



## CARING MASCULINITIES AT WORK: COMPANIES' SUPPORT FOR MEN'S WORK-LIFE BALANCE

M O D E R A T O R - M A R T B U S C H E

9.15

### OPENING & GREETINGS:

*Teresa Jurado (European coordinator of MiC)*

*Irma Borde (DG Employment, Social Affairs and Inclusion, European Commission)*

9.30

### PANEL WITH MIC TEAM: *Do Organisations Want Men To Care?*

MiC transnational studies in organisations: Benefits of caring and gender equality, masculinities in companies, recent changes in organisational cultures, implementation of policies in companies, importance of committed leadership.

*Elli Scambor (AT, moderation), Marc Gärtner, (DE), Teresa Jurado (ES), Guðný Björk Eydal (IS), Marta Warat (PL), Ziva Humer (SI)*

10.30

### QUESTIONS & ANSWERS, WRAP-UP

10.45

C O F F E E B R E A K

11:00

### INTERACTIVE TABLE TALKS

11.40

### SUMMARY OF TABLE TALKS IN PLENARY

12.00

### PANEL WITH EXPERTS: *Drivers Of Company Transformation*

Transforming heavily male-dominated work cultures in the police

*Rosa Gubianes (Catalan police-Mossos d'esquadra)*

Transforming working conditions for all employees

*Matej Feguš (Donar d.o.o.)*

Transforming blue collar jobs

*Pilar Expósito (Spanish Trade Union Federation Of Construction), Hanna Völkle (Associated Expert EAF Berlin, Researcher Berlin Business School of Economics and Law)*

13.00

L U N C H B R E A K

14.30

### AFTERNOON OPENING ADDRESS: *Alessandra Pauncz (WWP European Network)*

14.45

### WARM-UP/REFLECTION ACTIVITY

15.00

### PANEL WITH EXPERTS: *Transformations Through Training, Policies And People*

"Trainings with supervisors, workers' representatives and male employees"

*Paco Abril (UNED, Spain)*

"Bringing Men into Policies for Gender Equality"

*Cristina Castellanos (PPiINA, Spain)*

"The MiC Guide for Employers"

*Ole Nordfjell (Reform, Norway)*

Measures for gender equality in employment and care

*Harald Fugger (Federal government, Austria)*

15.40

### INTERACTIVE TABLE TALKS

16.15

C O F F E E B R E A K

16.30

### SUMMARY OF TABLE TALKS IN PLENARY, Q&A

16.45

### CLOSING SPEECH: *Dag Schölper, Federal Forum of Men, Berlin*

The event is free of charge. Registration is required. More info at: <https://www.men-in-care.eu/conference>

**Men in Care (MiC)** is a project in seven different European countries: Austria, Germany, Iceland, Norway, Poland, Slovenia and Spain. It is also conducted similarly in North Macedonia. MiC aims to reduce barriers for men who want to become involved in caring activities. The main target is to improve workplace conditions in order to promote men taking caring roles. MiC assessed how policies and workplace cultures can change to enable men to become more active in caring for children, elderly, partners, co-workers and friends. Involving workers, trade unions, employers, and families, the project identifies ways that enable men to take time to care for themselves and others.

Easing men's involvement in care can have positive effects on themselves, on people in their near social environment, on organizations and the whole society. Employees with a better work-life-balance are more satisfied with their life, have stronger family relationships, show a greater loyalty towards their organizations and develop more competencies. MiC actions will show ways to reduce gender inequalities and the gender care gap in work-life-balance policies and practices in order to improve the well-being of women and men.

These are some main findings of the project:

- All over Europe, gender disparities and gaps are ongoingly visible, and (non-)caring still makes a significant gender divide. Caring masculinities are advancing slowly in some countries with respect to men's participation in unpaid work and their use of fathers' leaves (Norway, Iceland, Slovenia and Spain), while there is much less evidence about men's increasing participation in care in Germany, Austria, North Macedonia and Poland.
- In organizations, solutions at the level of structures (like flexible times and spaces), cultures (like tackling gender stereotypes) and human factors (like networks of change makers) can contribute to promote caring workplace masculinities. These are important to foster gender equality. Leadership – especially younger generations of managers – has to be considered main gatekeepers and agents of change. Also, it is very important that workers' representation, Human Resources and gender experts speak to each other and commit themselves to promote together social innovation towards men in care.
- MiC identified three main phases of organizations' development in terms of work-life balance and gender equality, from a traditional to a mainly gender equal and caring level. Progress towards gender equality and caring masculinities is mostly hindered by traditional mind-sets and ignorant approaches among superiors.
- MiC business breakfasts and trainings proved that some stakeholders in companies and/or multipliers (such as trade unions) are really committed to the topic and hoping to reach a "tipping point" in men's involvement in order to make a new step towards gender equality. However, overall, employees and managers in general still need sensitization, capacity building on caring masculinities.

MiC instruments for diagnosis and action at: <https://www.men-in-care.eu/results>

- GUIDE FOR EMPLOYERS - Poster (English and national languages)
- GUIDE FOR EMPLOYERS - Short (English and national languages)
- Manual for Employers - Long (English and some national languages)
- Political recommendations for action at EU level (English and national languages)
- Transnational Analysis of Studies on Company Support for Male Care Work (English)
- Carving out Space for Caring Masculinities: Results from a European Study (English)
- Eight national Benchmarking reports (English and some national languages)