FAST FACTS

How Pets and Pet Caregiving Impact Workers and Work Performance

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How common is pet ownership?

- Fact 1: “Survey results from the American Pet Products Association indicate that nearly 87 million (66%) Americans share their homes with pet companions.” (Hughes et al. 2024: pp.2)

- **Fact 2:** “In 2022, the number of pets or companion animals in Europe reached approximately 340 million.” (Junça-Silva and Moço 2025: pp.304)

How do pets enhance worker vitality?

- **Fact 1:** “Pet attachment support represents the emotional resources of unconditional, constant, and nonjudgmental comfort.” (Wan et al. 2023: pp. 2628)

- **Fact 2:** “Overall, this study highlights the positive indirect relation between daily [human-animal interactions] and mental health through affect ratio.” (Junça-Silva and Moço 2025: pp.312)

- **Fact 3:** “Pets can serve as a source of calming support by establishing a depth of connection with their owners in times of crisis.” (Wan et al. 2023: pp. 2627)

What are the benefits of employees bringing pets to work?

- **Fact 1:** “Some employers may want to consider allowing pets in the workplace in order to improve employee moods, increase social interaction, and give the workplace a more “homey” and “stress-free” atmosphere.” (Perrine and Wells 2006: pp. 74)

- **Fact 2:** “These findings support previous research indicating that pets increase social interaction, make people happier and more optimistic, and reduce stress in a work environment.” (Perrine and Wells 2006: pp. 72)

- Fact 3: “Responses from owners on advantages and disadvantages of bringing the dog to work… had a high percentage of dog owners who could see no disadvantages at all (75%).” (Norling and Keeling 2010: pp. 164)

What are the negative outcomes of bringing pets to work?

- Fact 1: “Common barriers to allowing dogs at work included the suitability of the working environment (44%) and health and safety concerns (31.3%).” (Hall et. al. 2017: pp. 291)

- Fact 2: “[A] limitation… is the potential existence of employees with allergies and phobias (in the case of allowing the presence of pets in the workplace).” (Junça-Silva and Galrito 2024: pp. 10)

- Fact 3: “Dogs are most frequently responsible for animal bites to humans (80–90% of mammalian bites), followed by cats (5–15%).” (Foreman et. al. 2017: pp. 8)

How do clients and customers respond to pets in the workplace?

- Fact 1: “Participants viewing from a customer’s perspective an office with a dog or a cat perceived those work environments to enhance their moods and to increase social interaction.” (Perrine and Wells 2006: pp. 72)

- Fact 2: “One important aspect for many companies was how customers, visitors, or patients would perceive the occurrence of dogs [in the workplace,]... the view that even clients or visitors could perceive dogs as a positive was shared by around half of all employers.” (Norling and Keeling 2010: pp. 169)

- Fact 3: “In contrast to concerns about the professional atmosphere affecting businesses, the presence of a dog may have a positive impact on retail businesses.” (Hall et. al. 2017: pp. 302)

- Fact 4: “Employers also need to be aware that offices with cats or dogs are perceived as less professional, clean, and safe than offices without animals, and thus are not appropriate for all companies.”(Perrine and Wells 2006: pp. 74)

What are the roles of animals in the workplace?

- Fact 1: “Service dogs are individually trained to perform work or tasks to assist an individual with a disability… [and] constitute a reasonable accommodation to an individual with a disability in employment under Title I of the [Americans with Disabilities Act].” (Foreman et. al 2017: pp. 2)
- Fact 2: “Visitation animals…refer to animals that accompany their owners on visits to healthcare and educational settings to socialize with patients or students… [and] are usually dogs, but they can also be other animals…” (Foreman et. al

2017: pp. 2)

- **Fact 3:** "A therapy dog assists a professional service provider (often in a healthcare setting) in the treatment or rehabilitation of a patient or client." (Foreman et. al 2017: pp. 2)

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