The Coronavirus Pandemic has heightened many problem areas in the United States, but none greater than the increased strain in the caregiving space. In conjunction with the S&P Global, AARP was able to help publish the groundbreaking report, *Something's Got to Give*, highlighting the increased stress and time dedicated to caring for loved ones compared to before the pandemic across both large and smaller revenue companies.

Both family and childcare givers have seen a dramatic increase in time spent caring for loved ones. Among those who work at companies with over $1 billion dollars in revenue, 57.5% say the amount of time they dedicate to childcare has increased, with 50% say the number of hours spent providing family caregiving has increased. These numbers are even greater among those who work for companies with less than $1 billion dollars in revenue. 61% say they spend more time on childcare and 57.8% say they spend more time providing family caregiving.

Prior to the Pandemic, working from home used to represent a day void from some usual responsibilities. That might have meant a day off from a grueling commute, or not having to remember to pack lunch, but for so many across the country the overwhelming crossover between caring for loved ones and work responsibilities have grown troublesome. Most poignantly, more than 30% of family caregivers in the survey report experiencing a strong increase in stress caused by the melding of their work and caregiving responsibilities and 43% say they feel a moderate increase in stress. Younger caregivers are truly feeling the brunt of these responsibilities as 63% of those 18 to 34 say they feel their responsibilities have led to them being penalized at work.

While it is undeniable that COVID-19 has put increased stressors and dedication of time on those whom caregiving falls on their shoulders, employers have made changes by adding or adjusting policy to best accommodate their employees during these challenging times. Some examples include 50% of smaller companies and 44% of larger companies are now offering back-up elder and child care. This is up from 25% and 20% pre-COVID, respectively. In addition, what may be in correspondence with employees reporting increase stress, companies are now offering more employee support, resource groups, mental health resources, or self-care resources. Furthermore, roughly 37% of employees report their companies have added flexible work hours to their policies since the pandemic has begun. Finally, while paid leave for family caregivers still trails behind paid parental leave, employers are beginning to broaden policies. 22% of family caregivers said their companies offered paid family leave for caregiving and 42% of parents say they were offered paid maternity/paternity leave at the time their child was born.

So, while the conversation has been started and employers have begun to implement changes to better accommodate those responsible for the challenge of working and caring for their loved ones, this is just the beginning. To read the full report please go to: https://www.aarp.org/content/dam/aarp/research/surveys_statistics/econ/2020/caregiving-family-leave-covid-19-report.doi.10.26419-2Fres.00418.001.pdf