The hard realities of working parents and carers in lockdown

Agnes Uhereczky
the WorkLife HUB
We asked – you answered!

Distribution and organisation of work.

Managing the boundaries between work and life.

Increased sense of stress and anxiety.

Organising and paying for the home-office set-up.

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The impact of the pandemic on working families

FRAGILE CHILDCARE AND ELDER-CARE SYSTEM BEFORE COVID-19 HIT HARD
Underfunded and under-appreciated services were stretched to the maximum, with the virus wreaking havoc in care homes.

WOMEN BEARING THE CONSEQUENCES
In September over 800,000 women left paid work in the US, with a majority citing family and care responsibilities as the reason.

FINANCIAL AND HEALTH CONCERNS
Enormous mental health pressure on everyone, coupled with performance pressure from the employers.
Private sector responses: separation or integration
Measures supporting Integration

FLEXIBLE SCHEDULES

Highly individualised working time arrangements, removing core-hours, longer days, including Saturday, "salami schedules".

ADDITIONAL SERVICES

Shopping, laundry or delivering cooked meals to the home of the employee - for as many as there are in the household.

ENSURING WELLBEING

Removing the stress and fear around job uncertainty and financial uncertainty, support with state financial support, ERGs, mindfulness or occupational mental health support.
CHILDCARE, ELDER-CARE

Schools open for child minding, childcare for the children of frontline workers, childcare subsidy, pool of nannies or babysitters, who can at least offer 1-2 hours to parents, adidas offers "forest kindergarten" and parent-child office.

HOME SCHOOLING

SAP Germany partnered with Corona School, a non-profit to offer tutors and teachers for group or individual lessons online.

PAID TIME OFF

Gucci in Italy introduced 4-day work week, SAP Germany - when the schools are closed employees don’t need to take PTO and neither have to work, additional paid holidays, 2 weeks closure of the entire company.
Shifting gender roles as more men step up to caregiving
Beyond the pandemic: the **New Normal**

- **The end of the Ideal Worker.**
- **Normalising caregiving.**
- **Re-imagining Flexible Working.**
Contact Information

the WorkLife HUB
www.worklifehub.com

Agnes Uhereczky
au@worklifehub.com