

# The Effects of Caregiving on JOB PERFORMANCE & INCOME

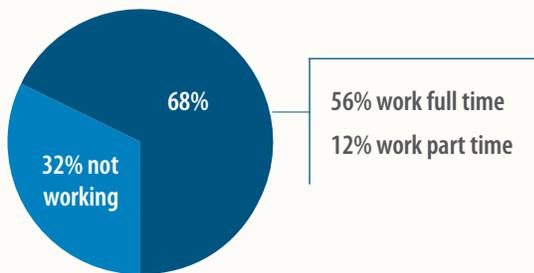
The demand for sandwich generation caregivers—those caring for their children and elderly parents at the same time—is expected to grow rapidly in the coming decades. Although caregiving provides personal gratification to many, it comes at a well-documented cost, impacting caregivers' physical and emotional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



CALIFORNIA PARTNERSHIP FOR  
LONG-TERM CARE

Read the full *Sandwich Generation Caregivers Issue Brief* from the California Partnership from Long-Term Care and University of California, Berkeley at [www.RUReadyCA.org](http://www.RUReadyCA.org).

68% of California's sandwich generation caregivers are employed



Most male sandwich generation caregivers and nearly half of female sandwich generation caregivers hold full time jobs



Caregiving can impact job performance in many ways, including:



Increased absenteeism



More likely to quit



Decreased job satisfaction

Caregivers face the potential loss of income and retirement and health benefits if they need to reduce work hours or leave their job.



Lose \$233,724 annually in lost wages and Social Security benefits



Lose \$274,044 annually in lost wages and Social Security benefits

Most caregivers have to make changes at work due to caregiving, including:



Cutting work hours



Changing jobs



Leave of absence



Quitting

Nationally, employers lose an estimated \$33.6 billion each year due to caregiving, or \$2,110 per full-time employee

