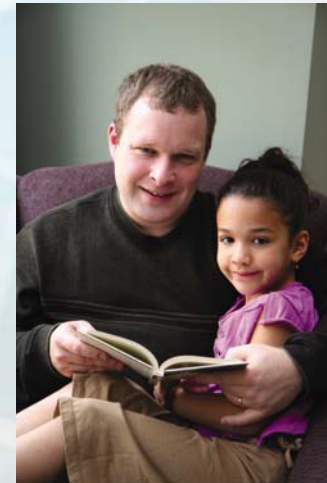


Fathers@Work



Welcome

Susan Barrera

Executive Director
Labour Relations Division
Department of Consumer and Employment Protection

Opening address

Hon. Bob Kucera

Member for Yokine



Government of
Western
Australia

Fathers@ Work Publication

How to use a father
friendly workplace to
attract and retain
skilled staff



Department of Consumer and Employment Protection



Presentation

Dr Graeme Russell

Fathers @work

Dr. Graeme Russell
russellg@bigpond.net.au
0411330399

Th IS is Dad



doing

a tam & r m

“No, not there please, that is where I’m going to place my head!”



Work/life balance: A different perspective

- Is work/life balance the issue?
 - Is it about well-being and resilience?
- Isn't it about choice?
 - Is it about informed choice?
- Isn't it about caring for dependants?
 - Is it about caring for and about . . . ?

Michael

...is the CEO of an organisation and is personally very supportive of work/life balance. His organisation has excellent policies. It has won awards for their innovative approach. He is also very clear about establishing work/family boundaries, e.g., he never involves his spouse in organisational functions. He sees work-life as a personal responsibility. He is rarely at home at nights to have dinner with his 4 children. Five of his leadership team work very long hours, travel frequently (most trips are to Europe) and are often away from their homes for extended periods of time (most have children). The organisation also prides itself on having a high performance culture.

What are the potential risks for . .

- Michael?
- Those who report to Michael?
- The spouses of these senior managers?
- The children of these senior managers?
- The organisation?

Should we care?

Making informed choices about work and life = 6 key elements

- Research shows that our personal well-being, performance and resilience, the well-being of those we care about, and the well-being of the organisations we work for, depend on:
 - Our **physical** capacity, energy etc. (= movement and diet)
 - Our psychological or **mental** capacity (= reflection, down-time)
 - Our capacity and opportunity to contribute to close **relationships** (= taking 100% responsibility for 50% of a relationship)
 - Our sense of **purpose** (= spiritual)
 - Our opportunity to experience **FLOW** (= secure and quality work)
 - Our capacity and opportunity to **care** for our children = fatherhood

Why focus on fathers?

- Fathers are different today
 - Expectations have changed
 - Life demands are different
- Fathers are diverse
 - And, more in dual worker families
- More men want to be active fathers
 - And data shows that more are!

DO YOU MIND IF
I LEAVE EARLY TO
SPEND SOME TIME
WITH MY KIDS?



www.dilbert.com scottadams@aol.com

I NEVER SPENT TIME
WITH MY KIDS AND
THEY TURNED OUT
JUST FINE!



12-14-01 © 2004 Scott Adams, Inc./Dist. by UFS, Inc.

HOW
MANY
DO YOU
HAVE?



THREEISH.



The good news

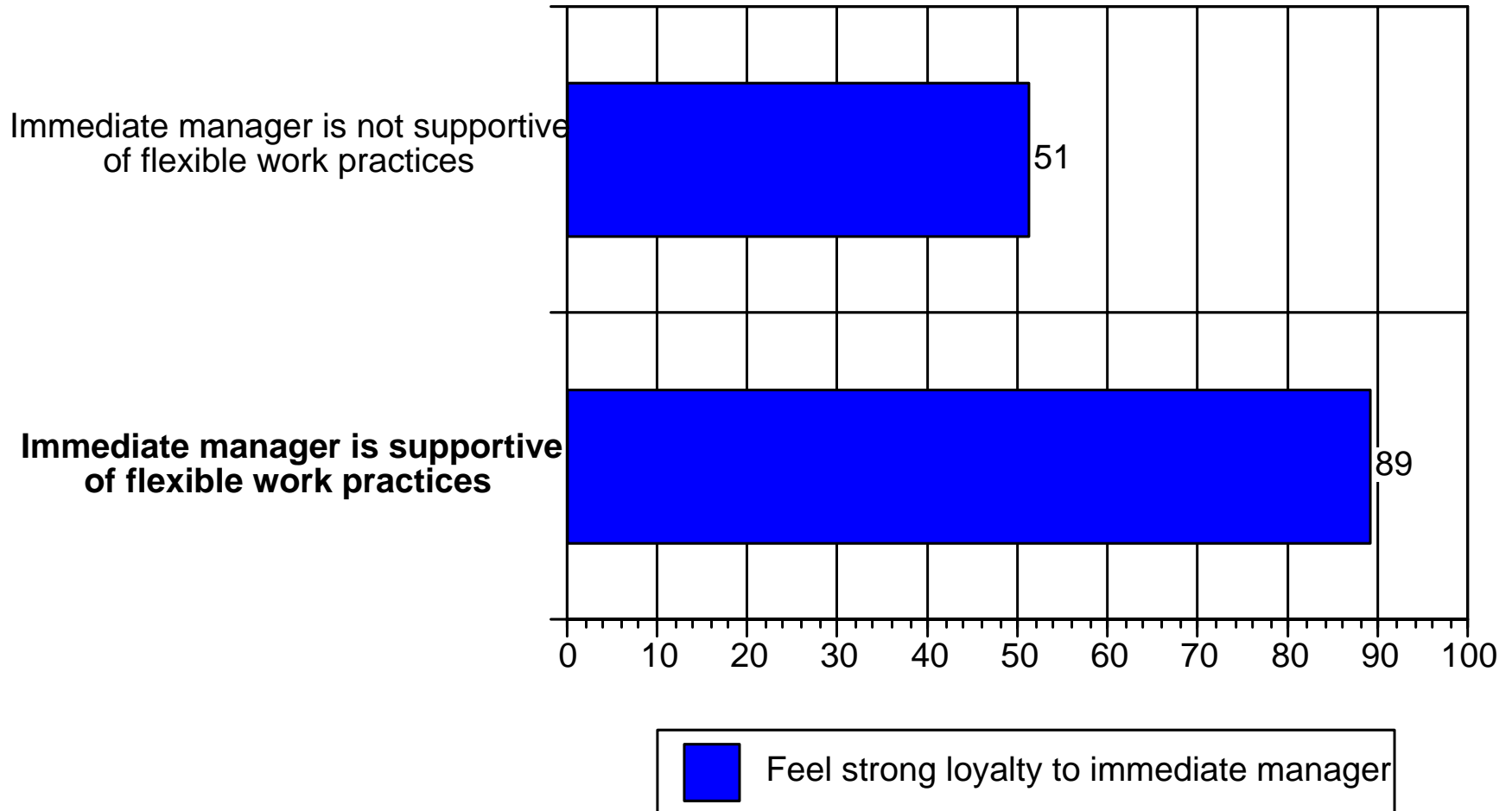
Research shows . . .

- Dual centrals
 - Work fewer hours and are more successful
 - Have a greater capacity to switch off and switch in
- Active fatherhood has a positive impact on:
 - Children
 - Parental relationships = team parenting = child outcomes
 - The well-being of men
 - Fathers at work

Fathers@Work?

- More men:
 - Want a career lattice
 - Currently are, or are seeking to, work reduced hours
 - Prefer to work 10 hours less than their current average of 47 hours/week.
 - Increased number working part-time
 - Want increased flexibility
- Flexibility drives
 - Productivity (IBM study)
 - Commitment

Flexibility and loyalty to immediate manager



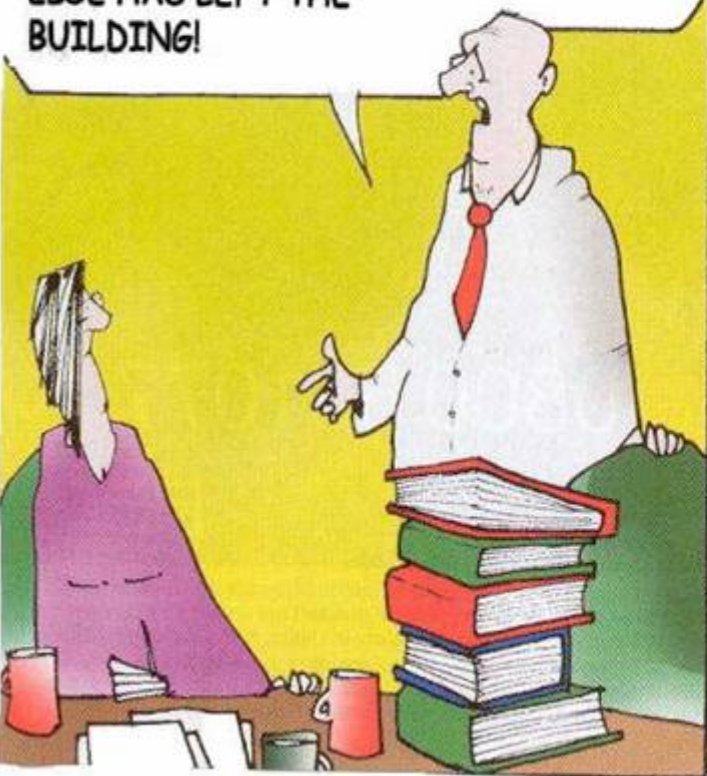
Fatherhood and flexibility make a difference to men at work

- Fathers in dual career families with young children:
 - 65% would refuse a job or promotion if it had a negative impact on their family life.
 - 25% had actually made a decision on this basis.
- Fathers with young children:
 - 40% = their work commitment would be questioned if they used flexibility options
 - 12% had seriously considered leaving their organisation in the past 6 months because of a lack of flexibility.

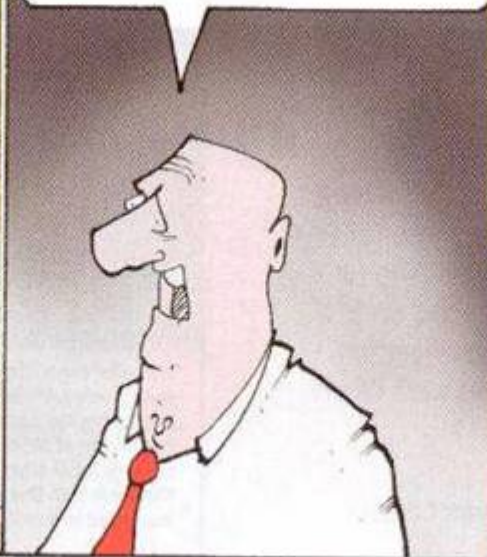
The potential cost?

- Assume an organisation of 5000 people
 - 17% are men with young children = 850
- Assume 5% of these leave = 42
- Assume:
 - Average salary of \$65,000
 - Cost of turnover = $2 \times \$65,000 = \$135,000$
- Total estimated cost of this turnover
 - \$6,075,000.

IT'S BEEN BROUGHT TO MY ATTENTION THAT YOU'VE BEEN DOING A LOT OF UNPAID OVERTIME...COMING IN EARLY GOING HOME HOURS AFTER EVERYONE ELSE HAS LEFT THE BUILDING!



I KNOW THAT YOU'RE AS CONCERNED ABOUT THE BUSINESS AS I AM ...BUT AS YOUR MANAGER I CAN'T LET THIS CARRY ON WITHOUT TAKING SOME ACTION...



SO HERE'S A BILL FOR THE EXTRA UTILITIES YOU'VE BEEN USING, LIGHTING, HEATING... AND A NOMINAL CHARGE FOR USE OF THE TOILET FACILITIES.



What can organisations do?

- Celebrate and affirm fatherhood
 - Promote role models
- Have effective parenting policies for fathers
 - 2 weeks paternity leave
 - Paid parental leave
 - Family leave
- Have effective flexibility policies, practices and culture
 - How, when and where + career and development
- Conduct programs for men
 - Men at work
- Develop a workplace culture that values and supports the six aspects of well-being and resilience

Summary

- Fatherhood is a business imperative
- Fatherhood is an opportunity
 - For leaders = commitment, discretionary effort (energy!)
 - For employees = quality work, quality life
 - For organisations = recruitment and retention, higher work performance
- You can
 - Examine your own assumptions and mindsets about fathers
 - Try to get into fathers' shoes and consider their different perspectives
 - Lead with a commitment to fatherhood and flexibility

Presentation

Craig Walkemeyer

Director of Projects - Australia Asia
Alcoa



Questions and Answers?



Visit

www.worklife.wa.gov.au

for more information

