

**ACE** National  
action for carers and employment

led by

**CARERS** UK

 *Sheffield  
Hallam University*

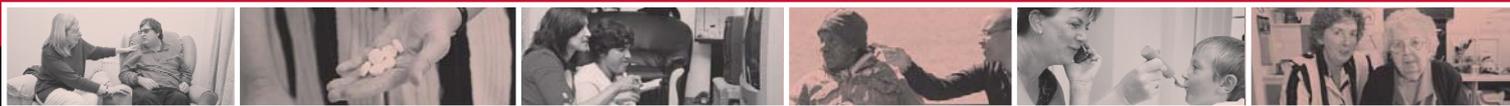
Your disabled child...

Your chronically sick partner...

Your elderly father...

Your friend with MS...

...in the future, most people's  
lives will include at least one  
episode of caring



**We Care - Do You?**

Today...

**3 million people** combine  
unpaid caring and paid work

**320,000 men and women**  
have paid jobs and care unpaid for  
**50 or more hours** each week

In 20 years' time...

Longer lives and better health will mean  
many **more frail, disabled  
and sick** people

There will be almost  
**7 million people**  
**aged 75 or older** in the UK

Our economy will need to draw  
**2 million additional  
people into employment**

**Many more** people will be  
juggling work and care



# Carers - who are they?

## CARERS

Do you look after or give any help or support to:

family members, friends or neighbours or others

because of:

long-term physical or mental ill-health or disability, or problems related to old age?

In 2001 the Census included this question on the **provision of unpaid care** for the first time.

It has revealed that across the United Kingdom 11% of the population – almost **6 million** people – provide unpaid care.<sup>1</sup>

Of these

- almost 4.4m are men and women of working age
- over 116,000 are children aged 5-15

and

- 1.3m are over state pension age

<sup>1</sup> Source: 2001 Census Standard tables, supplied by ONS, the General Register Office for Scotland and the Northern Ireland Statistics and Research Agency (NISRA), Crown Copyright 2003.



# Caring and Age

Figure 1 shows that the incidence of caring rises with age until men and women reach their 50s, remaining a common experience until well after state pension age. It also confirms that

- Women are more likely than men to be carers in all age groups under 75 years
- A quarter of all women aged 50-59, and about 1 in 6 men, provide unpaid care
- Men are more likely than women to be carers only when they are over age 75

As shown in Table 1, weekly hours of care vary with age. Most carers provide their unpaid support for between 1 and 19 hours each week. However, as Table 1 reveals:

- One in twenty women and almost one in thirty men aged 60-64 provide more than 50 hours of care per week
- Nearly one in twelve men aged 25-44, and almost one in eight women in this age group have unpaid caring responsibilities

Table 2 shows how caring relates to employment and economic activity. Except among those looking after their home or family full-time, the likelihood of being a carer is always greater for women than for men. In all, over 1.4 million men and 1.7 million women do

Figure 1. The percentage of people who provide unpaid care by age and sex

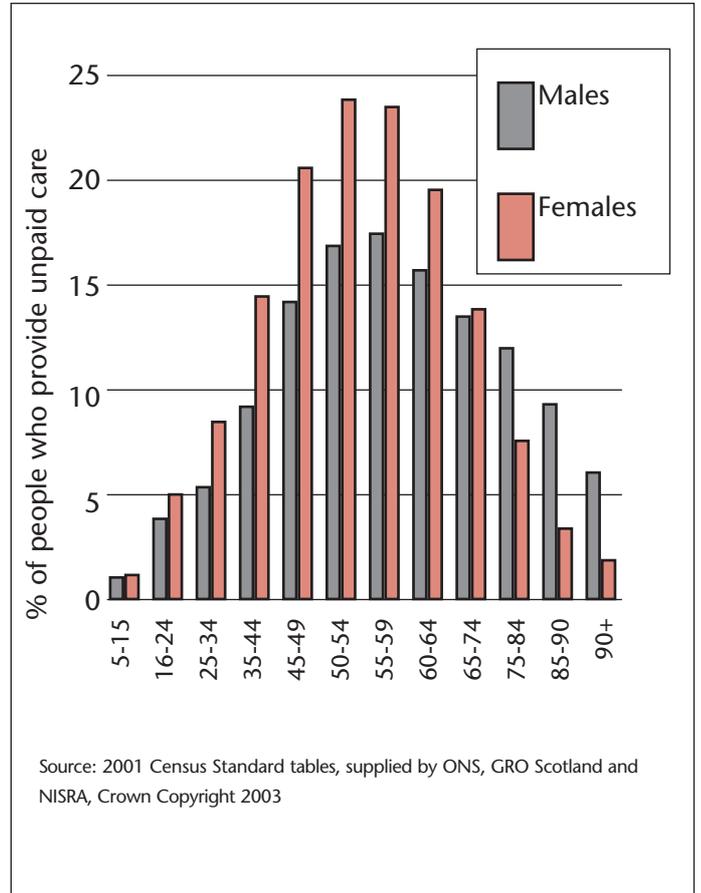


Table 1. Men and women of working age by weekly hours of unpaid caring

	Age				per cent
Hours of care	16-24	25-44	45-59	60-64	
<b>Men</b>					
1-19	3.3	5.6	12.5	10.8	
20-49	0.5	0.9	1.6	1.7	
50+	0.3	1.3	2.6	3.5	
<b>Women</b>					
1-19	4.0	8.0	16.4	12.4	
20-49	0.7	1.4	2.7	2.4	
50+	0.7	2.6	4.1	5.2	

Source: 2001 Census Standard tables, supplied by ONS, GRO Scotland and NISRA, Crown Copyright 2003



# Carers of Working Age

Table 2. People with caring responsibilities, by economic activity category (people of working age)

Economic Activity	per cent	
	Men	Women
Economically Active	9.9	13.4
Self-employed: PT	15.9	18.7
Employee: PT	13.0	16.7
Self-employed: FT	11.0	15.5
Employee: FT	9.5	11.7
Unemployed	9.5	12.4
Full-time student	4.8	5.6
Economically Inactive	13.4	16.7
Retired early	21.5	27.2
Student	3.9	5.4
Looking after home or family	48.5	21.6
Permanently sick or disabled	12.6	15.4
Other	9.3	11.1
All	10.5	14.4

Source: 2001 Census Commissioned Tables, Crown Copyright 2004

Note: These data relate to England and Wales only. Similar data for Scotland and Northern Ireland will be available at a later date.

paid work and also provide unpaid care. Indeed, **over 1.25 million men and 850,000 women work full-time<sup>2</sup> and provide unpaid care.**

Men who look after their home or family full-time, and early retired women, are the groups under state pension age most likely to be carers.

The number of men looking after their home and family full-time is small (194,000 men compared with 2.5 million women), but half these men (97,000) are also carers. Among those looking after home and family, 64,000 men and 225,000 women care for 50 or more hours each week.

Among the economically active<sup>3</sup>

- **self-employed people who work part-time** are the most likely to be carers

Table 3. Caring by sex and ethnicity (selected ethnic groups)

		per cent
<b>Men</b>		<b>Age Group 16-64</b>
All men		10.4
White British		10.6
White Irish		9.0
White Other		6.4
Indian		12.0
Pakistani		11.8
Bangladeshi		11.6
Black Caribbean		8.1
Black African		6.8
Chinese		5.9
<b>Women</b>		<b>Age Group 16-59</b>
All women		14.2
White British		14.8
White Irish		12.6
White Other		7.9
Indian		13.8
Pakistani		16.2
Bangladeshi		15.6
Black Caribbean		10.8
Black African		8.0
Chinese		7.3

Source: 2001 Census Commissioned Tables, Crown Copyright 2004

Note: These data relate to England and Wales only. Similar data for Scotland and Northern Ireland will be available at a later date.

- 186,000 women and almost 32,000 men combine **part-time employment** with caring for 20 or more hours each week
- 239,000 men and almost 158,000 women combine **full-time employment** with caring for 20 or more hours each week
- 1 in 6 women working **part-time**, and 1 in 8 women working **full-time**, are also carers. The figures for men are just over 1 in 8 (PT) and just under 1 in 10 (FT)



Although most carers in employment care for less than 20 hours each week,

- 143,000 men and 177,000 women balance paid work of some kind with over 50 hours of caring each week
- 125,000 men and 75,000 women **work full-time while caring for 50 hours** or more each week

The Census has shown how economic activity status varies with caring circumstances. Those men and women who provide the most hours of unpaid care:

- are the most likely to be permanently sick or disabled
- are more likely to be looking after their home and family
- and are the least likely to be working for pay, especially on a full-time basis

Among working age people, caring also varies by ethnicity.

Table 3 shows that:

- Among men, the Indian, Pakistani, Bangladeshi and White British groups are most likely to be carers – around 11-12%
- Among women, the Pakistani, Bangladeshi and White British groups report the most caring – 15-16% of these women are carers. Irish, Indian and Black Caribbean women are also frequently carers

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<sup>2</sup> Full-time employment is employment for 31 or more hours per week

<sup>3</sup> Employed men and women, those seeking paid work and economically active students

## Future Need for Carers

Although people may live longer in the future, these extra years may not necessarily be in good health. Between 1981 and 2001 male life expectancy increased by 4.8 years (3.6 years for females),<sup>4</sup> but the number of years a person can expect to live in poor health rose from 6.5 years to 8.7 years for men, and from 10.1 to 11.6 years for women.<sup>5</sup>

The number of people aged 75 and over is expected to rise from 4.5 million in 2003 to almost 7 million by 2025.<sup>6</sup> For people aged 85+ the projected increase is even greater, from 1.1 million people in 2003 to 2 million by 2025.

This will mean increased demand for care, both from unpaid carers and from paid care workers. Demand for the latter already outstrips supply in many localities, and those who work as care assistants are themselves more likely than other workers to be unpaid carers.

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<sup>4</sup> Government Actuary Department

<sup>5</sup> Focus on Health, ONS Crown Copyright 2004.

<sup>6</sup> Source: 2003-Based Population Projections, Government Actuary Department, Crown Copyright 2004.

## Carers, Employment and Health

Figure 2 shows that poor health is strongly associated with caring.

- The proportion of people with poor health increases as weekly hours of care rise. This is most marked among men
- 1 in 5 men caring for 50 hours or more each week report poor health, as do almost 1 in 6 women
- Remarkably, 64,000 men and 74,000 women of working age provide 50 or more hours of care each week, despite being in poor health themselves

Figure 3 shows very clearly that as hours of caring increase, carers' own health is increasingly likely to be poor. The relationship between health and caring is seen in both sexes and is most marked where caring is most demanding.

- Men who work part-time are more than twice as likely to be in poor health if they have onerous caring roles



Figure 2. People of working age whose health was 'not good' over the last twelve months, by sex and extent of caring

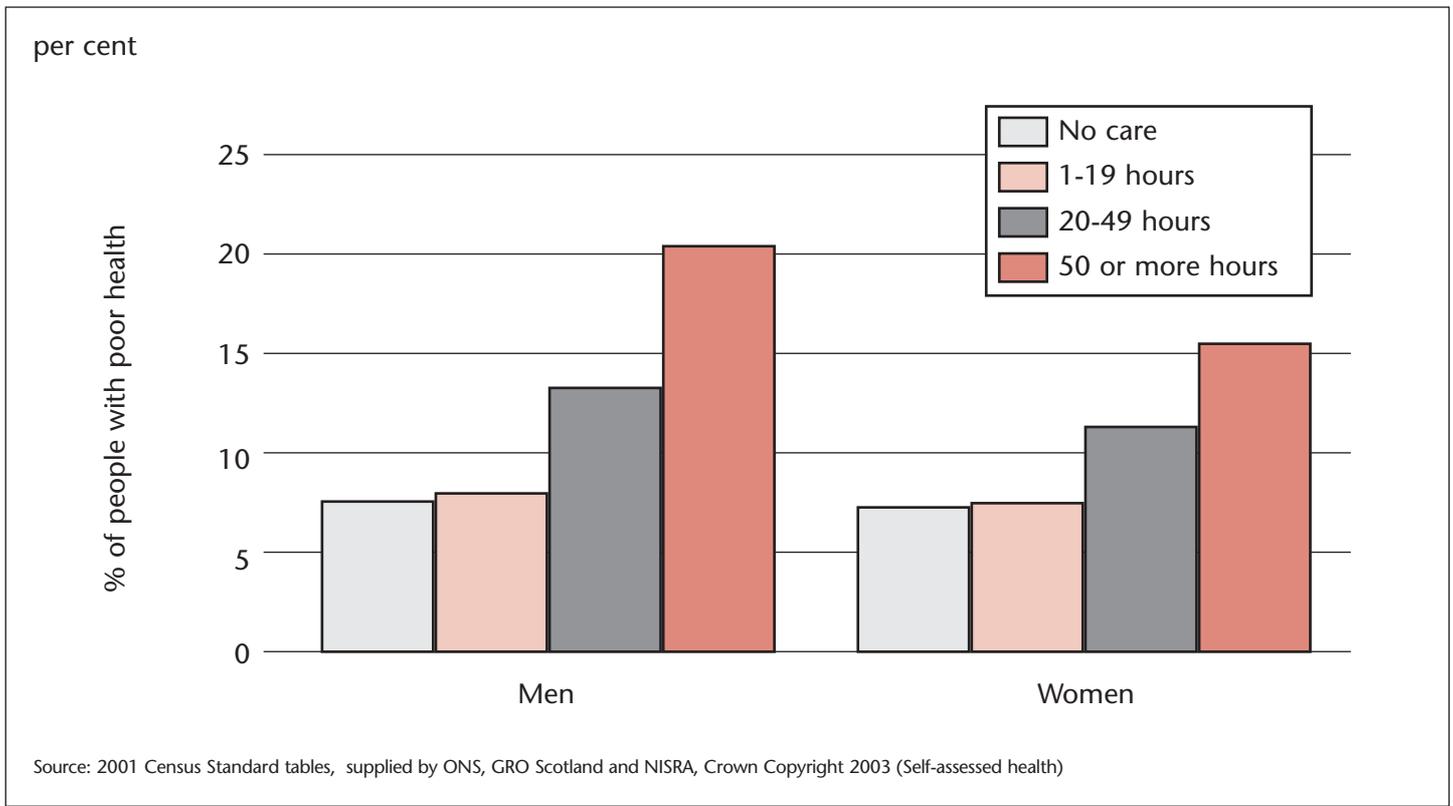
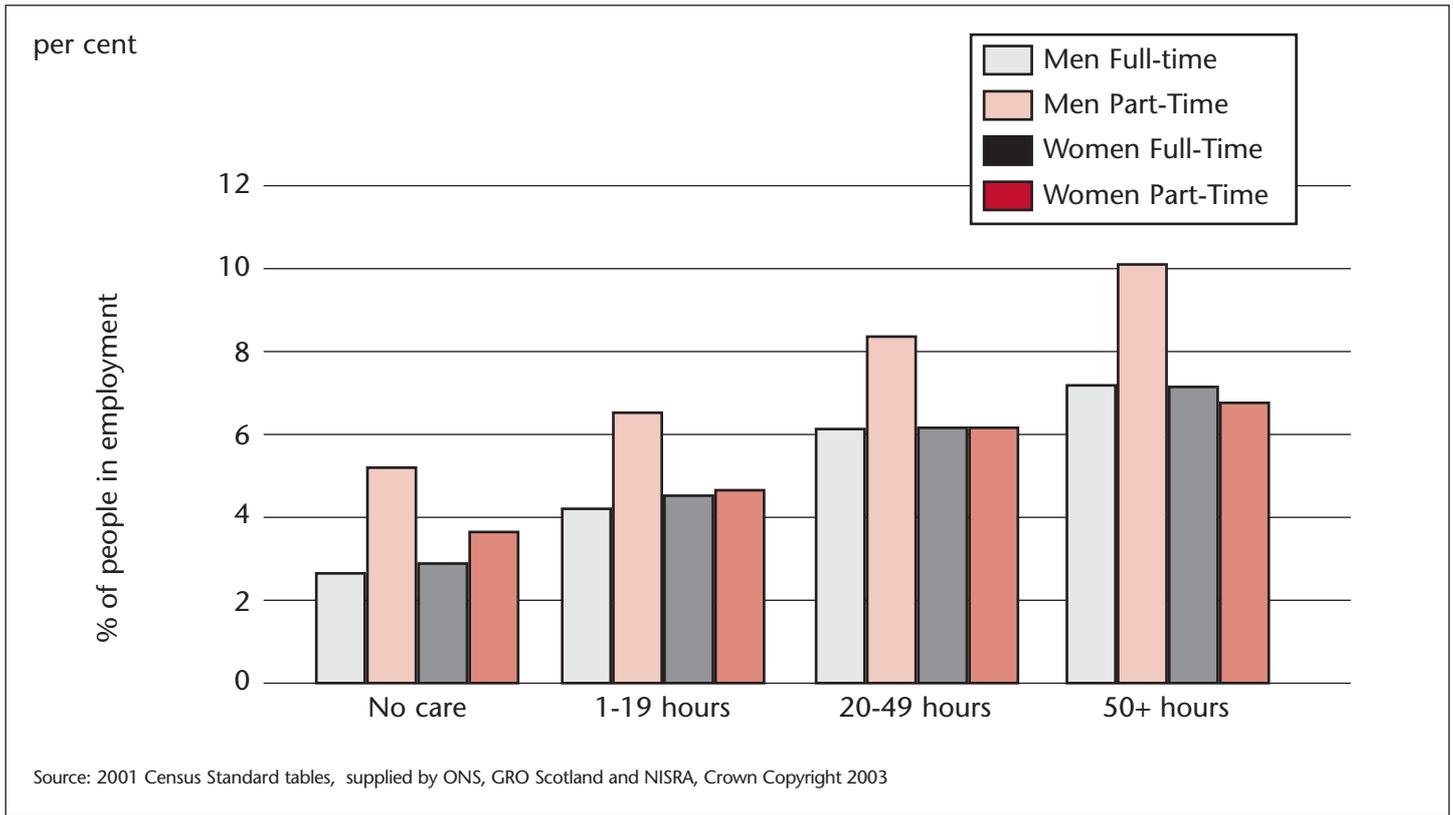


Figure 3. Men and women in employment whose health is 'not good', by caring responsibilities and employment status (people aged 16-74)





# Carers and Family Responsibility

The circumstances of carers who look after their home or family full-time are shown in Figure 4.

- 82,000 men and 470,000 women look after their home or family full-time and are also carers
- Across all ethnic groups, men who look after their home or family full-time are much more likely than women in a similar situation to be carers (74% of these women are looking after dependent children)<sup>7</sup>

The Census also provides information about households containing a person with a limiting long-term illness (LLTI).

- Households with a sick or disabled child, and those with two or more sick or disabled residents, are most likely to contain two or more carers
- Households with a resident aged 75 or over with a LLTI are the least likely to have a carer living in the same household

In 79% of homes where there is one sick or disabled person there is no co-resident carer. However there are:

- Nearly 1.3 million households containing one sick or disabled person and at least one carer and
- Over 397,000 households containing one sick or disabled person and a carer in employment

Figure 4. Men and women of working age who look after their home or family and also provide unpaid care

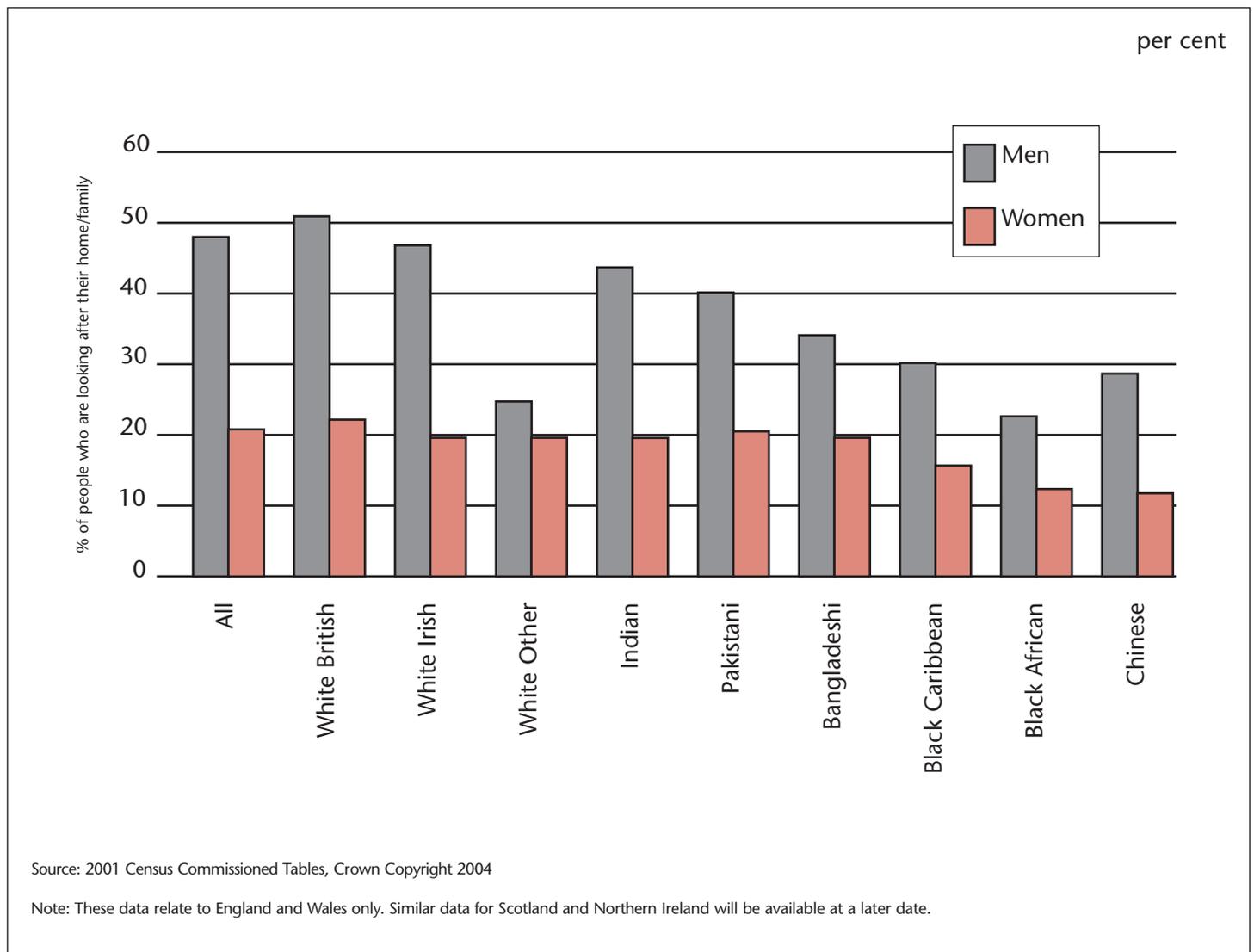




Figure 5. Households containing one employed carer and one person with a LLTI, by age of person with the LLTI

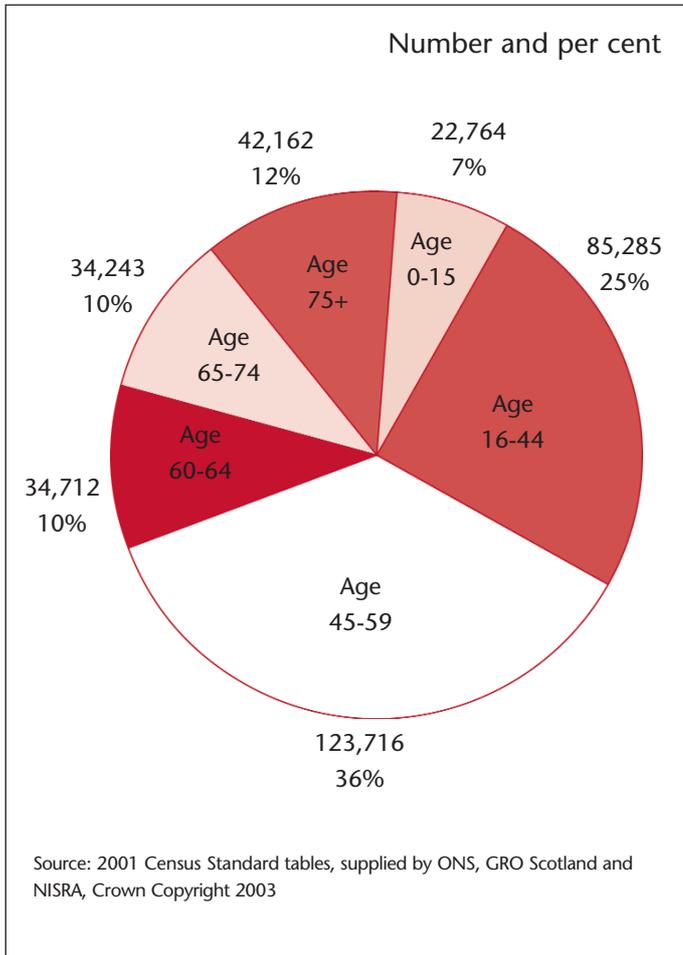


Figure 5 shows that in over 70% of these 397,000 homes the person in need of support is aged 16-64.

Figure 1 showed how caring mounts and peaks between ages 45 and 54. Table 4 shows the employment circumstances of men and women in this age group.

- Men and women are more likely to be employed part-time when they are carers
- Both men and women carers are much less likely to be in full-time employment
- More of them look after their home and family on a full-time basis
- However women who are carers are less likely than non-carers to be sick or disabled, in contrast to the situation of male carers.

Table 4. Men and women aged 45-54 by employment status and caring responsibilities (men and women with no dependent children only)

	per cent	
	Carers	Non Carers
<b>Men aged 45-54</b>		
Full time employed	72.6	80.6
Part time employed	6.5	4.8
Unemployed	3.1	2.9
Retired early	3.0	1.9
Looking after home or family	4.9	0.3
Sick or disabled	7.6	7.2
<b>Women aged 45-54</b>		
Full-time employed	37.7	44.2
Part time employed	32.1	29.9
Unemployed	1.6	1.9
Retired early	2.5	1.9
Looking after home or family	17.4	9.8
Sick or disabled	6.1	8.4

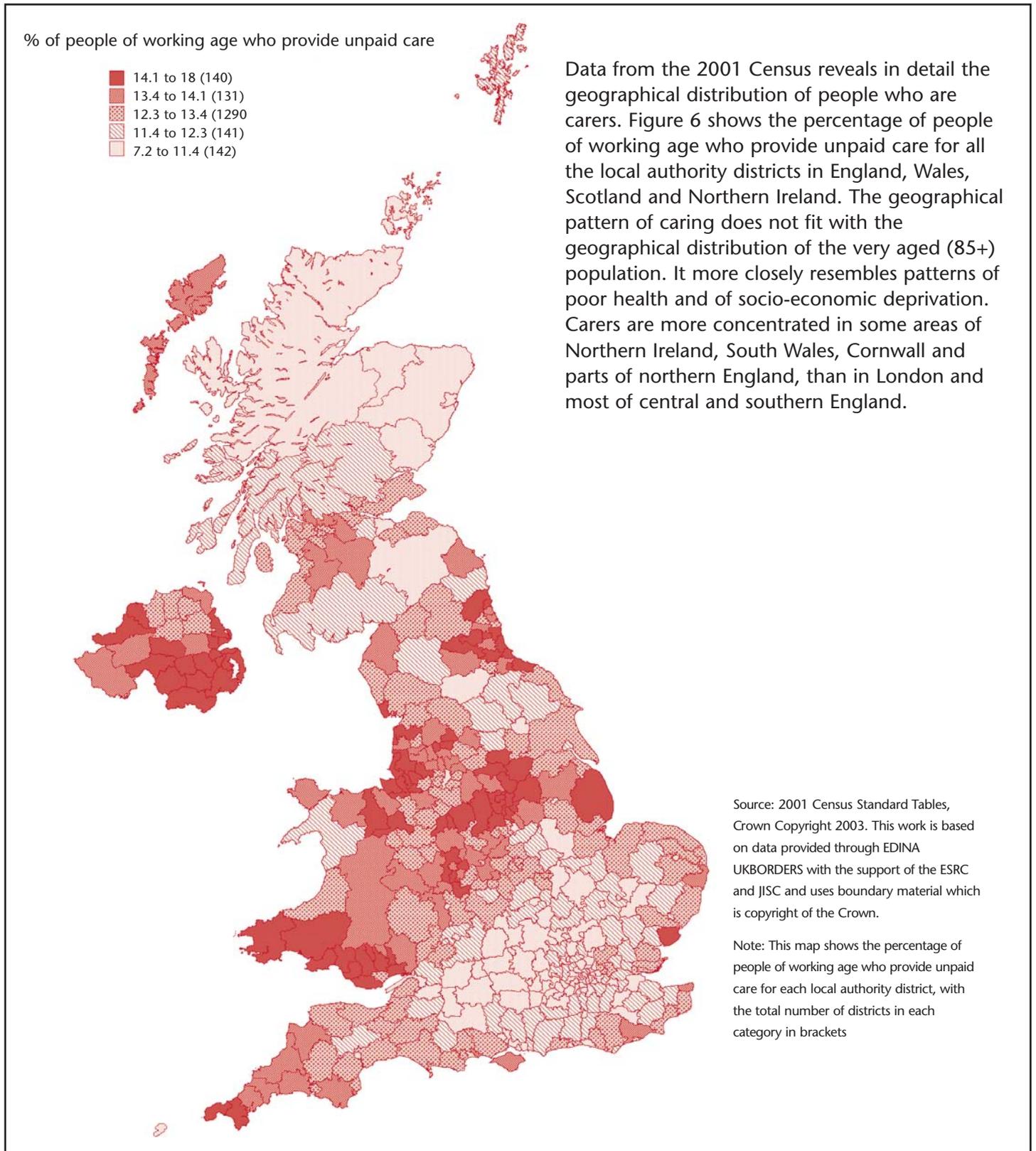
Source: 2001 Census SARs, Crown Copyright 2004. This work is based on the SARs provided through the Centre for Census and Survey Research at the University of Manchester with the support of ESRC and JISC

<sup>7</sup> 2001 Census SARs, Crown Copyright 2004. This work is based on the SARs provided through the Centre for Census and Survey Research of the University of Manchester with the support of ESRC and JISC



# Geographical Distribution of Carers

Figure 6. People of working age who provide unpaid care





# What Carers Need

**Existing research evidence about carers and employment already shows that ...**

**What works for carers in the workplace is...**

- flexibility
- options
  - to change working hours
  - to work from home
  - to take a break
  - to make changes to work responsibilities
- mentoring and personal support
- access to information and advice
- understanding managers

**When they want to access employment, carers need...**

- self esteem and confidence
- advocacy services
- accessible training
- employers who are "carer-aware"
- fair treatment at the application, interview, training and promotion stages

**Employers committed to supporting carers are already trying to...**

- Recognise that caring can happen to anyone
- Create an atmosphere that values everyone and respects employees' lives outside work
- Offer practical support when needed
- Be flexible within the limits of their business
- Ensure managers value their staff, are aware of all the investment made in them, and know how costly they are to replace
- Value the experience, resourcefulness and awareness carers can bring
- Develop a trusting workplace culture where communication is good

**However, carers and employers agree that the most urgent priority for action is enhanced services which enable carers to work by meeting the needs of those they care for.**

**These include:**

- Reliable everyday services – at home and in the community
- Respite support – planned and dependable
- Emergency and crisis relief – for when 'something happens'

**These services need to be:**

- Flexible and adaptable to meet changing needs
- Tailored and sensitive to culture, family situation, and individual preferences
- High quality, both for those who need care and for their carers

In May 2005, Carers UK and the ACE National partnership commenced a two-year programme of work funded by the ESF Equal Community Initiative programme. This work focuses on improving social care services which enable carers to work. With the active engagement of statutory, voluntary and private sector agencies, this new partnership is developing new ways of meeting carers' needs, and exploring what carers themselves want to help them in combining caring and employment.

Carers UK is the leading campaigning, policy and information organisation of and for carers. We provide information and advice to individual carers and professionals working with carers. We campaign, seeking changes from policy makers, employers and service providers, which will help to improve carers' lives. Carers UK carries out research and develops policy solutions based on carers' experiences and what they want to see changed.

Become an Associate of Carers UK for as little as £40 per year and ensure that you keep in touch with the latest developments and information on carers and caring. For further information ring: 020 7566 7602 or apply online at [www.carersuk.org](http://www.carersuk.org)

#### **Training for professionals**

Carers UK also runs days for professionals working with carers. The courses, run by leading lawyers, policy experts and practitioners, range from introductory or advanced community care law to carers' benefits, advocacy etc.

Call the training unit on 020 7566 7632 or book online at [www.carersuk.org](http://www.carersuk.org)

#### **Consultancy Service**

Carers UK's consultancy service provides organisations with the information they need to develop their work with carers. Our experienced consultants can review carers services, develop strategies to improve provision for carers and help to improve the way that carers are consulted in planning strategies and services, reviewing employment practices and helping employers develop carer-friendly practices, ensuring that all work done is based on consultation with carers and other interested parties.

Call the training unit on 020 7566 7632 or find out more at [www.carersuk.org](http://www.carersuk.org)

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

Finding out more...

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

The Centre for Social Inclusion Sheffield Hallam University is Carers UK's research partner in the ACE National partnership [www.shu.ac.uk/research/csi](http://www.shu.ac.uk/research/csi)



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