

# JUMP

*Promoting gender equality, advancing the economy*

Date | Orateur

## *Do Men Really Want Gender Equality at Work?*

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Survey highlights

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- Explore the views of men about gender equality in the workplace
  - ▶ Personal beliefs
  - ▶ Benefits and concerns
  - ▶ Experiences
  - ▶ Level of engagement
  - ▶ Expectations
- Provide insights for companies and their efforts towards a gender-balanced workforce.

- Pan-European online survey in English, French and Dutch
  - deployed in Oct-Nov 2015
  - responses exceeded expectations: 2 660!

Broad representation of country where based, age, marital status, children, income levels

Do you believe you (will) benefit from increased gender equality in the workplace?

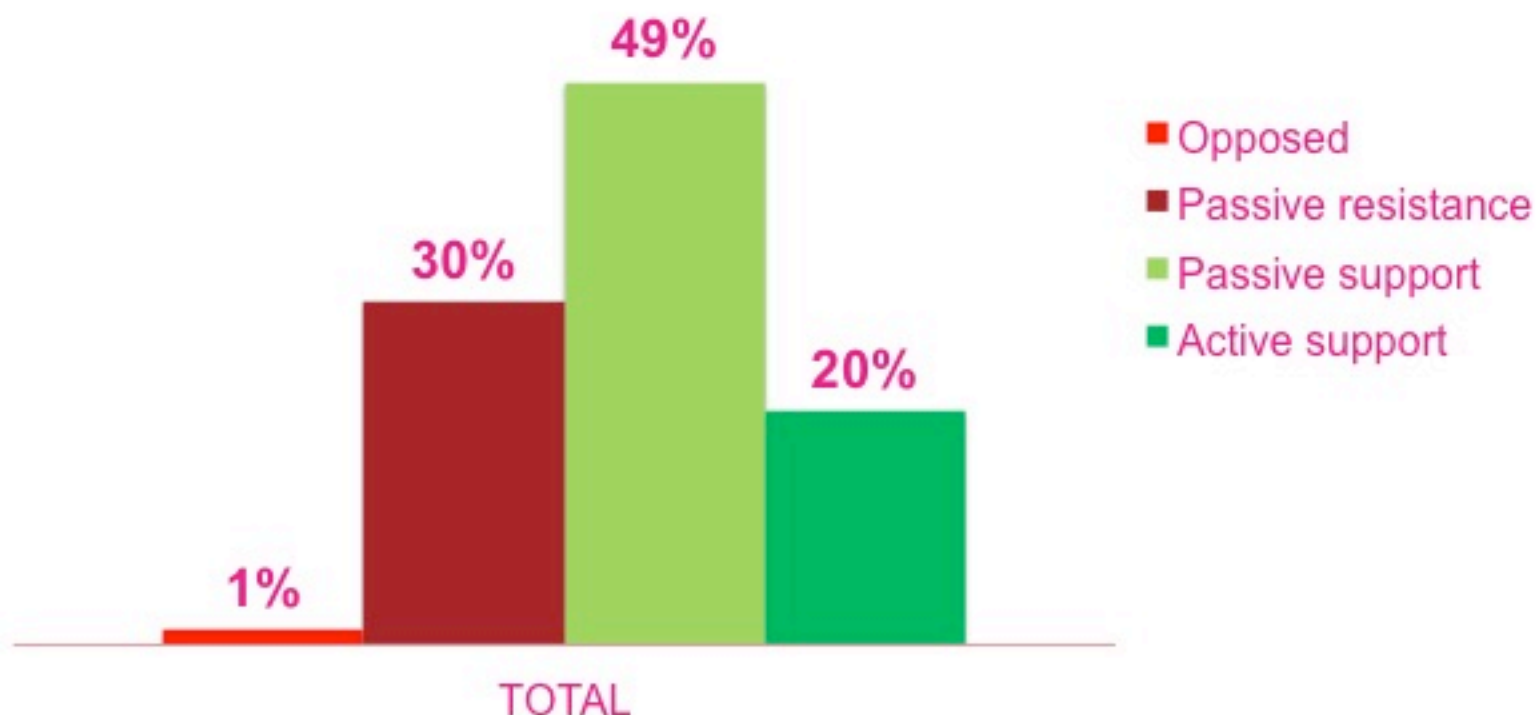
**78%**

Said Yes

**20%**

Are actively engaged

“Do you openly promote gender equality in the workplace?”



- 84% of executives and senior managers have strong belief and 39% are active supporters
  - ▶ expected to walk the talk?
- The younger generation have the strongest belief (88%) but are the least active (11%)
  - ▶ have high hopes but little influence?
- Middle managers are less convinced (71%) and 82% are either passive supporters or resisters
  - ▶ a potentially blocking factor?

## Positive influence:

- Having only daughters vs sons (81% vs 75%)
- Having a partner who earns more or similar (86% vs 72% when no income or no partner)

## Little influence:

- Working with female peers or having a female manager
- Recognition of different yet complementary skills



## Benefits

- Equal access to better work-life balance
- Breaking male stereotyping

*“More gender diversity means more opportunities for both genders... sometimes men are expected to ‘make a career’ when in fact they would prefer to spend more time in their personal rather than professional life.”*

*“It’s 2015 – time to respect differences and be wholly inclusive.”*





## Concerns

- Introducing quotas
- Too much emphasis on women's issues which is divisive

*"The quota system exasperates me and is starting to annoy women who want to be recognised for their skills"*

*"...with gender equality there will be more 'diverse' thinking and that is a concern for men who want to keep the status quo..."*



- Women hold back and are too hesitant
- Female talent pool is too small
- Challenges to combine personal life and leadership role



*“The workplace is still a **sexist place**”*

*“A man who is 50% ready will fight for the position. A woman who is 80% ready will focus on the missing 20%”*

### Most wanted

- Work-life balance initiatives
- Flexible working arrangements
- Parental leave and childcare programmes

### Least wanted

- Women-only programmes or networks
- Setting KPIs or targets



- Belief does not translate into meaningful action
  - ▶ too many men are 'bystanders'
- Personal circumstances have an influence
  - ▶ having a daughter, being in a dual-career situation
- Unconscious bias
  - ▶ remains prevalent



- Reticence to tackle challenge of changing mindset and behaviour
  - ▶ preference for practical, programmatic initiatives
- Lack of role models
  - ▶ both male and female
- Resistance to managing by measuring
  - ▶ any other business change programme would include clear targets, objectives and measures
- Age dynamics
  - ▶ younger / junior employees believe more strongly than older / middle managers which could lead to potential intergenerational tensions



- Men must become allies of women in the workplace
- Both genders must recognise each other's strengths
- Company success must be based on meritocracy, inclusivity and performance

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*Thank you for your time!*

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