

PROGRAMMING PARENTS

INTRODUCTION

- 35 years old hetero white cis-man
- father of one little child
- backend programmer and administrator
- political person living in the net and in a self-organized housing project

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WHAT IT MEANS TO BE A DEVELOPER

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it's a craft

- to be learned and developed
- complex stuff constantly changing
- highly important for your organization
- awesome work, highly rewarding

social identification

- quite often important
- developers were mostly women in the beginning
- commonly men nowadays
- therefore often toxic work climate

WHAT IT MEANS TO BE A DEVELOPER

coding

- high concentration needed
- less human task switching is highly rewarding
- often grinding and nagging

what is work?

- old ages: sum of missions/tasks
- redefined as employed/self-dependent work by the protestants
- protestant ethics have lost their religious link but are still omnipresent

WHAT IT MEANS TO BE A PARENT

WHAT IT MEANS TO BE A PARENT

it's a craft

- to be acquire and evolve
- the child's needs are complex and constantly changing
- extremely important for you and people you love
- awesome work, tremendously rewarding

social identification

- relevant for your social status
- was done by women in the last hundred years
- nowadays some fathers engaging themselves as equals or main workers

WHAT IT MEANS TO BE A PARENT

parenting

- high concentration needed
- your ability to do other tasks is restrained
- often grinding and nagging

care work

- everything related about supporting and maintaining the family
- it is lots of work that has to be done
- not seen as "real work" by society
- traditionally expected to be done by women

WORK-LIFE BALANCE

it's more

- than free drinks & fruits, a kicker and a playstation in the office
- than admitting that you can spend significant amount of time not work-related

balance

- amount of time
- value your time and those of others
- take care of yourself

STARTUPS

concept

- often founder-related
- tight plans with low budget
- almost no structure

culture

- work hard, then ??, then profit!
- shiny first impression over standing
- be there all the time

FAMILY FRIENDLY WORKSPACES

Meeting/Activity Times

- schedule them early
- better in the middle of the day
- work asynchronously

Homeoffice/Remote Worker

- spare commute times
- code distraction-free
- time for appointments/laundry in the middle of a workday

Understanding

- spontaneous absent (e.g. child sickness)
- tired parents

Work-Life Balance

- is better in those places
- it's also rewarding when you aren't a parent

HOW I'M DOING IT

organization

- 50/50 split of child time with the mother
- Even out other care work
- Work 35hours/week
- Do homeoffice when it's needed

SUMMARY

- developing and parenting is hard, but rewarding
- parenting involves a lot of work that has to be done. Most times it is done by the mother.
- Family-Friendly workspaces have a splendid work-life balance
- StartUp Culture is mostly toxic and patriarchic

LET'S FIX IT!