

JUMP

Promoting gender equality, advancing the economy

24 April 2018

JUMP Corporate Hub

Assess your diversity programme
and measure your level of inclusion

WWW.JUMP.EU.COM

- Lunch
- Introduction by JUMP
- Welcome by Partena : Katleen Clappaert (Finance & HR Director Partena Professional)
- Expert presentation including discussion with audience / Q&A: Michael Stuber (Global D&I Engineer and Founder, European Diversity Research and Consulting)
- Coffee break & networking
- Best practice sharing facilitated by Isabella Lenarduzzi (JUMP) & Michael Stuber
- Wrap up and thanks - JUMP

- The JUMP Corporate 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: Cristelle Adam (Segment Marketing Manager, Partena Professional) and Katleen Clappaert (Finance & HR Director Partena Professional)



June 7, 2018

Agile and flexible work models: what impact on gender equality, how to make them sustainable

**GUEST
SPEAKER**



NATHALIE WILKINS

Co-Founder and managing partner of Thriving Talent



GÉRARD DANJOU

Managing Partner of Thriving Talent

September 25, 2018

Mentorship vs Sponsorship, and how to maximise them both

**GUEST
SPEAKER**



CAROLINE PICKARD

Trainer and consultant, Catalyst

Hosted by



November 29, 2018

Getting rid of gender silos in different functions and professions

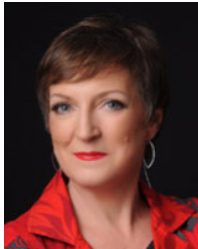
**SPEAKERS TO BE
CONFIRMED**



Et si on partageait enfin le pouvoir ? **22nd May 2018**

Guest speakers:

*Hosted by Accor Hotels,
Paris*



Avivah Wittenberg-Cox
(CEO 20-first,
author "Why
Women mean
business")



Olivia Gazalé
(Philosopher,
author of « Le
Mythe de la virilité,
un piège pour les
deux sexes »)



Franck Gervais
(CEO Europe
AccorHotels)



Mark de Smedt
(Regional Head
of Northern
Europe, The
Adecco Group)



Aurélie Salvaire
(founder of
The A Factor
and
Shiftbalance)



VOS OUTILS POUR COMBATTRE LE SEXISME AU TRAVAIL

Renforcez votre culture inclusive, faites du bien à votre organisation

1 - Quand la parole se libère

- Le sexisme ordinaire, comment il se manifeste en entreprise, des chiffres et des faits...

2 - Mais de quoi le sexisme se nourrit-il ?

- Préjugés, stéréotypes, discriminations... Inégalités sociales, monde professionnel parfois archaïque

3 - Ce que le sexisme fait aux individus et aux entreprises

- Femmes, hommes, environnement de travail, santé et sécurité, risques juridiques...

4 - Votre boîte à outils pour combattre le sexisme

- Pour les employeurs, les victimes, les témoins... Bonnes pratiques et témoignages. Solutions JUMP.

- Developed with the Ministry of Economy & Employment for the Brussels Region
- 1000 copies to be distributed in September, in 3 languages
- Your thoughts on the concept / the title? Interested for your organisation? How many copies?



Katleen Clappaert

Finance & HR Director Partena Professional





**JUMP
CORPORATE
HUB**

**GENDER EQUALITY
WITHIN PARTENA
PROFESSIONAL**

Who is Partena Professional ?

Revenue 200 million €


> 1700 Headcount

B to B

- Wage calculation
- Payroll advice
- Legal advice
- Advice for starters (self-employed and companies)

B to C (as from 1/1/'19)
- Child benefits

Who are the people of Partena Professional ?



HC 1731
FTE 1606,16
PT 27,21%


♀ 68,86 %
FR : 54,35 %

Average age: 43,22 ans
< 35 = 29,85%
> 50 = 28,89%

Seniority : 15,64

< 5 = 28,18%
> 25 = 28,89%

Who is Partena Professional in 'equality' figures ?



HC 1731
FTE 1606,16
PT 27,21%

People managers: 205
112 women
93 men
55% women

Executive Committee: 10
2 women
8 men
20% women

Senior Management: 59
19 women
40 men
32% women

Top 250 (actually 247)
131 women
116 men
53% women

Some remarkable figures: seniority (in years)

Executive committee

Men 11,1

Women: 12,7

People managers: 205

112 women

Men 14,4

Women 15,9

Senior Management: 59

Women 14,9

Men 15,1

Top 250 (actually 247)

Men 16,7

Women 15,6

Some remarkable figures: average age



Executive committee
56,4 man
50,0 women

People managers: 205
44,0 women
48,1 men

Senior Management: 59
48,7 women
49,2 men

Top 250 (actually 247)
44,8 women
48,5 men

Conclusion for Partena

Some focus points:

- Recruit people of all ages (in our DNA)
- Strategic workgroups: all generations + seniority level (since end of 2017)



Conclusion:

- Rather 'good' equality report
- Executive committee and senior management : room for improvement !

Download from
Dreamstime.com
This image was downloaded from the Dreamstime.com website.

411102541
IgorKopel | Dreamstime.com

JUMP

24 April 2018

JUMP ***Corporate Hub***

Expert presentation



Michael Stuber

Global D&I Engineer and
Founder, European Diversity
Research and Consulting

EUROPEAN DIVERSITY
Research & Consulting

24 April 2018

JUMP ***Corporate Hub***

Best practice sharing session

Assess your diversity programme and measure your level of inclusion: What to measure? How to set goals? How to communicate them?

- What do you measure in your organisation? Do you set targets?
- What have you found to be easy to measure?
- Do you communicate your targets and/or progress? With whom and how? What has proven successful?
- What are your key issues? What are you struggling with?



24 April 2018

JUMP ***Corporate Hub***

Wrap-up

- Don't forget to fill in the **evaluation forms**!
- Evaluation of the JUMP Gender Equality Hub (2013-2017)



THE GENERAL
ATMOSPHERE



THE OVERALL
ORGANISATION OF
THE EVENT



THE CONTENT OF THE
WORKSHOP



NETWORKING

(2013 - 2017)

JUMP

24 April 2018

JUMP ***Corporate Hub***

Thank you and see you next time!