



Die ChemieArbeitgeber

GEMEINSAM ZUKUNFT GESTALTEN

Family-friendliness and demographic change: challenges and opportunities!

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Past - present



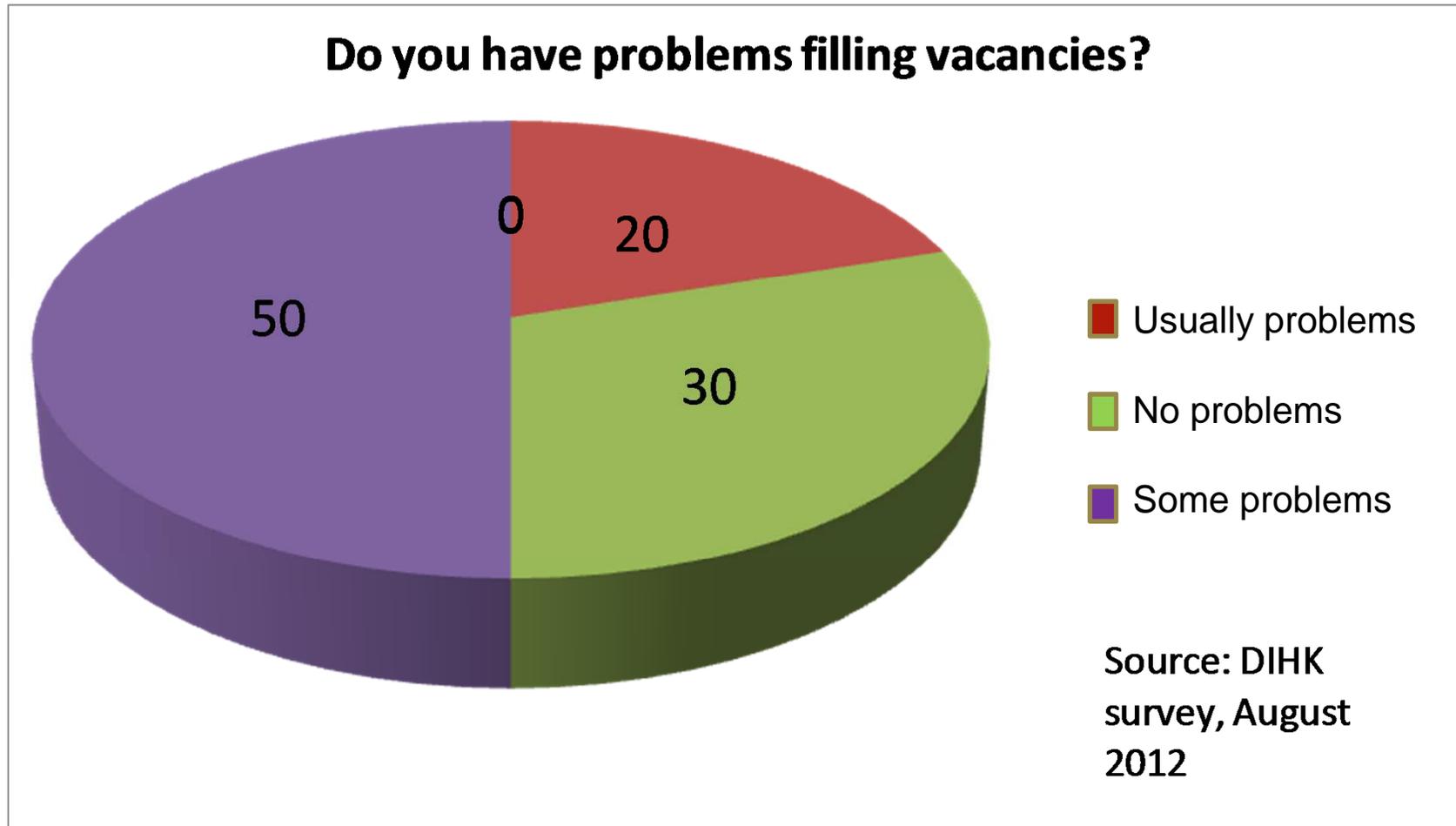
Past - present



Effects of demographic development in Germany

- By 2030, 22 million people will make the transition from working age to retirement age, while only 14 million people are available to 'replace' them in the labour market.
- By 2035, the number of people aged between 20 and 65 years will fall from the current 50 million to between 39 and 41 million, according to calculations by the German Federal Statistical Office (Federal Statistical Office 2009).
- The skilled labour shortage is anticipated to grow to 5.2 million people (with assumed immigration of 150,000 people per year) by 2030 (Prognos 2009).

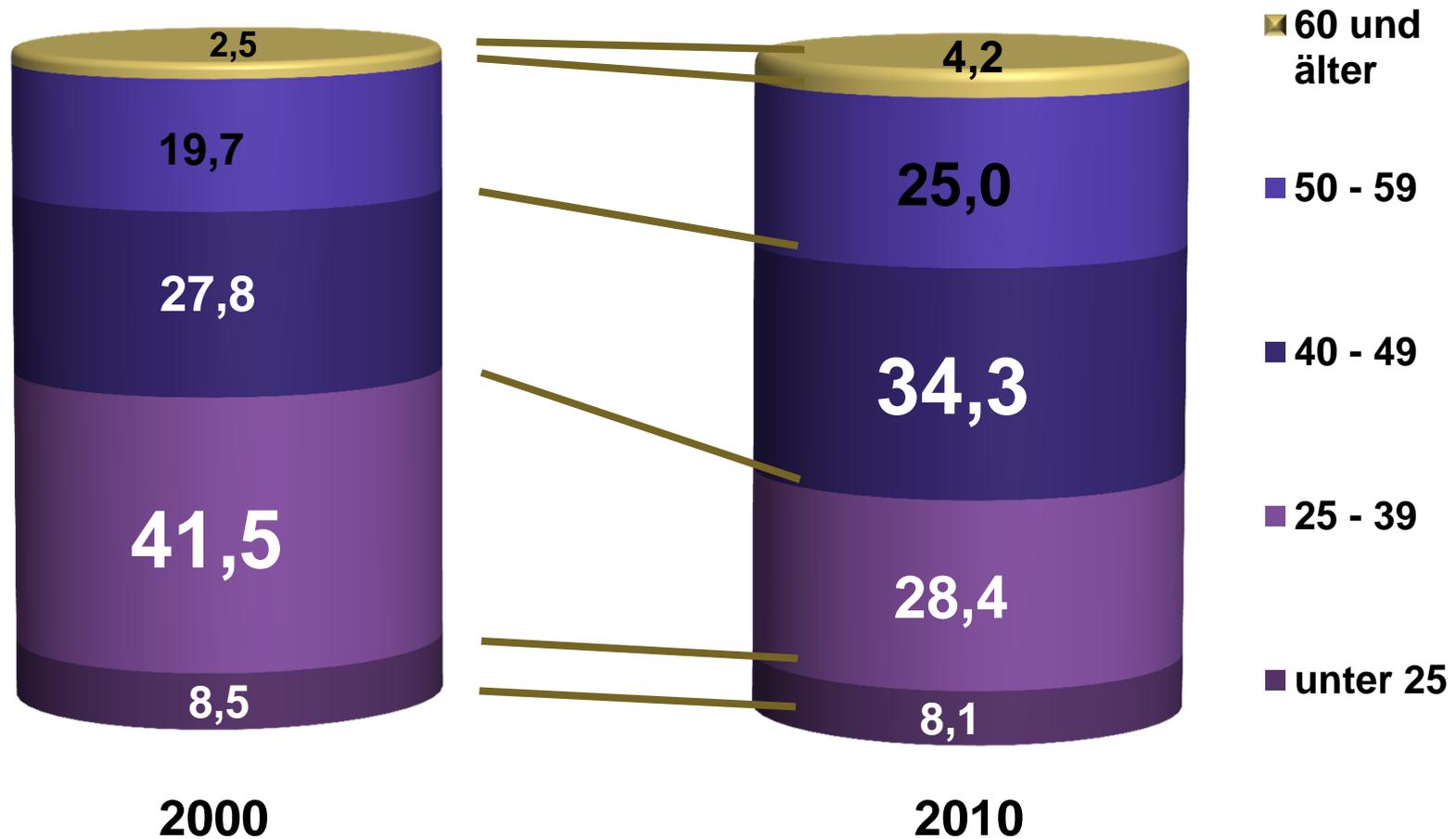
Current skilled labour shortages



Skilled labour shortages in the chemicals sector (Germany)

- Results of a members' survey by HessenChemie on the securing of skilled labour in early 2012:
- Two thirds of the companies surveyed reported falling applicant numbers.
- 41 per cent of companies have not received any applications for some advertised positions.
- Consequences for 9 out of 10 companies:
 - Longer-lasting vacancies
 - Amount of time needed for recruitment

Aging is already having an impact: transition of age distribution in just 10 years



To date: too little labour participation among women

- Employment among women is only at 71.8%, while it is 76% among men (Eurostat 2011).
- Different employment profiles: longer career breaks, almost half of women work part-time.
- Fewer working years, resulting in less job-specific experience, hamper promotion to more senior levels with correspondingly lower remuneration.

Aim: improve labour participation among women

Requirement: the compatibility of work and family necessitates suitable framework conditions:

1. Skilled part-time work with no loss of career prospects
Change in working processes and organisation up to the management level
2. Adaptation of childcare options
Suitable childcare hours, allocated childcare places
Improvement in the allocation of childcare places
3. Management of return to work
Customised personnel development measures for individual career planning for those returning to work

Business-related benefits of family-friendliness

- Family-friendliness is worthwhile for both small companies and major corporate groups

The benefits of family-friendly measures are:

- Easier recruitment
- Reduced fluctuation = lower replacement costs
- Reduced costs of parental leave (bridging, reintegration)
- Better working environment, greater motivation and willingness to work among employees
- Fewer absences (less illness, shorter periods of parental leave)
- Increased productivity

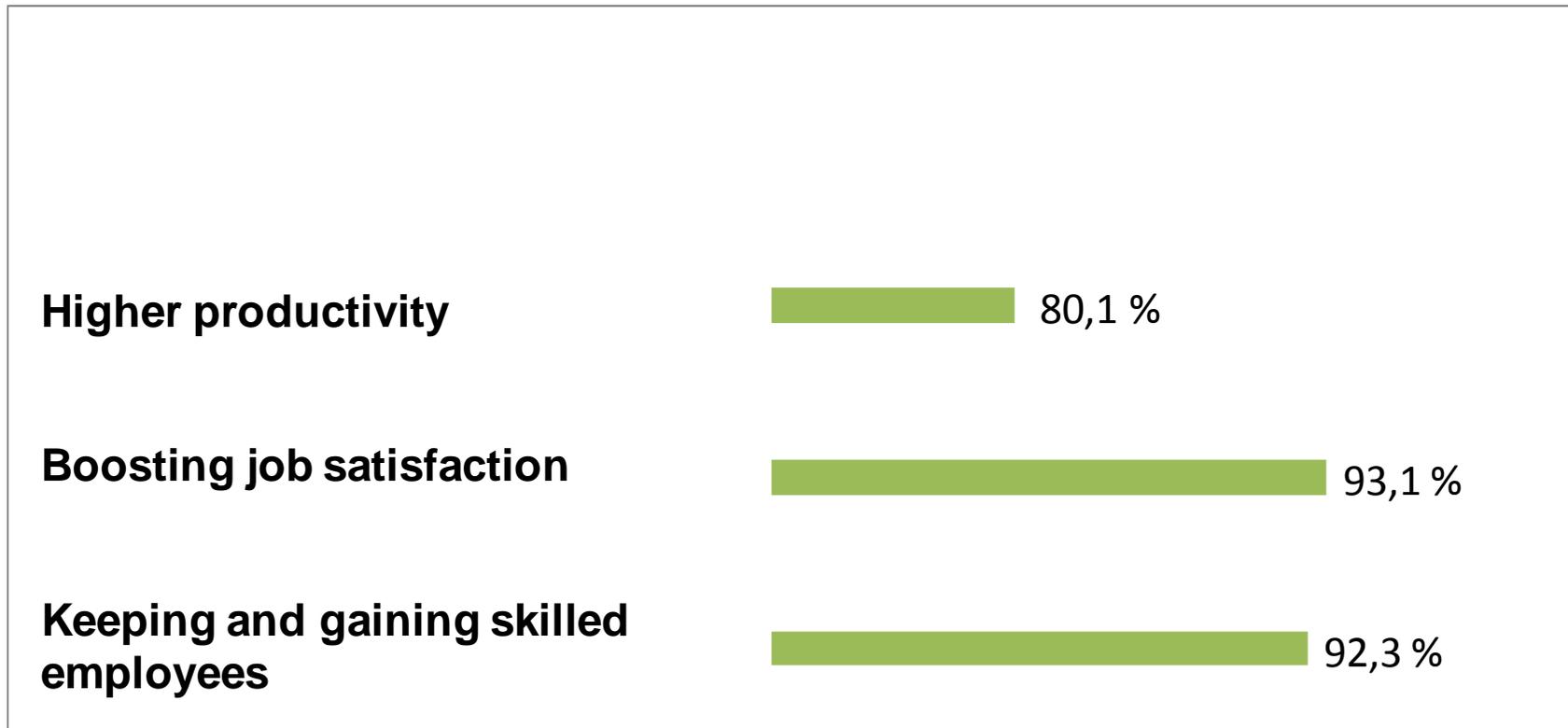
Difficulties in reconciling work and family

What is your impression: are work and family generally compatible with each other in Germany?

Are not very compatible		Are very compatible
63%	population	21%
68%	fathers of children under the age of 18	23%
72%	mothers of children under the age of 18	16%

Source: Institut für Demoskopie Allensbach: Monitor Familienleben 2010

Motivations for introducing family-friendly measures within a company



Source: IW Köln “Unternehmensmonitor Familienfreundlichkeit 2010”

Initiatives in the past

- **1989: social partner agreement**
“Promotion of women in the chemicals industry”
- Joint initiatives and meetings organised by the social partners, such as social partner events, work within the equal working group, and seminars at national and state levels
- 1999: Brochure “10 Years of the Social Partner Agreement on Equal Opportunities in the Chemicals Industry”
- Agreement at the top-level talk with BAVC and IG BCE on 08.10.2004: *More and better opportunities for reconciling work and family for men and women*

Current initiatives organised by social partners

- **Conclusion of the social partner agreement on 11 May 2006 “*For a non-discriminatory and family-conscious personnel policy*”**
- Support for companies in implementing a family-conscious personnel policy with advice, procedural guidelines and practical examples
- Folder on various key topics:
 - *Parental leave*
 - *Company-supported childcare*
 - *Care for relatives*
 - *Men between work and family*
 - *Family-conscious management*

Social partner initiatives

- Examples from real life for real life - good examples of reconciling work and family in the chemicals industry
The latest information and best-practice examples are available at www.chemie.sozialpartner.de
- Annual joint call for Girls' Day
- Social partner event on 13 May 2011 involving Federal Minister Dr. Kristina Schröder
- Common positions of BAVC and IG BCE on childcare subsidy
- Closing event BAVC and IG BCE on 11 June 2013 on the 'Women in management' project "FrauenMachtErfolg - Frauen auf dem Weg in Führung"

Spheres of activity relating to family-conscious personnel policies

- Flexible working hours regulations (part-time, flexitime, flexible daily/weekly working hours, flexible annual working hours accounts, sabbaticals)
- Family-conscious organisation of work (flexible organisation and distribution of tasks, time sovereignty)
- Family-friendly workplaces (telecommuting, working from home)
- Information and communications policy (continuous information about the benefits of family-friendly measures)
- Increasing awareness among management regarding parents' compatibility concerns

Spheres of activity relating to family-conscious personnel policies

- Personnel development (consideration of family needs when hiring and undertaking career planning)
- Services catering for the return to work following parental leave (further training, keep-in-touch programmes)
- Company-supported childcare (own facilities, allocated places)
- Cash value of services for families (services offered for the household, leisure or health)
- Service for families (allocation of childcare places and advice on care services available for children and relatives needing care, etc.)

Organisation in line with collective agreements

- In accordance with Section 3 of the collective agreement on working life and demographics (TV Demo), there may be a need for action as a result of the demographic analyses in the area of personnel policy

Implementation of a family-conscious personnel policy to promote the compatibility of work and family

depending on the company situation

- Lifetime working hours accounts in accordance with the TV Demo to finance paid absences (part-time work, parental leave and caregiver leave)

Organisation in line with collective agreements

- Since 2012 in the collective agreement on lifetime working hours and demographics:
 - “Organisation of working hours in accordance with the stage of life”
- Reduction to 80% (RV 80) at certain stages of life:
 - Option to
 - reduce working hours to 80% of the agreed working hours
 - for a period to be determined
 - with a 20% wage adjustment (financed by the demography fund)
 - Version 1: **flexible transition** into retirement from the age of 55
 - Version 2: transition to flexible working hours **at certain stages of life**, e.g. time raising children or caring for relatives, etc.

Caring for relatives: a challenge for the future



“Reference values” care statistics 2009

2.34 million people needing care in total

Cared for at home:
1.62 mill. (69%) average

Cared for in care
homes: 717,000
(31%)

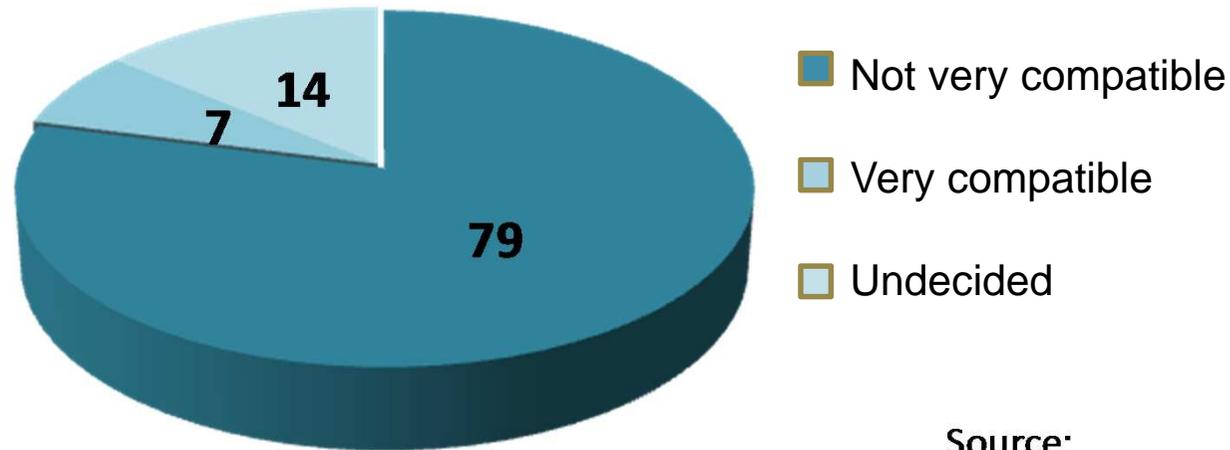
Exclusively by
relatives:
1.07 mill.
people needing care

Together with/by
nursing services:
555,000 people
needing care

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Care for relatives

How compatible are work and family at the moment



Source:
Allensbacher
archive

Challenges for relatives' care needs

- Forecast 2030: Approx. 3.2 million people needing care in DE
- Care for relatives - dual burden for employees
- Taboo subject: still differences between child-rearing and caring duties
- Law on care time
 - With short-term prevention from attending work (10 working days)
 - Care period (6 months)
- Law on family care time
Employees who care for close relatives can reduce their working hours down to as low as 15 hours/week for a maximum of two years.
- Example: Reduction of working hours in the care period by 50 per cent while receiving 75 per cent of the last gross income. After the care period, full employment at work with just 75 per cent of the salary - until the time account is balanced again

Customised solutions required

- Care can no longer be a taboo subject; increased societal recognition of caring activities
- General boost in family-friendliness
- Diverse range of services: employed carers are *not a homogeneous group*
- Solution required for small and medium-sized companies
- Increased cooperation between companies, nursing institutions and politics

Requirements relating to a forward-looking family policy

- Discussion of the joint proposals by BAVC and IG BCE for family-conscious support services with State Secretary **Lutz Stroppe** on 17 January 2013
- Aim: effective framework conditions for a family-conscious society
 - *Evaluation of services under family policy*
 - *Flexible childcare for all age groups in line with needs*
 - *Planned childcare subsidy offers wrong incentives*
 - *Improvement in the situation for single parents*
 - *Reduction in the burden resulting from caring for relatives*
 - *More offered for services close to home*
 - *Changes in fiscal framework conditions*

Thank you for listening!

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