

Trainings with supervisors, workers' representatives and male employees

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1. Why trainings on the promotion of male co-responsibility in organisations?

- Training and awareness-raising is a very effective tool for bringing about cultural change in organisations, removing barriers and promoting caring masculinities.
- Managers and trade union representatives are key agents for the transformation of competitive work cultures, hierarchical leaderships that reproduce hegemonic masculinities towards more egalitarian organisational models that foster caring masculinities.
- Co-responsibility and the democratisation and more equitable distribution of care is the responsibility of men, public administrations, and it is also the responsibility of companies.



2. Summary of the trainings

Country	in-house seminars	Trainings for managers	Trainings workers and workers' representatives	Total of trainings	Number of men attending	Number of women attending	Total	% of men
Austria	11	3	2	16	69	216	288*	24%
Norway	4	8	3	15	140	179	319	44%
Slovenia	3	4	11	18	224	158	382	59%
Spain	3	19	11	33	313	179	492	64%
Poland	8	8	10	26	452	387	839	54%
TOTAL	29	42	37	107	1198	1119	2317	52%

* 3 gender diverse or no answer



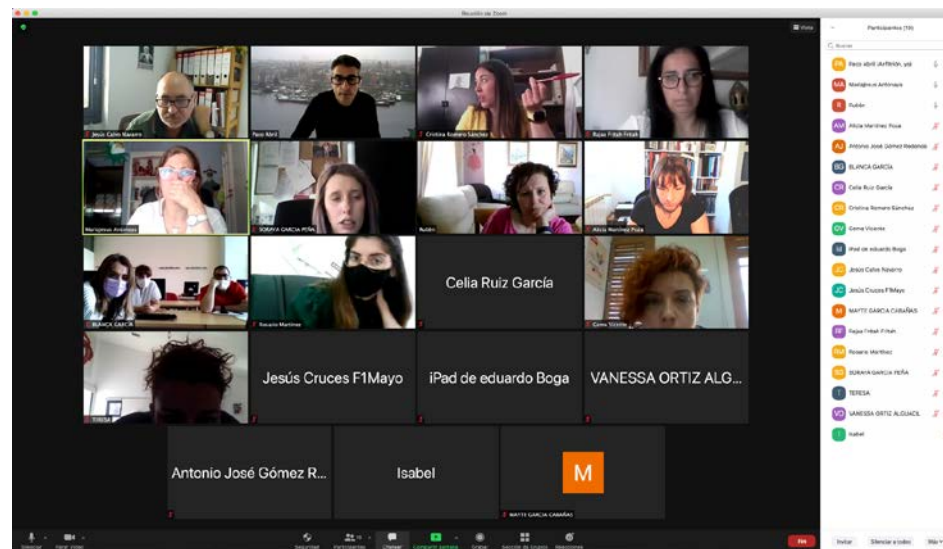
3. Characteristics of the training and profile of participating companies

- Average number of hours of training sessions: from 1,5 to 4 hours
- Online and face-to-face trainings
- Main Company profile: Generally big companies in male-dominated sectors
 - Police and/or Armed forces (No, SI, Sp); Energy , water or transport sector (No, Sp);
- But also:
 - Finance sector (No); Chain shops (No, Sp); Multinational companies (PI, No); Tech sector (PI); Knowledge sector (A, PI); public and semipublic companies (SI, Sp); Insurance (Sp); Industry (A, PI)



4. Main topics covered

- **Men work and care**
 - Gender inequality and the role of men
 - Care throughout the life cycle
 - Encouraging caring masculinities
 - child rearing
- **Culture of masculinity in the workplace**
 - Leadership and care/ WLB
 - Country specific legislation on WLB , care leaves and rights
 - stress and burnout with the emphasis on men and self-care
 - communication and conflict resolution
 - WLB in a corona-situation
- **Best practice examples**



5.

Methodologies

- Social and cultural construction of masculinity (Real Man exercise)
- Short Lectures
- Open dialog about obstacles for care/WLB in own workplace
- Gender statistics on care and WLB
- Case studies on gender stereotypes
- Group discussion
- Quiz on WLB
- Best practice-examples



6. Main problems /

resistances

- The **coronavirus** and **COVID-19** forced some of the training to be adapted to the **online format** o more difficulties in scheduling face-to-face trainings
- In some countries there are **difficulties in programming training** (leaders not interested in the topic).
- **Too much and too little.** 2 or 4 hours of worktime it is too much to devote to this kind of training, at the same time several companies also thought it was too little to make a change.
- **Gender conservatism and denial** (“There is no gender problem at our place”), gender stereotypes, no particular interest in the issue – not only, but in most cases by older men.
- **Difficult Access to small and medium sized companies,** they were not interested in the topic.



7. Positive aspects

- **Exchange of experiences and reflections among the participants.**
- **First time for most participants** to reflect on the connection to (own) men's care and company gender equality policy.
- For the first time, **the focus has been on men and care in the company.**
- **High score** on overall satisfaction and expectation of training.
- **Gender stereotypes and roles** in the company and in everyday life have **been made visible and questioned.**
- Sometimes, even those who resisted and denied the unequal situations at the beginning **made some progress.**
- Learn about **good practices of WLB** in the own or other European countries



8. Aspects to be

improved

• Including the topic of men and care in company policies (equality and diversity plans, collective bargaining agreements, etc.) would facilitate the development of training and awareness-raising on the issue.

- **Feedback from participants evaluations:**
 - More time, longer trainings, more workshops
 - More male participants in some countries
- Some WLB measures are more suitable for service providing companies, while they **missed more measures that would be useful for production companies (or in complex organisations)**



9. What does the future look like?

- **Training continue to be held** in the different countries.(some companies want more trainings with their staff)
- There are companies that have heard about training (word of mouth, social media) and want to do it also in their company. (**Further training after completion of the project**)
- **Trainings of Men in Care project promoted by the public administrations will continue to be held** (Plan corresponsables in Spain has offered funding to continue training in companies and with trade union representatives).
- The experience of an autonomous and self-evaluating online course developed by the UNED has been a success (150 students enrolled). Possibility of **converting the contents of the Men In Care training into a MOOC (Massive Online Open Course)**.



Thanks





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

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