

## **‘Always on’ hi-tech work culture is hitting family life, says report**

Evening emails and blurring of lines between home and office put parents under strain.

Evening emails and an “always on” working culture means that for many parents their job has become too big for the hours they are supposed to allot to it, according to an  
5 influential survey.

The 2020 Modern Families Index reveals that while more than half of parents have flexible working arrangements, poor job design has left many struggling to cope with the competing demands of home and workplace. It found that more than a third fake illness to meet family obligations, leading campaigners to warn that the fight to keep  
10 jobs “human-sized” is often being lost.

The survey found that more than half of working parents now have flexible working hours or work from home, with the proportion rising to 62% among millennial parents.

But almost half – 48% – say that working from home has increased their workload, while 44% admit they feel compelled to dip into work in the evenings. The majority of  
15 parents who have to go into “work mode” at home complain of the impact. More than half, 54%, say it leads to arguments with their children, while 57% say it contributes to rows with partners.

“Flexibility alone is not enough. Companies should ensure that their staff have ‘human-sized’ roles, with managers who lead by example and keep their own work-  
20 life boundaries distinct.” A third of parents now share childcare, a significant change from the 1970s, when fathers’ involvement with children averaged less than 15 minutes a day. Men now spend 16 hours a week doing childcare and household chores. For women, the figure rises to 26 hours a week. Women are still far more likely to work part-time than men. This has an impact on mothers’ earnings: 43%  
25 polled earn less than £15,000 a year, compared with 16% of fathers.

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