



CRISIS IN CAREGIVING:

Workers Who Care for Aging Parents Face Personal and Professional Obstacles

Introduction

Research conducted by Home Instead, Inc., franchisor of the Home Instead® network, reveals that working caregivers are spending a greater amount of time providing care for aging relatives – five activities taking the most time are running errands (82%), providing transportation (71%), monitoring health conditions (69%), managing medical appointments (66%) and acting as an advocate with health care providers (60%).

Family members are receiving help from both professional (34%) and unpaid caregivers (28%) on a regular basis and say they receive the most support from their significant others (33%).

Key Findings

The 2019 survey shows caregivers are experiencing challenges in both their personal and professional lives. And, 68% report being a caregiver has made it more difficult to manage their work/life balance. In fact, survey participants report caregiving continues to put the most strain on work/life balance (86%) and health (mental health 85% and physical health 80%). To show how caregiving is affecting both aspects of caregiver's work and life, we split the findings into professional and personal:

The Professional Impact of Caregiving on Working Caregivers

Working caregivers feel their career growth is suffering because of their caregiving responsibilities:

- 26% of working caregivers have been warned by their employer that their caregiving responsibilities are jeopardizing their employment
- 36% feel they have been passed over for a raise as a result of fulfilling their caregiving responsibilities
- 35% feel they have been passed over for a promotion as a result of fulfilling their caregiving responsibilities
- 44% feel the quality of their work has suffered because of time they've invested in being a good caregiver
- 34% say their supervisor is unsympathetic when it comes to balancing their work and caregiver responsibilities
- 33% feel they've been penalized at work as a result of fulfilling their caregiver responsibilities
- Three-fourths of working caregivers (77%) have had to make major or minor changes to their work or career to meet responsibilities as a caregiver (78% of daughters and 74% of sons)

Two-thirds (67%) of those juggling work and caring for an aging parent feel that people are more understanding about taking time off to care for a sick child than for a sick parent.

75% of working caregivers feel employers give parents more support to care for children than they give to people caring for an aging adult.

Of places where caregivers feel they receive support at home or at work, siblings and their HR department rank last, respectively.

Only 29% of working caregivers are satisfied with their employer's family leave policy.

- 46% have used vacation days and 41% have used sick days to meet caregiver responsibilities
- 43% showed up to work late or left work early to meet caregiver responsibilities
- 19% turned down opportunities for professional advancement or development
- 13% found a new job that made it easier to be a caregiver
- 11% turned down a promotion
- 10% quit a job that made it too hard to be a caregiver
- 61% sometimes feel they have to choose between being a good employee or being a good daughter or son

Co-Workers Supportive of Caregiving Responsibilities



55% say other people in their office openly discuss the challenges of being a caregiver for an aging adult.



77% say co-workers are understanding when it comes to balancing work and caregiver responsibilities

The Personal Impact of Caregiving on Working Caregivers

- 63% say being a caregiver has made it more difficult to care for themselves
- 52% say being a caregiver is making them depressed
- 45% report being a caregiver has delayed their retirement because they must keep earning money to support their parents and/or in-laws
- 86% report caregiving places strain on work/life balance
- 85% report caregiving places strain on mental health
- 80% report caregiving places strain on physical health
- 74% report caregiving places strain on personal finances

Working Caregiver Responsibilities Bring Them Closer to Their Parents

Despite the personal and professional challenges faced by working caregivers,



77% say being a caregiver has made them closer to their parents and/or in-laws.

Millennial Caregivers Experiencing More Career and Financial Strain than Other Age Groups

58% of millennials say their employer has warned them that their caregiving responsibilities are jeopardizing their employment (*compared to 41% of 36-44 year olds; 17% of 45-60 year olds; and 7% of those 61 and older*).

54% say they have lost a past job as a result of fulfilling their caregiver responsibilities (*compared to 43% of 36-44 year olds; 19% of 45-60 year olds; and 13% of those 61 and older*).

61% say caregiving has put their job at risk – 38% say in the past, they have felt their job is at risk as a result of them being a caregiver; 23% say they currently feel their job is at risk as a result of them being a caregiver (*36-44 year olds: 52% total, 19% currently, 33% in the past; 45-60 year olds: 39% total, 10% currently, 29% in the past; 61 years and older: 26% total, 10% currently, 16% in the past*).

64% say at their employer, there is a stigma associated with taking time off to care for a parent or parent-in-law (*compared to 51% of 36-44 year olds; 33% of 45-60 year olds; and 25% of those 61 and older*).

Two-Year Comparison of Working Caregiver Data from 2019 and 2017 Among 45 - 60 Year Olds

A similar survey was conducted in March 2017 among working caregivers 45 to 60 years of age. To compare survey data from 2019 to 2017 – and to track changes in demands faced by working caregivers – the 45- to 60-year-old data (531 out of 1,000 respondents) was pulled from the 2019 survey to review and compare. As a result, this data shows areas of growing concern for working caregivers:

- 43% feel their career growth has suffered (compared to 27% in 2017)
- One-third feel there is a stigma associated with taking time off to care for a parent or in-law (compared to 26% in 2017)
- Those that feel they have been passed over for a promotion due to caregiving responsibilities has doubled (30% in 2019 compared to 15% in 2017)
- One in four (26%) feel they have been passed over for a raise (compared to 14% in 2017)
- 59% of respondents feel they must choose between being a good employee and a good daughter/son (compared to 47% in 2017)
- Respondents spend an average of 18.4 hours per week providing care (compared to 13.5 hours in 2017)
- 19 percent of respondents are spending 30+ hours per week providing care (compared to 9 percent in 2017)
- 43% of working caregivers believe their career growth has suffered because of fulfilling their caregiver responsibilities (compared to 27% in 2017)
- 56% say they just need a little more flexibility to be a much better employee (compared to 46% in 2017)
- 62% say being a caregiver has made it more difficult to care for themselves (compared to 53% in 2017)

The 2019 survey showed younger generations being especially impacted by caregiving, especially in their professional lives. The 18- to 35-year-old caregivers reported experiencing more career and financial strain than other age groups:



58% of 18 to 35 year olds say their employer has warned them that their caregiving responsibilities are jeopardizing their employment

(41% of 36-44 year olds, 17% of 45-50 year olds)



54% say they have lost a past job as a result of fulfilling their caregiver responsibilities

(43% of 36-44 year olds, 19% of 45-60 year olds)

The Working Caregivers Survey was fielded by Home Instead, Inc. to understand the demands working caregivers face and how these demands affect their personal and professional experiences. The survey was conducted April 1-7, 2019, among 1,000 male and female caregivers aged 18+ who are employed full-time, part-time or are self-employed, care for a parent or in-law and perform at least three listed caregiving tasks.