

Supporting unpaid carers in the workplace: A lived experience perspective



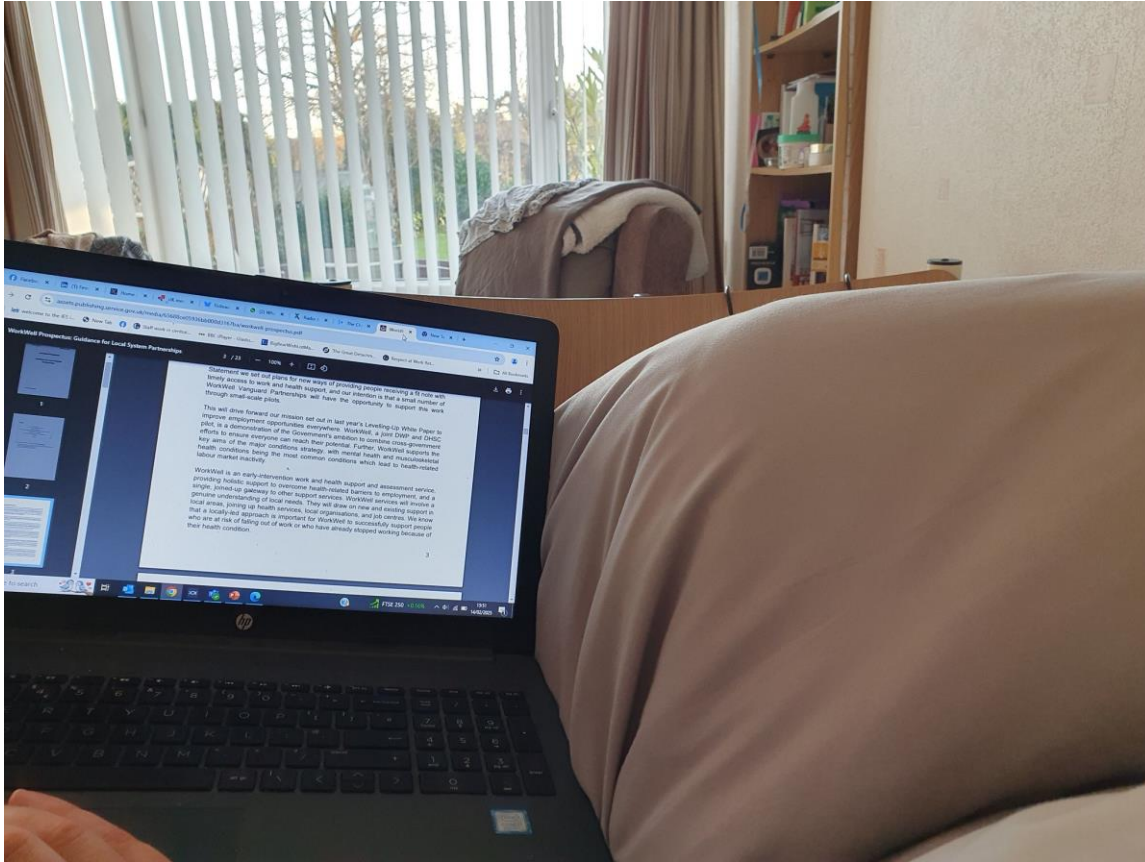
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Webinar presentation

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About me



- Workplace researcher into workplace health and wellbeing and the role of the line manager
- Lived experience of a long-term health condition
- Unpaid carer
- Passionate about 'good work'

Unpaid carers: Some of the facts

- 14% of all working-age people provide care to someone who is sick, elderly or disabled.
- Carers UK research has found that 600 people a day have to give up work to care.
- Those providing unpaid care are more likely than those without caring responsibilities to be working part-time.
- 61% of unpaid carers are worried about living costs and managing the future.
- 3/5 of workers have used their annual leave to carry out caring duties
- Carers often neglect their own health

Why this is important now?

- The Government has released its White Paper issuing a:
“commitment to building an inclusive and thriving labour market where everyone has the opportunity for good work and the chance to get on at work.”

“Too many people are excluded from the labour market – especially those with health conditions, caring responsibilities or lower skill levels. Too many people are stuck in insecure, poor quality work and often low paying work which contributes to a weaker economy and also affects their health and wellbeing.”

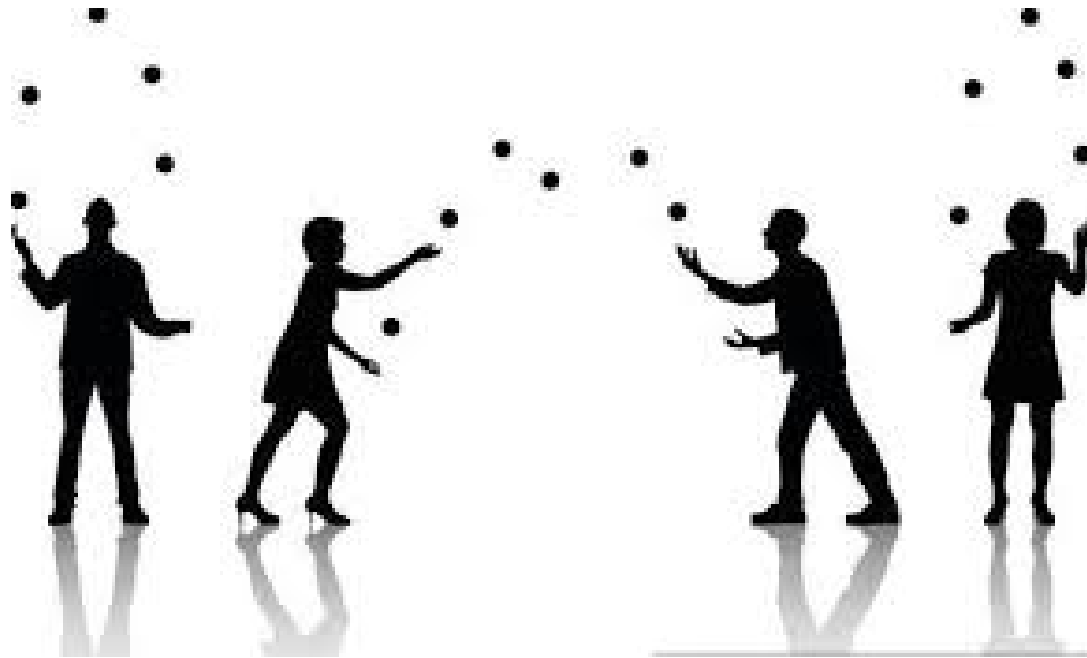
Do carers recognise themselves as carers?



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- It has been estimated that it takes two years on average for someone to identify as a carer.
- Identifying as a carer can be lower in some ethnic minorities.
- Access to support can be much harder if people don't identify as a carer.

Unpredictability and a juggling act



- The only constant is change...
- Amount of help someone may need can vary on a daily/hourly basis.
- Predicting when care is needed is difficult.
- Wearing multiple hats to juggle.

Disclosure



- Disclosure helped me, but...
- Research has suggested that 50% of carers don't feel confident to talk to their employers about caring responsibilities.
- Even when a supportive ear has been provided, challenges can still be faced .

What can employers do: from my perspective

- Peer Support Networks
- Line Management Support
- Clear and well implemented policies
- Flexible Work
- Sign posting to additional support
- Self-care



- More needs to be done to help identify and support this important group. There are 2.1 million carers who are economically inactive due to caring - with better policy and employer support - this doesn't have to be the case.
- Being a working carer is tough – there is no other way of putting it. In some situations, work can provide a sense of normality that we crave, and with employer, peer and HR support there are ways in which we can still ‘work well’.



Any questions?

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