Work life balance in Lithuania during COVID-19 pandemic

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Parental Leave under Covid-19: global perspectives
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Chief Researcher dr. Ruta BRAZIENE & PhD Student Sonata VYSNIAUSKIENE
Lithuanian Social Research Centre
Vilnius, Lithuania
ruta.braziene@dsti.lt, sonata.vysniauskiene@lstc.lt
Outline of the presentation

- Introduction
- Country context
- Cross-cultural project (pilot)
- Discussion
Country context

- **Lockdown March 16\textsuperscript{th} – June 17\textsuperscript{th}, 2020**
  - Closure of all *not necessary* business and economic activities;
  - Closure of all kindergartens, preschools, secondary schools and gymnasiums;
  - Partially re-opening of kindergartens started 18\textsuperscript{th} May, 2020 (*for the youngest children*);
  - Partially re-opening of preschools, secondary schools and gymnasiums June, 2020
  - Limitations for care workers older than 60 years.
Certificate of incapacity for work

• A certificate of incapacity for work is issued when a kindergarten, pre-schooler, primary school or a disabled child under the age of 21 who has attended school is supervised.

• **Eligibility:** the child's parents, adoptive parents, guardians or working grandparents may be issued with a certificate of incapacity for work.

• **DURATION:** 60 calendar days or until the end of the emergency, quarantine. Renewed every 60 calendar days.

• **THE AMOUNT OF THE BENEFIT: 65.94 % of previous salary (brutto).**
Certificates for incapacity for work (months/ thousands), January-September, SODRA (Social Insurance Fund Board), 2020

- January: 231
- February: 229.9
- March: 424
- April: 300.5
- May: 172.4
- June: 134.3
- July: 132.5
- August: 137.9
- September: 81.1
Certificates for incapacity for work (reason: childcare)
Certificates for incapacity for work (March/thousands), SODRA (Social Insurance Fund Board), 2020
COVID impact on parents labour market participation by gender, Statistics Lithuania, 2020

- During lockdown in the 2nd 2020, 33% of the employed population did not work or worked fewer hours than usually;
- COVID 19 pandemic affected women more women labour market participation than men;
- On average women worked up to 60 % less hours in comparison to the entire employed population.
Cross cultural study (pilot)

- Translation of the survey instrument/first data collection
- Coordinator Università Cattolica del Sacro Cuore, Milan, Italy
- First wave - responses from more than 5100 participants in Italy, Spain, Lithuania, Cyprus, Malta, Greece, Turkey, Russia, New Zealand, Uruguay.
- First wave - Lithuania N=257
Work life balance during COVID 19 pandemic, (Work life balance scale, Hayman, J. (2005); Agha, K., & Khan, S. A. (2017) ; (N=257)

- I struggle to juggle work and non-work: 3.68
- My personal life gives me energy for my job: 3.63
- My job gives me energy to pursue personal activities: 3.22
- I’m too worried to be effective at work: 2.44
- My personal life suffers because of work: 2.44
- My job makes personal life difficult: 2.42
- I am unhappy with the amount of time for non-work activities: 2.41
- I neglect personal needs because of work: 2.33
Work - family importance related to COVID-19 situation, (N=257), 2020

- Equal importance to family and work: 62%
- More importance to the family: 26%
- More importance to work: 12%
Study on Attitudes towards Family and Work Roles Reconciliation, 2020

- **For a woman,** making a career should be more important than taking care of children.
- **For a man,** a career should be more important than taking care of children.
- Fathers should spend as much time on parental leave as mothers.
- Until the child is age of two, the father should be encouraged to take at least a year of parental leave.
- Fathers can take care of young children just as well as mothers.
- It seems normal to me when a man takes parental leave.
- It seems normal to me when a man takes a sick leave certificate when a child or a woman is ill.
- I would like to share childcare and family responsibilities equally with my partner.

![Bar chart showing responses to various statements regarding family and work roles.](chart.png)