

# Caring, working and wellbeing: Evidence from the Workplace Employment Relations Study 2011

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# Demand and supply for care

- Increasing demand for care (ageing population)
- Decreasing supply of care
  - de-institutionalisation of care
  - retreat of state from provision of formal care
  - Increasing female participation in employment

Expectation that care gap will be filled by informal care (working and caring) needs to address disadvantage carers experience at work.

# Previous research

- Bernard van den Berg, Denzil Fiebig and Jane Hall (2014) Well-being losses due to care-giving. *Journal of Health Economics* 35, 123-131.
- Mark Bryan (2012) Access to flexible working and informal care. *Scottish Journal of Political Economy* 59(4), 361-389.
- John Budd and Karen Mumford (2006) Family-friendly work practices in Britain: Availability and perceived accessibility. *Human Resource Management* 45(1), 23-42.

## Data: Workplace Employment Relations Survey, 2011

- WERS is designed to be nationally representative of British workplaces with five or more employees in all industry sectors (with the exception of agriculture, hunting, forestry and fishing and mining and quarrying) when probability weighted to account for the complex nature of the survey design.
- the survey of managers comprises 2,680 observations with a response rate of 46.5 per cent. The survey of employees (sent to a random sample of up to 25 employees in each workplace) comprises 21,981 responses, with a response rate of 54.3 per cent.
- by linking the management and employee data, it is possible to explore the relationship between potential workplace supports (FWPs, equal opportunities practices, union presence and WLB culture) and informal carers' experiences of employment

# Identifying Carers

- ‘Do you look after or give help or support to any family members or friends who have a long-term physical or mental illness or disability, or who have problems related to old age?’
- Response set (6 options) from No to Yes, 35 or more hours a week
- **18%** of employees combine work and care
- 8% provide < 5 hours care, 5% provide > 10 hours care
- 74% of workplaces have at least one carer
- Carers are concentrated in workplaces with EO practices, union recognition, high proportion of older and long tenure employees

# Wellbeing at work

- *Anxiety-contentment* – six items measured on a 5-point scale (where 5=never) ask employees frequency job has made them feel each of the following ‘tense/ depressed/ worried/ gloomy/ uneasy/ miserable’ Analysed as a single item on a scale of 1-5  
Cronbach alpha 0.91, mean 3.99, carer gap -0.112\*\*\*
- *Job satisfaction* - eight items measured on a 5-point scale (where 5=very satisfied) ask employees how satisfied they are with different elements of their job (e.g. pay, training, scope for using initiative, sense of achievement) Analysed as a single item on a scale of 1-5.  
Cronbach alpha reliability 0.86, mean value 3.57, carer gap -0.097\*\*\*
- *Trust in management* – six items measured on a 5-point scale (where 5=strongly agree) ask employees the extent to which they agree with statements about their management (eg. ‘managers here treat employees fairly’, managers here understand about employees having to meet responsibilities outside work’. Analysed as a single item on a scale of 1-5.  
Cronbach alpha reliability 0.86, mean value 3.49, carer gap -0.089\*\*\*

# Work-life balance conflict

- *Worklife balance conflict 1*- single item measured on a 5-point scale (where 5=strongly agree) 'I often find it difficult to fulfil my commitments outside of work because of the amount of time I spend on my job'.  
mean value 2.77, carer gap 0.167\*\*\*
- *Worklife balance conflict 2* – single item measured on a 5-point scale (where 5=strongly agree) 'I often find it difficult to do my job properly because of my commitments outside work'  
mean value 2.01, carer gap 0.118\*\*\*

# Potential dependent-care supports

1. Employee has known access to flexible working practices (FWP) (five, combined into at least one and a count variable)
2. Use of equal opportunities practices at workplace (EOP) (gender, ethnicity, age, disability, sexual orientation, religion/belief) (five practices combined into a count variable for any characteristic)
3. Trade union recognition at workplace (yes, no); employee is a trade union member (yes, no)
4. Workplace culture supportive of WLB (managers disagree that WLB is employees' responsibility; employees disagree that promotion is dependent on long hours of work)



# Flexible working practices

Flexible working practices	Definition	Available		Accessible		Used	
<b>Flexi-time</b>	When employee has freedom to choose when they start and finish their working day within agreed limits	52.6	52.2	38.6	36.6	30.4	25.8 ***
<b>Job sharing</b>	A full-time job is divided between two or more people and they mainly work at different times	47.7	42.3	14.5	42.3	4.4	3.7 ***
<b>Part-time work</b>	The chance to reduce your working hours (eg full-time to part-time)	67.1	65.8	33.0	31.4	8.7	7.1 ***
<b>Compressed hours</b>	Working contracted hours over a reduced number of days	48.4	43.3	22.9	22.2	8.4	7.2 ***
<b>Working from home</b>	Working some of contracted hours at or from home	52.9	54.0	19.6	23.8	13.6	16.9 ***
<b>At least one</b>		79.7	80.2	63.7	63.9	47.0	45.6
<b>Average count</b>		2.69	2.57	1.29	1.28	0.30	0.26 ***

# Equal Opportunities practices

	% non-carers	% carers
recruitment and selection monitored***	45.0	52.6
recruitment and selection reviewed***	35.7	41.8
promotion monitored***	21.3	25.6
promotion reviewed***	22.7	27.2
pay reviewed	20.9	22.6
At least one*** (average no.)***	54.0 (1.43)	60.1 (1.69)

# Trade union presence

	% non carers	% carers
Recognition at workplace***	46.5	58.1
Employee is a member***	27.1	39.6

# Indicators of WLB culture

	% non carers	% carers
Manager views WLB as employee responsibility	14.9	14.6
Employee considers promotion dependent on long hours of work	41.4	41.5

# Control variables

- Workplace level controls: organisation size, workplace size, single independent workplace, vintage, Standard Industrial Classification major group, standard region, national ownership, public sector, proportion of the workforce female, ethnic minority, aged 50 or older, part-time, disabled, carers.
- Employee-level controls: Standard Occupational Classification, weekly pay, marital status, respondent age, disability, tenure, highest qualification, part-time, temporary or fixed-term contract, union member, ethnicity, gender, dependent children.

# Impact of caring on anxiety-contentment

	1	2	3	4	5	6	7	8
carer	<b>-0.112</b>	<b>-0.097</b>	<b>-0.097</b>	<b>-0.099</b>	<b>-0.088</b>	<b>-0.097</b>	<b>-0.092</b>	<b>-0.088</b>
	<b>(-7.45)</b>	<b>(-5.65)</b>	<b>(-5.68)</b>	<b>(-5.63)</b>	<b>(-5.16)</b>	<b>(-5.61)</b>	<b>(-5.43)</b>	<b>(-5.01)</b>
with controls	no	yes	yes	yes	yes	yes	yes	yes
at least one FWP			<b>0.143</b>					
			<b>(9.58)</b>					
count of FWP				<b>0.065</b>				<b>0.064</b>
				<b>(12.4)</b>				<b>(12.02)</b>
union recognition					0.023			0.004
					(0.95)			(-0.17)
union membership					<b>-0.18</b>			<b>-0.17</b>
					<b>(-10.72)</b>			<b>(-9.81)</b>
at least one Equal Opps practice						-0.017		-0.017
						(-0.90)		(-0.94)
Long hours culture (EQ)							<b>-0.23</b>	<b>-0.22</b>
							<b>(-16.84)</b>	<b>(-15.76)</b>
WLB up to employee (MQ)							0.008	0.004
							(0.42)	(0.21)
n	21,265	16,727	16,272	15,922	16,439	16,541	16,727	15,480

# Impact of caring on job satisfaction

	1	2	3	4	5	6	7	8
carer	<b>-0.092</b>	<b>-0.070</b>	<b>-0.070</b>	<b>-0.067</b>	<b>-0.065</b>	<b>-0.067</b>	<b>-0.067</b>	<b>-0.060</b>
	<b>(-7.12)</b>	<b>(-4.64)</b>	<b>(-4.72)</b>	<b>(-4.44)</b>	<b>(-4.28)</b>	<b>(-4.40)</b>	<b>(-4.50)</b>	<b>(-3.95)</b>
with controls	no	yes	yes	yes	yes	yes	yes	yes
at least one FWP			<b>0.206</b>					
			<b>(16.58)</b>					
count of FWP				<b>0.103</b>				<b>0.102</b>
				<b>(23.12)</b>				<b>(22.58)</b>
union recognition					0.014			0.001
					(0.64)			(0.03)
union membership					<b>-0.094</b>			<b>-0.085</b>
					<b>(-6.66)</b>			<b>(-5.92)</b>
at least one Equal Opps practice						-0.017		-0.026
						(-0.98)		(-1.47)
Long hours culture (EQ)							<b>-0.082</b>	<b>-0.077</b>
							<b>(-7.13)</b>	<b>(-6.56)</b>
WLB up to employee (MQ)							0.009	0.008
							(0.46)	(0.4)
n	20,494	16,727	16,194	15,414	15,918	16,015	16,194	14,987

# Impact of caring on trust in management

	1	2	3	4	5	6	7	8
carer	<b>-0.089</b>	<b>-0.050</b>	<b>-0.050</b>	<b>-0.046</b>	<b>-0.044</b>	<b>-0.052</b>	<b>-0.046</b>	<b>-0.043</b>
	<b>(-5.69)</b>	<b>(-2.65)</b>	<b>(-2.69)</b>	<b>(-2.43)</b>	<b>(-2.36)</b>	<b>(-2.77)</b>	<b>(-2.48)</b>	<b>(-2.23)</b>
with controls	no	yes	yes	yes	yes	yes	yes	yes
at least one FWP			<b>0.254</b>					
			<b>(16.28)</b>					
count of FWP				<b>0.121</b>				<b>0.120</b>
				<b>(21.86)</b>				<b>(21.55)</b>
union recognition					-0.022			-0.033
					<b>(-0.75)</b>			<b>(-1.13)</b>
union membership					<b>-0.171</b>			<b>-0.159</b>
					<b>(-9.11)</b>			<b>(-8.28)</b>
at least one Equal Opps practice						0.001		-0.008
						<b>(0.04)</b>		<b>(-0.34)</b>
Long hours culture (EQ)							<b>-0.122</b>	<b>-0.117</b>
							<b>(-8.32)</b>	<b>(-7.88)</b>
WLB up to employee (MQ)							0.28	0.027
							<b>(1.06)</b>	<b>(1.03)</b>
	20,547	16,113	16,113	15,315	15,859	15,938	16,113	14,914



# Impact of caring on WLB conflict (work impinging on outside commitments)

	1	2	3	4	5	6	7	8
carer	<b>0.167</b>	<b>0.198</b>	<b>0.199</b>	<b>0.201</b>	<b>0.196</b>	<b>0.192</b>	<b>0.19</b>	<b>0.183</b>
	<b>(8.68)</b>	<b>(9.13)</b>	<b>(9.17)</b>	<b>(8.96)</b>	<b>(8.94)</b>	<b>(8.80)</b>	<b>(8.90)</b>	<b>(8.18)</b>
with controls	no	yes	yes	yes	yes	yes	yes	yes
at least one FWP			<b>-0.105</b>					
			<b>(-5.82)</b>					
count of FWP				<b>-0.046</b>				<b>-0.044</b>
				<b>(-6.69)</b>				<b>(-6.42)</b>
union recognition					<b>-0.118</b>			<b>-0.112</b>
					<b>(-3.74)</b>			<b>(-3.62)</b>
union membership					<b>0.18</b>			<b>0.169</b>
					<b>(8.36)</b>			<b>(7.74)</b>
at least one Equal Opps practice						0.020		0.019
						<b>(0.82)</b>		<b>0.77</b>
Long hours culture (EQ)							<b>0.425</b>	<b>0.427</b>
							<b>(24.49)</b>	<b>(23.85)</b>
WLB up to employee (MQ)							-0.007	-0.009
							-0.27	-0.35
n	21,669	16,926	16,926	16,104	16,633	16,740	16,926	15,657

# Impact of caring on WLB conflict (outside commitments impinging on work)

	1	2	3	4	5	6	7	8
carer	<b>0.118</b>	<b>0.107</b>	<b>0.107</b>	<b>0.105</b>	<b>0.106</b>	<b>0.107</b>	<b>0.104</b>	<b>0.102</b>
	<b>(8.10)</b>	<b>(6.35)</b>	<b>(6.36)</b>	<b>(6.11)</b>	<b>(6.29)</b>	<b>(6.33)</b>	<b>(6.22)</b>	<b>(5.89)</b>
with controls								
at least one FWP			-0.011					
			(-0.83)					
count of FWP				<b>0.009</b>				<b>0.009</b>
				<b>(1.70)</b>				<b>(1.66)</b>
union recognition					-0.008			-0.007
					(-0.41)			(-0.33)
union membership					<b>0.037</b>			<b>0.03</b>
					<b>(2.37)</b>			<b>(1.91)</b>
at least one Equal Opps practice						-0.02		<b>-0.028</b>
						(-1.31)		<b>(-1.79)</b>
Long hours culture (EQ)							<b>0.137</b>	<b>0.137</b>
							<b>(10.46)</b>	<b>(10.33)</b>
WLB up to employee (MQ)							-0.01	-0.006
							(-0.65)	(-0.37)
n	21,607	16,887	16,887	16,078	16,594	16,701	16,887	15,631

# Are carers disproportionately supported?

	anx-cont	job sat	trust	WLBC1	WLBC2
carer*no.fwp	0.004	0.005	-0.012	0.003	0.001
	0.32	0.50	-0.98	0.25	0.12
carer*union rec	0.056	0.004	<b>0.074</b>	-0.017	0.330
	1.40	0.12	<b>1.75</b>	-0.31	0.85
carer*union memb	0.009	0.029	0.020	-0.046	-0.027
	0.23	0.93	0.53	-0.97	-0.73
carer*EOP	0.052	<b>0.059</b>	-0.015	-0.049	-0.034
	1.40	<b>1.89</b>	-0.39	-1.04	-0.96
carer*LHC	<b>-0.085</b>	<b>-0.13</b>	<b>-0.068</b>	0.004	0.023
	<b>-2.42</b>	<b>-4.46</b>	<b>-1.89</b>	0.10	0.66
carer*WLBemployee	-0.085	0.031	0.035	-0.060	-0.010
	-0.41	0.83	0.72	-1.03	-0.21

# Summary

- 18% of employees combine care with work, 10% provide 5 or more hours of care per week
- 74% workplaces have at least one carer
- Carers report poorer outcomes across all measures -job satisfaction, anxiety-contentment, fairness of management and WLB conflict
- Carers are more likely to work in establishments with EO practices, with union recognition, with a higher proportion of employees over 50
- Carers have no greater access to FWP in general or in particular (less access to home working)
- FWP are disproportionately available in large, workplaces with a highly educated workforce and with EO practices
- FWP are disproportionately accessible to highly educated employees in top SOC groups, women and parents
- Caring has a negative impact on WBW and WLB
- FWP is associated with higher levels of WBW and WLB
- A long hours culture is associated with lower levels of WBW and higher WLB conflict
- Supports are good for all employees, a supportive WLB culture is especially good for carers