Financial and Employment Impacts of Family Caregivers in Hong Kong

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Family Caregiving

37.3% of community-dwelling older adults require assistance in daily living.

133,400 caregivers

25% of caregivers are Adult children, especially daughter.

Impacts - Working-age Caregivers

- Lost income
- Lowered productivity
- Increased monetary expenses

(Census & Statistics Department, 2009, 2012, 2013; Cheung et al., 2012)

(Chari, Engberg, Ray, & Mehrotra, 2014; Colombo, Llena-Nozal, Mercier, & Tjadens, 2011; Metlife Mature Market Institute, 2011)

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Objectives

- Domestic helper
- Workplace accommodative measures
- Financial impacts
- Employment impacts
- Caregiving

Methodology

- Focus group
  - Jul
  - Aug
  - Sep
  - Oct
  - Nov
- Survey
Focus Group

- From July to September, 2016
- Six groups conducted in six districts
- Participants: N=37 (5-8 participants per group)
- Recruitment method: purposive sampling
- Inclusion criteria:
  • Aged between 40-64
  • Cantonese-speaking
  • Providing care for at least 4 hours a week to an adult older than 65 years old in the past 6 months
- Duration: 1.5 – 2 hours

Telephone Survey

- From August to November 2016
- Conducted by Public Opinion Programme, The University of Hong Kong (HKU POP)
- Sample size: 451 participants
- Recruitment method: random digit dialing method
- Inclusion criteria:
  • Aged between 40-64
  • Cantonese-speaking
  • Providing care for at least 4 hours a week to an adult older than 65 years old in the past 6 months
Gender (N=451)

Demographics of Caregivers

Age
- 60-64 years: 29.8%
- 50-59 years: 50.4%
- 40-49 years: 19.8%

Living arrangement with care recipients
- Co-residing: 46.1%
- Not co-residing: 53.9%
Caregiving Hours per Week

<table>
<thead>
<tr>
<th>Hours per Week</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>40 or above</td>
<td>16.5%</td>
</tr>
<tr>
<td>36-40</td>
<td>0.9%</td>
</tr>
<tr>
<td>31-35</td>
<td>1.4%</td>
</tr>
<tr>
<td>26-30</td>
<td>3.4%</td>
</tr>
<tr>
<td>21-25</td>
<td>6.2%</td>
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<tr>
<td>16-20</td>
<td>6.9%</td>
</tr>
<tr>
<td>11-15</td>
<td>6.4%</td>
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<tr>
<td>6-10</td>
<td>21.3%</td>
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<tr>
<td>4-5</td>
<td>36.9%</td>
</tr>
<tr>
<td>0-5</td>
<td>0%</td>
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</tbody>
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Financial Impact - Out-of-pocket Expenses

Median of out-of-pocket expenses in the past 12 months among caregivers with and without domestic helper

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**Without DH (n=316)**

- **Without DH**
  - Range: $1,200 - $5,000
  - Professional services (N=155)
  - Home modifications (N=58)
  - Special aids or devices (N=73)
  - Transportation, travel or accommodation (N=132)
  - Professional services: 41.5%
  - Home modifications: 11.2%
  - Special aids or devices: 37.3%
  - Transportation, travel or accommodation: 10.0%
  - Total: 100%

**With DH (n=135)**

- **With DH**
  - Range: $1,900 - $10,000
  - Professional services (N=77)
  - Home modifications (N=35)
  - Special aids or devices (N=39)
  - Transportation, travel or accommodation (N=66)
  - Professional services: 50.3%
  - Home modifications: 15.1%
  - Special aids or devices: 25.2%
  - Transportation, travel or accommodation: 9.5%
  - Total: 100%
Voices by Caregivers

Community services

"Home care service is very expensive. The hourly rate of day care service almost used up my monthly salary."
(FG2/CG15/Female/Full-time)

Home modifications

"I changed all the gas stove into induction cooker. Toilet renovation is also needed, bath cubicle is better and safer."
(FG2/CG11/Female/Not working)

Special aids or devices

"It is essential to buy some special devices for my parents to monitor blood pressure and blood glucose level."
(FG1/CG1/Female/Quitted job)

Financial impact - Perceived Cost of Care

- Dipping into savings: 28.8%
- Give up necessities: 10.9%
- Cannot afford little extras: 18.5%
- Caring CR is too expensive: 9.5%

Legend:
- Agree
- Strongly agree
Financial impact - Differences among Income Groups

Cost of care index among three income groups

- Below $10,000 (N=132): 41.9%
- $10,000 - $29,999 (N=155): 41.9%
- $30,000 or above (N=93): 16.1%

Financial impact - Perceived Additional Burden by DH

- Additional burden created by DH (n=135)
  - Not at all: 20.4%
  - Very Little: 35.8%
  - Somewhat: 29.9%
  - To a great extent: 9.9%

- Cost of care index among caregivers with and without additional burden created by hiring DH (n=135)
  - Without burden (N=82): 18.2%
  - With burden (N=52): 55.0%
Employment Impact

- Took paid leave of absence (N=130): 29.0%
- Decreased hours of work (N=116): 25.8%
- Adopted flexible working arrangement (N=94): 20.9%
- Quit working (N=48): 19.5%
- Took unpaid leave of absence (N=67): 15.0%
- Retired early (N=44): 14.2%
- Turned down job offer or promotion (N=33): 12.2%
- Opened a home business (N=30): 8.0%
- Increased hours of work (N=30): 6.7%
- Take up one more job (N=21): 4.7%
- Dismissed, terminated or asked to resign (N=16): 3.5%

Workplace Accommodative Measures

- Compassionate/Paid Care leave: 30.8%
- Increased hours of work: 18.4%
- Part-time working arrangement: 14.9%
- Unpaid Care leave: 11.7%
- Re-employment program: 7.6%
- Home-working arrangement: 5.3%
- Counselling service: 6.9%
- Information on caregiving: 4.8%
- Medical benefits covering parents of employees: 6.9%
Took paid leave of absence (N=27)

- Without Workplace Accommodations (n=145)
  - 18.8%
- With Workplace Accommodations (n=196)
  - 35.9%

Adopted flexible working arrangement (N=22)

- Without Workplace Accommodations (n=145)
  - 15.2%
- With Workplace Accommodations (n=196)
  - 24.5%

Retired early (N=30)

- Without Workplace Accommodations (n=145)
  - 20.7%
- With Workplace Accommodations (n=196)
  - 11.7%

Employment Impact – Workplace Accommodative Measures

employment impact among caregivers with and without workplace accommodative measures

Domestic Helper

hire domestic helpers (n=451)

- No
  - 70.1%
- Yes
  - 29.9%

employment impact among caregivers with and without DH

- Opened a home business
  - Without DH (n=316)
    - 6.3%
  - With DH (n=135)
    - 11.9%
Conclusion

Family caregiving brings financial & employment impacts!

Financial impacts: low income families shall be targeted

Employment impacts: advocate for workplace accommodative measures
Acknowledgement

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References

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