PARENTAL WELL-BEING AND QUALITY OF WORK LIFE DURING REMOTE WORK: OPINIONS OF RUSSIAN WOMEN

The object of the study, the results of which are presented in the report, is the quality of work, family and personal life. The subject of the study is the features of the quality of work, family and personal life of remote (remote) female workers who started working remotely during the COVID-19 pandemic. The problem of the quality of life in remote employment is especially relevant for women, most of whom have a “dual employment” at work and at home.

The report presents the results of an author's survey of women who received their first experience of remote work during the pandemic. The purpose of the study is to analyze the impact of remote employment on the quality of work, family and personal life of female workers in the Russian Federation, to summarize the pros and cons of combining remote employment with personal, family and parental interests. As a subtask of the project is a conceptual understanding of the phenomenon of parental well-being based on the generalization and systematization of women's opinions.

The study was conducted using standard online survey technology: the questionnaire was structured, most of the questions were of a “closed type”, and the Yandex form service was used. The link to the survey was snowballed. The main part of the primary mailing was placed on internal corporate information and communication services of large organizations of the Ural Federal District through personnel management services (retail, metallurgical and machine-building enterprises, financial and telecommunications organizations). Geographically, almost all federal districts of the Russian Federation are covered. N = 589 people, the survey was conducted in May-June 2022.

Characteristics of the respondents:

1) all the interviewed women had their first experience of remote work by force during the first wave of the pandemic;

2) women over 35 years old prevail (62.1%);

3) on the basis of the presence of children, the respondents are distributed almost equally: 50.9% - women who have at least one child under 14; 49.1% are childless women and women whose children are all older than 14;

4) the main part of those who completed the survey lives in cities (54.2%); 37.2% - residents of regional centers; 6.8% live in rural areas; 1.8% did not determine their place of residence;

5) managers - 23.9%; leading specialists - 26.8%; specialists/employees - 46.7%; did not indicate the category of position - 2.5%.

The results of the survey showed that the transition to a remote format basically did not affect the productivity and wages of the women surveyed. Significant positive factors include: saving time for transport; the ability to combine work and household chores; the ability to independently plan work time, free schedule; the ability not to adapt to the dress code and corporate rules. Significant negative changes include changes that reduce the quality of working life: the boundaries between work and home are violated, overtime, there is no full disconnection and rest from work; lack of communication with colleagues; interfere, distract children, husband, other relatives; it is difficult to organize a workplace at home and it is difficult to motivate yourself to start working, it is difficult to concentrate. The highest differentiation in the frequency of choosing one answer or another is observed among respondents on the basis of "having children". In general, such women find significantly fewer disadvantages than women who do not have children, or women whose age of all children is over 14 years old. The remote employment format for women raising young children is more likely to improve the quality of their work, personal and family life than vice versa.

The solution of the subtask on the study of the phenomenon of parental well-being was based on the generalization of the theoretical provisions of parenthood and family well-being. It is concluded that parental well-being as a factor in demographic processes has not been studied enough, the concept of parental well-being has vague contours, and there is no detailed formulation of its content and basic elements. According to the results of the online survey, the answers of women (N = 335) to the open question “What do you associate the concept of “parental well-being” with? Write one or two phrases/sentences.” Processing of respondents' answers was carried out using semantic content analysis. The word "happiness" is used in 18.8% of the responses received. Thematic coding was used, individual and collective trajectories of meanings were singled out. 10 collective trajectories have been identified, united in the author's system of markers of parental well-being. The frequency of mentioning markers in the responses of women was calculated, which made it possible to determine the key, basic markers: relationships with children (32.5%); well-being and success of children (29.6%); health (28.4%); security: income, work, housing (19.1%); the emotional state of the parent (10.4%); time (8.4%). Childless women 3 times less likely to mention the topic “Children's well-being and success”, but much more often associate parental well-being with finances and the ability to provide everything necessary for children. It makes sense to take these results into account when developing programs to promote parenting among young people. The author formulated a working definition of the concept of parental well-being, substantiates the need for further research to clarify it based on surveys of men using a similar technology. The practical value of the system of basic markers of parental well-being lies in the possibility of using the program for the further development of a sample survey of the population “Digitalization of employment, fertility and parental well-being”.