

JUMP HUB

The corporate gender equality network

How to manage parenthood at work for better gender equality? (December 10th, 2016)

In partnership with



Supported by



Welcome!

The JUMP Hub is the network of corporate diversity officers dedicated to the exchange of best practices on gender equality at work

Thank you to our host:
Claire Godding (BNP Parisbas)



Agenda

- Introduction: Isabella Lenarduzzi (JUMP)
- Study: Isabella Lenarduzzi (JUMP)
- Presentation : Pascale Pitavy, Directrice Associée, Equilibres (in French)
- Presentation: Françoise Goffinet, Institut pour l'égalité des femmes et des hommes (in French)
- Presentation: Ilse Laurijssen, V.U.B. (in English)
- Company Testimonial: Diversity & Inclusion Manager, BNP Paribas-Fortis
- Q&A
- Networking break
- Best practice sharing session, moderated by Marc Timmerman (Axiom)
- Wrap-up & key takeaways – Isabella Lenarduzzi (JUMP) and Marc Timmerman (Axiom)
- Close of the Hub Session



Programme 2016

12:00 to 15:30 in Brussels

- **How to measure the gender equality impact on business performance**
 - *21 April 2016 (hosted by Cargill in Vilvoorde)*
- **How to tackle hidden obstacles holding women back: office politics, unconscious bias, self sabotage, corporate culture, etc.**
 - *31 May 2016*
- **How to attract women: best recruitment practices**
 - *27 September 2016 (hosted by Cisco in Diegem)*
- **Strategic planning & accountability: how to make your gender equality plan a success**
 - *22 November 2016 (hosted by the European Investment Bank in Brussels Schuman)*



Take part in the JUMP Forum

- Boost your **female talent** pool and **engage men** in gender equality
- Most **brilliant experts** in gender equality
- Innovative **talent management** tools

Brussels

3 March 2016

Paris

16 June 2016

Lyon

9 February 2016



Commitment gifts for your colleagues or diversity network



Show your support to women or/and to gender equality with our **JUMP Badges**!

Offer one **JUMP Sorority Bead** to a Woman whose career you commit to support!



Thank you and enjoy the session!



Today's topic: How to manage parenthood at work for better gender equality?

- What are the issues that companies are faced with on managing parenthood in the workplace?
 - Equal opportunities for men and women
 - Work-life balance
 - Avoiding parental burn-out
 - Career plans and parenthood
- What can organisations do to better manage parenthood at work?
 - Best practices, measures and tools that work or don't work
 - Organisation in practice: employer and employee constraints



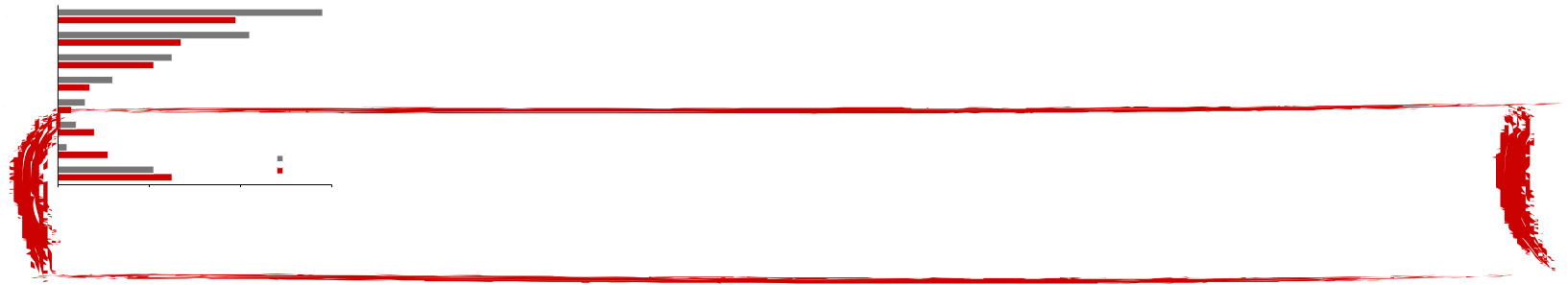
Pioneering dads reverse traditional roles What implications for organisations?

A JUMP study in collaboration with Bain & Co
Data for Belgium 2013-2014



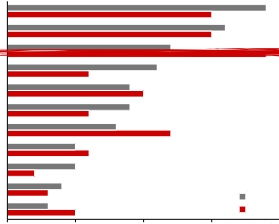
Pioneering dads reverse traditional roles

Reasons for this choice



Pioneering dads reverse traditional roles

Consequences of this choice (total – first 3 choices)

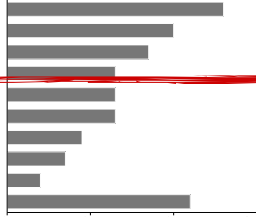


Note: 53 réponses pour les hommes, 101 pour les femmes; Propositions à classer selon leur importance, 3 premiers choix comptabilisés



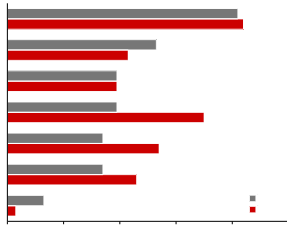
Pioneering dads reverse traditional roles

Principal obstacles according to the dads



Pioneering dads reverse traditional roles

Recommendations for companies and institutions



Our guest speakers



Presentation : Expert



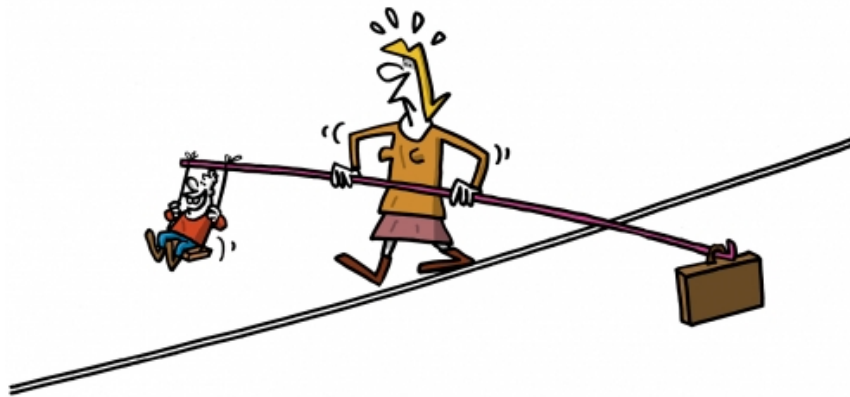
Pascale Pitavy

**Directrice Associée
Equilibres**



Parentalité en entreprise

Enjeux et bonnes pratiques



JUMPO
Promoting gender equality,
advancing the economy

Les 4 questions auxquelles nous allons répondre

1

- Pourquoi ?

2

- Quels bénéfices ?

3

- Quelles solutions ?

4

- Quels enseignements ?

Plus de frontières entre le pro et le perso

1



1



1





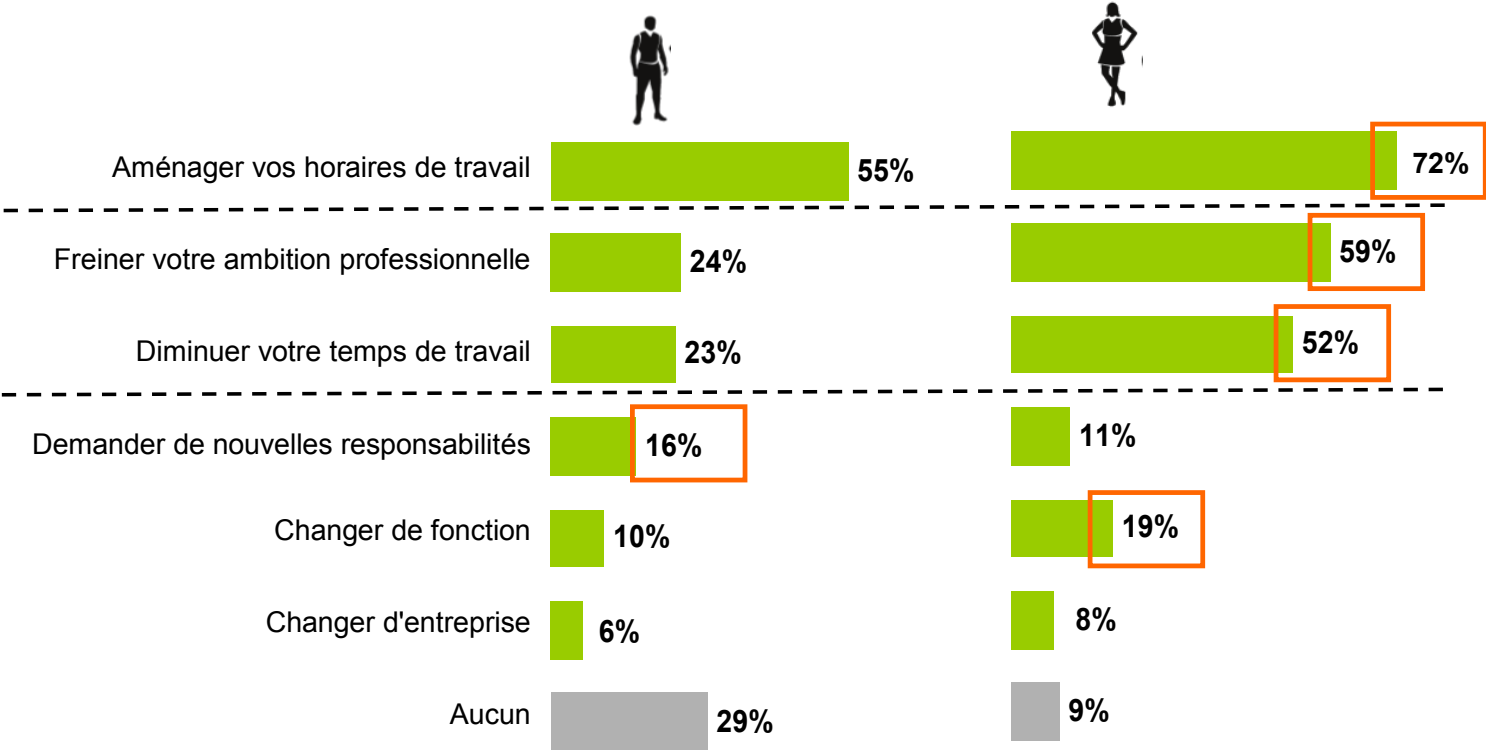
Focus : une enquête sur la parentalité masculine

2

Graphique : Impact de l'arrivée d'un enfant sur la vie professionnelle
Rapport sur la parentalité masculine en entreprise - LH2 – EQUILIBRES - Juin 2011

Q21 : En ce qui concerne votre vie professionnelle, vous diriez que l'arrivée d'un enfant vous a conduit à...

Base : 11 928 salariés (5 866 hommes et 6 062 femmes)



Total supérieur à 100 en raison de la
possibilité de donner plusieurs réponses



Typologie des mesures proposées

3



Services et
prestations
financières



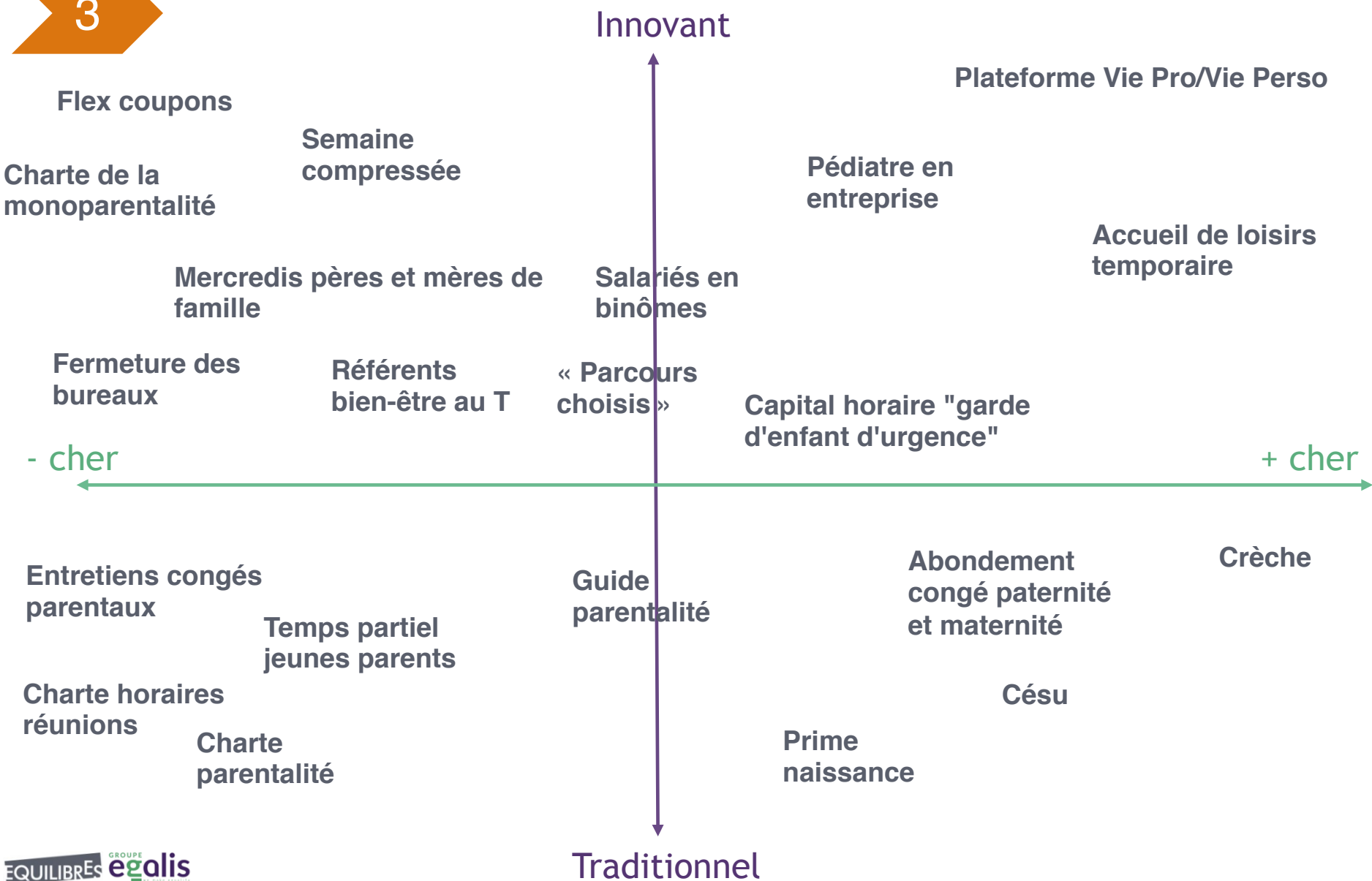
Organisation
du travail
(spatio-
temporelle)



Système de
management
et culture
d'entreprise

Mapping des mesures proposées

3



Aller au-delà des mesures traditionnelles



- Accueil de loisirs temporaire
- Pédiatre en entreprise
- Capital horaire "garde d'enfant d'urgence"
- Plate-forme Vie Pro/Vie Perso



BNP PARIBAS
CARDIF



- Mercredis pères et mères de famille
- Programme "Parcours choisis"
- Semaine compressée
- "Flex coupons"

L'ORÉAL



Deloitte.



- Fermeture des bureaux
- Référents Bien-être au travail
- Charte de la parentalité
- Charte de la monoparentalité

SHISEIDO



4



... Qui nécessite de s'affranchir des stéréotypes

4



Merci !

Presentation : Expert



Ilse Laurijssen

**Research Group TOR, Post-
doctorate Researcher at the
Sociology Department**

**Vrije Universiteit Brussel
(V.U.B.)**





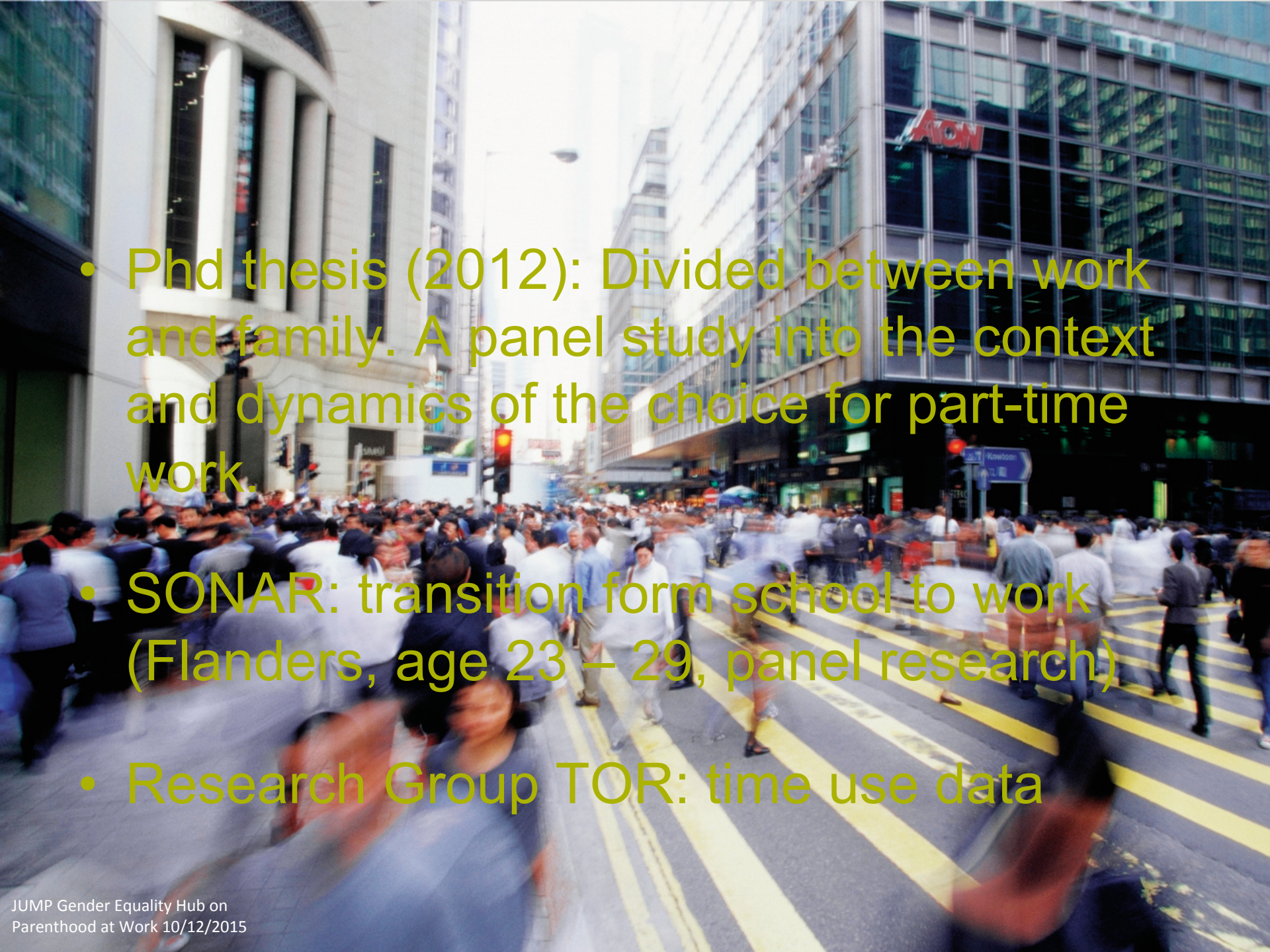
Vrije Universiteit Brussel



Parenthood at work

Part-time work,
work-life balance,
and working conditions

Ilse Laurijssen – Vrije Universiteit Brussel

- 
- A photograph of a busy city street, likely in London, with a large crowd of people walking. The street is lined with tall buildings, including one with a prominent 'AON' sign. The image is used as a background for a presentation slide. The text is overlaid in yellow, and the image has a slight motion blur effect, suggesting a busy, fast-paced environment.
- Phd thesis (2012): Divided between work and family. A panel study into the context and dynamics of the choice for part-time work.
 - SONAR: transition from school to work (Flanders, age 23 – 29, panel research)
 - Research Group TOR: time use data



Vrije
Universiteit
Brussel



Time pressure (scale 0-100)

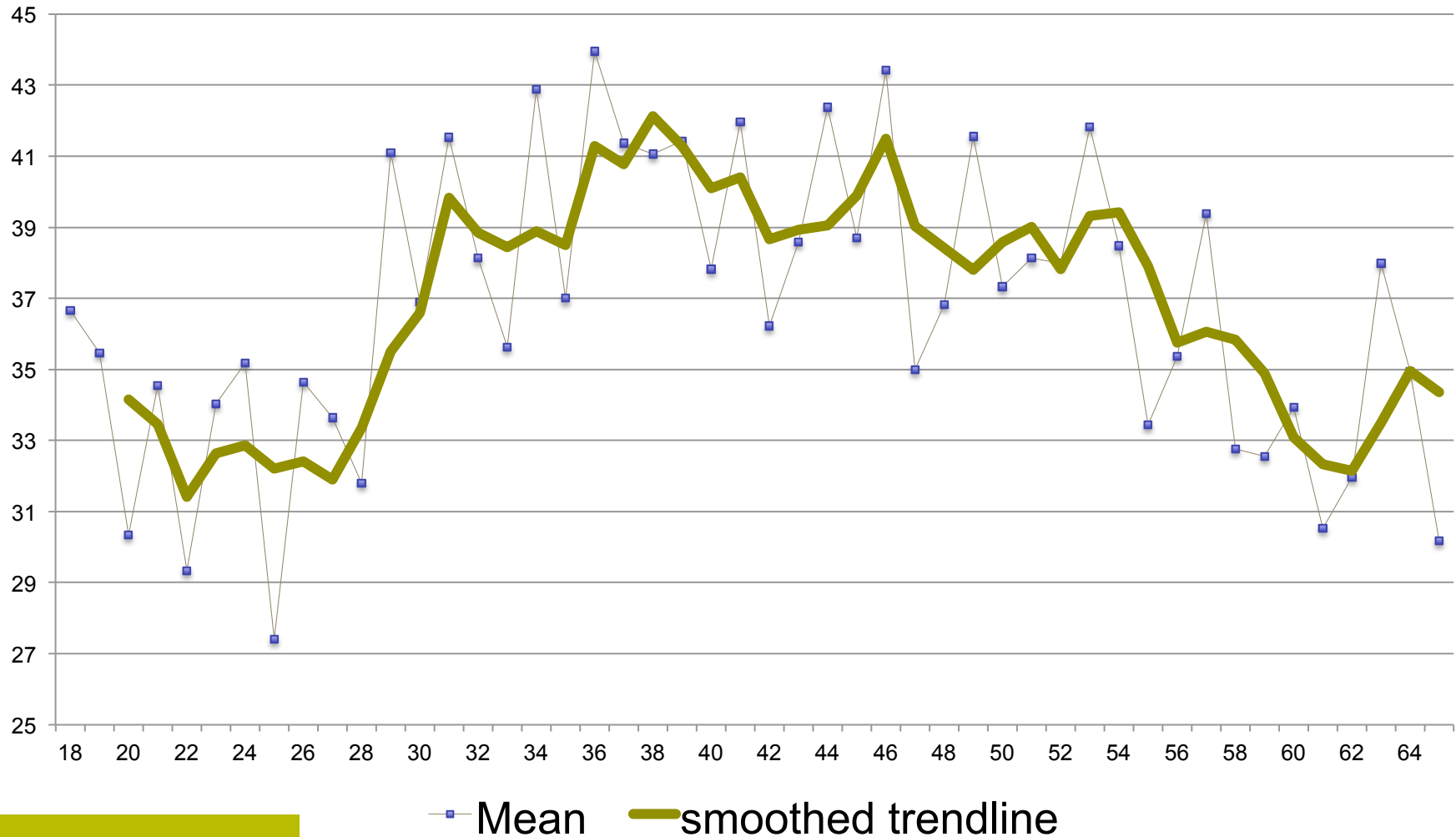
- Items:
 - Too much is expected from you
 - You never get your work updated
 - You never have time for yourself
 - For you, a day contains too few hours
 - You have to cancel appointments often
 - You have to do more than you are capable of
 - You do not have enough time to do what you have to do
 - More is expected of you than you can handle



Vrije
Universiteit
Brussel



Time pressure (scale 0-100)





Vrije
Universiteit
Brussel



Time pressure – work-family conflict

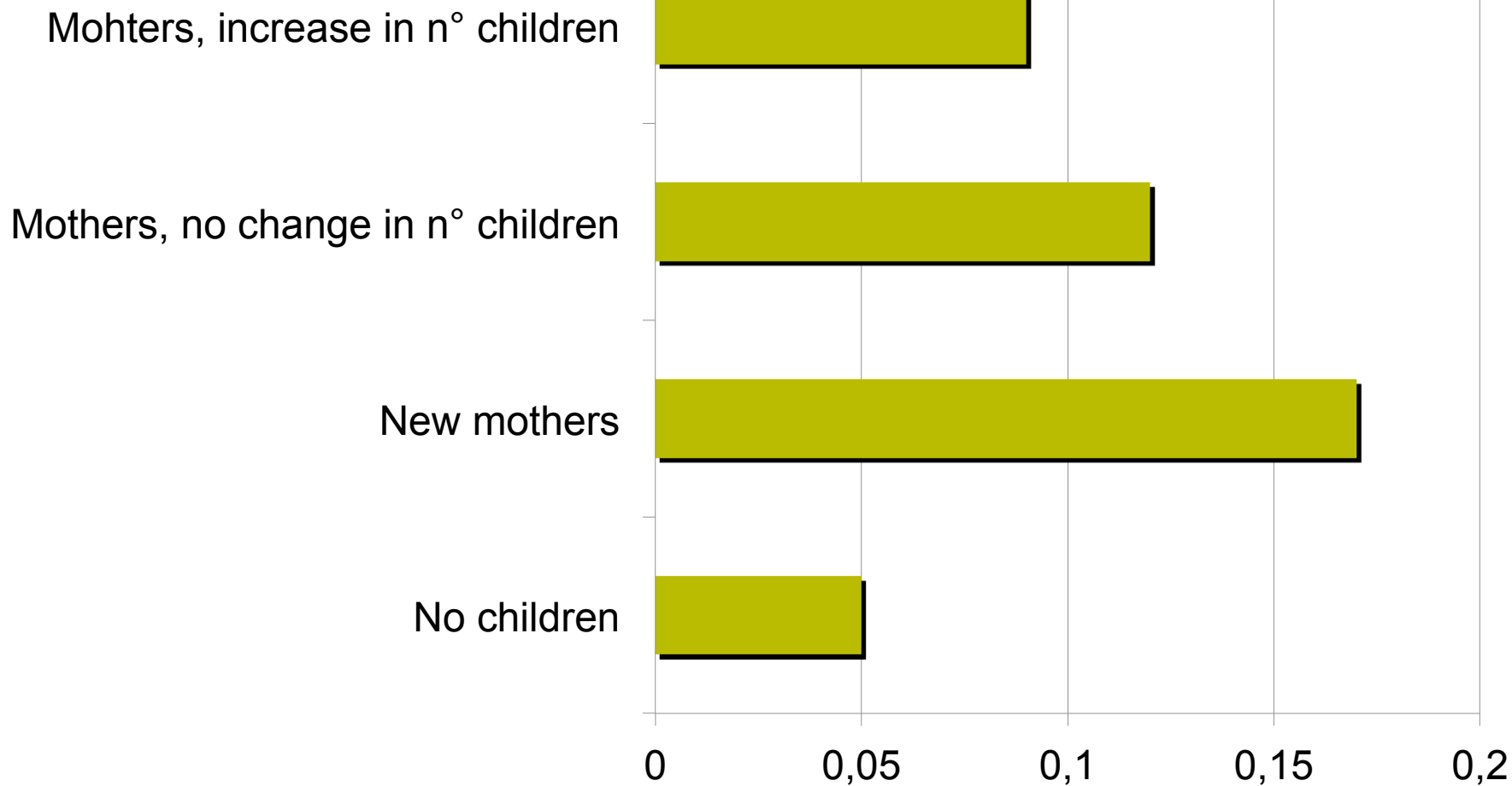
- Time use in general
 - Age profile – active age
 - Linked to time use – juggling multiple activities
- Work-family conflict
 - Having children increases time pressure
 - Strongly related to work characteristics!



Vrije
Universiteit
Brussel



Changes in time pressure (between age 26-29)

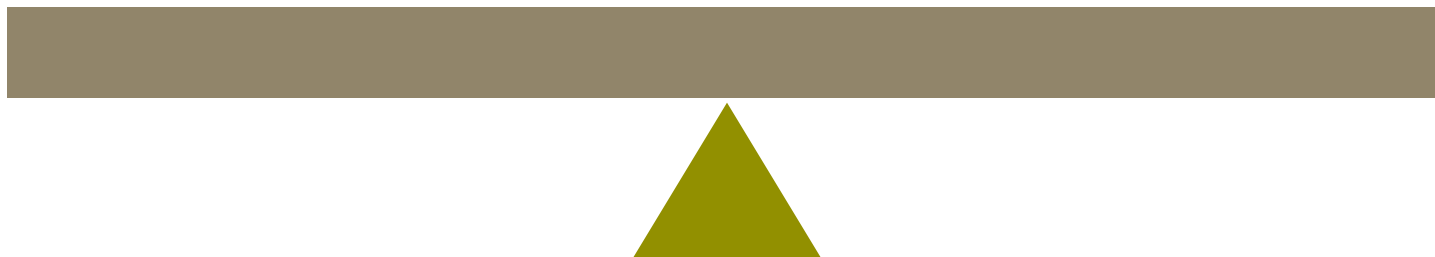




Vrije
Universiteit
Brussel



Changes in work-family balance

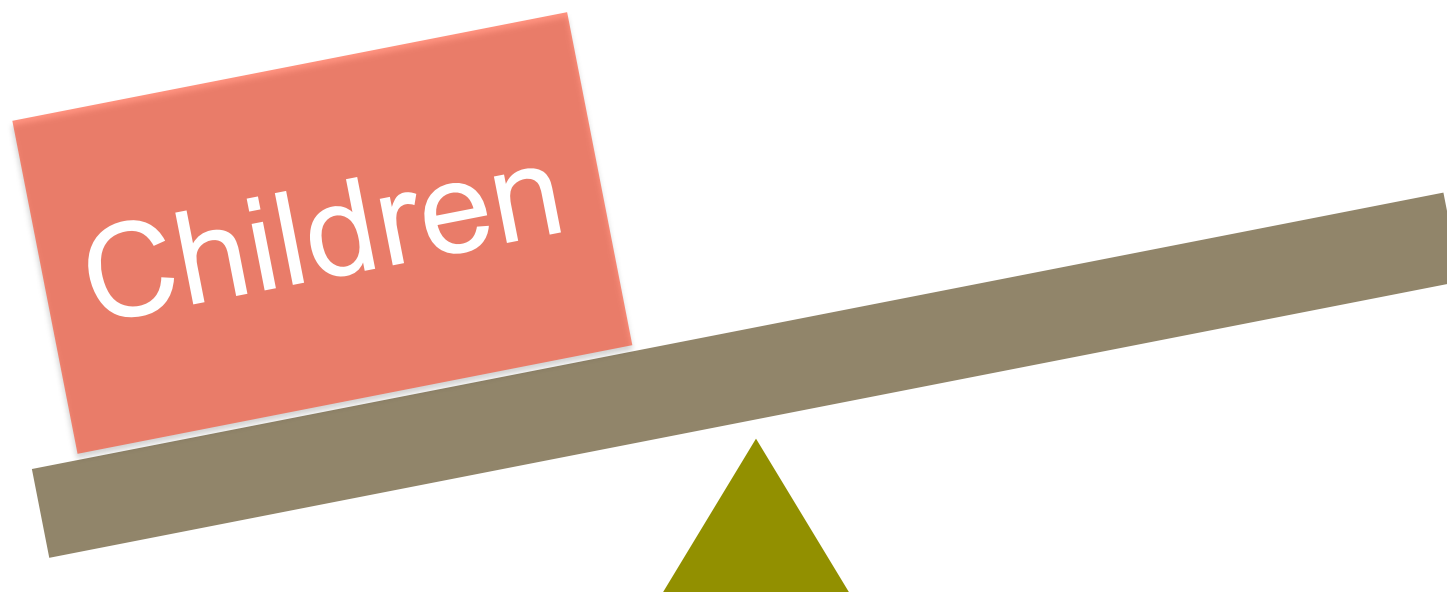




Vrije
Universiteit
Brussel

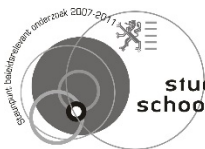


Changes in work-family balance



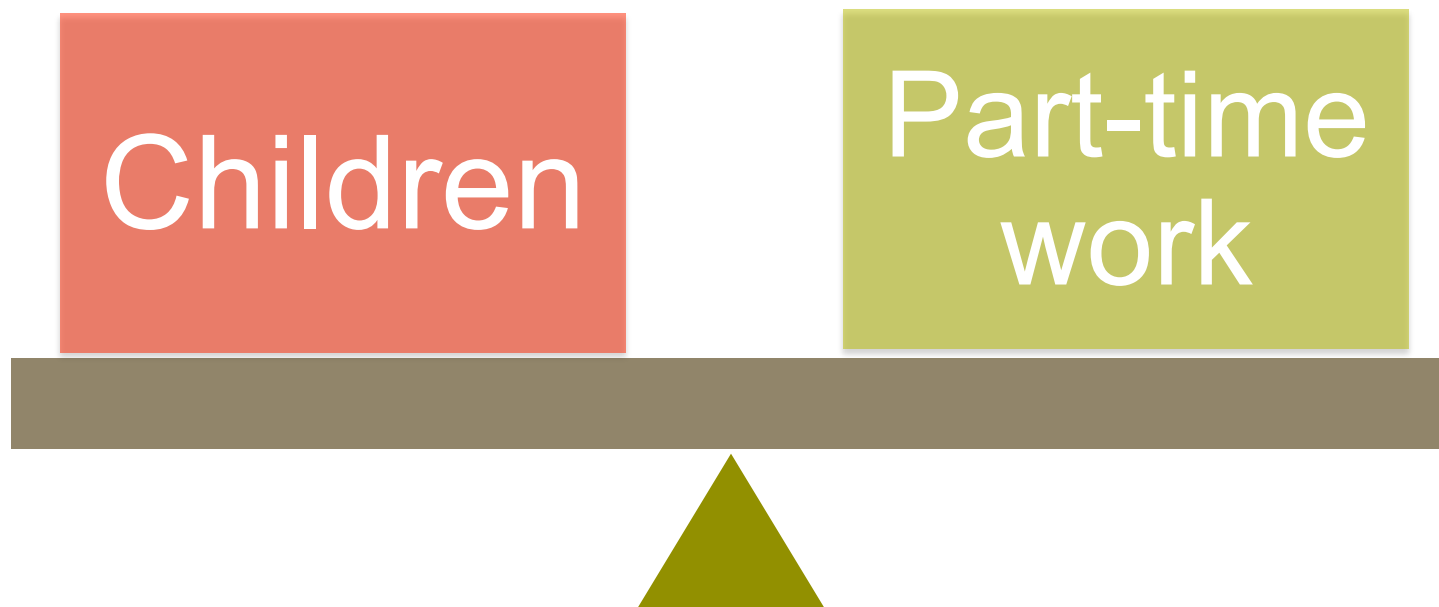


Vrije
Universiteit
Brussel



studie en
schoolloopbanen

Changes in work-family balance





Vrije
Universiteit
Brussel



Changes in time pressure (between age 26-29)

Decrease in number of hours



Increase in number of hours



Same hours



-0,1 -0,05 0 0,05 0,1 0,15 0,2



Vrije
Universiteit
Brussel



Time pressure – part-time work

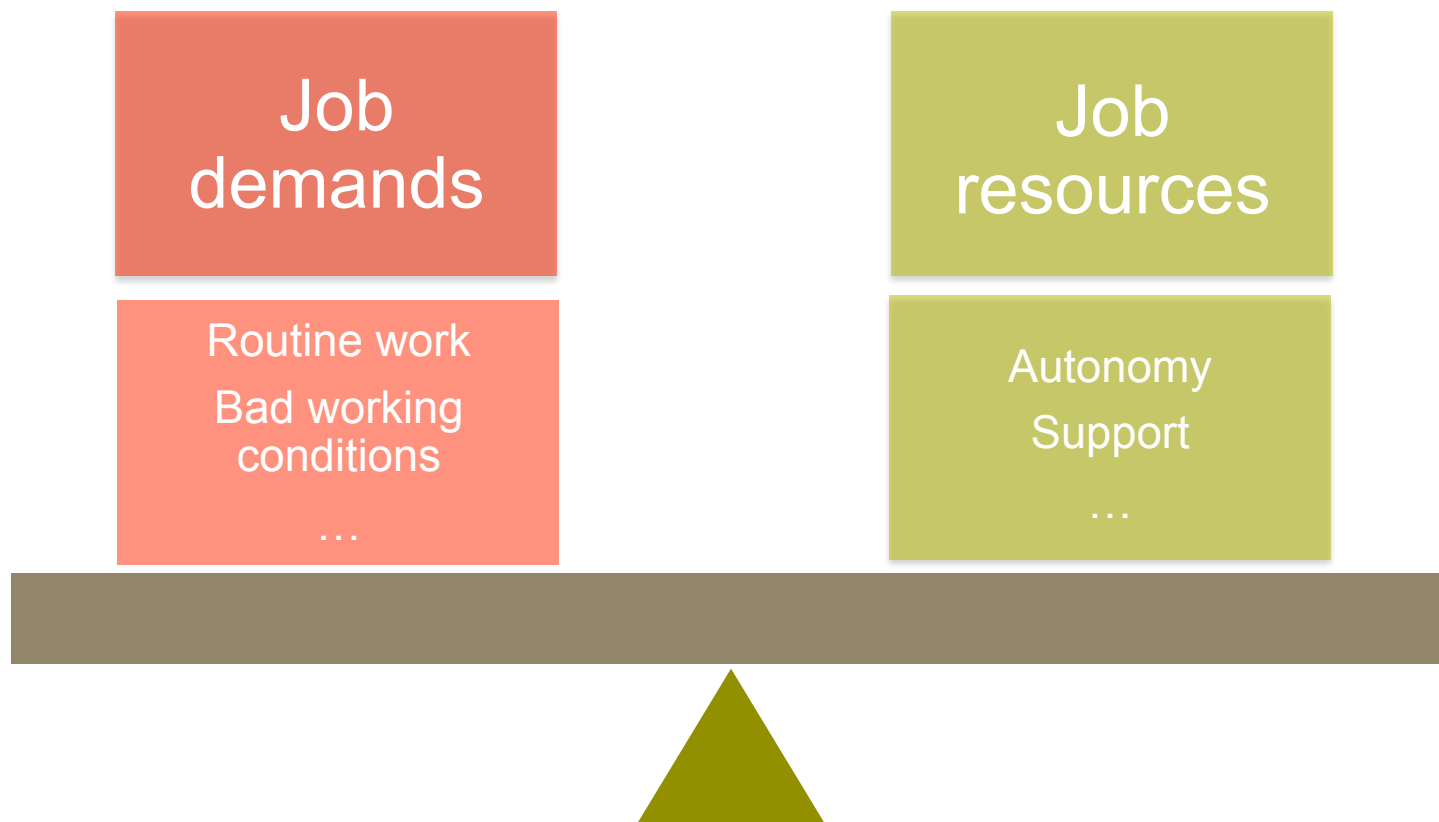
- Part-time work effective time-pressure reducing strategy
 - Reducing work-time reduces time pressure
 - High time pressure precedes working time reduction
- Work characteristics related to time pressure & predict the reduction of work-time for mothers



Vrije
Universiteit
Brussel



Work characteristics and work-family balance





Vrije
Universiteit
Brussel



Work characteristics and work-family balance

- Grönlund (2007):

‘Interestingly, women in jobs with high demands and high control – regarded as the prototype for modern, flexible work life – do not experience more work-to-family conflict than men, even when working the same hours’

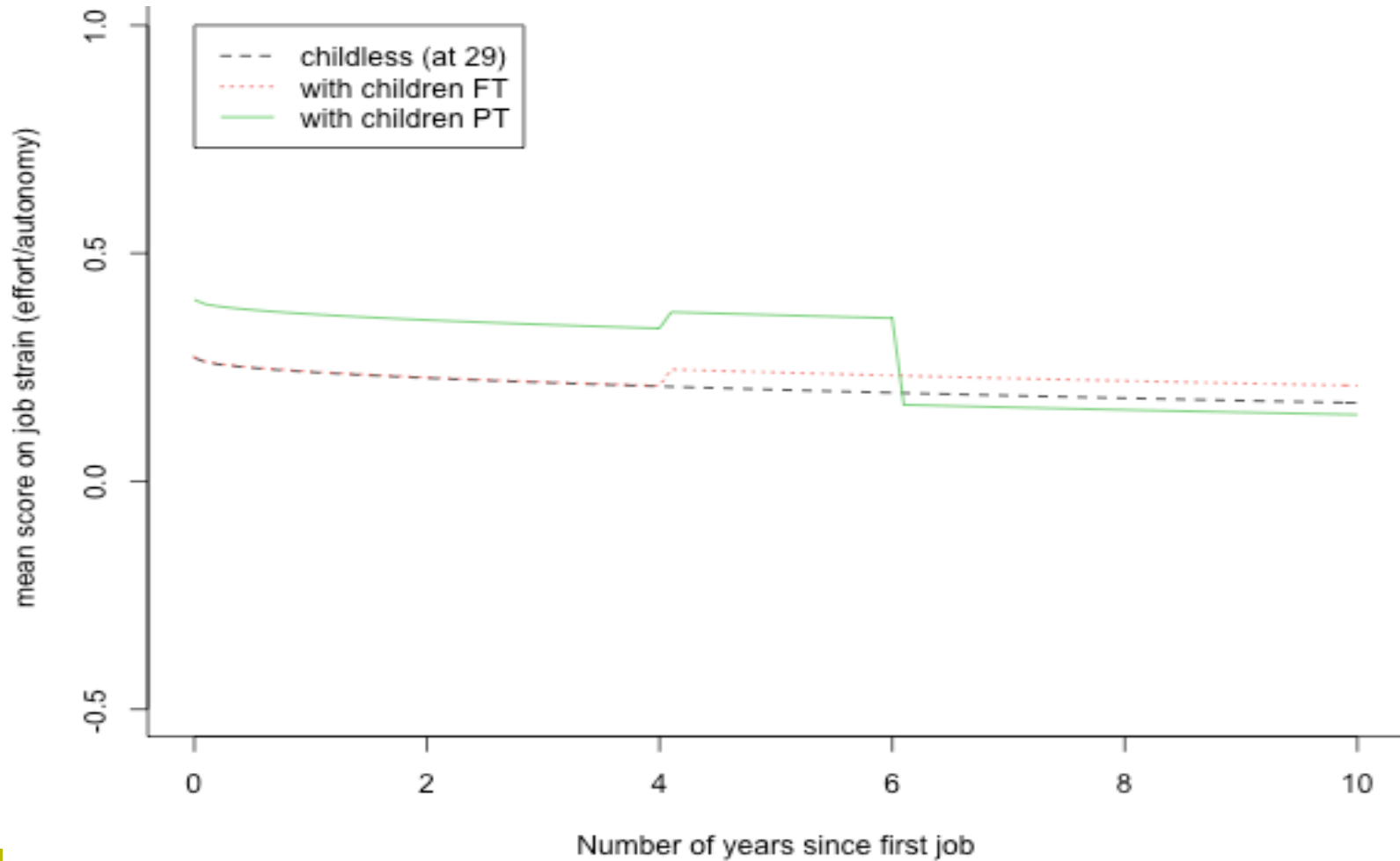
Grönlund, A. (2007). More control, less conflict? Job demand-control, gender and work-family conflict. *Gender, Work & Organization*, 14, 476–497.



Vrije
Universiteit
Brussel



Job strain and women's careers





Vrije
Universiteit
Brussel



Part-time work for mothers ...

- No differences according to gender role attitudes
- Some differences in working values: lower intrinsic motivation
 - This is lowered by motherhood
 - This is also influenced by the type of job





Vrije
Universiteit
Brussel



Mechanisms and conclusions

- Some jobs are better than others
 - Strainful work → time pressure
 - Part-time work to keep the combination workable
 - Motivating work → higher work attachment
- Attitudes much less important
 - No impact of gender role attitudes
 - Work values not independent of parenthood, part-time work and work characteristics
- Not part-time work, but motherhood deteriorates job position ?



Vrije
Universiteit
Brussel



What about gender balance?

- Mothers, not fathers, reduce work hours
- Why?
 - Gender norms – leave policies; 30-hour week
 - Within couple decisions; suggest: partners compare relative work positions
 - Job growth with time on the labour market
 - Balance more often in favour of male partner if older / longer on the labour market



Vrije Universiteit Brussel



Parenthood at work

Part-time work,
work-life balance,
and working conditions

Ilse Laurijssen – Vrije Universiteit Brussel

Presentation : Expert



Françoise Goffinet

**Institut pour l'égalité des
femmes et des hommes**



Presentation : Company testimonial



Claire Godding

**Diversity & Inclusion
Manager**

BNP Paribas-Fortis



YOUNG PARENTS AT BNP PARIBAS FORTIS : APPROACH

EXCO 3/12/15

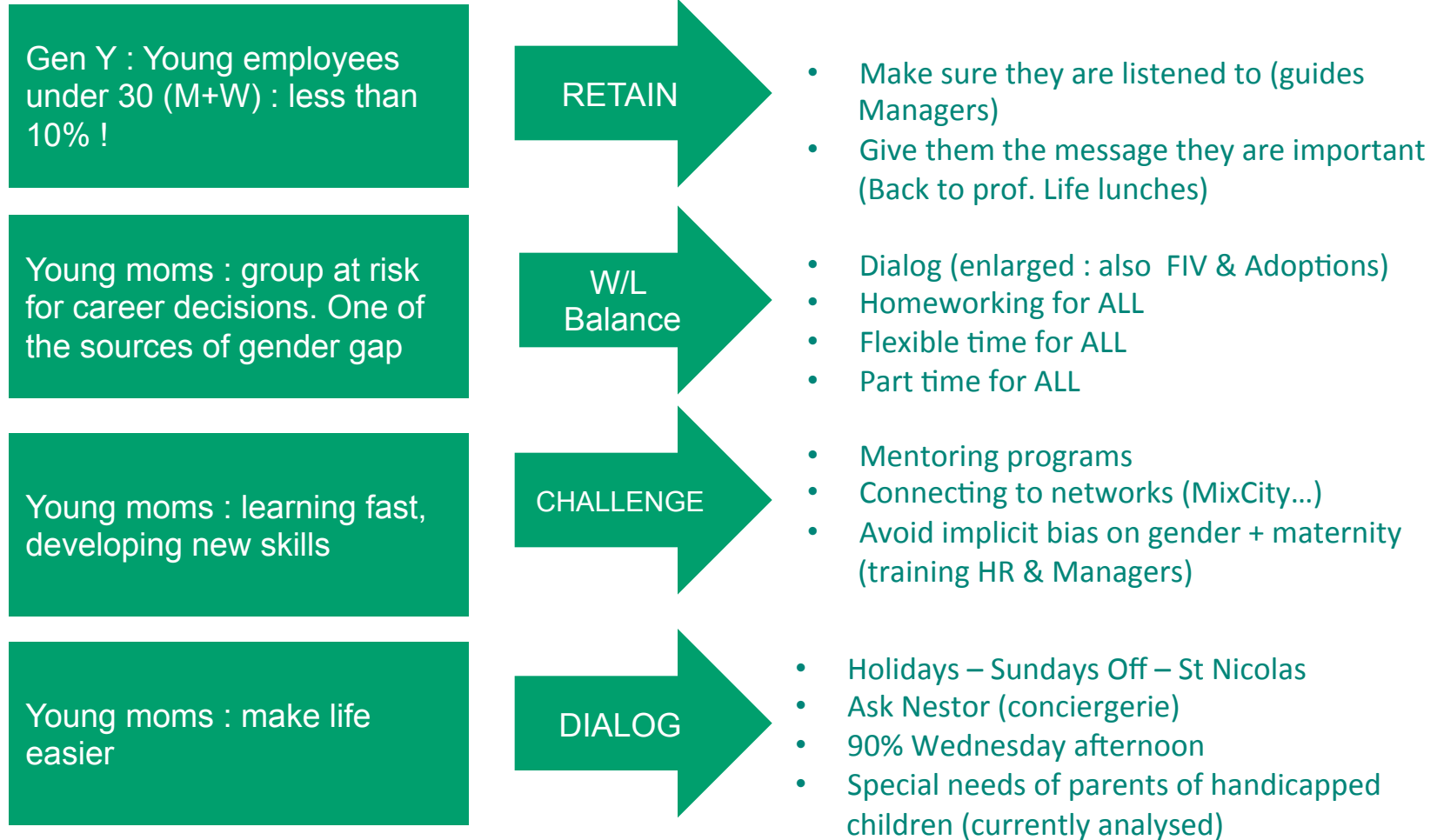


BNP PARIBAS

FORTIS

La banque d'un monde qui change

Invest in young mothers ? Why ? How ?



Best practice sharing session

- **Round table discussion with all participants**

Moderated by Marc Timmerman

- **What are you doing in your organisation to better manage parenthood in the workplace?**
 - Best practices, measures and tools that work or don't work
 - Organisation in practice: employer and employee constraints



JUMP HUB

In partnership with



Supported by



INSTITUTE
FOR THE EQUALITY
OF WOMEN
AND MEN

Thank you!

