

Caring & Working

70%
of carers are
not working, for
a number of
reasons

We carried out a survey on the State of Caring in Hertfordshire between January and March 2018. 1,434 carers responded using a variety of media, including; online, post, telephone and through face-to-face meetings.

Of the 1,434 respondents, 1,282 completed the section on Caring and Working.

80%
of carers
changed their
work patterns



18%
of carers care
full time for a
dependant

38% of
carers are
retired

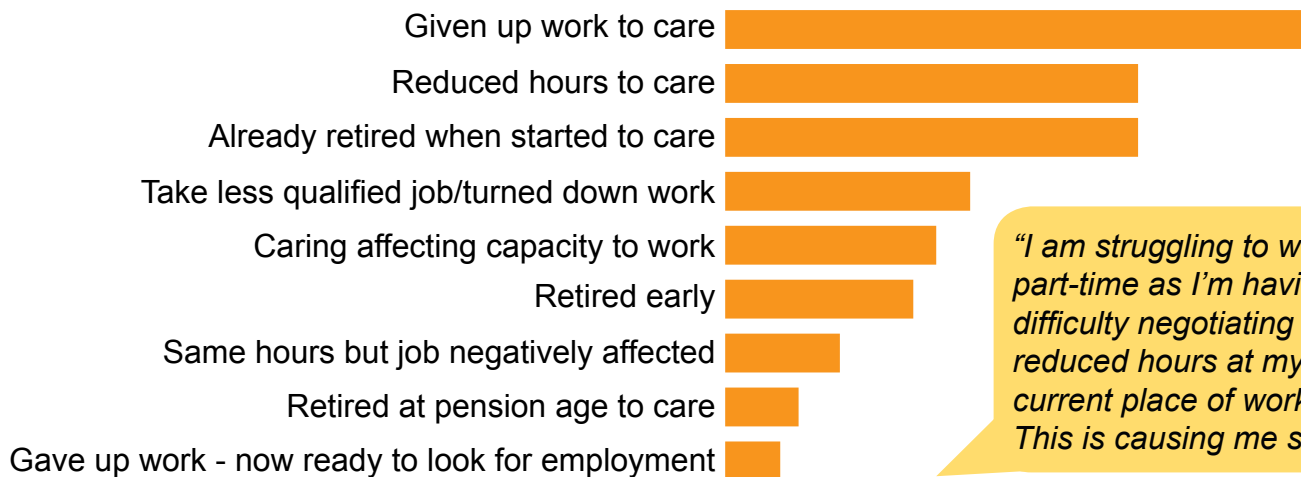
Employment

Of the carers who replied, the largest groups of carers are retired, or caring full-time.

Only 14% of carers who responded said that caring had not made an impact on their capacity to work.

Impact on Working

Even some of those with a lighter caring role indicate that this can have a major impact on their working ability. The type of impact is as follows:



"I am struggling to work part-time as I'm having difficulty negotiating reduced hours at my current place of work. This is causing me stress."

Giving up Work

Of those who gave up work, retired early or reduced working hours, 75% said the stress of juggling work and care was the main factor – an increase of from 67% in 2015. However, only 14% said it was because there are no suitable care services – down from 29% in 2015.

29%
left work
to become a
full-time carer

15% said that the leave available from work was insufficient to be able to manage caring alongside work, and 17% were unable to negotiate suitable working hours.

"Caring impacted on my career and I had to give up work. It has been financially crippling!"

17%
of carers are
not able to
negotiate
suitable
hours



Juggling Work & Care



Whilst the stress of juggling working and caring was by far the biggest factor of changing working patterns, 10 % said that NHS services were not flexible enough, and 8% cited difficulties with their employers as a major contributing factor. And 11% were not given the right information about their rights and so reduced hours or left work completely.

"My boss lets me have flexi-time, and I get paid for hours worked."

These last three reasons have all decreased to a greater or lesser extent from 2015 which is positive, and shows there is more understanding, and possibly more training and support given to both employees and employers.

Reduced Income

34%
no
pension

26%
social
security

25%
in
debt

£

As a result of the reduction in income, 26% say they will now have to rely on social security to get by, 34% will not be able to save for a pension and 25% will end up in debt.

This shows very little change over the past three years and highlights the reality of caring for some.

Stress & Anxiety

Looking at the wellbeing of those who are in employment, the survey shows that employed carers are more likely to be depressed, more likely to neglect their own health and more likely to have missed a health appointment for themselves than carers who are not employed. They also suffer from similar levels of stress and anxiety.

"I juggle everything, I work full-time and because of my income level all support is denied. My husband is offered no help or support for his sight difficulties - we just have to get on with it."

8%
of carers cited
difficulty with
employer, 12%
lower than
2015

75%
of carers leave
work due to
stress juggling
work &
caring

Long-term Impact

Carers voiced concerns about the impact that changes to their working situation due to caring would have on their savings and whether they would have enough to survive without asking for help.

54%
of working
age carers care
50+hrs per
week

No savings for the future	45%
No saving for own care	38%
No saving for pension	34%
Using up savings	34%
Have enough income	26%
Rely on social security	26%
End up in debt	25%
Dependent on others	23%
Use pension early	17%

"My daughter needed full-time care at that time. My employer wouldn't extend my unpaid leave. They didn't ask any questions or give any support. I didn't know about my rights as a carer. I left my job to cope with our crisis point and caring for my daughter."

"I had to give up my self-employed business because it was impossible to work from home. I have had to turn down permanent positions and work part-time on an hourly paid, zero contract basis."



Making Carers Count

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