

Snapshot of California's SANDWICH GENERATION CAREGIVERS

The Impact of Caring for Children and Elderly Parents on Health, Finances and Employment

The demand for sandwich generation caregivers—those caring for their children and elderly parents at the same time—is expected to grow rapidly in the coming decades. Although caregiving provides personal gratification to many, it comes at a well-documented cost, impacting caregivers' physical and emotional health, relationships, finances and jobs. Read the full Sandwich Generation Caregivers Issue Brief at www.RUReadyCA.org.



CALIFORNIA PARTNERSHIP FOR
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Effects of Caregiving

- Caregivers are more likely to experience physical strain, emotional stress and financial hardship
- Sandwich generation caregivers are more likely to report:
 - » Poorer mental health
 - » Feeling nervous, hopeless and depressed
 - » Their emotions interfere with work and their relationships
 - » That they neglect their own health
- Caregiving can also affect caregivers' formal job
 - » Many national studies report higher level of stress, negative attitudes and higher job absenteeism among sandwich generation caregivers
 - » Balancing caregiving with work comes at a price in terms of lower work productivity
 - » 70 percent of caregivers nationwide report having to make changes with their work schedules (cutting work hours, changing jobs, stopping work entirely or taking a leave of absence)
 - » Working caregivers report missed opportunities for promotions, business travel, relocation, training and education
 - » Caregivers face the potential loss of both current and retirement income and benefits
- » Nationally, an estimated \$274,044 dollars is lost annually per woman who leaves the labor force due to caregiving (\$142,693 in lost wages + \$131,351 in lost Social Security benefits)
- Caregivers' employers can also face significant financial losses.
 - » Nationally, an estimated \$33.6 billion, or \$2,110 per full-time employee, is lost annually related to caregiving, due to:
 - Absenteeism (\$5.1 billion)
 - Shifts from full-time to part-time (\$4.8 billion)
 - Replacing employees (\$6.6 billion)
 - Workday interruptions (\$6.3 billion)
 - » Employers' health care costs are estimated to be eight percent higher for employees with elderly caregiving responsibilities, which costs U.S. employers an estimated \$13.4 billion dollars annually

