



Employers for Carers: working futures

Madeleine Starr
Head of Policy Development
Carers UK



CARERS UK
the voice of carers



The demographic imperative

The **demographic 'timebomb'** has gone off

How we manage **care and caring** is as great
a **global challenge** as **climate change**



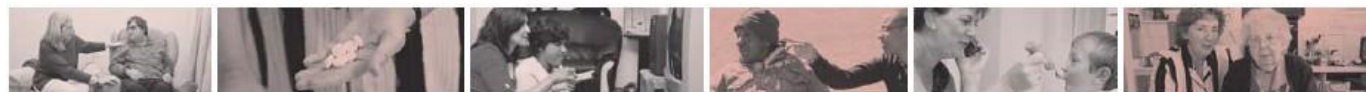
Who cares?

We *all* care or *will have to* care

- The bulk of care has *always* been provided within *relationships and families*
- By 2050 globally *three times* more people of *working age* will be looking after *2 billion* ageing family members
- *More people* are *living longer*, and *at home*, with *disability and illness*

Which means...

- *More* people *needing care* and *more* people needing to *provide* that *care*



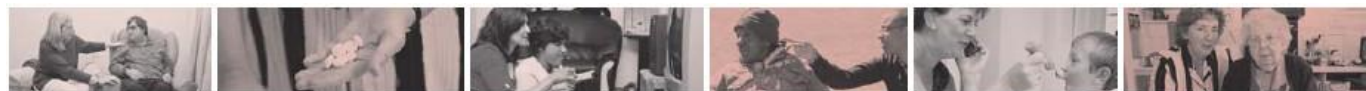
Who works?

We *all* work or *will have to* work (and *work longer too!*)

- By **2060** there will be only **2 people working** for each **1 in retirement**, compared to 4 to 1 today
- The UK - and many other - economies will need a **shrinking workforce** to work longer to meet **growing care and pensions bills** - at a point when many of them will be **sandwiched between caring roles**
- **Choosing** between work and care will **not be an option** for individuals or the economy

Which means...

- **More support** needed to **combine work with care**



Juggling care and work

- Of the UK's **6 million carers**, 58% are women, 42% are men
- Nearly **80%** - 4.4 million – are of **working age**
- **3 million** – 1 in 7 people in the UK workforce - **juggle paid work with care**, 2 million full time, 1 million part time
- **400,000 people** combine work with **20+ hours** of care per week **200,000 people** combine work with **50+ hours** of care per week
- **Male carers are more likely to work** than women - 6 out of 10 work, 90% full time
- **Women carers are more likely to work part time**



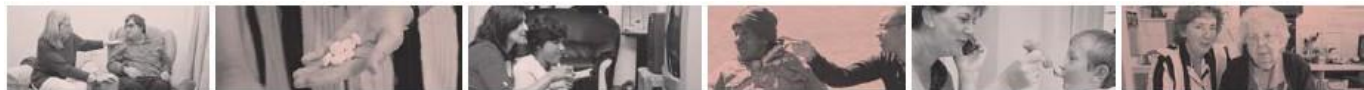
The impact of caring on work

- 1 in 5 carers gives up work to care
- There is evidence that carers are working below their potential
 - Many have to reduce their working hours
 - Many cannot access professional development and training
 - Many face restricted opportunities for promotion and advancement
 - Many are forced to take low paid part-time jobs to work around their caring role
- 83% of women combining work and care are working below their skills level



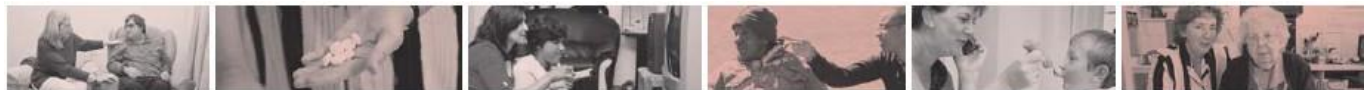
What does this mean?

- We **cannot afford** for this to be the **impact of caring** as societies or economies
 - How we **manage care and caring** must be seen as an issue of economic productivity as much as an issue of social cohesion
 - We need **good services** that support families
- BUT
- We also need **good employment practices**



Employment rights for carers

- Right to **emergency leave** to care for dependants
- Right to **request flexible working** for parents of disabled children up to the age of 18
- Right to **request flexible working** for carers of adult dependants
- **Equalities Act**
 - Protects people at work **associated with a disabled person** and by definition **with an older person** from discrimination
 - Extends that protection to **goods and services**



The service offer

National Carers Strategy

- The Vision
 - Carers will be able to **have a life of their own** alongside their caring role
 - Carers will be supported so that they **are not forced into financial hardship** by their caring role



Carers in work

Government commitment to:

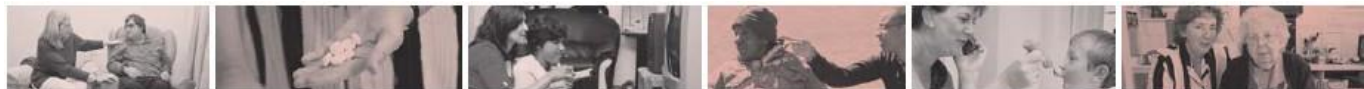
- An **awareness raising campaign** to promote the right to request flexible working
- Production with business of a **good practice guide** for all employers on the business benefits of recruiting carers
- A review of the definition of a carer in the **flexible working regulations** to extend it to the 20% of carers who currently miss out



Carers returning to work

Government commitment to:

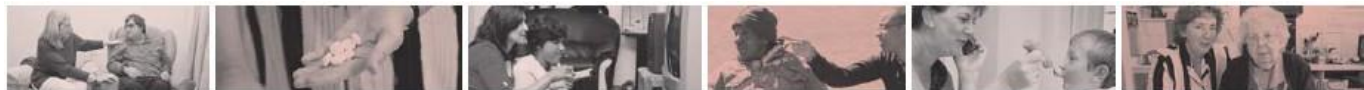
- A **Care Partnership Manager** in every Jobcentre Plus district to:
 - Ensure carers receive targeted return to work support
 - Ensure carers are aware of care services that are available in their local area
- **Training** for Jobcentre Plus advisers
- Funding for **replacement care** for carers participating in **approved training**
- Investigating the provision of **return to work support** through not-for-profit organisations
- Promoting more **flexible learning opportunities** to be made available to carers



The employer offer

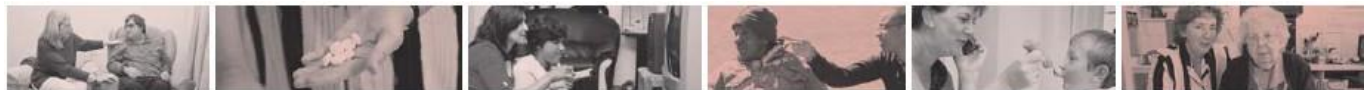
Employers for Carers

- A membership forum for employers designed to:
 - Identify and promote the **business benefits** of supporting carers in the workplace
 - Influence **employment policy and practice** to **create a culture** which supports carers in and into work
 - Provide a service to employers seeking to develop **carer friendly workplace policies and practices**



Membership offer

- Password protected **interactive website**
- Dedicated **web forum**
- Online **employer self assessment benchmarking tool**
- Online **good practice case studies**
- Practical **guides for employers**
- Practical **guides for carers**
- Practical **advice on employment issues**
- **Networking events**
- Monthly **e-bulletins** and quarterly **policy briefings**
- **Training and consultancy services**



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Welcome to Employers for Carers

Employers for carers is an exciting and innovative new service for employers.

As an employer you will be all too familiar with the need to retain skilled, experienced staff to remain competitive. But for the 1 in 7 employees in your workforce who are caring for someone who is ill, frail or has a disability, juggling paid work and caring can present real problems, with 1 in 5 people giving up work to care.

The business case

Find out why supporting carers is good for business. [more...](#)

Who are we?

Find out more about Employers for Carers and how we can help transform your business. [more...](#)

Juggling Work and Care

Chair's welcome


"Like me you are probably passionate about customer satisfaction: it is crucial. But who delivers it? It is our people."

Caroline Waters, Director, People and Policy for BT Group

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The business case
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Employers





Most people's lives will include at least one episode of caring. Already 1 in 7 in your workforce will be caring for someone who is ill, frail or has a disability. But with the number of carers in the UK due to increase from 6 to 9 million over the next 30 years, these numbers in your workforce are also set to rise significantly.

This section includes information for you as an employer about the business case for supporting carers at work, the law, good practice, model policies and case studies.


In this section:

- [The business case](#) Why is supporting working carers so important now? What are the business benefits?
- [The law](#) Carers' legal rights including right to request flexible working, right to time off in emergencies, parental leave and protection from discrimination.
- [Good practice](#) What works? Sections on developing policies, work life balance, workplace support, changing the culture, external support.
- [Case studies](#) Flexible working, home working, carers leave, small business case study and other examples.
- [Policies](#) Developing carers policies and including carers in your equal opportunities policies
- [Recruitment](#) Key issues and action you can take.
- [Retention](#) Why is this so important now? What practical steps can you take?

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What is a carer?
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Employees

You may be one of the UK's 3 million working carers, dealing with the stresses of what might seem like two jobs - one paid, one unpaid - and meeting the needs of both. You may feel unable to disclose your caring responsibilities at work in case you are seen as less able to do your paid job. But with the right support, you can do both.

Employers for Carers believes that carers who are working should be encouraged and supported to remain at work for as long as possible, or as long as they choose.

This section is about you, your rights and how to get help.

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Are you a carer?

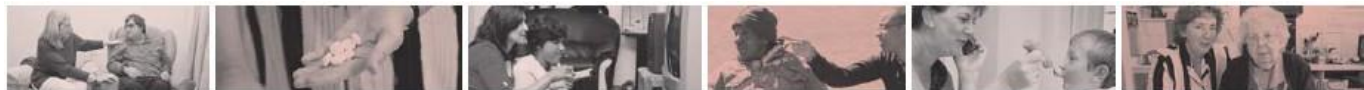
Definition: 'Carers are employees with significant caring responsibilities that have a substantial impact on their working lives. These employees are responsible for the care and support of disabled, elderly or sick partners, relatives or friends who are unable to care for themselves.'



Policy leadership

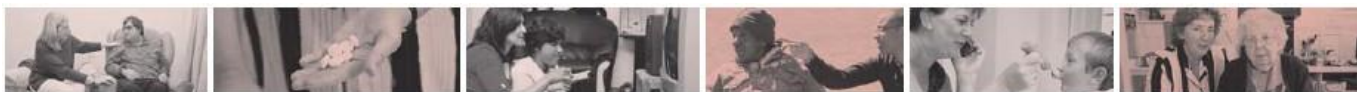
Employers for Carers Leadership Group

- Committed to working with Government to:
 - deliver on the **National Strategy for Carers**
 - engage in the debate on the **care and support system**
- Memorandum of Understanding
 - signed with six Government departments, all signatories to the National Strategy for Carers
- International forum for employers





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Carers UK

Websites:

www.carersuk.org

www.employersforcarers.org

madeleine.starr@carersuk.org

