



IWPR Polling Presentation

Caregiving and Women in the Workforce

— MARCH 2024

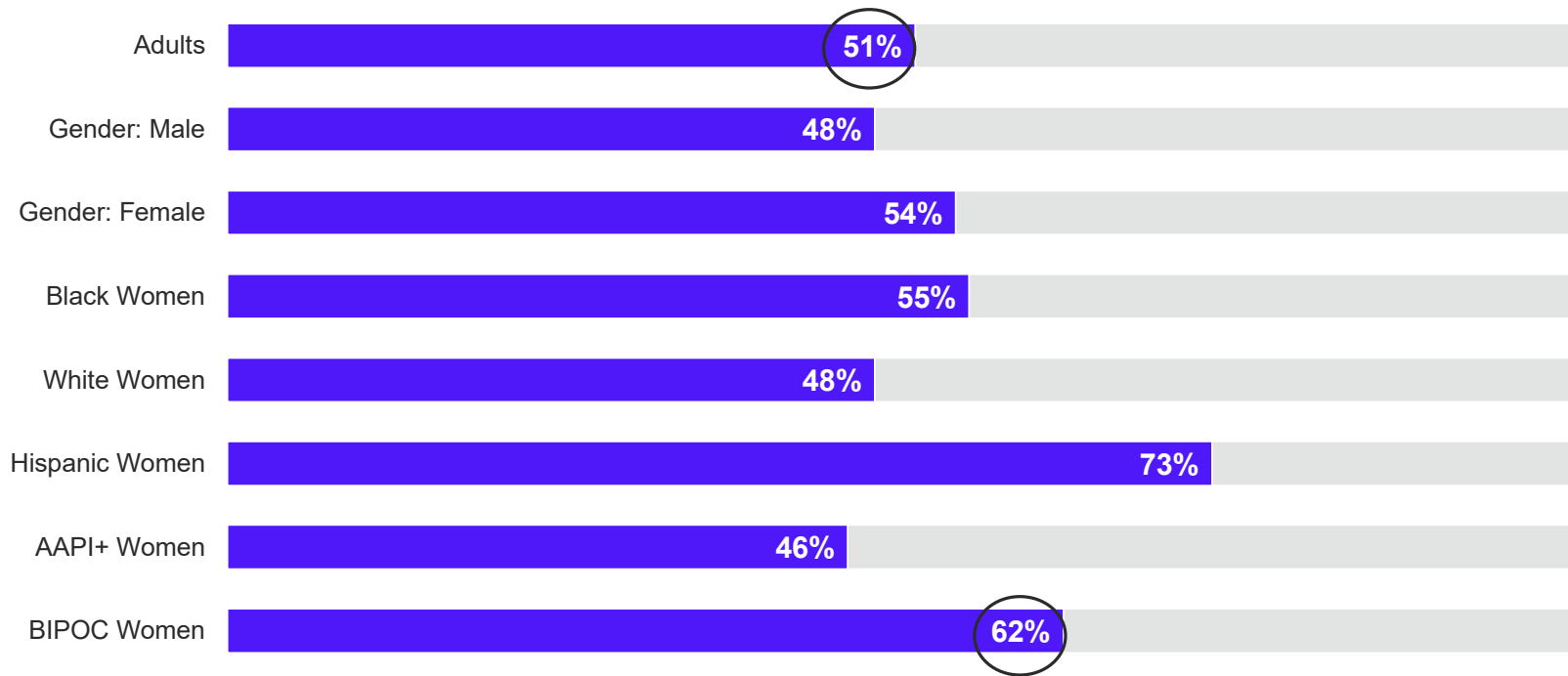
Key Takeaways

- 1 Women Caregivers' Concerns:** Three-fifths (60%) of current caregivers, including seven out of ten (70%) BIPOC women, express worry about caregiving negatively impacting their financial prosperity and career goals.
- 2 Financial Insecurity Amplifies Concerns:** Four out of five (80%) financially insecure caregivers are concerned about the impact of caregiving on their financial stability, indicating a strong link between financial insecurity and caregiving worries.
- 3 Impact on Work and Financial Decisions:** A quarter (25%) of caregiving households report making sacrifices such as working overtime, delaying major decisions, and tapping into emergency savings due to caregiving responsibilities, highlighting the tangible effects on work commitments and financial planning.
- 4 Congressional Action:** A majority of adults, across partisanship, considered it important for Congress to take action on ensuring paid time off to care for themselves or a loved one (86%), increase investments in affordable, quality care -- including child care, elder care, and care for people with disabilities (85%), and pass legislation to strengthen equal pay protections and increase pay transparency (82%).

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Half of adults (51%) recently or currently hold care responsibilities, including three-fifths of BIPOC women (62%).

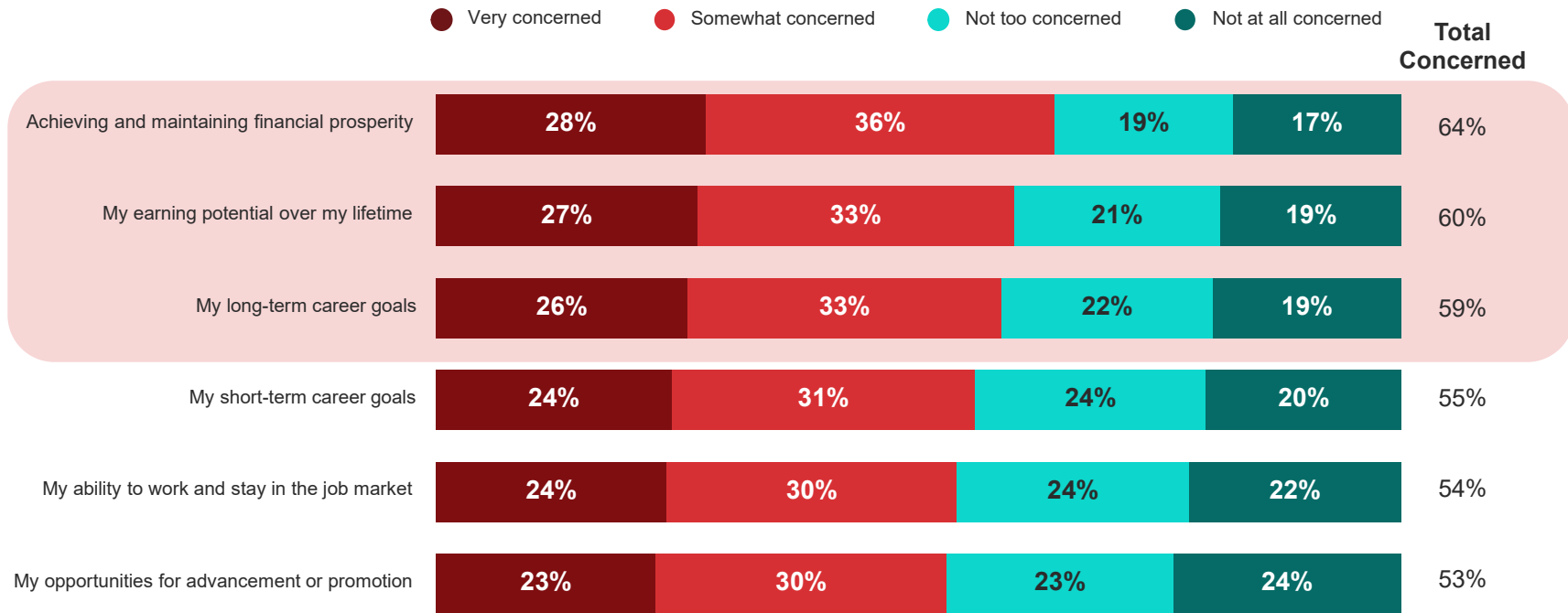
Current or Recent Caregiver and/or Parent*



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Three-fifths of current caregivers are concerned their care responsibilities will impact their ability to achieve and maintain financial prosperity (64%), impact their earning potential (60%), and impact their long-term career goals (59%).

Looking ahead, how concerned are you that your child care and/or other care responsibilities will impact each of the following?*



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Additionally, seven out of ten BIPOC women caregivers or parents (70%) are concerned their care responsibilities will impact their ability to achieve and maintain financial prosperity.

Looking ahead, how concerned are you that your child care and/or other care responsibilities will impact each of the following?

BIPOC Women - Current Caregivers or Parent
n =231, MOE +/- 6%

	Very concerned	Somewhat concerned	Total Concerned?
Achieving and maintaining financial prosperity	29%	41%	70%
My ability to work and stay in the job market	24%	31%	55%
My earning potential over my lifetime	27%	38%	65%
My long-term career goals	25%	39%	64%
My short-term career goals	28%	32%	60%
My opportunities for advancement or promotion	22%	34%	56%

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Four out of five caregivers or parents who are financially insecure (81%) are concerned their care responsibilities will impact their ability to achieve and maintain financial prosperity.

Looking ahead, how concerned are you that your child care and/or other care responsibilities will impact each of the following?

Financially Insecure Current Caregiver or Parent*
n =278, MOE +/- 6%

	Very concerned	Somewhat concerned	Total Concerned
Achieving and maintaining financial prosperity	41%	40%	81%
My ability to work and stay in the job market	32%	31%	63%
My earning potential over my lifetime	34%	39%	73%
My long-term career goals	33%	37%	70%
My short-term career goals	28%	38%	66%
My opportunities for advancement or promotion	27%	33%	60%

Total = % Strongly + % Somewhat

*Financial status based on self-reported response for IWPR1

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One in four caregiving households report they have worked overtime (26%), delayed major life decisions (24%), and/or tapped into emergency savings (26%) because of their caregiving responsibilities.

Have you done the following because of your child care or other caregiving responsibilities? Please select all that apply.*

	Recent/Current Caregiver or Parent	Caregiver HH	Current HH W. Child <13	Employed Women
Taken less time for yourself	40%	41%	41%	45%
Reduced spending on non-essential activities like shopping, going out to eat, going on vacation, etc.	27%	34%	29%	28%
Worked overtime	22%	26%	28%	30%
Delayed major life decisions	20%	24%	20%	20%
Delayed major life purchases	18%	21%	19%	14%
Tapped into emergency savings/funds	17%	26%	19%	17%
Left my job/ stopped work	17%	19%	19%	14%
Reduced work hours	15%	21%	19%	19%
Changed job to have more flexible work hours	12%	15%	17%	16%
Tapped into a retirement savings account	9%	14%	10%	11%
Turned down a promotion or professional opportunity	8%	16%	11%	10%
Refinanced your home	6%	9%	9%	5%

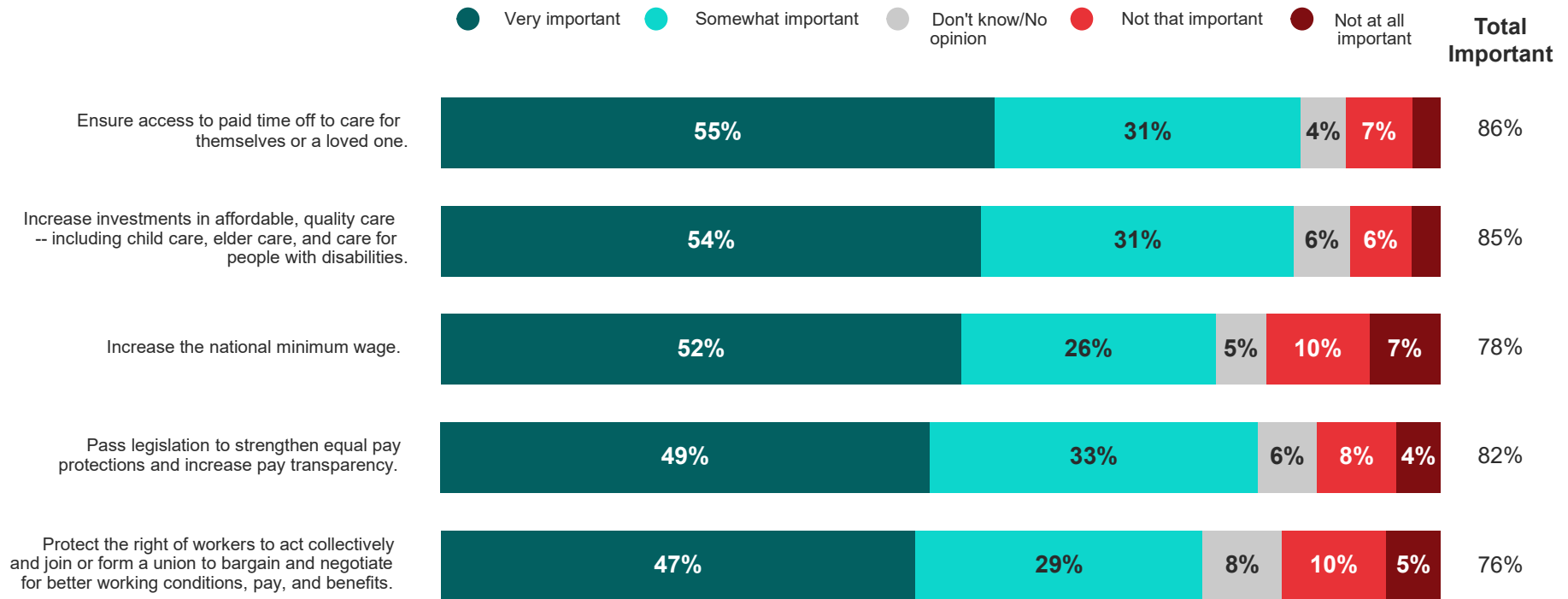
**None of the above not shown; please see Appendix for full results.

*Asked of those who report they are a recent or current caregiver or parent; n = 1119, MOE +/- 3%

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A strong majority of adults support Congressional action on paid leave, care, and other workplace issues critical to women.

How important is it to you that Congress takes action on the following issues?



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This support exists across party lines.

How important is it to you that Congress takes action on the following issues?

Total Important	Adults	PID: Dem (no lean)	PID: Ind (no lean)	PID: Rep (no lean)
Ensure access to paid time off to care for themselves or a loved one.	86%	92%	83%	82%
Increase investments in affordable, quality care -- including child care, elder care, and care for people with disabilities.	85%	92%	81%	82%
Pass legislation to strengthen equal pay protections and increase pay transparency.	82%	90%	81%	73%
Increase the national minimum wage.	78%	89%	71%	69%
Protect the right of workers to act collectively and join or form a union to bargain and negotiate for better working conditions, pay, and benefits.	76%	86%	71%	69%

A large, light gray sunburst graphic is centered in the background of the slide. It consists of many thin lines radiating from a central point, creating a circular, starburst effect.

Methodology

This poll was conducted between February 16th-18th, 2024 among a sample of 2,203 adults. The interviews were conducted online and the data were weighted to approximate a target sample of adults based on age, gender, race, educational attainment, region, gender by age, and race by educational attainment. Results from the full survey have a margin of error of plus or minus 2 percentage points.



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