

JUMP Wo.Men@Work Award 2019

Application Form

All candidates must complete the form below and send it to **award@jump.eu.com** before the **30th of November 2018**.

It should be a straightforward document in which you present your own case: the context, your initiative(s), your own role and that of others, the internal process, and finally the results of your actions and ideas. This document will only be read and evaluated by our experts and members of the Award jury.

Based on the received candidate dossiers, 3 finalists will be chosen by a jury of experts and inclusive leaders.

No matter whether or not you are chosen as a nominee (3), we will select some best practices from the application forms and promote them through our website and at the Award Ceremony

If your candidacy is retained as one of the three finalists:

You will need to foresee time for a quick **video interview**. This interview will be planned at your office in January (07/01 to 25/01).

It will be published on the Wo.Men@Work Award website and the public will then be invited to vote online from the 4 of February until the 22 of February.

The final award winner will be chosen based on an electronic voting system and of the final evaluation by the jury. The weighting of the electronic votes versus the judgment of the jury will be 1/3 – 2/3.

Each nominee will be invited to **meet the jury on the 28th February 2019 from 12.00 to 14.00**.

The Award ceremony will be held on the 26th March 2019 starting 18:00 at the Proximus Lounge in Brussels.

All three finalists will be invited to meet the Jury on the 28th of February from 12:00 to 14:00 and will need to be present at the Award. The Award Ceremony will close the JUMP Forum in Brussels on the 26th of March 2019.

Please save the dates: 28th of February from 12:00 to 14:00 & 26th of March 2019 starting 18:00

Part 1 Contact details

Name:

Lefever

First name:

Sam

Position:

Founder and Managing Director

Company:

Niboo

Branch of activity:

IT services

Full address:

46 Bld de la Cambre 1000 Bruxelles

Gender f / m:

m

Phone:

+32 471 38 03 32

E- mail:

sam@niboo.be

Part 2 Company information

Address of the legal entity in Belgium:

46 Bld de la Cambre 1000 Bruxelles

Website:

www.niboo.com

Who is responsible for Diversity & Inclusion in your company?

Name and contact details (e-mail, phone number, ...)

Myself

Do you have a Diversity & Inclusion council or something similar?

Who is part of it? (number, gender, profiles)

No

Please add the following documents:

- Most recent Annual Report
- Social Audit Report (Bilan Social / Sociale Balans)
- Corporate Responsibility Report
- For Belgian Public Institutions: CAF report

Gender distribution in your entire workforce in numbers

[illegible]

Internal promotions: How many men & women did you promote internally

[illegible]

What kind of Gender Equality Initiatives did your company undertake?

- Actions related to measuring Gender KPI's

Being a small sized company, we do not need special action to measure the gender KPI's.

We are well aware that we have to improve our gender equality inside the company.

- Gender Equality Actions related to Work Policies

We do not have a specific work policy on gender equality. But it is generally agreed upon that the notions of respect and inclusion are fundamental in our company. Being a feminist and humanist, I do not tolerate racist, sexist, homophobic or otherwise offending remarks or actions and ensure to confront them if they should occur. This is especially important in the world of IT, that I often experience as sexist.

- Actions related to Equal Pay

At Niboo, we decided from the very first days that it was important to pay attention to equality and fairness, not only among genders.

When we had to hire our first employee, the question of wages arose. In order to avoid competition and having measure what one employee was worth compared to another, we chose to work with salary scales. This was the first in a series of decisions related to our desire to create a more just and humane way of doing business.

Today, every Niboo employee is paid the same according to his experience in the company, receives the same benefits and has access to all company data including my own salary and all financial results.

- Gender Equality actions related to Recruitment or Promotions

Niboo operates on a system of salary scales but also aims to keep an ultra-flat hierarchy. Today, we have teams working side by side without managers.

Because of that, we do not have promotions. Instead, responsibilities are shared according to the strengths and weaknesses of each. Concerning the hiring process, we do not apply quotas as such, but try to have some positive discrimination. We will for example first interview the women who apply to give them the best chances to get the job (on 20 CVs we receive an average of 3 from women)

- Actions related to Gender Stereotyping

The main goal of creating Niboo was to work in a more humane environment than what I experienced in my previous jobs. My business founding partner and me focused on a more respectful approach with our employees by applying full transparency (all Niboo's information, from accounting to budget, forecast, and more are available for anybody within the company), bilateral communications (management decisions are being shared with our employees and their feedback is taken into account) and respect (by making sure that every person working for Niboo now and in the future are fulfilling our values)

Hiring within Niboo is as much centered around the candidate's values as his skills

- Gender Equality Actions towards Leadership Development

/

- Other Gender Equality Actions taken

As we were a small group, it was easy for us to share our values among all employees. Now that we are growing up, we plan for 2019 to invite our female colleagues to participate in the Jump Forum and we will organize gender training in the office. Indeed, to ensure that our values are shared by everyone at all times, we think it is important to repeat them regularly. In addition, inviting a specialist in the field will bring an external perspective on how we operate while answering questions that we find more difficult to answer.

Open answering, you have the possibility to document your Gender Equality initiatives (attach here or by email to: award@jump.eu.com) :

Part 3 : The personal contribution of the executive candidate

- Why is promoting professional equality between men and women in your organisation important for you?

For me, it is normal and obvious to treat any human being the same way. Having been bullied during my time at school, I got a great desire for justice and acceptance of difference. The best way for me to combine this with my skills was by starting a business where not profit but the happiness and respect of the people composing it is in the center. Gender equality is fundamental. Each individual brings something to the group, whether it is productivity, knowledge, atmosphere, point of view, culture, ... As a business owner today, I am convinced that it is important to offer spaces where people are treated the same way, regardless of gender, origin or conviction. And that every group has an interest in being diverse as possible. The world of IT being pretty masculine, it's a daily struggle to include women, and to do it right. It's our differences that make the world exciting. We have every interest in exploring them together.

- What kind of Gender Equality actions have you openly (visibly) supported and how?

To help people manage their work-family balance, my business partner and I indicated that we were open to part-time work if they were interested.

We were not surprised to see mothers and fathers start working 80%.

In the same way that we treat women and men equally, we make no difference between the demands of fathers and mothers, because we firmly believe that fatherhood should be given the same consideration as motherhood and that it is important that fathers assume their role in the family.

- What activities or actions have you personally contributed in terms of Gender Equality inside your organisation?

As a smaller company, discussing our values and how to apply them was an everyday occurrence.

Now that we have grown well, I want to seriously tackle the problem of gender imbalance in IT teams. We try to recruit women as often as possible and in all the available functions. I would also like to make the rest of the team aware of the importance of gender equality by organizing internal coaching provided by a women's rights organization such as Jump.

- What activities or actions have you personally contributed in terms of Gender Equality outside of your organisation?

I regularly attend conferences on the values of the company of our generation to better understand how to build a more inclusive business. So far I participated twice in the Jump Forum. As previously mentioned, I intend to return this year with members of the team.

I regularly attend conferences on the values of the company of our generation.

At the first meeting I attended, on happiness in the office, I was shocked by the speaker's misogynist and conservative speech. I intervened that we had a responsibility, as a boss, to help women find a place equal to that of men in the world of work.

- What resistance did you encounter in your organisation and how did you overcome it?

Since we aim to hire people who share our values, we encounter hardly any resistance and built a team that is very resistant to behaviour that cannot be tolerated. When we once indeed had hired someone who expressed an opinion that favored men and saw women only in certain jobs, I was impressed to see the whole team react by arguing with him and supporting each other. Above all the way in which the women, as a minority, expressed their opinions without constraint and complete confidence.

- What lessons have you learnt along the way?

What I learned the past 3 years, is that sexism can be found everywhere, hiding in decisions, jokes, little behaviors and everyday manners.

And that it is not simple to wipe it out from a group without being authoritarian.

Even with great values, we do things that sounds normal but can encourage the gap between genders. However, our focus helps in working things out.

One of the answer I found is to continue to talk about it, to point out the little things, to allow everybody to express themselves, freely

- Why do you think you will be a strong ambassador for this award? How do you plan to contribute?

Fighting for ideas is a root cause of Niboo. Becoming ambassador for gender equality would not only confirm that there is support for that kind of "purpose" but it will also give us, give me, more opportunities and credibility when I try to convey the values that are important to us.

As an SME's managing director, I want to show other SME's that, even if it is not easy, you can achieve it by putting your values forward. Not only that but It will reward you. Today, sharing your values with those of your job is important for more and more people. Employees will stay longer in the company they believe in.

All questions are open answer possibilities

Please send this completed form before 30th of November 2018 to award@jump.eu.com

To reach us: 02/346 32 00