



Facts About Caregivers in the Workplace

Caregiver Profile

- Over 44 million people in the US (21% of the population), serve as an unpaid caregiver to an adult family member (spouse, mother, father, grandparent, other relative, or friend).
- There are more than one million caregivers in Michigan.
- 48% of all caregivers are also employed outside the home.
- The majority of caregivers are middle-aged, 35 to 64 years old.
- Approximately 60% of family caregivers are women.

Effect on Employer

- Caregivers are estimated to cost American businesses up to \$33.66 billion annually in lost productivity, worker turnover/replacement, absenteeism and other consequences because of focusing more on their caregiving duties than on their work.
- 49% of working caregivers will either move from full- to part-time status, quit, or retire early because of caregiving responsibilities. Another 22% will take a leave of absence. Cost of turnover will increase as baby-boomers age.
- Caregiving has even resulted in individuals turning down promotions and assignments, or taking early retirement, costing nearly \$659,000 over their lifetime in lost wages, social security and pension contributions.

Effect on Employee

- Caregivers have more stress related illnesses (80% of doctor visits are stress related), utilize a company's health care plan more and add additional cost for the employer.
- Caregivers for the elderly account for 73% of early departures and late arrivals at the workplace; utilize "long and frequent" on the job telephone calls; have more mistakes, accidents, conflicts and poor morale and have increased health problems.

Why This is Important

- According to a 2001 study paid by the Alfred P. Sloan Foundation: "any funds spent by the employer in helping with caregiving, payback 3 to 13 times the cost."
- According to projections by the National Alliance for Caregiving in 2004, the number of employed caregivers in the United States is expected to reach nearly 15.6 million working Americans in 2007 - roughly 1 in 10 employed workers.

Sources: *The MetLife Caregiving Cost Study: Productivity Losses to U.S. Business (2006); The MetLife Study of Sons at Work (June 2003); The MetLife Juggling Act Study (1999); National Alliance for Caregiving (<http://www.caregiving.org>); Family Caregiver Alliance (<http://www.caregiver.org>)*