

Cancer in the Workplace

Cancer is the second-highest cause of death in the United States. In addition, nearly 2 million people are diagnosed with some form of cancer annually. Therefore, it's likely that an employee—or someone in their family—will be diagnosed with cancer.

For every 100 employees in today's workforce, 5 employees have a history of cancer and 27 are undergoing cancer treatment.

The following statistics demonstrate the financial impact of cancer on U.S. employers:



Cancer treatment accounts for **12% of employers'** total medical costs, with \$125 billion spent on direct medical costs.



Employers expend **\$139 billion** for diminished productivity and lost work time from employees, who are receiving cancer treatment or caring for someone with cancer.



Caregiving employees account for nearly **75% of early departures** and late arrivals at the workplace.

What Can Employers Do?

Employment provides psychological and financial benefits for employees diagnosed with cancer. For those employees, ongoing employment or a return to work can promote a sense of normalcy during a difficult time. Consider the following strategies to support employees:

- Review company policies and procedures (e.g., medical and prescription coverage, workplace accommodations, leave)
- Consider holistic benefit offerings (e.g., flexible scheduling, employee assistance program, caregiving support)
- Show sympathy and support
- Train managers
- Comply with employment laws

Contact us to learn more about supporting employees diagnosed with cancer, in treatment and beyond.

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