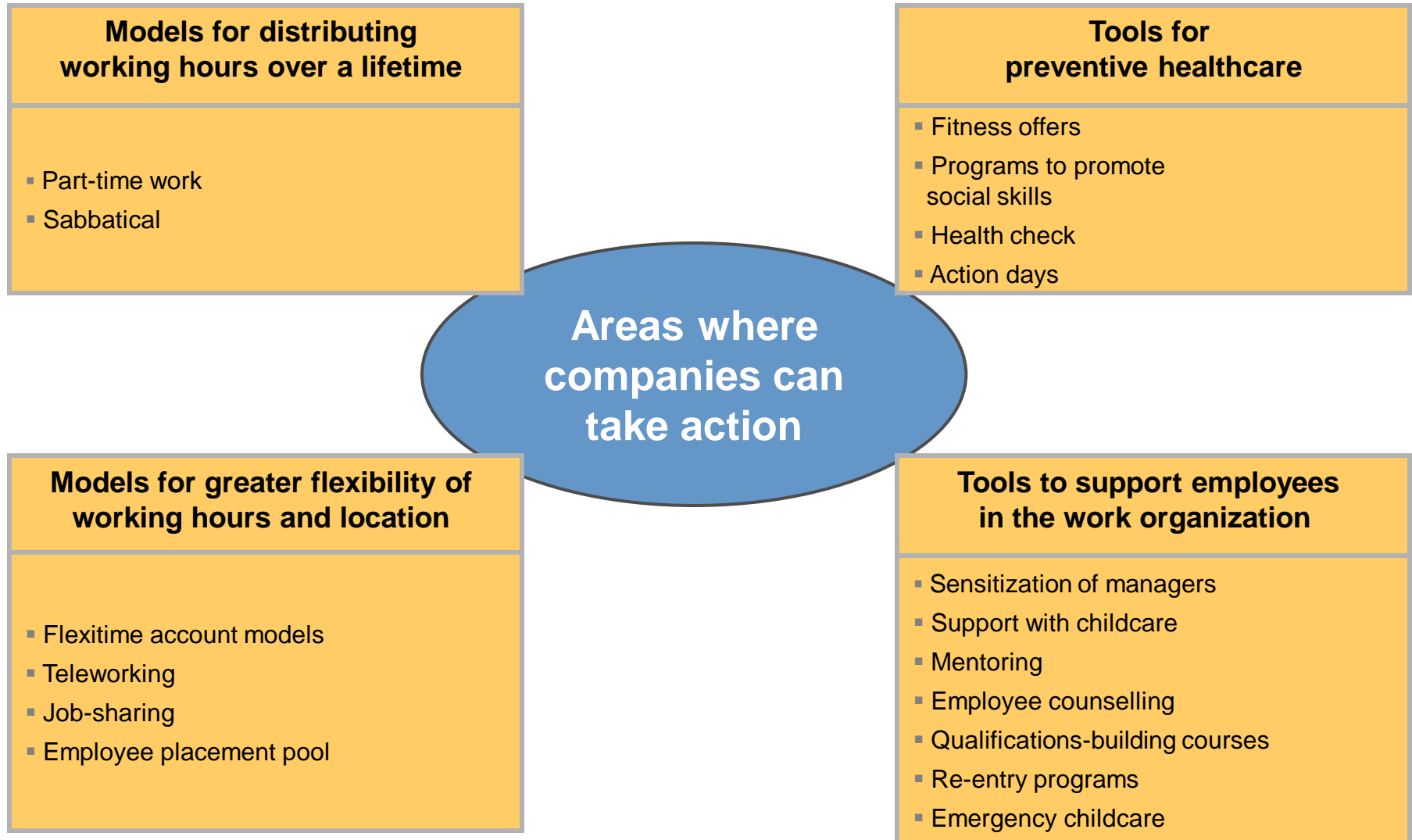






# Work/life balance

## ...as new models of work organization



## 1. Cost/benefit analysis

### **Operational effects of family-friendly measures**

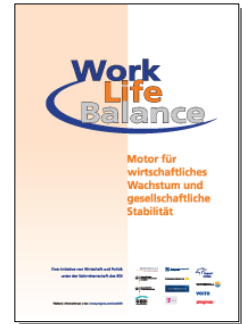
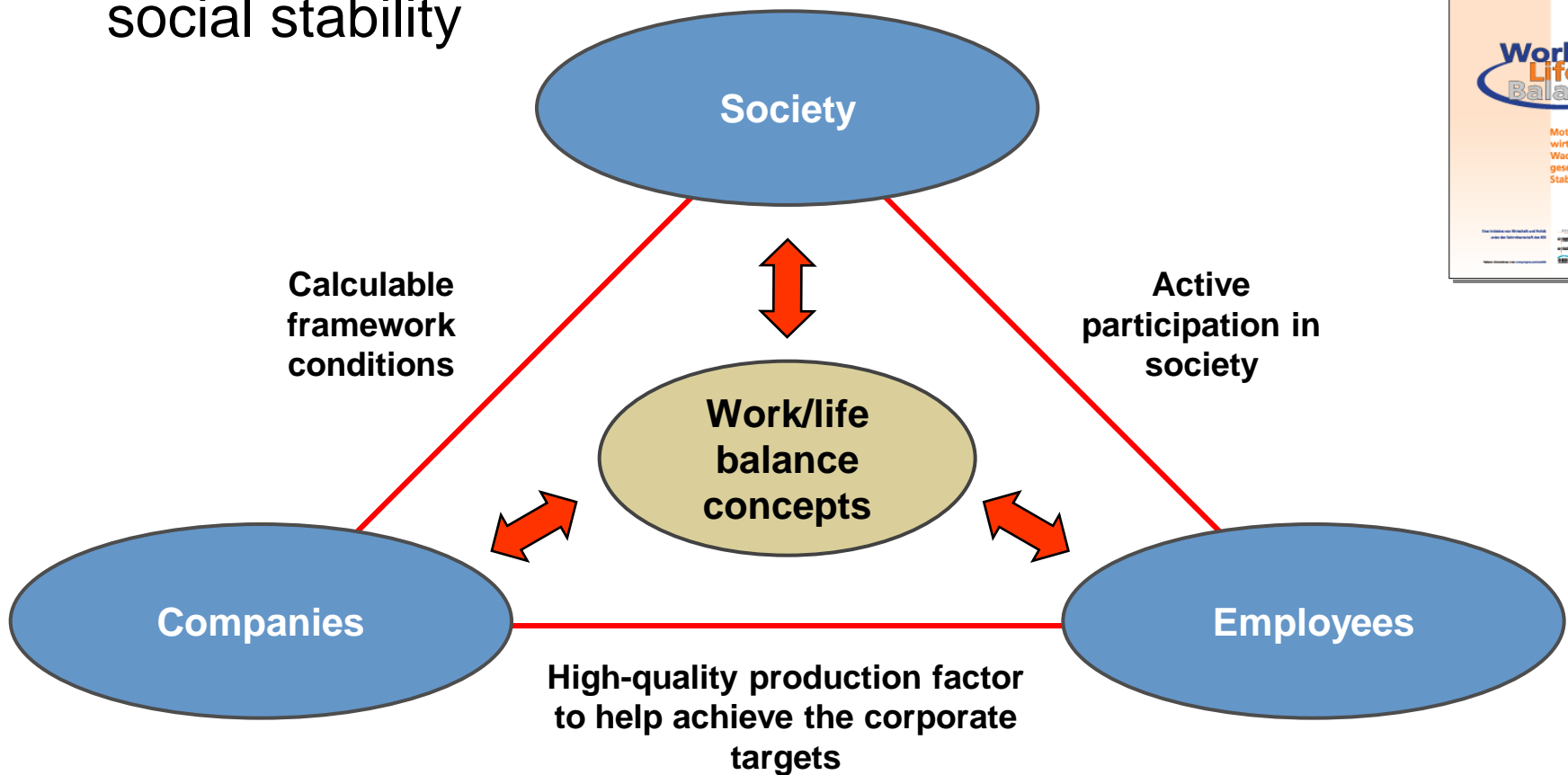
This study focuses on the fact that companies have a vested interest in family-friendly measures

Return on investment of + 25 % for investments in family-friendly measures



## 2. Analysis

Work/life balance as the engine of economic growth and social stability



...as a three-way win situation



## Opportunities for growth, employment and an increased birth rate through innovative HR policy

—  $f_{1R}^{C/f} \in [7/8, 5/8] \cdot [2/3, 1/3] \cdot [0, 1/3] - [1/8, 5/8] \cdot N^{0.5} \cdot C_{5/8} \cdot L_F \cdot 1/3 - \in [N^{0.5} \cdot H_T \cdot C_R \cdot N_L \cdot 1/3 - N_L \cdot 1/8] \cdot 1 - N_L \cdot C_R \in [2/3, 1/3] \cdot V_T \cdot N_L \in [1 - N_L \cdot 1/8] \cdot C_R \cdot H_T \cdot C_R \cdot 1/3 \cdot N_L \cdot 5/8 \cdot L_F \cdot V_T \cdot 1/8 \cdot 1/8 \cdot 5/8 \cdot L_F \cdot L_F$

—  $f_{1R}^{C/f} \in [7/8, 5/8] \cdot [2/3, 1/3] \cdot [0, 1/3] - [1/8, 5/8] \cdot N^{0.5} \cdot 1/3 - L_F \cdot N^{0.5} \cdot C_R \cdot 5/8 \cdot \textcircled{M} \cdot C_R \cdot 1 \cdot W \cdot N_L \cdot \textcircled{P} \cdot 7/8 \cdot C_R \cdot \square^{5/8} \cdot C_R \cdot N^{0.5} - R_s$

—  $f_{1R}^{C/f} \in [7/8, 5/8] \cdot [2/3, 1/3] \cdot [0, 1/3] - [1/8, 5/8] \cdot \textcircled{P} \cdot 5/8 \cdot 0 \cdot H_T \cdot L_F \cdot N_L \cdot 1 \cdot L_F \cdot N_L \cdot 1/3 \cdot 2/3 \in [0, 0] \in [M \cdot D \cdot 5/8] \cdot H_T \cdot 1 \cdot H_T \cdot V_T \cdot 0 \cdot 1/3 \cdot N_L \in [1 - 7/8] \in \textcircled{M} \cdot V_T \cdot C_R \cdot 5/8 \cdot L_F \in [ - \square^{5/8} \cdot C_R \cdot N^{0.5} - R_s$

—  $f_{1R}^{C/f} \in [7/8, 5/8] \cdot [2/3, 1/3] \cdot [0, 1/3] - [1/8, 5/8] \cdot 1/8 \cdot C_R \cdot 5/8 \cdot 1/3 \cdot N_L \cdot 5/8 \cdot L_F \cdot N^{0.5} \cdot C_R \cdot 5/8 \cdot 5/8 \cdot N^{0.5} \cdot H_T \cdot 0 \cdot 1 \cdot R_s \cdot N^{0.5} - N_L$

—  $f_{1R}^{C/f} \in [7/8, 5/8] \cdot [2/3, 1/3] \cdot [0, 1/3] - [1/8, 5/8] \cdot L_F \cdot N_L \in [N^{0.5} \cdot V_T \cdot 0 \cdot 1/3 \cdot N_L \cdot 5/8 \cdot L_F \cdot 3/8] \cdot 1 \cdot N^{0.5} \cdot 5/8 \cdot L_F \cdot N_L \in [1/8 \cdot 3/8 \cdot 5/8 \cdot N^{0.5} - 3/8$

—  $f_{1R}^{C/f} \in [7/8, 5/8] \cdot [2/3, 1/3] \cdot [0, 1/3] - [1/8, 5/8] \cdot L_F \cdot N_L \cdot C_R \cdot 5/8 \cdot \textcircled{M} \cdot N_L \cdot \textcircled{P} \cdot 5/8 \cdot L_F \cdot L_F \cdot 1/8 \in [1/3, 0] \cdot \dots$

$L_F \cdot 5/8 \cdot 1/8 \cdot V_T \cdot C_R \in [N_L \cdot R_s \cdot L_F \cdot R_s \cdot L_F \cdot N_L \cdot 5/8 \cdot N^{0.5} \cdot L_F \cdot 1/3 - 3/8 \cdot C_R \cdot 5/8 \cdot 0 \cdot 0 \in [5/8, \textcircled{P}] \cdot 5/8 \cdot L_F$   
 $N_L \cdot \textcircled{P} \cdot 5/8 \cdot H_T \cdot C_R \cdot 5/8 \cdot L_F \cdot L_F \cdot V_T \cdot C_R \cdot 5/8 \cdot 1 - H_T \cdot V_T \cdot \textcircled{P} \cdot 1/2 \cdot 3/8 \cdot 0 \cdot 0 \in [1/8 \cdot 2/3 \cdot V_T \cdot 3/8 \cdot \textcircled{P} \cdot 5/8 \cdot N_L \cdot L_F$

# Diversity in the Deutsche Telekom Group

## Mission

“At the Deutsche Telekom Group, men and women are able to harmonize their professional, familial and private interests with business requirements”.



fi<sup>1</sup> L<sub>R</sub><sup>c</sup>/u f<sup>0</sup>/00 € 7/8<sup>5</sup>/8 2/3<sup>1</sup>/3<sup>0</sup>/00<sup>1</sup>/3 - 1/8<sup>5</sup>/8<sup>3</sup>/4

○ L<sub>R</sub><sup>1</sup>/3 N<sup>0</sup><sup>5</sup>/8 W<sup>1</sup> L<sub>R</sub><sup>c</sup>/u 1/8<sup>1</sup> - 3/8 € N<sub>L</sub> € 1 - L<sub>F</sub>

- Collective agreement to promote part-time work
- Provisions on part-time work for employees approaching retirement age
- Flexitime accounts
- Collective agreement on teleworking
- Sabbatical
- Diversity Award
- Promoting family-friendly framework conditions





