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Comparison of current trends and challenges
on German and French labour markets.



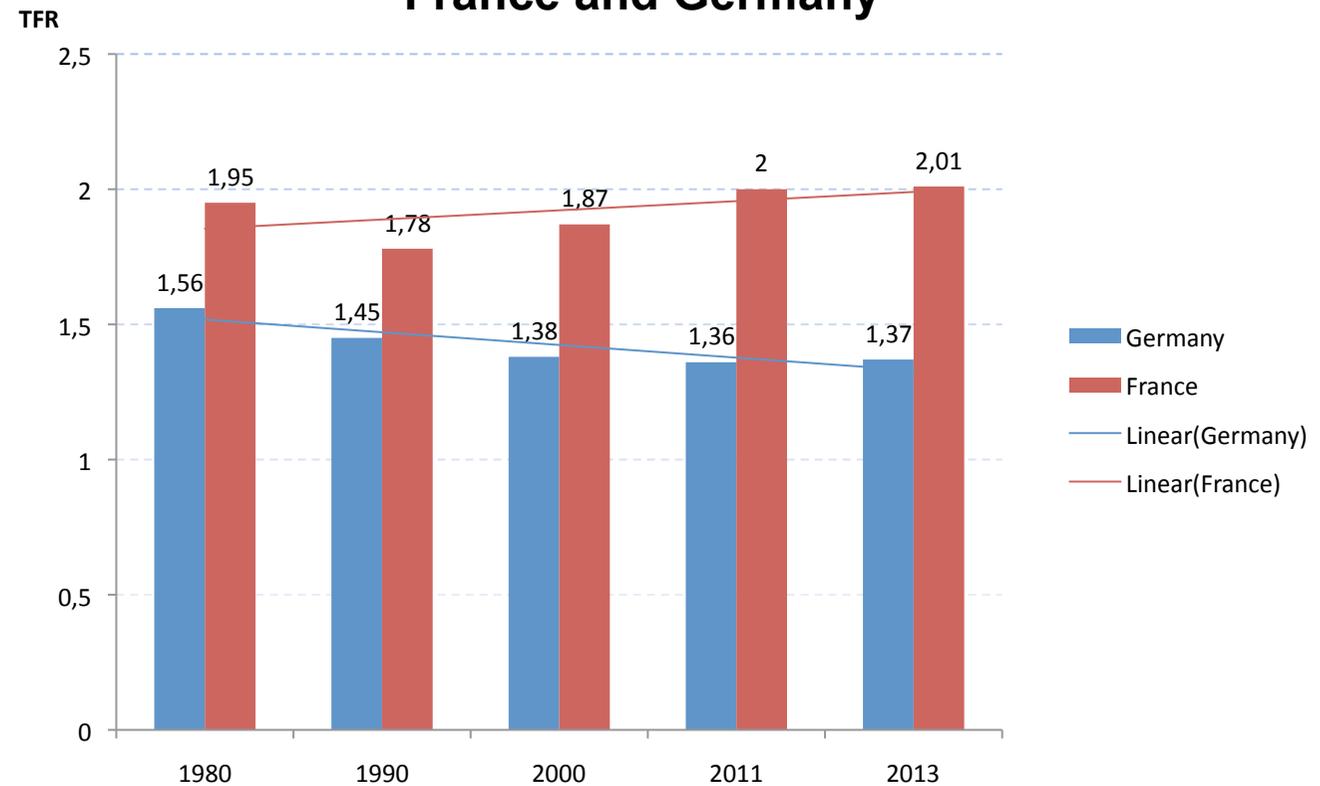
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2. Women in the labour market in Germany and France
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1. Introduction



Table 1: Evolution of the Fertility Rate, in France and Germany



Source: Insee (2013), Ined (2013)

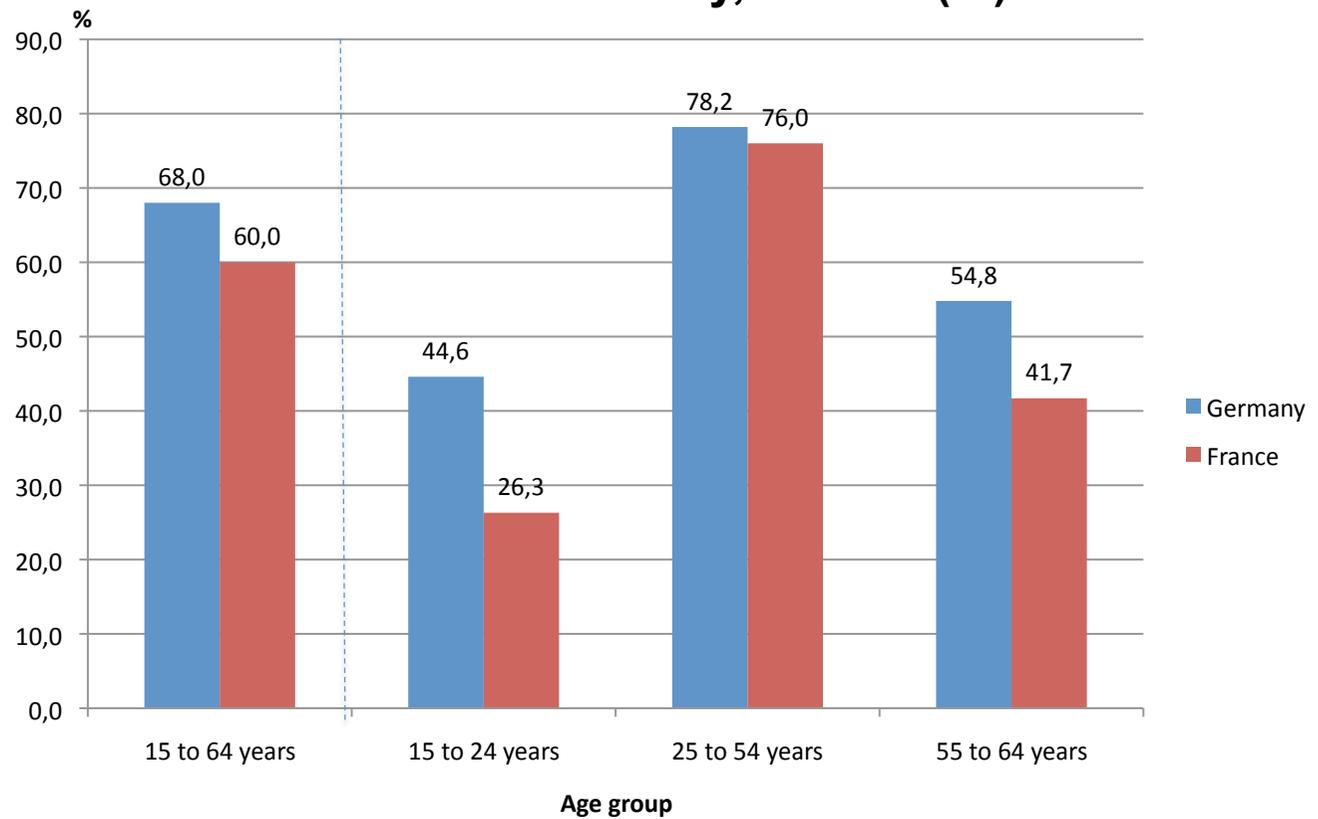


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2. Women in the labour market in Germany and France



Table 2: Women's employment rate by age, in France and Germany, in 2012 (%)

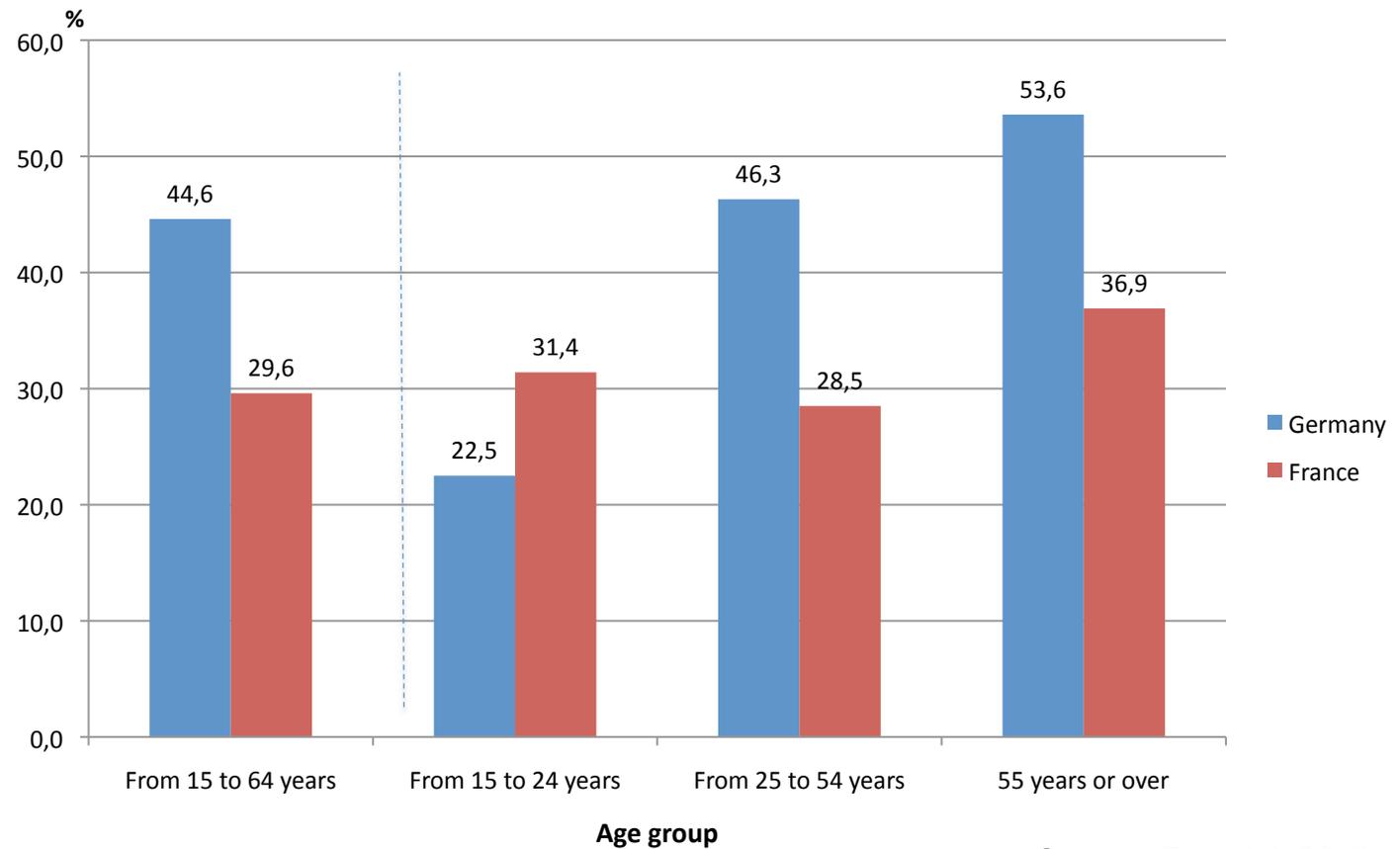


Source: Eurostat (2013)

2. Women in the labour market in Germany and France



Table 3: Proportion of women with a part-time job among active women by age group, in France and Germany, in 2012 (%)

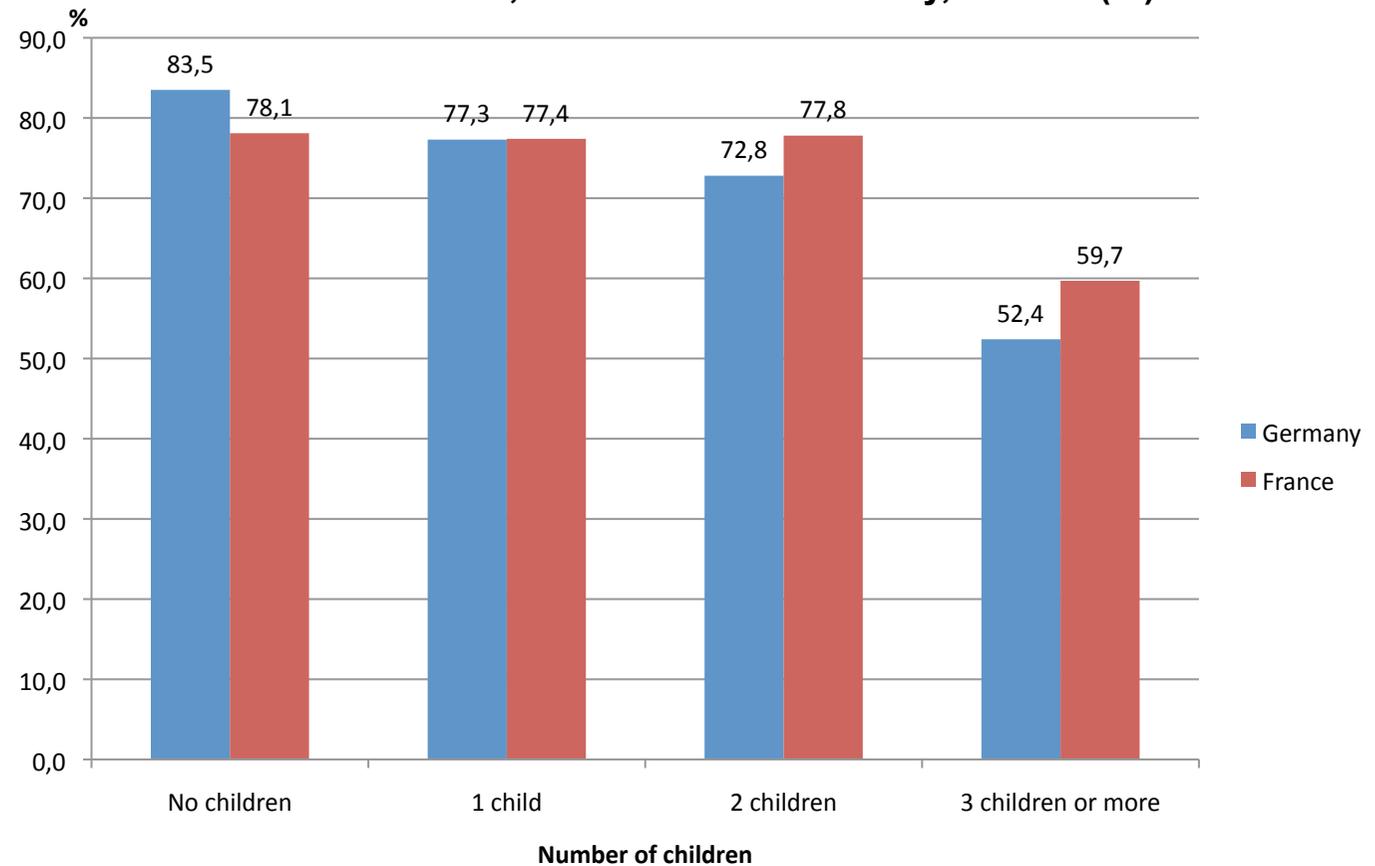


Source: Eurostat (2013)

2. Women in the labour market in Germany and France



Table 4: Women's employment rate (from 25 to 54 years) by number of children, in France and Germany, in 2012 (%)

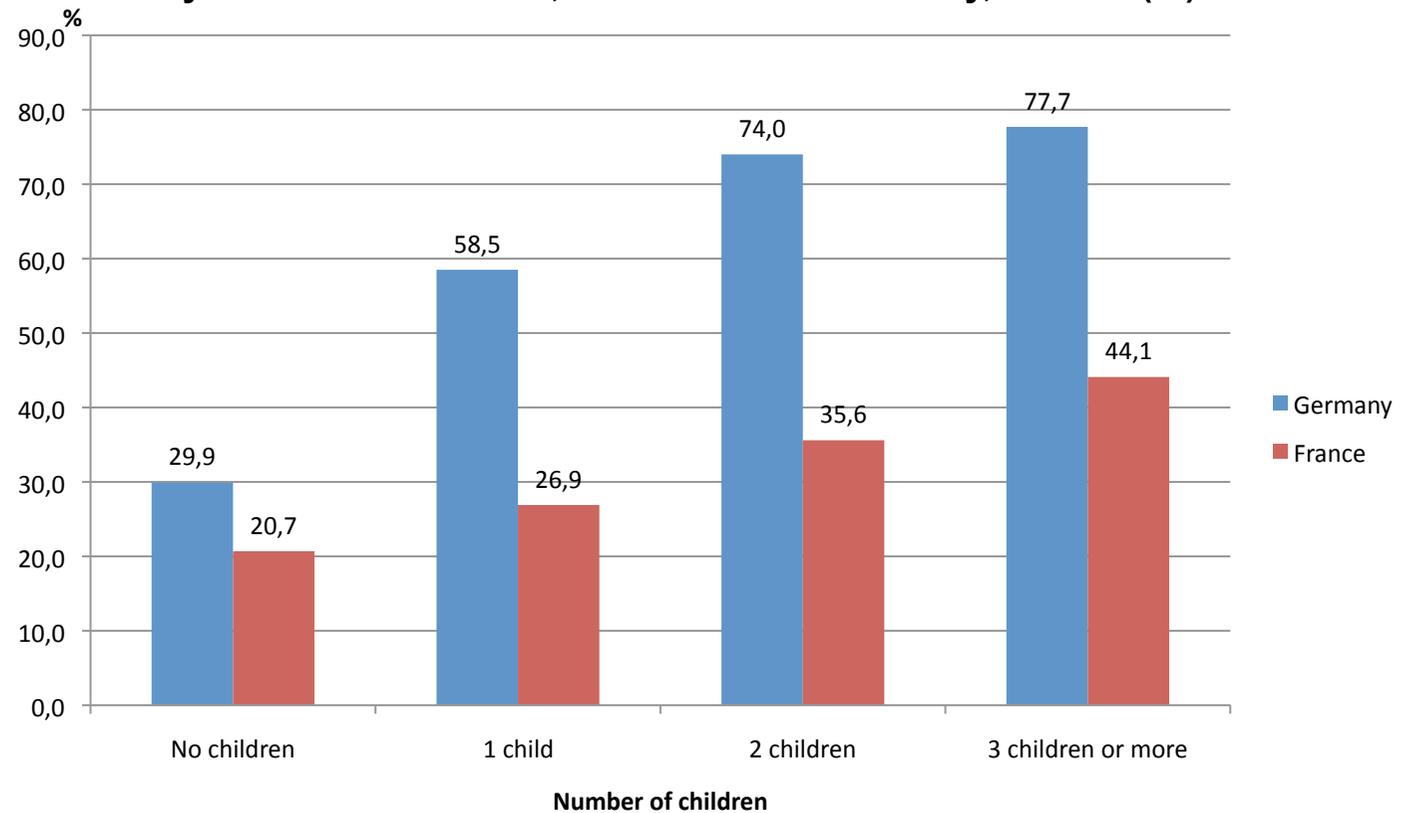


Source: Eurostat (2013)

2. Women in the labour market in Germany and France



Table 5: Women's part-time employment rate (from 25 to 54 years) by number of children, in France and Germany, in 2012 (%)



Source: Eurostat (2013)

2. Women in the labour market in Germany and France



Comparison of family policies in France and Germany



2. Women in the labour market in Germany and France



Table 6: Comparison of family policies in France and Germany

Measures	France			Germany	
Jobs protection	<ul style="list-style-type: none"> SMIC (Interprofessional Minimum Salary) : 9€/h 35h/week 			<ul style="list-style-type: none"> No legal minimum salary Increasing overrepresentation of women in “Minijobs” (low salary without social insurance) => introduction of minimum wage of €8.50/hour as of January 1, 2015	
Parental leaves	<u>Birth</u>	<u>Prenatal leave</u>	<u>Postnatal leave</u>	<u>Prenatal leave</u>	<u>Postnatal leave</u>
	<u>First or 2nd</u>	6 weeks	10 weeks	6 weeks	8 weeks
	<u>3rd and more</u>	8 weeks	18 weeks	ELTERNZEIT: Possibility to take a 3 years leave, non-paid, but the job is left open. For mothers or fathers.	
	<u>Twins</u>	12 weeks	22 weeks		
	<u>Triplets and more</u>	24 weeks	22 weeks		

2. Women in the labour market in Germany and France



Table 6: Comparison of family policies in France and Germany

Measures	France	Germany
Childcare system	<p>Legend: ○ Collective structures ■ Private keepers or family environment ▲ TOTAL PLACES</p>	<ul style="list-style-type: none"> • Kindergarten (3-6) • Educative system starts at 6 • Day ends at 1 pm <p>=> From 2013, Germany will develop childcare structures. But still a half-day system</p>
Childcare coverage	0-2 years old: 28%	9%
	3-6 years old: 99%	78%

Source: Enquête PMI - DREES - 2010. ÉTUDES et RÉSULTATS n°803 - juin 2012.

2. Women in the labour market in Germany and France



Table 6: Comparison of family policies in France and Germany

Measures	France	Germany
Financial support	<p>Family allowances:</p> <ul style="list-style-type: none"> • < 2 children: 128€/month/child • Various allowance depending on the family situation • Even if parents choose to work full time jobs 	<ul style="list-style-type: none"> • Elterngeld > 300€ -must raise the child -can't work > 30h/week -67% of the salary -12 or 14 months • Betreuungsgeld 150€ For children aged from 1 to 3 years old • Kindergeld
Tax system	Favourable to both working parents	Very unfavourable to active women

2. Women in the labour market in Germany and France



Table 6: Comparison of family policies in France and Germany

Measures	France	Germany
Cultural aspects	<ul style="list-style-type: none">• Most of the women wish to carry on with their career• The strong role of the State in education and childcare is not only accepted and highly valued, but also wanted• Collective childcare -> socialisation	<ul style="list-style-type: none">• Stigma “Rabenmütter”• Distrust toward private or public structures• Traditional model of family.

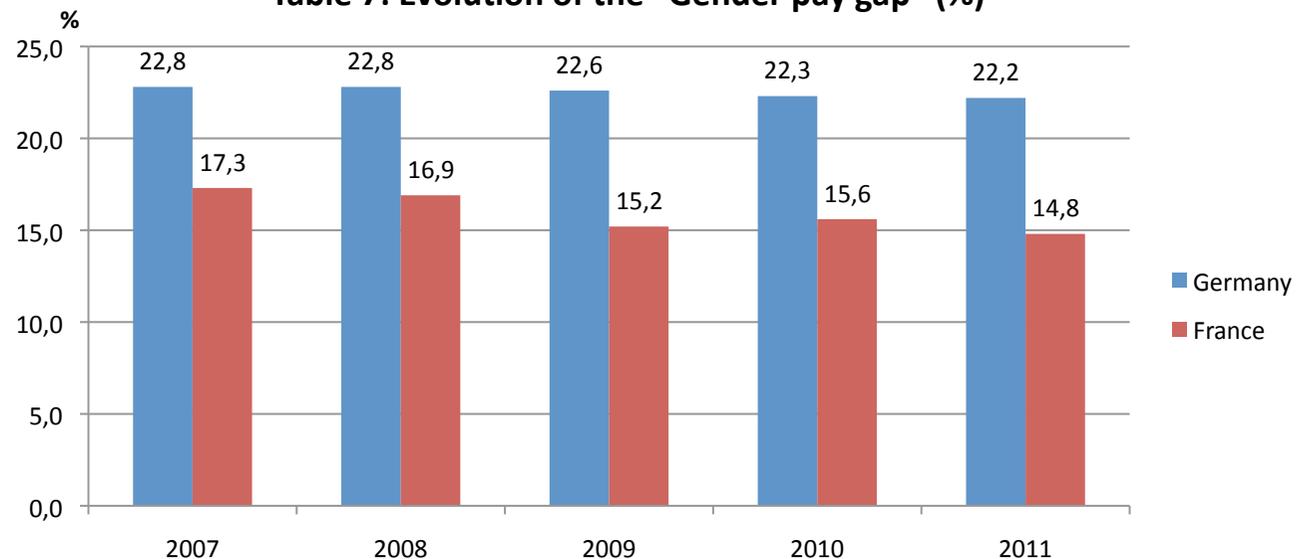
2. Women in the labour market in Germany and France



“Gender pay gap” and “ceiling glass” effect

- Even though both countries are engaged in the development of their family policy and improvement of the work-life balance, a massive disparity between men and women’s salaries still exists...

Table 7: Evolution of the “Gender pay gap” (%)



Source: Eurostat (2013)

2. Women in the labour market in Germany and France



Conclusion

Germany:

- Could be inspired by the French system,
- But progress can only be achieved if changes are made first on the cultural front.
 - => The stigma of the “Rabenmütter” is starting to change
 - => Resistance among traditionalists/conservatives
- Many projects are getting developed to study and change the situation
 - => A true and dynamic will to improve the situation among those

2. Women in the labour market in Germany and France



Conclusion

France:

- Many possibilities offered to women and families
- And yet the rates of employment of younger and older women are higher in Germany. (see Table 1)*
- No specific rule to explicitly encourage fathers to benefit from family allowances
- “*Gender pay gap*” and “*glass ceiling*” still very much on !
- => The economical system has many financial difficulties !



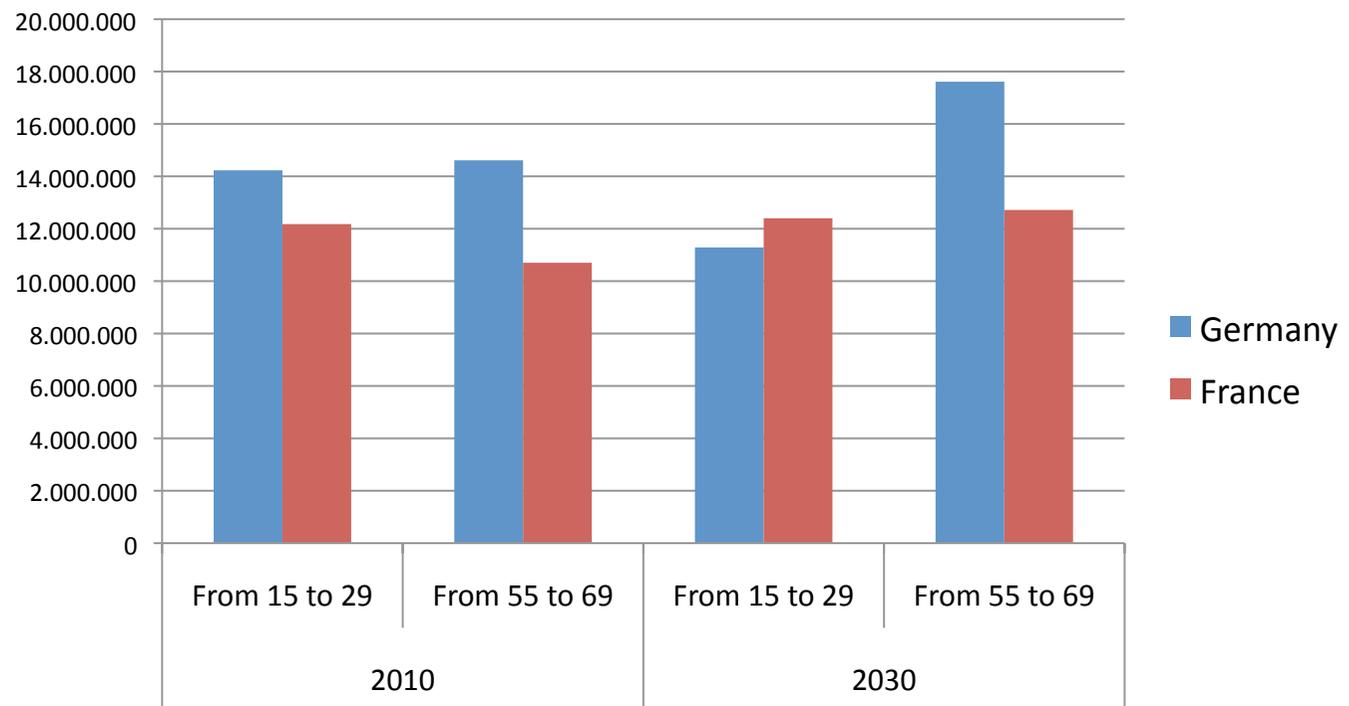
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3. Seniors in the labour market in Germany and France



The demographic change in France and Germany

Table 8: Estimated evolution of the population in France and Germany



Source: Eurostat (2014)

3. Seniors in the labour market in Germany and France



Impact on Germany

- The proportion of older people is **increasing** (Table 8)
- The proportion of young people is **decreasing** (Table 8)

Consequences:

- Shortage of young skilled workers
- Older employees need to stay active longer

=> The economy has started to change its perception:

- Older employees as underused potential
- There's a need to improve working conditions

3. Seniors in the labour market in Germany and France



Impact on France

- The proportion of older people is **increasing** (Table 8)
- The proportion of young people is **increasing** (Table 1)

Consequences:

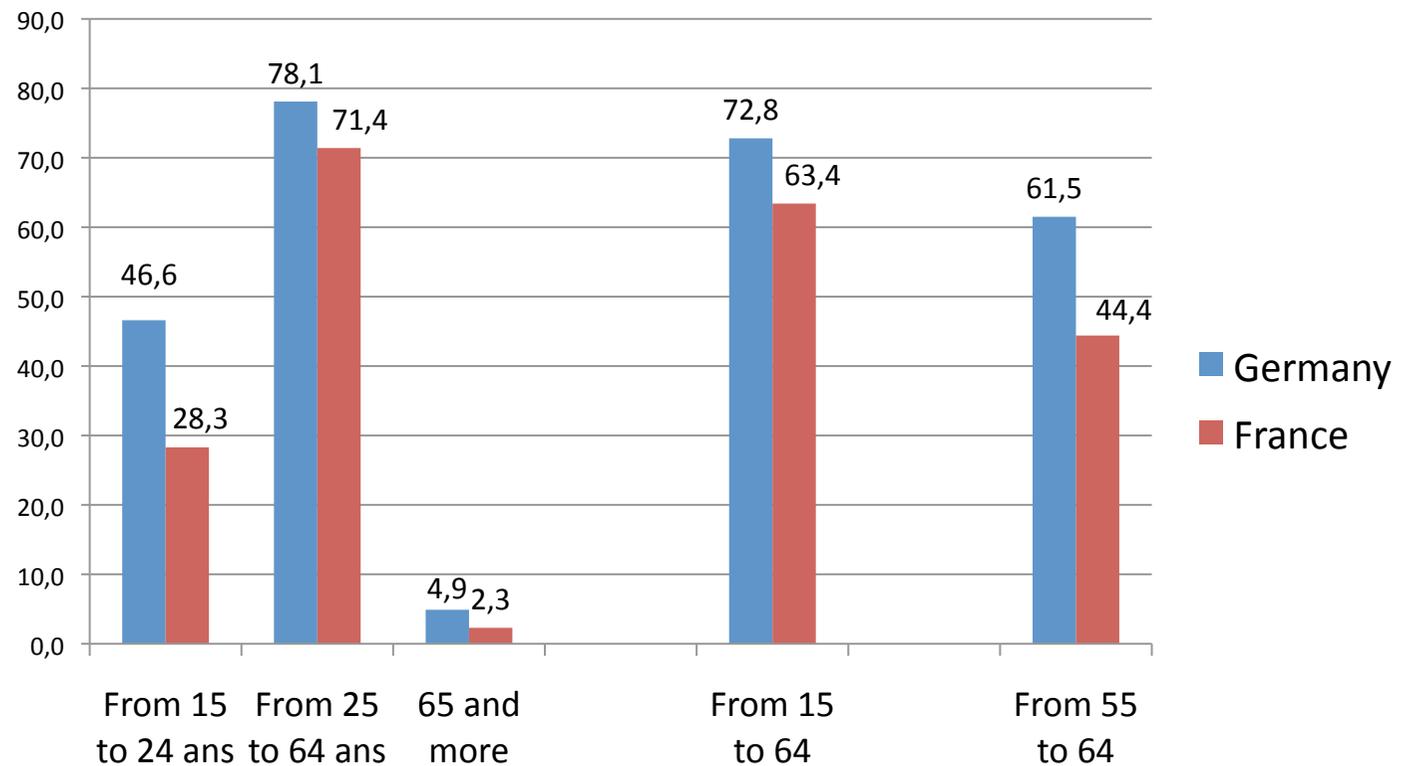
- Enough young people
- But France would like to delay as much as possible the average age of retirement
 - pension costs
 - health care costs
 - high unemployment rate among the young and the elderly

3. Seniors in the labour market in Germany and France



- Shortage of jobs for both young and old people
=> (Creating conflicts between the two generations)

Table 9: Employment rate by age group (%)



Source: Eurostat (2014)

3. Seniors in the labour market in Germany and France



Impact on France (2)

French economy: the older employees need to stay active longer

=> The French government started to implement measures:

- Legal age of retirement : from 62 to 67
- “Plan d’action seniors”
- “Contrat de génération”

⇒ NOT well perceived by society and the French !

- There’s a need to improve working conditions
- And perception/stereotypes concerning the older employees



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4. Conclusion



- The situation of women and older employees on the labour market in France and Germany is slightly similar
- It is very difficult to change situations if it is not supported by every aspects and levels of social life.

=> It shows that every changes needs to be facilitated by integrated sustainable solutions

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Thank you for your attention!

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