

DAY TO DAY

# Women in the Workforce

## V'taas B'chefetz Kapeha

SHAINDY BABAD

Juggling work and family responsibilities is common among frum women. A recent conversation with a major employer in Israel helped crystallize just how adeptly we transfer skills from modality to modality in our lives and how the tools from one arena help us better approach the other.

This employer insisted that frum women with large families are the best employees. In his experience, they are focused and multitask with ease. "How else could they possibly manage both responsibilities?"

Mrs. Yael Levinson, an Israel-based producer, based her first film for women and girls on a hilarious interview story. Her main character tries to get a job and claims that she knows "nothing." With skill the interviewer identifies myriad complex skills and experience from "regular" mothering duties: lifeguard, chauffeur, nurse, chef, guidance counselor, etc.

On the flip side, there are many tools at work that can be employed (pun intended) on the home front. I'd like to share two I often use.

**Gantt Chart:** A Gantt chart is a type of bar chart (first developed by Karol Adamiecki in 1896 and independently by Henry Gantt in the 1910s) that illustrates a project schedule.

The chart has a time line that runs from the project start to finish and shows the different elements and actions that comprise the work, actions and details that need to be done to reach completion by the target date. Each entry spans the time it will take to get it done and can be drawn to indicated the complexity of a given component, the relationships between activities (overlapping/linear/etc.) and resources they will require.

While I usually use Gantt charts to map projects, programming, applications and teamwork on the job, I also like drawing a Gantt chart to map big projects at home, for example preparing for an upcoming *simchah*. Working backward from the event, I will insert actions and jobs that need to be accomplished over a specific time line to be ready in time.

**Job Description Sheets:** Before hiring a new employee or assigning a new job, it is important to delineate the skills, knowledge and character traits needed to succeed. Once you have a list of the skills critical for success in addition to those that can enhance the process you are better suited to matching the position or task to the best person. Doing so achieves better results. A good job-person match also engenders goodwill, a pleasant work atmosphere and ease of performance for the employee.

At home, your team also comes with a unique sets of skills, knowledge and character traits. Taking the time to consider which will contribute best to a specific job well done will take a lot of the hassle out for both you and your family member. One child may be aesthetically inclined. Another may be a real people person. Asking the first to set the table before a Yom Tov or having important guests over will produce better results than the second. S/he can use their natural skills to do a great job. Having the second entertain the younger set on a long Shabbos afternoon will produce hours of fun for all involved.

What tools do you employ from home to work or vice versa? I'd love to hear your tips and suggestions.



*Temech is a nonprofit organization that promotes employment, entrepreneurship and professional development for women in Israel. Shaindy Babad is the CEO of Temech. Shaindy joined Temech in 2008 after working in high-tech and as a serial social entrepreneur.*

*We want to hear from you! This discourse is for and about you, me, all of us. Please send your comments and thoughts to hamodia@temech.org.*

Continued from page 14

The committee found that for years the textbook industry has lacked oversight and controls.

Frequent updates of the various editions meant that parents were spending a lot of extra money.

### Egged Driver Attacks Chareidi After Accident

An Egged bus driver attacked the driver of a private car who asked for his details following an accident, the car driver charged in a complaint to police.

The incident took place last Motzoei Shabbos. A *chareidi* driver tried to pass the bus, but, according to his account, the bus driver on the 497 bus from Beit Shemesh to Bnei Brak "zigzagged" to prevent him from doing so. At one point, the two vehicles pulled up near each other so the drivers could argue, and the mirror of the private car was damaged.

The driver of the car asked the bus driver for his details, but the latter refused to give them and drove off. The car driver followed him and boarded the bus at the next stop, demanding the information. In response, the bus driver pushed him while the bus was in motion, causing facial injury.

Passengers complained that the bus driver had also cursed them when they tried to intervene.

Police were summoned, as were medical personnel, who took the car driver for treatment at the hospital.

An Egged supervisor who arrived at the scene reacted with scorn to the claims of the car driver, according to the complaint.

Egged's spokesperson said in response that the director of the Beit Shemesh office had questioned the driver. The bus driver claimed that the car driver had hit him and refused to give over his details. As a result, an argument ensued and the bus driver summoned the police.