According to an NBGH Quick Survey, 88% of large employers believe caregiving will become an increasingly important issue in the next five years. Our aging population, increased prevalence of chronic diseases, delayed retirement, higher divorce rates among Baby Boomers, geographically dispersed families, and shortage of trained caregivers is causing an unprecedented caregiver crunch. As more employees assume the second (unpaid) shift of caring for a loved one, employers need to understand the impact of caregiving on employee well-being and business priorities and take action to help working caregivers thrive.

“There are only four kinds of people in the world: Those who have been caregivers. Those who currently are caregivers. Those who will be caregivers, and those who will need caregivers.”

-Rosalyn Carter

1 in 5 employees are also caregivers
75% of caregivers are female
1 in 4 caregivers are millennials

“Top Conditions of Care Recipients”
- Alzheimer's Disease/Dementia
- Anxiety/Depression/OCD/Anger
- Diabetes
- Cancer
- Heart Disease
- Aging

“Most Common Tasks Performed by Caregivers”
- Transportation to appointments
- Financial assistance
- Help dressing
- Help getting in/out of bed
- Bathing
- Feeding
- Nursing tasks
- Going to the bathroom
88% of caregivers report that caregiving responsibilities have a negative impact on their personal health and well-being.

**PHYSICAL HEALTH**
- 2x more likely to develop chronic illness
- 25% missed their own doctor’s appointment
- 49% experience exhaustion

**MENTAL & EMOTIONAL WELL-BEING**
- 2x likelihood of suffering from depression
- 92% feel that caregiving impacts their stress levels, with 48% reporting their stress levels as being “a lot”
- 27% experience stress on marriage/relationship

**FINANCIAL SECURITY**
- $7,000 annual spend of their own money on caregiving expenses
- 44% of caregivers experience financial strain
- 25% indicate that caregiving impacts retirement plans

**WHAT’S CAUSING STRESS?**
- 25% say paying medical bills
- 16% say discovering insurance didn’t cover what is wanted or needed
- 16% say caring for sick/elderly relatives
- 14% say determining coverage

**CAREGIVING IMPACTS BUSINESS**
- 64% reported that caregiving affected their career
- 1 in 5 caregivers report a decrease in productivity because of caregiving duties
- 52% of caregivers have missed or were late to work due to caregiving responsibilities
- 75% have called in sick or took PTO
- 8% higher medical costs
- 33% higher leave incidence & duration
- 3x more likely to take STD leave after FMLA

Other impacts on productivity due to caregiving include scheduling conflicts, missed meetings, using office resources and hours for non-work items, and even having to quit a job.

© 2018 National Business Group on Health
**WHAT CAREGIVERS WANT—AND NEED**

Unum asked working caregivers what employers could do to better accommodate caregiving responsibilities. The most common responses included:

- **FLEXIBLE SCHEDULE:** 67%
- **PAID FAMILY LEAVE:** 50%
- **ABILITY TO WORK FROM HOME:** 42%
- **REDUCED HOURS:** 28%

89% say an employer’s paid family leave policies are very or somewhat important when considering an employment opportunity, and that number is greater for millennials at 95%.

85% say they’d be very or somewhat likely to use a mobile app to help manage their leave.

**CONCLUSION**

Future-focused companies are embracing flexible, innovative solutions to help employees manage daily caregiving tasks and avert health and economic consequences for individuals, businesses and our society. Show caregivers you care by offering benefits to support their physical, emotional and financial health, giving them the gift of time through a comprehensive leave program and flexibilities and creating a safe, positive work environment to boost engagement, morale and retention.

**Sources:**
- Wellthy. Study on the impact of caregiving: Caregiving puts enormous pressure on families; we set out to quantify this impact. 2017.

**Acknowledgement:**
The Business Group gives a special thanks to **Cigna, Unum** and **Wellthy** for the contributions provided by their team of subject matter experts in the development of this resource.

**About the Leave Optimization Forum**
The Leave Optimization Forum convenes employers and health industry partners to address shared challenges and opportunities around leave policies and their intersection with health, well-being and productivity.

**Strategic Partners**
Laura Thompson, **Aon**; Jenny Merritthe, **Cigna**; Kristin Tugman, **Prudential**; Michelle Jackson, **Unum**; Jackie Reinberg, **Willis Towers Watson**

Additional copies of this infographic are available at **www.businessgrouphealth.org** or by contacting wellbeing@businessgrouphealth.org.

© 2018 National Business Group on Health