Balancing Professional and Personal Life

The Work Life Balance in Europe

Gianna Avellis, Chair of GEMS WG

Leuven,
2nd February 2018

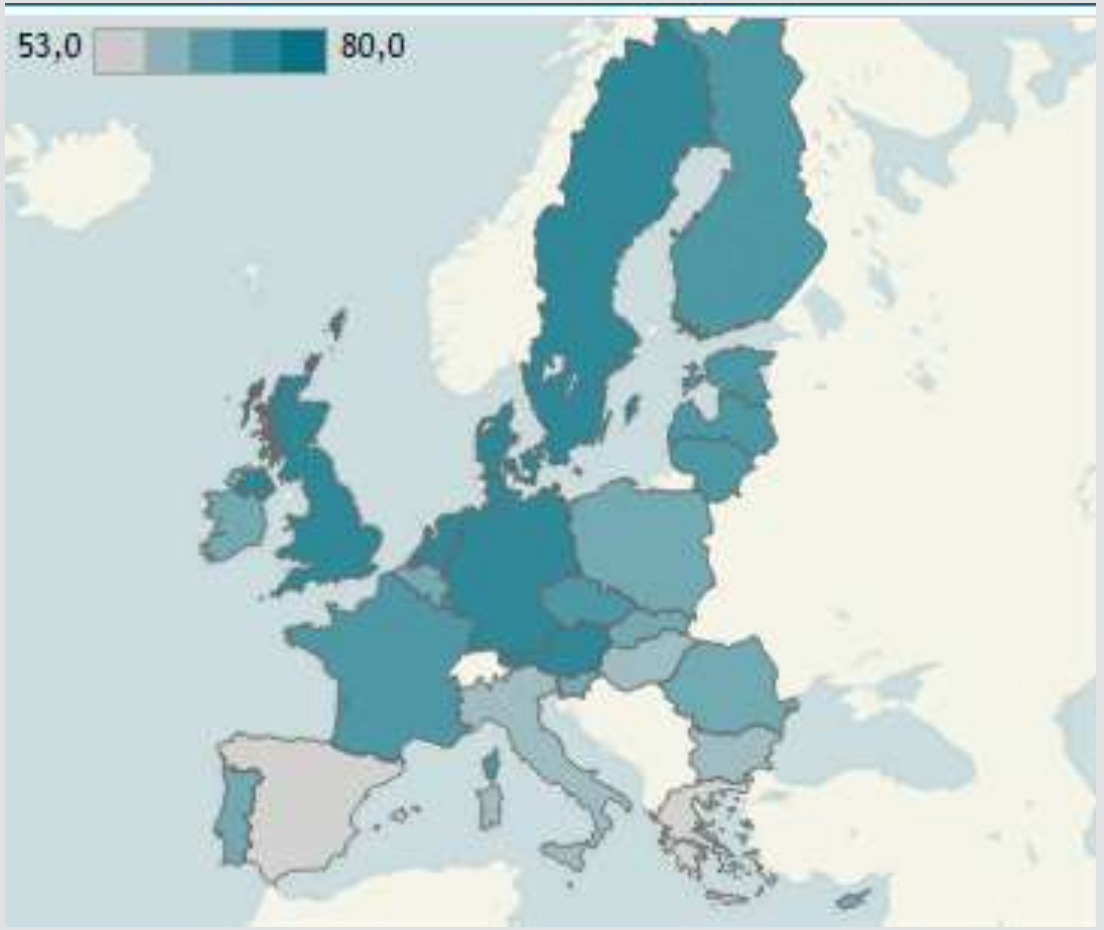
What is the gender employment situation in Europe?

Gender Employment rate:

- Southern Europe (45%-55%)
- Northern Europe (75%)
- Western Europe (60% - 70%)

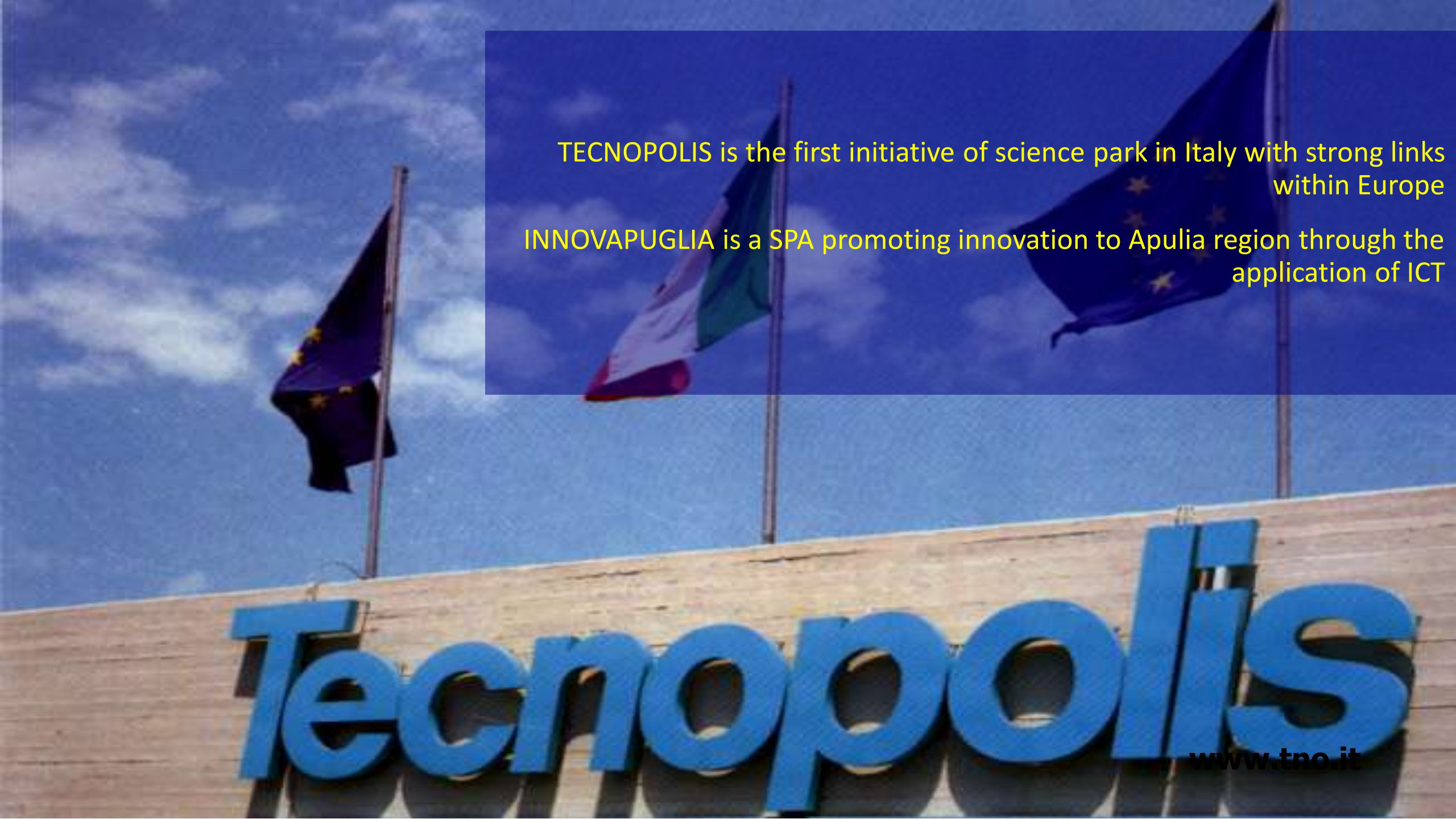
Strong inequalities among female citizen in Europe related to:

- Maternity
- Lack of sharing of care work
- Work Life Balance
- Rigid work organisation



Summary

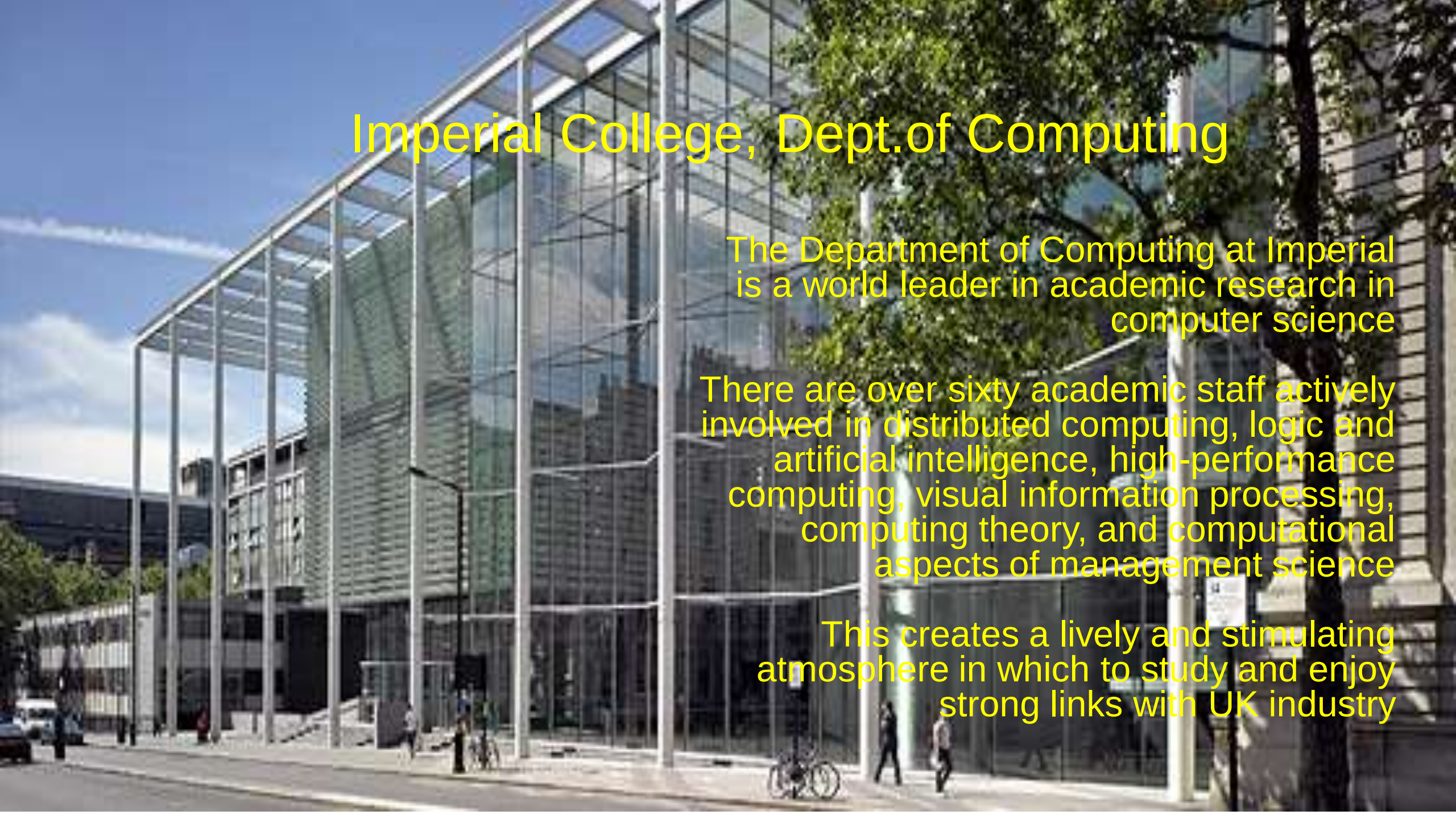
- MCAA – Gianna Avellis, Manuela Giovanetti
- EURODOC – Claudia Dobrinski
- VITAE – Marie-Alix Thoullile
- ITWIIN – Francesca Grippaudo
- EPWS
  - Donne e Scienza – Lucia Martinelli,
  - Femmes et Sciences – Sylvaine Turck-Chièze



TECNOPOLIS is the first initiative of science park in Italy with strong links within Europe

INNOVAPUGLIA is a SPA promoting innovation to Apulia region through the application of ICT

www.tno.it



Imperial College, Dept.of Computing

The Department of Computing at Imperial is a world leader in academic research in computer science

There are over sixty academic staff actively involved in distributed computing, logic and artificial intelligence, high-performance computing, visual information processing, computing theory, and computational aspects of management science

This creates a lively and stimulating atmosphere in which to study and enjoy strong links with UK industry

e-book of Role Models of women scientists of MCAA

Gianna Avellis

Nationality: Italian /Year born: 1958
Research field: Computer science

MCFA activity: Founding member of the Woman in Science working groups GEMS of MCAA and m-WISET of MCFA
Marie-Curie fellowship: Imperial College, London (UK), 1992-1994
Currently: Senior researcher in ICT at Innovapuglia SPA, Bari (Italy)
Languages spoken: English, French, Italian
E-mail: g.avellis@innova.puglia.it

Gianna was born in Molfetta, a lovely fishing town near Bari, in the Apulia region, the heel of the Italy booth, with about 70,000 inhabitants. From an early age she showed a dedication as scientific studies and she received her diploma with 60/60 cum laude from the scientific lyceum. She then attended the University of Bari, where she graduated in Information Science with 110/100 cum laude, with a particular interest in the studies of Mathematical Logics. Her thesis was on "An algorithmic logic for non-deterministic programs". After achieving her degree, she was invited by the Italian Union of Mathematics UMI (Unione Mathematica Italiana) to Cortona, Siena for a research stage at the international summer school, funded by University of Bari, where she undertook computer science graduate studies in Mathematical Logic: Connections between Logic and Computer Science. After this experience she come back and worked at Bari University, Department of Mathematics, in Graph Theory with the man who would become her husband.

She then decided to accept a job as a high school teacher at the School of Mathematics and Informatics in Treviso, Italy, near the Dolomite Mountains, where she spent the next two years. Her time as a teacher provided many good experiences; including the wonderful relationships she developed with her students, the beauty of living in the Dolomite Mountains, and making new friends in the area, many of whom she is still in touch with today. However, she decided to accept a work offer to become a researcher at the TECNOPOLIS Science Park in Valenzano, Bari, Italy, where she first worked on the project "Linguistic Analysis of European Languages" before moving her efforts toward Software Engineering, which was, and is still now, her main field of interest.

As a result of this position she has been involved in some European projects in Software Factory (SFINX-Software Factory Integration and Experimentation), and Software Maintenance (MACS-Maintenance Assistance Capabilities for Software), which gave her the opportunity to take on the role of project manager. She loved the field of software engineering research and decided to explore opportunities for exchange research with the Imperial College in London, at the Logic and Software Engineering Department, where she spent two stages of research time, three months each. Later she applied for, and received, a Marie Curie fellowship to spend an additional 18 months at the Imperial College to study "Constructive Analysis of Composite Systems", this time at the Distributed Software Engineering Laboratory. Having already married at that time, her husband followed her to London for this adventure and, as a result of the new things he experienced, he changed completely his way of teaching and his field of research — from "Discrete Mathematics and Graph Theory" to "Philosophy of Science and Mathematical Logics". His story was featured as an example of a successful dual career at the ESOF (European Science Open Forum) in Turin, Italy, where the Marie Curie Fellows Association held a session on dual career families. After this experience he also became a writer of scientific books on "formal thinking", i.e. that human skill of thinking by signs manipulation, such as in Logic or Computing — one can see in it the fundamentals of the modern computer in the philosophical thought of Greek philosophers such as "The Computer of Plato", and in the Middle Ages such as "The Computer of Occam" and in the Renaissance such as "The Computer of Kant". Needless to say, Gianna and her husband agree that sharing the same logistic and temporal aspects of studying abroad turned out to be a great advantage for both of them.

The time spent at the Imperial College proved very fruitful and she learned useful skills, like how to rent a house for her family in London. She also made new friends from the Imperial College and outside of it, many of whom she continues still now to see now

that her fellowship has finished, and they meet up now and then in Italy, or in England. All of the changes she experienced during her fellowship made her very strong character, so that when her fellowship ended and her husband returned back to Italy after his sabbatical at the University, she chose to spend three more months travelling extensively, attending conferences and visiting laboratories and universities in Europe and the US. The time spent at these various laboratories was to cumulating that there was a strong temptation to stay at one of them and to not return to Europe. However, she felt strongly that it was important to return to TECNOPOLIS and share her results and to fight the "brain drain" of researchers from Southern Italy. So she settled into an antique house from the 1600's in the historical centre of Rutigliano, in the countryside of Bari, where she is raising her daughter to both appreciate the richness of the local history and to enjoy travel and new experiences.

For Gianna returning to her home country was an "ethical" choice, she feels it is important to not only go out and learn new things, but to bring the information home again. She feels strongly that mobility, especially when demonstrated by a woman, can be a good stimulus to change. This made her more willing to face the challenges awaiting her upon returning home — challenges to reintegration related to gender issues (the "glass ceiling"). There are days where she feels that she has not moved forward in her career in Italy as she might have done had she stayed home and focused on local career growth, but she is still aware of the many benefits to the path she has chosen.

Mobility means becoming an expert at coping with changes

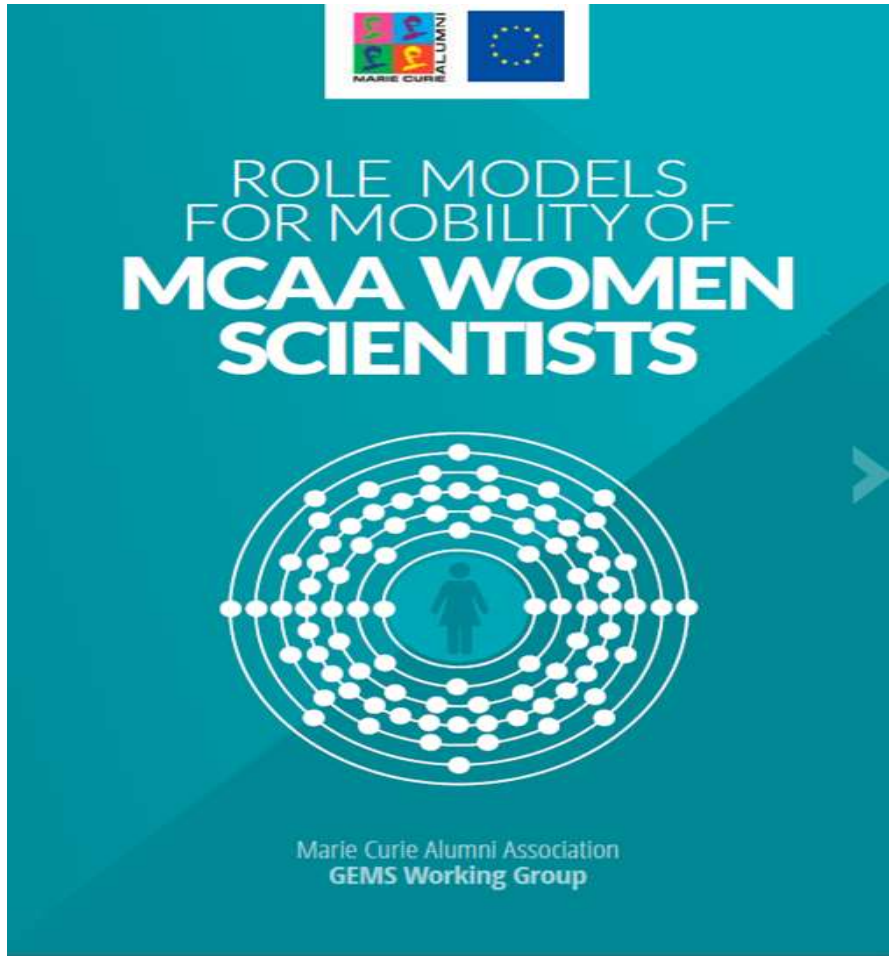
GIANNA AVELLIS

Her mobility helped her to develop an "open mind" attitude towards finding new research opportunities, which has helped her to write many European research project proposals. In addition, her mobility helped her take a different approach to her work: while she originally was only interested in very technological issues on research in Software Engineering, she is now more open to tackle different fields, especially the ones that have a direct impact with the social environment. Another major change she made in her working environment was her transition from serving as a European project manager to becoming an evaluator and monitor of regional projects funded by the European EDSF funds. Thanks to the experience of mobility, she become expert in software engineering and worked as expert independent evaluator for the European Commission in Software & Services and Information Technology for SMEs, and she is currently the domain expert of Education&Training of Living Labs projects funded by European EDSF funds.

Her mobility experience helped to develop her sense of self confidence to tackle different fields of investigation, and she has become a leader in helping to foster Women in Science. She has long been a member of the Marie Curie Fellows Association (MCFA), where she founded two Working Groups, m-WISET at MCFA, and GEMS at Marie Curie Alumni Association (MCAA). She was also instrumental in founding the non-profit association Italian Women Innovators and Inventors Network (ITWIIN) and has worked at the European level as evaluator in the EUWIIN (European Women Innovators and Inventors Network).
Having had the experience of moving to new locations, she has also gained the sense of independence and well-being necessary to travel alone to places she never thought before to go such as China, USA, Canada, Mexico, Iceland, as well as several destinations in Europe.

Ebook on Role Model of MCAA

https://www.mariecuriealumni.eu/



Ana Sofia Ribeiro
Giovanna Avellis
Ira Didenkulova
Irene Marco-Rius
Jodi Schneider
Louise Hardwick
Magdalini Theodoridou
Maria Bostenaru Dan
Olatz Lopez-Fernandez
Riia Chmieloswki
Rocio Micaela Crespo Quesada
Theodota Lagouri
Wuraola Akande

MCAA at ESOF 2016

- European Science Open Forum Mancester 23-27 July 2016

- **Leading by examples?**
  The mobility of women in science

- Session winner – Gianna Avellis
- 7 speakers from GEMS WG of MCAA (Olga Efremova, Antonella Di Trapani, Theodota Lagouri, Wuraola Akande, Gianna Avellis, Olatz Lopez Fernandez, Magdalini Theodoridou)
- Exploit the work done in the ebook on Role Models
- Attract more MCAA women to GEMS WG
- Supported by European Commission

EU Objectives for Gender Equality in Research

1. Fostering equality in scientific careers
2. Ensuring Gender Balance in decision-making processes and bodies
3. Integrating gender dimension in research and innovation content, i.e. taking into account the biological characteristics and the social features of women and men

Gender Equlaity Index 2017

The Gender Equality Index is a composite indicator that measures the complex concept of gender equality and, based on the EU policy framework, assists in monitoring progress of gender equality across the EU over time

7 domains: Time, Power, Health, Knowledge, Violence, Money, Intersecting Inequalities
(Dimensions: Family Type, Age Group, Level of Education, Country of Birth, Disability)

European Pact for Gender Equality

1. **Equal Economic Independence**
   1. Assess remaining gaps in entitlement to family-related leaves, notably paternity leaves and old care leaves
   2. Report on Member States performance with regard to children care facilities
2. Equal Pay for Equal Work of Equal Value
3. Equality in Decision-making
4. Dignity, Integrity and an End to Gender-based Violence

Work Life Balance

EU Parliament Resolution (9.9.2015)

Women‘s careers in science and universities and glass ceilings encounterered

1. Gender equality in academic position (1-5)
2. Positive measures (6-17)
3. **Balancing Professional and Personal Life (18-22)**
4. Institutional Changes and projects (22-33)
5. Step forward (34-45)
6. Getting involved (46-52)

Work Life Balance - 2

The Commisison:

- Underlines that the need to successfully reconcile professional and family obligations often represents a major barrier that specifically affects women advancing their scientific and academic careers, and is one of the main reasons for them dropping out of those careers;

- Calls for more flexible working conditions for both male and female researchers, allowing them to combine work with family life, and for elimination of the gender pay gap in the interests of gender equality;

Work Life Balance - 3

- Calls on the Commission, the Member States, research funding organisations and other stakeholders to design programmes to actively encourage women to continue their careers after maternity or parental leave, and to provide funding for re-entry programmes which should be tailored to the needs of each institution and include the training needed to keep up with scientific developments, as well as allowing more flexibility regarding women's scientific production following the birth or adoption of a child and providing adequate childcare services, also encouraging the integration of men into family life…
- Encourages the Member States and regions to promote the development of family-friendly universities and research institutes;
- Urges the Commission to recognise the need for adequate paternity leave and paternity pay so that it is affordable for men to take time off to care for a child and to help combat the norm of the woman being the parent to take a career break, in order to overcome a major barrier to women advancing their careers in science and academia;

Work Life Balance

Positive Measures

…

- Calls on the Commission and the Member States to promote positive female role models at all levels of education, including compulsory schooling and through to further and higher education and postgraduate level, and also in informal education and youth work;
- recognises that promoting positive female role models includes taking measures to emphasise the historical and contemporary achievements of women in science and technology, entrepreneurship, and decision-making positions;
- notes that such measures may include specific focus on International Women's Day, Science Weeks, and making use of existing best practice from Member States and across the world;

….

Work Life Balance in Europe

Tra Nuove Norme e Buone Practiche
Come Migliorare Occupazione e Produttività
www.consparitapuglia.it Serenella Molendini and Elena Gentile

1. Paternity and maternity leave in the European framework :
analysis of the regulations in some Countries(Germany, France, The Netherlands
2. Part Time (Best Practices in Nord Europe)
3. Corporate Welfare
4. Teleworking and Smart Working

Work Life Balance in Europe

- WLB starts in the 70 when Oracle e Apple funds company parks
- Besides phisical services (nurseries, laundries, gyms, …) consulting psycology and financial services
- From US to UK … to all Europe
- WLB aims to implement measures of production reorganisation and flexibility solutions in economic terms such as reduction of rates of absenteeism and workers well being
- Better satisfaction, better opportunity of choice in the work organisation,
- better autonomy,
- welfare plans

Work Life Balance advantages for companies

Cost/Benefit Analysis of the WLB for companies:

- ROI between 1,15 and 1,25
- 31% Reduction of the costs of the turn over and search of new human resources
- Average of 12 months of absence time reduction for maternity
- High percentage of return to work after maternity leave

Work Life Balance in Europe

Make the work life balance polycies, part time and paternal leaves more gender-neutral

Best practices in France and Scandinavian countries :

- Paternal leaves for both the parents
- Several services of different gender and tipology for parents
- Teleworking for both the parents

High female presence in the labour market and high fertility with respect to the rest of Europe

Work Life Balance in Europe

It is time to define what is needed for a sustainable and durable work life balance:

- More suitable resources for the families
- Services for the babyhood, disables and old people
- Armonization and flexibility of working times

It is time to elaborate policies at the European level on WLB!!

Teleworking and Smart Working

Teleworking is a working mode of an enterpreneur or client, employee or self-employee or homeworker which is implemented regularly or for a large part of the working time from one or more working places different from the traditional working place, by using the ICT – Eurofound, European Foundation of Dublin

Flexible Hours and Working Time - to faith ansiety and stress caused by the syncronisation of times and spaces, especially for women

Teleworking

- 8,1% men and 5,8% women
- GENDER GAP IN ICT USE – WOMEN IN STEM
- Cultural and Organisational Factors

Teleworking

Teleworking as Trojan Horse in the workplace

1. Increase competitivity and productivity
2. Better Work life Balance
3. Lack of Rules and Enterprice Backwardness
4. Strong psycological conditionings related to the fear of social and professional isolation
5. Rigidity of Current Organisational Model (hierarchical structure)
6. Fear of the Management to loose power and direct control of the worker
7. ….

Smart Working

Smart Working as natural evolution of teleworking not at home.

- ICT plays a central role
- No space and time constraints
- Flexibility for balanicing family and professional life
- Focus on the results and company objectives satisfaction
- ….

Smart Working

Four Levers for designing Smart Working

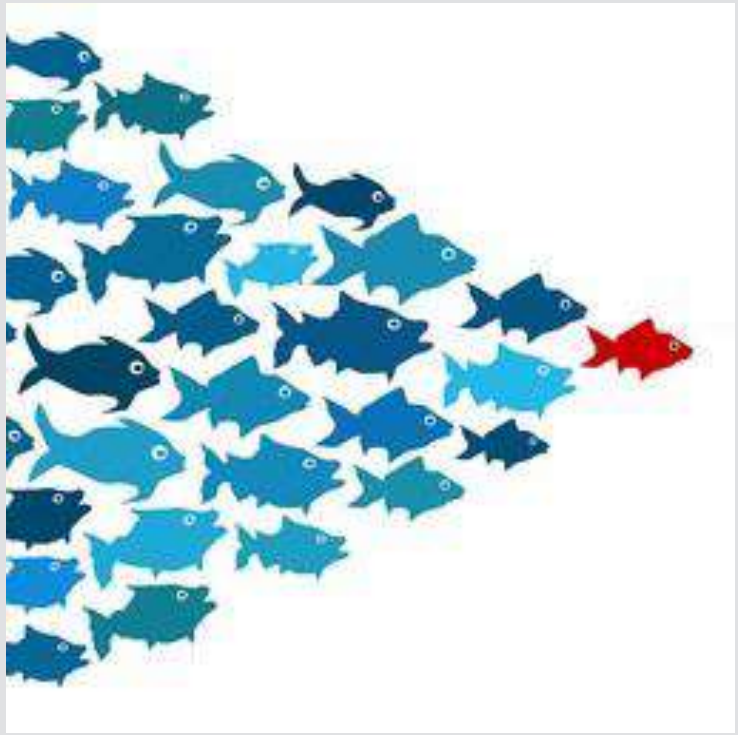
1. Organisational Policies which allow for flexibility on the working hours and workplace

Smart Working

Four Levers for designing Smart Working

2**.** Digital Technologies which support the collaboration , sociality , accessibility of the information at a distance (Smart Office, Unified Communication and Collaboration)

Smart Working



Four Levers for designing Smart Working

3. Managerial Styles and behaviours based on the values of trust and trasparency, accountability and authonomy, collaboration.

From the culture of direct supervision to the evaluation of the results

Smart Working

Four Levers for designing Smart Working

4. Physical Layout

Rethinking the workplaces as a function of the needs and activities of the employees

Activity based WorkPlaces

Smart Working issues and drawbacks

Issues

1. Technology
2. Workers‘ Responsability
3. Evaluation based on results/objectives

Drawbacks

1. Old regulations of teleworking
2. Sustainability (persons, enterprices, environment)
3. Smart Office and co-working spaces
4. Changes in Leadership styles and organizational behaviors

Best Practices of Teleworking & Smart Working

- Pilot Experiences of teleworking in **American Express** – BLUEWORK project
- CONCILIA – Working in **Wuert** thanks to the time management in Teleworking
- TelePAT project of the **Trento province** in Teleworking
- TETRAPAC in **Modena** in Teleworking
- ZEROMILES project of **Elmec** in SmartWorking

Open Issues of Smart Working

- Who are the interlocutors in the companies for the Smart Working?
- What are the leadership principles to be adopted?
- How the conventional office should evolve to support the Smart Working?
- Should the link work-office be questioned?
- Better satisfaction, authonomy, training opportunities for the Smart Workers?
- Are we all ready to become Smart Workers?

Thank you!

Gianna Avellis – MCAA
InnovaPuglia c/o TECNOPOLIS
g.avellis@innova.puglia.it
avellisgianna@gmail.it

Tel : +39 080 4670660