

THE IMPACT OF THE PANDEMIC ON DAILY LIFE AND WORK

Survey results April 23 – May 1, 2020
May 14, 2020



AMERICAN-HELLENIC
CHAMBER OF COMMERCE



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SURVEY IDENTITY

Sample: 546 valid questionnaires

The survey was conducted by the American-Hellenic Chamber of Commerce in cooperation with its Women in Business (WIB) Committee.

The survey was carried out through an online questionnaire and addressed to the members and general database of the American-Hellenic Chamber of Commerce.

The online questionnaire was accessible from April 23 to May 1, 2020, during the pandemic control measures.

The survey respondents consisted of 68% females and 32% males, while 77% of the respondents were in the 25–54 years old age group. 60% of the respondents held a post-graduate degree. 65% of respondents had children.

A woman with blonde curly hair and black-rimmed glasses is smiling and looking at a laptop screen. A young child with dark hair, wearing a light-colored long-sleeved shirt, is sitting on her lap, pointing at the screen with their right hand. The background is a bright, slightly out-of-focus interior space with shelves and a window.

SUMMARY



Caring of home, children and the elderly burdens more women

27% of men indicated their spouse is more involved in supervising the children's schoolwork.

6% of men indicated that they engage more than their spouse in the supervision of children's schoolwork.

11% of women only indicated that both parents supervise children's homework equally.

36% of men indicated both parents are equally involved with the children's creative playtime.

18% of women indicated both in the couple are equally involved.

47% of women indicated that it is them who do the housework, as compared to 5% of men.

35% of men indicated that both in the couple do housework equally.

21% of women indicated that both in the couple do housework equally.

38% of men indicated that both in the couple are equally engaged with the care of the elderly.

19% of women indicated that both in the couple are equally engaged with care of the elderly.



Unconscious bias

The survey findings showed that men perceive that they contribute to Housework many times more than was respectively recognized by women.

Men readily perceive that their contribution to housework is equal to that of women. However, women do not share this perception, and they state that men contribute equally to housework at a level much lower than men do.

Men tend to maximize and over emphasize their contribution to house care. The existing stereotype that men contribute very little to housework normally, makes them magnify anything that they do for the house.



What changed during the pandemic and its control measures?

44% of women indicated that they did more housework than before.

9% of women indicated that their partner did more housework than before.

21% of men indicated that did more housework than before.

78% of the total sample indicated there was no change in supervising children's schoolwork.

76% indicated that that there was no difference with children's creative play time.

21% of men indicated that they engaged in more creative playtime with their children.

74% of the total sample indicated that there was no difference with the care of the elderly.

16% of men indicated that they were more involved with caring for the elderly during the pandemic.



The pandemic and traditional roles

The survey shows that almost one in two women engaged more with housework during the pandemic and lockdown. This was the case with two out of ten men.

The indication is that under the conditions of threat and staying at home women are even more strongly undertaking their traditional role of housewife.



The expectations after the pandemic

The responses were polarized as to attitudes and expectations: It is widely perceived that the pandemic and its control measures had a positive impact in communication with the spouse and children.

The respondents stated that it had less of a positive effect on the wider social life, their prospects and sense of well being.

The respondents state that the possible positive or negative developments from the pandemic will have negative future repercussions on both genders. However, they state that the consequences of the pandemic will impede to a greater extent women's rather than men's personal time will have more of a negative impact on women in terms of work loss or income decline and opportunities for professional development.



The glass ceiling and negative expectations for women

The respondents state that the consequences of the pandemic will affect everyone.

However, it is thought that women will face higher unemployment, and the glass ceiling is also reflected here, through the perception that women will be significantly more affected than men in relation to their future prospects..

CONCLUSIONS

CONCLUSIONS

The survey results outline how women are at the heart of unpaid and unrecognized work at home. Also, respondent expectations place the woman as more directly negatively affected by the consequences of the pandemic.

It is stated that the pandemic concerns all Greeks and will possibly catalytically affect the lives of all Greeks. But in the time of recovery that follows, we need to explore new practices, that will take into consideration those who, according to this research, will be most affected.

The research shows that the pandemic can be anticipated to disproportionately affect women, in terms of everyday life and work, though it will probably not leave anyone unscathed. We believe that key steps should be taken to strengthen, enhance and encourage female employment.

At the same time, steps should be taken to ensure that women's higher involvement with the unpaid work at home, with the care of children and the elderly, does not hinder their own professional and personal development.

We propose further creative reflection on the following 4 areas:

1. EDUCATION

We need to revisit the gender stereotypes which are still present in educational curricula. We must ensure that schooling presents gender role models which are equally balanced, inspiring and motivating.

2. TRAINING

It is important that all women have access to further professional training and enrichment of their qualifications, so that they are competitive in the labor market. Specific schemes need to be developed to aid them in their self-employment and entrepreneurship efforts.

3. LEGISLATION

We propose a review of legal frameworks regulating working conditions for mothers, single-parent families, couples who take care of the elderly. We need to ensure that women (as well as men) do not invest in the home and on the elderly at the detriment of their prospects for work and professional progress.

4. INCENTIVES

The growth of economy will be based on female entrepreneurship as well. Incentives and programs need to be designed to motivate and support the entrepreneurship of women.

FINDINGS



SAMPLE, METHOD AND DEMOGRAPHICS

Sample

546 valid completed questionnaires.

Methodology

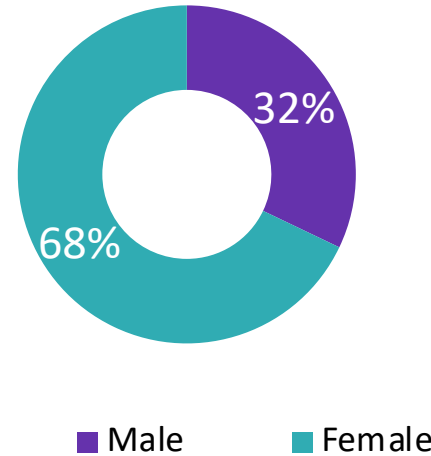
The survey was conducted through an online questionnaire, accessible through April 23 to May 1, 2020.

Demographic Characteristics

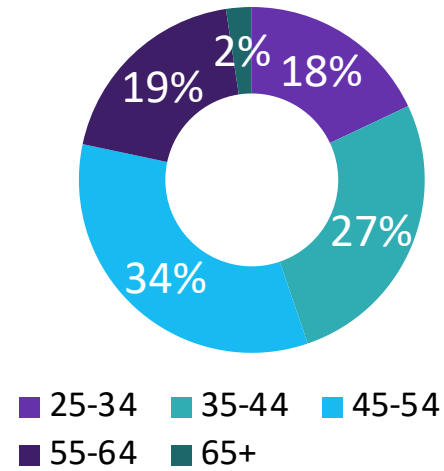
The survey was addressed to the members and database list of the American-Hellenic Chamber of Commerce.

The survey respondents consisted of 68% females and 32% males, while 77% of the respondents were in the age group of 25 –54 years. 60% of the respondents held a post-graduate degree.

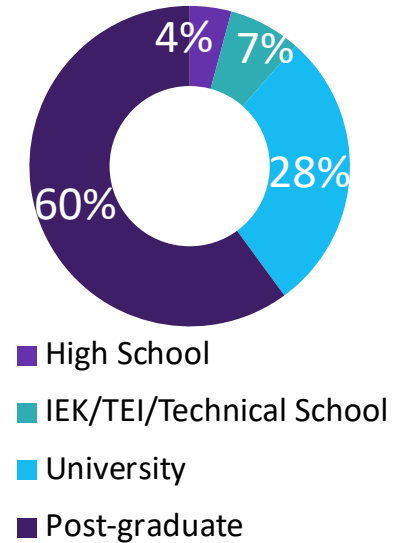
Gender



Age (years)



Education



FAMILY STATUS

Demographic Characteristics

35% of respondents do not have children.

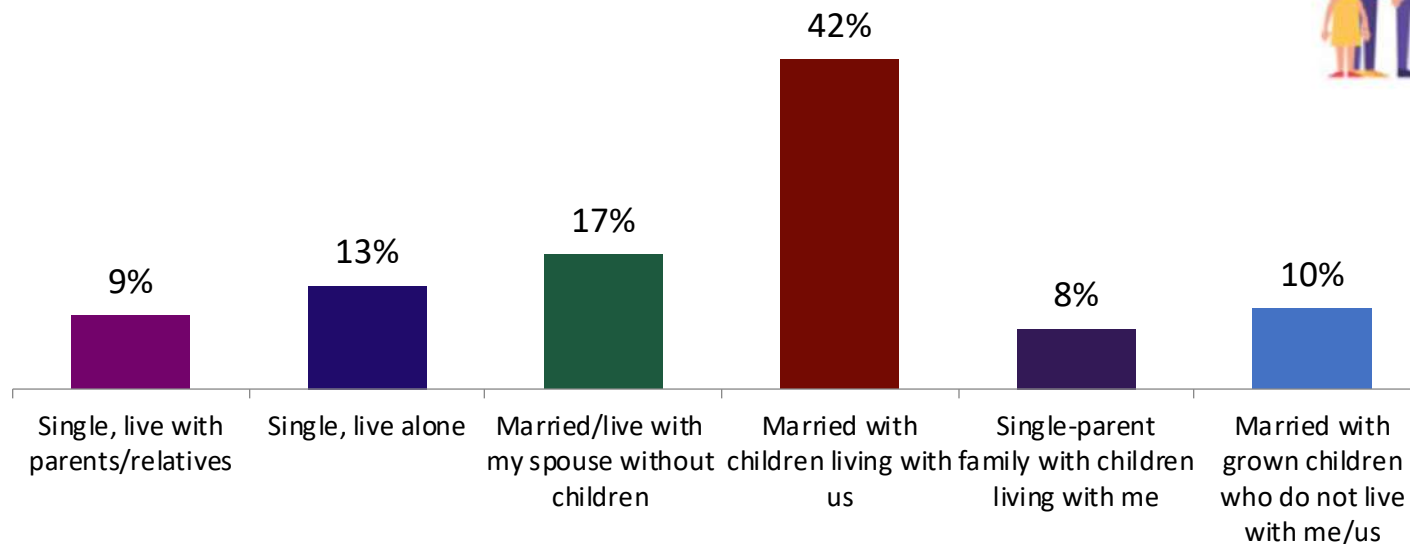
50% of respondents have children at home.

31% have school age children who require homework supervision from parents.

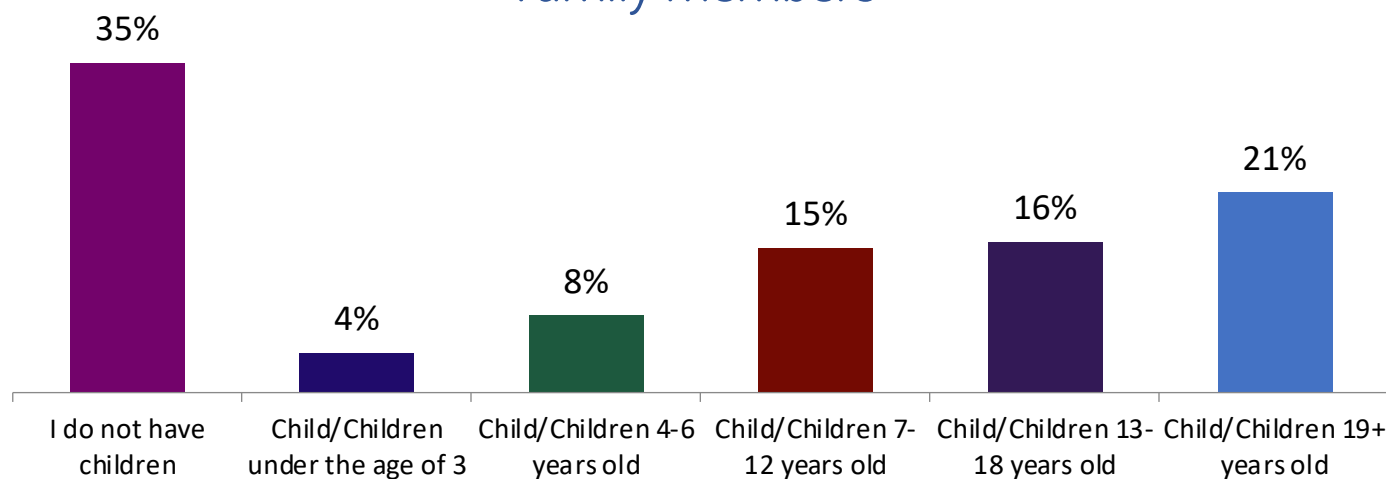
21% have children over the age of 19 years.

8% are single-parent families.

Family status



Family members



PROFESSION

The majority of respondents, in this case 63%, are full-time private sector employees.

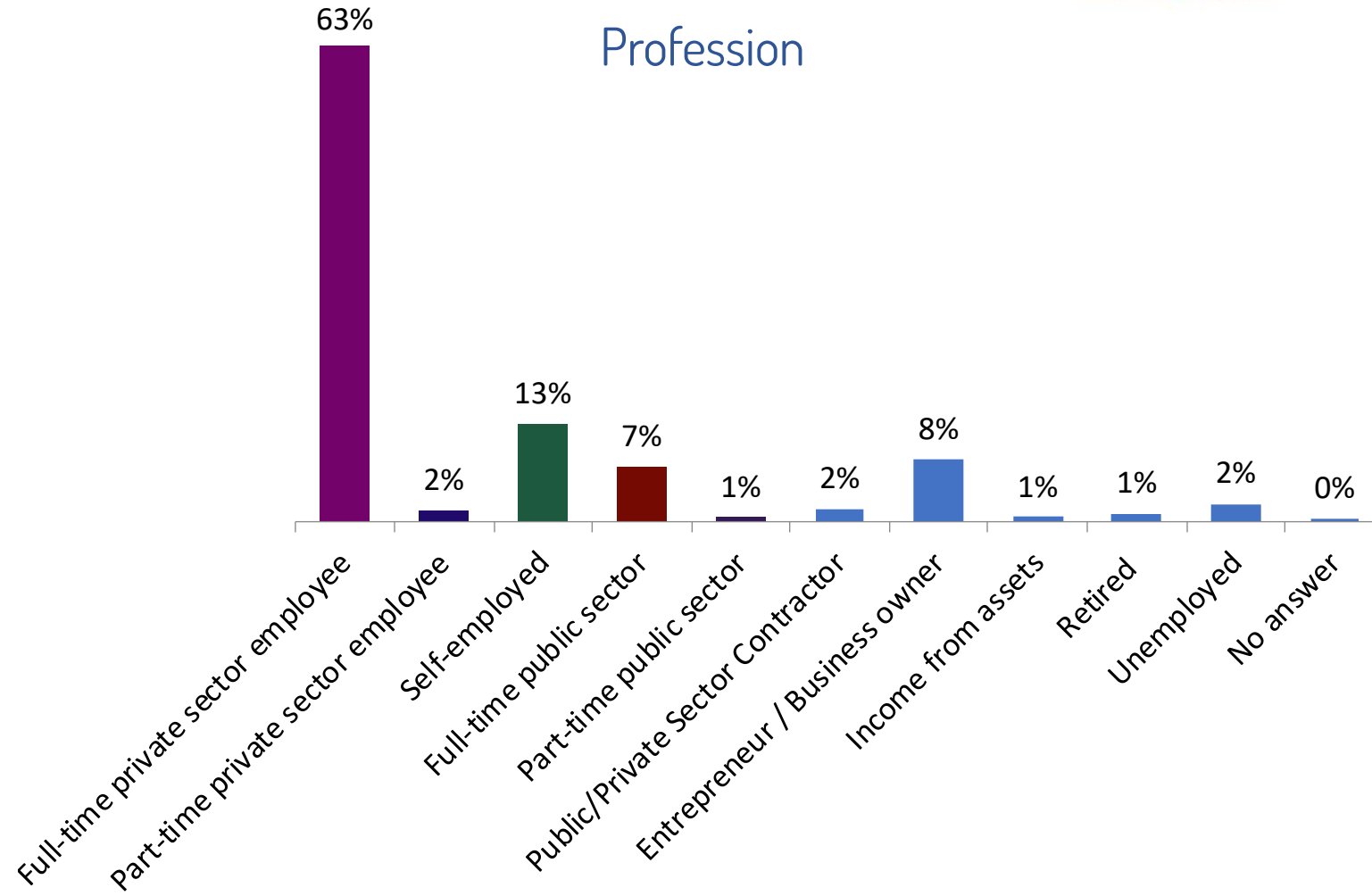
13% are self-employed.

8% are entrepreneurs, business owners.

8% are in the public sector.

In terms of employment, the sample reflects to a significant extent the attitudes and views in the private employment sector.

2% of the sample consists of unemployed respondents, and 1% are pensioners.



WORK STATUS

During the measures

During the control measures of the pandemic:

19% of men in relation to 9% of women continued to go to their office for work as usual.

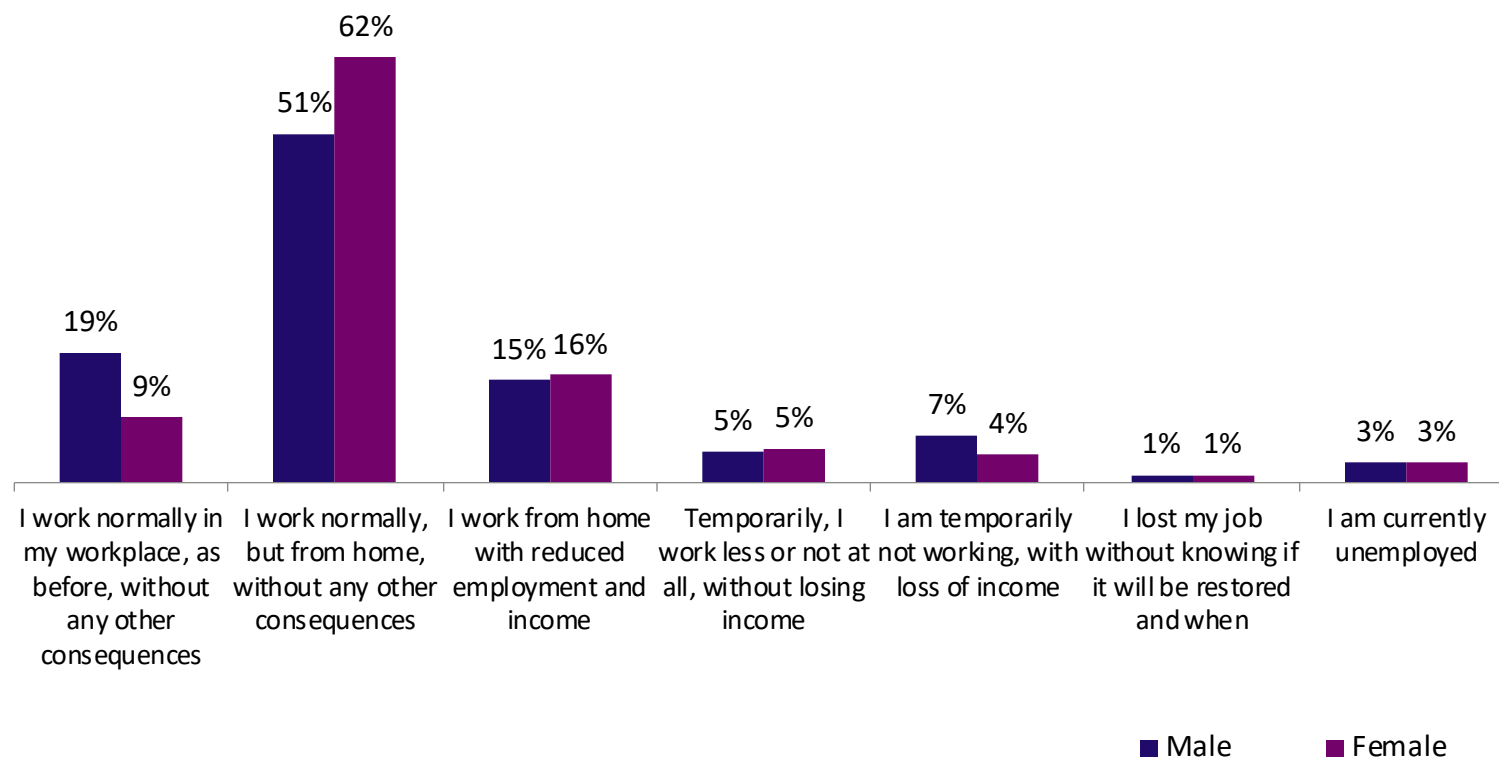
More women (62%) in relation to men (51%) worked from home.

15% of the respondents went from full time to part time employment and reduced income, without this being significantly affected by gender.

A slightly higher proportion of men (7%) have temporarily lost their jobs, in relation to women (4%).



Work status during the measures



SHOPPING AND HOUSEWORK

Mostly men or women?

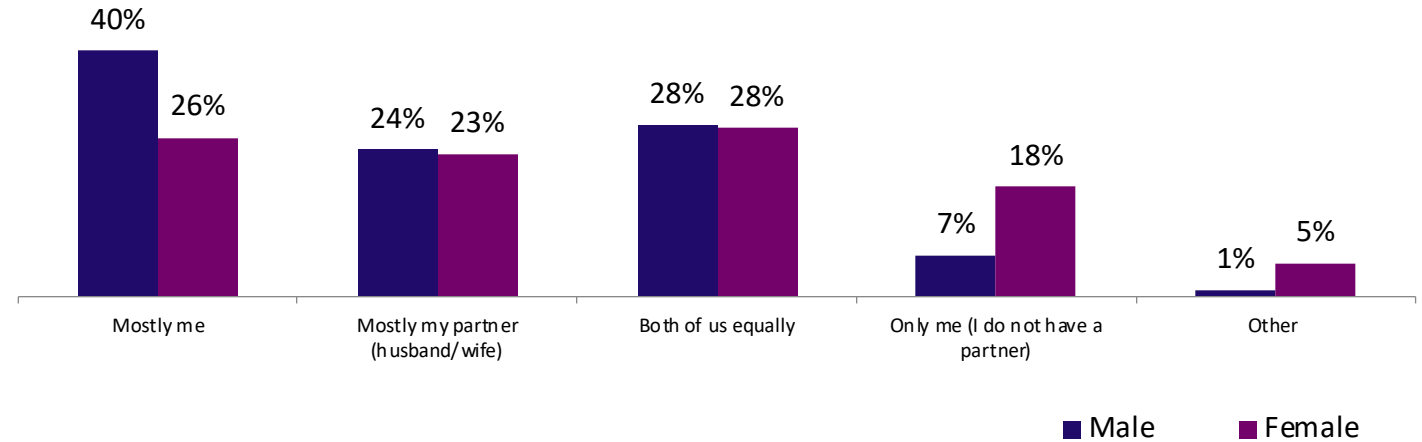
While 40% of men indicated that it is them who mostly do household shopping, respectively, it was only 5% of men who stated that it is mostly them who do the housework.

Even in the higher education sample (60% of the sample hold a post-graduate degree) one in two respondents of both genders assign housework to women.

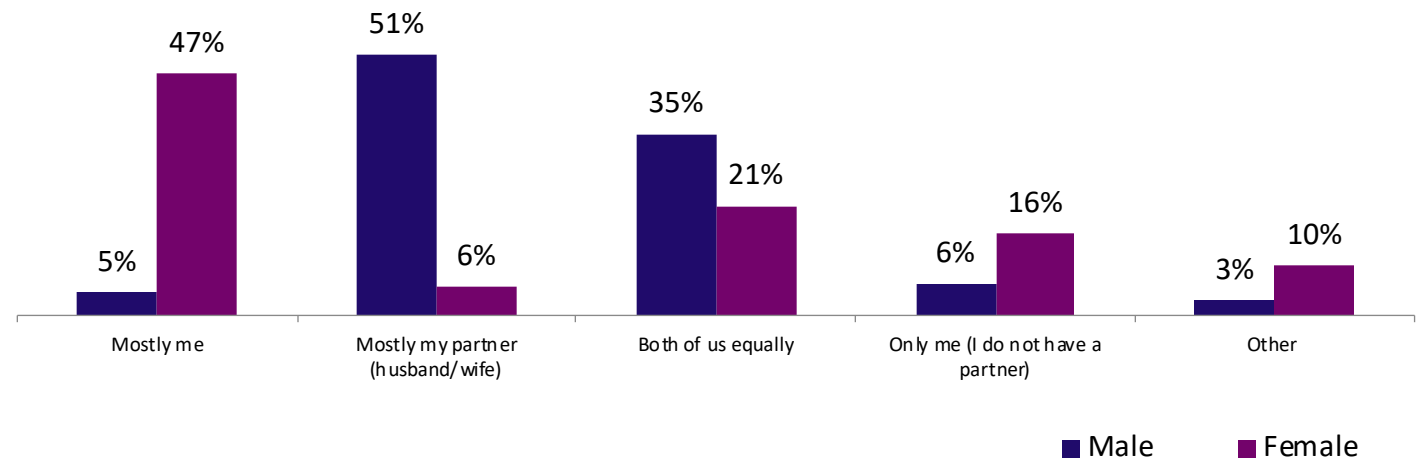
Shopping, as an out-of-the home activity, not equated with housework. is undertaken more readily by the male respondents, in comparison to housework, inside the home.



Who does the shopping in your household?



Who does the housework in your household?



CHILDREN'S CARE

Mostly men or women?

27% of men indicated that it is women mostly who undertake the supervision of the children's schoolwork, while only 11% of women indicated that both parents equally supervise the children's schoolwork.

36% of men indicated that creative play time with children is undertaken by both parents, while only 18% of women agree that play time was undertaken by both parents.

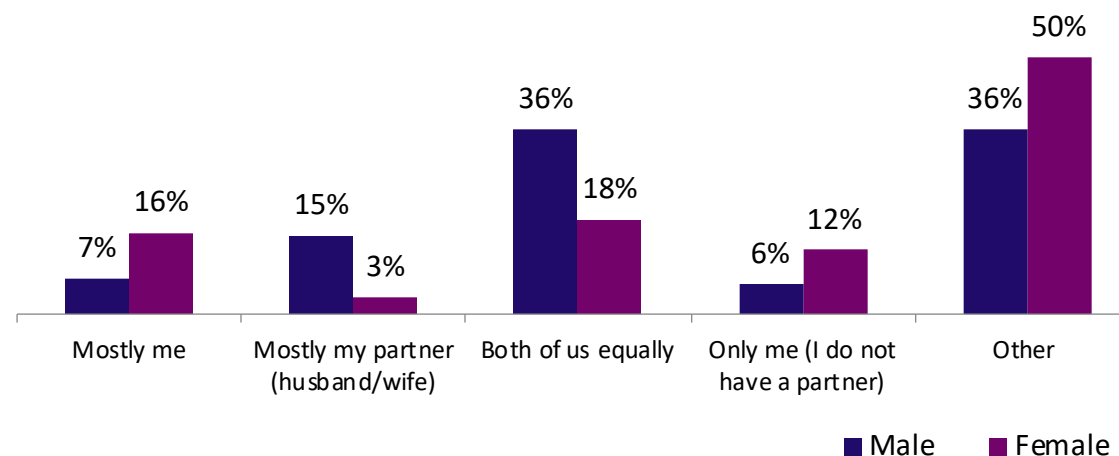
Non-conscious bias

It is clear here that men believe that they contribute to childcare twice as much as women recognize them doing so..

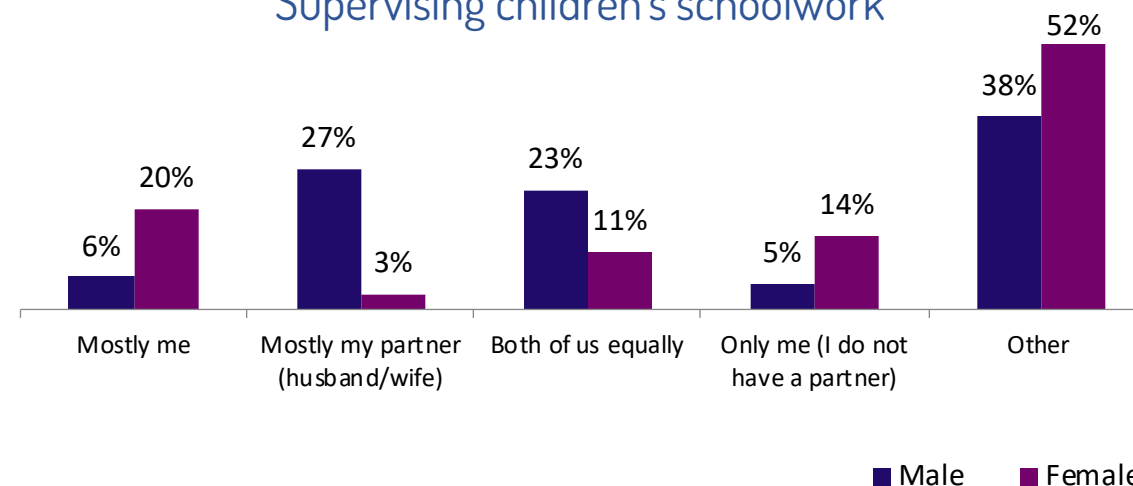
* Questions addressing parents were answered by 65% of the sample who have children



Play time with children at home



Supervising children's schoolwork



CARE OF THE ELDERLY

Mostly men or women?

Women tend to care for the elderly far more than men do.

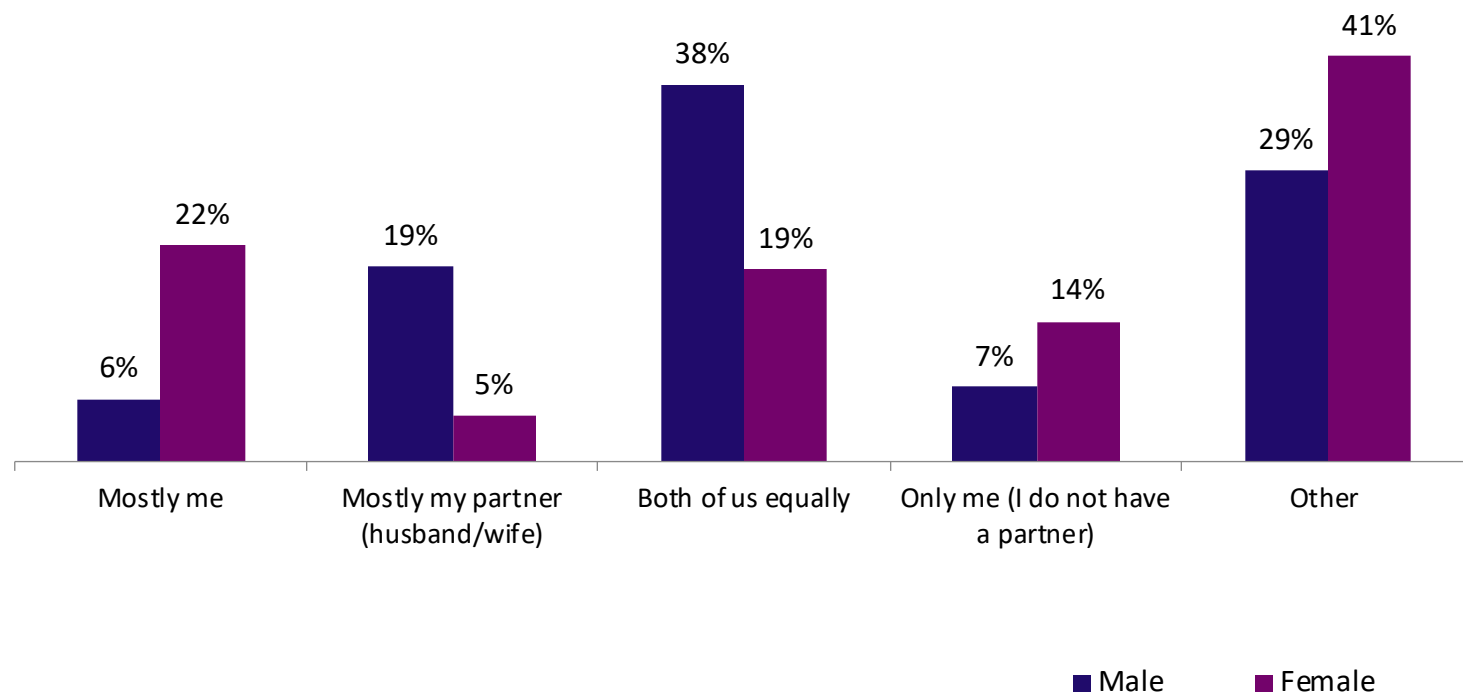
Four times more as many women than men indicated they care for the elderly, and by contrasty four times as many men indicated that their spouse undertakes the care of the elderly.

And yet, while just 2 in 10 women indicated that the care of the elderly care is equally shared by both, however 4 out of 10 men claimed that elderly care is shared equally.

Non conscious bias lies behind men over emphasizing their contribution to the care of the elderly.



Care of elderly parents/relatives





SHOPPING AND HOME CARE

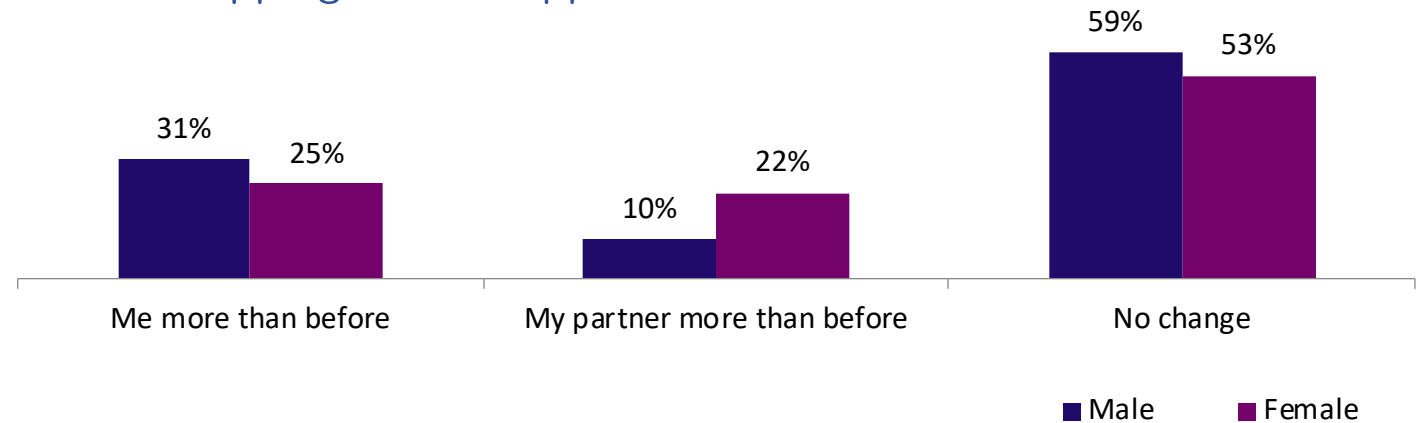
What changed during the measures?

31% of men compared to 25% of women indicated that the man undertakes home purchases more than before.

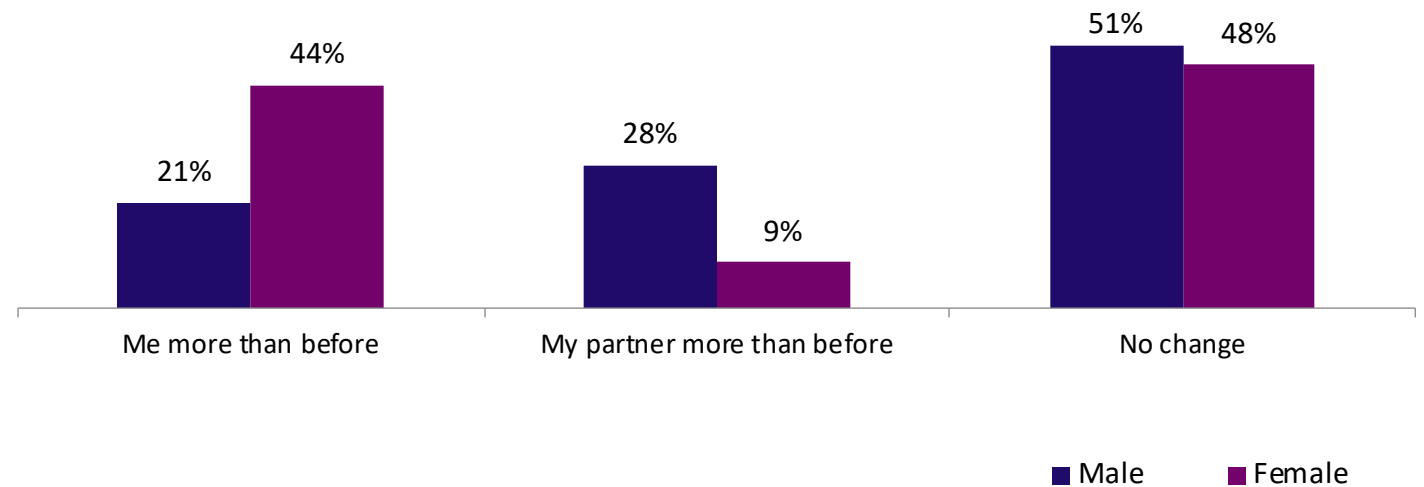
However, when it comes to house care, 44% of women compared to 21% of men say they have more house care than before.

During the measures, it is clear the women tend to undertake significantly more the unpaid work of the home.

Shopping/home supplies in lockdown



Housework in lockdown



CHILD CARE

What changed during the measures?

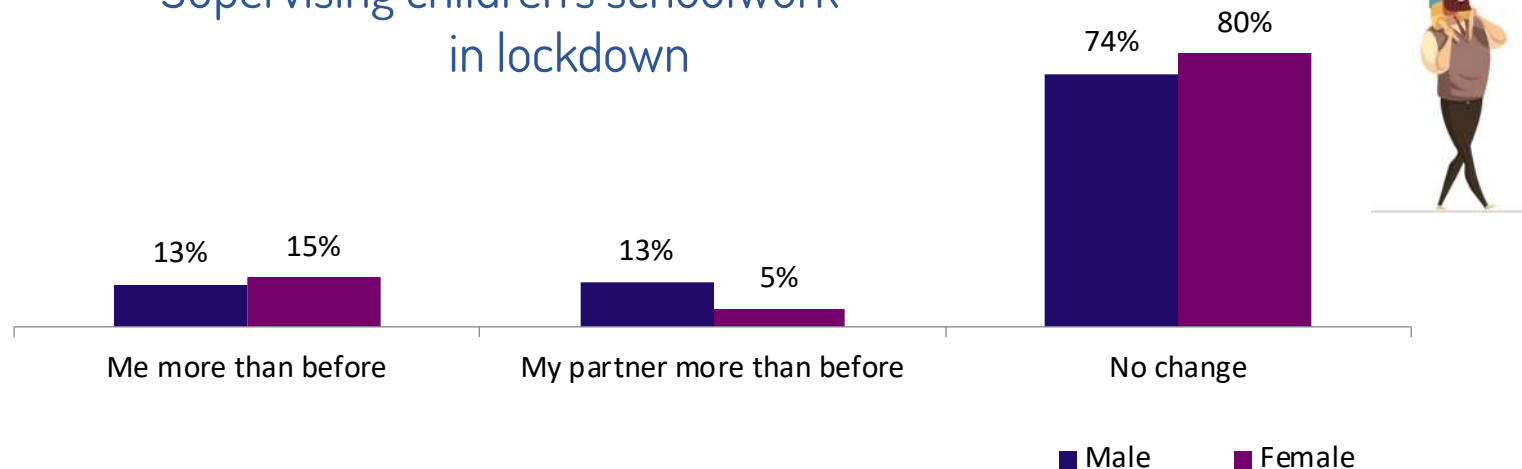
The changes in relation to the care of children during the pandemic are rather small.

Just 13% of the men state that they got involved in the supervision of the children's schoolwork more than before.

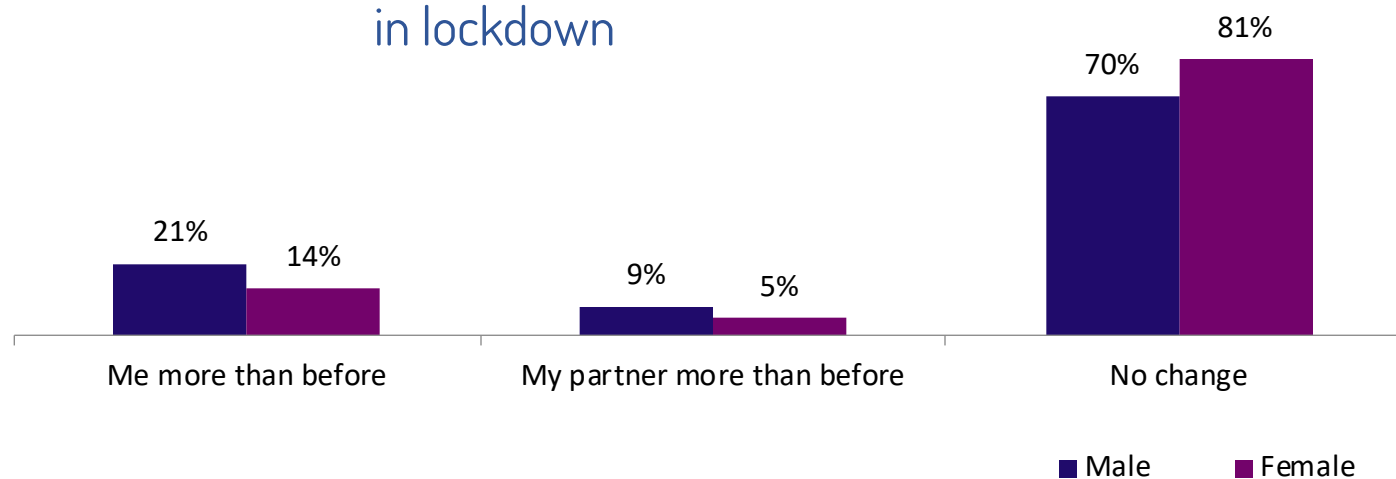
21% of men state that they engaged in creative play time with the children more than before.

The majority of women (80%) indicated that the pandemic did not bring a change in the habits and practices with regards to childcare.

Supervising children's schoolwork in lockdown



Play time with children at home in lockdown





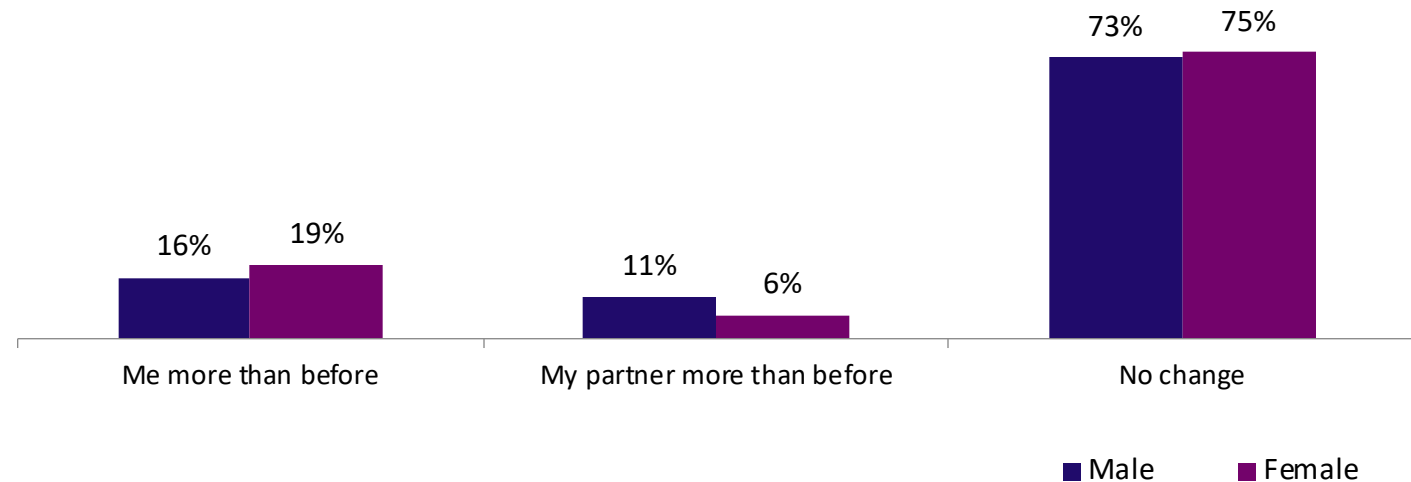
CARE OF THE ELDERLY

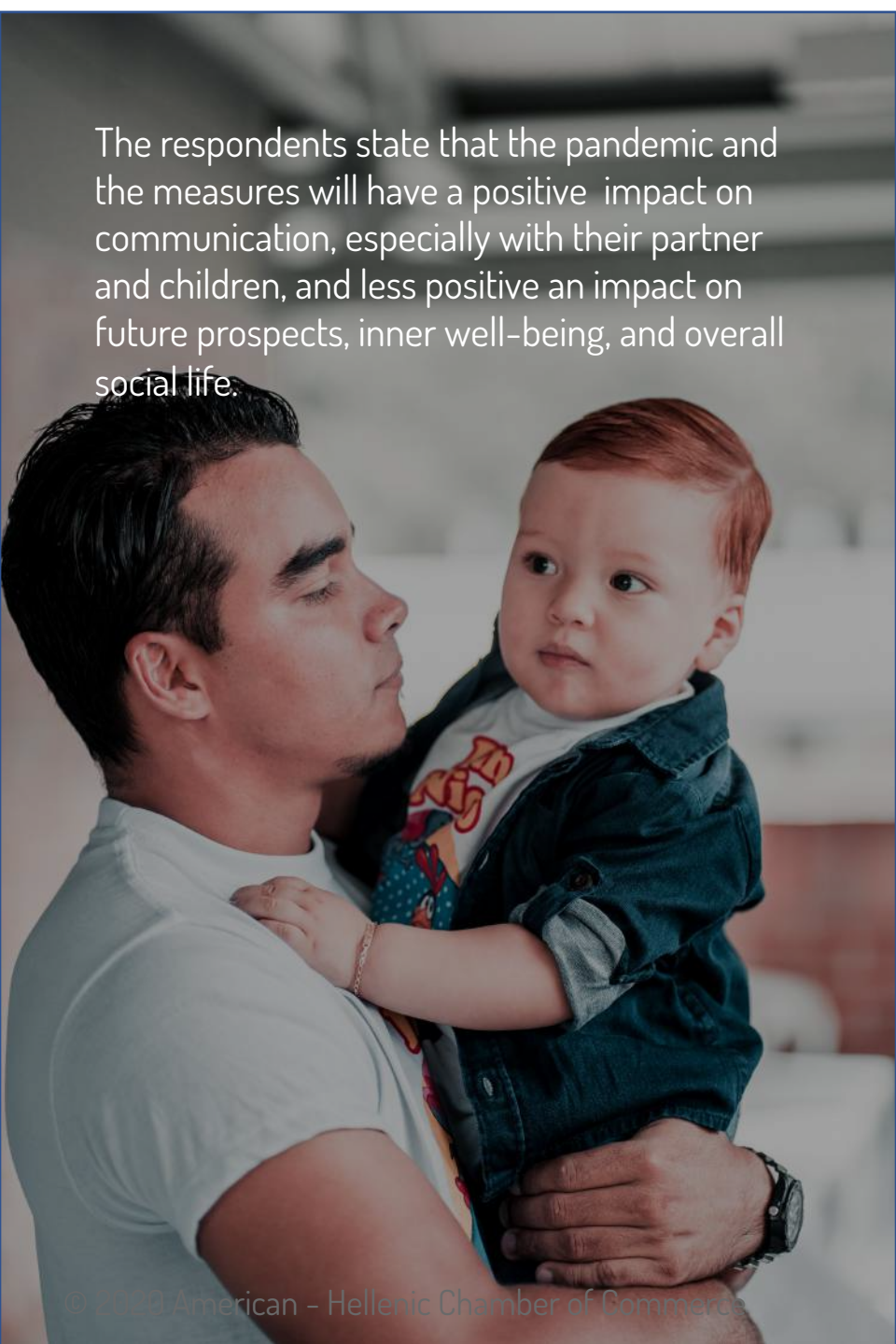
What changed during the measures?

While 31% of men indicated that during the measures, they did more shopping for the home, only 16% of men indicated that they contributed more in the care of the elderly.

For the majority in the sample, the measures did not bring about a change in the care of the elderly.

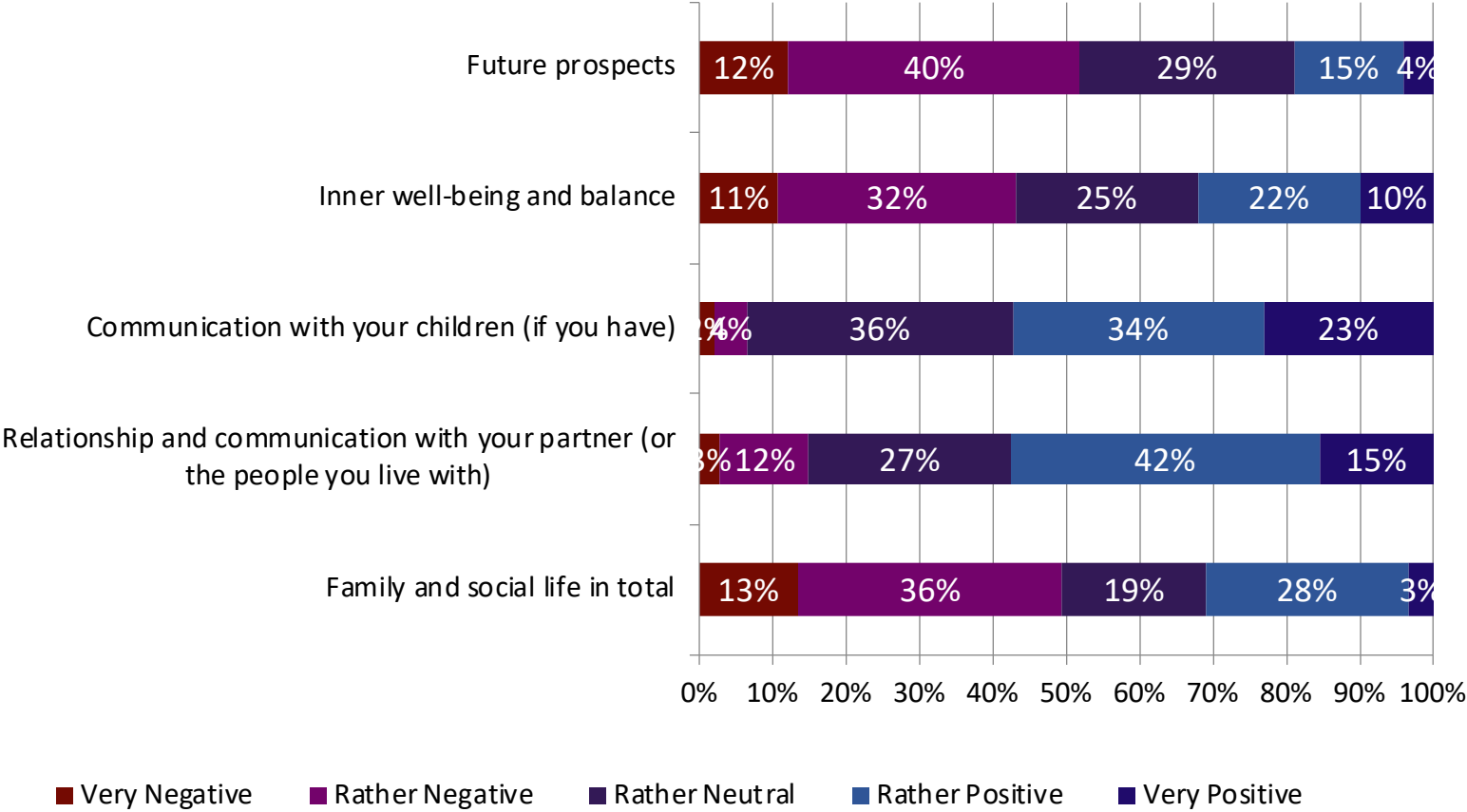
Care of elderly parents/relatives in lockdown





The respondents state that the pandemic and the measures will have a positive impact on communication, especially with their partner and children, and less positive an impact on future prospects, inner well-being, and overall social life.

How is the pandemic and lockdown affecting daily life in the present and in the future?

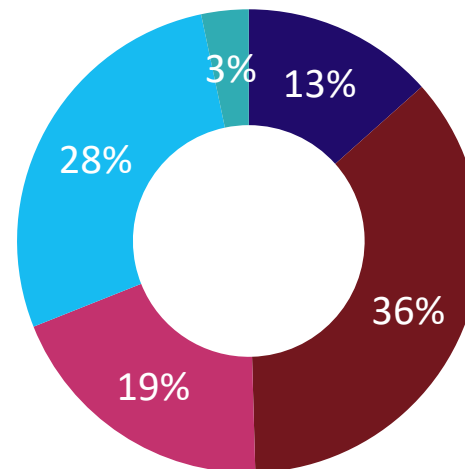


Impact on broader family and social life

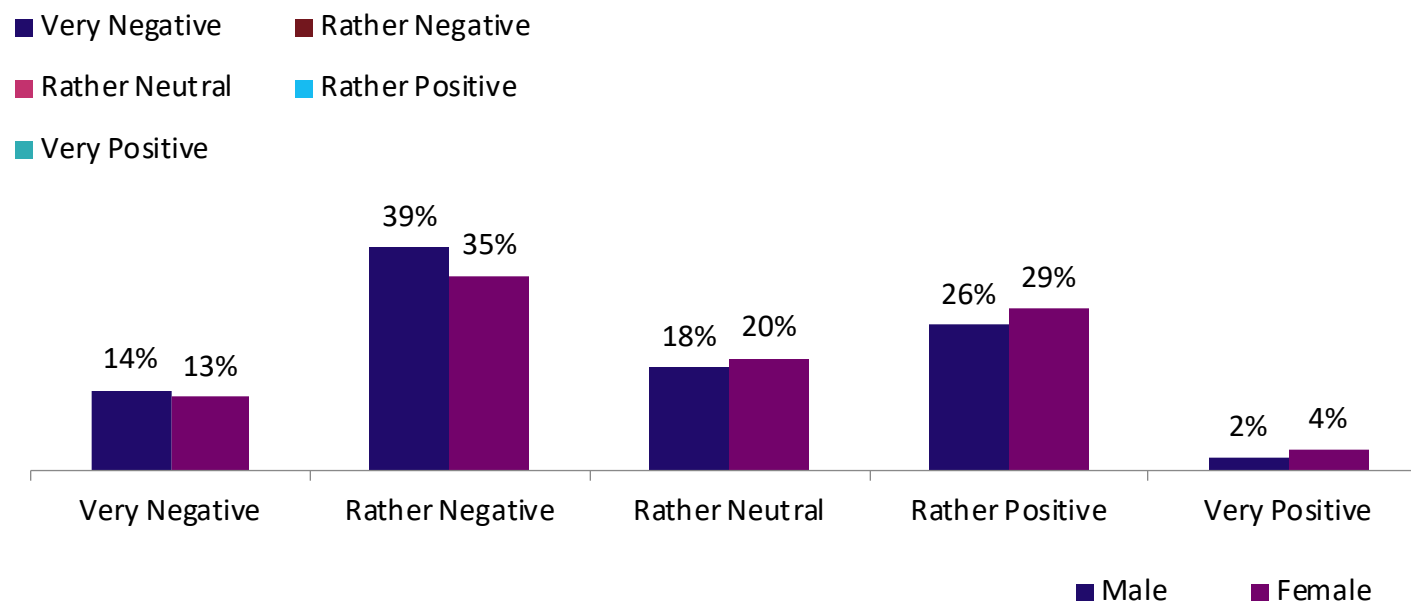
For 3 out of 10 in the sample, the pandemic had a positive effect on the broader family and social life.

However, for almost 5 out of 10 the effect was rather more negative.

It is important to note that men in relation to women tend to have a slightly more negative attitude.



How have the lockdown measures affected family and social life in total?

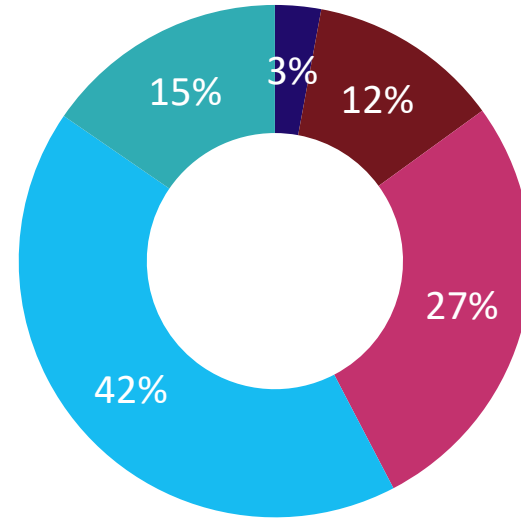


Relationship and communication with partner

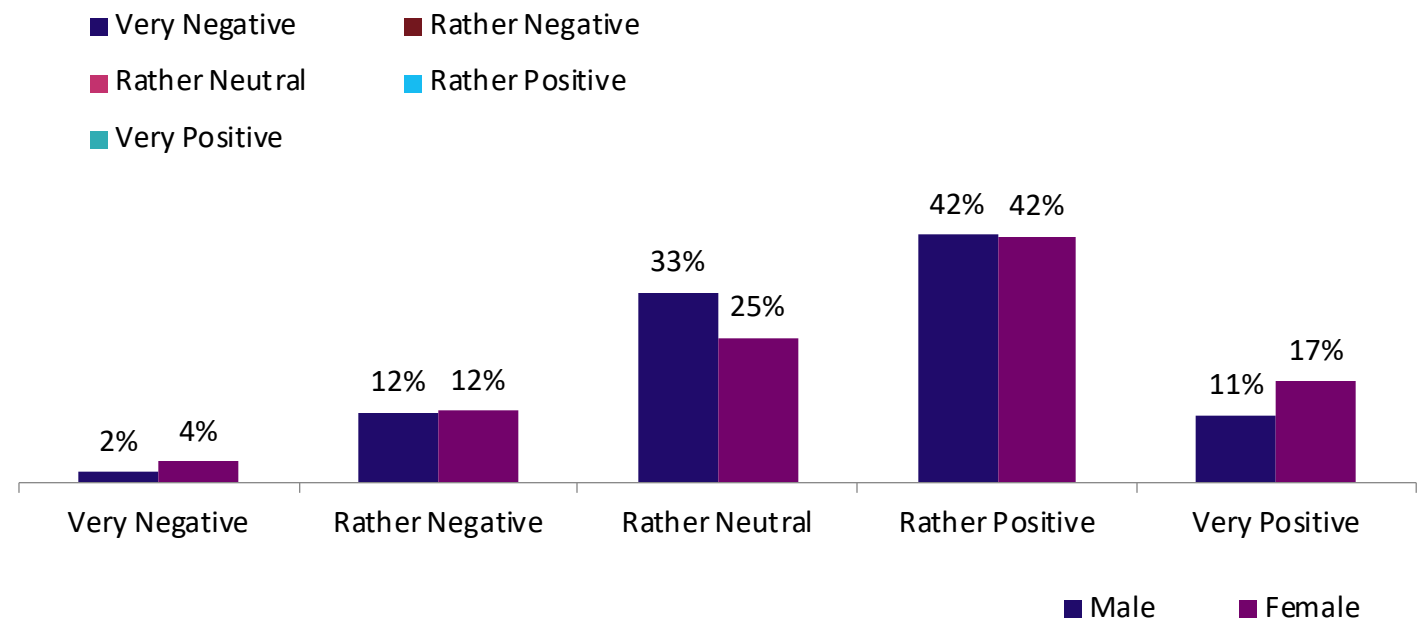
The measures against the pandemic seem to have brought people closer together.

A significant 57% of respondents indicated a positive impact of the measures on the relationship and communication with their partner.

Women remain slightly more positive (59%) than men (53%) about the effects of the measures on the relationship and communication with their partner.



How have the lockdown measures affected relationship & communication with your partner (or the people you live with)?

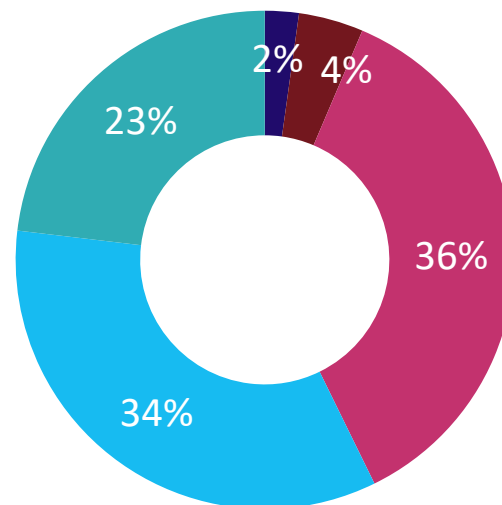


Communication with the children

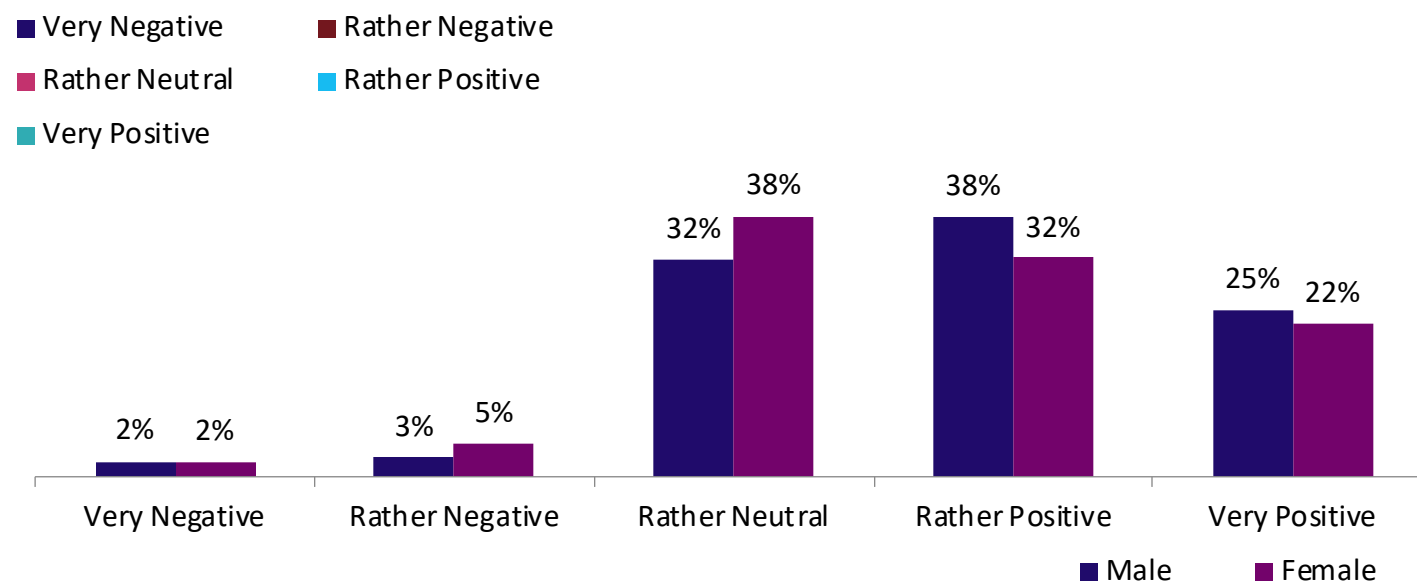
Almost 6 out of 10 parents indicated that the measures had a positive effect on the communication with their children.

The measures against the pandemic seem to have increased communication time for parents.

In this respect it is of great interest that men, who are traditionally more absent from home, indicated a more positive impact (63%) than women (54%) on their communication with their children.



How have the lockdown measures affected communication with your children?

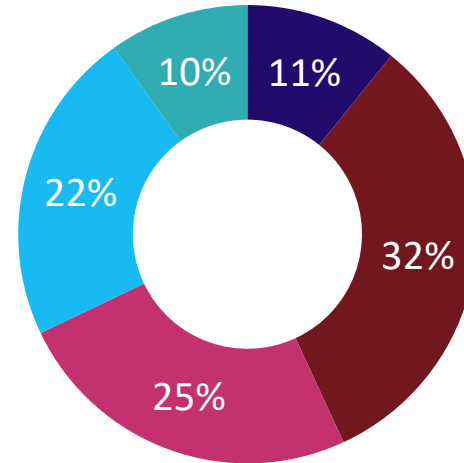


Inner well-being

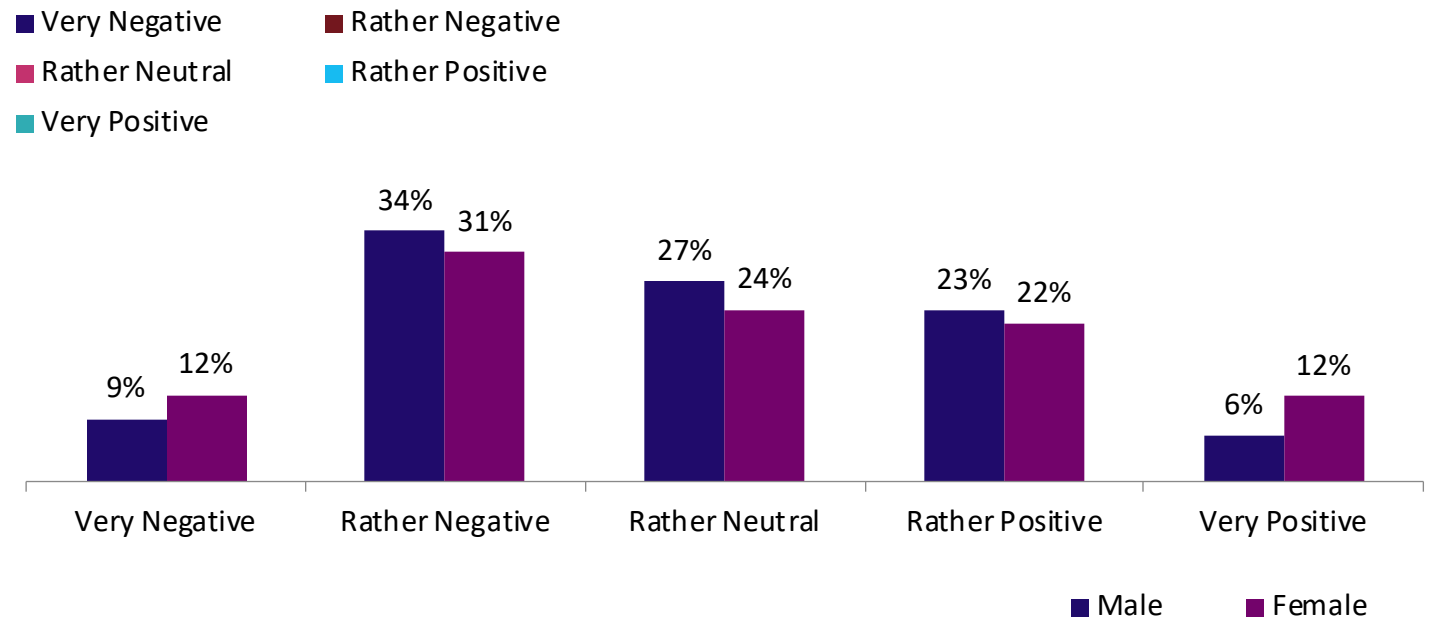
For 4 out of 10 respondents the effect of the measures on the sense of inner well-being was negative.

6 out of 10 indicated that the measures had a neutral or even positive effect on a sense of inner well-being.

Women seem to have reacted with greater well-being (34%) in the pandemic, compared to men (29%).



How have the lockdown measures affected inner well-being & balance?



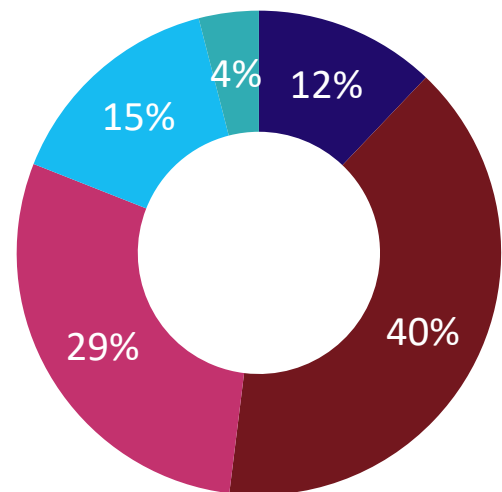


Future Prospects

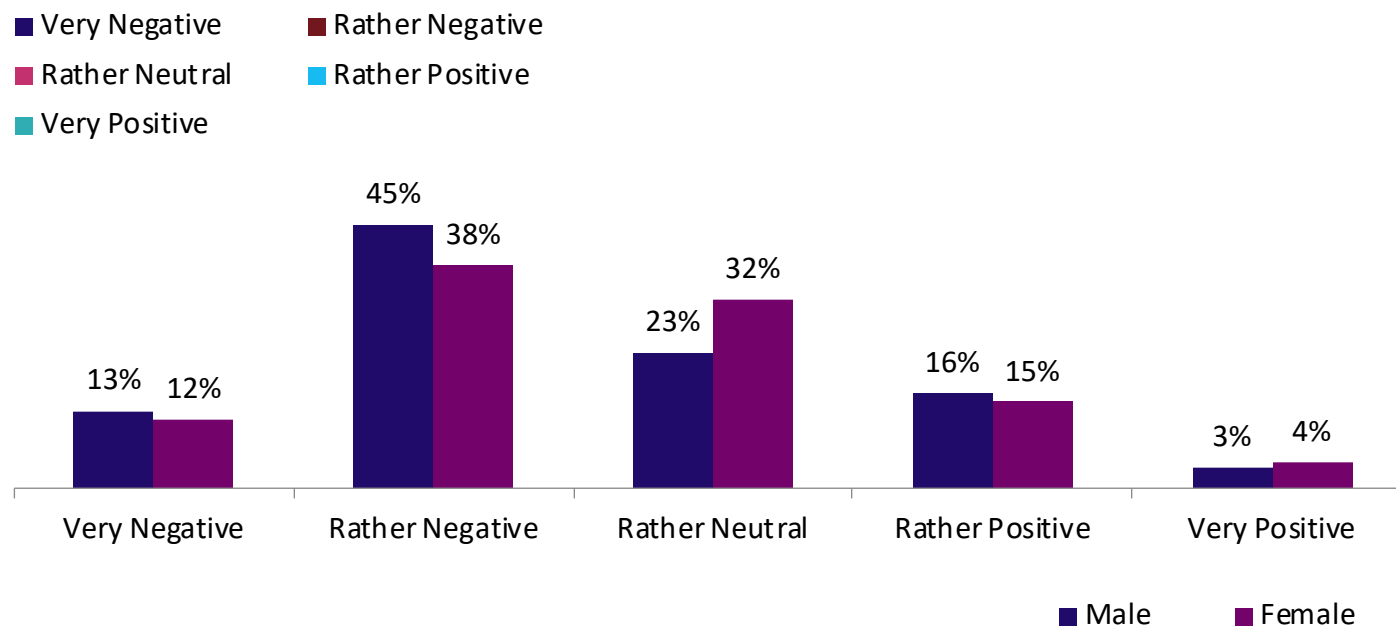
81% of respondents believe that post-pandemic prospects will be neutral or negative.

5 in 10 consider the post pandemic outlook to be negative, while 2 in 10 consider it to be positive.

Men are slightly more negative than women in their perceptions of future prospects (45% negative expectations, versus 38% negative expectations).



How have the lockdown measures affected future prospects?

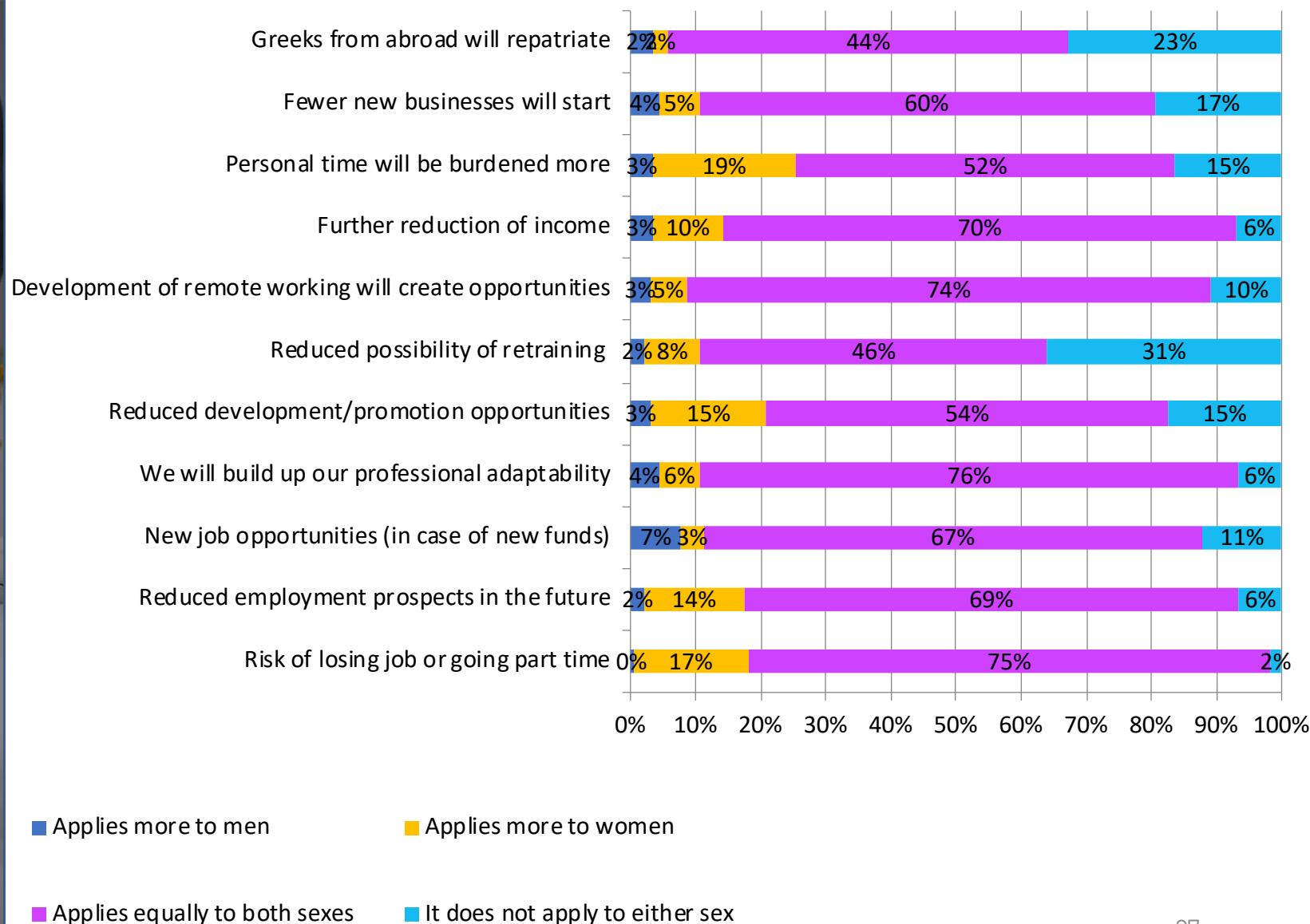


The respondents were exposed to positive and negative scenarios on the effects of the pandemic.

Potential positive developments are thought to affect both genders, without significant gender differences.

However, the potential negative developments are thought to affect both genders, but with a greater impact on women.

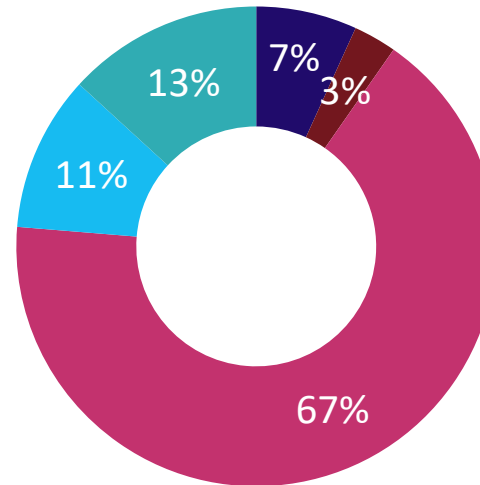
What will be the impact of the pandemic & lockdown on the professional prospects?



New job opportunities

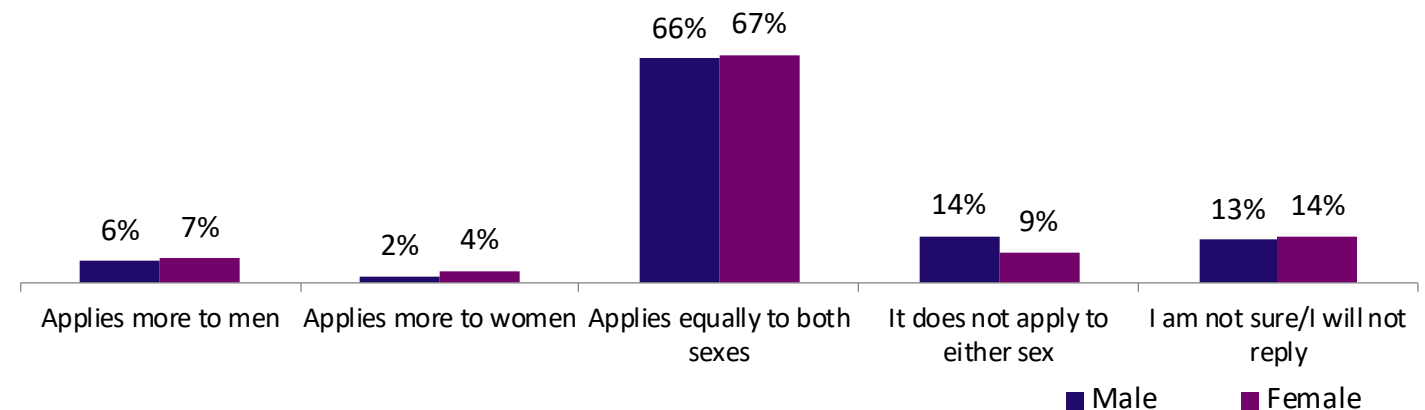
About 9 out of 10 respondents believe there will be job opportunities if funds are made available, and 7 in 10 believe these opportunities will be gender-specific.

Thus, 7% think the opportunities will be more in favor of men and only 3% think they will mainly favor women.



What will be the impact of the pandemic & lockdown on creation of new job opportunities if new funds become available in the market?

- Applies more to men
- Applies more to women
- Applies equally to both sexes
- It does not apply to either sex
- I am not sure/I will not reply

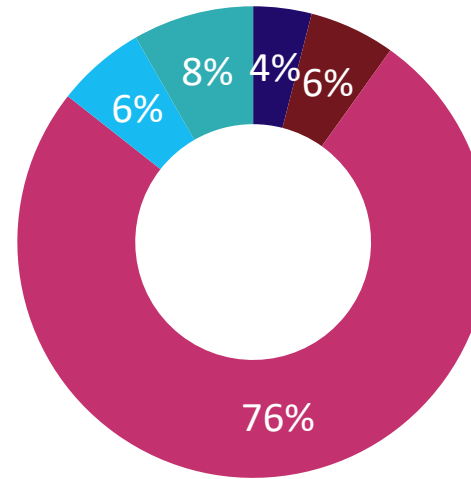


Professional adaptability

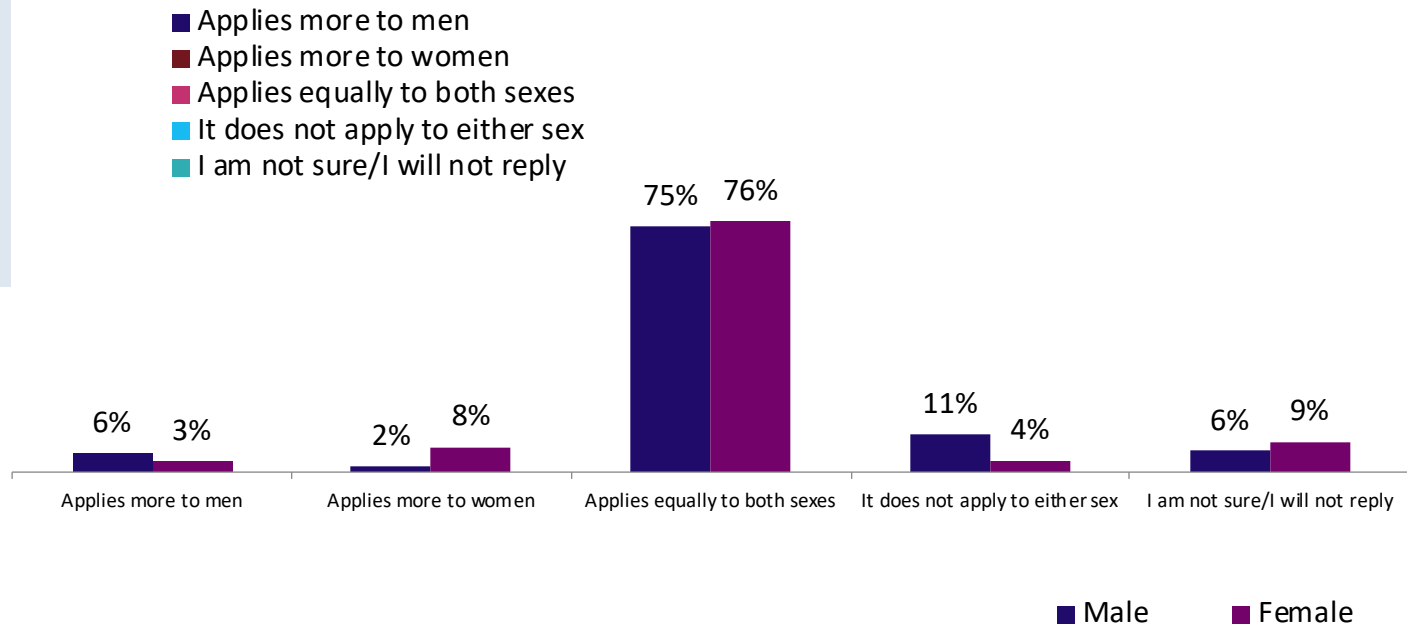
It is thought that the pandemic will impose new rules, and will lead to professional adaptability.

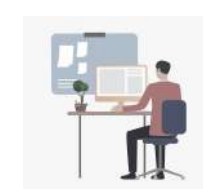
76% believes that professional adaptability, as a consequence of the pandemic, will be equally relevant to both genders.

More women (8%) compared to men (2%) believe that adaptability will be a positive consequence of the pandemic



What will be the impact of the pandemic & lockdown on professional adaptability?

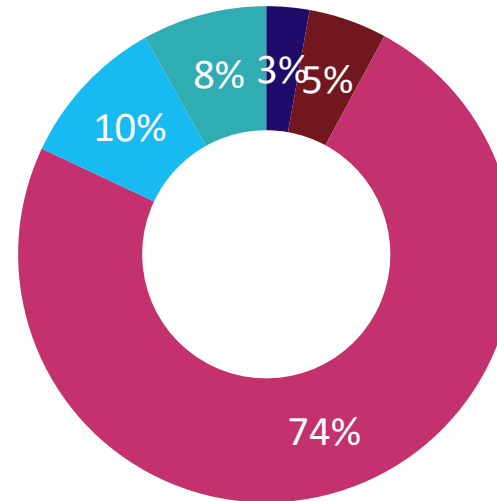




New remote working capabilities

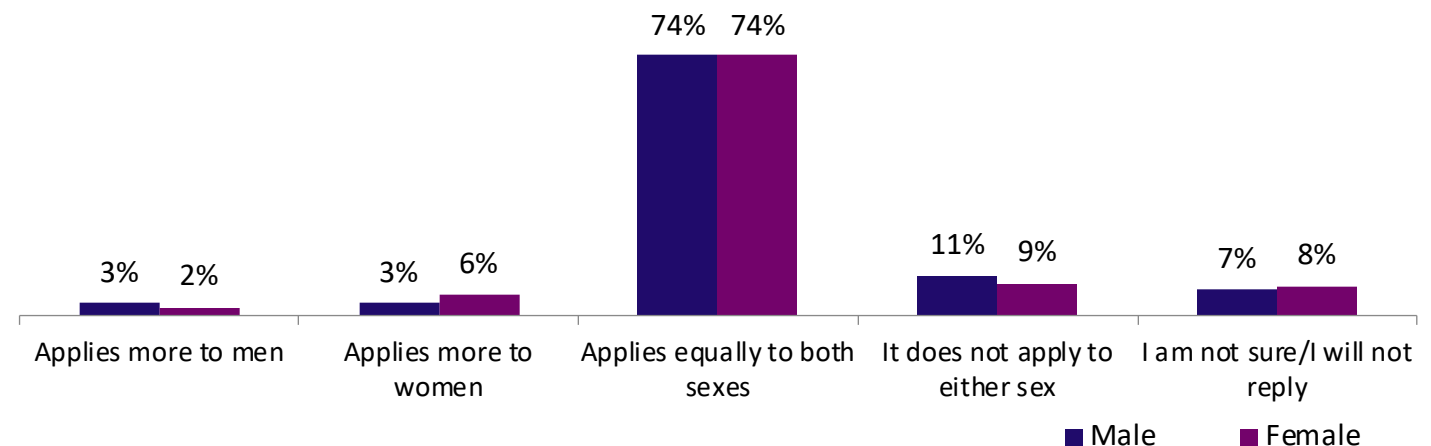
Respondents believe that remote working will expand work opportunities for both genders, by 74%, without discriminating men versus women.

Technology seems to be approached as an equalizing force, affecting almost equally men and women, and creating opportunities for both genders.



- Applies more to men
- Applies more to women
- Applies equally to both sexes
- It does not apply to either sex
- I am not sure/I will not reply

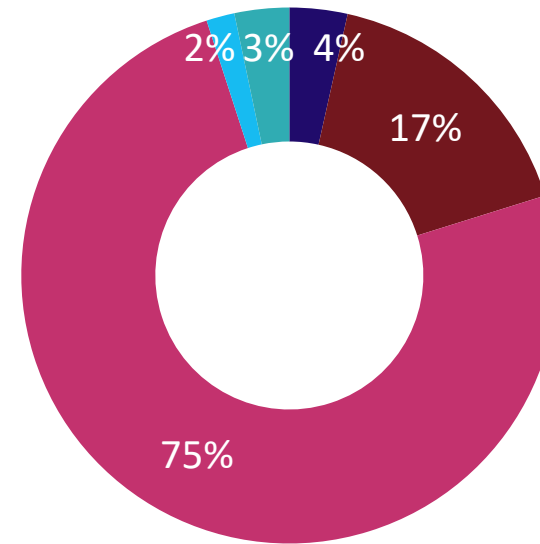
What will be the impact of the pandemic & lockdown on employment opportunities with the development of remote working?



Risks of job loss/shrinkage

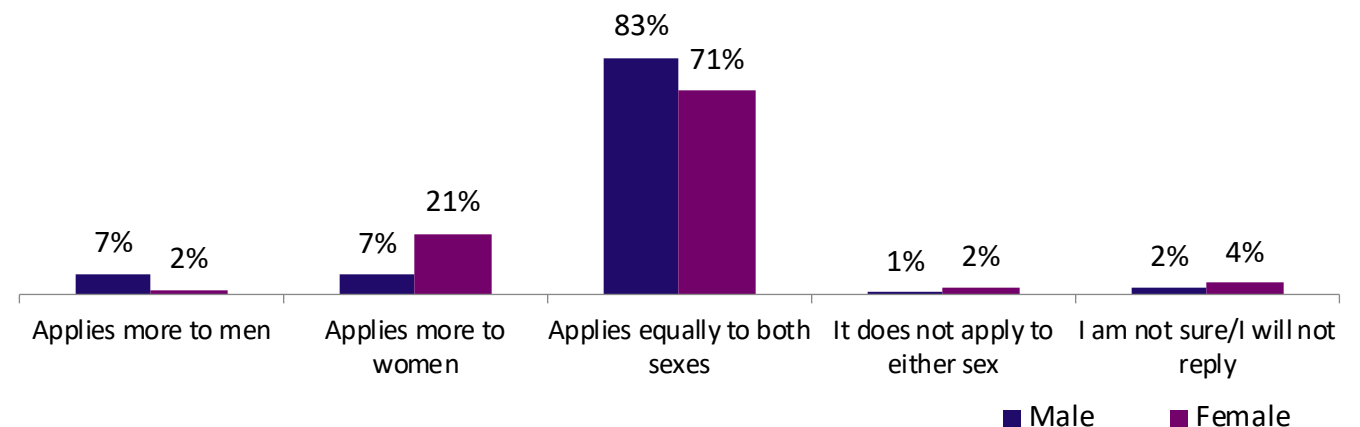
The pandemic is expected to have a negative impact on employment overall, and this will burden both genders (75%).

However, 17% believe that the impact on employment will be more negative for women, compared to 4% who think it will be more negative for men.



What will be the impact of the pandemic & lockdown on risk of job loss and part time work expansion?

- Applies more to men
- Applies more to women
- Applies equally to both sexes
- It does not apply to either sex
- I am not sure/I will not reply

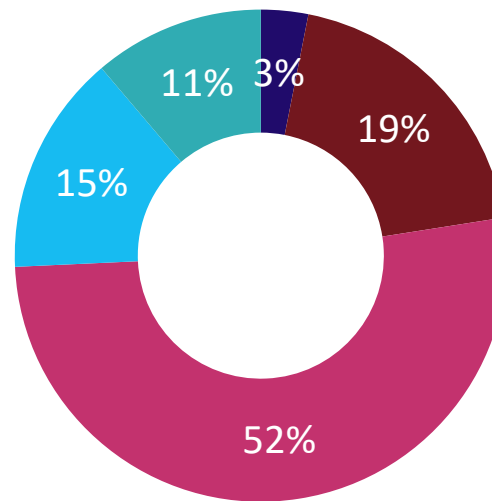


Impact on personal time

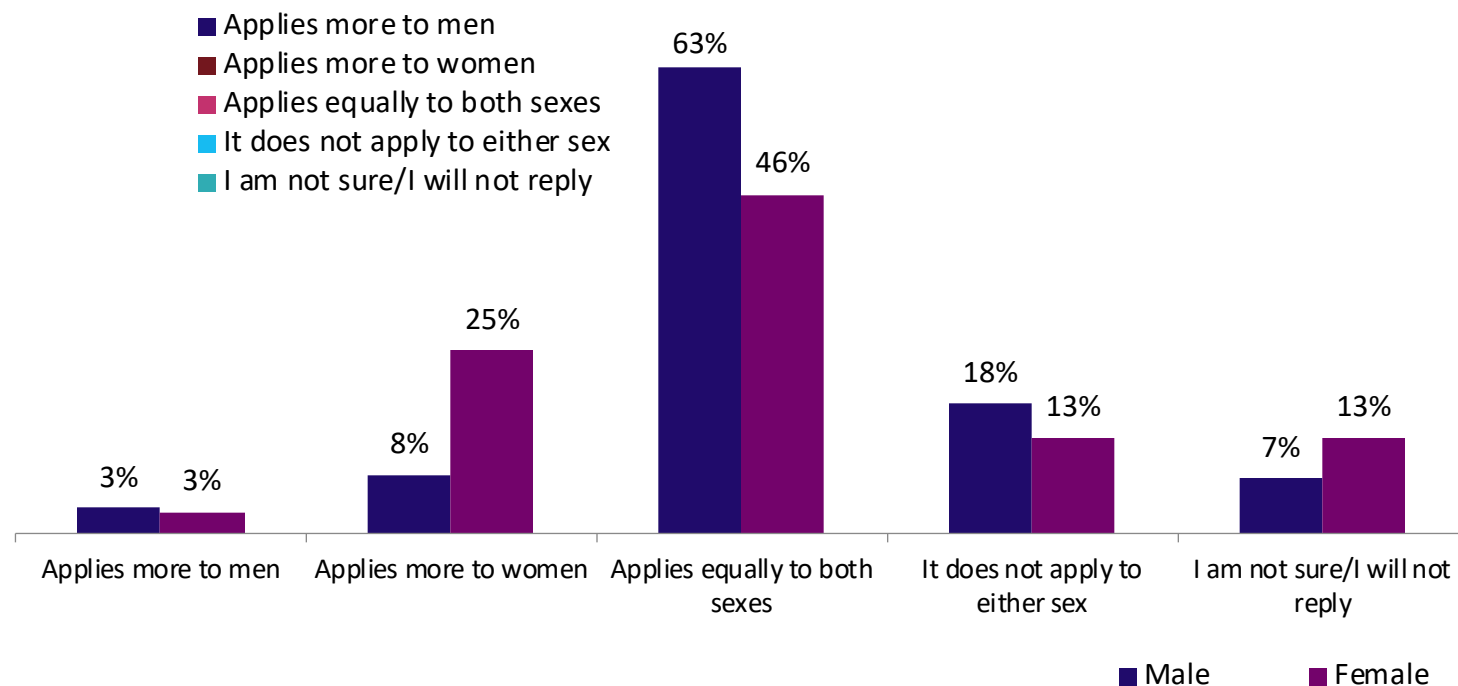
The pandemic, the lockdown and remote work are thought to be a burden on the personal time of both genders.

Overall, 19% believe that the lockdown is impacting more women's personal time compared to 3% who believe that it is impacting men's time more.

However, the expectation is that both genders will be burdened in terms of their personal time, but 25% of women in the sample believe that they will bear more of the burden on their personal time while by contrast 3% of the men believe their personal time will be heavily impacted.



What will be the impact of the pandemic & lockdown on personal time?

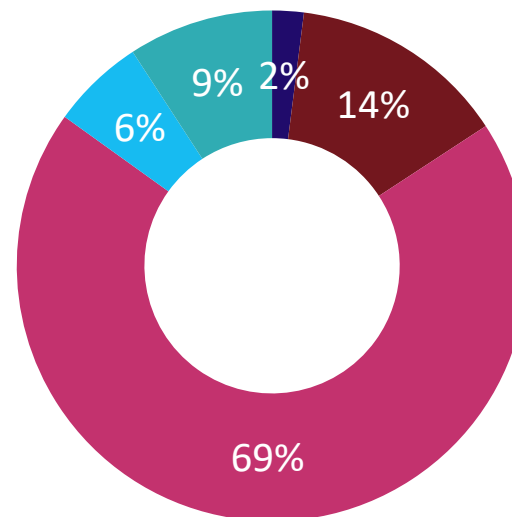




Future employment prospects

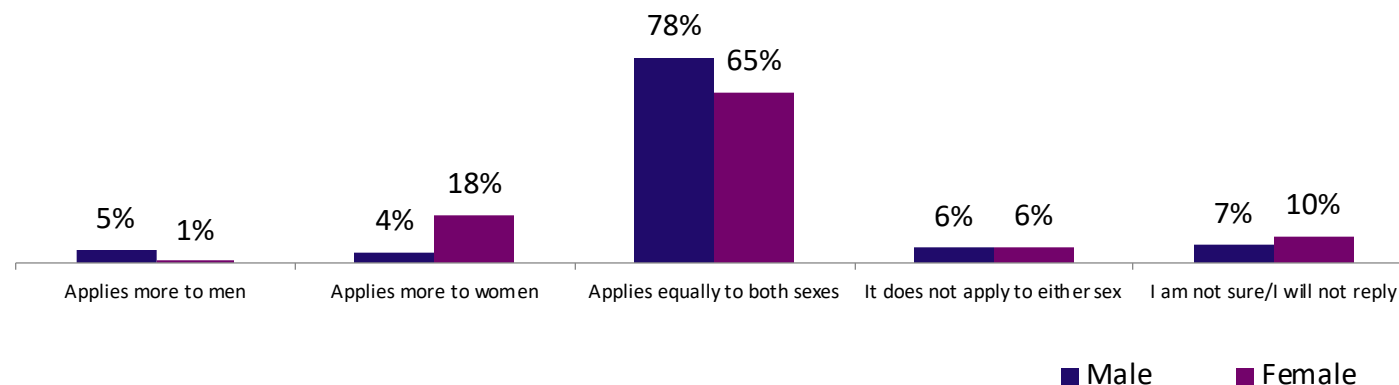
7 out of 10 believe that both genders will be affected in the future.

However, 14% believe that employment prospects for women will be most affected, while only 2% believe the same for men.



What will be the impact of the pandemic & lockdown on reduced employment prospects in the future?

- Applies more to men
- Applies more to women
- Applies equally to both sexes
- It does not apply to either sex
- I am not sure/I will not reply

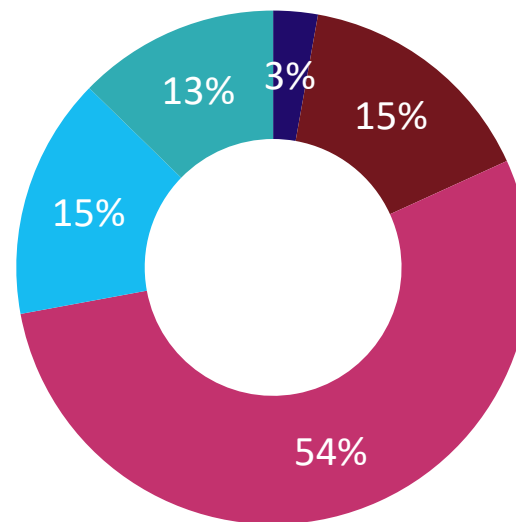




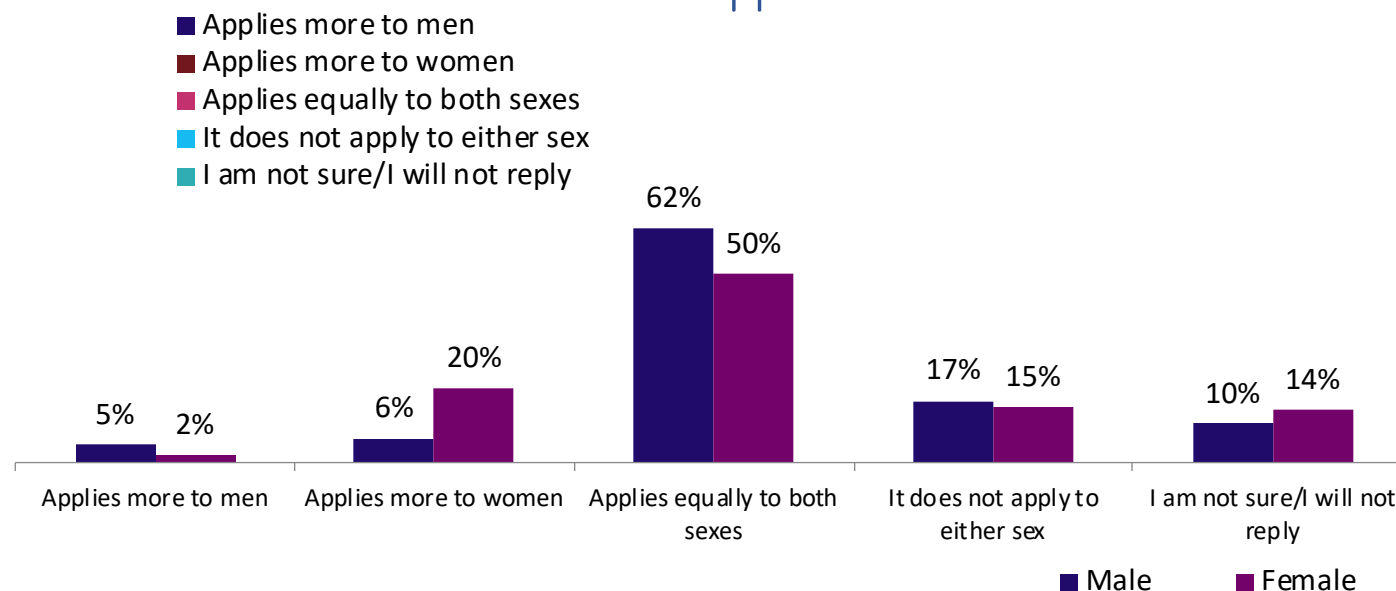
Reduction of professional prospects, development and promotion

About 5 in 10 believe the pandemic will likely reduce professional prospects for both genders.

15% believe that the decline in professional prospects will be more relevant to women, compared to 3% who think it will be more relevant to men.



What will be the impact of the pandemic & lockdown on reduced professional development/promotion opportunities?

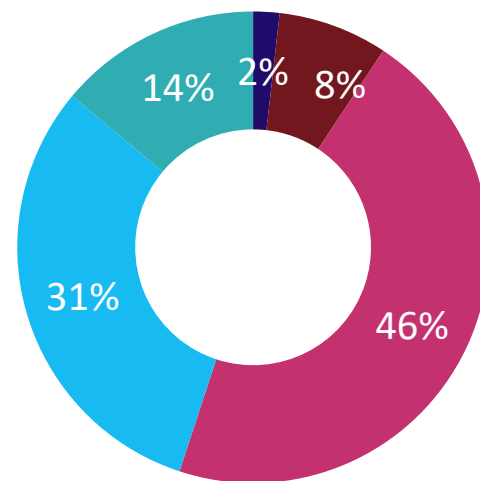




Reduction of future prospects of competitiveness improvement

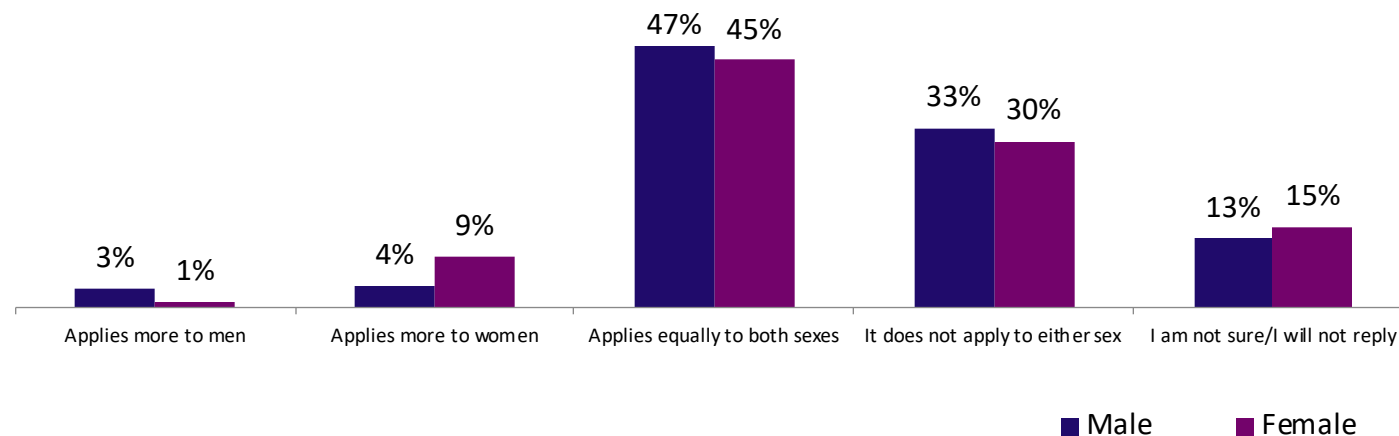
It is encouraging that a 31% believe that the improvement of a person's competitiveness and the evolution of a person's competences can continue regardless of the pandemic.

That is, 3 out of 10 believe that one can continue to develop their competitiveness regardless of any difficult circumstances.



What will be the impact of the pandemic & lockdown on reduced possibility of retraining & improving professional competitiveness?

- Applies more to men
- Applies more to women
- Applies equally to both sexes
- It does not apply to either sex
- I am not sure/I will not reply

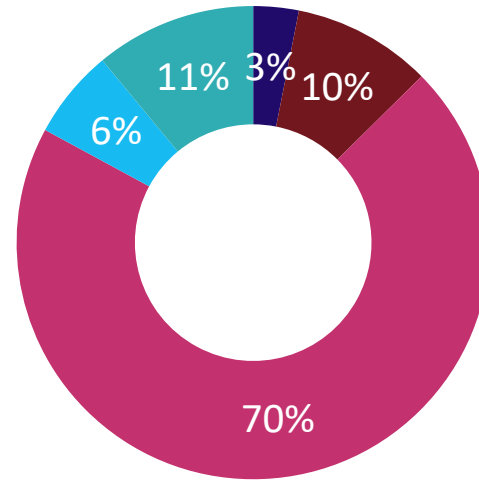


Income Reduction

7 in 10 believe that income will decrease as a result of the pandemic, and this concerns both genders.

However, 10% believe that decreased income will be more relevant to women, while 3% think it will be more relevant to men.

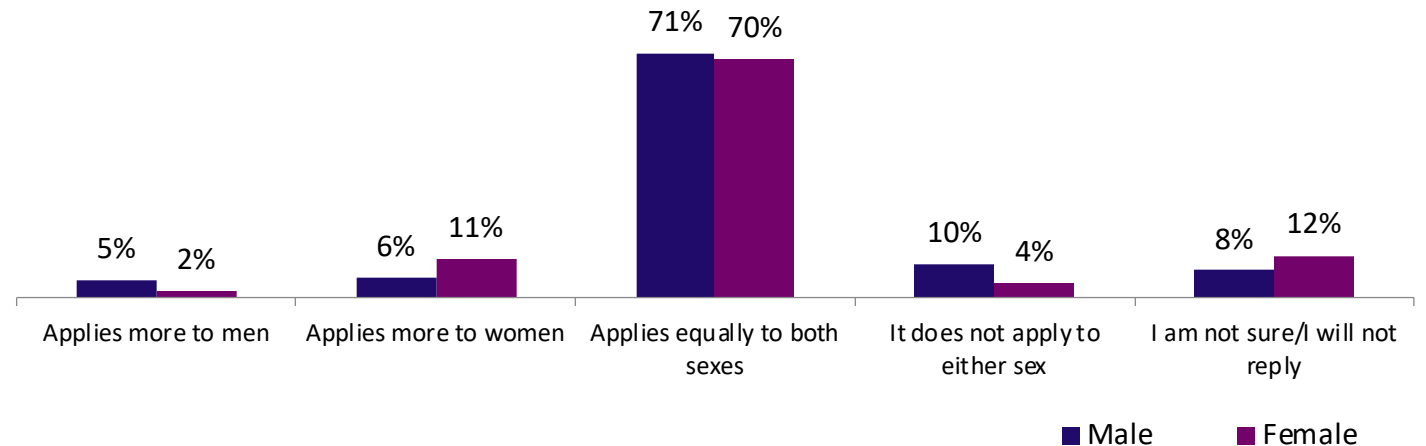
Women tend to be slightly more pessimistic so 11% of them believe that women's income will be hit harder, while 6% of the men believe that income of men will be hit hardest.



Possible impact of the pandemic & lockdown on reduction of income?



- Applies more to men
- Applies more to women
- Applies equally to both sexes
- It does not apply to either sex
- I am not sure/I will not reply





AMERICAN-HELLENIC
CHAMBER OF COMMERCE

WOMEN IN BUSINESS (WIB) COMMITTEE

The mission of the Women In Business (WIB) Committee of the American-Hellenic Chamber of Commerce is to serve as a premier catalyst for the leadership development of professional women through disseminating learning on international and national best practices and to work with all sectors of the local economy to promote and enhance the development and influence of professional women in the business world.

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