



# THE IMPACT OF CAREGIVING ON WORK

A National Business Group on Health® Publication

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.

## DID YOU KNOW?

1 in 5 EMPLOYEES ARE ALSO CAREGIVERS



75% OF CAREGIVERS ARE FEMALE



1 in 4 CAREGIVERS ARE MILLENNIALS



*“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*

## 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

## CAREGIVING IMPACTS EMPLOYEE HEALTH & WELL-BEING



**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  
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



**8%** higher medical costs



**33%** higher leave incidence & duration



**3x** more likely to take STD leave after FMLA



## WHAT CAREGIVERS WANT – AND NEED

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

67%



FLEXIBLE SCHEDULE

50%



PAID FAMILY LEAVE

42%



ABILITY TO WORK  
FROM HOME

28%



REDUCED HOURS

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.

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### 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

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