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# PhD Studentship

**‘Carers, Careers and Employment’**

## Department of Human Resource Management, Leicester Business School and School of Applied Social Sciences, Faculty of Health and Life Sciences, De Montfort University, Leicester

**STARTING OCTOBER 2014**

A PhD research studentship covering stipend and tuition fee costs is offered within an exciting new collaborative research team involving internationally recognised researchers from Leicester Business School and the School of Applied Social Sciences.

The project will address the impact of being an unpaid carer on experiences of employment and careers, with an emphasis on the equality and diversity implications of the intersection between caring and employment. This area of research has a high national and international profile and there is a growing body of research around caring as a key social and economic and social issue of our time. The research opportunity provided through this PhD studentship will develop DMU’s research capacity into evolving areas of study and the successful applicant will be able to access research expertise through the DMU’s Carer Research Special Interest Group and related networks.

The successful applicant will be able to develop a unique project within this area, which will have the potential to make a real impact to policy development in the field.

For a more detailed description of the studentship project please visit our [web site](http://www.iesd.dmu.ac.uk/vacancies) (URL here) or contact Professor Anne-marie Greene on +44 (0)116 257 7239 or email amgreene@dmu.ac.uk.

Applications are invited from UK or EU students with a good first degree and prior Masters level training or education in a relevant social sciences subject. PhD studentships are available for up to three years full-time study starting October 2013 and provide a bursary of £13,770 per annum in addition to University tuition fees.

The closing date for applications is **Friday March 21st**

Late applications will not be considered

**Please quote ref: Scholarships 2014 BAL FB1**

**Further details**

This research studentship addresses a key issue of contemporary academic and policy concern that fits directly with the research agenda of core research groups in the Faculties of Business and Law (BAL) and Health and Life Sciences (HLS) - namely the impact of being an unpaid carer on experiences of employment and careers. Members of the supervisory team for this studentship are part of the University-wide Special Interest Group on Carer research..

There are significant equality and diversity issues surrounding this research agenda, as being a carer intersects with a number of socio-economic and demographic characteristics, including importantly that carers are predominantly women, while the expectations of care responsibilities differ highly depending on cultural and ethnic background. This studentship links directly with the existing research expertise of the supervisors, and will explicitly look at the equality and diversity implications of the intersection between caring and employment. There is particular interest in the impact of caring on career aspirations, experiences and progression.

Being a carer affects a significant and growing number of people in the workforce and is therefore of current policy and academic interest. The pressure that working carers find themselves under means that their paid work is often negatively affected, including the need to give up work and/or reduce working hours. However, there is a significant business case for supporting carers to stay in employment to reduce costs, to ensure that demand for carers will not outstrip supply, and because the delivery of health and social care is unsustainable without unpaid carers.

The studentship will offer considerable scope for the successful candidate to shape their own PhD project. Projects could, however, usefully examine some of the following questions:

* What choices do carers make about their employment and/or career?
* Why do individuals progress or become trapped in particular kinds of work as a consequence of their caring responsibilities?
* What factors help or inhibit some individuals from ‘moving up’ either with their existing employer or within the wider labour market?
* What influences the aspirations of individuals with caring responsibilities in relation to available progression opportunities?
* What is the impact of a number of demographic and diversity characteristics on the choices available to carers in the workforce?
* What is the knowledge of, take up and usefulness of government and employer policy on carers and caring?
* What are the most cost-effective ways of supporting carers to care whilst in work?
* What kind of organisational cultures would be supportive to carers?

This PhD research will add to the development of a critical mass of related research within the BAL and HLS Faculties and it is expected that a successful applicant will be able to develop a unique project within this area, one that provides the potential to make a real impact to policy development in the field.

**Supervisory team**

Professor Anne-marie Greene has a strong track record of high quality research outputs. Her research interests can be summarized as an equality and diversity perspective on work and employment relations. She has a particular interest in issues around gender, women’s employment and equality and diversity, and has published extensively on these topics. Professor Greene has considerable experience in supervising PhD students to completion and in the internal and external examination of PhDs. She is currently involved in the supervisory teams of five PhDs at DMU and three external to DMU.

Dr. Mary Larkin’s main research area is carers but her research interests more generally span adult social care, personalisation, carer and service user empowerment, the third sector and the life course approach to health and well-being. She has published widely and her extensive networks across many sectors within carer research have led to a range of activities with national and international consultancies. Her most recent activities have centred on establishing a cross – faculty Special Interest Group (SIG) for carer research within the Faculty of Health and Life Sciences. She is currently supervising a PhD which focuses on black and minority ethnic carers and has been an Annual Reviewer for PhDs at DMU and external examiner for 2 PhDs at other Universities