

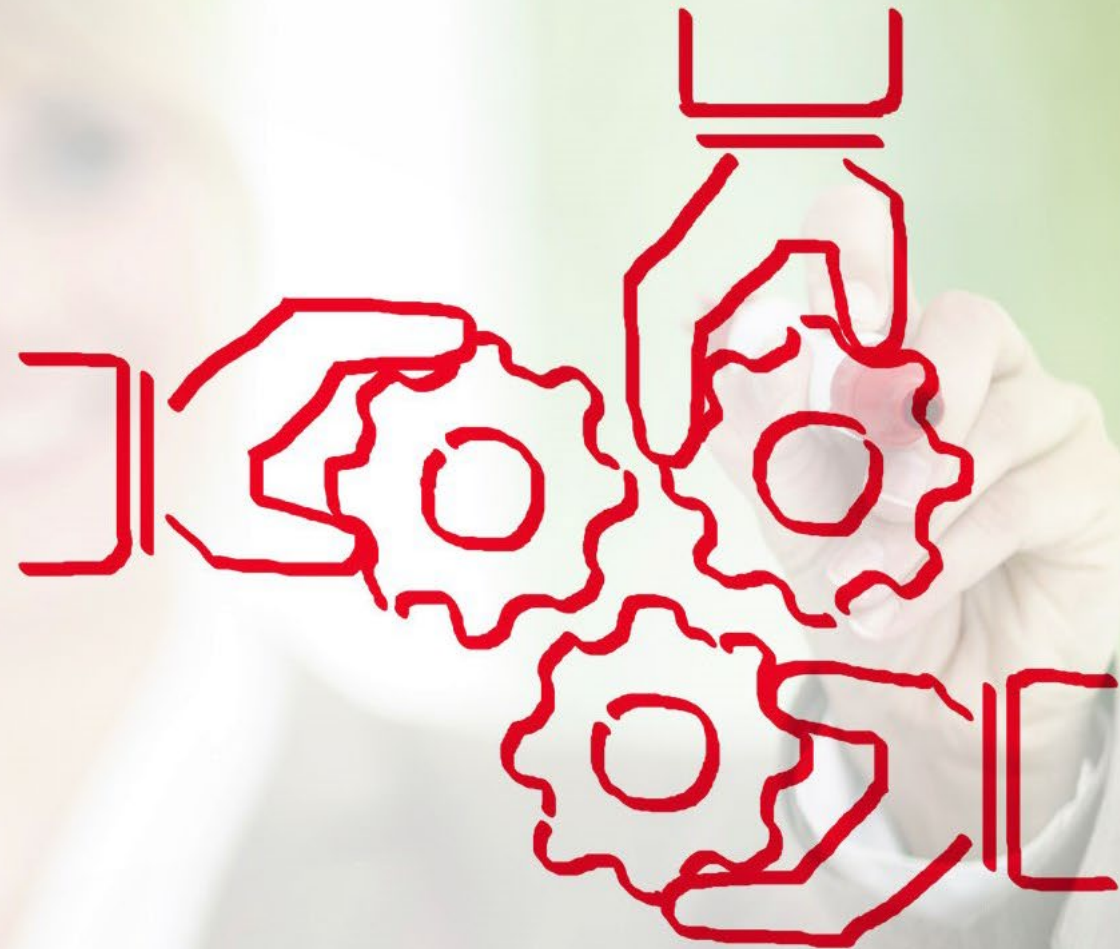
The model project 'Gaining experienced labor force by professionalization of household related services' (170317-190228)

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

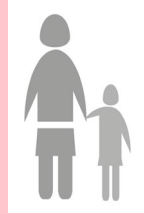
promotion of employment in
the cleaning sector subject to
social insurance
contributions, 'secured'
working places for unskilled
workers, downsizing of illegal
employment

more contributions in the
social insurance system

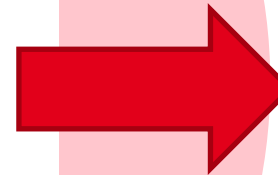
more working time for skilled
personnel and incentive for
hidden reserve

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



Appraisal of results – quotes of users

**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!“

compatibility of family and work has improved



**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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