

Employee caregivers by the numbers

Invisible labor and a shrinking workforce

Do you know that many of your employees are moonlighting after work? Once they sign out for the day, their second (or third) shift begins. Rather than honing a healthy work/life balance, employees are working overtime as caregivers, and running full speed toward burnout.



73% of all employees are also caregivers.¹

53 million American adults are caregivers, including almost three quarters of the American workforce, responsible for taking care of another person, whether it be a child, parent, relative, or spouse.²



56% of caregivers disclose their caregiving responsibilities to employers.³

With 73% of all employees being caregivers, this means a significant percentage of every organization's staff do not feel comfortable talking about their struggles to balance caregiving and work. And the struggle is real.



80% of employees who double as caregivers report an impact on productivity.⁴

They provide an average of 24 hours of care each week—the equivalent of an additional part time job. For many, the weight of these dual, and often competing, responsibilities has consequences.⁵



70% of caregivers report adverse mental health symptoms.⁶

Plus 21% report their role as a caregiver has made their own health worse.⁷ The stress of trying to provide adequate care while fulfilling the duties of an employee can be overwhelming, and results in impossible choices.



40% of working parents changed their employment situation since the pandemic began.⁸

And 15% have quit their job entirely. Caregivers are struggling to find a sustainable balance, and employers are left scrambling in the wake of high turnover and small talent pools.

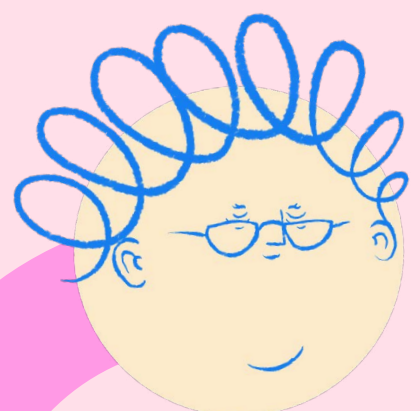
Caregivers are bearing the brunt of this balancing act, but it also has a direct impact on employers. U.S. businesses have suffered losses of \$44 billion from absenteeism and reduced productivity related to caregiving.⁹ The demand for caregivers isn't going anywhere, so what happens next has everything to do with how companies respond to the needs of their employees.

- 1 HARVARD BUSINESS SCHOOL
- 2 NATIONAL ALLIANCE FOR CAREGIVING AND AARP
- 3 AARP
- 4 HARVARD BUSINESS SCHOOL
- 5 AARP
- 6 BLUECROSS BLUESHIELD
- 7 NATIONAL ALLIANCE FOR CAREGIVING AND AARP
- 8 CENTER FOR GLOBAL DEVELOPMENT
- 9 BLUECROSS BLUESHIELD ASSOCIATION



Download Papa's guide *Caregiver Benefits: Your Competitive Advantage in the Race for Talent* to improve your recruitment and retention strategies.

[GET THE GUIDE](#)



papa.com

hello@papa.com