



## Impact of Employment of Parents on Child Well-Being in Sri Lanka

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### Abstract

Parents play an important role in improving children's physical, mental, social & emotional well-being. There is a trend in recent decades for both father & mother in Sri Lankan families to join the labor force to reach economic independence through employment. Employment of parents can exist as a strength & also a barrier to children's well-being. The main objective of this study is to identify the impact of parental employment on children's well-being. The research problem is what will be the state of a child's well-being when both mother & father work. 100 parents who live in the Kandy city area have been selected for the study by using the convenient sampling method. Employed & unemployed parents were included in the sample to identify differences & similarities between the two groups. Both in-depth interviews & structured questionnaires were used to collect data. Analysis was done under different themes such as children's education & health, employment levels & workplace flexibility of parents. According to the key findings, when both parents work, they provide better facilities for their children if their employment level is high. Employed parents' ideas reveal that work-life depression & stress levels are affected badly on the role of parents & atmosphere of the home. Those parents are not capable to provide mental & emotional support for their children when its necessary. When a mother or a father is unemployed, those children get closer to their parents. But children who have employed parents get closer to their grandparents, relatives, siblings & neighbors. According to the results of the study, family-sensitive employment policies on workplace flexibility should implement in Sri Lanka to improve child well-being. Suggestions reflect that employed parents should give priority to their children to protect them from critical physical, mental, social & emotional issues.

**Keywords:** Parents' employment, Workplace flexibility, Unemployed parents, Child well-being

