

The Workplace of the Future: Reconciling Pregnancy, Parenting and Employment

is a joint venture between the Crisis Pregnancy Agency and the Centre for Gender and Women's Studies, Trinity College Dublin. It reflects a shared interest and commitment to identifying and discussing the rationale for and challenges to better enabling an effective balance between professional, personal and family life.

Work-life balance policies are usually designed to help workers combine employment with family and personal commitments. A review of research commissioned by the Crisis Pregnancy Agency and carried out by the Centre for Gender and Women's Studies, Trinity College Dublin, strongly suggests that when women are faced with a crisis pregnancy situation their decisions about whether or not to continue with the pregnancy and whether or not to continue in work if they decide to become parents are influenced by workplace policy and culture.

The purpose of this seminar is to raise awareness and understanding of the link between parenting, pregnancy decision

making and workplace issues and investigate what is required in the workplace of the future to support workers who are parents and facing parenthood.

This seminar will bring together Irish and international experts who will outline the latest research and allow participants to learn from practical case studies.

Speakers will present trends and evidence in the areas of:

- Economic sustainability and labour force participation;
- Challenges to implementing flexible workplace policies and models of best practice;
- National and international policy developments in reconciling work and family life.

The seminar will be of interest to policy makers, employers, unions, human resource executives, academics and government officials.

Programme:

8.30 – 9.00

Registration

Session 1: Organisational Culture, Employment Policy and Family Formation – International and Cross-Cultural Research.

The first session aims to explore current trends in the labour market, family formation, employment policy and social discourse. Policies that encourage a balance between female participation in economic life and male participation in family life will be explored. Research examining the rationale for workplace policies that reconcile professional, personal and family life will be presented, especially as it relates to:

- Building economic growth, prosperity and competitiveness
- Promoting productivity, satisfaction and sustainable economic development
- Reducing the level of crisis pregnancy and making it easier for parents to reconcile work and family life

9.00 – 9.05

Introduction and welcome by Ms. Katharine Bulbulia, Chairperson, Crisis Pregnancy Agency, Dublin.

9.05 – 9.15

Opening by Mr. Martin Cullen, T.D., Minister for Social and Family Affairs.

9.15 – 9.35

Ms. Caroline Spillane, Director, Crisis Pregnancy Agency, Dublin, Ireland.

9.35 – 9.50

Dr. Carol Baxter, Head of Development, the Equality Authority, Dublin, Ireland.

9.50 – 10.15

Dr. Stephen Bevan, Director of Research, the Work Foundation, London, UK.

10.15 – 10.40

Dr. Rosalind Chait Barnett, Executive Director, Community, Families & Work Program, Brandeis University, Massachusetts, USA.

10.40 – 11.05

Dr. Aline Masuda, International Centre of Work and Family, University of Navarra, Barcelona, Spain.

11.05 – 11.20

Questions & answers

11.20 – 11.40 *Coffee Break*

Session 2: Reconciling Work and Family Life – Leading Initiatives and Models of Best Practice.

The second session aims to present several initiatives and case studies that have responded to new and emerging issues in the workforce. Employers will discuss the experience, benefits and challenges to implementing work-life balance initiatives. The implications of these policies on gender equality, quality of work, performance and competitiveness, quality of family life and family formation will be referenced.

11.40 – 12.00

Mr. Eddie Sullivan, Secretary General, Department of Finance, Dublin, Ireland.

12.00– 12.15

Ms. Freida Murray, Equal Opportunities Manager, Electricity Supply Board, Dublin, Ireland.

12.15 – 12.30

Mr. Bob Lee, CEO, the Great Place to Work Institute, Dublin, Ireland.

12.30 – 12.45

Ms. Lucy Fallon-Byrne, Director, National Centre for Partnership and Performance, Dublin, Ireland.

12.45 – 1.10

Dr. Maryann Valiulis, Director, Centre for Centre for Gender and Women's Studies, Trinity College Dublin, Ireland.

1.10 – 1.45

Closing remarks, questions & answers.

1.45 *Light Lunch*

Registration Form

The Workplace of the Future: Reconciling Pregnancy, Parenting and Employment

Date: Thursday, 8th November 2007.

Venue: No. 6 Kildare Street, Dublin 2, Ireland (Royal College of Physicians of Ireland).

Time: 9:00am – 1:45pm (Registration from 8:30am). Lunch included

Delegate Details:

Name:
(to appear on your name tag)

Title (Mr/Mrs/Miss/Ms/Dr. etc):

Organisation:

Email address:

Please tick/mark one of the following options:

I **will** be staying for lunch

I **will not** be able to stay for lunch

Please return to Jennifer Redmond, Centre for Gender and Women's Studies, 20 Westland Row, Trinity College, Dublin 2, Ireland or fax a copy to (01) 8963997, or email your details to jennifer.redmond@tcd.ie by Monday 5th November 2007 in order to guarantee your place at the seminar.

For further information on the seminar please see www.crisispregnancy.ie/whatsnew.php or www.tcd.ie/cgws



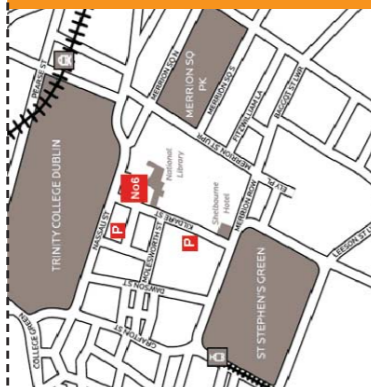
There will be no cost for this seminar

Jennifer Redmond
Centre for Gender and Women's Studies
20 Westland Row
Trinity College
Dublin 2
Ireland

Stamp

Location

No.6 Kildare Street is located in the very centre of Dublin city, just yards from Dáil Éireann and Trinity College. St Stephen's Green, Grafton Street, Merrion Square and Fitzwilliam Square, together with many of the city's major hotels, are just a short stroll away. Easily reached by the city's rail, road and air connections, there is ample car parking to be found in the immediate vicinity of No.6.



Speakers Details

Ms. Caroline Spillane is the Director of the Crisis Pregnancy Agency. Caroline is currently responsible for the implementation of the Agency's strategy through its research, policy, funding and communications functions. She holds an MA in Communications and has previously worked on communications, programme development and educational initiatives in the public, private and voluntary sectors.

Dr. Carol Baxter has been Head of Development at the Equality Authority since October 2006. She has previously worked for the Department of Foreign Affairs where she was responsible for the Lisbon Agenda dossier during Ireland's 2004 EU Presidency, and the National Women's Council of Ireland, where her work focused on areas of employment and caring.

Dr. Stephen Bevan is Director of Research at The Work Foundation. He is responsible for the delivery of a programme of both applied and frontier research on the world of work. His areas of expertise include employee engagement, retention and well-being, work organisation and job design. He has carried out research & consultancy for the No. 10 Policy Unit.

Dr. Rosalind Chait Barnett is the Director of the Community, Families & Work Programme at the Women's Studies Research Centre at Brandeis University, Massachusetts, where she is the principal investigator on several studies of work and family issues. She has recently published research, with Karen Gareis, on *After-School Worries: Tough on Parents, Bad for Business* in association with Catalyst.

Dr. Aline D. Masuda is a researcher at the International Centre of Work and Family at IESE Business School in Barcelona. During the past 10 years, she has been conducting research on motivation, leadership, and organizational culture with an emphasis on work and family conciliation cross culturally. She has published papers in academic journals and books.

Mr. Eddie Sullivan is the Secretary General in the Department of Finance, (Public Service Management and Development) with responsibility for public service pay, civil service organisational issues. He is Chairman of the Top Level Appointments Committee and the Committee for Performance Awards. He was previously Secretary General at the Department of Social, Community and Family Affairs.

Mr. Bob Lee is the founder and CEO of the Great Place to Work Institute Ireland, and a Director of GPTW UK. Based on learning from work with best companies, the Great Place to Work Institute provides consulting services that can help to measure, benchmark and positively impact employee's experiences in organisations. Bob provides leadership and strategic direction for the Institute and writes and lectures extensively.

Ms. Freida Murray is Equality Opportunities Manager with the ESB. She has overseen the introduction of corporate policies in areas such as bullying and harassment, sexual harassment, equal opportunities and diversity, cultural diversity, disability and work-life balance. She is a founder member of the Equality Diversity Network.

Ms. Lucy Fallon-Byrne has been Director of the National Centre for Partnership and Performance since 2001. She has an extensive background in strategic management and planning. Since its establishment she has provided strategic direction to the NCPP and has ensured the delivery of its extensive work programme.

Dr. Maryann Valiulis is a Senior Lecturer and the Director of the Centre for Gender and Women's Studies (CGWS) as well as Director of the Research Unit, CGWS, Trinity College Dublin. She teaches on the M.Phil in Women's Studies, directs doctoral students and conducts research on gender. Dr. Valiulis' current project is a study of women and ambition in Ireland and the EU.

Seminar

The Workplace of the Future: Reconciling Pregnancy, Parenting and Employment

Half-day Seminar 9.00 am – 1.45 pm
Thursday November 8th 2007
The Royal College of Physicians of Ireland
No. 6 Kildare Street
Dublin 2
Ireland