

Carers in employment research report





Summary

- Nearly 145,000 people in employment are providing unpaid care in Wales¹. Of those, 121,000 are employees.
- 28,000 people in employment are providing over 50 hours of unpaid care per week.
- People providing unpaid care are more likely than those without caring responsibilities to be working part time. 36% of carers in employment are working part time compared with 29% of non-carers in employment.
- Carers in employment who are caring for over 50 hours a week are even more likely to be working part-time (41%).
- Although the most common industry for people to work in, regardless of caring status, is public administration, education and health, a higher proportion of carers in employment are working in this industry compared with non-carers in employment (43% vs 35%).
- Carers in employment caring for 50 or more hours a week are more likely to work in distribution, hotels and restaurants than carers in employment caring for less than 19 hours a week (20% compared with 16%). They are less likely to work in financial, real estate, professional and administration (11% compared with 13%).
- Carers in employment caring for over 50 hours a week are more likely to be working in elementary occupations than carers in employment caring for 19 hours or less (12% compared with 8%). They are less likely to be working in professional occupations (14% compared with 21%), and less likely to be working as managers, directors and senior officials (10% compared with 12%).

¹ 144,814 excluding full-time students

Number of carers in employment

According to the Census 2021, nearly **145,000 people in employment are providing unpaid care² in Wales**, of which:

- **121,000** are employees
- **23,000** are self-employed

The majority of carers in employment are caring for 19 hours or less per week. However, thousands of people are combining work with high levels of care. Over 28,000 people in employment are caring for over 50 hours a week.

Table 1: Number of carers in employment by hours of care

Hours of care	Number of carers in employment
Provides 19 or less hours unpaid care a week	86,000
Provides 20 to 49 hours unpaid care a week	30,000
Provides 50 or more hours unpaid care a week	28,000

Carers' hours of work

According to the Census 2021 in England and Wales, most carers in employment are working full-time (94,000 people). 54,000 are working part-time.

Table 2: Carers in employment by hours of work³

Hours of work	Number of carers in employment
Full-time	94,000
Part-time	54,000

A bigger proportion of carers in employment are working part time than those without caring responsibilities. 36% of carers in employment are working part-time compared with 30% of non-carers in employment. Research suggests that carers often reduce their working hours to provide care⁴.

² 2,475,000 people excluding full-time students

³ Totals include full-time students who are caring and in employment. Due to the ONS' need to protect the confidentiality of individuals' data, it is not possible to separate these totals into carers who are employees and carers who self-employed.

⁴ Carers UK *Juggling Work and Care* (2019) <https://www.carersuk.org/media/no2lwyl/juggling-work-and-unpaid-care-report-final-web.pdf>

Table 3: Hours of work by caring status

Caring status	Percentage of people in employment	
	Part time	Full-time
Carers	36%	64%
Non carers	30%	70%

Carers in employment who are caring for over 50 hours a week are even more likely to be working part-time. As Table 4 shows, 41% of carers in employment who are caring for over 50 hours a week are working part-time, compared to 34% of carers in employment who are caring for 19 hours or less a week.

Table 4: Carers' hours of work by hours of care

Hours of care	Percentage in employment working full-time	Percentage in employment working part-time
Provides 19 or less hours unpaid care a week	66%	34%
Provides 20 to 49 hours unpaid care a week	63%	37%
Provides 50 or more hours unpaid care a week	59%	41%

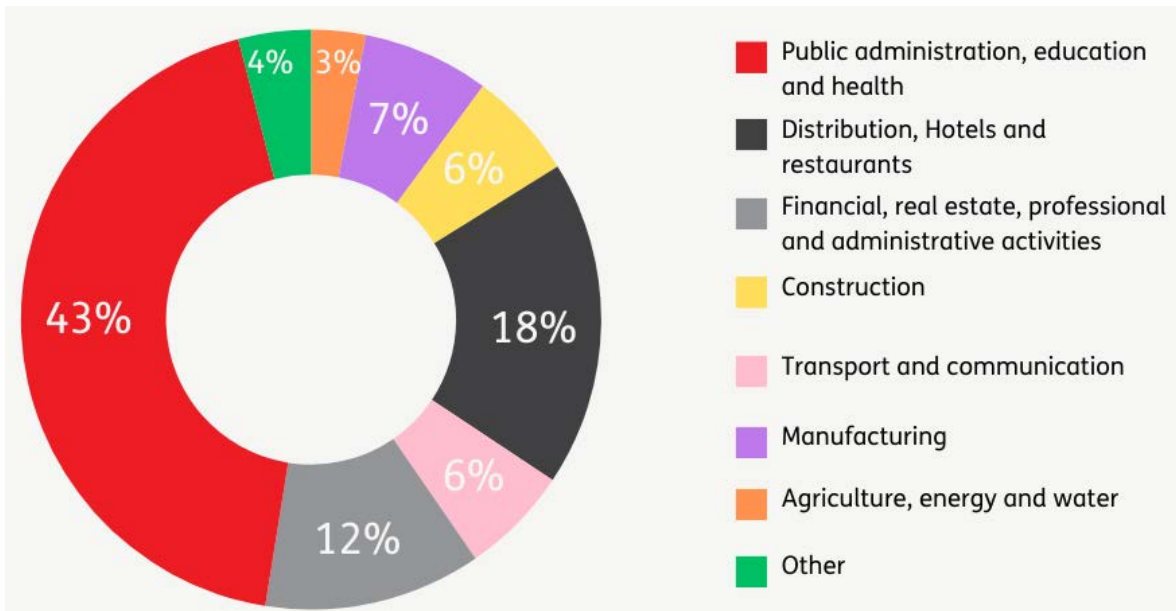
Where carers work

Census data about where carers work

Industry

According to the Census 2021 in Wales, the most common industry in which carers work is public administration, education and health. 43% of carers in employment work in this industry. This was followed by distribution, hotels and restaurants (18%) and financial, real estate, professional and administration (12%).

Figure 1: Carers in employment by industry



This is similar to the general population. For example, the majority of people in employment work in public administration, education and health (30%). However, carers in employment are significantly more likely to work in public administration, education and health compared to non-carers (43% compared to 30%).

There are some differences depending on the number of caring hours carers undertake. Table 5 shows carers in employment caring for 20 or more hours a week are more likely to work in distribution, hotels and restaurants than those caring for less than 19 hours a week (20% compared with 16%).

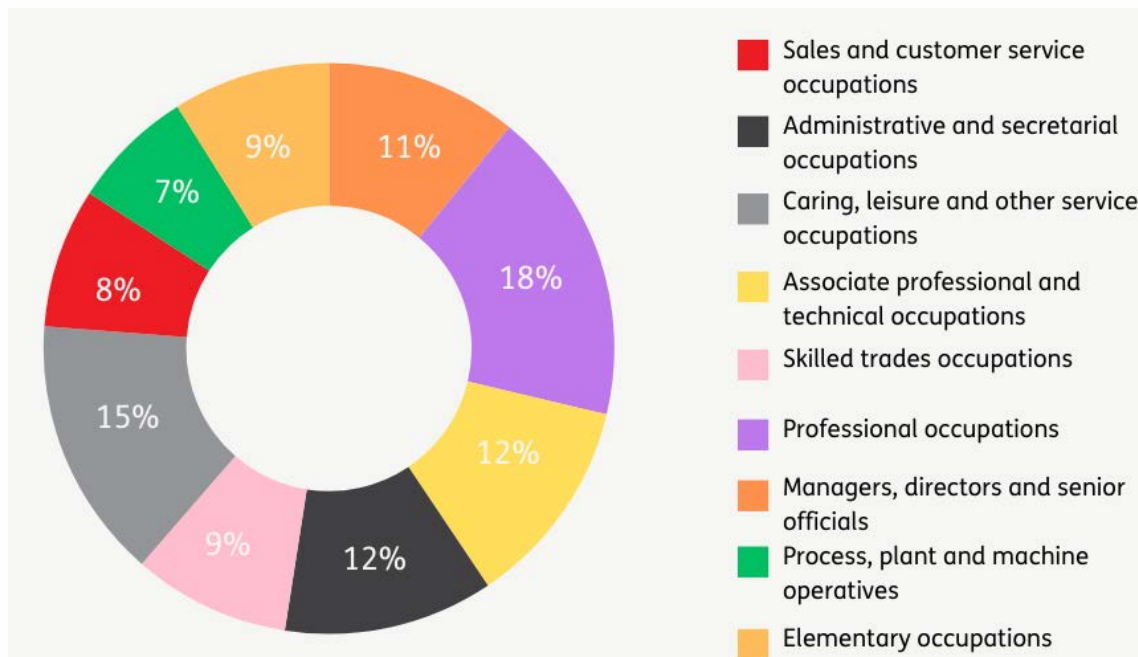
Table 5: Carers in employment by industry and hours of care

Industry	Percentage of carers in employment working in this industry		
	Caring for less than 19 hours	Caring for 20-49 hours	Caring for 50 or more hours
Agriculture, energy and water	3%	3%	3%
Manufacturing	7%	7%	8%
Construction	6%	7%	6%
Distribution, hotels and restaurants	16%	20%	20%
Transport and communications	6%	6%	6%
Financial, real estate, professional and administration	13%	11%	11%
Public administration, education and health	44%	42%	41%
Other	4%	4%	5%

Occupation

According to the Census 2021 in England and Wales, the most common occupation type amongst carers is professional occupations, with 18% of carers working in this type of role.

Figure 2: Carers in employment by occupation



Further resources

Carers Wales published a report in November 2023 which shared data from the Census 2021 about the number of carers in employment in each local authority and Integrated Care Board. The report also highlighted new rights for carers in relation to carer's leave and flexible working, and shared carers' responses to the State of Caring Survey 2023 questions about juggling work and care.

Employers for Carers Informed by business and supported by the specialist knowledge of Carers Wales, Employers for Carers Wales (EfC) provides practical, 'hands-on' help to employers to support the carers in their workforce.

Launched as an employers' membership forum in 2009, EfC now has over 230 member organisations covering around 2.8 million employees across the public, private and not for profit sectors. Member services include a dedicated web platform with a range of practical resources including e-learning, toolkits, model policies and case studies, access to expert training and consultancy and employer networking events. EfC's UK-wide employer benchmarking scheme, Carer Confident, launched in 2019, now has 60 accredited employers who are building a supportive and inclusive workplace for staff who are or will become carers. To find out more visit employersforcarers.org/about-us/wales-hub



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Disclaimer: While every effort has been made to ensure that this briefing is accurate, it is not an authoritative statement of the law. Please note that there will be periodic updates as new information is released. Please ensure that you have the most up to date version.

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