

JUMP

Promoting gender equality, advancing the economy

Date | Orateur

Do Men Really Want Gender Equality at Work?

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?

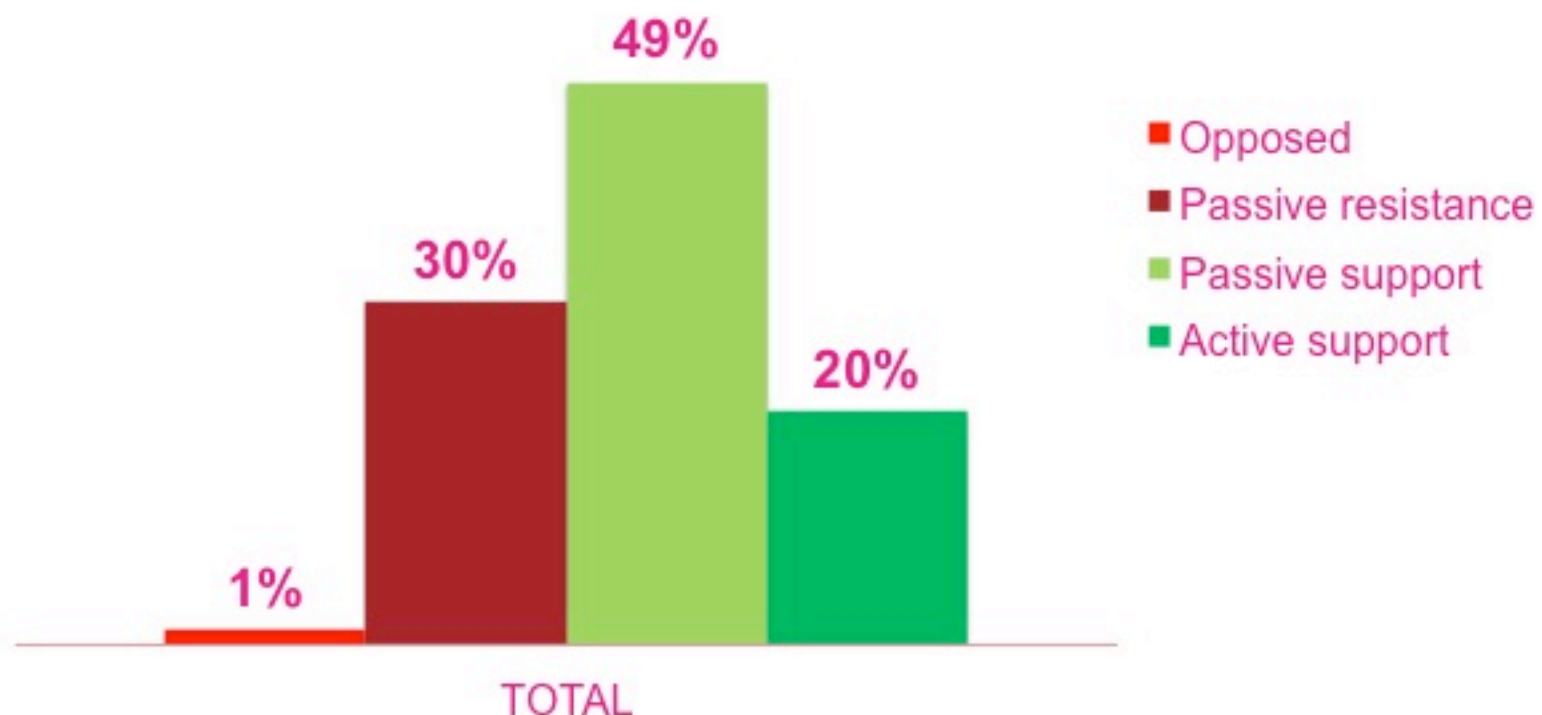
78%

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

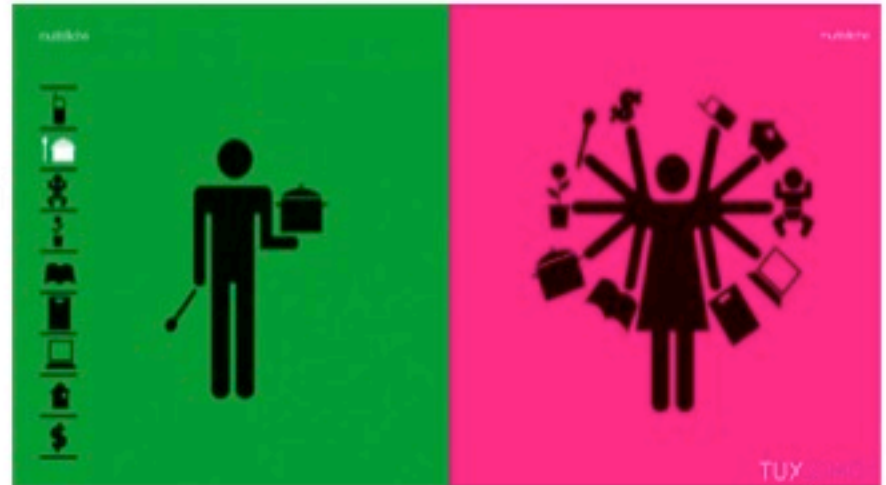
- Introducing quotas
- Too much emphasis on women's issues which is divisive

"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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