



Navigating Intersection of Caregiving and Employment: A Thematic Analysis of Trends from 2019 to 2023 and Implications for Future Research

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Abstract

The escalating convergence of caregiving and employment, stimulated by an ageing population, necessitates comprehensive exploration. This domain, though emerging in the literature, needs more extensive investigation. Addressing this gap, this paper conducts a thematic review of the 2019–2023 literature on patterns and trends in managing caregiving and employment using Atlas.ti 8. The aim is to identify crucial concerns, develop themes, and identify gaps in the literature published during this time. This interdisciplinary review, encompassing sociology, economics, psychology, and public health, offers an exhaustive viewpoint. A thematic review of these 45 articles included six themes: impact on well-being and mental health, challenges balancing work and caregiving, economic implications, workplace supportive interventions, gender differences, and review papers. This review highlights the importance of exploring caregiving and employment in diverse contexts and populations for a more inclusive understanding of sustainability.

Keywords: Caregiving, employment, workplace supportive interventions, well-being, thematic review



Introduction

The critical juncture between caregiving and employment has recently become a pivotal research subject, influenced by societal changes in demographics and family structures. This twofold challenge involves considerable difficulties with far-reaching implications, drawing attention from multidisciplinary experts (Bainbridge & Broady, 2017; Kayaalp et al., 2021).

The increase in ageing populations across the United States, Europe, and Asia substantially amplified demands for caregiving among older adults. The World Health Organisation (2022) predicts that by 2050, most of the world's older population will reside in low and middle-income countries. This demographic transition will intensify demands for elderly care as more people become dependent on assistance with healthcare, daily activities, and other supportive services (Burr & Colley, 2019). Consequently, the complex challenge of reconciling formal employment with caregiving responsibilities emerges, a burden disproportionately shouldered by women (Bauer & Sousa-Poza, 2015; De Pasquale et al., 2017).

Demographic trends have also led to significant evolution within informal caregiving. This has occurred due to shifts in family structures, alterations in gender roles, and increased participation in the workforce. Women who deviate from traditional norms often have significant caregiving responsibilities while managing their paid jobs (Addati, 2021). Unfortunately, the stress and burden of juggling work and caregiving roles can negatively affect work-life balance, psychological well-being, and family dynamics (Crespo et al., 2019; Dugan et al., 2020).

Furthermore, the availability of supportive workplace policies and employer support for working caregivers is crucial for caregivers to balance their dual roles well (Gardiner et al., 2022). A lack of adequate employment support that offers accommodation and flexibility can exacerbate caregivers' challenges. Previous research (Dong, 2022; Jacobs et al., 2019; Moussa, 2019) has demonstrated that caregiving responsibilities can impact or interfere with their employment trajectory, resulting in reduced work hours, absenteeism, poor job performance, and premature retirement.

The topic of recent trends in caregiving and employment remains under-researched despite its complexities and critical importance. Hence, the goal of this study aimed to analyse publications on employment and caregiving from 2019 to 2023 to unveil patterns and future research trajectories.

Materials and Methods

Zairul (2020) has introduced ATLAS.ti 8 as a tool for conducting thematic reviews. This method was utilised in a literature review that followed a thematic analysis procedure. Clarke & Braun (2013) stated that thematic analysis involves identifying patterns and constructing themes through thorough reading. The next step is to categorise these patterns better to understand the relationship between caregiving

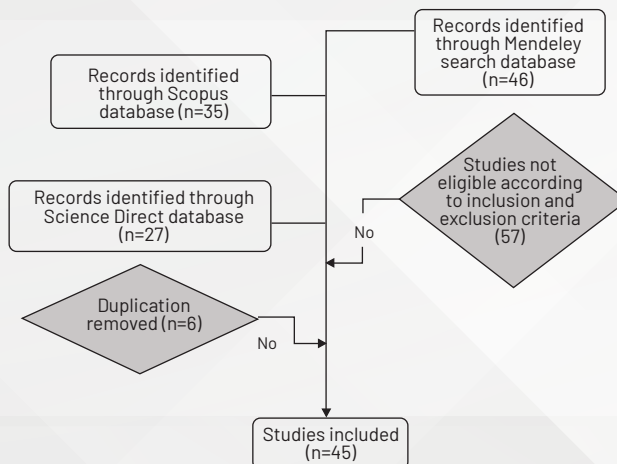


and employment trends. The tenet of this research is to analyse and interpret the findings and make recommendations for future research into managing caregiving and employment issues.

In the first phase, research publications are systematically analysed to gain insights into the current state of academic research on managing caregiving and employment. If accessible, published articles were extracted from Scopus using the keyword TITLE-ABS-KEY (work AND for AND employed AND informal AND caregiver* AND PUBYEAR >2019), TITLE-ABS-KEY (managing AND caregiving AND paid AND employment AND PUBYEAR > 2019), TITLE-ABS-KEY (working caregivers AND PUBYEAR > 2019) as well as Science Direct using the keyword TITLE-ABS-KEY ("informal caregiving" AND "paid employment" AND PUBYEAR > 2019), ("working caregivers" AND PUBYEAR > 2019). The Mendeley database was also used to extract Elsevier publications using keyword work for employed informal caregiver* year: [2019 TO 2023].

In the next phase, articles considered for this review are limited to peer-reviewed journals and English as language articles published during the last five years (2019–2023 inclusively). After removing duplicates and irrelevant articles, 45 studies were selected for review (Figure 1). These articles were then uploaded to ATLAS.ti 8 and organised by author, year of publication, issue number, periodical, publisher, and volume for easy analysis. This method enabled the discovery of discussion patterns over time based on the year of publication. In the following phase, the 45 selected articles were imported into ATLAS.ti 8 and classified as primary documents. Classification in ATLAS.ti 8 greatly facilitated the sorting process, making it more efficient and organised. Preliminary rounds of coding produced 76 codes. After further grouping these codes, six significant themes addressing the study goals emerged. The following section presents the quantitative and qualitative findings of the study.

Figure 1 Thematic review inclusion and exclusion criteria.





Results and Discussion

Quantitative findings

Several journals have published articles on caregiving and employment, with 45 papers identified through several periodicals, namely the International Journal of Environmental Research and Public Health, Journal of Business and Psychology, BMC Public Health, etc. (Table 1). As indicated in Table 1 below, publications about caregiving and employment are growing in popularity each year, even though, as of the time this article was written, 2023 had only registered four, which may be because some articles are still in progress. This review covers caregiving and employment publications from various fields, including sociology, psychology, business, economics, and public health.

Table 1 Articles reviewed based on journals and year.

Journals	2019	2020	2021	2022	2023
Ageing and Society			1		
Aging & Mental Health			1	1	
BJPsych Open				1	
BMC Public Health	1		2		
BMJ Supportive & Palliative Care	1				
Cancer Epidemiology, Biomarkers & Prevention				1	
Cancers				1	
Community, Work & Family			1		
European Journal of Medical and Health Sciences				1	
European Journal of Public Health				1	
European Societies					1
Health & Social Care in the Community	1	1			
Innovation in Aging	1	2	1		
International Journal of Environmental Research and Public Health			1	2	
International Journal of Law, Policy, and the Family			1		
International Journal of Social Psychiatry				1	



Journal of Applied Gerontology	1				1
Journal of Business and Psychology		2			
Journal of Cancer Survivorship				1	
Journal of Clinical Oncology	1				
Journal of Health Economics		1			
Journal of Marriage and Family					1
Journal of Pain and Symptom Management				1	
Journal of the Japanese and International Economies			1		
PharmacoEconomics	1				
PLOS ONE				1	
Psycho-Oncology				1	
Safety and Health at Work			1		
Sustainability				1	
The Journal of Paediatrics				1	
Value in Health					1
Well-being, Space and Society				1	
Work & Stress				1	
Work, Aging and Retirement	1				

After reviewing 45 articles, similarities and differences were compared to ensure consistency within the sub-categories. Through numerous rounds of re-coding and code merging in ATLAS.ti 8, code categorisation was further classified into six main themes: impact on well-being and mental health, challenges in balancing work and caregiving, economic implications, workplace supportive interventions, gender differences, and review papers. The patterns were analysed using the theme following the year of study (Table 2). It was found that trends in the impact on well-being and mental health and workplace supportive interventions are prevalent themes, followed by economic implications, challenges in balancing work and caregiving, review papers, and gender differences.



Table 2 *The theme according to year.*

Theme	2019	2020	2021	2022	2023	Total
Impact on well-being and mental health	1	1	3	4	1	10
Challenges in balancing work and caregiving	2	2	-	3	1	8
Economic Implications	1	1	-	6	1	9
Workplace supportive interventions	3	-	5	1	1	10
Gender differences	-	1	1	1	-	3
Review paper	1	1	1	2	-	5

The country distribution of publications and the year the study was conducted were used to analyse the publication trend. There is a trend of progressively rising articles on caregiving and employment from 2019 to 2023, as depicted in Table 3. The review reveals that the United States, Canada, and Europe are the primary reporting regions for publications. It is crucial to note that the number of publications may still steadily increase, given the ageing populations in these nations. Comparatively, from 2019 to 2023, only one article from Singapore, Malaysia, and Japan was recorded, which is low given that most Asian populations are ageing increasingly rapidly.

Table 3 *The country-specific distribution of publications.*

Country	2019	2020	2021	2022	2023	Total
Australia	2	1	0	1	-	4
Canada	-	-	1	5	-	6
Germany	-	-	2	-	-	2
Ireland	-	-	-	1	-	1
Italy	-	-	1	-	-	1
Japan	-	-	1	-	-	1
Malaysia	-	-	1	-	-	1
Netherlands	1	1	1	3	1	7
Singapore	-	-	-	1	-	1
Sweden	-	-	-	1	-	1



United Kingdom	-	-	1	1	-	2
United States	5	4	2	4	3	18

Hence, the publication may predominantly focus on Western societies and not adequately represent caregivers' experiences in non-Western cultures. Previous studies' lack of geographical and cultural diversity might hinder formulating and implementing policies tailored to diverse populations.

Qualitative Findings

Theme 1: Impact on well-being and mental health

The impact on well-being and mental health theme refers to specific factors or interventions' effects on caregivers' overall well-being and mental state (Figure 2). A few researchers have consistently highlighted the negative impact of caregiving responsibilities on caregivers' well-being (Kong et al., 2021; Patterson et al., 2023; Washington et al., 2020) and mental health (Bremmers et al., 2022; Natvig et al., 2022; Socci et al., 2021). Kong and colleagues, in 2021, through a study in Malaysia, showed that caregivers were associated with factors such as being female, aged 36-59 years, and reporting illness in the past two weeks (Kong et al., 2021). Caregiving and employment demands can hinder caregivers from seeking timely healthcare, potentially affecting their well-being and health outcomes. Washington et al. (2020) highlighted that working family caregivers often delay healthcare due to work responsibilities such as age, pain, and lack of rest, impacting healthcare utilisation. Additionally, Patterson et al. (2023) recently discovered that caregivers working in specific clusters, such as the Care Between Late Shifts and Care After Work clusters, reported considerably lower levels of well-being than those in the day-off cluster. Consequently, the timing and sequence of caregiving and work responsibilities can impact caregivers' well-being.

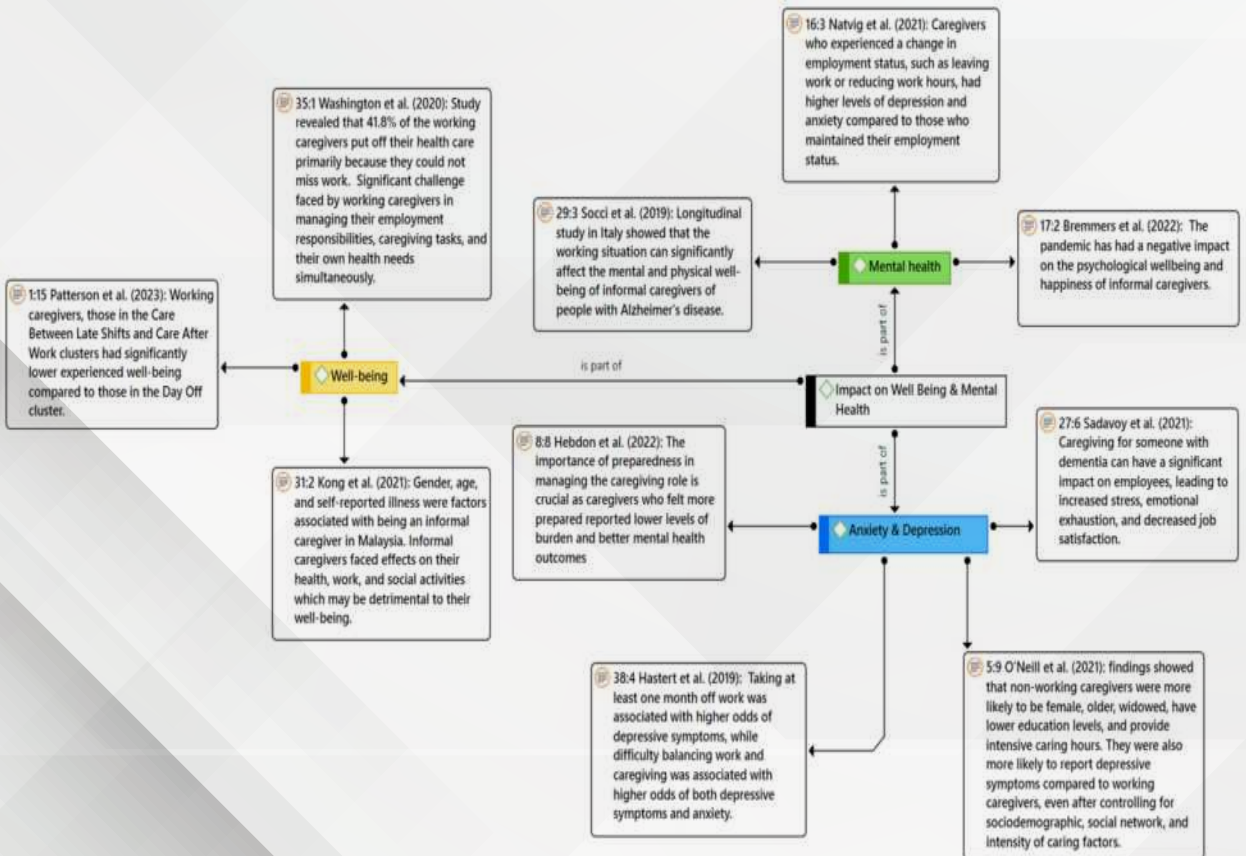
Balancing full-time work with caregiving often results in significant strain and negative impacts on well-being. Patterson et al. (2023) found that working full-time and providing care can be extremely taxing, and regardless of gender, caregivers frequently experience high levels of stress, anxiety, and depression. Interestingly, research by Natvig et al. (2022) and Socci et al. (2021) revealed that caregivers who changed their employment status, such as quitting their jobs or reducing their work hours, reported higher levels of depression and anxiety. Bremmers et al. (2022) also disclosed that the COVID-19 pandemic negatively affected informal caregivers' psychological well-being and happiness. These studies underscore the intersection between employment, physical and mental health, and the role of external factors such as the COVID-19 pandemic affecting informal caregivers. Further investigation is necessary to explore the necessity of providing support and interventions to working caregivers to alleviate adverse effects on their well-being.



Caregiving harms psychological outcomes such as depression and anxiety concerning employment. Being a caregiver can negatively impact mental health, particularly among non-working caregivers with a higher risk of depression (O'Neill et al., 2022). Cancer caregivers and those with dementia also revealed that caregiving for someone with a chronic disease could significantly impact employees, leading to increased stress, emotional exhaustion, and decreased job satisfaction (Hastert et al., 2019; Sadavoy et al., 2022). Taking time off work, including unpaid leave for caregiving, can worsen the situation, with at least one month of leave linked to increased chances of depressive symptoms and anxiety. Therefore, caregiving and employment demands can significantly impact caregivers' mental health. Nonetheless, adequate support and preparation can help mitigate these adverse outcomes, as emphasised by Hebdon et al. (2022).

Previous research on informal caregivers focused on older, full-time caregivers and found that they are more prone to depressive symptoms than those who work (Kong et al., 2021; O'Neill et al., 2022). This theme suggests that more attention should be paid to working caregivers, examination of the impact of employment status on caregiver well-being (O'Neill et al., 2021), research on specific caregiver populations (Sadavoy et al., 2022), and factors associated with health utilisation among working caregivers (Washington et al., 2020).

Figure 2 Network view on the impact of well-being and mental health.





Theme 2: Challenges in balancing work and caregiving

This theme refers to caregivers' difficulties balancing work and caregiving responsibilities, as shown in Figure 3. Working caregivers face several challenges because of their emotional and physical demands. Caregivers may experience stress, burnout, and exhaustion because of the constant demands of caregiving (Sarris et al., 2020; Vos et al., 2021). However, it would be more emotionally challenging and unpredictable than the demands of caring for people with specific conditions, i.e., mental illness (Diminic et al., 2019a) and dementia (Sadavoy et al., 2022).

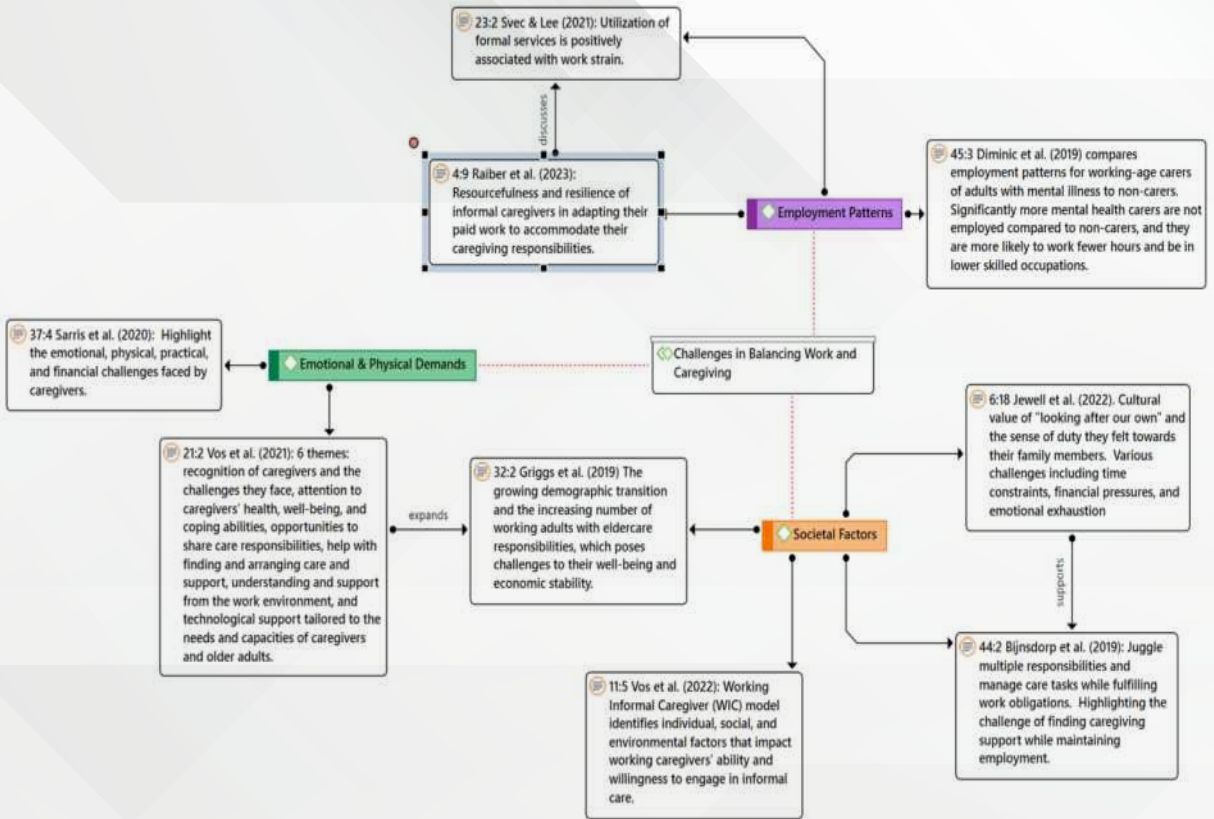
To balance their caregiving duties with their job, caregivers encounter obstacles. Diminic et al. (2019) found that numerous caregivers for mental health patients are unemployed and tend to work fewer hours in jobs requiring less skill than non-caregivers. However, despite these challenges, informal caregivers exhibit adaptability and determination by utilising various strategies such as adjusting work schedules, relying on informal support systems, making personal sacrifices, and receiving assistance from their employers. These strategies can have long-lasting consequences, especially for young female caregivers who may switch jobs and decrease their working hours (Raiber et al., 2023). Caregivers who receive support from family members and utilise formal resources such as respite care tend to report higher satisfaction with their ability to balance work and caregiving responsibilities (Svec & Lee, 2021). In other words, the impact on employment patterns is a challenge faced by working caregivers.

Societal factors also play a role in the challenges caregivers face. Vos et al. (2022) examined how changing family dynamics and the influx of women into the labour force affect caregiving, making it more difficult for working caregivers to share responsibilities. Previous research has highlighted the importance of helping caregivers of older adults balance caregiving and employment responsibilities, including offering customised support and recognising the role of employers and organisations in supporting their struggles (Griggs et al., 2020; Vos et al., 2021). According to Bijnsdorp et al. (2019) and Jewell et al. (2022), comprehensive support systems should recognise the cultural value of caregiving and provide resources to help caregivers effectively manage the multiple responsibilities that address the practical, emotional, and financial challenges they face.

The theme of the challenges of balancing work and caregiving discusses emotional and physical demands, employment patterns, and societal factors. Additional research can further investigate working caregivers' specific difficulties and stressors, encompassing the impact on their physical and mental health, work-life balance, and financial burdens, as indicated by Vos et al. (2021), challenges encountered by caregivers from diverse backgrounds and communities, caregivers of individuals with disabilities, and caregivers of older adults, as suggested by Sarris et al. (2020), while Jewell et al. (2022) proposed exploring the distinct challenges and support needs of different cultural and ethnic groups of working caregivers.



Figure 3 Network view on challenges in balancing work and caregiving.



Theme 3: Workplace supportive intervention

Workplace supportive interventions are among the popular themes researchers discuss in caregiving and employment (Figure 4). Flexible work arrangements, such as remote working, flexible scheduling, and working from home, have been demonstrated to assist caregivers in balancing their caregiving tasks, reduce stress, and enhance their mental health (Niimi, 2021). Ding et al. (2022) further highlight the significance of implementing caregiver-friendly workplace policies, including flexible working options and care leave, which enable caregivers to balance their health, caregiving duties, and work responsibilities more effectively. Insights from Carr et al. (2019) and Kim (2021) stress the necessity of providing access to paid leave for eldercare and retaining older employees who are also caregivers. Moreover, Nadash et al. (2023) propose that workplaces providing paid and sick leaves can alleviate the workload of employed caregivers. These findings indicate that workplace support and policies can help increase the well-being of employees juggling care.



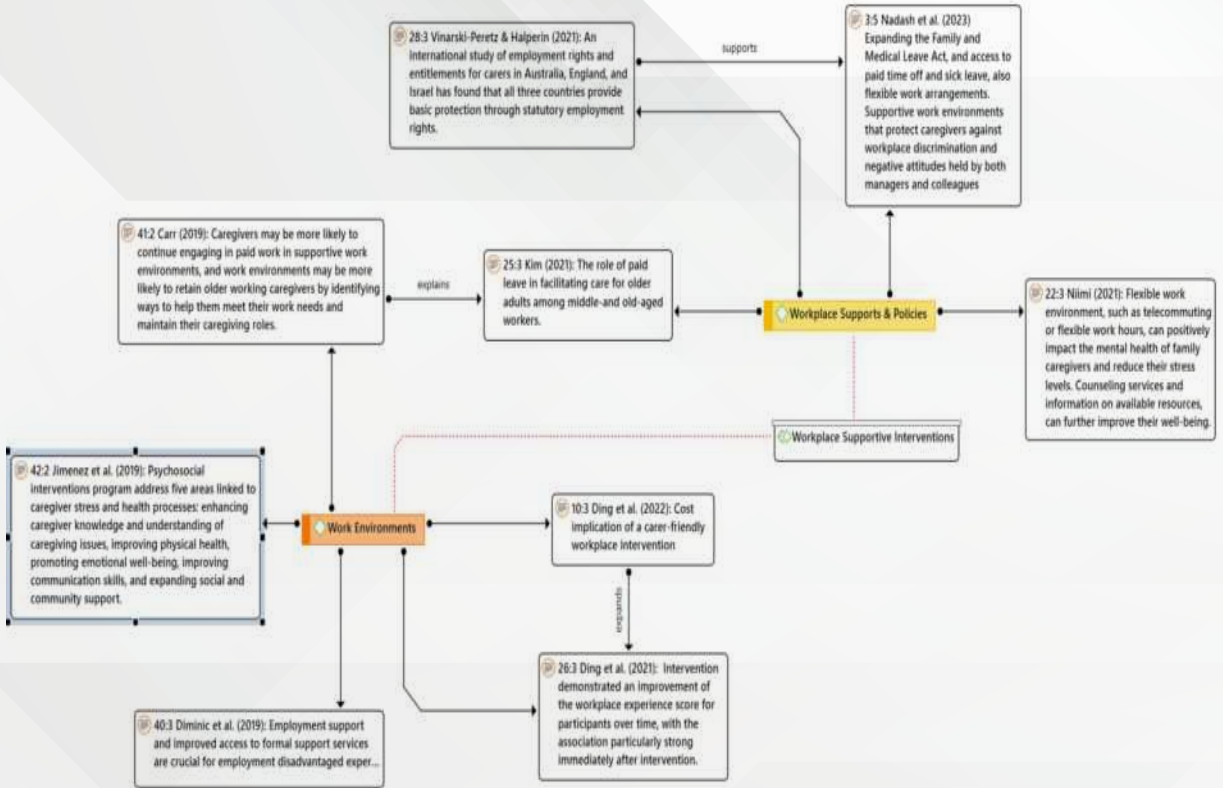
Providing employment support and improved access to legal support services is vital for caregivers facing employment disadvantages while caring for vulnerable groups, such as individuals with mental health issues (Diminic et al., 2019) and cancer patients (Su & Malhotra, 2022). An international study conducted in Australia, England, and Israel revealed that all three countries offer important protection through statutory employment rights (Vinarski-Peretz & Halperin, 2021). Additionally, employer education and anti-discrimination legislation are crucial in creating supportive work environments for caregivers, as Nadash et al. (2023) emphasised. Therefore, work environments that are supportive, accommodating, and recognise the needs of caregivers can significantly help them balance their caregiving responsibilities with their paid work.

Ding et al. (2021) suggest providing resources and support to working caregivers while focusing on educational interventions to address the function of the work position, employment stability, control over the schedule, work-family and family-work dispute conflict, and support from coworkers and managers. Another study by Ding et al. (2022) investigated the financial costs of caregiver-friendly workplace interventions, including turnover, presenteeism, absenteeism, and their effect on coworkers. This study explicitly examined the cost implications of the intervention from the employer's viewpoint, considering tangible costs such as absenteeism. However, the analysis did not quantify monetary values for non-tangible benefits, like improvements in work culture and employee morale. Overall, interventions that provide support and resources to caregivers, such as educational programs, training, and workplace culture change programs, can improve the work experience of caregivers and help them manage their caregiving responsibilities (Ding et al., 2021; Jimenez et al., 2019).

This review found that supportive workplace interventions are crucial in promoting caregivers' well-being, and a common research focus recommends that the most effective approach combines various supportive interventions comprising workplace policies, practices, and work environments. Future research should explore the effectiveness of other caregiver-friendly workplace policies and practices (Ding et al., 2021, 2022), employer education, anti-discrimination (Nadash et al., 2023), and proper employment support (Vinarski-Peretz & Halperin, 2021) in supporting working caregivers.



Figure 4 Network view on workplace supportive interventions.



Theme 4: Economic implication

Several publications have raised issues on the economic implications of caregiving and employment (Figure 5). Previous studies have demonstrated that work, health, and family are interconnected and affect one another. Family caregivers' significant challenges include caregiving-related work productivity loss, such as absenteeism, presenteeism, reduced work productivity, overall work impairment, and early retirement (Keita Fakeye et al., 2023; Raiber et al., 2023). These findings suggest that caregiving can have significant economic consequences for caregivers.

A Canadian study by Sadavoy et al. (2022) shows that caregiving can negatively affect job engagement, absenteeism, and desire to leave. Longitudinal research by Klomberg et al. (2022) also found that working caregivers often experience impairments in work and daily activities, especially in the early stages of illness. In addition, caregivers also reported limitations in social interactions and leisure activities due to their responsibilities. These studies have indicated that caregiving responsibilities can harm work-related outcomes.

Rellstab et al. (2020) found that unexpected hospitalisation of parents, particularly mothers, might affect their children's work lives, showing parental health's relevance in determining their kids' socioeconomic prospects. Subsequently, a recent study by Su and Malhotra (2022) indicated that caregivers

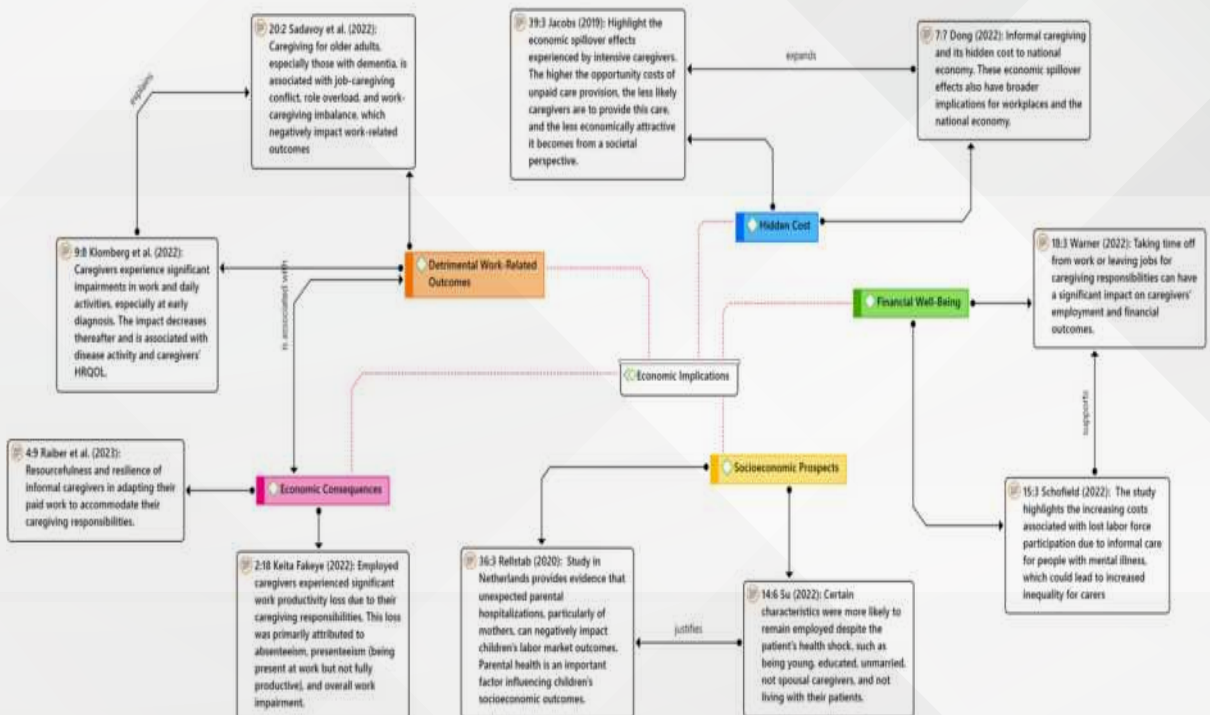


are likely to experience work disruptions and might even lose their jobs after a patient's health episode. However, specific characteristics such as being educated, young, unmarried, not being a spousal caregiver, and not living with their patients are associated with caregivers who are more likely to remain employed despite the patient's health shock. In short, socioeconomic prospects were underscored by the role of caregiver characteristics in employment outcomes.

Caregiving has adverse effects on employment and financial well-being. Schofield et al. (2022) and Warner et al. (2022) highlighted informal caregivers' burdens, including decreased work hours or complete cessation of employment, which can harm their psychological and financial well-being. These studies emphasise the negative impact of caregiving on employment and caregivers' financial outcomes. The economic spillover effects of the hidden cost of informal caregiving impact individuals by placing caregivers at risk of increased inequality and have broader implications for workplaces, the national economy, and society (Dong, 2022; Jacobs et al., 2019).

Working caregivers' challenges, such as decreased work hours or leaving jobs to provide care, can negatively affect their employment and financial outcomes. Thus, future research can explore the organisational policies in supporting and retaining working caregivers (Sadavoy et al., 2022), the economic hardships that caregivers face, how they affect work-related outcomes (Warner et al., 2022), and the financial costs of caregiving for other populations such as older adults (Schofield et al., 2022).

Figure 5 Network view on the economic implication.





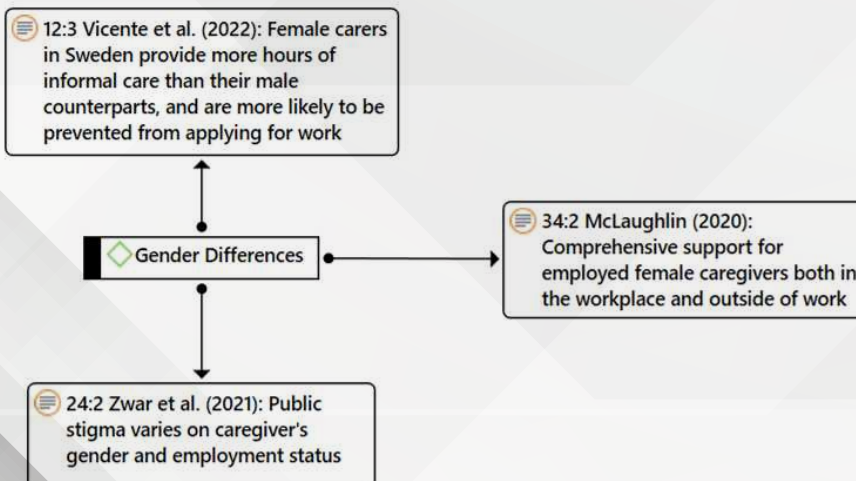
Theme 5: Gender differences

The theme of gender differences is highlighted (Figure 6), which showcases noticeable variations in caring and work patterns between men and women, as observed by several researchers, including McLaughlin (2020), Vicente et al. (2022), and Zwar et al. (2021). While both Vicente et al. (2022) and Zwar et al. (2021) discussed the adverse effects of stigma on informal caregivers, they focused on different contexts. Zwar et al. (2021) explicitly examine public stigma towards informal caregivers in Germany, while Vicente et al. (2022) explore informal care provision and support patterns among working caregivers in Sweden.

Zwar et al. (2021) suggest that public stigma towards informal caregivers varies based on the caregiver's gender and employment status, with research findings that male caregivers may experience higher social isolation than female caregivers, and working caregivers may experience more favourable views and recognition than unemployed caregivers. In contrast, female caregivers frequently put in more unpaid hours and were more likely to suffer adverse effects owing to their caregiving obligations. The impact on female caregivers' employment and career development opportunities can be more significant than that on male caregivers (Vicente et al., 2022).

McLaughlin (2020) spearheaded an analysis of the struggles confronting employed female caregivers, particularly with juggling caregiving duties and work responsibilities. This themed review highlighted the importance of offering robust support systems for the intricate blend of caregivers' work and personal experiences. Significantly, societal norms and stereotypes that continue to fuel public stigma against informal caregivers must be acknowledged in this discussion. Additionally, addressing the gender-based disparities visible in caregiving responsibilities and employment outcomes is vital to ensure non-discriminatory support and labour policies, as echoed in the work of Vicente et al. (2022) and Zwar et al. (2021).

Figure 6 Network view on the gender differences in caregiving and employment.





Theme 6: Review paper

The review paper was also among the popular types of publications on the topic of caregiving and employment, which focused on eldercare (Burch et al., 2019; Clancy et al., 2020; Lam et al., 2022), cancer caregivers (Xiang et al., 2022), and dementia caregivers (Neubert et al., 2021) (Figure 7). Despite focusing on caregiving and employment, each paper emphasises different issues. Burch et al. (2019) discussed work-family conflicts and job performance issues, while Clancy et al. (2019) expanded on the negative consequences of stress and potential career disruptions caused by eldercare. Lam et al. (2022) added to this with the demands and resources of informal working caregivers, time constraints and emotional exhaustion. Neubert et al. (2021) highlighted the detrimental effects of being a caregiver on employment, particularly for dementia caregivers, but also touched on potential benefits for caregiver well-being. Xiang et al. (2022) focus more on caregiving's financial consequences, especially among cancer caregivers.

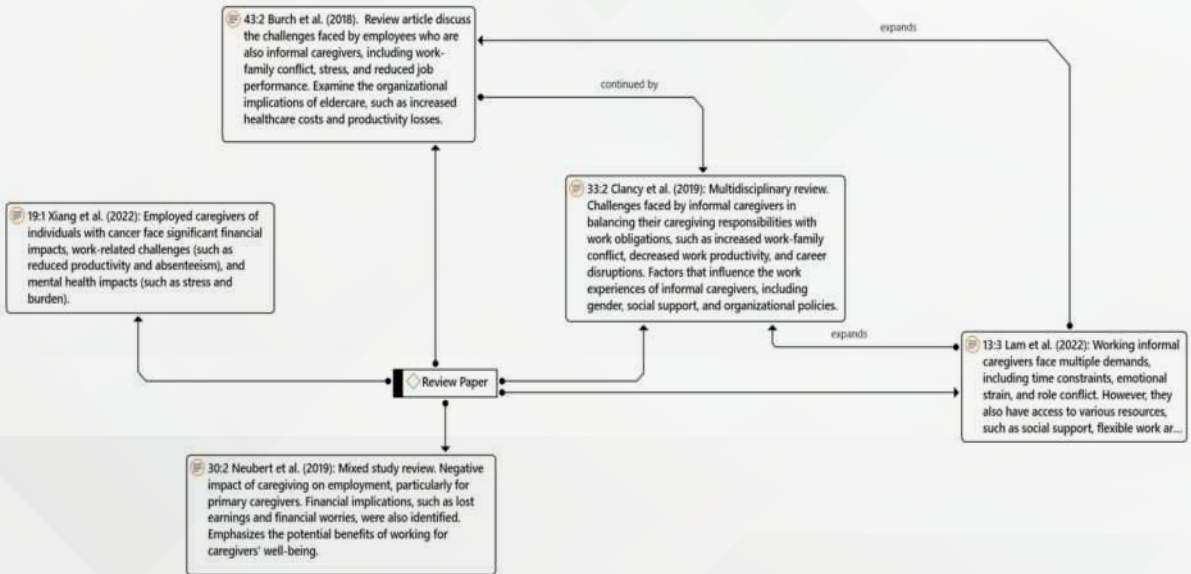
Significant variations exist in the methodologies employed across all the review papers, for instance, Burch et al. (2019) opted for a review article, and Clancy et al. (2019) adopted a multidisciplinary review method. Meanwhile, Lam et al. (2022) used a systematic review process, while Neubert et al. (2021) applied a mixed-study review, and Xiang et al. (2022) used a narrative review. The review papers are relevant to several themes discussed earlier. The dilemmas experienced by employees concerned by Burch et al. (2019), Clancy et al. (2019), and Lam et al. (2022) all directly relate to the well-being of caregivers as these studies discussed the emotional exhaustion and stress experienced by employees when providing eldercare impacting their mental health. Xiang et al. (2022) further exemplify this theme by highlighting the psychological implications for employed cancer patient caregivers. Meanwhile, the economic impact of caregiving, such as financial anxiety and severe financial consequences for working caregivers (including missed wages, a decline in income, and loss of time), is addressed by both Neubert et al. (2021) and Xiang et al. (2022). Both studies call attention to the imperative for future research efforts to identify caregivers at increased risk of poor employment or mental health outcomes and develop more targeted support programs.

All the review papers cited also emphasise the difficulty of managing the dual roles of work and caregiving, leading to work-family conflict, decreased job performance, and potential career disruption. Neubert et al. (2021) suggest further exploration into the influence of ethnicity, culture, or religion on caregiving and employment, as there is a need for cross-national, original studies or reviews on that subject matter. Other than that, the challenges highlighted by the caregivers in these studies inevitably point out the need for more supportive measures in the workplace. However, specific intervention methods are not extensively explored, creating a potential area of research. The review papers also do not explicitly address gender differences in caregiving, which could be another study area.



Employment and caregiving experiences can vary vastly between genders due to societal and familial expectations, which is potentially an area these studies fail to explore. Well-being, work-caregiving balance, and economic implications are well represented, while supportive interventions are implicitly suggested. Gender differences, however, are not explicitly discussed, warranting further exploration.

Figure 7 Network view on a review paper.



Conclusion

This article offers an analysis of caregiving and employment patterns and trends, as the intersection of these two areas has grown in significance owing to demographic shifts and changing family structures, which are influenced by a growing global ageing population. The findings from the code-to-document analysis in ATLAS.ti 8 indicated that the patterns and trends in caregiving and employment publications highlighted the impact on well-being and mental health, challenges in balancing work and caregiving, economic implications, supportive workplace interventions, gender differences, and review papers.

There will likely be more studies on caregiving and employment in the future because it is crucial to include inclusivity of diverse cultural and geographical backgrounds. Existing studies have predominantly focused on Western countries, creating a gap in our understanding of non-Western cultures and geographical areas. This begs for in-depth exploration and rigorous data collection about non-western societies. Jewell et al. (2022) and Sarris et al. (2020) have stressed the need to broaden research to include diverse global contexts and populations. As such, an



emphasis is laid on the requirement of additional research in various global areas, with a particular focus on Asia, to enrich our understanding of varying caregiving practices and challenges.

Significant understanding can be derived by investigating caregivers' diverse experiences and struggles across various cultural and geographical contexts. Such information becomes a crucial factor in developing sustainable strategies and intervention programs to augment the well-being of employed caregivers. Such information is crucial in devising sustainable strategies and interventions to enhance the well-being of working caregivers. In the future, researchers should explore how employment status affects caregivers' well-being, identifying whether certain forms of employment exacerbate or alleviate caregiving stress (O'Neill et al., 2021). Furthermore, studies should focus on specific caregiver populations (Sadavoy et al., 2022) to understand disparities and unique challenges. Lastly, aspects related to healthcare utilisation need further exploration, like accessibility or out-of-pocket expenditures, which is essential (Washington et al., 2020). Increasing understanding in these areas can offer new insights into regional and multicultural caregiving experiences and pave the way for refined interventions.

The review also notes the emerging trends in workplace supportive interventions, such as workplace support programs, caregiver support groups, and the role of the workplace in promoting work-life balance (Niimi, 2021; Vos et al., 2021). These interventions can bolster the sustainability of caregiving and employment by offering caregivers in various contexts and populations the support and resources they require. Future research should also investigate the effectiveness of workplace supportive interventions in different cultural contexts to determine their impact on caregiver well-being (Gérain & Zech, 2019). In conclusion, this review emphasises the essentiality of inclusivity in caregiving and employment research to create effective interventions and policies to support caregivers across diverse contexts and populations.

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