

JUMP HUB

The corporate gender equality network

In partnership with



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Welcome!

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



Last session 2015

12:00 to 15:30 in Brussels

- **How to manage parenthood at work for better gender equality?**
 - *10 December 2015 by BNP Paribas Fortis*

Programme 2016

12:00 to 15:30 in Brussels

- **How to measure the gender equality impact on business performance**
 - *21 April 2016*
- **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*
- **Strategic planning & accountability: how to make your gender equality plan a success**
 - *22 November 2016*



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



Become corporate ambassador for gender equality

- Make your **commitment** to further gender equality visible
- Benefit from a **personalised assessment** of your organisation's inclusion efforts

Apply for the Wo.Men@Work Award 2016!

- This Award rewards the **CEO who works hardest** to achieve gender equality within his or her company based in Belgium

Previous winners are:

Michèle Paque (Quintiles)
Janneke van der Kamp (Novartis)
Tom Declercq (Deloitte)
Christel Verschaeren (IBM)
Albert Ragon (Danone)

Will you be
the next one?

Deadline for applications,
22 November...

Award Ceremony : 3 March 2016

At the Jump Forum in Brussels

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jump.eu.com

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!





“Do men really benefit from gender equality?”

A Survey on Our Blind Spot in Gender Equality

September 2015 - Brussels

By Axiom Consulting Partners Europe
Marc Timmerman, Managing Partner

In cooperation with



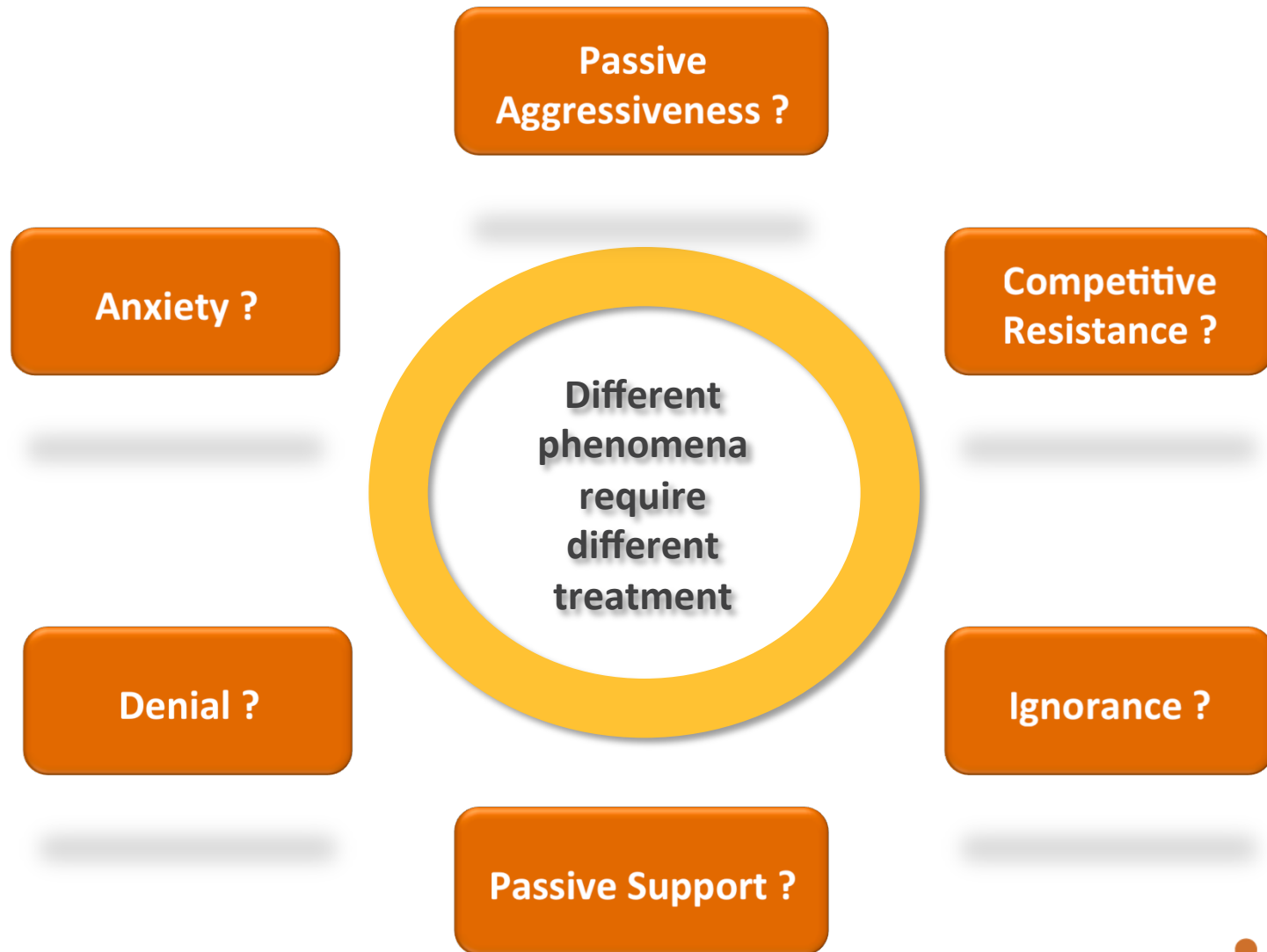
We need to break the old stereotyping of “US versus THEM”

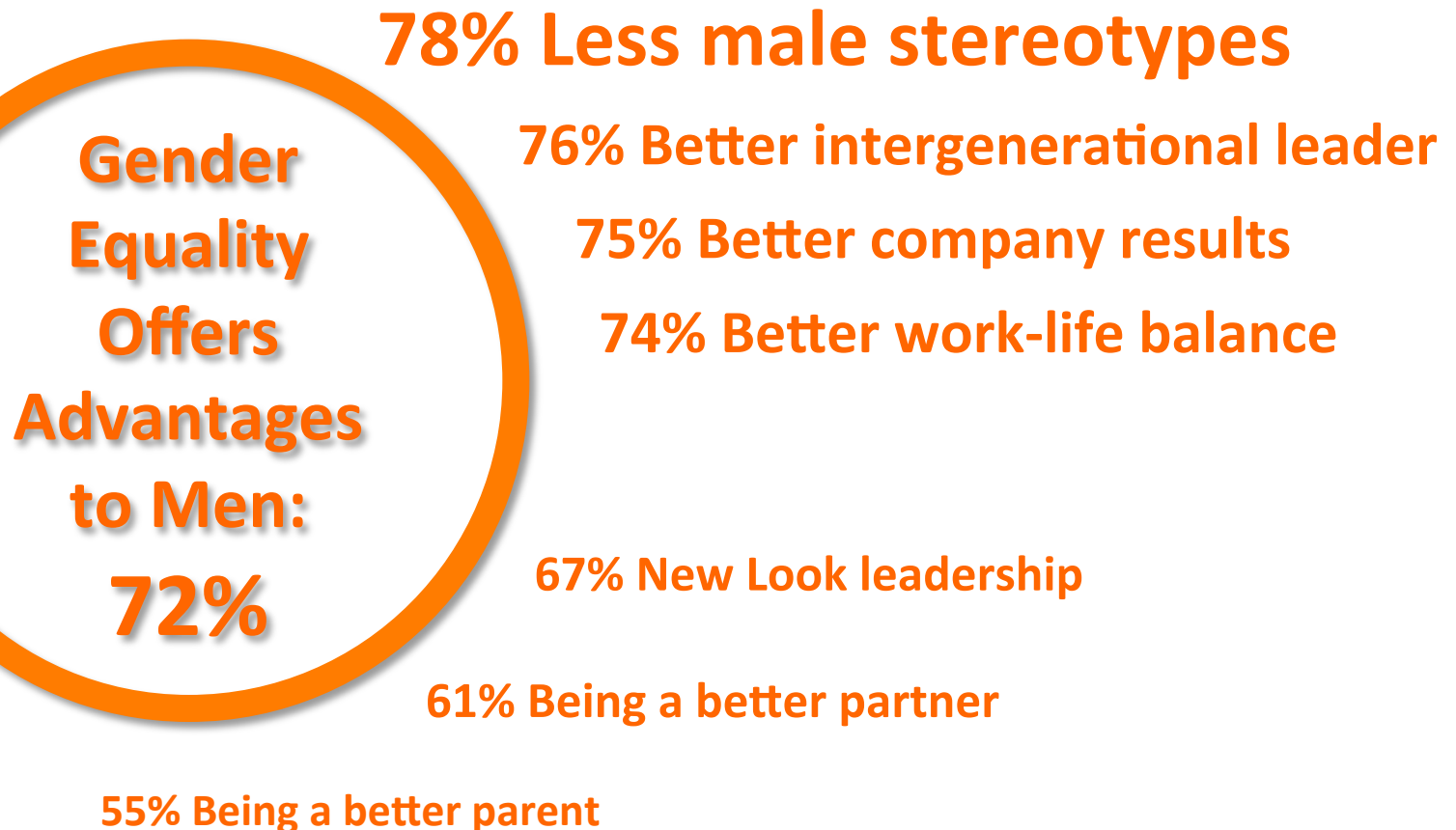
**But do we know enough about the
views of men on Gender Equality ?**

**Especially those of men
if we need to pick up speed
in establishing gender equality.**

Men & Gender Equality: which obstacles do we need to overcome?

How much & what kind of support is there from men ?





70% Gender Quota

**Concerns
caused by
more Gender
Equality
63%**

57% Less career opportunities

54% Less promotion opportunities

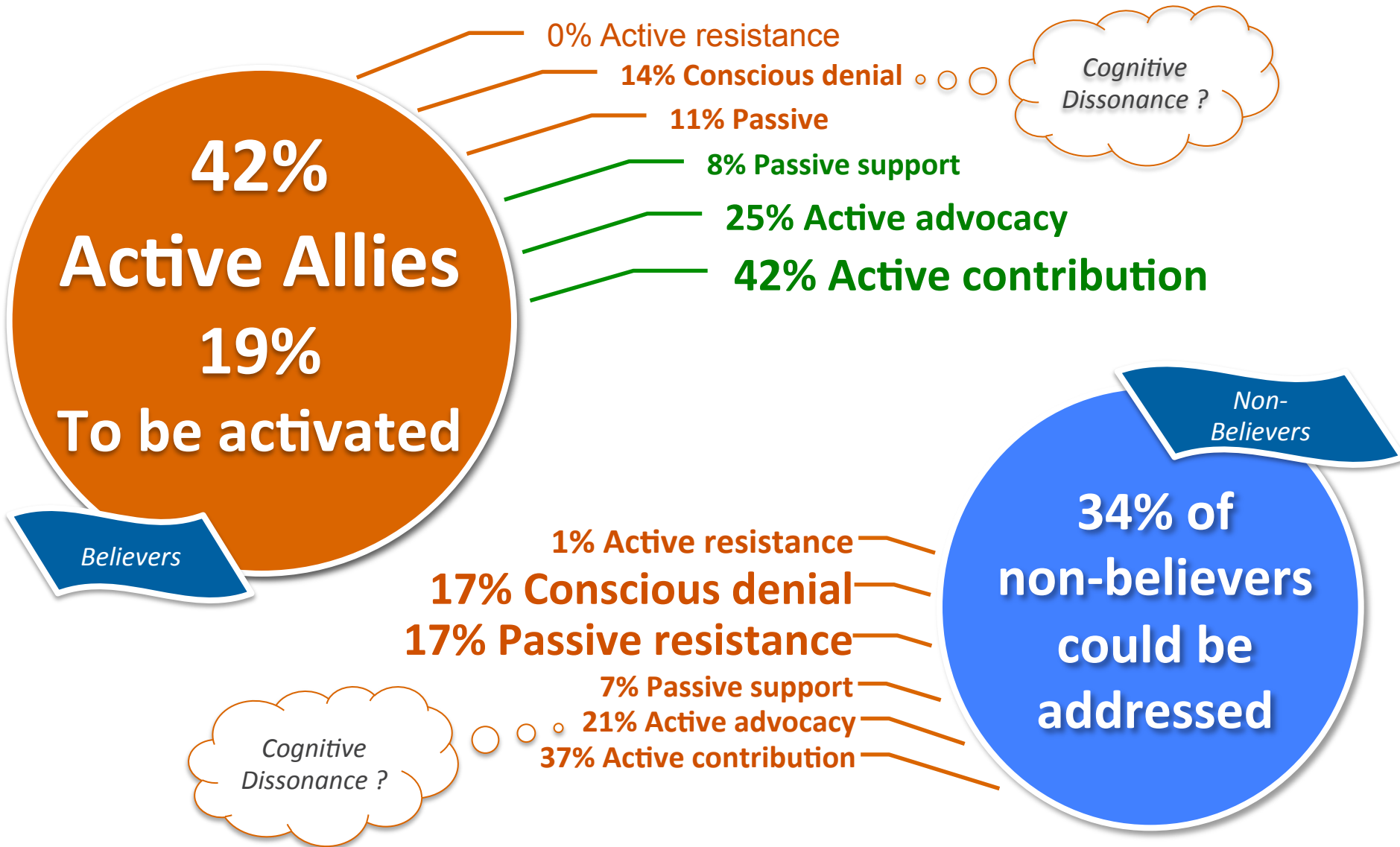
52% Less visibility & exposure

45% Less development opportunities

43% Slower salary progression

41% Less access to flexible work

Analysing the Believers & Non-Believers



Influencing Factors

Age & Generation

83% believers between 20-30yr

68% believers between 50-60yr

Professional Position

82% believers at executive level

65% believers in individual contributors

And passive behavior decreases the higher the position

Hot Spots of Resistance

Middle Management level

All male teams of individual contributors

“Homo Economicus”

75% believers when partner earns less

Vs 61% believers when partner earns more

Most resistance from single men

Female Influencers



Some Conclusions and Recommendations

1. There are Male Allies.

- 72% of exempts in Belgium believe gender equality also offers advantages for them

2. We should make more Active Allies.

- Resistance is built on different drivers and contextual elements
- There is already a significant group of allies
- Need to turn around a “passive resistant” group towards more supportive behavior

3. We need a diversified range of actions towards the male population, ranging from

- Create dialogue on advantages
- Explain more to decrease competitive concerns (gender quota, promotion processes,...)
- Search for more male role models at every level
- Raise awareness @non-management & mid-management level and in teams where women are absent
- Raise the active involvement of age<40 group
- Increase the gender mix in teams
- Appoint more female leaders and create a virtuous circle



Promoting gender equality,
advancing the economy



INSTITUTE
FOR THE EQUALITY
OF WOMEN
AND MEN

Thank you and enjoy the session!



How to engage men in gender equality?

- Why is gender equality also relevant to men?
- What can you do to engage men? What are the do's and don'ts?
- What active role can men adopt on this issue?

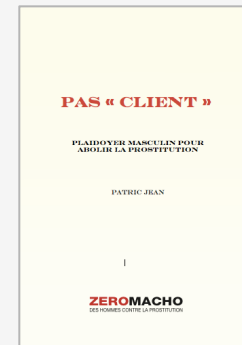


Presentation : PATRIC JEAN



Film director and author.

Directed the documentary "La Domination Masculine", recently published a new book "Les hommes veulent-ils l'égalité", co-founded "Zéro-macho", to fight for the abolishment of prostitution.



Presentation : STEPHANE REBOUD



Dell and ambassador for Men Advocating Real Change (MARC)

Executive Director EMEA Services Sales and Director of the Montpellier site, Dell. Ambassador for MARC (Men Advocating Real Change) at Dell.



Panel discussion and Q/A with our experts:



Marie-Christine Mahéas

Director and co-author of
"Mixité, quand les hommes s'engagent"



Jean-Pierre Bodson

European Investment Bank



Katrien Goossens

Global Diversity and Well-being Officer
Euroclear



Patric Jean

film director and author
"Les hommes veulent-ils l'égalité"



Stéphane Reboud

Dell and ambassador for Men Advocating Real Change (MARC)

Moderated and facilitated by Marc Timmerman, Managing Partner, Axiom CP Europe

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Jump Hub

How to engage men in gender equality ?

29th September 2015

Discussion Tables

STRATEGY



ORGANIZATION



TALENT

Discussion Tables : How it runs

- ▶ You choose the topic which you want to discuss or that interests you most.
- ▶ There are 3 choices :
 - Table 1 : How to fight the male resistance
 - Table 2 : How to increase the number of male sponsors
 - Table 3 : How to affect the male fence-sitters?

Before you start the discussion :

- ▶ Appoint a facilitator who manages the flow and interaction
- ▶ Appoint someone willing to take notes of the headlines and key insights, who will then at 15:00 bring a short summary to the entire group

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Thank you!

