 3 caregivers support additional policy proposals preventing workplace discrimination against employees with caregiving responsibilities.
- [The National Alliance for Caregiving and AARP (2015), Caregiving in the U.S., Bethesda, M D: National Alliance for Caregiving. Washington, DC] - **Updated: August 2015**

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Family Caregiver Alliance (FCA) seeks to improve the quality of life for caregivers through education, services, research, and advocacy.

National Center on Caregiving offers information on current social, public policy and caregiving issues, provides assistance in the development of public and private programs for caregivers, and assists caregivers nationwide in locating resources in their communities.

For San Francisco Bay Area residents, FCA provides direct family support services for caregivers of those with Alzheimer's disease, stroke, ALS, head injury, Parkinson's disease, and other debilitating health conditions that strike adults.

*Statistical Fact Sheets receive frequent updates due to the high volume of information now available from surveys, research, and policy studies. Each statistic contains the research citation. Some key studies, while older, will remain until updates become available if the information is viewed as a critical or unique finding. Updates will continue on a rolling basis as new statistical information becomes available. All statistics include the FCA update: e.g., November 2012, and will be "date-stamped" as to month and year of placement on the Fact Sheets.

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