



Universidad de  
**La Sabana**

INSTITUTO DE LA FAMILIA

# Family – Work Integration

**Ana Margarita Romero**

Director, Family Institute  
anarc@unisabana.edu.co



International Advocacy  
**ONLINE WORKSHOP**  
9-11 September 2020

## AFTER COVID-19



# LONGEST QUARANTINES IN THE WORLD



## Home Economic and Social Impact



More than **160** million  
children out of the  
classroom

ECLAC, UNESCO (2020)



More than **26** million  
lost jobs

Revista Dinero (2020)



**41** million  
full time positions lost

ILO (2020)

# UNISABANA

Colombia- South America





Universidad de  
**La Sabana**

INSTITUTO DE LA FAMILIA

## SOCIAL ISOLATION EXPERIENCES IN THE FAMILY DUE TO COVID-19



### Preliminary findings

Cabrera, Acuña & Docal (2020)

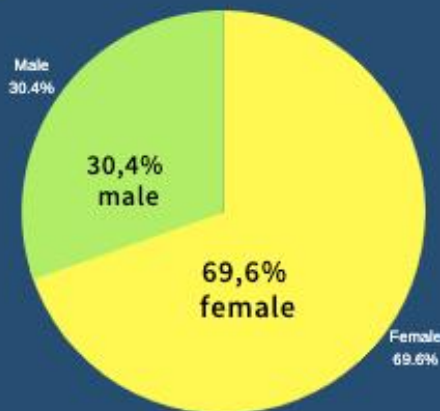
**Argentina**

**Chile**

**Colombia**

**1834**

**Participants**



**3 / 10 moms lost patience**



**1 / 10 dads lost patience**



**Moms are 3 times more  
overload**

# SOCIAL ISOLATION EXPERIENCES IN THE FAMILY DUE TO COVID-19

## Family Dynamic

Some ideas that have emerged

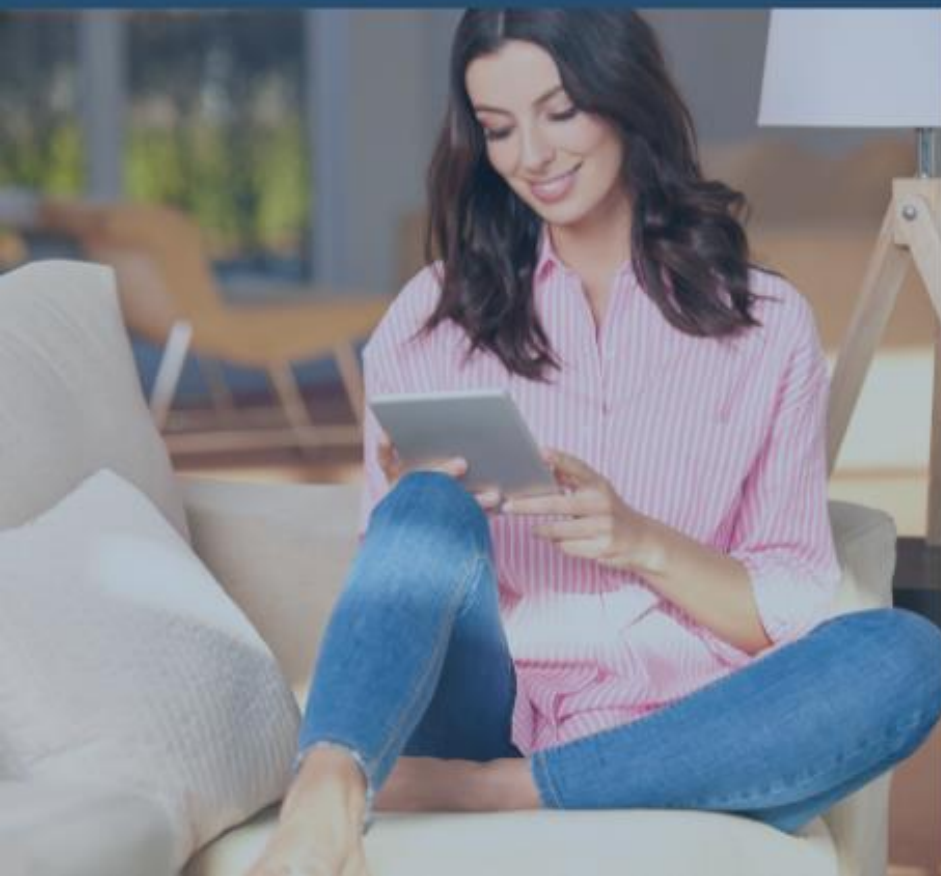
It affects me to know how I will  
survive financially during and  
after the quarantine

1069

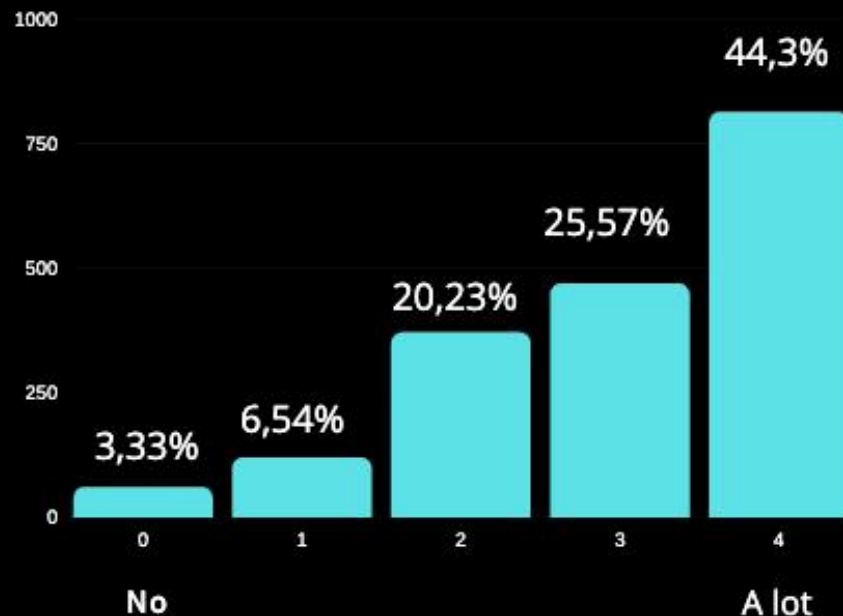
People who "agree" and "totally agree"



# SOCIAL ISOLATION EXPERIENCES IN THE FAMILY DUE TO COVID-19



## Social network usage





## SOCIAL ISOLATION EXPERIENCES IN THE FAMILY DUE TO COVID-19



### Quality of family life

1552

People who "agree" and "totally agree"



## CHALLENGES ON IDEAL PARENTING



Remote work



Household chores



Homework guidance



Zamora Acuña Family





Universidad de  
**La Sabana**

INSTITUTO DE LA FAMILIA



## **FAMILY-WORK CONFLICT IS BIDIRECTIONAL**

Ayman y Antani (2008)  
Greenhaus y Powell (2006)  
Voydanoff, P. (2005)



Universidad de  
**La Sabana**

INSTITUTO DE LA FAMILIA

## REMOTE WORK REVOLUTION

### *Benefits*

#### WORKERS

1. Flexibility
2. Organize tasks
3. Time management



#### ORGANIZATIONS

1. Productivity
2. Performance
3. Engagement
4. Permanence
5. Profitability

#### SOCIETY

1. Ecological awareness
2. Fewer traffic problems
3. Positive impact on family
4. General health improvement
5. Social Inclusion





**NOW WHAT?...**

Education to strengthen family relations.  
Collaborative actions among all social sectors.  
Families counseling and support.



## REFERENCES

- Aguirre Zubiaurre, Z., & Martínez Díaz, M. P. (2006). *Influencia de la situación laboral en el ajuste familia-trabajo*. MAPFRE medicina, 17(1), 14-24.
- Ayman, R. y Antani, A. (2008). *Social Support and Work-Family Conflict*. En K. Korabik, D. Le- ro y D. Whitehead (eds). *Handbook of Work-Family Integration: Research, Theory and Best Practices* (pp. 287-304). Amsterdam: Elsevier
- Balbinder, M., & Maciel, P. (2009). *Teletrabajo para la inclusión laboral de personas con discapacidad*. Anuario Electrónico de Estudios en Comunicación Social "Disertaciones", 2(1), Artículo 10.
- Cabrera, V., Acuña, L., Docal, M.C. (2020). *Family Experiences due to covid-19 isolation*. Instituto de La Familia Research in progress. Universidad de La Sabana. Bogotá, Colombia.
- Dinero (2020). *Países más afectados por el desempleo en America Latina*. Publicaciones Semana. Bogotá. Retrieved by: <https://www.dinero.com/internacional/articulo/paises-mas-afectados-por-el-desempleo-en-america-latina/297688>
- Farrer, L. (2020). *5 Proven Benefits of Remote Work for Companies*. Forbes Magazine. Retrieved by: <https://www.forbes.com/sites/laurelfarrer/2020/02/12/top-5-benefits-of-remote-work-for-companies/#fa7ff0216c8e>
- Greenhaus, J. H. y Beutell, N. (1985). *Sources of conflict between work and family roles*. Academy of Management Review, 10(1), 76-88.
- Hughes, K. D., & Silver, W. A. (2020). *Beyond time-binds: Rethinking work-family dynamics for a mobile world*. Human Relations, 73(7), 924-952.
- Marín, M., Infante, E., & Rivero, M. (2002). *Presiones internas del ámbito laboral y/o familiar como antecedentes del conflicto trabajo-familia*. Revista de Psicología Social, 17(1), 103-112.
- Masuda, A. D., Sortheix, F. M., Beham, B., & Naidoo, L. J. (2019). *Cultural value orientations and work-family conflict: The mediating role of work and family demands*. Journal of Vocational Behavior, 112, 294-310.
- Segado Sánchez-Cabezudo, S., Oscar Segovia, A., & López Peláez, A. (2013). *Trabajo Social con familias y conflicto familia-trabajo*. Cuadernos de Trabajo Social, 26(2), 253-264.
- Semana. (2020). *Cuánto se demora la reactivación económica*. Publicaciones Semana. Bogotá. Retrieved by: <https://www.semana.com/economia/articulo/cuanto-se-demora-la-reactivacion-economica---colombia-hoy/698108>
- Thomason, B., Williams, H. (2020). *What Will Work-Life Balance Look Like After the Pandemic?* Harvard Business
- Vesga Rodríguez, J. J. (2019). *La interacción trabajo-familia en el contexto actual del mundo del trabajo*. Equidad y Desarrollo, 1(33), 121-135.
- Voydanoff, P. (2005). *Work demands and work-to-family and family-to-work conflict: Direct and indirect relationships*. Journal of Family Issues, 26(6), 707-726.