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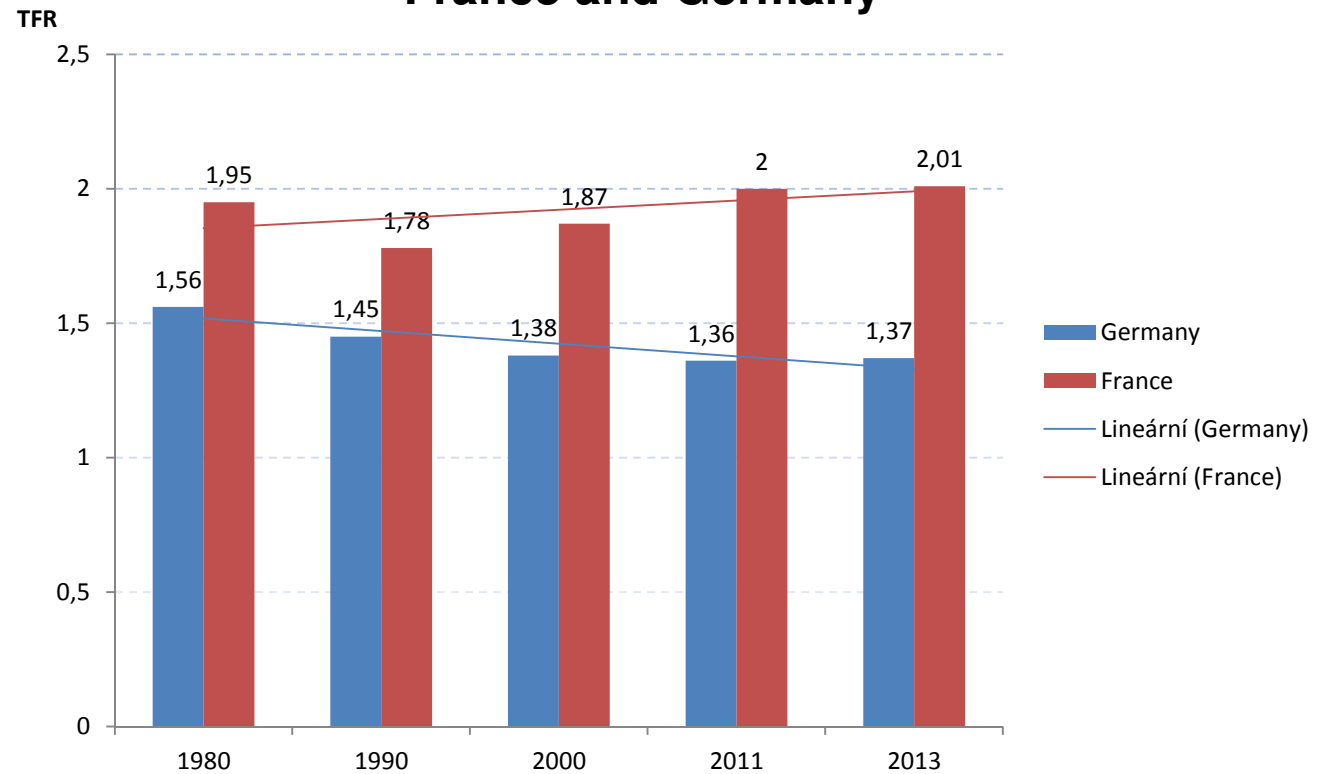
Comparison of current trends and challenges  
on German and French labour markets.



## 1. Introduction

2. Women in the labour market in Germany and France
3. Seniors in the labour market in Germany and France
4. Conclusion

## 1. Introduction

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

Source: Insee (2013), Ined (2013)

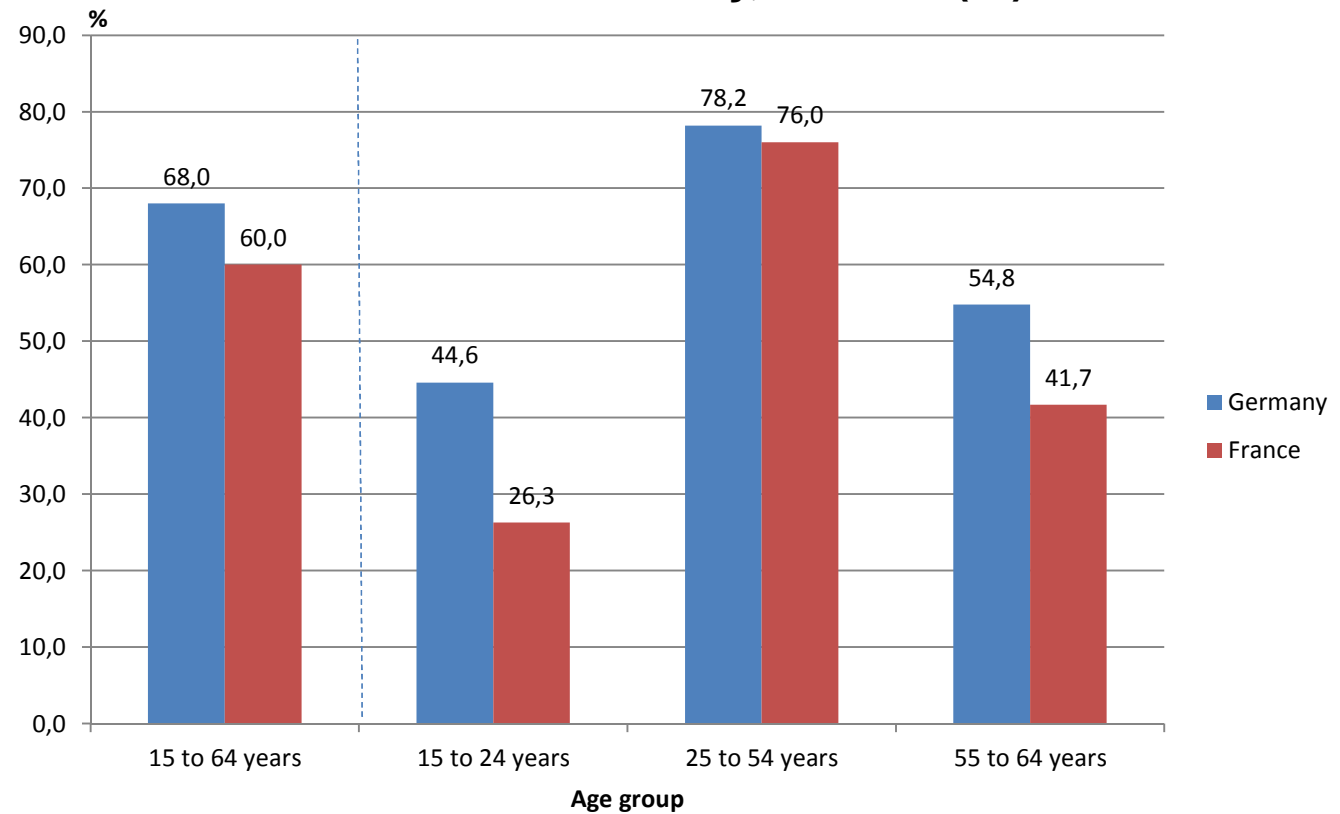


1. Introduction
- 2. Women in the labour market in Germany and France**
3. Seniors in the labour market in Germany and France
4. Conclusion

## 2. Women in the labour market in Germany and France



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

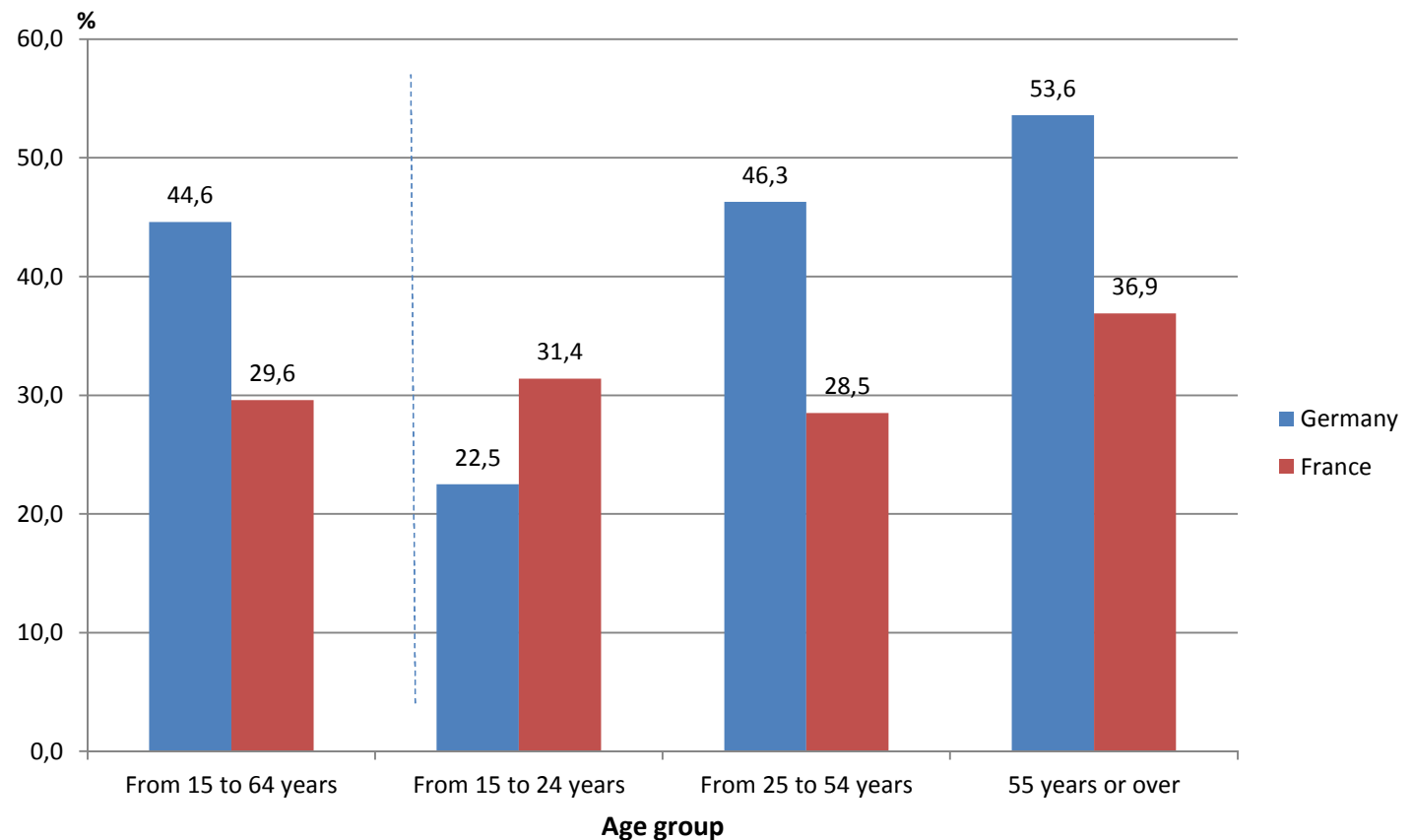


Source: Eurostat (2013)

## 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 (%)**

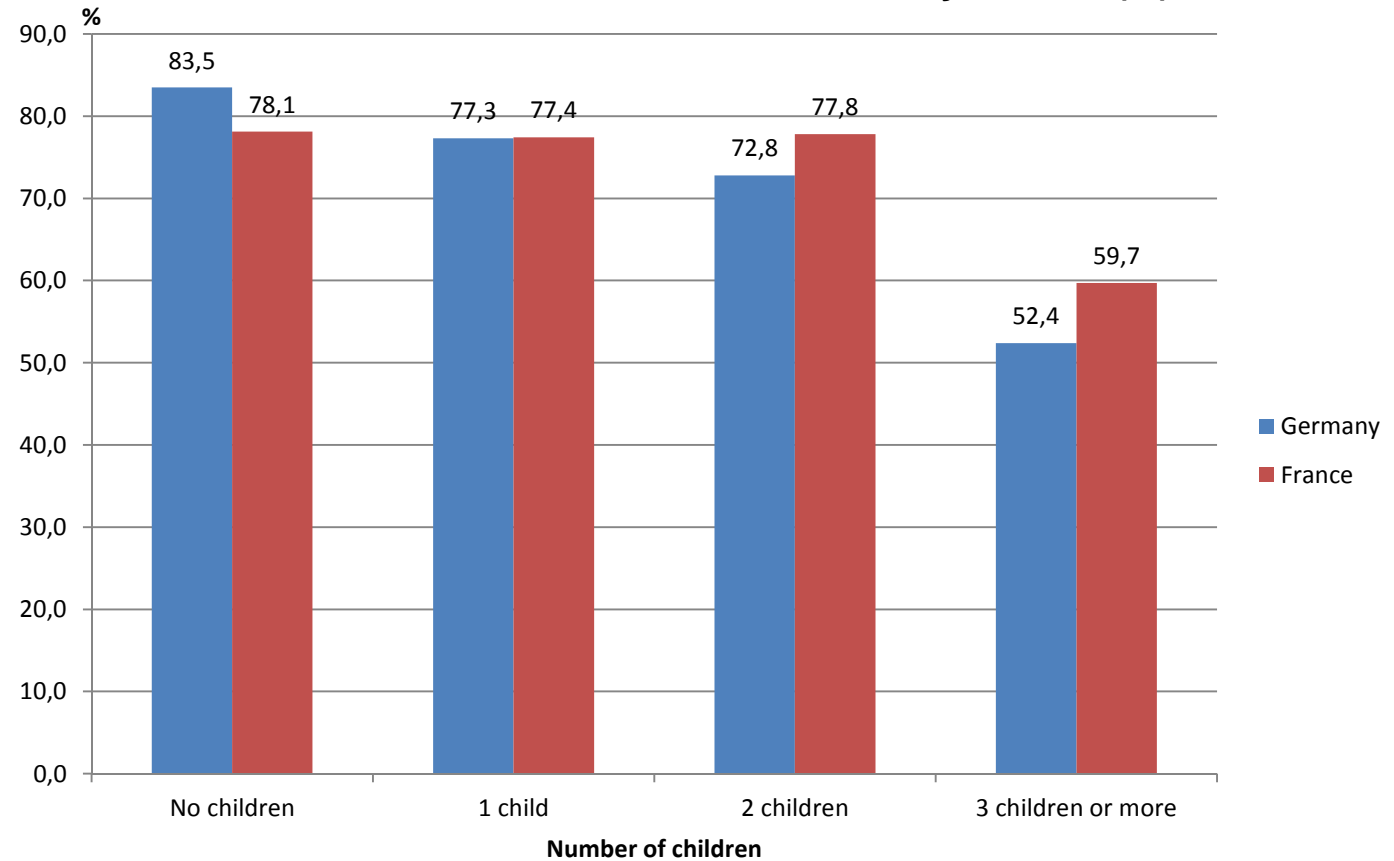


Source: Eurostat (2013)

## 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 (%)**

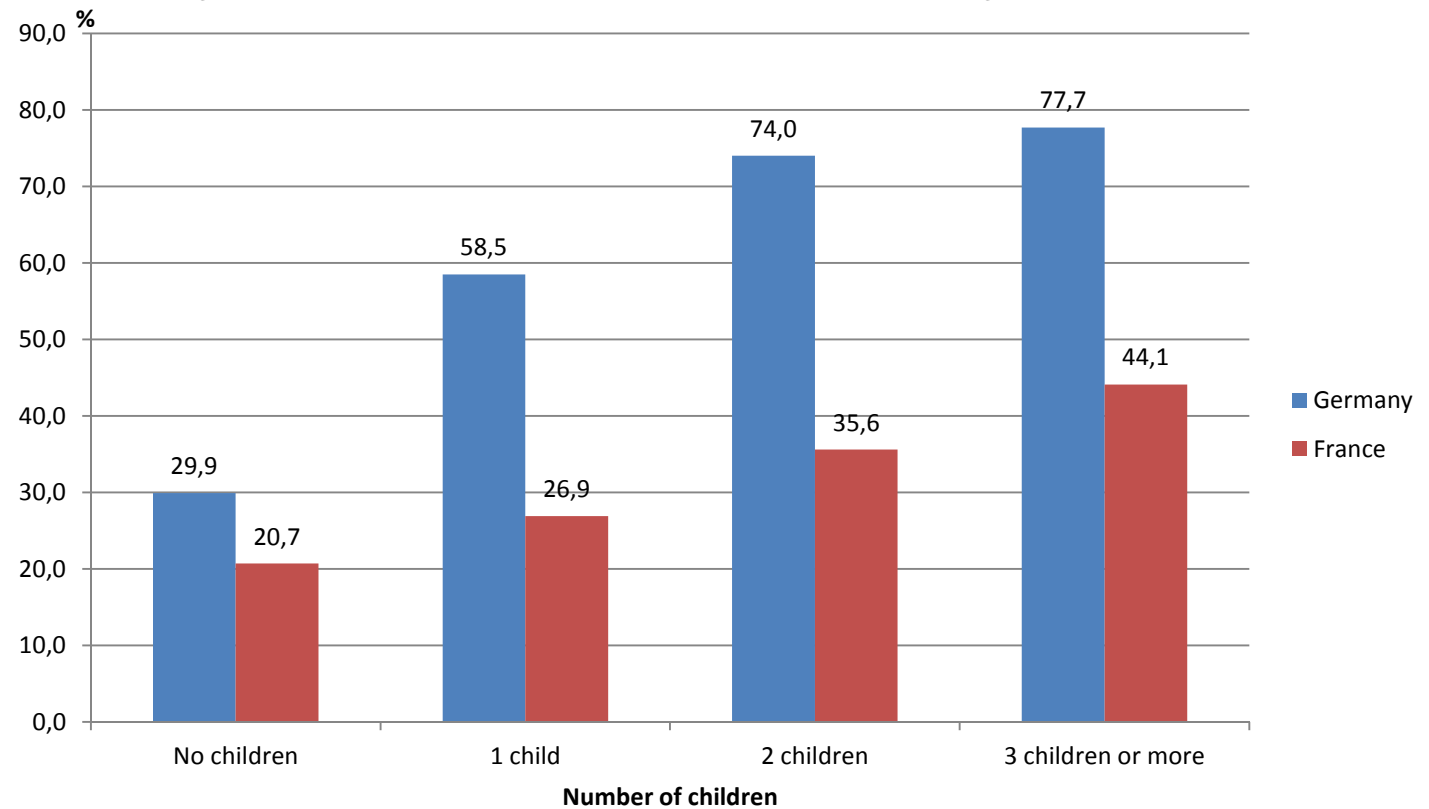


Source: Eurostat (2013)

## 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"> <li>SMIC (Interprofessional Minimum Salary) : 9€/h</li> <li>35h/week</li> </ul>			<ul style="list-style-type: none"> <li>No legal minimum salary</li> <li>Increasing overrepresentation of women in “Minijobs” (low salary without social insurance)</li> </ul> => 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 2<sup>nd</sup></u>	6 weeks	10 weeks	6 weeks	<b>8 weeks</b>
	<u>3<sup>rd</sup> 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"> <li>• Kindergarten (3-6)</li> <li>• Educative system starts at 6</li> <li>• Day ends at 1 pm</li> </ul> <p>=&gt; 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"> <li>&lt; 2 children: 128€/month/child</li> <li>Various allowance depending on the family situation</li> <li>Even if parents choose to work full time jobs</li> </ul>	<ul style="list-style-type: none"> <li>Elterngeld &gt; 300€ -must raise the child -can't work &gt; 30h/week -67% of the salary -12 or 14 months</li> <li>Betreuungsgeld 150€ For children aged from 1 to 3 years old</li> <li>Kindergeld</li> </ul>
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"><li>• Most of the women wish to carry on with their career</li><li>• The strong role of the State in education and childcare is not only accepted and highly valued, but also wanted</li><li>• Collective childcare -&gt; socialisation</li></ul>	<ul style="list-style-type: none"><li>• Stigma “Rabenmütter”</li><li>• Distrust toward private or public structures</li><li>• Traditional model of family.</li></ul>



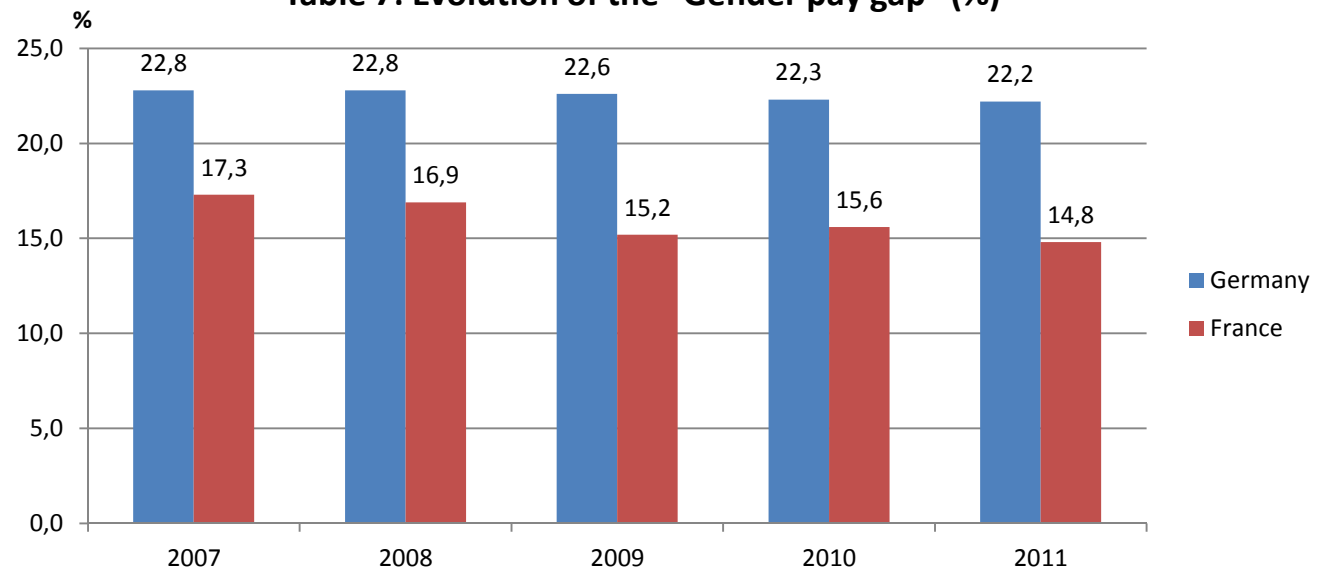
## 2. Women in the labour market in Germany and France



### *“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 !





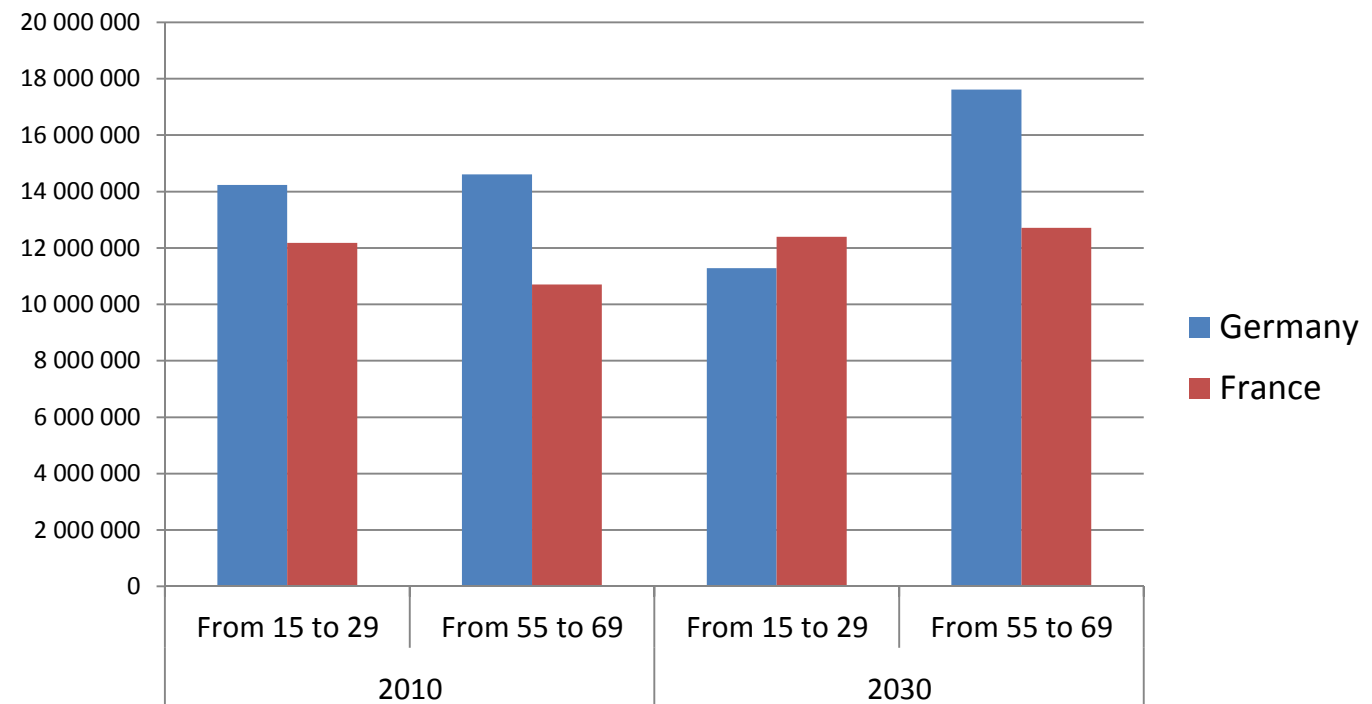
1. Introduction
2. Women in the labour market in Germany and France
- 3. Seniors in the labour market in Germany and France**
4. Conclusion

### 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:

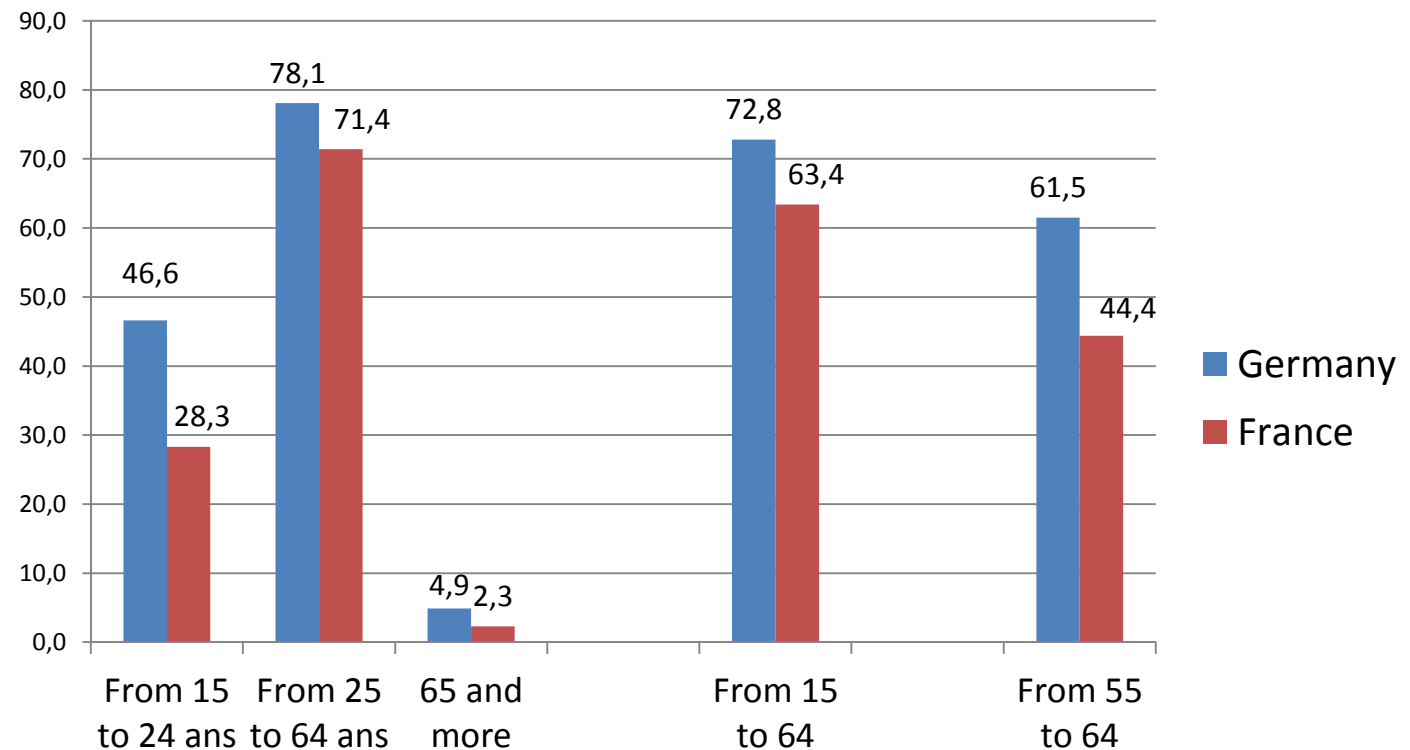
- Enough young people
- But France would like to delay as much as possible the average age of retirement
  - pension costs
  - health care costs
  - high unemployment rate among the young and the elderly

### 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



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