

A Toolkit for Gender Equality in Practice - Initiative

Federal Public Service (FPS)

Gender equality and female leadership

Summary of the initiative

The FPS Social Security is a Belgian federal public service that acts as a catalyst for authorities, representatives of employers and workers as well as public social security institutions to ensure the sustainability of social security.

The project on gender equality and female leadership was established to engage employees and to be an attractive employer. It started in 2009 with the encouragement of flexible working possibilities. For FPS employees this means that nobody has their own desk and everyone - apart from a very small number of functions identified - is able to telecommute. In 2010, 62% of the employees of FPS telecommuted and they had the opportunity to do this up to three days a week. The opportunity for flexible working possibilities is available for both men and women, without discrimination. Work-life balance is an important issue for the FPS. For example: each parent or grandparent receives a day off during the first day of school in kindergarten, primary school in order to support the child when taking this important step in their lives, independent of whether they are a (grand) mother or a (grand) father.

The results of the initiatives are discussed in team as well as individually. The employee becomes a manager of his/her own life, choosing when, where and how he/she should work to achieve results.

In recruitment, when the FPS has two equal skilled persons, priority is given to women. Their findings after several years of various projects are clear:

- A turnover rate 30% lower than the average of all equivalent services within Belgium;
- A maximum filling ratio of reserves recruitment;
- A rate of retirement 75% lower than the federal average;
- Rates starting early retirement (before age 65) almost none;
- A decrease in the number of 4/5th work schedules favoured by telecommuting and flexible work environment;
- Satisfaction of senior staff to set the federal benchmark

Priorities

Addressing gender roles, Supporting work-life balance

Sector(s)

Public services

Type

Enterprise initiative

Country

Belgium



Model of social partnership

Unilateral / employer

Launch date

2009

Number of employees

>250

References

<http://www.womenatworkaward.be/>

This initiative was submitted by:

Axiom Consulting Partners, JUMP

Website

<http://socialsecurity.fgov.be/en/index.htm>