Job Sharing: the Business Case for Employers
A Solution to the Part-Time Conundrum

Sara Hill
Capability Jane
The part-time reality

**Gen X Women:**
- 90% flexibility
- 80% home-working
- 60% part time

**Gen X Men:**
- 52% flexibility
- 50% home-working
- 30% part-time

**Baby-Boomers**
- Working longer
- Transition retirement
- 44% part time

**Gen Y & Z:**
- 90% flexibility
- Control in where/how
- 33% part time

The part-time conundrum
Job Sharing: A Compelling Solution

**KEY FACTS**

- #1 in Google rankings for key search terms
- Over 180,000 unique website hits in 2012-13
- Over 10,000 registered job share candidates
- Over 6000 email subscribers

- Over 1400 Linked In Group members
- Over 600 research downloads
- Over 700 attendees to events
- Over 20 countries
Example Respondent Organisations

Deloitte
KPMG
RBS

centrica
DHL
M&S

Unilever

Example Respondent Roles

CEO
Director Insolvency Team
Sales Director
Tax Partner & Senior Auditor
Senior Project Manager
Marketing Director
Transactional Corporate Lawyer
Strategy & Planning Director
Job Share Design

**Split Job share**
- Independent liability
- Divided responsibility. Role is divided by e.g. by seniority, capability, activity, client, project etc
- In effect: two part time roles/different

**Hybrid Job Share**
- Joint & several Liability
- Some shared responsibility & some divided responsibility
- Role plays to each others strengths

**Pure Job Share**
- Joint liability
- One job that happens to be done by two (or more), interchangeable, Jobholders
- One voice/same skill set

VIP Sponsor: CAPITA
Premier Sponsor: Advantage
Gold Sponsors: Allegis Group, Talent 2, KellyOCG, Pontoon

@HROTodayEU #HROToday
Job Sharing: The Business Case

**RETENTION**
- Made the difference between staying or leaving: 87%
- Would like the opportunity to job share: 61%
- Job sharing is a way to progress: 71%

**RECRUITMENT**
- Job Share Resourcing increase in senior female hires: 125% increase
- CV to interview ratio: 80% increase
- Interview-to-hire ratios: 55%

£6m - £12m per year
Job sharing: the next resourcing challenge

5%
Critical components for sustainable job sharing

**IMPLEMENTATION**
- Strategy
- Policy
- Infrastructure

**INTERNAL RESOURCING**
- Pipeline management
- Partner sourcing
- Matching and compatibility assessment

**EXTERNAL RESOURCING**
- Partner sourcing
- Matching and compatibility assessment
- Talent Pooling
sarahill@capabilityjane.com

For more information
www.capabilityjane.com

www.thejobshareproject.com

CAPABILITYJANE
Job Share Implementation & Resourcing Services