



Work/Life Trends and Statistics

In today's labor market, companies must be able to recruit and retain valued employees in order to remain competitive. Statistics show that employees are working longer hours, spending more time commuting-and are simultaneously handling child care, adult care and other personal responsibilities. As a result, employees are selecting and staying with companies that help them more effectively manage their work and personal lives. Developing a work/life strategy and implementing appropriate cost-effective work/life initiatives is a win/win situation for employers and employees.

Facts of working adults....

- 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 2009 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 Changing Workforce, Families and Work Institute*
- More than 80% 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*
- 42% of workers have responsibility for children under 18 years of age.-*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*
- 40% of people caring for elders also have child care responsibilities. -*Labor Project for Working Families, January 2000*
- 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*
- 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*