

WE EMPOWER TRAINING WEBINAR

The hard realities of **working** **parents and carers** in lockdown

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We asked – you answered!

**Distribution
and
organisation
of work.**

**Increased
sense of stress
and anxiety.**

**Managing the
boundaries
between work
and life.**

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



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.



Measures supporting Separation

CHILDCARE, ELDER-CARE

Schools open for childminding, childcare for the children of frontline workers, childcare subsidy, a 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

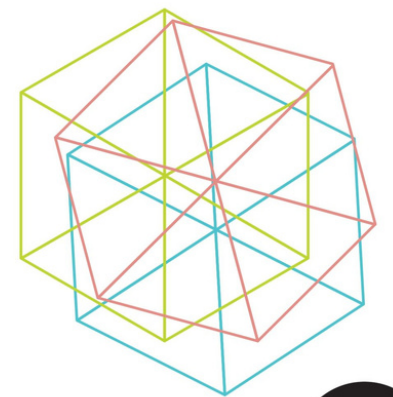
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