

Gender & Diversity Hub Utrecht University and the ERC project CAPABLE - Stakeholder Meeting - Part-time Work: What's at Stake?

12 February, 2021
14.00 – 17.00 CET



Utrecht University



European Research Council
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Welcome

Dear Participant,

A warm welcome to the Stakeholder meeting “Part-time Work: What’s at Stake?”, co-sponsored by the Gender and Diversity Hub of Utrecht University and the European Research Council project CAPABLE. The main purpose of the Hub is for academics to join forces with societal partners to solve complex gender and diversity issues and to develop strategies to increase diversity, societal inclusion and change. The ERC project CAPABLE is developing innovative theoretical and methodological frameworks for researching these complex gender and diversity issues, working closely with policymakers and stakeholders.

Twenty years ago, the Dutch part-time model gained an international reputation as a way of facilitating mothers’ (sometimes marginal) employment. Despite continued popular preferences for short working weeks and soaring employment levels of Dutch mothers, part-time work is now also viewed as a crucial factor inhibiting improvements in gender equality and diversity more broadly. The urgency for academic/non-academic, interdisciplinary cooperation across national borders is great. Multiple countries within and outside Europe struggle with the gendered and unequal nature of part-time work and its effects. Crucially, part-time work is no longer exclusively a mother’s issue, as young men, childless women, low skilled and ethnic minority workers are regularly found in increasingly precarious part-time work positions.

The aim of this stakeholder event is to bring together key national and international researchers and stakeholders working on the topic of part-time work and worker wellbeing. We aim to discuss current pressing issues from academic, societal, and organizational perspectives, identifying avenues for future research and stakeholder engagement in the research process. We do this by closely looking at multiple groups of part-time workers and the most pressing part-time issues at stake today in relation to gender and diversity (seen broadly as inequalities arising from how gender intersects with other inequalities such as educational level, ethnic background, or other socio-economic characteristics).

The event will kick off with multiple short, inspiring presentations from government and societal stakeholders, as well as a brief look at the newest academic insights. Following, mixed groups of stakeholders will meet in smaller, interactive breakout sessions to map the experiences, representations and consequences of part-time employment for different groups. In a final plenary discussion, we will integrate these insights to create a research and policy agenda for moving forward.

We look forward to an inspiring event!

Mara Yerkes
Janna Besamusca

In cooperation with the Gender and Diversity Hub, and the ERC CAPABLE team

Practical Information

- The event takes place online in Microsoft Teams. You may choose to install MS teams on your computer, or to continue via the web version of MS teams. To install the Teams desktop app on your Windows or Mac desktop computer or laptop, click on [this](#) link and choose “Download for desktop”.
- To enter the Teams Event, **click on [this](#) link**. You may enter the event any time between 13:45-17:00 CET. Having trouble? Contact our moderator Dominique Rijshouwer via email, Teams (c.d.n.rijshouwer@uu.nl), or WhatsApp (+31 636296439) for assistance.
- This Teams session is by invitation only. Please do not share your personal invitation link with others. Do you have suggestions for other stakeholders who might be interested in joining? Please send their name and contact details to: whatsatstake@uu.nl. We are happy to send them an invitation.
- During the online session, if you are not a speaker or presenter, please keep your **microphone muted**.
- Please use **headphones / earbuds** to optimize audio quality and avoid background noise when speaking.
- If you have a question/comment during the presentations, you can share it in the **chat** function of Teams. If you would also like your question to be addressed after the presentation, please **tag** our moderator Dominique by typing @c.d.n.rijshouwer@uu.nl in front of your question in the chat. The moderator will select a few questions to discuss after each presentation.
- If you wish to **speak/ask a question yourself**, please use the '**hand raise**' function in MS Teams. Our Chair Desiree Hoving will select people to speak (don't forget to lower your hand afterwards).
- We want to encourage **interactive engagement** among our audience. Make sure to tag our Twitter accounts @UUGenderHub, @ERC_Capable and add #whatsatstake to your tweet.
- For the interactive breakout sessions, we'd like to know which group of part-time workers you are most interested in. Rank the breakout topics using [this](#) link, or scan the QR code with your phone. We will assign people to breakout sessions based on these rankings.
- Note that we do not tolerate profanity, discriminatory, offensive or otherwise rude language on any of our online platforms mentioned above. Comments of such nature will be removed, and your participation will be terminated.
- **The event will be recorded and posted online for streaming on demand**. If you do not wish to be recorded, you can simply turn off your camera and audio.



Programme

13.45 Virtual Walk-in

Join the stakeholder meeting via the Teams link

14.00 Introduction Stakeholder Meeting

Co-organizers Mara Yerkes & Janna Besamusca
Chair Desiree Hoving

14.10 Event Kick-off

14.10

Message from Lesia Radelicki (European Commission Cabinet of Commissioner for Equality)

Part-time work and gender equality strategy in the EU

14.20

Brief presentation by Heidi Nicolaisen & Hanne Kavli (FAFO)

An academic view of diversity in part-time jobs

14.30

Brief presentation by Esther Lynch (Deputy General Secretary of the ETUC)

Part-time work in relation to gender inequality

14.40

Brief presentation by Wieteke Graven (Dutch foundation 'Het potentieel pakken')

Experiences from a real-world part-time experiment

14:50

Discussion

15.00 Small Break

15.10 Breakout Sessions

What are the experiences, representations and consequences of part-time employment for different groups of part-time workers? During these smaller, interactive sessions, we will discuss who these groups are, the risks and opportunities they face, and the research and measures needed to improve their wellbeing.

16.25 Plenary Session

The plenary session incorporates information from the breakout session, creating a policy and research framework for moving forward, ensuring cooperation between academics and stakeholders across disciplinary and geographical boundaries.

16.55 Conclusion & Take-home message

Chairperson of the day

Desiree Hoving
Investigative journalist



Desiree Hoving is a moderator of interactive online events about science. Her focus on science originated when she started her career at research institute TNO and the Technical University Delft. After that, she became an independent self-employed, investigative journalist, writing ten years for national newspapers and magazines. As a moderator, Desiree gets to the heart of the matter, asks the right questions, sees things from different viewpoints, and helps everyone to see the relevance of topics being discussed.

Coordinating Team of the Event



Dr. Mara A. Yerkes
m.a.yerkes@uu.nl

Mara A. Yerkes is Associate Professor of Interdisciplinary Social Science, Utrecht University, the Netherlands. Her research broadly centres on comparative social policy (including welfare states, family policy, industrial relations and citizenship regimes) and social inequalities (around work, care, communities and families, in particular in relation to gender, generations, and sexuality). Yerkes is the principal investigator of the ERC project CAPABLE, a comparative study on gender inequalities in work-life balance in eight European countries, and of COVID19 Gender (In)equality Survey Netherlands (CoGIS), a longitudinal research project involving researchers from Utrecht University, the

University of Amsterdam, and Radboud University Nijmegen. She is currently co-chair of the European Social Policy Analysis Network (ESPAnet) and joint editor of the journal *Community, Work and Family*.

Dr. Janna Besamusca
j.besamusca@uva.nl

Janna Besamusca is a postdoctoral researcher in sociology at the University of Amsterdam, the Netherlands. She works on the European Horizon2020 project on supporting expertise in Inclusive Growth (InGRID2) and the COVID-19 and Gender Inequality Survey (COGIS_nl). Janna does research into working mothers, work-family issues, minimum wages, collective bargaining, and industrial relations. She is interested in the scheduling of work and care time in non-standard employment relations, as well as wage penalties associated with irregular work schedules.



Coordinating Team of the Event



Dominique Rijshouwer
Email: c.d.n.rijshouwer@uu.nl
+31 636296439 (online support)
Student-assistant

Dominique Rijshouwer is a Social and Health Psychology Research Master's student at the Faculty of Social Sciences and student-assistant of Belle Derks. She is interested in social inequality, research ethics, and meta-science. She is part of the organizing team of the Stakeholder meeting and during the meeting, she is the contact person for the event. If you encounter technical problems during the event, you can reach her via Whatsapp through her mobile number or through email/Teams (see above).

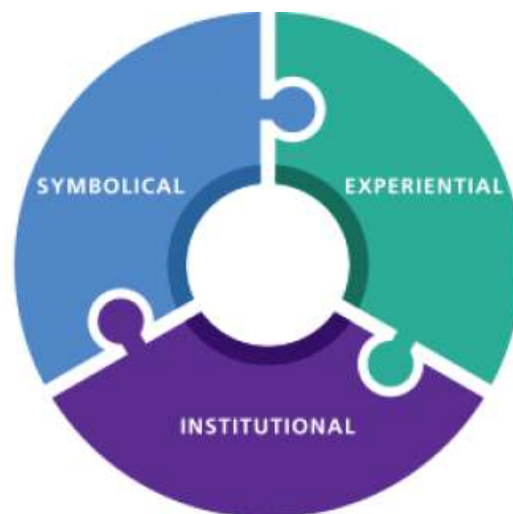
About the Gender & Diversity Hub

The Hub

The Gender and Diversity Hub provides a demand-driven platform that focuses on analyzing and solving gender and diversity issues as put forward by our societal partners. As such, it provides a meeting ground for both researchers and stakeholders, to exchange and enhance their expertise across disciplines, to share and develop best practices and to put possible solutions to the test with a view to truly contributing to the empowerment of under-represented groups in society and to combating stereotyping. The Gender and Diversity Hub brings together the wide and exceptional expertise on gender and diversity that is available at Utrecht University. We are in a unique position to address the growing need for collaboration between interdisciplinary research and societal partners.

What makes us different?

Utrecht University has an outstanding group of researchers from various disciplines – including amongst others, humanities, social sciences, law, public administration and economics – that work together specifically on gender equality and diversity issues.



Maximizing Societal Impact

The Hub's approach is designed to overcome the theory/practice divide and maximize the societal impact of scientific research through three channels: expertise, research and awareness-raising.

see also [About](#) on the website

About ERC CAPABLE



Gender equality in work-life balance

Significant policy advancements designed to help men and women more equally combine work with other activities have been made in recent decades, yet gender inequality persists. Improving gender equality in work-life balance is therefore high on policy agendas throughout Europe. Decades of research in this area have produced key insights but this inequality remains tenacious. To understand why these gender inequalities have not been overcome necessitates a multi-dimensional approach that captures differences in capabilities - what individuals are effectively able to achieve - and how they are embedded in diverse community and social contexts.

Capability approach

CAPABLE is a large-scale research project led by Dr. Mara A. Yerkes, developing and applying complex models derived from Sen's (1992) capability approach to generate fundamentally new knowledge on how work-life balance policies impact an individual's capability to achieve work-life balance in Europe. The central question in this 5-year (2018-2023) project is: To what extent do work-life balance policies enhance men and women's capabilities to achieve work-life balance? CAPABLE is using innovative, mixed-methods approaches at multiple policy levels to analyse: 1. the design of work-family policies at national and local levels; 2. what these policies mean for men and women's capabilities to achieve work-life balance across varying community and social contexts; 3. the extent to which work-life policies enhance individual wellbeing; and 4. what policy tools are needed for developing sustainable work-life balance policies that enhance gender equal work-life capabilities.

CAPABLE and part-time work

The CAPABLE project shows how taking a new approach to long-standing, persistent social issues – like part-time work – can help move academic and policy discussions forward. A capability perspective on part-time work was provided at the previous Gender & Diversity Hub [meeting](#) on part-time work in the Netherlands.

Want to know more?

Interested in knowing more about the project? Or how taking a capability approach to issues like part-time work can offer new insights? Visit our website: www.worklifecapabilities.com, sign up for the newsletter, or reach out to the project leader, Dr. Mara A. Yerkes: M.A.Yerkes@uu.nl.

This research project is funded by the European Research Council (ERC) under the European Union's Horizon 2020 research and innovation programme (grant agreement No 771290).

Speakers

Lesia Radelicki
Member of Cabinet,
European Commission



Lesia Radelicki is a Member of the Cabinet of the Commissioner responsible for gender equality at the European Commission. Prior to joining the Cabinet, she coordinated a European women's organization, advocating and designing policies on gender equality, leading campaigns on closing the gender pay gap and combatting violence against women and conducted a series of trainings worldwide on women's political empowerment and participation as well as participated in election observations.

Speakers

Hanne C. Kavli

Head of research at Fafo



Hanne C. Kavli (PhD Sociology) is Head of research at Fafo with immigration and integration as her area of expertise. She has worked extensively on issues related to welfare and integration policy. In recent years, she has been concerned with family practices and gender equality in immigrant families. She has studied how attitudes and values influence women's professional participation and how the organization of welfare states and labor markets influence women's motivation and opportunity to participate in working life. Kavli has published a large number of research reports at Fafo and a number of articles and book chapters both nationally and internationally. She has broad experience in obtaining, using and analyzing both qualitative interviews, surveys and register data. Kavli has led a large number of research projects and has broad experience as a reviewer and editor.

For more information on Kavli, see [here](#). For more information on the research project, see here: [Part-time careers in Norway – the end of normalization?](#)

Heidi Nicolaisen

Senior researcher at Fafo



Heidi Nicolaisen (PhD, Sociology) is a senior researcher at Fafo, Institute for Labour and Social research and head of the research unit at the Norwegian Directorate for Labour and Welfare. Her research interests are labour market integration and welfare states, gender and institutions. The relationship between institutions, regulations, organisations and practice is a common denominator in her research. During the last years she has focused on labour market integration among young people, especially welfare clients. Research on women's labour market integration has been a recurring topic throughout her career. Her doctoral thesis focused on working time regulation – and practices – in a cross-country comparative perspective over the last 30 years. Part-time work, standard working time and overtime were addressed in particular. Her work is based on qualitative research methods. She has published journal articles, reports and book chapters and has broad experience as a reviewer and editor.

Speakers

Esther Lynch

Deputy General Secretary of the ETUC



Esther Lynch was elected Deputy General Secretary of the European Trade Union Confederation (ETUC) at the Vienna Congress in May 2019, after four years as Confederal Secretary. She has extensive trade union experience at Irish, European and international levels, starting with her election as a shop steward in the 1980s. Before coming to the ETUC, she was the Legislation and Social Affairs Officer with the Irish Congress of Trade Unions (ICTU), where she took part in negotiations on Ireland's National Social Partner Agreements.

Esther's responsibilities as Deputy General Secretary, include social dialogue, collective bargaining and wage policy, trade union rights, gender equality and Brexit.

As Confederal Secretary she ran a successful EU-wide online campaign 'Social Rights First' that mobilised support for the European Pillar of Social Rights, led ETUC lobbying actions aimed at improving workers' rights in legislative initiatives such as the Transparent and Predictable Working Conditions Directive and the Whistleblowing Directive, she spearheaded the ETUC's 'Europe Needs a Pay Rise' campaign and helped secure the EU's adoption of legally binding occupational exposure limits to protect workers from exposure to carcinogens, as well as a social partners' agreement on reprotoxins.

Speakers

Wieteke Graven

*Founder and chairperson of
foundation 'Het Potentieel Pakken'*



Wieteke Graven is founder and director of the Dutch foundation "Het Potentieel Pakken," a foundation that aims to capture the full potential of women on the Dutch labor market. The first initiative of the foundation is around 'part-time work in the Dutch health care sector'. Before founding Het Potentieel Pakken, Wieteke was a partner at strategy consulting firm McKinsey & Company, focusing on large scale transformations, mainly in the financial services and energy sectors. She was one of the European leaders of the Women Matter and the Power of Parity studies. She is the main author of the Dutch Power of Parity report: "Het Potentieel Pakken: de waarde van meer gelijkheid tussen mannen en vrouwen op de Nederlandse arbeidsmarkt" (2018). In addition to her 10 years at McKinsey, Wieteke served as Chief of Staff to the Projects & Technology Director for 3.5 years, one of the members of the Executive Committee at Royal Dutch Shell. Wieteke obtained her MSc degree in Economics, specializing in Finance, from the University of Maastricht in 2001. She started her career on the trading floors of ING Financial Markets and Credit Suisse Securities in Tokyo and London, before joining McKinsey in 2007. Wieteke lives in Amsterdam with her family. She loves to travel and enjoys good food and wine, books, newspapers and modern photography.

Breakout sessions

Following the kick-off presentations, we will move into smaller, interactive breakout sessions. The aim of the breakout sessions is to map the experiences, representations and consequences of part-time employment for different groups of part-time workers. For example, in the Netherlands, most people envision (highly) educated mothers working part-time when they think of part-time workers. But as the brief academic presentation will show, across the globe, part-time workers take on different representations – in more or less precarious positions.

You will be automatically moved to one of the breakout rooms at 15.00, at which point you have time to take a short break and be back to start at 15:10. Dominique will remain in the plenary meeting to help anyone needing assistance. Note that you do not have to close the plenary meeting, it automatically pauses when you are switched to your breakout room, and you will automatically be returned to the plenary session at the end.

The breakout sessions will then proceed in two steps, focused on one particular group of part-time workers based on the preferences you provided beforehand. First, focused on this group of workers, we will discuss: what characterizes this group of part-time workers? What risks do they face? What opportunities, if any, do they face? Following this discussion, we will take a short break. When we return, we will focus on which concrete measures are needed to improve the position or wellbeing of this group of workers, and what information is needed about this group.

The breakout sessions will be chaired by a moderator, and one of our (PhD) students will be there to take notes. The breakout sessions will conclude at 16:20 sharp, and you will be transferred back automatically to the plenary session.

Final Plenary Session

The moderator will summarize the discussion in 2-3 minutes in the final plenary discussion, where we will integrate the insights from each of the breakout sessions to create a research and policy agenda for moving forward. We will conclude the stakeholder event at 16:45.



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