Introduction to these discussion sessions

- 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 30th September – Being a working parent

  Tuesday 13th October – How to cope with the increasing volume of work?

  Monday 16th November – Being a minority in the work place

  Thursday 3rd December – Handicap in the work place

  Thursday 21st January – Imposter syndrome
- You are also welcome to propose other subjects for discussion
- See also : https://www.irap.omp.eu/egalite/

Being a working parent

Parenting and work

Balancing the demands of a career with the joys and obligations of parenthood can be both rewarding and overwhelming.

1. Time Management: Parents must allocate their time effectively to fulfill work duties while also being present for their children's needs.

2. Emotional Toll: The emotional strain of juggling parenting and work can be overwhelming, leading to stress, guilt, and anxiety.

3. Career Advancement: Finding a balance can be especially tricky when career advancement or job demands require extensive hours and attention.

4. Financial Pressure: The need to provide for the family can sometimes necessitate long hours at work, leaving parents with limited time for their children.

Is it possible to work/do research and parent ?

Yes !

It is dificult, but it is very worthwhile

The importance of finding balance

1. Quality of Life: Striking a balance ensures that parents can enjoy their family life without neglecting their careers or vice versa.

2. Child Development: Being present for children's milestones and providing emotional support contributes to their well-being and development.

3. Mental Health: Avoiding burnout and excessive stress by finding a balance is essential for the mental health of parents.

4. Career Satisfaction: A healthy work-life balance often leads to increased job satisfaction, productivity, and longevity in a career.

Tips for Balancing Parenting and Work

1. Set Realistic Expectations : Understanding that you can't be a perfect parent and employee simultaneously is crucial. Set realistic expectations for yourself in both roles. Perfection is not the goal; balance is.

2. Prioritise and Delegate : Identify your most important tasks at work and home and prioritise them. Delegate less critical tasks or outsource where possible.

3. Flexible Work Arrangements : Explore flexible work arrangements such as remote work, flexitime, or compressed workweeks.

4. Efficient Time Management : Practice efficient time management. use tools like calendars + to-do lists. Allocate blocks of time for work and family and stick to them.

5. Communicate with Your Employer : Open and honest communication with your employer is vital. Discuss concerns and explore accommodation

6. Work-Life Boundaries : Set clear boundaries between work and family time. Avoid checking work emails or taking work calls during your family time, for example

7. Share Responsibilities : If you have a partner, share parenting and household duties.

8. Leverage Support : Utilise support systems like childcare services, family, or friends.

9. Self-Care : Make self-care a priority. Taking care of yourself physically and mentally is essential for managing the stress and demands of parenting and work.

10. Accept Imperfection : Remember that it's okay to make mistakes or have imperfect days. Parenting is a learning process, and perfection is not a realistic standard.

Tips for balancing parenting & work – from the discussions

- It is clear that having children can be an excellent experience and even the best thing that you can do !
- There is almost ‘never the right time’ to have kids, but you **can** make it work whenever !
- Being a parent implies being efficient at work (and at home!)
- It also makes you change your priorities in life
- Kindness and benevolence of colleagues is indispensable
- The creche at the university is excellent – 40 places reserved for children of employees and 20 for children of students
- **Tips include** never attending a meeting if there is no end time specified
- Look for resources to help with childcare, the CNRS propose pop-up creches for meetings, for example: https://carrieres.cnrs.fr/wp-content/uploads/2026/01/Plan-daction-egalite-CNRS-2024-26.pdf
- Update the IRAP rules and regulations to with rules about when and how meetings should be held, to help out parents, as well as shift work, etc

Resources used

https://www.wsm-wellbeing.co.uk/parenting-and-work-balancing-family-and-career-responsibilities/

See also COOP EGAL resource sheet : Parentalités, Aidances et articulation des temps de vie dans l'ESR