



The mission of the California Labor Lab is to extend the pursuit of health and safety for workers in traditional employment to those in a wide range of alternative arrangements in partnership with affected communities.

## Data Brief #11

### Family Caregiving among Californians in 2022: Gendered and Generational Differences

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The California Work and Health Survey (CWHHS) asked adults 18-70 about their employment status, working conditions, household financial status, and health outcomes. Respondents were also asked questions about their household makeup, adult and child caregiving responsibilities within the household, family caregiving outside the household, and paid child care utilization. In this brief, we analyze the incidence and intensity of family caregiving work among Californians by type of care, generation, gender, race, and education, including impacts on employment and financial stress.

#### Overview

- A majority of Californians aged 18-70 (56%) are responsible for at least one form of family caregiving.
  - 33% provide care for children living at home.
  - 14% are caregivers for adults within their household.
  - 29% provide care for family members outside their household
- Women are more likely than men to provide family caregiving (62% vs. 52%, respectively), and typically spend twice as much time on this work (8 hours vs. 3 hours, respectively).
- Among full-time workers who care for children in their home, women typically spend 6 hours on childcare while men spend 4 hours. Among part-time workers, women typically spend 8 hours while men spend 3 hours.
- 8 out of 10 caregivers ages 25-54 are employed, and 7 out of 10 are employed full-time, similar to non-caregivers of the same age.

#### Caregiver Generational Demographics<sup>1</sup>

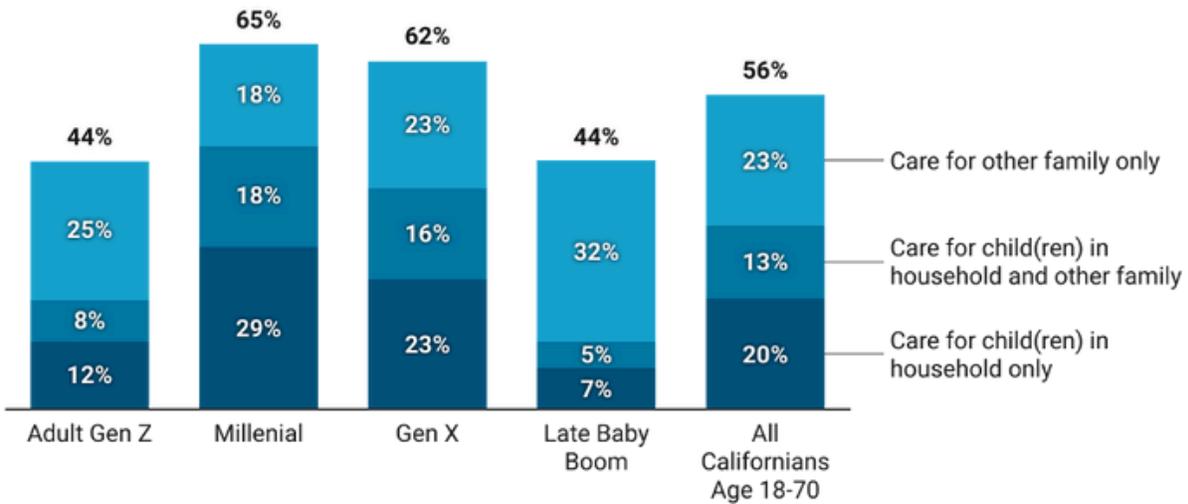
- 65% of Millennials and 62% of Gen X report caring for children and/or adults, compared to 44% of adult Gen Z and late Baby Boom Californians.
- 18% of Millennials and 16% of Gen X Californians juggle both childcare and other family caregiving responsibilities.
- Millennial family caregivers spent the most time on this work (mean of 8.4 hours), largely due to the presence of children ages 5 and under in their households.
- A significant share of every generation—about one-third—provides regular care to adult household members and/or family members outside of their household.

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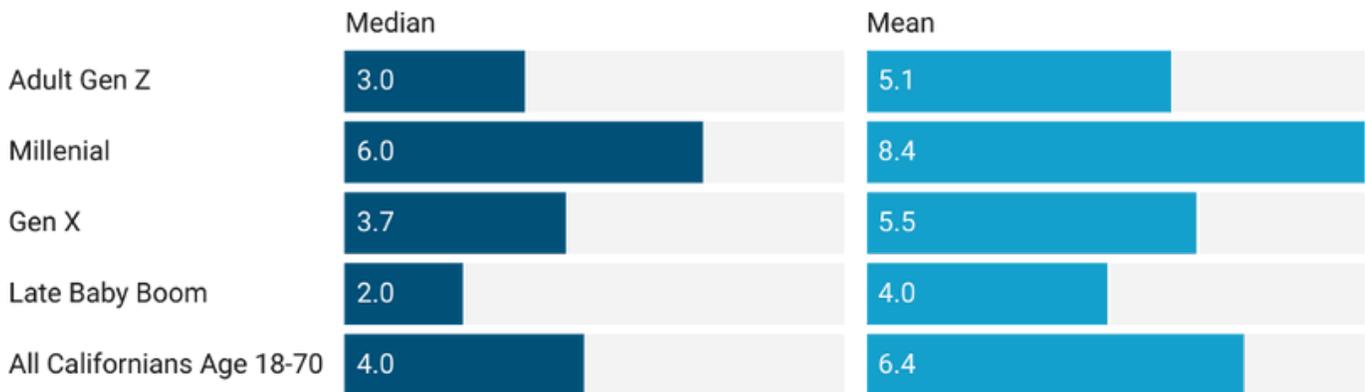
<sup>[1]</sup> Generational birth year cutoffs were derived from “Where Millennials End and Generation Z Begins,” Pew Research, 2019, <https://www.pewresearch.org/short-reads/2019/01/17/where-millennials-end-and-generation-z-begins/>

Generation	Birth Year Cutoffs	Age Range in 2022-2023
Baby Boomers	1946-1964	58-76 <sup>2</sup>
Generation X	1965-1980	42-57
Millennials	1981-1996	26-41
Generation Z	1997-2012	10-25 <sup>3</sup>

### Generational Differences in Family Caregiving Work



### Average Daily Hours Spent on Family Caregiving, by Generation



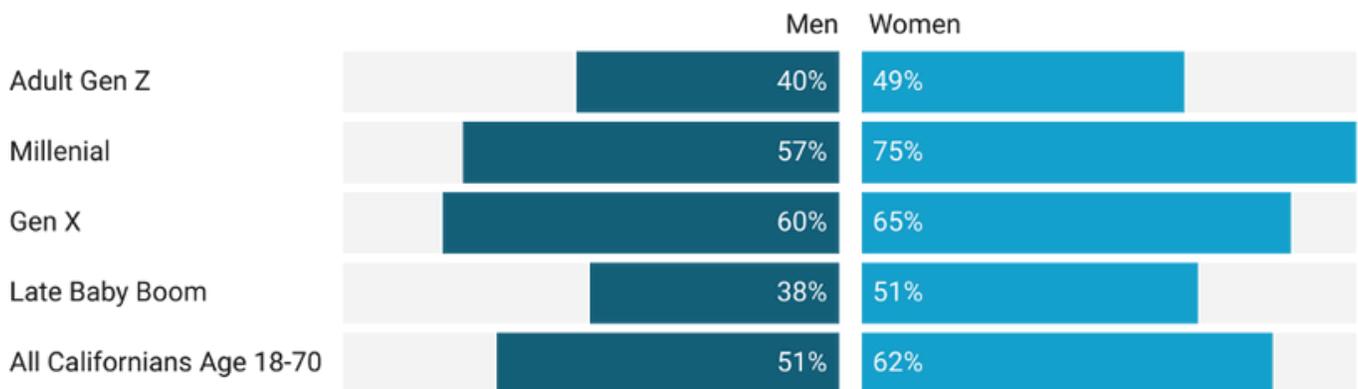
<sup>[2]</sup> The California Work and Health Survey was limited to adults age 18-70, so only Baby Boomers up to age 70 are represented in our sample.

<sup>[3]</sup> The California Work and Health Survey was limited to adults age 18-70, so only Generation Z between ages 18-25 are represented in our sample.

## Gendered Caregiving

- Among caregivers, women do an average of 8.0 hours of family caregiving per day, while men do an average of 4.4 hours.
- Women who care for children in their household spend an average of 9.1 hours a day on this work, while men spend an average of 5.3 hours a day.
- While women are more likely than men to be out of the labor force or to work part-time, they work longer hours when both care work and paid work are counted together. Women caregivers spend an average of 80.3 hours a week on caregiving and paid work combined, compared to 63.9 hours among male caregivers.
- While Millennial men spent more time on family caregiving than men from other generations in 2022, Millennial women average exceptionally long hours: over 100 hours a week in family care and paid work combined.

### Share of Adults Age 18-70 with Family Caregiving Responsibilities, by Generation and Gender

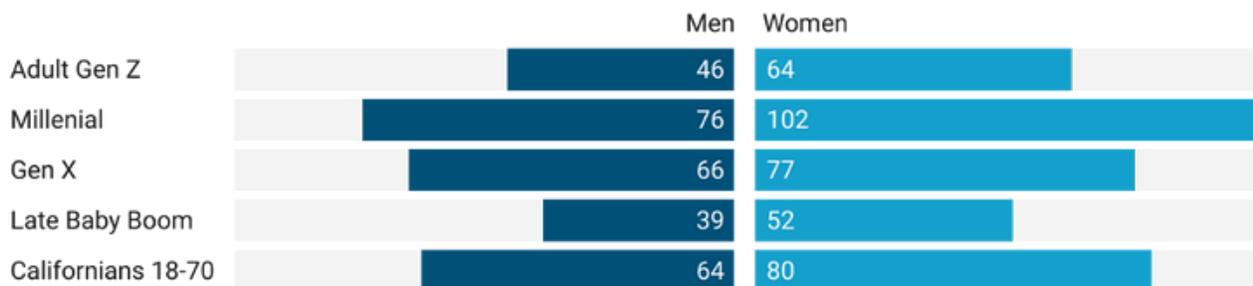


### Combined Family Caregiving and Paid Work Hours Per Week among Caregivers, by Generation and Gender

#### Median



#### Mean



## Gendered Employment Effects of Caregiving and Paid Child Care Usage

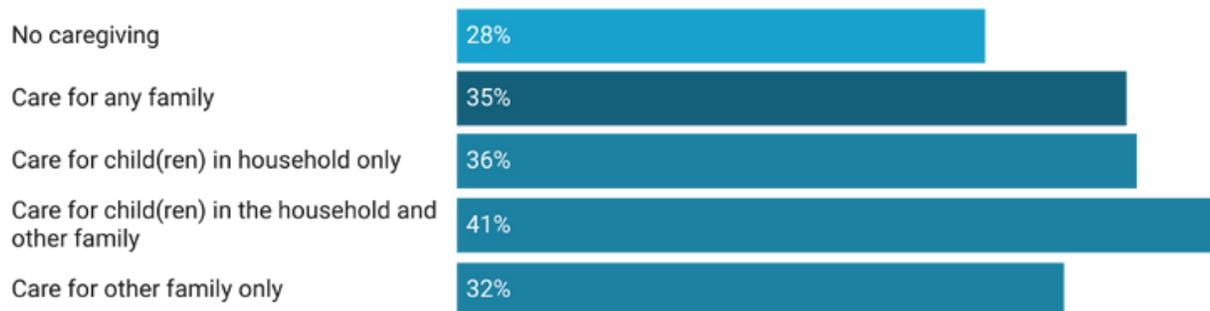
- The employment effects of child care responsibility – which is closely tied to the presence of children in the household – diverge by gender.
  - Among women 25 to 54 years old, the employment rate for women who care for children living at home was 6 percentage points lower at the time of the survey than that of women who do not have domestic childcare responsibilities (68% vs 76%, respectively), mostly due to the lower employment rate (64%) of women caring for children under 5.
  - In contrast, among men 25 to 54 years old, those with children were 9 points more likely to be employed than those who have none (90% vs 81%, respectively).
- The employment rate of women age 25-54 caring for children under 5 years of age jumps to 90% with the use of paid childcare. Most of this effect can be explained by high rates of paid child care utilization by college-educated women.
- Among women age 25-54 with childcare responsibilities within their household, those with 4-year college degrees are three times as likely to use paid childcare as those without (60% vs 20%, respectively). The ratio is 1.7 for their male counterparts.

## Caregiving by Race/Ethnicity and Gender

- Latina women are most likely to do family caregiving (71%) among all race/gender groups.
- There is little racial variation in family caregiving rates among men, except for Black men who are less likely than men of all other racial groups to do this work (37% vs. male average of 52%).
- Black women are most likely to spend time taking care of adults in their household and/or family members outside of their household (51% vs. female average of 39%).

## Caregiving and Serious Economic Stress

Share with income below 125% Federal Poverty Level or severe difficulty meeting expenses



Note: “Severe difficulty meeting expenses” includes self-reported ratings of “very” and “extremely” for difficulty living on total household income.

## Impact of Caregiving on Household Economic Stress

- Caregivers are more likely than non-caregivers to experience a high level of economic stress (35% vs. 28%, respectively), defined in this instance as having income below 125% of the Federal Poverty Level—\$34,594 for a family of four in 2022—and/or reporting that it is “very difficult” or “extremely difficult” to live on their household income.
- This level of economic stress is most common (41%) among Californians who have caregiving responsibilities for children at home as well as family members outside their household.

## **Conclusion**

The answers to California Work and Health Survey's questions about caregiving responsibilities reflect well-established trends in caregiving. Women are more likely to be caregivers than men, and spend more time on caregiving work. Millennial women currently bear the greatest caregiving burden, followed by Gen X women. In terms of race and gender, Latina women are most likely to be caregivers and Black women are most likely to care for family members outside their household. In addition, caregivers experience higher levels of financial stress than non-caregivers.

Policymakers might be interested in the implications of the CWHS's caregiving questions. Future analysis of the CWHS may reveal more about causalities in the relationship between caregiving and gender, race, marital status, caregiving, labor force participation, and financial stress.

## **About the Survey**

The California Work and Health Survey (CWHS) used a random sample of cell phones to develop its study cohort of 4,014 working age Californians. The CWHS was administered between November 2022 and May 2023 by telephone interviewers or completed on-line at the respondents' choice. Both the telephone-administered and on-line surveys could be completed in English or Spanish. The survey covered current employment status, working conditions among the employed, health status, and economic well-being. The results were weighted to reflect known characteristics of the working age population of California.

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