

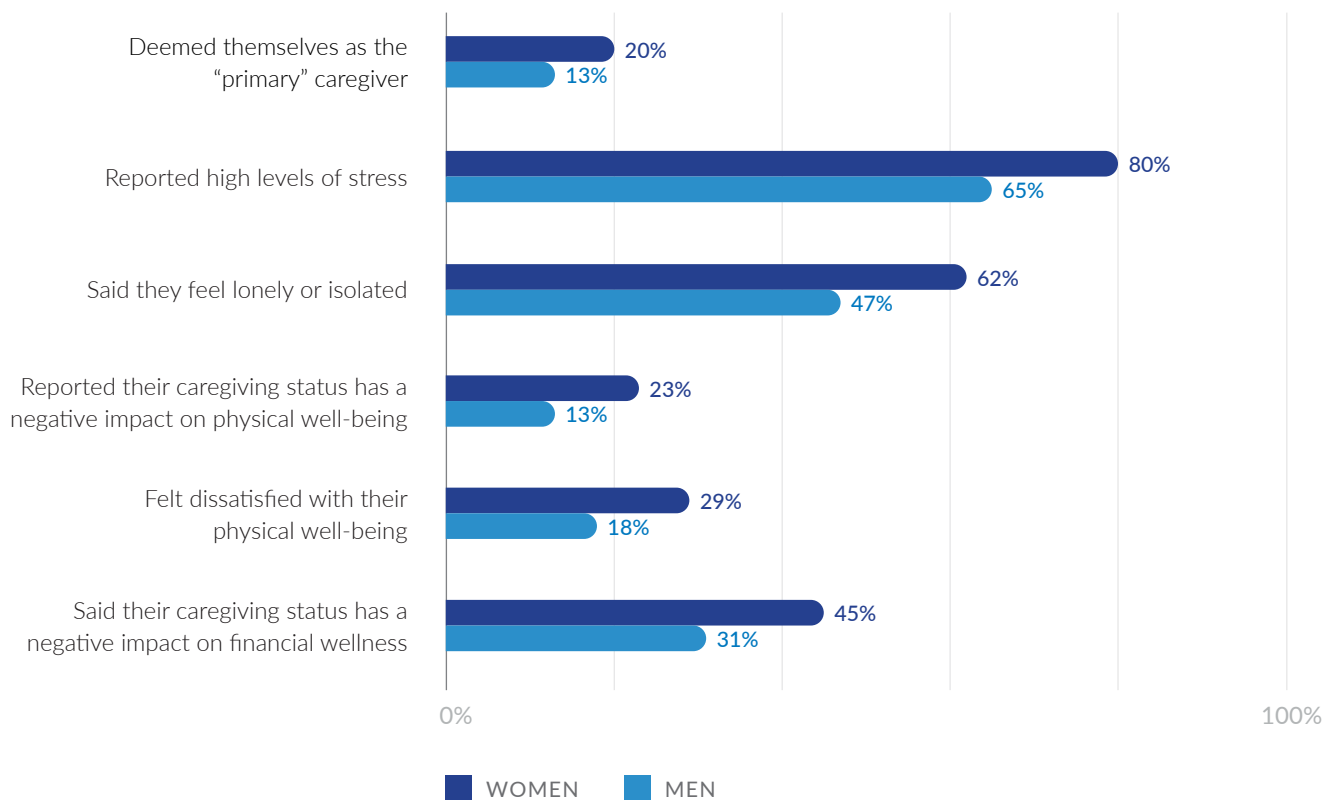
Caregiving Sits More Squarely on Women's Shoulders

We surveyed 2,000 U.S.-based respondents from companies that had 5,000+ employees, asking them a variety of questions relating to holistic well-being.

What We Uncovered About Caregiving

Men and women reported being caregivers at nearly identical rates: 44% for women and 43% for men. However, additional results show the burden is often much heavier for women.

Impact of Caregiving



Serving as a caregiver affects women more profoundly than men in several areas:



Stress



Mental Health



Financial Wellness



Physical Well-Being



Food for Thought

Provide adequate parental leave.

Working moms (and dads) often have to take their own PTO or unpaid leave to extend the time they can spend with a new addition to the family. Until the U.S. institutes universal paid leave, this is one of the biggest ways employers can help caregivers manage the stress.

Take an honest look at your company culture.

Company culture should value caregiving as an important part of life—not something that needs to be “balanced” with work. Ensure your culture supports the actual taking of leave, especially for moms. One Pew Research Center study* found more than 40% of women that are parents said it was harder for them to advance in their careers, while only about 20% of fathers said the same.

Expand other caregiving policies and benefits.

Consider offering family-friendly policies like subsidized or onsite childcare and back-up childcare. Look into adjusting transition times and work flexibility (e.g., working remotely) to help moms return to work more comfortably and efficiently.

Evaluate well-being programs.

Programs should give caregivers the opportunity to engage in self-care on their terms. Focusing on mindfulness, meditation and mental health can be particularly helpful for new parents.

Want to see more of the survey results? [Download the full white paper.](#)

*Pew Research Center. Raising Kids and Running a Household: How Working Parents Share the Load. November 4, 2015.