The model project ‘Gaining experienced labor force by professionalization of household related services’ (170317-190228)

Findings and Lessons Learned
Erfahrungen aus dem Modellprojekt: „Fachkräftesicherung über die Professionalisierung haushaltsnaher Dienstleistungen“ (01.03.2017 - 28.02.2019)

Ergebnisse und Folgerungen
Agenda

1. Aims of the project
2. Target Groups
3. Appraisal of results
4. Lessons learned
Aims of the project

- Relief of the strain of families-employees with care responsibilities
- More contributions in the social insurance system
- Promotion of employment in the cleaning sector subject to social insurance contributions, ‘secured’ working places for unskilled workers, downsizing of illegal employment
- More working time for skilled personnel and incentive for hidden reserve
Target groups service users

- child/ren under 18
- dependants in need of care

- re-entry into employment (at least 25 h)
- work already part-time and increase time
- who would otherwise reduce their working hours

• voucher (first 8€/h, increased 12€/h)
• max. 20 vouchers per month
Target groups providers

- employers who mainly employ persons subject to social security contributions

- participating companies belonged mainly to the cleaning sector
- over 50 % were small companies under 20 employees, many of them with female leadership
female Supply-Chain-Manager, child 4 years, single mom, 28h/week

“... at least someone thinks of us women- is absolutely good to come home and everything is done and clean - just time to spend with my child!”

male physicist, 3 children, wanted to reduce from 40h/week, wife already part-time 18h/week

“... because of your support I can still do my job well, (like my job much) but what's more important, I’m able to spend more time with my children.”
Lessons learned 1

- Especially small cleaning companies have been very interested in participating.

- But they need a reliable demand and employees to supply the demand. The employees have to be skilled for this job, because households are very demanding concerning the standards.

- „Mini-Job“ (marginal employment in Germany) increases the problem for the employers.

- To increase the reputation of this services, it is important to promote standards and professionalization.

- It is a by day work, that is a plus within the service sector, if the parameters (wage and social security) are regarded.
Lessons learned 2

- Households don’t like to be employer themselves.
  - Whatever system will be installed, it should enable companies to offer their services (including ‘start ups’)

- The amount of the voucher is important. It should close the gap between the black and the official market (at least minimum wage or wage agreement).
  - We increased the voucher amount from 8€ to 12€/h.

- The requirements for getting vouchers as the deduction should be as simple as possible.
  - For example: We could not give vouchers to persons who get security benefits for job seekers.
Thank you for your attention!

If you have any questions about the project, please contact:

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