

Changes in work life in Finland during the COVID-19 crisis

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Meeting of the Group of Experts on Quality of Employment

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COVID-19 crisis in Finland

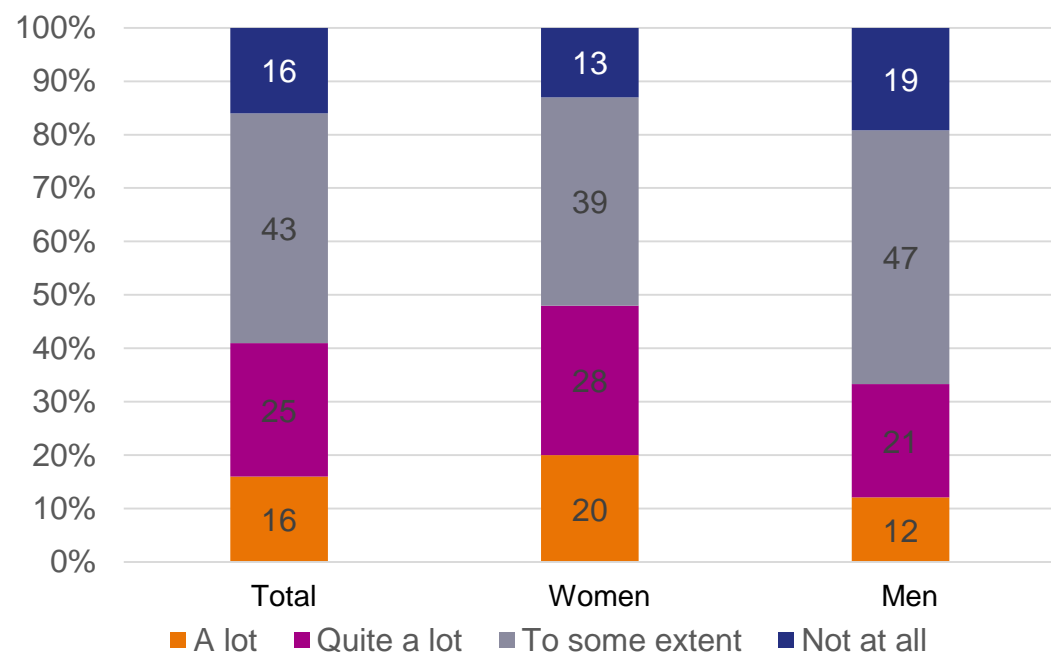
- In spring 2020, the fall in employment was rapid and steep ...
- ... but recovery started soon as well
- The impacts on employment and GDP remained relatively small compared to the previous big crisis (2008–2010, 1990-1994)
- Contrary to previous crisis, this one hit harder female than male employment (-24 000 female jobs vs. -14 000 male jobs in 2020)
- Women lost part-time jobs, men mainly full-time jobs
- Students working part time beside their studies have played a significant role as labour force buffer; they concentrated on their studies in lack of employment
- The impact of the COVID-19 crisis on gender equality in Finland – project (12/2020-05/2022), funded by the Prime Minister’s Office

The impact of COVID-19 on work life -survey

- Statistics Finland
- Web survey March-May 2021 in connection of the LFS
- Employed aged 15 to 67 yrs
- 1,831 employees in the data
- Response rate 47 %
- Part of the results comparable to 2018 Quality of Work Life Survey

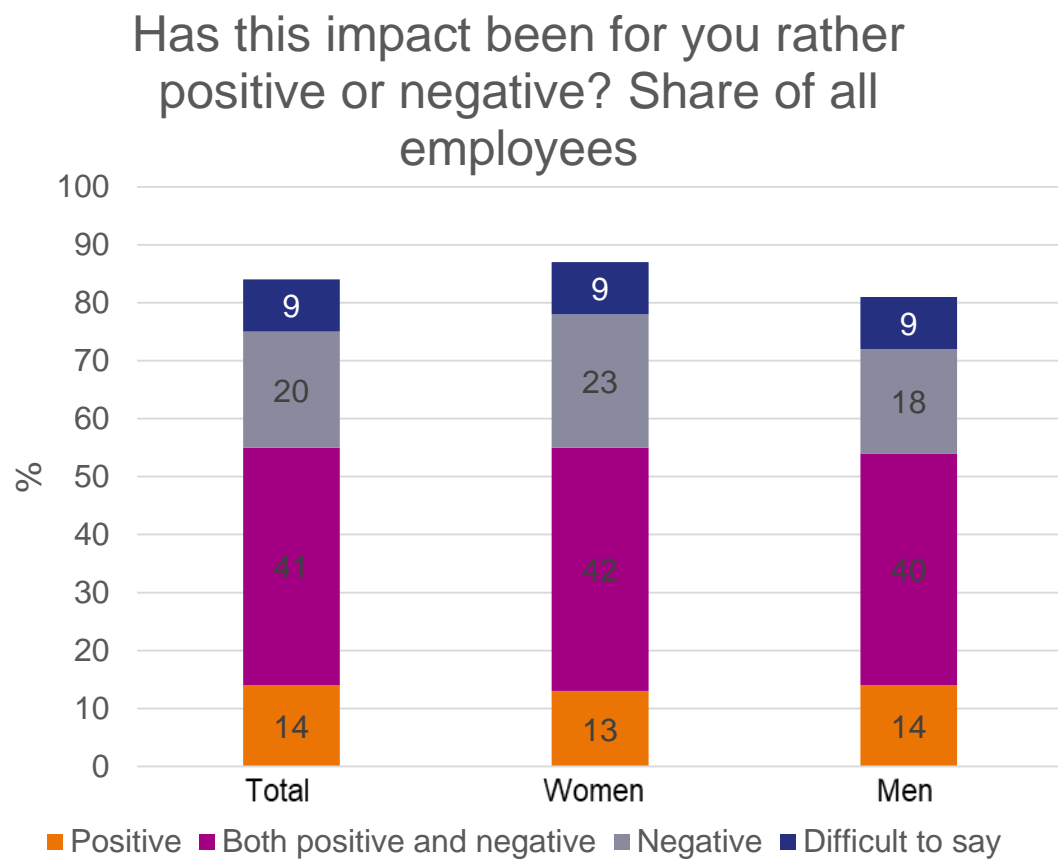
Not many employees were spared from the impacts of the COVID-19 crisis on their work

How much has the coronavirus crisis in general affected your work? All employees



- COVID-19 pandemic affected more women's than men's work
- Bigger impact on those teleworking (45 % a lot or quite a lot) than those doing on-site work (35 %)
- On-site working men more often not affected at all (28 %) than women (16 %); in telework only small gender difference (11 % vs. 13 %)

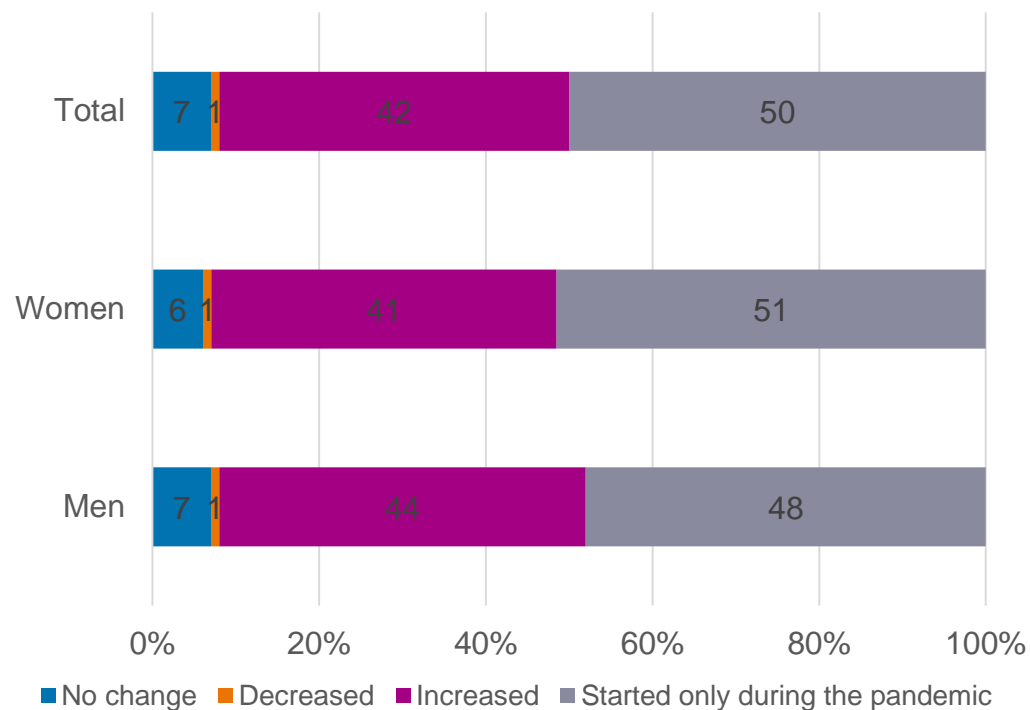
The impacts of COVID-19 on work most commonly both positive and negative



- Impact on women's work more commonly rather negative than on men's work
- In telework the impact has been more commonly rather positive (20 %) than in on-site work (7 %)
- Those doing on-site work more commonly felt rather negative impact (24 %) than those teleworking (14 %)
- Rather negative impacts experienced most commonly by women in on-site work (26 %)

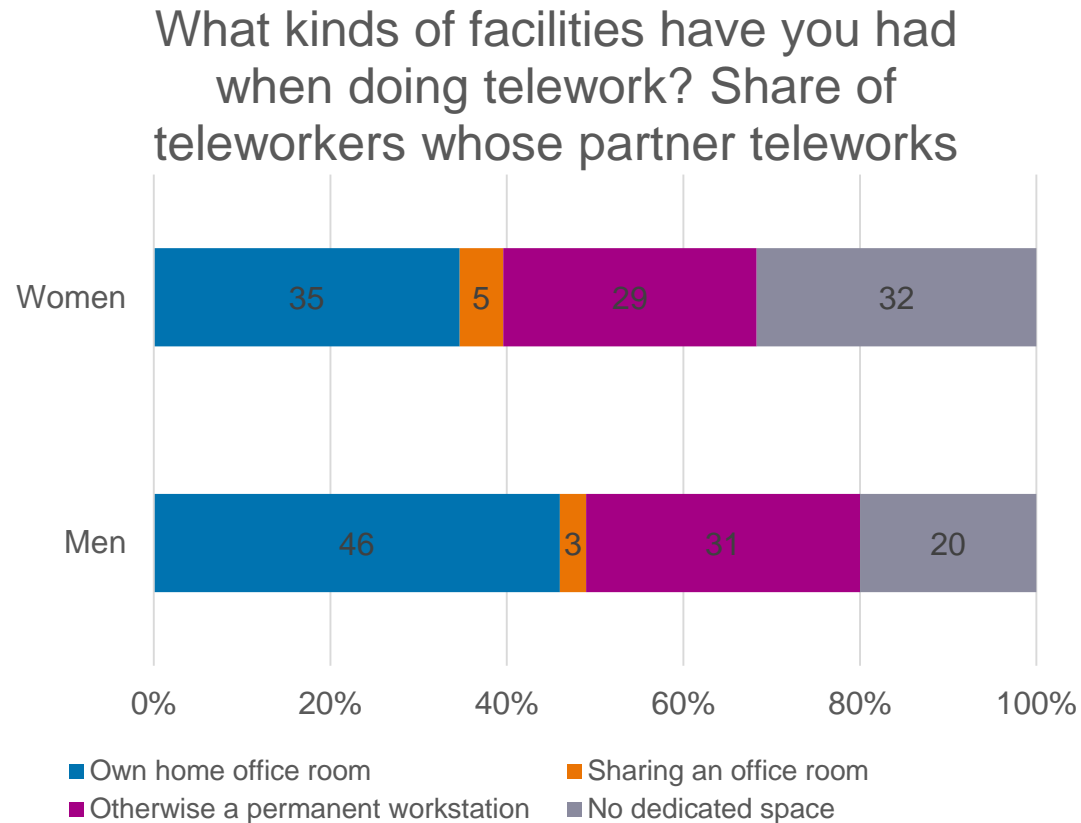
Telework became normalised: it is here to stay

How has your teleworking changed since March 2020? Share of those teleworking



- In spring 2020, 42 % of employees teleworked
- In addition, 8% had teleworked earlier during the pandemic
- Practically all, for whom the tasks permitted teleworking, had teleworked
- 90 % of teleworkers wanted to continue it after the pandemic; 66 % of those who had done it before wanted to increase the share from earlier

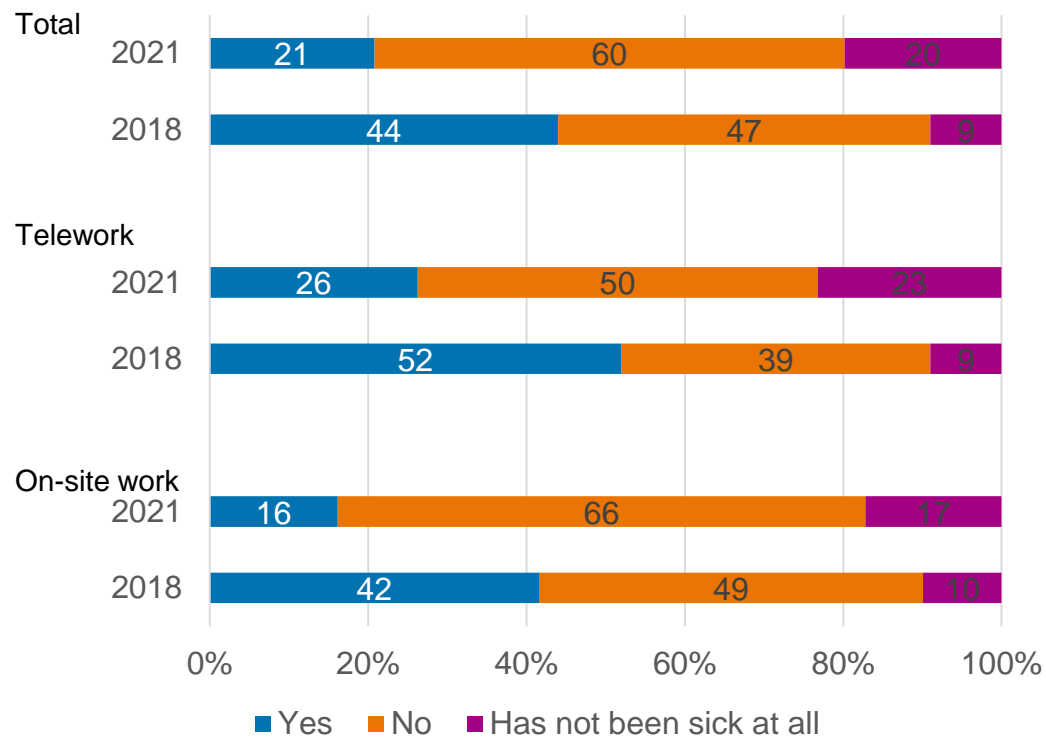
Teleworking men more commonly have their home office; women more often have no dedicated desk



- 60 % of teleworkers in spring 2021 were doing only telework
- 50 % of teleworkers had missed the social contacts from work community a lot or quite a lot
- Women more commonly very satisfied (35 %) with how teleworking has gone during the pandemic than men (29 %)
- 20 % of teleworkers had worked from their "summer cottage" at some point

More sleep, less health problems

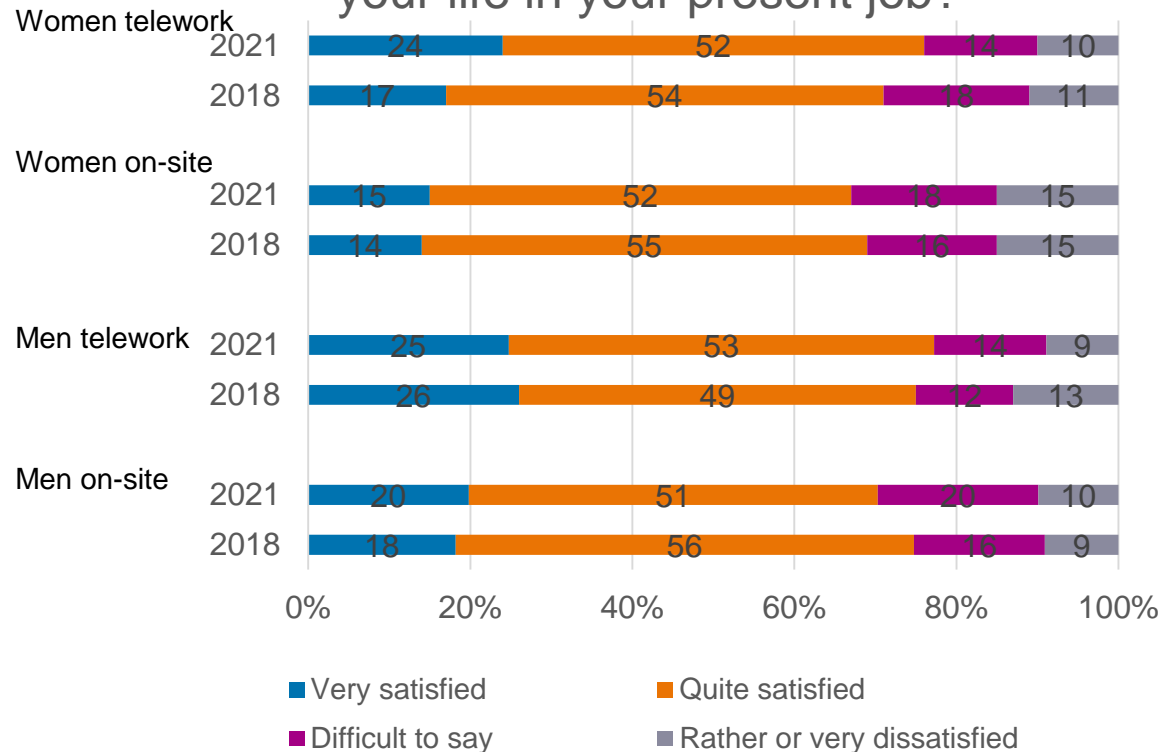
Have you been working while sick in the past 12 months? All employees



- Less employees been sick, fewer have worked while sick
- Especially teleworkers get enough sleep during working week more often than before (almost always 29 % vs. 17 % in 2018)
- More employees assess their health as "good" (40 % vs. 36 % v. 2018)
- However, more employees have difficulties to cope at work, esp. women working on-site (38 % vs. 33 % v.2018)

Everyday life calmed down, the strongest impact for teleworking women

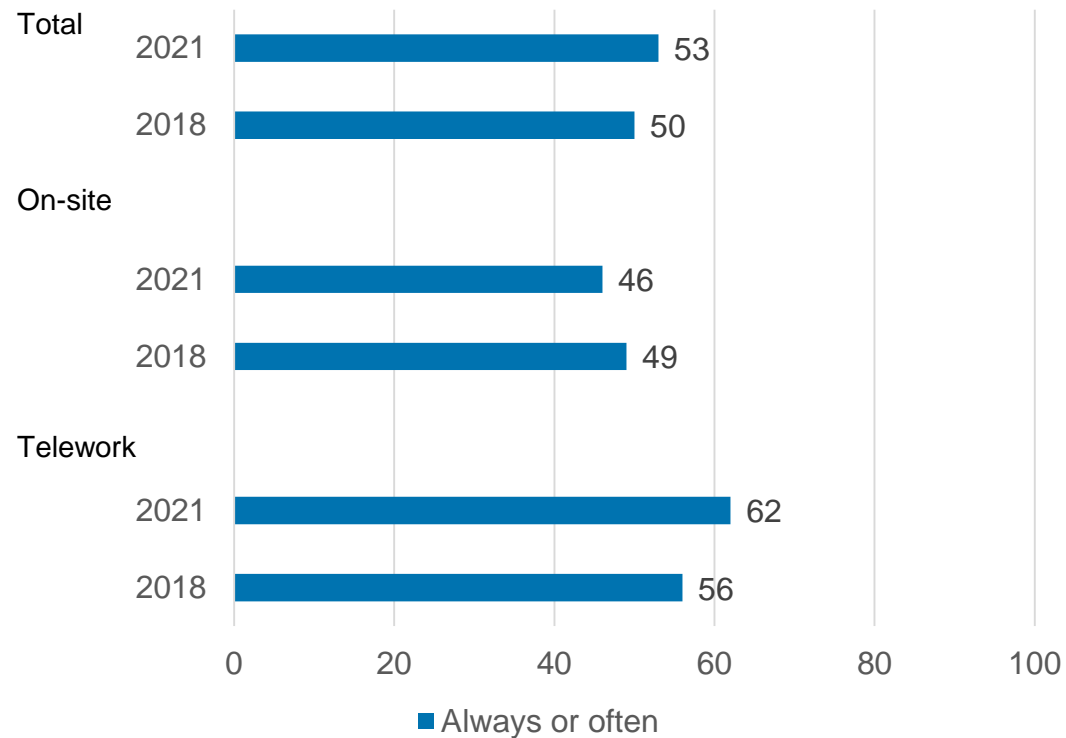
How satisfied are you with how well you can combine work and the rest of your life in your present job?



- Satisfaction with work-life balance increased for teleworking women
- Less conflicts about time use in families, less feelings of neglect for home matters due to work
- Matters at home disturb concentration on one's work more often, esp. teleworking women (40 % vs. 31 % v.2018)
- Families with children get less often help from relatives or friends for the reconciliation of work and family (31 % vs. 45 % v.2018)

Teleworkers missed social relationships, but superiors have made their best

Support from superior when the work seems difficult



- Teleworkers: superiors trust their employees and have abilities to delegate work more often than before; more satisfaction with the superior than earlier
- On-site workers: almost no change as to views on superiors
- Support from co-workers slightly increased in telework, no change in on-site work
- 50 % of teleworkers have missed their work community a lot or quite a lot during telework

- The COVID-19 crisis has affected working conditions for the vast majority of Finnish employees...
- ...in both positive and negative way: the positive consequences accumulate in telework, the negative in (esp.women's) on-site work
- Half of the Finnish employees – practically all whose tasks permitted – had teleworked during the pandemic; almost all want to continue
- The everyday life calmed down during the pandemic, consequences in WLB and health felt especially by teleworking women
- The normalisation of telework has made organisations (and individuals?) to put special efforts in that teleworking would go well – before the issue did not raise that much interest
- ...but will the polarisation of working conditions only strengthen in the new normal, between teleworkers and those on-site?

**Thank you for your
attention!**