



A Toolkit for Gender Equality in Practice - Initiative

Thomas Becker Goldschmiede

Support by re-entry

Summary of the initiative

Thomas Becker Goldschmiede is a goldsmith, specialised in handmade jewellery.

Thomas Becker, owner of the Goldsmith's Workshop, considers his company as a family business. Among other measures, Thomas Becker offers his employees gradual re-entry after parental leave. For example, re-entry can be facilitated on a step-by-step basis starting from 15 hours of work per week and be gradually increased to 20 hours and 25 hours to allow the employees to adapt again to the day-to-day work. Employees can also work from home in the case of activities which do not require the Garage equipment. If there is no place available yet in the crèche or childcare facility, parents have the possibility of bringing their children with them to work at any time. In addition, there is a childminder in the immediate vicinity where parents can leave their infants. Due to the short distance, the mothers can still continue to breast-feed their infants, which facilitates the transition to external childcare. The fact that families of the employees enjoy a high priority is also reflected in the flexible working hours. Each employee uses a time book, where the individual working hours are documented. When an employee exceeds the 40 hours week, Thomas Becker searches for a solution to compensate for the working hours. The goldsmith is also open on Saturdays. As the employees like to take the opportunity on a Saturday to start the day together with a breakfast, all family members are also invited to join the breakfast.

Priorities

Supporting work-life balance

Sector(s)

Manufacture of jewellery and related article

Type

Enterprise initiative

Country

Germany

Model of social partnership

Unilateral / Employers

Launch date

N/A

Number of employees

<50





This initiative was submitted by:

ZDH-UEAPME

Website

<http://www.tbschmuck.de/>