

WORK/LIFE STATISTICS

Dependent Care

Did you know US employers pay \$3 billion annually due to dependent care related absenteeism? The dependent care crisis is more than just a personal issue-it's a workforce issue. Employees with work/family life conflicts are 3 times more likely to consider quitting, with turnover costs estimated as high as 150% of the departing employee's salary. Increased profitability, increased morale, increased productivity and lower turnover rates are just a few benefits of becoming a "Family Friendly Business."

72% of absenteeism is due to child care related issues. US. Dept. of Labor

40% of people caring for elders also have child care responsibilities. Labor Project for Working Families, January 2000

More than 22 million families provide some kind of unpaid, informal elder care and 64% of caregivers in these families are employed full- or part-time. *Labor Project for Working Families, January 2000*

Approximately 42 percent of workers will provide some form of elder care by 2002. - *Families and Work Institute*

Almost half of the active labor force in the US is made up of one generation - baby boomers born between 1946 and 1964. *Families and Work Institute 2001*

The number of Americans older than age 65 will increase from 34 million in 1995 to 62 million by 2025 (an 82% increase). *US Census, 2000*

Seventy percent of Fannie Mae employees said they expected to take on elder care responsibilities; the company took an unusual step and hired their own elder care consultant. Of those who used her services, 75 percent said the help she gave saved them considerable time away from work, and 28 percent said their care giving situations were serious enough that they would have quit their jobs without that help.

The American Management Association estimates that productivity due to absenteeism plus missed overtime by employees who must care for elders can cost a \$1,000- \$3,000 per employee per year.

A 1999 MetLife survey found that care giving can cost an individual nearly \$659,000 over a lifetime in lost wages and lost Social Security and pension contributions because he takes time off, leave his job or has missed opportunities for training, promotions and "plum" assignments.

About 58% of the adult population either are or expect to be family caregivers - *The National Family Caregivers Association*

Sixty four percent of family caregivers are employed, most full time. - *American Council of Life Insurance, 1998*

Employees who are also caregivers cost US employers \$29 billion/yr. This translates into an annual cost of \$1,142.50 per employee. Costs are a result of absenteeism, partial absenteeism, coming in late, and leaving early. - *Met Life study, 1997*

Any funds spent by the employer to help with care giving have a payback to the employer of 2.5 to 5 times the cost. - *Pfizer, 1997*

The National Council on Aging estimates that about 30 percent of caregivers or 7 million people live an hour or more away from the person they want to care for.

One in five employers said they do or would spend \$21 or more per employee per year on elder care benefits. *HRI, 2000*

When HR professionals from major employers were asked how elder caregiver services should be offered to employees, 35.4% said as a part of multiple programs, 32.6% said as part of a dependent care program, 22.9% said as part of an EAP, and 9.1% said as a stand-alone benefit. *HRI, 2000*

Forty percent of working caregivers are absent from work regularly, one third leave work early, and 14 percent have reduced their regular work hours. *AARP 2000*

The average cost of a year in a nursing home is now \$51,000 - and this amount can double or even triple by the time many baby boomers reach old age. The average American man can expect to spend almost \$57,000 on long term care while the average woman can expect to spend \$125,000. - *US Census*

Thirty seven percent of nursing home expenditures are paid for by residents' income and personal savings. - *AARP, 1998*

The number of Americans covered by employer-sponsored *long term care insurance plans increased by 19 percent in 2000.* - *LIMRA International*

According to the US Census, in 30 years, 70 million elderly Americans - more than twice today's population of seniors -- are likely to have some long term care needs. *US Census 2000*

Stress in the Workplace

According to Good Morning America "absentee-ism has tripled at the workplace in the last year due to stress" *Good Morning America, ABC TV, 2001*

The European Agency for Safety and Health at Work reported that over half of the 550 million working days lost annually in the U.S. from absenteeism are stress related and that one in five of all last minute no-shows are due to job stress. If this occurs in key employees it can have a domino effect that spreads down the line to disrupt scheduled operations. Unanticipated absenteeism is estimated to cost American companies \$602.00/worker/year and the price tag for large employers could approach \$3.5 million annually. A 1997 three year study conducted by one large corporation found that 60% of employee absences could be traced to psychological problems that were due to job stress. *Direct quote from The American Institute of Stress at <http://www.stress.org/job.htm>*

The estimated annual costs of stress for the United States as a whole range from \$200-\$300 billion. The impact to employers includes decreased performance, productivity and quality, more accidents and injuries, increased healthcare costs and higher levels of absenteeism and turnover. - *DeFrank and Ivancevich 1998*

Eighty percent of people feel stress on the job, and nearly 40% say they need help in managing stress. - *2000 Gallup poll*

Three-fourths of employees believe the worker has more on-the-job stress than a generation ago. *Princeton Survey Research Associates*

Problems at work are more strongly associated with health complaints than are any other life stressor-more so than even financial problems or family problems. *St. Paul Fire and Marine Insurance Co.*

Health care expenditures are nearly 50% greater for workers who report high levels of stress. *Journal of Occupational and Environmental Medicine*

According to data from the Bureau of Labor Statistics, workers who must take time off work because of stress, anxiety, or a related disorder will be off the job for about 20 days. *Bureau of Labor Statistics*

The American Institute of Stress claims that stress is America's No. 1 health problem, and "job stress is the major culprit."

Twenty six percent of adult Americans reported being on the verge of a serious nervous breakdown. *American Psychologist, 2000*

Seven of the top selling drugs worldwide are either anti-depressants or anti-ulcer medications, and stress is cited as a prime factor in the need for both. - *Behavioral Healthcare, 2002*

More than 80% of Americans say their lives are more stressful now than they were five years ago, citing pressures at work as the primary reason. *Utne Reader, January-February 1999.*

80% of workers feel stress on the job, nearly half say they need help in learning how to manage stress and 42% say their coworkers need such help. *2000 Annual "Attitudes In The American Workplace VI" Gallup Poll sponsored by the Marlin Company*

14% of respondents had felt like striking a coworker in the past year, but didn't. *2000 annual "Attitudes In The American Workplace VI" Gallup Poll sponsored by the Marlin Company*

25% have felt like screaming or shouting because of job stress, 10% are concerned about an individual at work they fear could become violent. *2000 annual "Attitudes In The American Workplace VI" Gallup Poll sponsored by the Marlin Company*

9% are aware of an assault or violent act in their workplace and 18% had experienced some sort of threat or verbal intimidation in the past year. *2000 annual "Attitudes In The American Workplace VI" Gallup Poll sponsored by the Marlin Company*

65% of workers said that workplace stress had caused difficulties and more than 10 percent described these as having major effects. 2000 Integra Survey

10% said they work in an atmosphere where physical violence has occurred because of job stress and in this group, 42% report that yelling and other verbal abuse is common. 2000 Integra Survey

29% had yelled at co-workers because of workplace stress, 14% said they work where machinery or equipment has been damaged because of workplace rage and 2% admitted that they had actually personally struck someone. 2000 Integra Survey

19% or almost one in five respondents had quit a previous position because of job stress and nearly one in four have been driven to tears because of workplace stress. 2000 Integra Survey

62% routinely find that they end the day with work-related neck pain, 44% reported stressed-out eyes, 38% complained of hurting hands and 34% reported difficulty in sleeping because they were too stressed-out. 2000 Integra Survey

12% had called in sick because of job stress. 2000 Integra Survey

Over half said they often spend 12-hour days on work related duties and an equal number frequently skip lunch because of the stress of job demands. *2000 Integra Survey*

Various Work/Life Statistics

According to an *International Labor Organization study*, Americans put in the equivalent of an extra 40-hour work week in 2000 compared to ten years previously. Japan had the record until around 1995 but Americans now work almost a month more than the Japanese and three months more than Germans. We are also working harder. In a 2001 survey, nearly 40% of workers described their office environment as "most like a real life survivor program."

The biggest concern among young workers (49% of women and 45% of men) is not having enough time for their family and work responsibilities. *Survey conducted by High Hopes, Little Trust: A Study Of Young Workers And Their Ups And Downs In The New Economy, 1999*

More than three out of four married employees have spouses or partners who are also employed. The 1997 National Study of the Changing Workforce, Families and Work Institute

One in five working parents has been part of the so-called "sandwich generation" during the past year—both raising children and caring for elderly relatives. The 1997 National Study of the Changing Workforce, Families and Work Institute

88% of employees said that their jobs require them to work longer hours, and 68% complained of having to work at greater speeds. The 1997 National Study of the Changing Workforce, Families and Work Institute

42% of workers have responsibility for children under 18 years of age. Labor Project for Working Families, January 2000

57% of the class of 1999 graduating business students in 11 countries said that attaining work/life balance is their top career goal. PricewaterhouseCoopers survey, 2000

87% of poll respondents said they would work harder for a company that is willing to help them deal with personal problems. Roper Poll, 1995

64% of Americans report that time pressures on working families are getting worse, not better. The National Partnership for Women & Families Family Matters Survey, 1998

70% of working fathers and working mothers report they don't have enough time with their children. Galinsky, E., The 1997 National Study of the Changing Workforce, Families and Work Institute, 1997

24% of working women report they had to cutback their work schedule at least one day out of seven to meet caregiving obligations. Heymann, S. J., The Widening Gap: Why American Working Families are in Jeopardy and What Can Be Done About It, 2000

59% of women report they have no flexibility in determining the start and end times of their workday. Heymann, S. J., The Widening Gap: Why American Working Families are in Jeopardy and What Can Be Done About It, 2000

38% of men report they have no flexibility in determining the start and end times of their workday. Heymann, S. J., The Widening Gap: Why American Working Families are in Jeopardy and What Can Be Done About It, 2000

52% of women report they “do not have any say” about decisions about their work. Heymann, S. J., The Widening Gap: Why American Working Families are in Jeopardy and What Can Be Done About It, 2000

39% of men report they “do not have any say” about decisions about their work. Heymann, S. J., The Widening Gap: Why American Working Families are in Jeopardy and What Can Be Done About It, 2000

28% of employees report feeling overworked either often or very often in the past three months. Galinsky, et al, Feeling Overworked: When Work Becomes Too Much, The Families and Work Institute, 2001

54% of employees report feeling overworked at least sometimes in the past three months. Galinsky, et al, Feeling Overworked: When Work Becomes Too Much, The Families and Work Institute, 2001

The Los Angeles Department of Water and Power found that its work and family program reduced turnover and improved recruitment and estimates that the program yields a return of \$10 for each dollar invested.

When asked what their number one concern was about their career in 2002, thirty-two percent of respondents said Work/Life balance. This was followed by job security at twenty two percent and competitive salary at eighteen percent. - *Office Team Specialized Administrative Staffing Survey, 2002*

Despite a softening economy and corporate downsizing, seventy-five percent of employers named employee retention as their top benefits objective. And fifty eight percent of these employers find that developing a benefits program that helps employees balance work-life

is the most important way to retain employees. - *Met Life Study of Employee Benefit Trends, November 2001*

Research has shown that our younger workers are more interested in a balanced professional and personal life than income? This trend is often more pronounced in our emerging college students. In a random survey of 1,200 graduates from the 30 best colleges worldwide, *85 percent* ranked work/life balance as more important than income! *Aon Consulting's America@Work 2000 Study for U.S. Department of Justice – Washington D.C.*

More women are in the labor force? *Six in 10 women* are now in the labor force! *Aon Consulting's America@Work 2000 Study for U.S. Department of Justice – Washington D.C.*

More working mothers are in the workforce? In 1998, almost *three of four women with children* were in the workforce! *Aon Consulting's America@Work 2000 Study for U.S. Department of Justice – Washington D.C.*

Our workforce is aging? By 2006, over *25 percent* of Federal workers will be eligible to retire and many will be caring for elderly loved ones! The leading factor in employees' commitment and loyalty to their employer is whether they believe that management recognizes the importance of their personal and family lives - *Aon Consulting's America@Work 2000 Study for U.S. Department of Justice – Washington D.C.*

Companies that help employees juggle the demands of work and family will be the biggest winners in the competition for good employees. *Aon Consulting, 2000*

Major employers increased work/life benefits [in 2000], despite an economic downturn that started about halfway through the year. - *Hewitt Associates, 2001.*

Workers rate the ability to manage work and family as the most important aspect they look for in a job. - *Rutgers University and University of Connecticut Survey (2000)*

Eighty seven percent of workers are seeking or have sought companies that were flexible, supportive and understanding of personal and family needs. - *CareerBuilder Online Survey (2000)*

Forty two percent of college students and recent graduates said what they value most when making career decisions was work/life balance - more than money (26%), advancement potential (23%) or location (9%). - *A survey of college students and recent graduates by Jobtrak.com (2000)*

Nearly 50% of all US workers feel overwhelmed by a growing number of job tasks and longer working hours. - *Families and Work Institute, 2001*

Since 1969, family time for a working couple has shrunk an average of 22 hours a week. - *U.S. Government*

Employees today spend an average of 44 hours per week working - six hours more than they're scheduled to work. - Families Work Institute, 1998

Eighty eight percent of employees say they have a hard time juggling work and life. Aon Consulting, 2000

Many workers also say they have to work very fast (68 percent) and very hard (88 percent). - Families Work Institute, 1998

One in three employees brings work home at least once a week, an increase of 10 percent over the past 20 years. - Families Work Institute, 1998

The number of employees who would like to work fewer hours rose 17 percentage points over this time period. - Families Work Institute, 1998

Sixty- three percent of Americans want to work less, up from 46 percent in 1992. - Families Work Institute, 1998

40% of employees work overtime or bring work home with them at least once a week - Xylo Report, Shifts in Work and Home Life Boundaries 2000.

The 35-to-54 age group accounts for 48 percent of the nation's labor force, but only 33 percent of the unemployed. The Baby Boom, New Strategist Publications, 1999.

7 in 10 couples aged 35 to 54 are dual-earners. The Baby Boom, New Strategist Publications, 1999.