



A Toolkit for Gender Equality in Practice - Initiative

Trumpf GmbH + Co. KG

Flexible working time

Summary of the initiative

The Trumpf GmbH + Co. KG is a company with a focus on manufacturing technology, laser technology and medical technology.

The company has introduced working time arrangements at six German locations, which give workers of both sexes choices regarding the length of their weekly working time. The choice is always made for a manageable period.

This is complemented by a range of instruments for non-working periods. A rigid working time model is no longer compatible with the individual life situation and life planning for more and more employees. In this regard, employees of both sexes are resetting their priorities in life. The role to be played by paid work in different life phases can only ever be determined for a limited portion of life. There is no correct 'dose' for paid work over a lifetime, which can be budgeted in working lifetime accounts. The opportunity to make periodic changes gives security by allowing decisions to be corrected as and when necessary. The basis remains the weekly working time of 15 to 40 hours agreed in the individual work contract. Departing from this, employees of both sexes can change their weekly working time for a period of two years, still on the basis of between 15 and 40 hours. After this, they can request to return to the contractually agreed basic working time or can reach a new agreement on a choice of divergent working hours.

In addition, they can decide to save a part of their monthly pay in a long-term account, to be released later for phases of reduced working time or releases from work of up to six months.

The instrument of a sabbatical exists for releases of more than six months up to two years.

Priorities

Supporting work-life balance

Sector(s)

Manufacture of machinery and equipment

Type

Enterprise initiative

Country

Germany

Model of social partnership

Unilateral / Employers





Launch date

N/A

Number of employees

>250

This initiative was submitted by:

BDA (BUSINESSEUROPE), ZDH (UEAPME), bvöd (CEEP) and DGB (ETUC)

Website

<http://www.trumpf.com/en.html>