

Meeting : Future of work (employment)

Committee : Work and life balance

Country : Germany

History 1902, the metal and brewing industries gave three days annual leave to their workers. It was not until 1974 that the Old Federal Republic introduced the statutory minimum holiday of 18 working days which has now risen to a minimum of 24 days. Average working week is around 40 hours, rest periods for lunch are accepted practice.

People work in Germany under 30 hours it's considered a part-time job. Some jobs have an average of 41 hours a week. Germany one of the best work life balance. For example, Spain, France, Finland, Netherlands, Sweden and Denmark. Law labour employees are allowed to work 8 hours per day which is 48 hours per week. Saturday is considered to be a normal working day. Germany better than America because they seriously respect relaxation time. The rationale is simple, you can't be productive if you don't feel well.

One of the policy is promoting equal partnership in families. Families face considerable challenges to spending more time together and achieving a more gender-full-time jobs and many women are in part-time jobs. Family policy can play an important role and Germany has made substantial progress in supporting families ahead of and after the birth of child.

For tech workers, they working for 40 hours and vacation in 20 days or 30 days. A key issue for many workers is flexible working time in order to have a work-life balance. Negotiating a work life balance can help enable parents to reconcile their work with family lives and women in particular to participate in the labour market. Finding the right work life balance can allow workers to take leave from work. Germany families tend to be small with only one or two children.

In Germany, where kids are seen as career killers, over 40 percent of highly qualified women choose to remain childless. But a competition to find the nation's most family-friendly companies is hoping to change that. The kindergarten through Familienservice, an agency KPMG has on contract to help those employees with children find arrangements to balance their work and family commitments.

Gisela Erler, the head of Familienservice said that lots of countries have low birth rates, but that so many people go without kids at all, and that so many of them are highly qualified, that's something you only see here in Germany.

Erler sees Familienservice as a "gap filler" for companies which recognize the need to offer support to employees with children, but which, for a variety of reasons, may not offer internal solutions such as an in-house daycare service.

There's a realization among companies that half their workforce is made up of younger women, especially in the banking sector, in consulting, and in law offices. Companies are losing out if women decide to leave their jobs in order to raise a family, that's incredibly expensive, and makes no sense. That's why companies are starting to do something about it themselves.

Experienced bosses realize that employees who lead balanced lives with families are in the end happier and more productive than the workaholic.