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# Introduction

# Introduction to the Café Egalité

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- In the framework of the IRAP Professional equality group
- Coffee break open to everyone
- Once a month from 13:00-14:00 on different days
- Time to share experiences and explore good practices
- Language (French/English) to be chosen by participants
- 10 minute introduction to the topic, followed by open & free discussion
- Agenda for this semester :
  - Wednesday 6th March - Work-life balance
  - Thursday 28th March - Countering stereotypes
  - Monday 6th May – Precarity
  - Tuesday 28th May - Dealing with stress
  - Friday 28th June - Conflict management
- You are also welcome to propose other subjects for discussion

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# Work-life balance

# Why have a good work-life balance ?

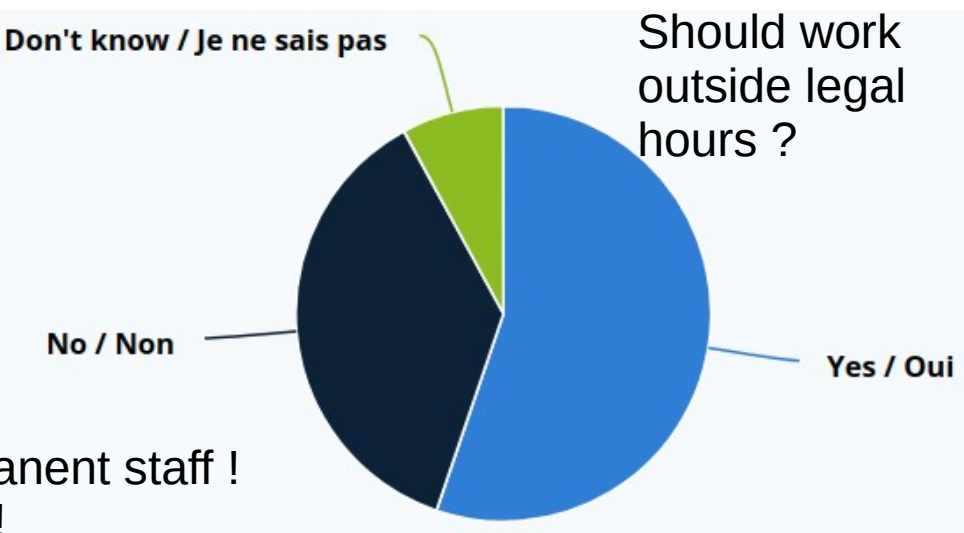
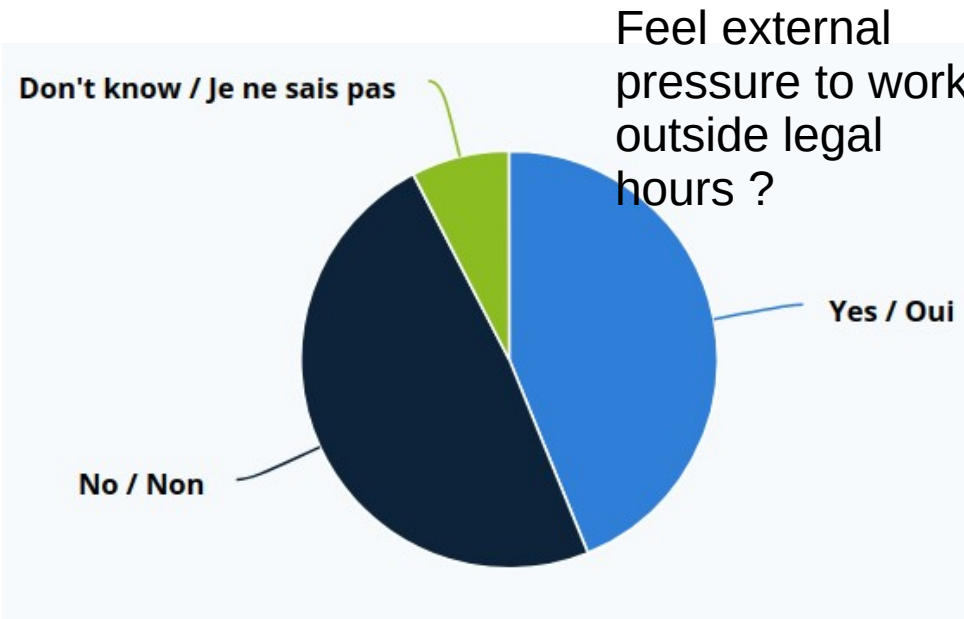
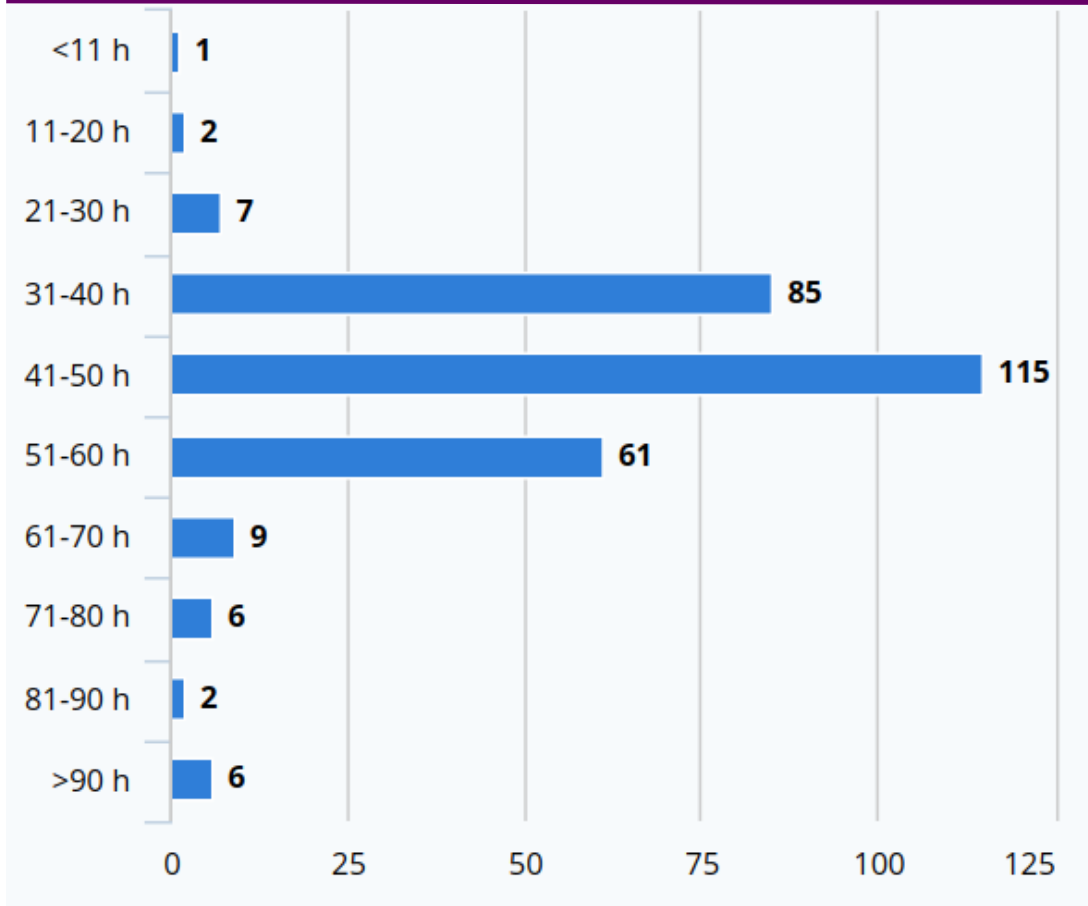
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- Improve job satisfaction
- Reduce stress
- Preserve/improve mental health (reduced anxiety and depression)
- Avoid burnout

It also helps you to be :

- More productive
- Less tired
- Happier 😊

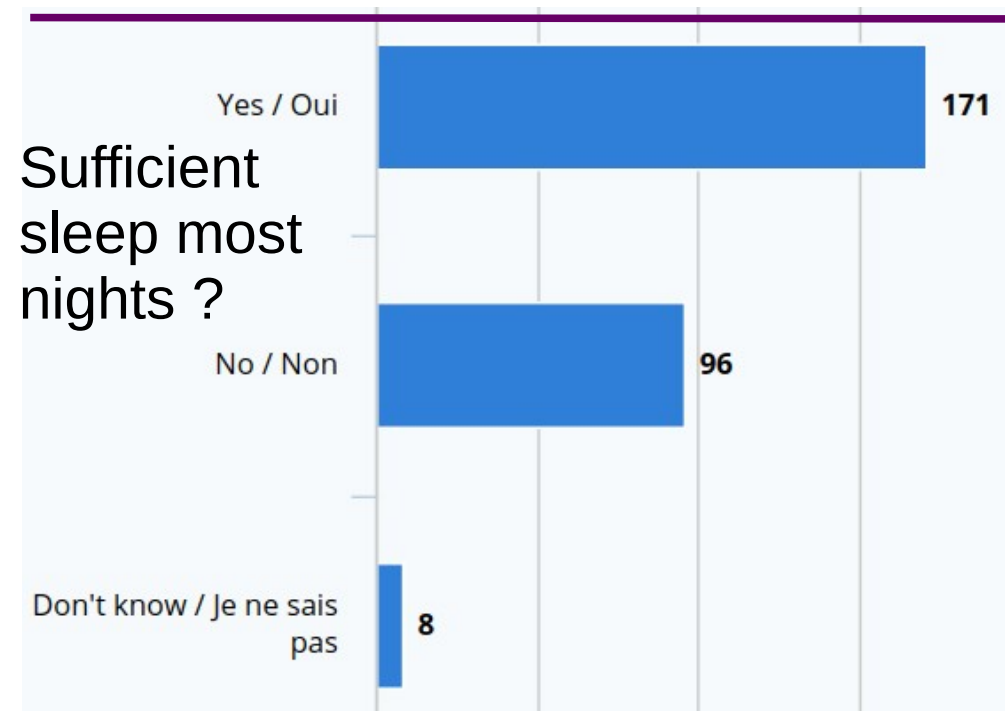
# Hours worked/week - national astronomy survey 2021



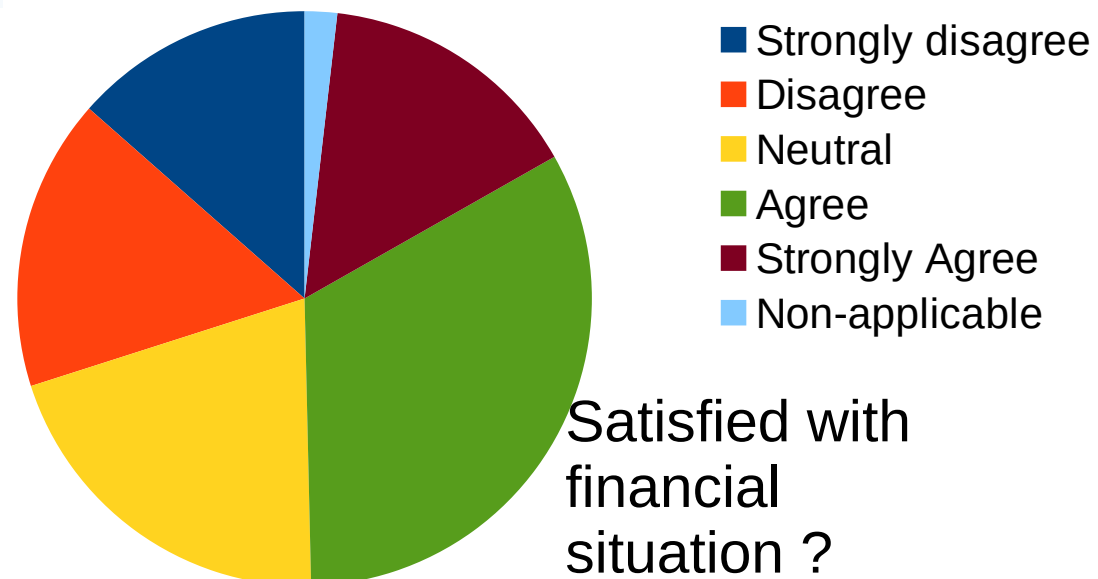
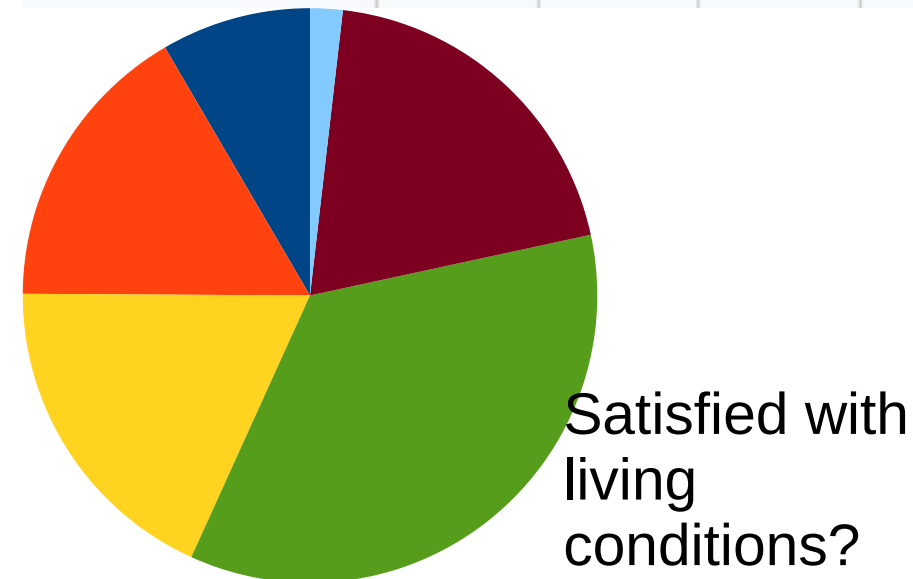
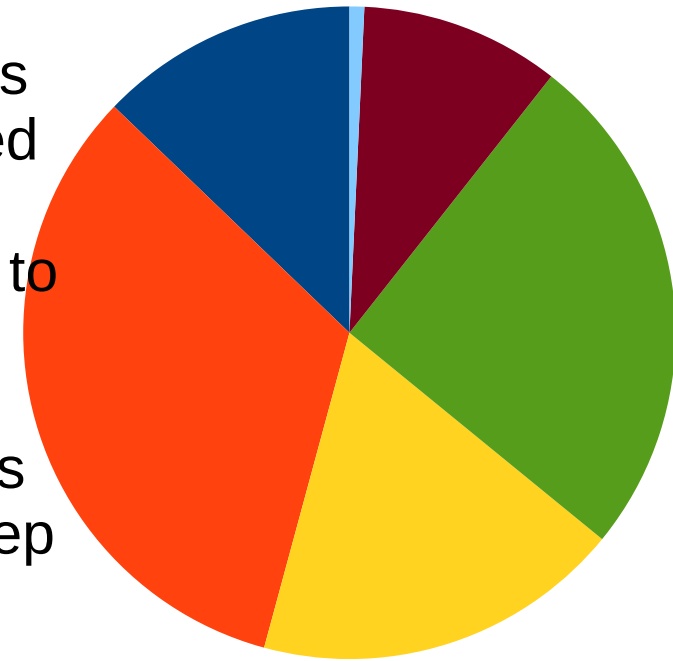
### Why long hours ? (examples)

- Be competitive/obtain post
- Like to work more hours
- Can't achieve work required in legal hours
- Can't « switch off »
- Expect more work from post-doc/PhDs than permanent staff !
- Most others work outside legal hours, so should I !

# Work-life balance - national astronomy survey 2021



My life is balanced with respect to work, outside activities and sleep



- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly Agree
- Non-applicable

# How to achieve good work-life balance

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- Set clear boundaries concerning work hours and other activities
  - respect working hours
  - helps to be more focussed and efficient
- Find activities you love to do outside of work
- Take holidays
- Communicate with a manager to let them know if you are overloaded
- Prioritise your most important tasks
- Other possibilities : team building, support from colleagues, .....

You can also :

- Set a good example with work-life balance
- Remind people to maintain a good work-life balance
- Allow for flexibility
- Ensure meetings run to time to allow colleagues to leave on time

.....add your thoughts and ideas here 😊