

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.





Juggling responsibilities takes a toll on physical and mental health



clinically significant levels of stress, anxiety, or depression.2

of employees say that their role as a caregiver has made their

health worse.3



impacts of caregiving.4

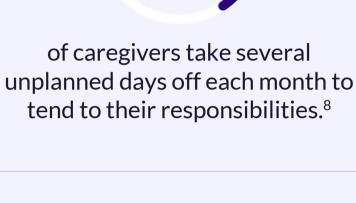
in annual medical costs result from the physical and mental stress of

\$13.4B

caregiving.5

Caregiving costs hit both employees' and employers' pockets





\$44B

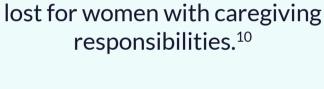
per year in productivity losses are

tied to employee caregiving



responsibilities.9

Women and underrepresented groups are disproportionately impacted



\$295K

in lifetime wages on average are

women's employment being impacted by caregiving, compared to men.¹²

5X - 8X

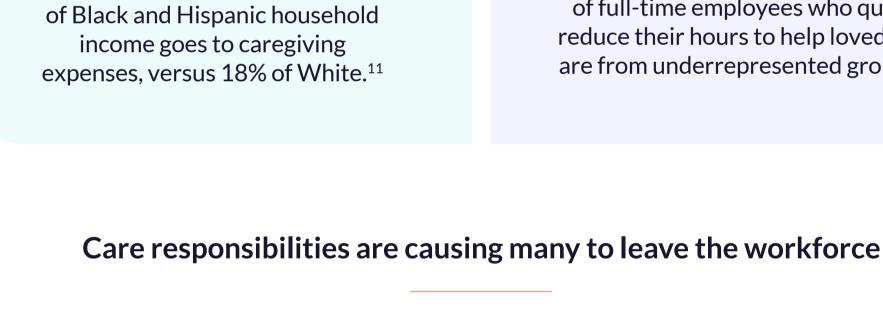
increase in the likelihood of



of full-time employees who quit or

reduce their hours to help loved ones

are from underrepresented groups.¹³



650,000+

jobs are lost annually to

caregivers exiting the

workforce.16



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



of employers plan to make changes to

leave programs in the next two years

to retain employees.¹⁷

of caregivers say that companies are of caregivers are afraid to talk more understanding of childcare versus about it at work due to the adult caregiving responsibilities.²⁰ perception of others.18



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



Download The employer's guide to family caregiving: Impacts, challenges, and solutions to learn more about what employee caregivers want and need, and how to craft an inclusive benefits strategy.

WTW

lbid S&P Global

Ibid

Grayce

19.

20.

21.

Grayce

Get Guide

14. Grayce

15. Ibid

16. BCBS