

Regulating spirituality and religion at work

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Case of France

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A « laïc » secular context

- Following the law of separation of church and state in 1905
 - A quarrel between catholicism (the main traditional religious stream) and laicism
 - Persecution of religious, distrust in the collective unconscious:
 - ✓ to come out with his or her spiritual beliefs is bad
 - ✓ To exhibit sign of religion is forbidden at school
 - The best attitude: keep his or her spirituality private, fear of persecution or of being set aside

Evolution of the society

- Demography:
 - Growing multicultural population questioning the assimilation model
 - New model of diversity
 - Some reaction: Bleu blanc rouge effect (l'oréal, adecco)
 - 2 paradigms in fight
 - La Halde: fair recruitment discrimination

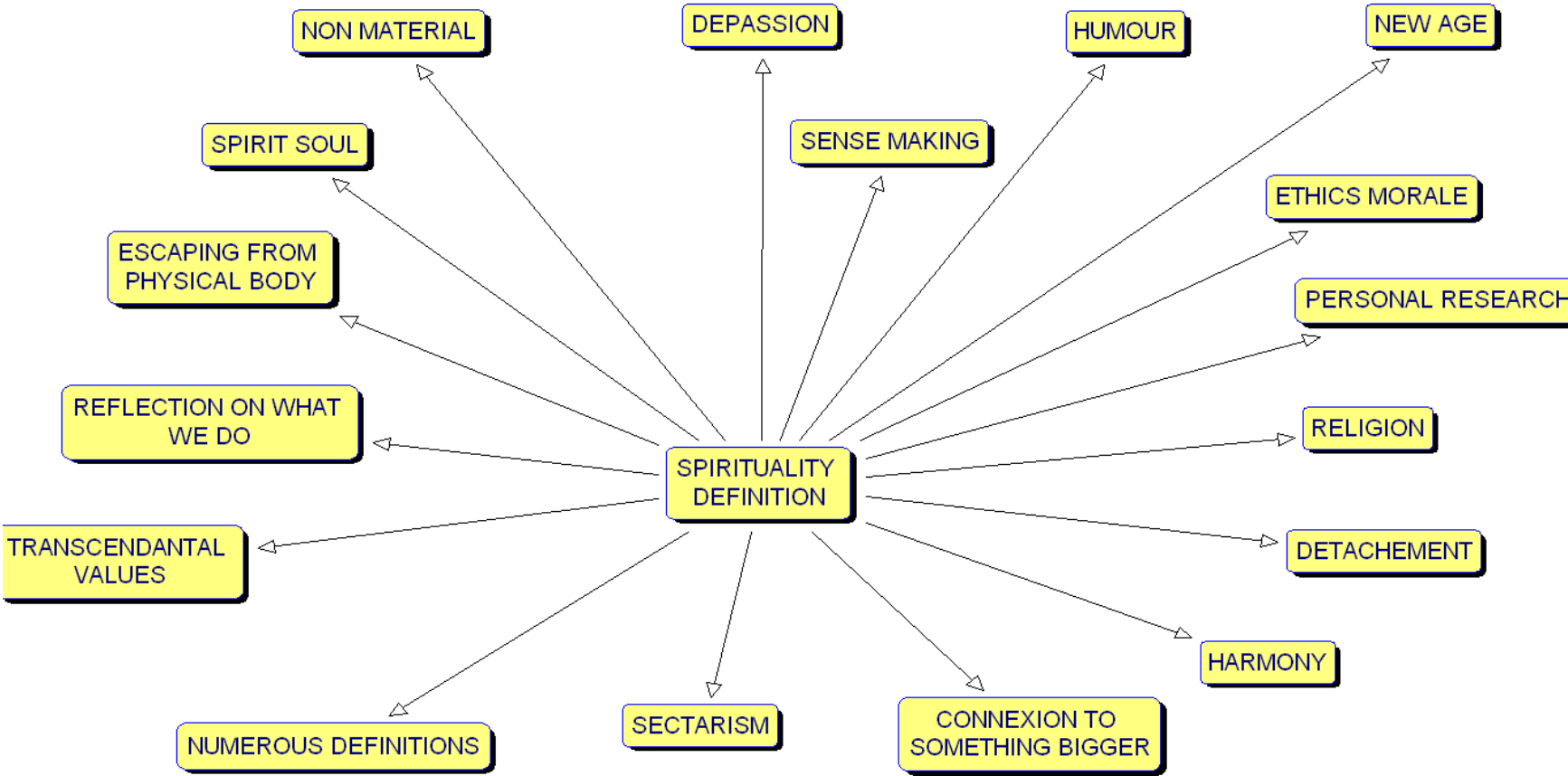
The sense of spirituality

- Spirituality is not equal to religion
- In France some leaders in companies make the confusion between spirituality and religion
- Especially those brought up in the private catholic school

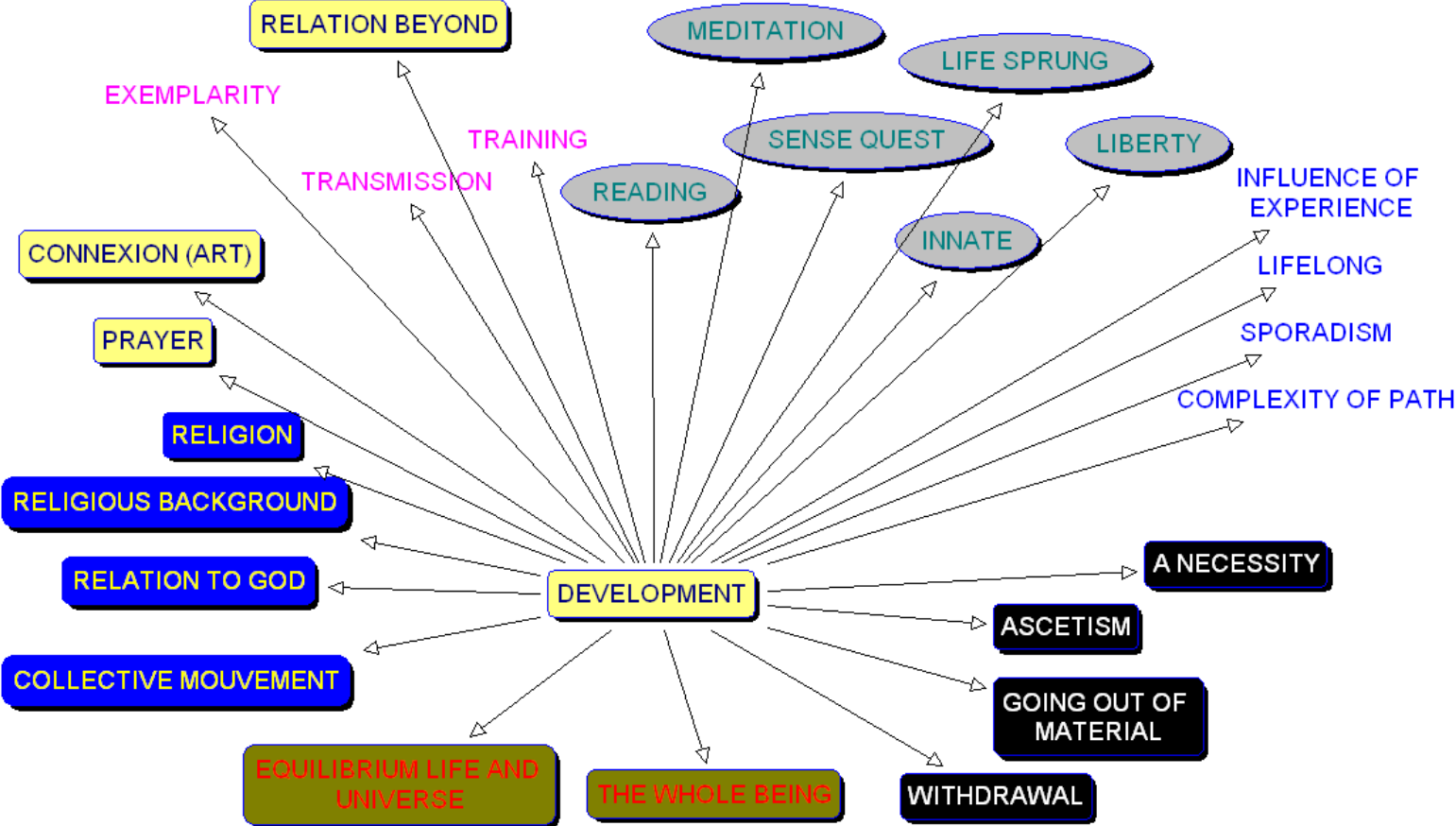
What does mean spirituality for people in France

- Hamilton Beazley – SAS a 30 item, 7 point Likert scale to measure individual spirituality
- Definition: living a faith relationship with the Transcendent that includes prayer or meditation
- 3 correlated dimensions: honesty, humility and service to others
 - Authenticity- genuine, real and honest
 - Integrity- inner unity or wholeness that is developed over a lifetime
 - Humility- who we really are
 - Openness- relationship to good and responsibility to others
 - Hospitality- focus on the other person, the stranger
 - Gratitude- courage to trust and overcome fear
 - Compassion- empathy and the ability to feel another's suffering

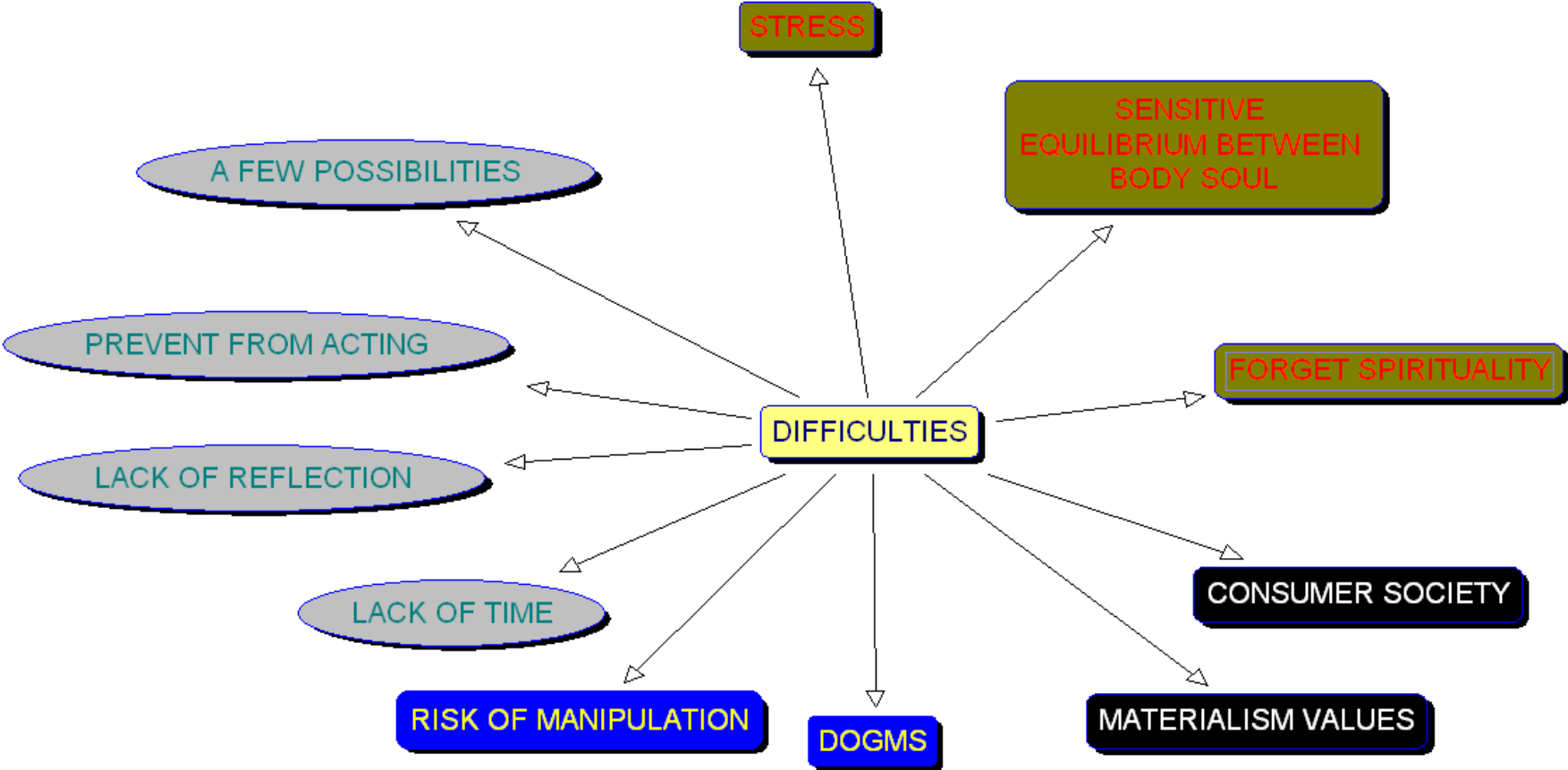
DEFINITION



DEVELOPMENT



DIFFICULTIES



EFFECTS

