



The Global Legal Network  
*Celebrating 40 Years*

# WOMEN'S WORK: THE IMPACT OF THE PANDEMIC

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# PRESENTERS



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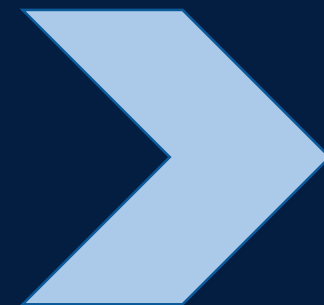
FOCUSING ON STRATEGIES

# THE IMPACT OF THE PANDEMIC

- Work from home while working at home
- Making it work with your team/s
- How do you stay on track when no one sees you running



# HOME WORK



# SURVEY OF WORKING PARENTS IN FIVE COUNTRIES (THE US, UK, FRANCE, GERMANY, AND ITALY)

## 60%

**60% of respondents** have no outside help in caring for and educating their children, and another 10% have less help than before the pandemic.

## 27

Parents now spend an additional **27 hours** each week on household chores, childcare, and education—nearly the equivalent of a second job—on top of their household responsibilities before the crisis.

## 15

Both mothers and fathers are stepping up, but women continue to bear a disproportionate share of the burden, much as they did before the crisis. On average, women currently spend **15 hours** more on domestic labor each week than men.

## 50%

Close to **half of respondents** feel that their performance at work has decreased as a result of managing these additional responsibilities.

<https://www.bcg.com/publications/2020/helping-working-parents-ease-the-burden-of-covid-19>

# STRATEGIES FOR EQUITABLE WORKLOADS

- Identifying the disconnect
- Recent study shows 70 percent men think they are doing more than 50% of homeschooling; three percent of women reported their male spouse was doing more than 50% of homeschooling
- Negotiating the disconnect
- Avoid creating the disconnect



# WORK PLACE MANAGEMENT



# LET'S TALK WHY

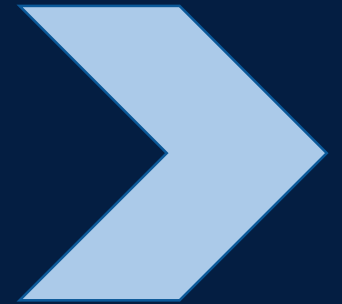
- Current demands of employers
  - Historically, more than 50 hours reduced effective hourly rate
  - Current market, particularly in “greedy professions” highly reward working in excess of 50 hours per week

# BACKLASH AGAINST PARENTAL LEAVE





FLEXIBILITY



# MANAGEMENT STRATEGIES

- Communicate, prioritize and be flexible
- Give working parents the accommodations they need
- Factor caregiver status into talent evaluations and track impact
- Lead with empathy

## POP UP QUESTION

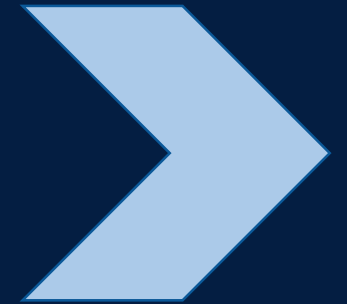
Since COVID-19 hit the U.S., how many more hours per week do women spend on education and household tasks than men do\*?

- A. 5 hours
- B. 10 hours
- C. 15 hours
- D. 20 hours

\*<https://www.bcg.com/publications/2020/helping-working-parents-ease-the-burden-of-covid-19>



# STAYING ON TRACK



Me trying to excel in my career,  
maintain a social life, drink enough  
water, exercise, text everyone back,  
stay sane, survive and be happy

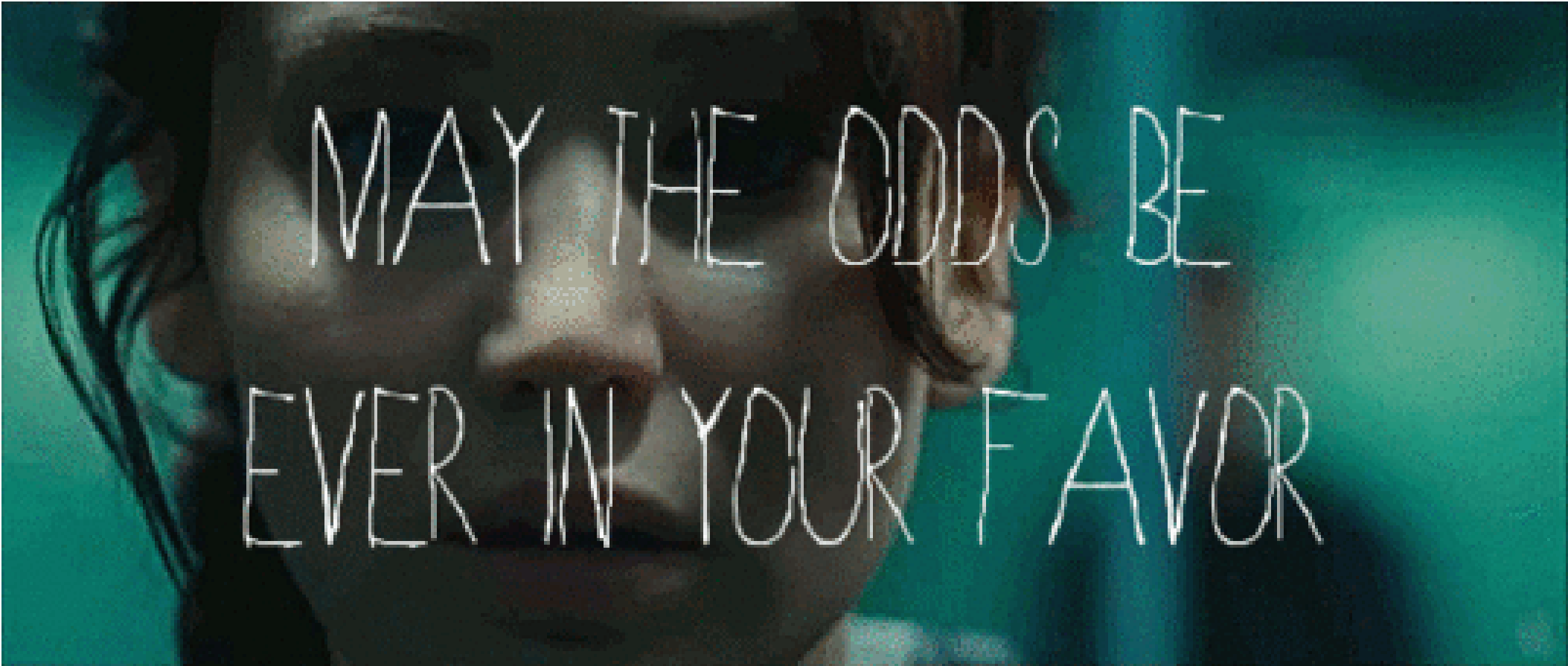
WALT DISNEY MAGIC



# STAYING ON TRACK WHEN NO ONE SEES YOU RUNNING

- Self-care
- Identify immediate and long-term goals
- Communicate/advocate
- Build or grow your support system





THANK YOU! IF YOU HAVE ANY QUESTIONS,  
PLEASE CONTACT ONE OF THE PRESENTERS



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