



## **Karine BABULE**

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Karine BABULE, is the actual President of the BPW FRANCE Federation. The French Federation strive to contribute to the government roadmap regarding Professional Equality. The Thematic Equal Pay Day, about STEM (Sciences Technologies Engineering & Mathematics) in 2017 in collaboration with UNESCO, is a way to speak about stereotypes and representations beyond gender pay gap and how to deconstruct them. Step by step, it is also an opportunity to publicise inspiring leaders in a wide range of sectors and working environments. It is a chance to repeat again and again why such differences in wages : horizontal and vertical job segregation, truncated careers and differences in worktime, differences in working and health conditions, in work-life balance. This is a good reading grid in order to reduce discrepancy and anticipate impacts on professional equality when a new politic, a new project or a new organization. It is a mean to make the goal 5 of the Sustainable Development 2030 Agenda, a transversal and integrated one, for an inclusive and sustainable development and decent work.

Karine BABULE is currently project manager at ANACT – National Agency for Working Conditions Improvement, a Tripartite Ministry of Work Agency, in France. She works with unions in order to develop tools and approaches in order to negotiate into companies about Health at Work and Professional Equality. She also works on the impacts of new organizations created by digital transformations on health at work, like T/ICTM (telework and ICT-mobile work), at home or in third places, and impacts on health at work of innovation management in novice and interdisciplinary teams. The Agency collaborate with local units in order to do experimentations, and create new tools proposed at a national level. She contributed to provide quantitative and qualitative instruments to diagnostic and prognostic professional equality, promoted by the Professional Equality Ministry.