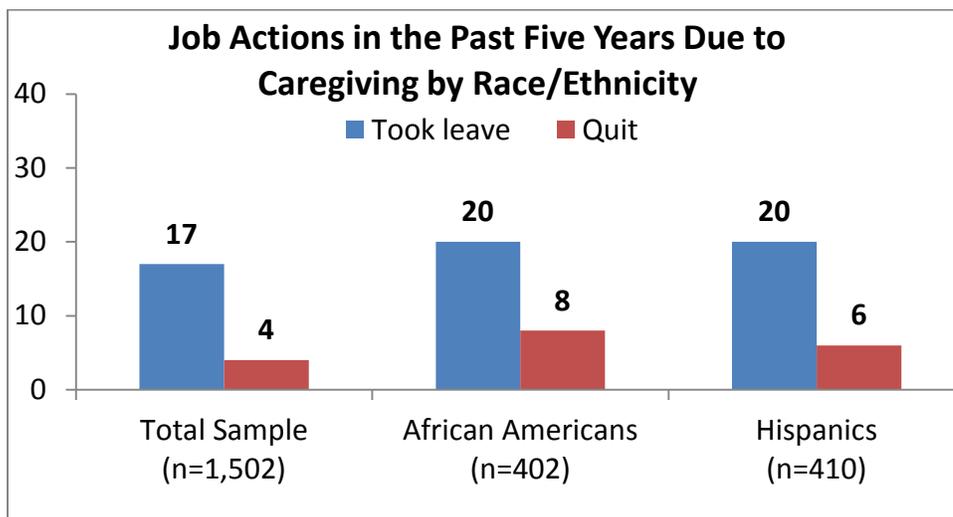


Staying Ahead of the Curve 2013: AARP Multicultural Work and Career Study Snapshot of Caregiving in the Workplace- Ages 45-74

The impact of caregiving on the workplace is well-documented. *Caregiving in the U.S. 2009*, a comprehensive study on caregiving found that approximately 73% of all caregivers work. Two thirds of caregivers who have worked while caregiving report that they have gone to work late, left early, or taken time from their work day to attend to caregiving duties. Twenty percent of caregivers who have worked while providing care have taken a leave of absence from their jobs due to their caregiving responsibilities.¹ The share of adult children who provide care for their parents has grown considerably over the past two decades. For adults who care for their parents, the cost in lost wages alone due to exiting the workforce early has been estimated at \$142,693 for women and \$89,107 for men.²

While the *Staying Ahead of the Curve 2013* survey includes questions about caregiving, it only asks these questions of older workers and older job seekers. It therefore does not include caregiving information for those individuals who are no longer in the workforce due to caregiving responsibilities.

- **Caregiving impacts employees in their workplaces.** In the past five years, nearly two in ten older workers³ had either taken leave or quit their job to care for an adult family member.
 - African Americans are twice as likely as the total sample to have had to quit their job to care for a family member (8% vs. 4%).



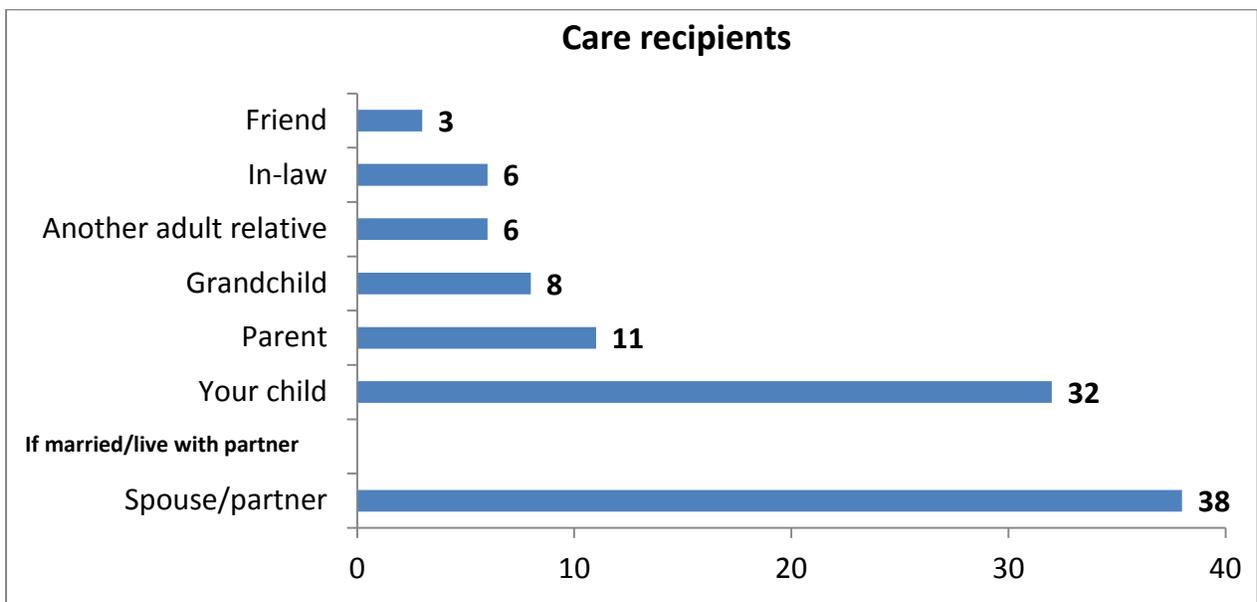
In percent; "In the past five years, have you had to [take a leave from/quit] your job to care for an adult family member?"

¹ National Alliance for Caregiving. 2009. *Caregiving in the U.S., 2009*.

² MetLife Mature Market Institute. 2011. *The MetLife Study of Caregiving Costs to Working Caregivers: Double Jeopardy for Baby Boomers Caring for Their Parents*.

³ For purposes of this fact sheet, "older workers" refers to those who are currently working or looking for work.

- **Future caregiving responsibilities are on the minds of older workers.** Just over one in five (21%) say they anticipate that they may need to take leave from their job to care for an adult family member in the next five years.
 - Approximately one quarter of African Americans (26%) say they may need to do so—significantly higher than Hispanics (18%).
- **Spouses and children are the most common recipients of care.** Well over a third of those married (or living with a partner) say they are responsible for the care of their spouse or partner (38%). About one third (32%) of the total sample say they care for a child, followed more distantly by those who say they care for a parent (11%), grandchild (8%), other adult relative (6%), in-law (6%), or friend (3%). It is important to note that respondents were asked here if they were responsible for caring for a list of individuals. The question did not stipulate if this care was financial, health-related, or custodial (as in caring for one’s minor or young adult children).
 - African Americans and Hispanics are more likely than the total sample to say that they are providing care for someone else (67% of African Americans, 68% of Hispanics, and 58% of the total sample).

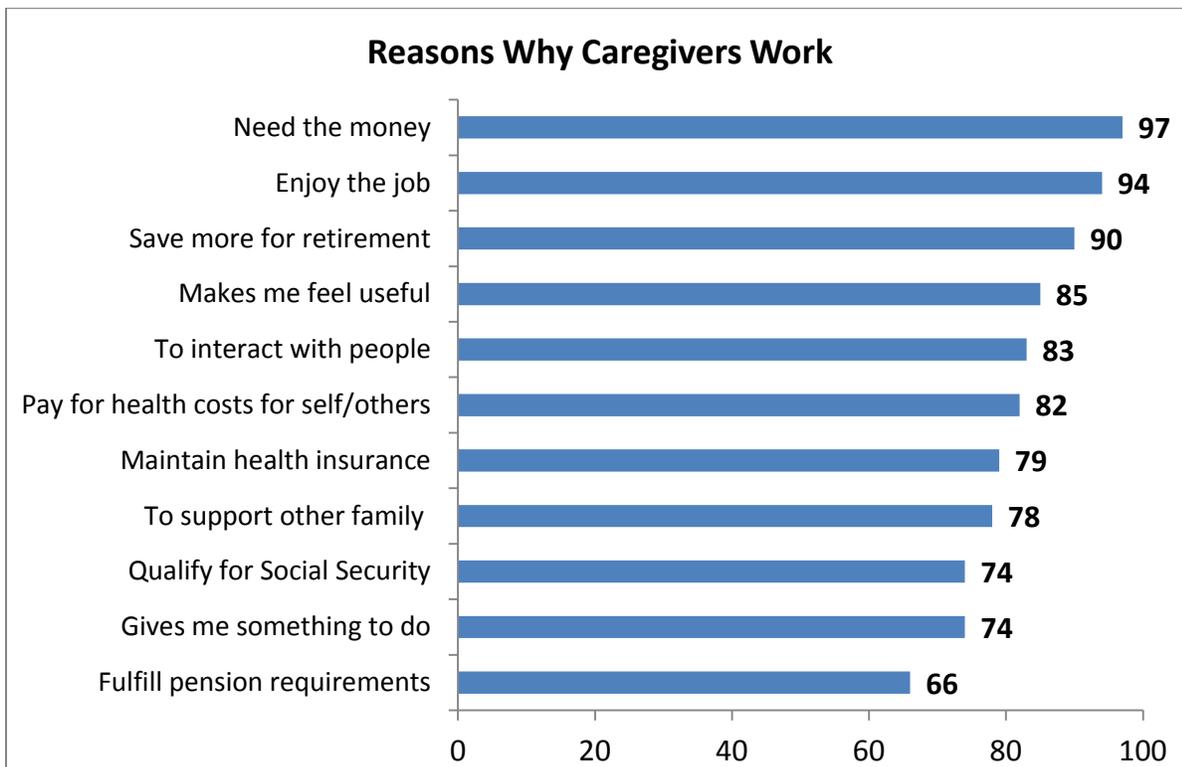


In percent; n=1,502 (married/living with partner n=1,094); “Are you responsible for caring for any of the following?”

Older workers as Caregivers

For purposes of only the data below, caregivers are identified as those who had either taken leave from a job or quit a job in the past five years to care for an adult family member. While all survey respondents are asked to whom they may provide care (see chart above), this is not an accurate measure of 'caregiver' since we did not also stipulate frequency, type, and level of care.

- **A profile of caregivers.** Caregivers are on average 54½ years old and more likely to be female (59%), white (79%), and married or living with a partner (70%). They are relatively well-educated (62% have more than a high school diploma), and 22 percent have a health problem that they feel may limit how long they can work.
- **Most common reasons that caregivers work range from financial to interpersonal.** The top five reasons caregivers say they work are that they need the money (97%), enjoy working (94%), to save for retirement (90%), it makes them feel useful (85%), and to be able to interact with people (83%).



Major or minor factor; In percent; n=271; "First, I'd like you to rate each of the following things in terms of their importance in your decision to be [working/looking for work] right now. For each item, please tell me if it is a major factor, a minor factor, or no factor at all in your decision to be working"

This telephone survey was fielded in November 2012 and December 2012 with a national sample of 1,502 adults ages 45-74 who were working full-time or part-time, self-employed, or looking for work. Oversamples were also collected in order to yield a total of 402 African Americans and 410 Hispanics. This fact sheet is part of a series of snapshots that were released through 2013. A full report of all results, including results for the national sample, African Americans, and Hispanics, inclusive of data from waves in 2002, 2007, and 2012 is now available. All fact sheets and full reports are available from www.aarp.org/StayingAheadoftheCurve2013.

For any questions about this fact sheet or the Staying Ahead of the Curve 2013: AARP Multicultural Work and Career Study, please contact AARP Media Relations (202-434-2560 or media@aarp.org) or Rebecca Perron (rperron@aarp.org).

Revised May 2014



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