

EMPOWERING CAREGIVERS



When duty inevitably calls, you need the financial freedom to answer.

 **22 HOURS**

Number of hours a sandwich generation caregiver spends caring for someone each week, while often simultaneously juggling work¹

 **73%**

Number of people who report having some type of current caregiving responsibility²

 **32%**

Nearly one out of three employees surveyed in a 2019 Harvard Business School Study had voluntarily left a job during their career due to caregiving responsibilities³

 **78%**

78% of U.S. workers live paycheck to paycheck, and are unable to afford unpaid time off for caregiving⁴

 **47%**

The chance you will be responsible for caring for an aging family member at some point in your life⁵

 **42%**

Of caregivers provide support to at least one of their parents, **28%** of these caregivers also have a child or grandchild under the age of 18 living at home⁶

 **69%**

Working family caregivers reported doing the following to meet their responsibilities:

- Rearranging their work schedule
- Decreasing their hours
- Taking unpaid leave⁷

 **90+ MILLION**

private sector workers are eligible for FMLA in the US, but many lack the monetary support to take time off⁸

Your career.
Your family.
Your choice.
CHOOSE BOTH.

Family Leave Insurance helps employers plan for their employee's inevitable role of family caregiving.

- 1 EMPLOYEE LOYALTY & RETENTION**
When an employer demonstrates compassion for their workers' families it cultivates loyalty and supports retention.
- 2 WORKPLACE BENEFITS**
Attract and retain Gen. X and Millennial employees who are most likely to face dual caregiving roles.
- 3 SUPPORT THE SANDWICH GENERATION**
Works to mitigate the impacts of the long-term care crisis on parents who are juggling eldercare and childcare responsibilities in addition to their career.
- 4 PROVIDE INCOME STABILITY**
Helps to reduce employee suffering due to wage & pension contribution loss, which disproportionately impacts female caregivers.
- 5 COMBAT ABSENTEEISM**
Offsets the costs of workplace absenteeism related to caregiving for both the employer and employee.

1 Burning the Candle at Both Ends – Sandwich Generation Caregiving in the U.S. National Alliance for Caregiving and Caring Across Generations. 2019.

2 The Caring Company. Fuller, Raman. Harvard Business School. Retrieved May 2020.

3 The Caring Company. Fuller, Raman. Harvard Business School. Retrieved May 2020.

4 Career Builder. 2017 CareerBuilder Survey. Retrieved May 2020.

5 The Sandwich Generation – Rising Financial Burdens for Middle-Aged Americans. Parker, Patten. Pew Research Center. Retrieved May 2020.

6 The Caring Company. Fuller, Raman. Harvard Business School. Retrieved May 2020.

7 The Caring Company. Fuller, Raman. Harvard Business School. Retrieved May 2020.

8 U. S. Bureau of Labor Statistics. (2020). National Business Employment Dynamics Data by Firm Size Class (Table F. Distribution of private sector employment by firm size class: 1993/Q1 through 2019/Q1, not seasonally adjusted). Retrieved May 2020.

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