Work life balance in Lithuania during COVID-19 pandemic

LITHUANIAN SOCIAL RESEARCH CENTRE

157.

International Network for Leave Policies & Research Parental Leave under Covid-19: global perspectives Webinar 17-18th September 2020

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Outline of the presentation



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



Country context



Lockdown March 16th – June 17^{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 18th 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.

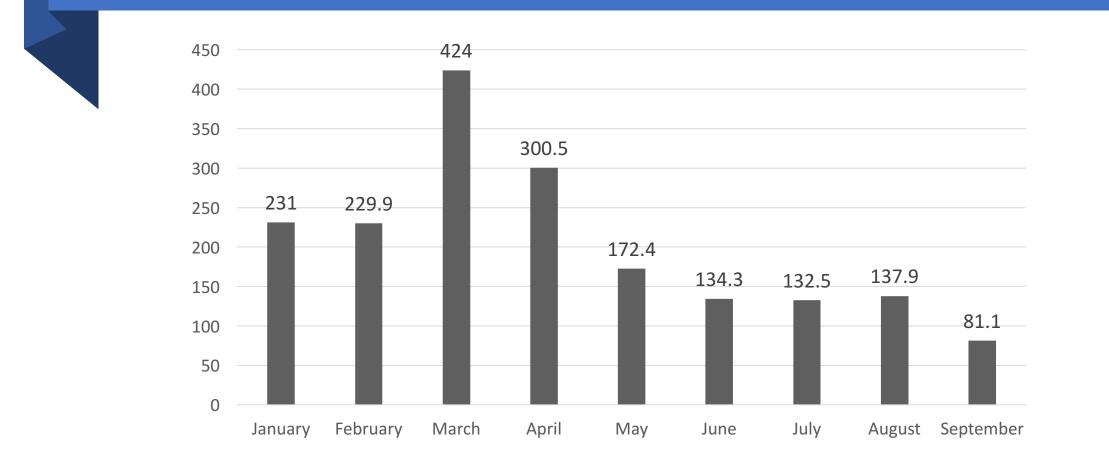


Certificate of incapacity for work

- A certificate of incapacity for work is issued when a kindergarten, preschooler, 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).

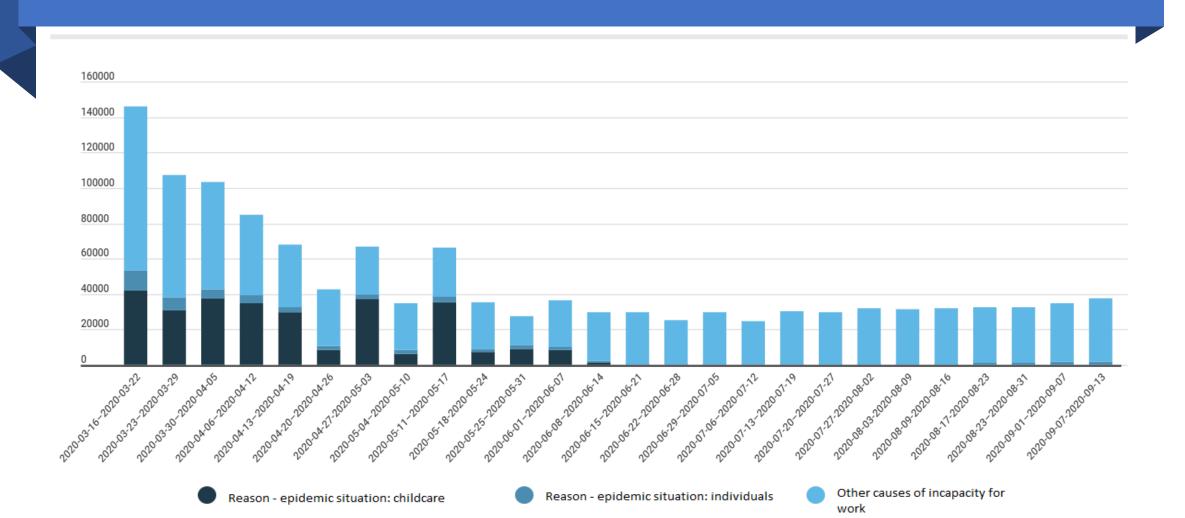


Certificates for incapacity for work (months/ thousands), January-September, SODRA (Social Insurance Fund Board), 2020



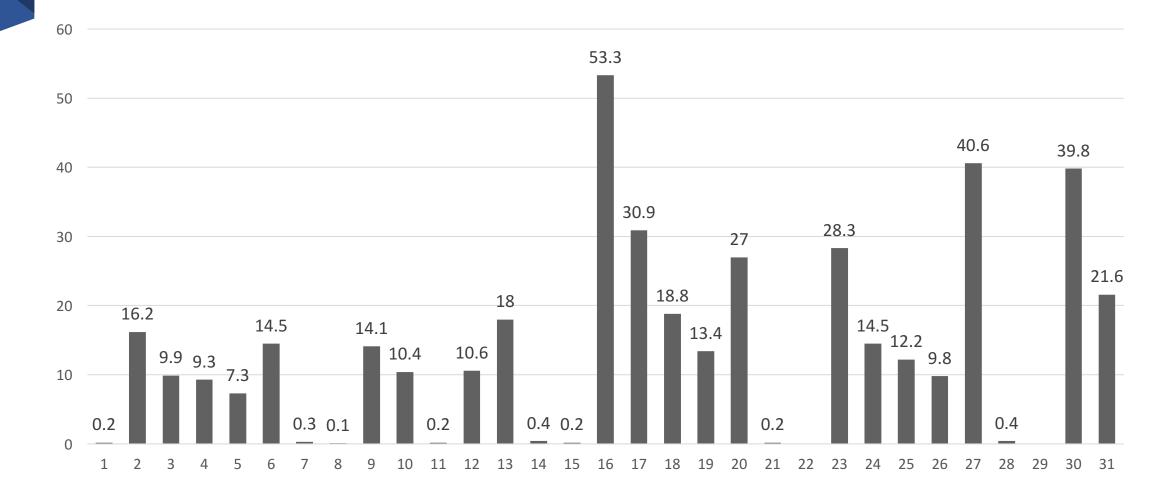


Certificates for incapacity for work (reason: childcare)



Certificates for incapacity for work (March/thousands), SODRA (Social Insurance Fund Board), 2020

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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.

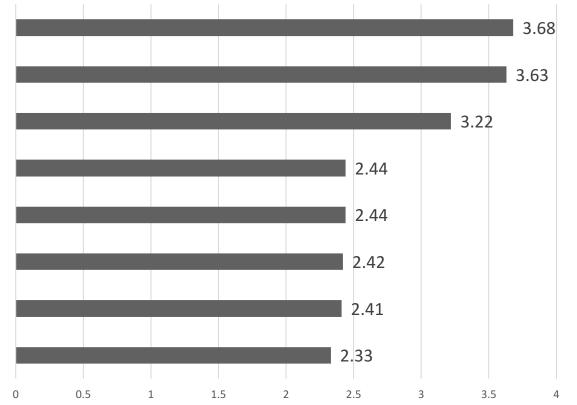


Cross cultural study (pilot)

- 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 Zeeland, 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

My personal life gives me energy for my job

My job gives me energy to pursue personal activities

I'm too worried to be effective at work

My personal life suffers because of work

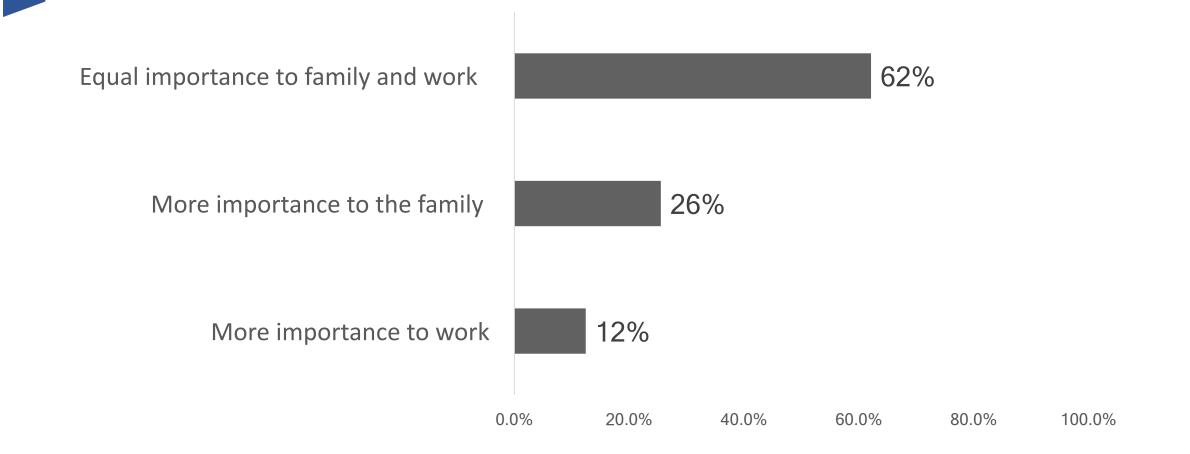
My job makes personal life difficult

I am unhappy with the amount of time for non-work activities

I neglect personal needs because of work



Work - family importance related to COVID-19 situation, (N=257), 2020





0%

20/

100%

23%

270

6%

Study on Attitudes towards Family and Work Roles Reconciliation, 2020

It seems normal to me when a man takes parental leave	70%	
It seems normal to me when a man takes a sick leave certificate when a child or	69%	
I would like to share childcare and family responsibilities equaly with my	66%	
Fathers can take care of young children just as well as mothers	65%	159
Until the child is age of two, the father should be encouraged to take at least a	<u>59</u> %	31
For a man, a career should be more important than taking care of children	44%	31%
Fathers should spend as much time on parental leave as mothers	38%	37%
It seems normal to me if a woman returns to work after half a year on parental	23% 20%	55%
For a woman, making a career should be more important than taking care of 9%	31%	59%
0% 1	0% 20% 30% 40%	50% 60% 70%
Strongly/somewhat agree Neither agree nor disagree	Strongly/somewhat disagree	Don't know/can't say



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