



Carers' employment  
rights today, tomorrow  
and in the future.

CARERS RIGHTS DAY  
2023

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## Carers and employment: key statistics

Hundreds of thousands of people in Wales are juggling paid employment with their caring responsibilities.

The recent ONS Census 2021 in England and Wales found that in Wales there are over 144,000 carers in employment (excluding full-time students)<sup>[1]</sup> – 10% of the total number of people in employment. Of those, 121,000 are employees, and 23,000 are self-employed. Many people are combining employment with high levels of care: over 25,000 people in paid employment are also providing over 50 hours of care per week.

Other research suggests that the number of carers in paid employment could be even higher. Carers Wales research in 2019 found that there could be around 223,000 people juggling work and care: 1 in 7 of all workers<sup>[2]</sup>.

As the population ages, more people will be combining caring with paid employment. Research by the Centre for Care found that every year between 2010-2020, approximately 93,000 people in paid employment become unpaid carers in Wales – over 250 people every day<sup>[3]</sup>.

*“I work full time, and for 5 years my husband hasn’t been allowed to work! All the bills are mine to pay I’m not left with much for food and a small social life. I am constantly in debt. - Carer, State of Caring”*

Table 1: Number of unpaid carers in paid employment, by hours of care

HOURS OF CARE	NUMBER OF CARERS IN PAID EMPLOYMENT	PERCENTAGE
0-19 HOURS OF CARE A WEEK	85,919	59%
20-49 HOURS OF CARE A WEEK	30,491	21%
50 HOURS OR MORE CARE A WEEK	28,404	20%
TOTAL	144,814	100%

[1] ONS (2023) Economic activity status by provision of unpaid care by general health.

[2] Carers UK (2019) Juggling work and care.

[3] Petrillo, Bennett and Pryce (2022) Cycles of caring: transitions in and out of unpaid care.

## Impact of juggling work and care for carers

### Caring is most likely to impact at a peak of a career, but can affect all ages

The peak age for caring can often coincide with the peak of an individual's career. The Census found that the biggest proportion of people caring in Wales are from the 55-59 age group, with over 40,000 people aged 55-59 providing care<sup>[4]</sup>. It also affects women differently to men. A woman has a 50:50 chance of providing care by the time they are 42; men have the same chance by the time they are 50 – 8 years later<sup>[5]</sup>.

Caring can happen at all ages. There are just over 14,000 young adults aged between 18 and 24 also providing care, and research shows that they are less likely to gain qualifications and less likely to enter the labour market<sup>[6]</sup>. The table below gives a breakdown of the ages of unpaid carers in employment in England and Wales.

### Caring increases risks of poorer health and wellbeing

Juggling work and care can impact on carers' health and wellbeing. Research has

found that that working women who provide high levels of care are more likely to have poorer mental health<sup>[7]</sup>. Many carers in paid employment tell us they are tired, stressed and struggling to take a break. Issues with the availability or quality of social care services can also have an impact: without support from paid care workers or respite services, carers can struggle to balance their caring responsibilities with paid employment.

### Caring increases risk of leaving employment or reducing working hours

Caring is a significant reason for employees leaving the labour market. Many people cut back their working hours to care, while others feel they have to leave their employment altogether if flexible working or unpaid leave isn't available or supported. Carers UK research in 2019, based on polling, found that nearly 150,000 people have given up work to care, and nearly 75,000 people have reduced their working hours to care<sup>[8]</sup>. Those over the age of 45 were most likely to have given up work to care. Other research has found that women are twice as likely than men to leave their job due to caring<sup>[9]</sup>.

[4] Zhang and Bennett (2019) Will I Care? The likelihood of becoming a carer. [1] ONS (2023) Economic activity status by provision of unpaid care by general health.

[5] Carers UK (2019) Juggling work and care.

[6] UCL (2023) Young carers less likely to graduate from university. <https://www.ucl.ac.uk/news/2023/may/young-carers-less-likely-graduate-university#:~:text=The%20research%20team%20found%20that,to%20have%20a%20degree%20qualification>.

[7] Harris et al. (2020) Relationship between informal care-giving health and work in the Health and Employment After Fifty Study, England. <https://academic.oup.com/eurpub/article/30/4/799/5851091?login=false>

[8] Carers UK (2019) Juggling work and care. <https://www.carersuk.org/media/no2lwyxl/juggling-work-and-unpaid-care-report-final-web.pdf>

[9] Vodafone (2021) Lost Connections: supporting carers in the workplace. <https://newscentre.vodafone.co.uk/app/uploads/2021/03/Lost-Connections-2021.pdf>

Table 2: Numbers of carers in paid employment by age

AGE	NUMBER OF CARERS IN PAID EMPLOYMENT	
	EMPLOYEE	SELF-EMPLOYED
16 - 24	5,987	438
25 - 34	15,176	1,762
35 - 49	38,294	6,160
50 - 64	56,677	12,248
65 AND OVER	5,221	2,853

### Caring increases the risk of poverty

If carers have to reduce their working hours, or give up work completely, this can lead to a reduction in income<sup>[10]</sup>, reduced pension entitlement<sup>[11]</sup>, and increased risk of poverty later in life<sup>[12]</sup>.

### Losing employees has an economic impact on businesses

When people give up paid employment to care, this can have a negative impact on the economy through increased spending on social security benefits for people who have left their jobs, as well as taxes forgone on lost earnings<sup>[13]</sup>.

[10] Heitmueller and Inglis (2007) The earnings of informal carers: wage differentials and opportunity costs. Zhang and Bennett (2019) Will I Care? The likelihood of becoming a carer. [1] ONS (2023) Economic activity status by provision of unpaid care by general health.

[11] Dow and Meyer (2010) Caring and retirement: crossroads and consequences. Zhang and Bennett (2019) Will I Care? The likelihood of becoming a carer. [1] ONS (2023) Economic activity status by provision of unpaid care by general health.

[12] Centre for Care (2022) Juggling work and care: the impact of reducing work on financial wellbeing. Zhang and Bennett (2019) Will I

[13] Pickard et al. (2017) Public expenditure costs of carers leaving employment in England, 2015/2016.

<https://onlinelibrary.wiley.com/doi/abs/10.1111/hsc.12486>



## Carers' experiences of juggling work and care – today

In our State of Caring 2023 survey, 19% of carers said they were a full-time employee, and 16% said they were a part-time employee. Female carers were more likely to be working part-time than male carers (18% compared with 4%).

Carers who were providing more hours of care were less likely to be working full-time: 12% of people caring for over 50 hours per week were working full-time compared to 34% of people caring for less than 50 hours. Carers who had been caring for longer were also less likely to be working full-time: 16% of people caring for over 5 years were working full-time compared to 30% of people caring for less than 5 years. This suggests that caring can have an impact on people's capacity to work in full-time paid employment.

Our research also suggests that support from employers can have a significant impact on carers' ability to balance work and care. 56% of carers said that recognition from their employer of their caring role helps them balance work and care, and 74% said that an understanding line manager is helpful. 74% of carers said that flexible working helps them balance work and care.

1 in 3 carers in Wales juggle employment and providing unpaid care



1 in 5 carers in Wales are working full time and providing unpaid care



Table 3: What helps carers to juggle work and carer

WORKPLACE SUPPORT	PERCENTAGE OF CARERS WHO SAID THIS HELPS THEM
WORKING FROM HOME MOST/ALL OF THE TIME	76%
UNDERSTANDING LINE MANAGER	74%
FLEXIBLE WORKING	74%
WORKING FROM HOME SOME OF THE TIME	70%
RECOGNITION FROM MY EMPLOYER ABOUT MY CARING ROLE	56%
REDUCING MY WORKING HOURS	49%

Without support from employers, carers are at risk of giving up work to care. 41% of carers told us that they had given up work to provide unpaid care, and 19% said they had reduced their working hours because of their caring role. People caring for over 35 hours a week were more likely to have given up work to care (53%) than those caring for less than 35 hours a week (21%).

Over half (57%) of people who had stopped working or reduced their hours at work to care said they had done so because of the stress of juggling work and care. 17% had done so because of a lack of support from their employer. Many carers said it was the lack of support from their employer that had caused them stress and anxiety.

*I've dropped my working hours to 3 days a week, and hence one third of my pay solely to accommodate my mum's appointments.*

*I need a few months off to manage a transition for my autistic adult child. I don't want to leave my job but fear I'll have to.*



## Carers' employment rights tomorrow

### New legislation affecting carers in employment

There are two new key pieces of legislation coming from Westminster which will make a difference to unpaid carers juggling work and care: the Carer's Leave Act 2023 and the Employment Relations (Flexible Working) Act 2023.

Both Acts could make a key difference for unpaid carers benefitting the 121,000 carers who are employees in Wales

#### Carers Leave Act 2023

The new Carer's Leave Act 2023 has gone through the UK Parliament and could be made law as early as April 2024, although a date has not yet been set.

This new Act will give employees who are unpaid carers in Great Britain, including Wales, the legal right to take up to five days of unpaid carer's leave.

This entitlement will be available to employees from the first day of their employment and allow employees to take time off for caring commitments. It will ensure that unpaid carers have the same employment protections as employees taking other forms of family related leave. This means carers will be protected from dismissal or any detrimental outcomes because of taking time off.

The details of how these new rights will work in practice will be confirmed next year. The Act, which Carers Wales, as part of Carers UK, has campaigned for decades, will make a huge difference to carers who can find it difficult or stressful to juggle work and care.

#### Employment Relations (Flexible Working) Act 2023

The new Employment Relations (Flexible Working) Act has also recently been passed<sup>[14]</sup> which will give employees the right to ask their employer for flexible working from day one of their employment, in England, Scotland or Wales. This Act will provide millions of workers with more flexibility over where and when they work. The expectation is that this will be implemented in 2024 as well.

The Act will enable employees to make two statutory requests in any 12-month period (rather than one request, which is the case under the current legislation). It will remove the existing requirement for the employee to explain what effect the change would have on the employer and how that effect might be dealt with. It also introduces new requirements for employers to consult with the employee before a request is rejected, and for employers to make a decision on a request within two months (rather than three months which is the case under the current legislation).

[14] Gov.uk (2023) Millions to benefit from new flexible working measures. [t](#)



## What difference will this legislation make to carers? Evidence from unpaid carers in 2023

The evidence from carers suggests that the implementation of Carer's Leave could bring with it a number of benefits:

- Help to retain carers in paid employment
- Promote improved health and wellbeing
- Improve consistency of support
- Empower unpaid carers
- Promote the development of new and further policies.

The new Act will also have a beneficial outcome for employers in a tight employment market where there are increased recruitment costs.

### Carers who don't have unpaid carer's leave say it would benefit them

Our research with carers provides evidence that this new legislation around carer's leave and flexible working would be beneficial for carers. A fifth of carers (22%) in paid employment said they would like unpaid carer's leave. It was clear from carers' comments that it would make a difference to them:

“

*Unpaid carers leave might mean I could increase care for a limited time without leaving my job, which I keep thinking I might need to do.*

”

Some carers told us that they were currently using their annual leave or taking time off sick to provide care.

“

*I am using up most of my annual leave to provide care especially to cover the summer due to lack of disability childcare*

”

41% of carers in Wales are working for more than 20 hours a week



### **Carers who have taken unpaid carer's leave or flexible working had found it beneficial**

19% of carers of all working carers in our survey had taken unpaid carer's leave. Our survey respondents are more likely to take leave because they tend to provide higher levels of care. Carers told us that unpaid carer's leave or flexible working had been beneficial to them.

*Our organisation is very flexible so late start or early finish to provide care is available. Our carers policy gives unpaid carers leave.*

### **The new law would improve consistency**

Some carers said their employer did not have a clear or consistent policy on carer's leave.

*Not consistently applied and depends on the line manager at the time. Some have used their discretion others not.*

### **The new law should empower carers to take leave if they need it**

Other carers said their employer could be reluctant to allow them to take carer's leave, or that other employees were unsupportive of requests to take leave.

*I am sometimes made to feel embarrassed to take this leave by my manager.*

*My supervisor is very good but a previous one wanted to know why I needed the carers leave. I had to explain why I need to take it. If they decide it is 'not what Carers Leave is for' then I have had to take annual leave instead.*

*My manager is very understanding but I do feel like my peers are a bit resentful if I am getting time off to care as they see it as a perk that they don't get.*

Table 4: Carers' views on unpaid carer's leave

STATEMENT	PERCENTAGE OF CARERS WHO AGREED
I WOULD LIKE UNPAID CARER'S LEAVE	22%
I DON'T KNOW IF UNPAID CARER'S LEAVE IS AVAILABLE	43%
I HAVE ALREADY TAKEN UNPAID CARER'S LEAVE	21%

## Preparing for the new Acts

Our research shows that there is relatively low awareness of current entitlements and the new rights amongst employees. 43% of carers said they didn't know if unpaid carer's leave was available from their employer.

Nearly a third (30%) said they didn't know anything about carer's leave. Many of the carers completing our survey are Carers Wales members and may therefore be more likely to have heard about carer's leave. It is likely that the proportion of carers who are unaware of carer's leave may be even higher. This shows that there is more work to be done to ensure that carers are aware of the new rights

Many carers don't identify themselves as unpaid carers and can miss out on support as a result. Carers Wales research found that just over half of all carers (52%) took over one year to identify themselves as an unpaid carer<sup>[15]</sup>. Employers for Carers Wales has developed good practice materials which look at how best to identify unpaid carers within the workplace, drawing on both Carers Wales' experience and that of leading employers within the forum.

There is an opportunity with these new Acts, particularly the Carer's Leave Act, to raise awareness of caring amongst all employees within a business or organisation. Caring is often seen as invisible in the workplace, and changing the culture around this will have a positive impact.

[15] Carers Wales (2022) State of Caring in Wales 2022. <https://www.carersuk.org/media/lrzlh5p/compressed-carers-wales-state-of-caring-in-wales-2022-report-english-final.pdf>

With the new Acts due to come into force potentially within the next year, we asked unpaid carers whether they knew if their employer had started to prepare for these new rights. Just under two thirds of carers (63%) said they didn't know what their employer is doing. This suggests that there is an opportunity for employers to start preparing early and communicating changes to unpaid carers that new rights are coming shortly. Carers Wales, alongside the whole of Carers UK, is encouraging early adoption of the new law, given the benefits to unpaid carers in ensuring they have a choice about taking time off.

Some employers without unpaid carer's leave already in place are taking action. 9% of respondents to the survey said that their employer was planning to bring in a new policy on unpaid Carer's Leave.

Good practice employers already have unpaid carer's leave in place and the best employers have paid carer's leave. It is vital that employers are aware of current and future legislation, so they are able to ensure their flexible working and carer's leave policies are clear and consistent. Supporting carers to juggle paid employment with caring is beneficial not only in reducing the likelihood of employees with caring responsibilities leaving work or reducing their hours, but in ensuring that carers are able to focus on work without experiencing stress or anxiety.

**74%**  
of working carers in Wales said an understanding line manager is helpful



**56%**  
of working carers in Wales said being recognised for their caring role in the workplace would be helpful



Over half of carers  
**57%**  
of people who stopped working or reduced their hours in Wales did so because of the stress of juggling work and care



A woman has a  
**50:50**  
chance of providing care by the time they are 42



## **Unpaid carer's leave enables a return to work, or increased work, for some carers**

New legislation on carer's leave and flexible working may also help some carers return to paid employment or take on increased working hours.

A fifth of carers (20%) who had given up work or reduced their working hours to care said that having the ability to take time off through unpaid carer's leave would help them return to paid employment or increase their working hours.

A quarter (25%) said that having a supportive employer that understands caring would help them return to work or increase their hours.

These are very encouraging results and it is clear that the new legislation will support some carers. However, rights within the workplace are not a panacea for carers' return to work where they have left the labour market and wish to resume paid employment. There are several other critical factors which also influence this decision: the availability of good quality social care, a better organised and responsive NHS, and a benefits system that works better for unpaid carers. Delivering a combination of this support could enable more carers to return to paid employment





## Carers' employment rights in the future

There is not only a strong moral imperative to support unpaid carers, but also a strong economic imperative too. The Welsh economy depends on businesses and employers retaining their skilled and knowledgeable staff, including those who are juggling paid employment with caring. As a society we must adapt in order to support our growing and changing population of unpaid carers.

As a non-devolved area of legislation, Wales, as part of the UK, lags behind other countries in terms of workplace rights for carers. Many other countries have some form of Carer's Leave in place, including Japan, Canada, Germany, France, Poland, the Netherlands and Sweden to name a few. In Japan, which has a super aged society, the government introduced additional funding for social care as well as stronger workplace rights for unpaid carers, many of whom are women, in order to bolster the labour market, keep women in the labour market and manage care for the older population.

Many countries are looking at the challenges of supporting an ageing population and managing a shrinking labour market. The direction of travel across the world is to look at a workplace rights solutions to support working carers. A recent European Directive of work means

that all European countries must address this, taking carer's leave further ahead.

Carers UK's research with members of our Employers for Carers forum has found that employers lose out when carers struggle to manage work and caring responsibilities, and can incur substantial costs in employee absence and workplace stress. When valued employees have to give up work to care, businesses bear the costs of recruitment and lost productivity. Employers are losing talented people in whom they have invested considerable time and money.

Research by Centrica estimates that 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 people with caring responsibilities<sup>[16]</sup>. Carers UK's analysis of other countries' policies found that paid leave of at least five days a year could save the UK economy around £3.5 billion a year.

Though employment rights in law are not devolved to Wales, the Welsh Government has a stated commitment to promote its concept of 'Fair Work' in Wales, seeking to encourage employers in Wales to introduce practices which promote healthy and inclusive working environments which are "attentive to the well-being of workers"<sup>[17]</sup>. We believe steps to support employees with caring responsibilities must form part of the Fair Work agenda.

[16] Centrica (2018) Carers UK and Centrica announce new partnership to improve the lives of carers. [15] Carers Wales (2022) State of Caring in Wales 2022. <https://www.carersuk.org/media/lrzlh5p/compressed-carers-wales-state-of-caring-in-wales-2022-report-english-final.pdf>.

[17] Welsh Government: A guide to fair work <https://www.gov.wales/guide-fair-work>

## Paid carer's leave

The new Carer's Leave Act will give carers the opportunity to take 5 days of unpaid leave a year, and we have set out some of the benefits of this approach. However, Carers Wales would like to see a future where paid carer's leave is enshrined in legislation.

The best employers, who recognise the benefits of supporting carers within the workplace, provide paid carer's leave.

Paying carer's leave has an important social impact, enabling lower income employees to be able to afford to take the leave they need to provide care. It also benefits part-time workers and women in particular, who are more likely to have lower incomes from work and pensions in retirement.

There is evidence that paid carer's leave would have a significant impact on productivity, worker satisfaction, and employee wellbeing as we set out above.

## The benefits of paid carer's leave

However, 42% of carers said they didn't know if paid carer's leave was available to them within the workplace. Again, this demonstrates a real need for employers to publicise relevant policies to their employees to make sure that they are able to take advantage of them, as well as train and support managers to support their colleagues.

54% of carers said they would like paid carer's leave. This shows that a clear majority of carers would like this in the workplace.

The evidence from carers also suggests that paid carer's leave would be even more effective in supporting carers to increase hours or return to work. A third of carers (33%) who had given up work or reduced their working hours to care said that the ability to take time off through paid carer's leave would help them return to work or increase their working hours. This is higher compared with unpaid carer's leave which was at 20% for the same question.

“

*I have to juggle work and care for intense period which is bad for my mental health. Paid carers leave would help me a lot*

”

“

*My boss's are very supportive and will let me have time off when needed, sometimes I will work a different day to accommodate clients after rescheduling when needed*

”

## Other future employment legislative policy and practice measures

As well as paid carer's leave, Carers Wales, as part of Carers UK, is interested in exploring policies which would support carers for longer in the workplace, including:

- Exploring whether flexible working rights could be further enhanced.
- Considering whether employees could take a longer period of leave of up to 6 months. Some companies already enable this by providing opportunities for employees to take a career break or a sabbatical. In the shorter term we would see this leave as unpaid, with carers able to claim Carer's Allowance for the majority of the leave, but in the future, this should be paid leave.

- Considering whether there could be a greater emphasis on flexibility within jobs particularly in job adverts and job design.
- Introducing clearer rights and recognition for carers by making caring a protected characteristic. This would ensure that the rights that carers have to protection from discrimination are better understood, clearer and more tailored to need.

Employers for Carers Wales lead the development of knowledge and practical resources to support employers. Further information about the support available is included later in the report.



## Recommendations

### Carers rights today

- We encourage all employers to raise awareness of unpaid caring within the workplace and promote a positive culture of understanding and support.
- All managers should be trained on carer recognition and how to assist employees within their workplace who are unpaid carers, including young workers entering the labour market for the first time.
- Employers should consider joining Employers for Carers Wales to make the most of leading knowledge and expertise in the sector.
- Employers should consider being “early adopters” of the new legislation and to go one step further and introduce the leave as paid carer’s leave, making it even more accessible to employees.
- Employers in England and Wales should adopt Carers UK’s Carer Confidence benchmark, run by Employers for Carers Wales in Wales, to move towards becoming a carer friendly employer.
- Employers should recognise the range of skills that carers gain through their caring role, to support carers return to work and supporting young adults entering the labour market for the first time.

- The UK Government should seek to implement the legislation at the earliest opportunity I.e. from April 2024.
- Governments across the UK could raise awareness of carers’ existing rights within the workplace, as well as the benefits of flexibility for unpaid carers.

### Carers Rights Tomorrow

#### **Implementation of Carer’s Leave Act 2023 and Employment Relations (Flexible Working Act) 2023**

- The UK Government should work with Employers for Carers in particular to encourage positive take-up and implementation of the new rights.
- The Welsh Government should enhance their commitment to Priority 4 of the Carers Strategy to support the roll-out and benefits of the new legislation in collaboration with Employers for Carers Wales.
- The Welsh Government should review how measures to support carers in employment align with the aspirations to embed Fair Work in Wales. They should utilise the Workforce Partnership Council and the Social Partnership Council to formulate steps to spread awareness of the incoming legislation and promote the adoption of best practice measures to support carers in employment.

- The benefits of this legislation could be further enhanced by measures to help carers juggle work and care within the benefits system. The UK Government should be increasing the earnings limit on Carer's Allowance to 21 times the National Living Wage and should introduce a dedicated Work Allowance for carers in receipt of Universal Credit.
- Governments across the UK also need to ensure funding in the short term of sufficient social care services and accessible health services to ensure carers' ability to juggle work and care.

### **Carers rights in the future**

With a Westminster election on the horizon, Carers Wales supports Carers UK in our overall belief that support for unpaid carers must be a core part of all parties' policies.

Based on our evidence from carers, an ageing population, people living longer with disabilities and a shrinking workforce relative to the age balance of the population, Carers UK believes that there is a need for substantial change.

- A. We want to see a future UK Government develop a longer-term vision about carers juggling work and care, including the introduction of two weeks paid Carer's Leave and a longer period of unpaid leave.
- B. There should be a commitment on a UK level to continue to strengthen flexible working as this also has a key benefit for unpaid carers, including a review of the legislation once implemented.
- C. In order to increase carers' recognition and make current discrimination rights much easier to understand with better consistency, we believe that caring should be made a protected characteristic in the Equality Act 2010.
- D. There must be a commitment to place social care on a sustainable funded basis, understanding that this is critical, just as childcare is fundamental, to engagement in work.
- E. There must be a substantial review of Carer's Allowance and associated benefits which make it more fit for purpose.



Table 5: Number of carers who are employees by local authority in England and Wales (ONS Census 2021)

WALES COUNTIES	NUMBER OF CARERS WHO ARE EMPLOYEES
BLAENAU GWENT	2,862
BRIDGEND	5,960
CAERPHILLY	7,682
CARDIFF	11,987
CARMARTHENSHIRE	7,579
CEREDIGION	2,380
CONWY	4,030
DENBIGHSHIRE	3,612
FLINTSHIRE	6,549
GWYNEDD	3,682
ISLE OF ANGLESEY	2,350
MERTHYR TYDFIL	2,566
MONMOUTHSHIRE	3,565
NEATH PORT TALBOT	6,410
NEWPORT	6,364
PEMBROKESHIRE	4,373
POWYS	4,781
RHONNDA CYNON TAFF	9,977
SWANSEA	9,955
TORFAEN	4,030
VALE OF GLAMORGAN	5,262
WREXHAM	5,397
TOTAL IN WALES	121,353

## Employers for Carers Wales

Employers for Carers Wales is a business forum and service established by Carers Wales in 2018 as an expansion of Employers for Carers established by Carers UK in 2009. It now reaches around 100,000 employees across Wales. Member services including a dedicated digital 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 Wales shares the UK-wide employer benchmarking scheme, Carer Confident, launched in 2019, that has over 60 accredited employers who are building a supportive and inclusive workplace for staff who are or will become carers.

Employers for Carers Wales also works in partnership with employers to gather evidence and test new and emerging practice.

<https://www.employersforcarers.org/about-us/wales-hub/>

## Preparing for the new Carer's Rights Act

More information about the Carer's Rights in Wales is available at <https://www.carersuk.org/wales/for-professionals/carers-aware/resources/understanding-carers-rights/>

More information for employers about how to prepare for the Carer's Rights Act is available at <https://www.carersuk.org/wales/for-professionals/support-for-employers/the-carers-leave-act/>

## Carer Confident

Carer Confident is Employers for Carers UK wide employer benchmarking scheme. Launched in 2019, the scheme helps employers to build a supportive and inclusive workplace for staff who are, or will become, carers and to make the most of the skills that carers can bring to the workplace.

Carer Confident also seeks to recognise employers who achieve these benchmarks, and to inspire others to follow suit. A certificate of achievement is presented to employers with a UK presence who have demonstrated that they have built an inclusive workplace where carers are recognised, respected and supported.

<https://www.employersforcarers.org/carers-confident>

## Further information for employers

Information about carer's rights in the workplace is available at <https://www.carersuk.org/wales/help-and-advice/work-and-career/carers-in-employment-hub/>

More information about how to become a member of Employer for Carers is available at <https://www.employersforcarers.org/about-us/wales-hub/>

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