

2018 AARP Utah Caregiving Survey: Overwhelming Support for Workplace Flexibility

Seven in ten registered voters age 40-plus in Utah (71%), who are current or former family caregivers, have been employed at some point while providing care to their older parents, spouses, or other loved ones. **Three in four of these caregivers say they have had to make at least one modification to their work life to provide care to their loved ones** -- seventy-five percent have taken at least one of the four actions in the chart below.

The most common action, taken by two in three caregivers, is to adjust their work schedule by going into work early or late, or take time off to provide care. One in five took a leave of absence from work to provide care, and over one in ten went from working full-time to part-time or gave up working entirely to provide care to their loved ones.

Working caregivers say that if their employers had not provided job flexibility, they would likely need to **find a new job** (33%) or **quit working** entirely (25%).

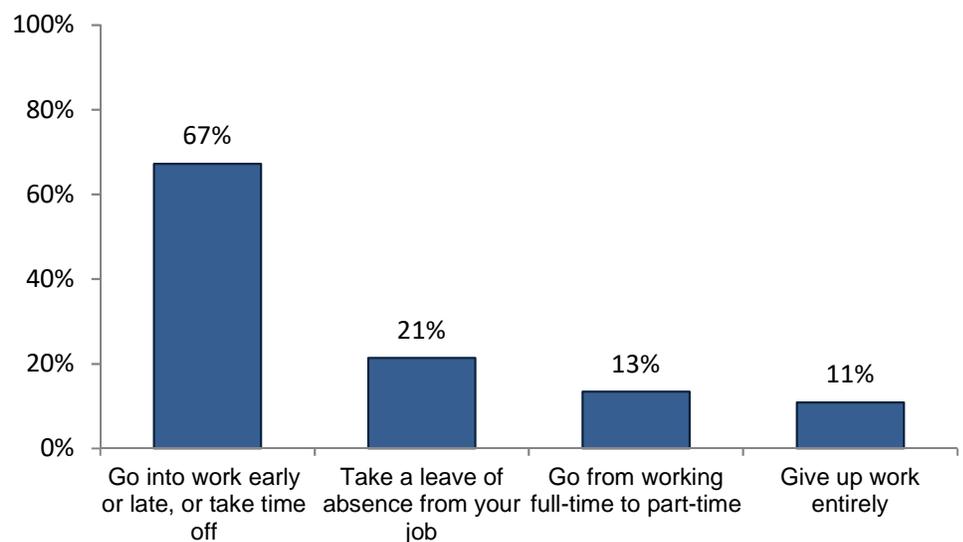
Two in three working family caregivers also say that they feel stressed in trying to balance their job and their family (66%).

The majority of registered voters in Utah 40-plus support (strongly or somewhat) proposals to help working family caregivers care for their loved ones and continue to work. Over eight in ten support

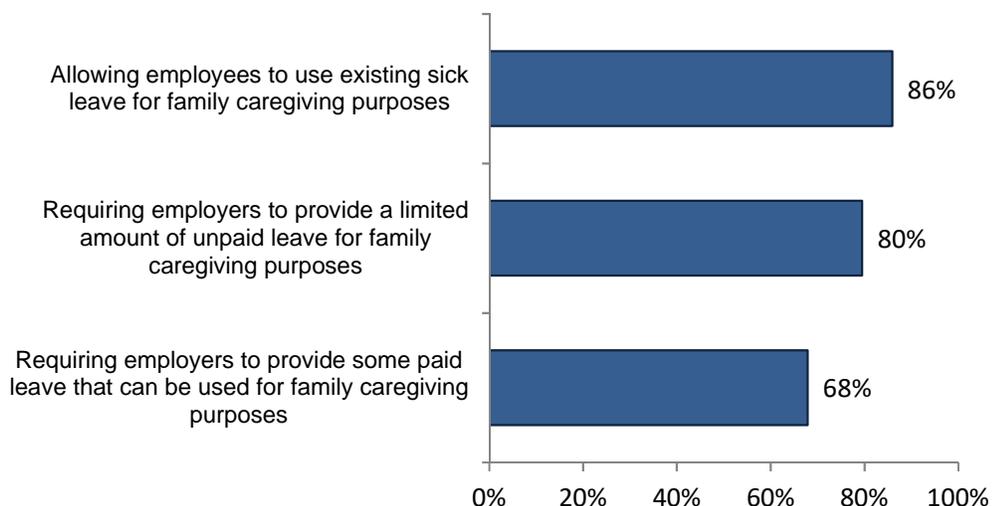
allowing employees to use their existing sick leave benefits to care for a loved one. Support for this allowance is high among voters across political parties – Republicans (84%), Independents (84%), and Democrats (93%).

Eight in ten support a requirement that employers provide a limited amount of **unpaid** leave to employees who have to take time off for family caregiving purposes. Support for this requirement is also high among voters across political parties – Republicans (73%), Independents (81%), and Democrats (95%).

Actions Working Family Caregivers Have Taken to Provide Care (n=270; Current & Former Working Caregivers)



Support for Workplace Proposals Benefiting Working Family Caregivers (All Respondents; N=801 Registered Voters 40-plus)



Two in three voters also support a requirement that employers provide some **paid** leave to all employees that can be used for family caregiving purposes. Support for this requirement is also high among voters across political parties – Republicans (62%), Independents (67%), and Democrats (88%).

In our survey, a typical family caregiver in Utah, currently caring for an adult loved one, is a woman (55%), who is married (81%), is 59 years of age, and cares for a parent who is 76 years of age. They have been employed either full- or part-time while providing care (68%). They have at least a two-year college degree (66%). In addition to providing care to their loved ones, over half (54%) are also caring for children 18 and younger or 19 and older who live with them.

METHODOLOGY

AARP Utah commissioned a telephone survey among 801 registered voters age 40-plus in Utah to learn about their experiences with family caregiving. The sample utilized an age-targeted registered voter landline and cell phone list. The sample was obtained from Aristotle International. The sample database consisted of 822,529 registered voters age 40-plus in the State of Utah. There are approximately 393,234 residents of Utah age 40-plus who are not registered to vote, and there are approximately 291,997 registered voters age 40-plus who did not have a phone number on file that were not included in the sampling of this study. Quotas were used in this study based on age and gender and were filled based on responses to questions in the questionnaire. They were designed to yield a proportional representation of the Utah age 40-plus registered voter population.

Voter files were selected at random from the voter list to be dialed. American Directions asked to speak with the registered voter listed on the file. If that person was unavailable, American Directions asked to speak with another member of the household aged 40-plus who was a registered voter. The interviews averaged 25 minutes in length and were conducted in English. The survey has a margin of sampling error of ± 3.5 percent.

This report highlights results from 801 residents interviewed from September 12, 2018 to September 30, 2018. The data collection and weighting were performed by American Directions. The data is weighted by age and gender to reflect registered voters in Utah age 40-plus, based on the population of registered voters 40-plus from the sample source.

Percentages reported are rounded. For more information about the methodology, contact Terri Guengerich, AARP Research, tguengerich@aarp.org, (202)434-6306.

AARP is the nation's largest nonprofit, nonpartisan organization dedicated to empowering Americans 50 and older to choose how they live as they age. With nearly 38 million members and offices in every state, the District of Columbia, Puerto Rico, and the U.S. Virgin Islands, AARP works to strengthen communities and advocate for what matters most to families with a focus on health security, financial stability, and personal fulfillment. AARP also works for individuals in the marketplace by sparking new solutions and allowing carefully chosen, high-quality products and services to carry the AARP name. As a trusted source for news and information, AARP produces the nation's largest circulation publications, *AARP The Magazine* and *AARP Bulletin*. To learn more, visit www.aarp.org or follow @AARP and @AARPadvocates on social media.

AARP staff from the Utah State Office, Campaigns, State Advocacy and Strategy Integration (SASI), and AARP Research contributed to the design, implementation, and reporting of this study. Special thanks go to AARP staff including Alan Ormsby, Daniel Harris, and Laura Polacheck – AARP Utah State Office; Katie Gallehugh, William F. Brown III, and Priscilla Hume – Campaigns; Glen Fewkes – SASI; and Terry Kennan and Aisha Bonner – AARP Research. Please contact Terri Guengerich, the author of this report, at 202.434.6306 for more information regarding this survey.

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