

# Juggling work and unpaid care

A growing issue



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# Foreword from Helen Walker



Having joined Carers UK in December 2018, it is a great pleasure to launch Carers UK's first report of 2019, which reveals the sheer scale and pace of change that is underway within our society and the potential rise in the number of workers who are juggling work with unpaid care. Caring, unpaid, for older and disabled relatives has fast become a key issue of our time and one that is affecting more families and friends in the UK in their everyday lives. And this work shows that this challenge is now bigger than ever.

With the world of work, working patterns and structures changing all the time, reflecting both demographic change and rises in State Pension age, Carers UK has started to see an increasingly steep rise in the number of carers, the majority of whom are of working age and a large proportion in work. As this research shows, there is not only a strong moral imperative to support families and friends who provide unpaid care, but also a strong economic imperative, too. The UK economy and the productivity of business and employers, including the public and voluntary sectors, depends on retaining their skilled and knowledgeable staff. Crucially, that increasingly includes employees juggling work with caring.

This report sets out a strong message that many elements of society need to adapt and change in order to support our growing and changing population of unpaid carers. While delivering clear economic benefits for the economy as a whole, as well as for employers and businesses, the gains for communities and families are vast. Supporting carers intersects with many different agendas including gender and disability equality, and age positivity. It helps support pensions provision, improves financial resilience, tackles an element of population health, strengthens family and friends' networks and, finally, helps combat loneliness and isolation. But to achieve these outcomes, every section of society needs to play its part – from employers, to local and national government, to families and the community.

We are delighted to have the support of Centrica in delivering this report, one of the UK's leading employers in supporting carers within the workforce. We hope that other employers will follow our call to raise awareness of the carers' cause and work to achieve the aims that we have set out in this report.

A handwritten signature in black ink that reads "Helen Walker". Below the signature is a horizontal line that ends in an arrowhead pointing to the right.

**Helen Walker**  
**Chief Executive**  
**Carers UK**

# Introduction

Caring, unpaid, for older and disabled relatives is an increasing issue for our time and one that is affecting more families and friends in both the UK and throughout the world.

According to the 2011 Census, around 3 million people juggle work while caring for an older, disabled or ill person, unpaid, out of a working age population of around 4.3 million. This equates to around one in nine workers.<sup>1</sup> It is now over seven years since the Census 2011 produced its valuable data on carers, and this new research sets out to establish how society has changed since then. The government's *Industrial Strategy*, published in 2018, recognised that our growing ageing population would mean people would be working longer whilst having to juggle work and care, which would directly impact on productivity unless tackled with the right measures such as flexibility at work. Carers UK and others have charted clear productivity challenges associated with caring; the loss of skilled and valued employees costing anything from 100–150% of their annual salaries, poorer health outcomes and related impacts on workforce engagement and performance, and other costs including reduced public revenues and an increased benefits bill.

Carers UK has a long track record of highlighting the impact of care on employment, through working with academics, developing an evidence base through research with both carers and employers and understanding how society and employers can better support unpaid carers. And this year Employers for Carers, established by Carers UK as the first formal employer forum, is celebrating its tenth anniversary.

This new public polling from YouGov plc, commissioned by Carers UK, looks at the impact the ageing population is having among those who are juggling work while providing unpaid care, how the world of work needs to adapt and the consequences if it does not. This report also looks at the interventions that can be undertaken to meet these challenges and improve productivity.

<sup>1</sup> Census 2011

## Key research findings

**1 in 7** juggling work and care



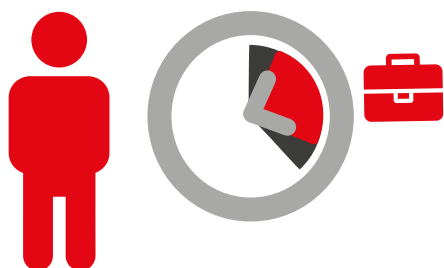
The number of those **juggling work and care** appears to be **far higher** than previously thought – around **4.87 million** (compared with 3 million in the Census 2011). This is **one in seven of all workers**, compared with the previous figures of one in nine workers.

**2.6m** give up work in order to care



The number **giving up work to care** has **increased** from 2.3 million in 2013 to **2.6 million**, a rise of 300,000 people; nearly a **12% increase**.

**2m** carers have reduced their working hours



The number of **adults reducing working hours in order to care** has **fallen** from nearly 3 million in 2016 to **just over 2 million** – a fall of a third.

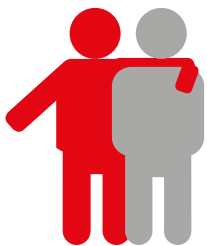
**7%** said unpaid caring negatively impacted paid work



More encouragingly, those saying that **unpaid caring had impacted negatively on their paid work has dropped** from 10% in 2013 to 7%, suggesting that measures to support carers have been working for some in the workplace. However, **women were more likely to say caring had a negative impact on their work (9%)**.

## Key research findings

**.5m** have given up work over the last 2 years as a result of caring



Nearly half a million people (468,000) have given up work over the past two years as a result of caring. This equates to around 600 people every day. Those over the age of 45 were most likely to have given up work to provide care. 15% of men who had given up work to care had done so in the last year, but only 6% of women.



the numbers of carers could be even larger



According to Carers UK's definition, the numbers providing care is also potentially larger with 17% of the population providing unpaid care, or 8.8 million adults across the UK (the Census 2011 puts this at just under 6.5 million)<sup>2</sup>.

**13%** lower numbers juggling work and care in the private sector



There are lower numbers of people juggling work and care in the private sector (13%) compared to the public sector (19%).

Workers in the private sector had less access to supportive policies listed for carers (28%) compared with the public (20%) and third sectors (22%).

<sup>2</sup> Census 2011 data includes all ages of carers

## The top three interventions

The top three interventions that workers thought would be most helpful if they were caring alongside work were:



**89%** a supportive employer/  
line manager



**88%** flexible working



**89%** additional paid care  
leave of between five  
and ten days

When respondents were asked what employment practices they experienced, **38% said their employer had flexible working**, but only **12% said they had paid care leave**. Working carers were more likely to say that none of the support options listed were offered by their employer (34% compared with 24% of all workers, reflecting the fact that they are more likely to have experience and have checked).

# Key messages arising from the research

**The numbers of people juggling unpaid caring and work could be far higher than previously expected, as the number of carers in employment is rising even more quickly than the total number of carers.**

Caring is a significant and growing reason for employees leaving the labour market and supporting carers could help to tackle the productivity challenge identified in the government's *Industrial Strategy*.<sup>3</sup>

Yet caring often goes unnoticed. With nearly 2.6 million people having given up work to care, there are stark warnings for employers, in terms of staff recruitment and retention costs and unmeasured health costs within the workplace.

If we look abroad to countries like Japan, one of the fastest ageing societies in the world, there are lessons to learn about the challenges facing our own society. As a response to their ageing population, the Japanese government introduced more additional funding for social care, but also stronger and extensive workplace rights for those with unpaid caring responsibilities, many of whom are women.

Leading companies, such as Centrica, have demonstrated strong business benefits to supporting carers and have suggested that, cumulatively, UK companies could save up to £4.8 billion a year in unplanned absences and a further £3.4 billion in improved employee retention by adopting flexible working policies to support those with caring responsibilities.

Carers UK's carried out its own analysis of other countries' policies around a statutory right to paid care leave and estimated that paid care leave of at least five days per year could save the UK economy around £3.5 billion a year.<sup>4</sup>

The results from the polling demonstrate important differences between women and men. Women tended to rate culture and support mechanisms within the workplace as more valuable and useful than men. Given the higher rate of caring amongst women in the workplace, this makes recognising unpaid care a core part of any diversity programme. This includes the fact that although men are less likely to be caring within the workplace, if caring is exclusively viewed solely as a gendered activity, it will marginalise those men who are providing unpaid care.

An interesting finding from the research is a drop of one million workers who have reduced working hours to provide unpaid care. This could be interpreted either as positive or negative, but further research is needed into these results. Recent research by the Chartered Institute of Personal Directors (CIPD), suggested that formal flexible working requests had plateaued since 2010 and issued a joint action with government and the Flexible Working Taskforce, to encourage the amount of flexible working available to workers.<sup>5</sup>

<sup>3</sup> Industrial Strategy – Building a Britain fit for the future, HM Government, November 2017

<sup>4</sup> Megatrends: Flexible working, Chartered Institute for Personnel and Development, January 2019 and Flexible Working Taskforce, Department for Business, Energy and Industrial Strategy.

<sup>5</sup> The Case for Care Leave, Carers UK, December 2013, where 89% of the public were in support of a right to paid care leave. Care Leave: the impact on business, Carers UK, 2014.



# The impact of caring on work

5% of UK adults have given up work to provide care for an ill, disabled or older relative or friend, and 4% said they had reduced their working hours to care. This equates to 2.6 million people giving up work in order to care, a rise of 300,000 since we asked this question in 2013,<sup>6</sup> when an estimated 2.3 million had given up work to care. Just over 2.1 million people have reduced their working hours in order to care, a reduction of just under 1 million people since 2013.

7% said that their work had been negatively affected by caring eg stress or tiredness; a lower amount since 2013, including when this looks at simply the working population. 9% of women said that unpaid caring had a negative effect on their work compared with 5% of men.

Those aged 45+ were more likely to have given up work to care; 6% compared with either 3% or 4% for younger cohorts, and were more likely to say that their work had been affected negatively – 9% compared with 4% of 18-24-year-old respondents. This is consistent with the age that people are most likely to have a caring responsibility upwards of 45+ to around 64 years of age – prime working years when people are at their most skilled and most at risk of leaving the labour market early with consequences for their future pension contributions.

In terms of social class, those in group C2DE were more likely to have given up work to care, 7% compared with 5% average, but the same proportions experienced a negative impact (7%) or reduced their working hours to care (4%).<sup>7</sup>

9% of unemployed adults had given up work to provide unpaid care. 12% of those who were not working for some other reason had given up work to care.

## Nation differences

Adults in Wales and Scotland were more likely to have given up work to care (6% and 7% respectively) compared with the UK average of 5%. Those in Northern Ireland were less likely to say that their work had been negatively affected by caring, 4% compared with 7% overall.

## Comparison with 2013<sup>8</sup>

In 2013 we asked the same question of 2,073 people. This found that 4% of people were giving up work to provide unpaid care compared with 5% now, a slight rise. But people reducing their hours in order to provide unpaid care was higher five years ago at 6% compared with 4% in this research. The proportion of the UK public who say that their work has been negatively affected by caring has fallen, from 10% in 2013, to 7% in this research.

## How long is it since you gave up work to care?

We asked all those who had given up work to care when they did so.

In the last 12 months	9%
12 months to 2 years ago	9%
2 to 3 years ago	9%
3 to 5 years ago	13%
5 to 10 years ago	24%
More than 10 years	20%

Although, men were less likely to have given up work to care compared with women (see above), those that had given up work were more likely to have done so in the last 12 months – 15% compared to 6% of women. Looking over longer time periods, 21% of men who had left work did so between five and ten years ago and 18% over ten years. Compared with women, this was 26% in the last five to ten years and 36% at ten years or more.

<sup>6</sup> Carers UK/YouGov polling from 2013

<sup>7</sup> C2DE workers classification includes skilled workers, unskilled or manual workers or not working, based on chief income earner in household. These are taken from the National Readership Survey (NRS) social grades

<sup>8</sup> Carers UK/YouGov polling from 2013

# How many people are caring?

The Census 2011 put the proportion of the adult population caring for someone who is disabled or ill at 12%. But people often don't recognise what unpaid caring is, or what it entails. We know that carers often take years to identify themselves as carers.<sup>9</sup>

More recent in-depth surveys such as research using the Understanding Society<sup>10</sup> data suggested that the figure could be higher – 7.6 million – possibly as a result of a more in-depth survey, or possibly due to a shift in the level of care provided.<sup>11</sup> There is no doubt that the trend is upwards in terms of numbers of carers and the amount of unpaid care being provided too.<sup>12</sup>

This research included a question using a more comprehensive definition of unpaid caring to capture different types of caring activity which may go uncounted and unrecognised, such as providing emotional support or arranging care. The polling found a far higher proportion of the adult population – 17% of all adults – were carers. This is significantly higher than the Census 2011 at 12% of adults and Understanding Society analysis at an estimated 15%.<sup>13</sup> Based on current population estimates across the UK, this would equate to 8.8 million carers.<sup>14</sup>

The gender difference in the carer population is greater than in other surveys with 20% of women saying they had unpaid caring responsibilities, and 13% of men. This is different to the Census 2011 where the split is closer – where 58% of all carers are women, and 42% of carers are men. The most common age to be a carer follows a similar pattern, 19% of people aged 45 to 54 are carers, and 20% of people aged 55 are carers, whilst one in five of all adults aged 55+ are providing unpaid care to someone who is ill, disabled or older and needs support. This underlines the important age and gender impact that needs to be considered when designing and implementing workplace support.

The number of carers in the workplace is also potentially higher than thought from the Census 2011. 15% of all workers are unpaid carers, equating to one in seven people in paid employment, rather than one in nine from the Census 2011 figures.<sup>15</sup> This equates to a working and caring population of 4.87 million<sup>16</sup> – nearly 1.9 million higher than the Census 2011 estimates. This rise could be the combined effect of an increased employment rate with a rise in caring.

9% of full time students have unpaid caring responsibilities, 18% of people who are retired have caring responsibilities, 20% of people who are unemployed and 27% of people not working/other are providing unpaid care.

## Nation differences

Northern Ireland showed 2% higher than the national average, with 19% of all survey respondents saying they were unpaid carers.

## Sectoral impacts

There were more workers juggling work and care employed in the public sector and voluntary sector (19%) and fewer in the private sector at 13%. This highlights that public and voluntary sector employers, in particular, need to make sure that their policies and practices identify carers and provide the right support. This may be especially important for recruitment and retention in areas struggling to fill gaps including the medical profession, trained social workers, professionals allied to medicine and teaching.

The lower number of carers employed in the private sector suggests that private employers may be missing out on the diversity and talent of those juggling work and care or that caring remains a more hidden issue.

<sup>9</sup> Missing Out, the identification challenge, Carers UK 2016 – 54% took a year to identify themselves as a carer, but 9% took over ten years.

<sup>10</sup> Understanding Society – the UK Household longitudinal study of around 40,000 households

<sup>11</sup> Caring for Carers, Social Market Foundation and Age UK, 2018

<sup>12</sup> Facts About Carers, 2015, Carers UK

<sup>13</sup> Caring for Carers, SMF and Age UK op cit

<sup>14</sup> Carers UK calculations based on ONS mid-year 2017 population estimates of adults aged 18+.

<sup>15</sup> Facts About Carers 2015,

<sup>16</sup> Carers UK calculations based on Labour Force Survey, ONS estimates December 2018. <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/uklabourmarket/december2018#employment>

# What does the public see as making a difference?

A question in the research asked respondents what would be important to them in the workplace if they provided unpaid care for someone who was disabled, ill or older and needed support.

For workers, a supportive line manager / understanding employer came out top (89%), with the ability to work flexibly second (88%) and a right to additional paid time off work to care between five and ten days as the third most important supportive measure (80%).

Having a supportive line manager / understanding employer was ranked as very important by 67% of workers. People with caring responsibilities ranked this slightly higher at 68% saying it was very important. This places a strong emphasis on the right employer culture.

88% of workers ranked flexible working as very or fairly important with 61% saying it was very important. Women were more likely than men to rate the ability to work flexibly as very important at 64% compared to 53% but there was no significant difference across age.

80% of workers classed a right to paid care leave of between five to ten days as very or fairly important. Women were more likely than men to place this option slightly higher at 81% compared with men at 72%. There was not a substantial difference across age groups.

However, those with caring responsibilities were more likely to rate this slightly higher (46% as very important compared with 43% of other workers considering this very important).

Public sector employees rated a right to paid care leave more highly than private sector employees, with 49% rating it very important compared with 43% of other workers; 85% felt that it was either very or fairly important. Third sector workers responded similarly with 85% saying it was very or fairly important.

Long term leave was less likely to be placed as very important but was still a large proportion. Whilst 30% of workers classed this as very important, 45% said it was fairly important (75% in total), making it an noteworthy potential factor.

A link to good information and advice was ranked slightly higher than long term leave as very important (32% of workers). Adults rating this as very important or slightly important was at 69% overall. Women were more likely than men to rate this form of support as more valuable.

Some employers run peer support networks which are often considered very valuable to people who are part of them. 65% of workers would consider a peer support network for carers in the workplace to be very or fairly important.

## What workers would find most useful, imagining if they were providing unpaid care (all UK workers: base 2378)

	Very important	Fairly important	Combined
Supportive line manager/understanding employer	67%	22%	89%
Flexible working offered	61%	27%	88%
Paid care leave of between 5-10 days per year.	43%	37%	80%
Long term unpaid leave	30%	45%	75%
Link to good information and advice	32%	37%	69%
Peer support network	25%	40%	65%

# Carer friendly policies available in the workplace, according to employees

Turning next to the kinds of workplace support that is offered, the research asked UK employees what carer friendly policies are currently available where they work.

## What workplace support is offered (all UK employees: base 2135)

	All UK employees	Full-time	Part-time
Flexible working	38%	40%	34%
Long term unpaid leave	20%	22%	13%
Clear policies to support those who are caring	17%	20%	14%
A link to good information and advice through the employer	17%	17%	15%
Peer support network	12%	12%	10%
Paid care leave (e.g. 5-10 days leave)	12%	13%	9%
None of these	24%	23%	27%
Don't know	24%	22%	28%

Results show a marked difference between part-time and full-time workers. Part-time workers were less likely to say that these support measures exist in the workplace which is an important finding and a cause for concern since women are more likely to be caring and working part-time compared with men. This may be because those working part-time are less aware in general of employment policies.

In terms of knowledge, carers of all ages were more likely than the average to say that “none of these” options existed in the workplace (33% compared with 23%). Private sector employees were less likely to say that these options were available, with 28% saying that none of these were available compared with 20% in the public sector and 18% in the voluntary sector.

# What good practice is there in supporting unpaid carers in the workplace?

**Employers for Carers is a forum established by Carers UK in 2009, based on a special interest group of employers that had existed for six years previously.**

It now consists of more than 100 employers with a reach of 1.5 million employees. As well as establishing a good practice knowledge base, it provides key resources for employers to help support their employees and it works in partnership to gather evidence and test new and emerging practice. A new benchmarking tool has been developed for employers wanting to benchmark and improve their practice for carers.

Good practice exists in many different organisations across the private, public and third sectors. Many of these good practitioners are part of Employers for Carers. Centrica plc, a founding member of Employers for Carers, was one of the first major employers to recognise the value of supporting carers within the workplace. They have a range of different policies including up to one month's paid matched care leave per year (subject to contract type and maximum leave entitlement) and a carers network with over 1,100 members. Centrica recently looked at the productivity gains for the company from supporting its carer employees. They found that Centrica has saved around £1.8 million per annum through the application of its carer policies in terms of preventing unplanned absences and presenteeism and a further £1.3 million per annum in retention savings.<sup>17</sup>

Carers UK has a three year strategic partnership with Centrica.



<sup>17</sup> <https://www.centrica.com/news/carers-uk-and-centrica-announce-new-partnership-improve-lives-carers>

# Detailed findings from the devolved nations

## Results for Scotland

7% have given up work to care, 5% have reduced working hours. This equates to 307,632 people having given up work to provide unpaid care and 219,737 carers reducing their working hours. 6% said unpaid caring had a negative impact on their work.

17% of people said they were providing unpaid care. This is one in six adults and equates to 747,106 unpaid carers aged 18+ in Scotland, compared to 744,000 carers aged 18+ in the Scottish Household Survey – roughly similar figures.<sup>18</sup>

The top three support mechanisms the public in Scotland deemed most important if they were theoretically providing unpaid care which were considered very and fairly important:

- 86% understanding employer / line manager (59% ranked this as very important)
- 84% flexible working
- 76% a right to paid care leave of between five and ten days

If 15% of workers have unpaid caring responsibilities across the UK, in Scotland this would mean that 394,950 people in work had caring responsibilities.<sup>19</sup> That is one in seven of all workers in Scotland.

# 394,950

people in work had caring responsibilities in Scotland

## Results for Wales

6% have given up work to care, 3% have reduced working hours. This equates to 149,812 people in Wales who have given up work to provide unpaid care and 74,906 people who have reduced their working hours to part-time because of unpaid caring. 7% said unpaid caring had a negative impact on their work.

16% of people said they were providing unpaid care. This is one in six adults and equates to 399,500 unpaid carers aged 18+ in Wales, compared to around 358,675 carers aged 18+ in the Census 2011.<sup>20</sup> This is a potential rise of nearly 40,825 carers in Wales.

The top three support mechanisms the public in Wales deemed most valuable if they were theoretically providing unpaid care which were considered very and fairly important:

- 84% understanding employer / line manager (62% ranked this as very important)
- 82% flexible working
- 76% a right to paid care leave of between five and ten days

If 15% of all those in employment have unpaid caring responsibilities across the UK, in Wales this would mean that roughly 223,000 workers were juggling work and care. This is nearly one in seven of all workers in Wales.<sup>21</sup>

# 223,000

people in work had caring responsibilities in Wales

<sup>18</sup> Scottish Household Survey – figures calculated by Carers UK

<sup>19</sup> Carers UK calculations taken from the economically active population of those in employment was 2,633,000 seasonally adjusted figures from NOMIS Aug 2018 to Oct 2018 for Wales

<sup>20</sup> Carers UK calculations from the Census 2011

<sup>21</sup> Carers UK calculations from the economically active population of those in employment was 1,486,000 seasonally adjusted figures from NOMIS Aug 2018 to Oct 2018 for Wales.

## Results for Northern Ireland

5% have given up work to care, 4% have reduced working hours. This equates to 71,700 people in NI who have given up work to care and 57,360 people who have reduced their working hours to part-time because of unpaid caring.<sup>22</sup>

4% said unpaid caring had a negative impact on their work.

19% of people said they were providing unpaid care. This is nearly one in five adults and equates to 272,460 unpaid adult carers aged 18+ in Northern Ireland<sup>23</sup>, compared to 205,500 carers aged 18+ in the Census 2011.<sup>24</sup> This is a potential rise of 66,960 carers.

The top three support mechanisms the public in Northern Ireland deemed most valuable if they were theoretically providing unpaid care which were considered very and fairly important:

- 85% understanding employer / line manager (60% ranked this as very important)
- 84% flexible working
- 80% a right to paid care leave of between five and ten days

If the average number of carers in the workplace is 15% across the UK, in Northern Ireland, this would mean 124,950 working carers.<sup>25</sup> That is one in seven of all workers in Northern Ireland.

# 124,950

people in work had caring responsibilities in Northern Ireland

<sup>22</sup> Carers UK calculations based on mid-year 2017 population estimates of adults aged 18+

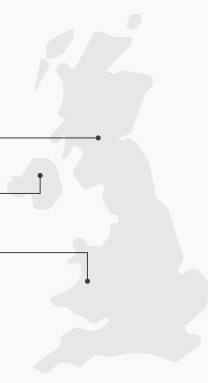
<sup>23</sup> Carers UK calculations based on mid-year based on mid-year 2017 population estimates of adults aged 18+.

<sup>24</sup> Carers UK figures taken from the Census 2011.

<sup>25</sup> The economically active population of those in employment was 833,000 seasonally adjusted figures from NOMIS Aug 2018 to Oct 2018 for Northern Ireland


## Understanding employer / line manager

Scotland	86%
Northern Ireland	85%
Wales	84%




## Flexible working available

Scotland	84%
Northern Ireland	84%
Wales	82%



## A right to paid care leave of between five and ten days

Scotland	76%
Northern Ireland	80%
Wales	76%



# Recommendations

## **Governments, including the devolved governments, need to take the lead, setting appropriate policy and leading by example:**

- Modernise employment law and practice to meet the challenges and opportunities of the ageing society by ensuring carers are able to juggle work and care, if they wish to, with support to return to work alongside, or after, caring.
- Introduce new rights to paid care leave and a longer period of unpaid leave.
- Support the expansion of flexible working, including a consideration of day one rights to request flexible working.
- Recognise that care and support services are an essential condition for employment and investing in funding high quality, affordable care. This includes immediate and short term funding as well as longer term investment in social care.
- Consider how the flexibility of jobs supports the employment of those with unpaid caring responsibilities seeking to enter or return to work, having previously left the labour market.

## **Employers supporting and retaining employees:**

- Deliver good organisational culture, support for line managers, and the right, clear policies to back up support in the workplace which can make a difference.
- Recognise unpaid caring within broader diversity and inclusion policies, and mid-career reviews.
- Private sector leadership in good practice to encourage better adoption and take-up of support mechanisms, including supporting unpaid carers within the workplace as part of Responsible Business.
- Join Employers for Carers, Carers UK's business forum and service for employers in the UK. Comprised of a growing group of employers, large and small, the forum provides practical help to employers looking to support and retain carers in their workforce and has a wealth of good practice and experience to share.
- Employers in England, Wales or Northern Ireland should complete the new Employers for Carers benchmarking scheme, Carer Confident. Scotland's employers should look to use the Carer Positive scheme.
- Provide links to sources of information and advice for employees, such as that provided by Carers UK, ensuring that they are accessible to employees.
- Consider how jobs are advertised as flexible and how internal policies to support unpaid carers might be promoted.



## Local authorities and health as service providers:

- Local authorities and health bodies should look at ensuring that assessments of both carers and people needing care adequately consider carers' wishes to remain in, or return to, paid employment with sufficiently flexible and affordable care.
- Commission flexible and responsive services that are accessible for carers and those they care for who are in employment. This needs to be a core part of the delivery of sustainable service delivery within our ageing population.
- Consider how carer friendly employment policies fit within local economic development and work with employers. Carers UK runs an umbrella membership of Employers for Carers in local areas for local authorities and small employers. Carers Wales has a similar scheme.
- Workforce strategies for health and care need to have a clear focus on the workforce and those juggling work and care, particularly where there are recruitment and retention challenges.

## What we can all do:

**All of us have a responsibility to help connect family and friends to vital support. This is as important to combat loneliness and isolation as it is to ensure that support is provided much earlier in the caring journey.**

## About the research

The poll was carried out by YouGov plc and is a total sample size of 4,254 adults. Fieldwork was undertaken between 28 December 2018 – 04 January 2019. The survey was carried out online. The figures have been weighted and are representative of all UK adults (aged 18+). The poll repeated one question carried out in 2013 to provide a comparison for one key question.

# Employers for Carers

Carers UK runs Employers for Carers, providing practical advice and resources to help employers support carers in their workforce.



[employersforcarers.org](http://employersforcarers.org)



Across the UK today 6.5 million people are carers - supporting a loved one who is older, disabled or seriously ill.

Caring will touch each and every one of us in our lifetime, whether we become a carer or need care ourselves. Whilst caring can be a rewarding experience, it can also impact on a person's health, finances and relationships.

Carers UK is here to listen and to give carers expert information and tailored advice. We champion the rights of carers and support them in finding new ways to manage at home, at work, or in their community.

We're here to make life better for carers.

## Carers UK

20 Great Dover Street  
London SE1 4LX

T 020 7378 4999

E [info@carersuk.org](mailto:info@carersuk.org)

[carersuk.org](http://carersuk.org)



@carersuk



/carersuk

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