



Advancing inclusion through work-life balance policies

The policy maker's point of view

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ICHEP 2018

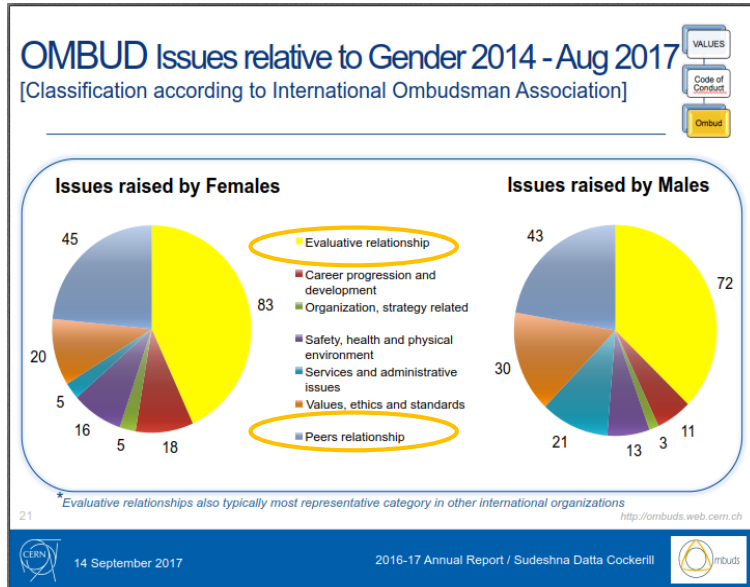
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The work culture

- Career path
 - Mobility
 - Work environment
 - Experience of different treatment
 - Recognition of work
-
- **Listening to postdoctoral scientists : narratives of mobility, gender and social life**
[Sabine Lorenz Schmidt,](#) Lund University, 2013.

The work culture



- Support for early careers in science at CERN. Understanding expectations.
<https://indico.cern.ch/event/504510/>

Dr Klea Faniko (University of Geneva, CH), Prof. Naomi Ellemers and Prof. Belle Derks (Utrecht University, NL)



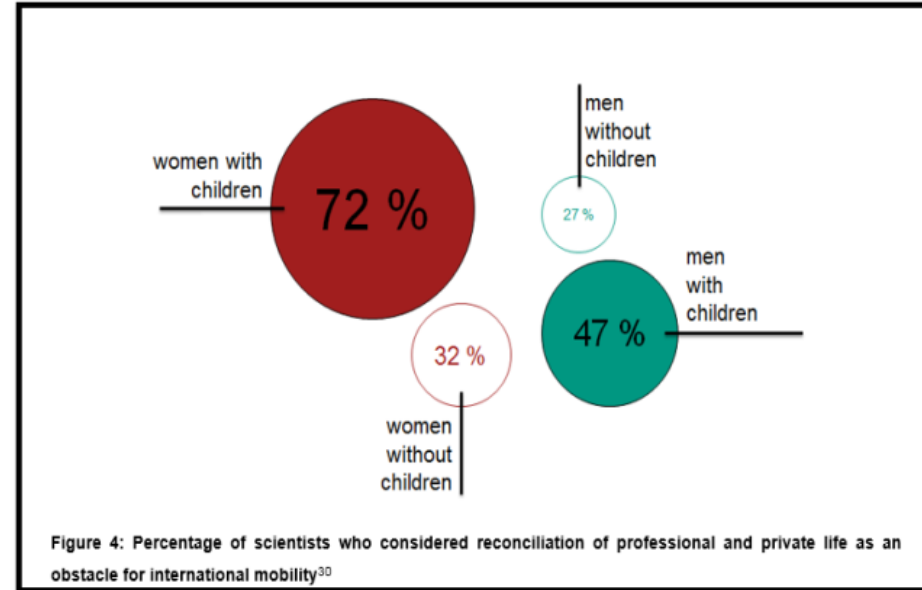
The work culture



Gender Equality Network in the European Research Area

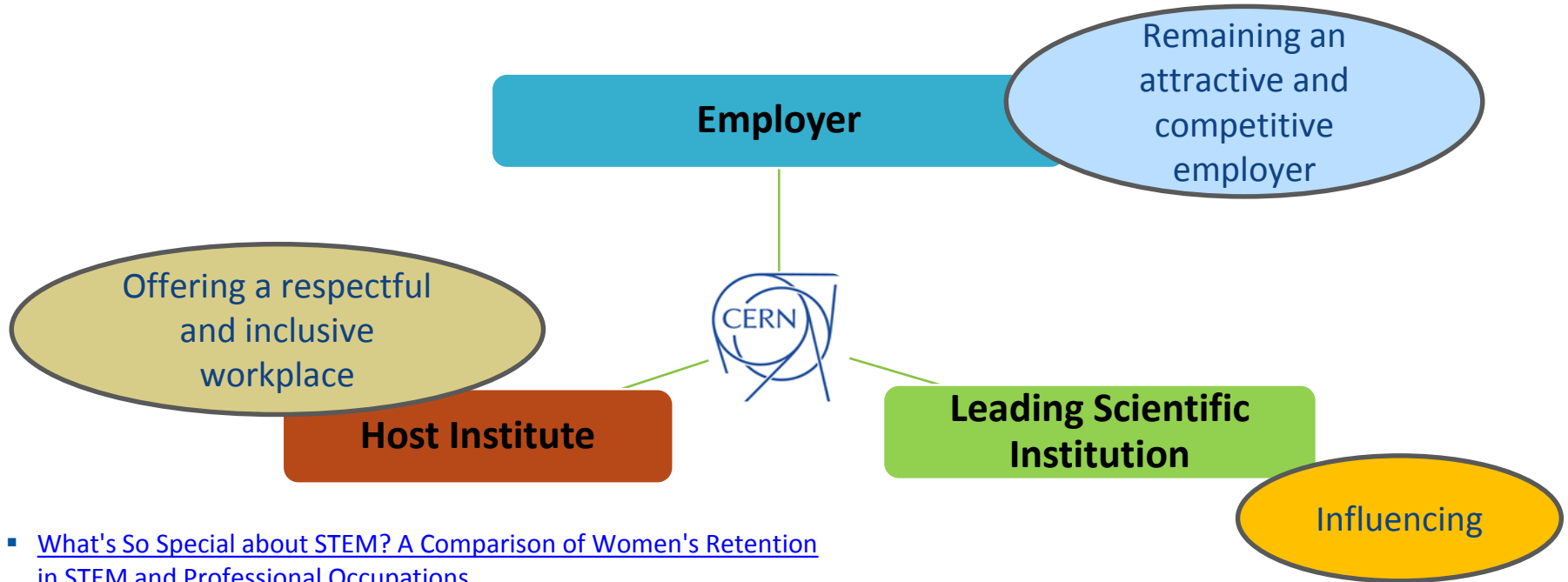
<http://www.genera-project.com/index.php/project-outputs>

EU funded project under Horizon 2020
(CERN is one of the 18 observers)



Source : GENERA Project – Report M4.2 Gender and Mobility Action Plan (non published)
Adapted from <https://www.humboldt-foundation.de/web/kosmos-cover-story-105-1.html>

CERN diversity policy - scope of action



- [What's So Special about STEM? A Comparison of Women's Retention in STEM and Professional Occupations](#)

Jennifer L. Glass, Sharon Sassler, Yael Levitte, Katherine M. Michelmore
Social Forces, Volume 92, Issue 2, 1 December 2013, Pages 723–756,

“Fixing” the work culture

Implementing policies to help the Organization move away from normative views on

⇒ Families

⇒ Career commitment

⇒ Two main areas of work

❑ Inclusive family definition and family friendly policies

❑ Work-like balance policies

in a context of international mobility



Area of work – Inclusive definition of family

□ *The old “ideal” family : married man and house wife, with children, living under the same roof*

⇒ Registered partnerships are recognised irrespective of the country of recognition; same rights as marriage

- residence permit in Switzerland and France
- work permit in Switzerland, under certain conditions
- various family benefits for employees (financial and social)
- partner’s children recognised as family member by the Organization

⇒ Equal treatment for installation irrespective of spouse/registered partner moving to CERN area

⇒ Support to dual career /measures to ease social integration

⇒ « Paternity leave » becomes gender neutral

Area of work – Work-life balance

□ *The “old” ideal worker: sacrificing life to work.*

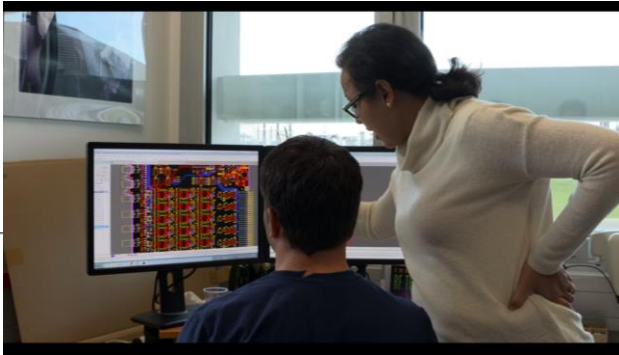
⇒ Increased flexibility for new parents:

- guaranteed access to parental leave if a min. of 2 months’ notice period is given.
- guaranteed access to part-time work (min. 80%; max. 6 months).

⇒ Increased flexibility of leave scheme, in particular for caring responsibilities or for learning opportunities.

⇒ Increased flexibility in the teleworking programme.

...being inclusive...non linear career paths



The way we see it:

You were taking off.

You were in the early days of a profession in science or engineering.

Or perhaps you were already steeped in and building up expertise.

You were in and you were making it, contributing to your field with passion. But then...

...You had to take some time

Perhaps you started a family, perhaps someone in your family needed looking after.

Either way, a personal situation called upon you with its responsibilities, and for the time being, you had to step aside. But now...

...You're ready to take the leap again.

Your situation has evolved, we hope for the best. You're considering returning, more likely you never quite stopped thinking about it.

But the way back is a steep climb and we at CERN know that.

That's why we've developed an opportunity to help you on your way...

Post Career Break Fellowship Programme

Geneva, Switzerland • Full-time



Numbers and perceptions

- ⇒ Increase in the use of flexible work arrangements
...but gender and professional segregation in the use of schemes.
- ⇒ Telework is the measure with highest increase in participation of men.
- ⇒ Time for caring responsibilities very well received.
- ⇒ Increase in the recognition of partnerships: sexual orientation is not taboo in the conversation.
- ⇒ Dual career measures help women employment.

Concluding remarks

If we ask employees for their views on a policy, ..., what influences them is not the existence of an elegant policy, but the way it was applied to them by their boss.

Pr. John Purcell, University of Bath, UK

⇒ Change is not linear, need to

- guide managers in the application of policies
- constant shuttling between policies and their application

- Gender paradox in Research and Innovation in Nordic countries
[\(watch interview of Lotta Strandberg, Senior Adviser at NordForsk\)](#)

- Achievements of support programs for promoting women in STEM in Korea
[\(Statistics since 2006 - WISET\)](#)

Concluding remark

- Continuing the conversation...

Tackling occupational stress

by Fabiola Gianotti



Surveys and studies dating back to the 1990s show that stress in the workplace is on the rise. This has serious consequences for the individuals concerned in terms of their physical and mental health, as well as for their general well-being and personal relationships. For that reason alone, it is incumbent on any responsible employer to address the issue head on. Occupational stress also has a negative impact on productivity due to deteriorating working relationships, reduced quantity and quality of output, and absences.

