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Vereinbarkeitsmanagement als Herausforderung moderner Personalpolitik – neue Dienstleistungen für familiengerechte Arbeits- und Beschäftigungsformen

Workshop – Fit For Flexi 17-18 January 2013 Gelsenkirchen

FlexiBalance is funded by the German Ministry of Education and Research (BMBF) within the scope of the funding programme: Striking a balance between flexibility and stability in a changing working world



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Projektkooper im DLR



Förderschwerpunkt
Balance von
Flexibilität und Stabilität



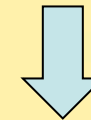
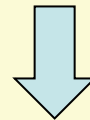
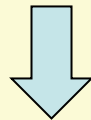
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Project design



tu technische universität dortmund

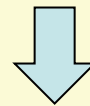
10 individual case studies; comparative telephone survey of persons with family responsibilities (n=501); written questionnaire of temporary employees with family responsibilities (n=100); company survey



 development of a family-oriented concept for the deployment of personnel

TZZ TrainingsZentrumZeitarbeit
moderation, consulting, o.d., p.d.

 development of a family service model for personnel service providers



development and testing of a new service model: family-oriented personnel service (about 60 job returnees)

Results:

- ✓ working and living conditions; expectations of persons with family responsibilities (telephone survey; n=501)
- ✓ Short inquiry of 220 Companies of excellence (German employers Top 100; Audit berufundfamilie; Total E-Quality-certificated; Genderdax.de) (n=49)

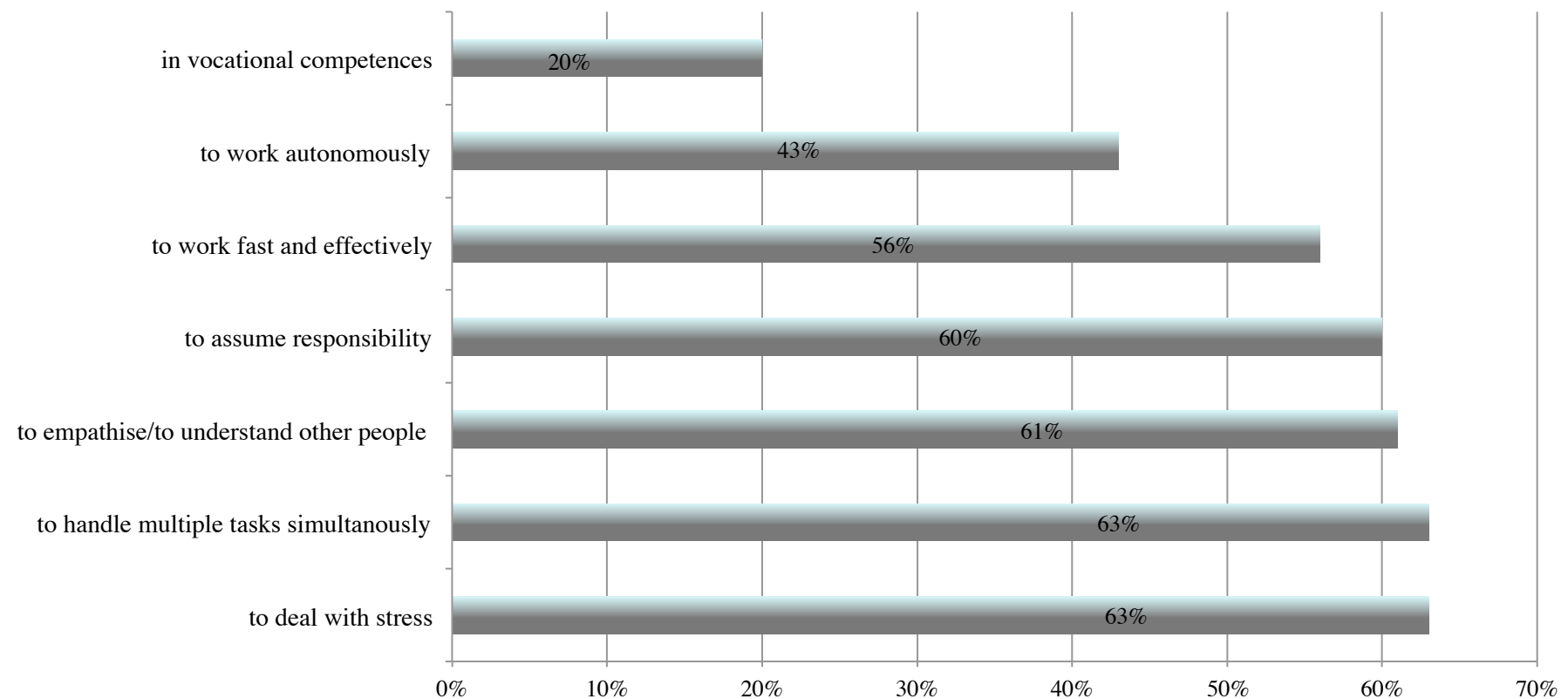
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- Realization of the telephone survey: forsa, association for social research and statistical analysis
- Investigation period: 27th of May until 7th of June 2011
- Population: persons with main care responsibility towards children under 10 years living in the household in Germany
- Reference groups: persons with main care responsibility (250 persons who are employed at the moment versus 251 persons who are not employed at the moment)
- Selection process: systematic random sample (stratified sample)
- Sample size: 501 interviewees
- Survey method: computer-assisted telephone survey based on a structured questionnaire

Question 17: Family breaks can lead to a loss of professional competences or to the acquirement of new skills.

What do you think, how far did the following abilities or competences change through the family break? You improved your ability...





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<i>Wie wichtig...</i>	<i>sehr wichtig / wichtig</i>	<i>Und was bietet ihr Arbeitgeber an?</i>
flexible working hours	95%	70%
the possibility of part-time work	92%	87%
working hours that are adjusted to childcare hours	92%	53%
persons to contact at the working place who bring your working hours into accordance with your family obligations	85%	55%
persons to contact at the working place who organise your further training	75%	55%
persons to contact at the working place who foster your promotion	74%	45%
career possibilities also in part-time	70%	36%
an emergency childcare provided by the employer e.g. if the child-minder is sick	67%	11%
the possibility to work from home	62%	33%
childcare offers at the working place e.g. a company kindergarten	56%	12%



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Conclusion

People with family responsibilities are due to family responsibility:

- ✓ highly motivated in their engagement for work and family
- ✓ responsible
- ✓ resilient
- ✓ effective

People with family responsibility expect their enterprise/employer:

- ✓ to support them in getting back to work quickly and smoothly
- ✓ to support them concerning child care (including emergencies)
- ✓ to offer flexible working hours
- ✓ to offer career opportunities and opportunities to develop competences (even in part.time)
- ✓ to support them generally and to meet their requirements



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Companies of Excellence: Ranking of the most successful measures towards work-family-balance (n=49)

Measures	Number of Points (absolute)	Percentage (of the total amount of points)
Flexible workingtime-models	123	50%
Assistance for Child Care	49	20%
Mobile Working/ Home-Office	35	14%
Sensitization of Executives	11	4%
Support regarding the care of elderly relatives	10	4%
Advice Services	7	3%

Even in companies of excellence there is a lack of overall concepts concerning human resources to support and to promote work-life balance. It appears that there is no plan to advise and to assist the employees in organising reconciliation issues and to promote a career management adjusted to all stages of life.

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Förderschwerpunkt
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- **Aim of the implementation project:** to enable employees with family responsibility (e.g. single parents) to strike a balance between work and family life by an integrated service, based on the following components:



- **Management of job requirements and need of care management**
 - „**Matching**“: flexible coordination of family commitments and personnel deployment
 - „**Monitoring**“: support of persons concerned
 - „**Consulting**“: individual advice and career management
 - „**Training**“: development of competences during the family phase

Kontakt / Ansprechpartner

Teilprojekt Forschung

(koordinierendes Vorhaben)

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