

Double the duty. Double the impact.

How caregiving affects employees and employers



Nearly every employee now has a second job caring for a loved one—26 hours per week on average, up from 9 hours in 2020.¹ Doing double duty comes at a cost to employees' physical and mental health, and ability to perform (or even remain) at work. Here's a closer look at the myriad—and compounding—impacts care has on employees and employers.



Employees



Employers

Juggling responsibilities takes a toll on physical and mental health

57%

of caregivers report experiencing clinically significant levels of stress, anxiety, or depression.²

23%

of employees say that their role as a caregiver has made their health worse.³

8%

increases in healthcare costs are attributable to the downstream impacts of caregiving.⁴

\$13.4B

in annual medical costs result from the physical and mental stress of caregiving.⁵

Caregiving costs hit both employees' and employers' pockets

45%

of caregivers report at least one financial impact, such as reduced savings, debt, and paying late fees.⁶

25%

of a caregiver's annual income on average is spent on caregiving-related expenses.⁷

45%

of caregivers take several unplanned days off each month to tend to their responsibilities.⁸

\$44B

per year in productivity losses are tied to employee caregiving responsibilities.⁹

Women and underrepresented groups are disproportionately impacted

\$295K

in lifetime wages on average are lost for women with caregiving responsibilities.¹⁰

5X - 8X

increase in the likelihood of women's employment being impacted by caregiving, compared to men.¹²

47% & 33%

of Black and Hispanic household income goes to caregiving expenses, versus 18% of White.¹¹

30%

of full-time employees who quit or reduce their hours to help loved ones are from underrepresented groups.¹³

Care responsibilities are causing many to leave the workforce

57%

of people with care responsibilities consider leaving the workforce.¹⁴

650,000+

jobs are lost annually to caregivers exiting the workforce.¹⁶

3.4X

increased likelihood that an employee will quit during a leave of absence.¹⁵

73%

of employers plan to make changes to leave programs in the next two years to retain employees.¹⁷

Caregivers, especially of adults, do not feel adequately supported at work

45%

of caregivers are afraid to talk about it at work due to the perception of others.¹⁸

80%

of caregivers say that companies are more understanding of childcare versus adult caregiving responsibilities.²⁰

1 in 5

caregivers don't believe their employers care about their dual responsibilities.¹⁹

22%

less satisfaction in the support they receive from their company is reported by caregivers of adults versus children.²¹

The disconnect between employees and employers on how to support caregivers in their dual roles is apparent, along with the impact. But there are solutions. Nearly 75% of employee caregivers agree that they would stay at their company longer, be more motivated, and find it more attractive to work for if offered more support.²²



1. Guardian Life
2. ADAA
3. AARP and National Alliance for Caregiving

4. NIH
5. Ibid
6. AARP and National Alliance for Caregiving
7. AARP

8. Ibid
9. BCBS
10. DCL
11. AARP
12. American Progress
13. Grayce
14. Grayce
15. Ibid
16. BCBS

17. WTW
18. Grayce
19. Ibid
20. S&P Global
21. Ibid
22. Grayce