

DRV-Booklet**DRV-Number: 1/2017****The Flexi-Pensions Act**

Authors: Dr. Dana Matlok, Katharina Fecher

Location: Berlin

The Act on Flexibilisation of the Transition from Working Life into Retirement and on the Strengthening of Prevention and Rehabilitation in Working Life – Flexi-Pensions Act (Flexirentengesetz) of 8 December 2016, was a key element of the coalition agreement, which was signed by the governing parties in Germany. Goal of the Flexi-Pensions Act is the aim to help people shape the transition into retirement flexibly, self-determinedly and in line with their individual life plans. It includes new, more flexible rules on supplementary income and partial pensions. The new rules on supplementary income enter into force on 1 July 2017.

Old-Age Security in Germany 2015: New Data on Amounts, Structures and Determinants of Income of the Elder PopulaceAuthors: Ulrich Bieber, Jochen Heckmann,
Dr. Thorsten Heien, Wolfgang Münch

Location: Bonn, Munich, Berlin

This article will highlight the most important findings of the new study “Old-Age Security in Germany 2015”. This research project aims to investigate the income situation of married and non-married people

aged 55 and higher. This is done once, every legislative period. The summary report is created in form of an independent research paper. This research paper is also used as the basis for the Old-Age Security report, which was forwarded to the German Parliament in November 2016. The article explains the methodical approach of the study and the most important facts.

Older Employees: Bearers of Hope in the Demographic Change Process?

Author: Dr. Ulrich Walwei
Location: Nuremberg

The participation of older employees in the work market has steadily risen in the last two decades. Within the OECD countries, Germany belongs to the countries with the strongest growth in employment of older people. This is owed to the interaction of several different factors. One of these factors is the continuing employ of older people in the work market. Furthermore the cohort effects of employing women and also the growing number of not only qualified but highly qualified employees in the populace. Nevertheless though, older people still belong to a problematic group in the labor market. In comparison to younger employees, this can be seen in lower recruitment chances and the risk of long term unemployment. Further improvements of the labor market situation for elders is not a fast selling item, rather the need for further investments into a sustainable employability should be focused upon. Priority should be given to the areas of education, training and health prevention.

Bayreuther Sozialrechtstage 2016

Dialogue Process Work 4.0 – Social-, and Labor law related Aspects of the New Working World

Presentations / Speeches at the Symposium in Bayreuth

Dialogue Process Work 4.0: Providing a Framework for Dialogue on Socio-Political Topics

Author: Annette Kramme

Location: Berlin

Industry 4.0 viewed from a Social Science Perspective: The Meaning of Operational Actors and Interests

Authors: Maren Evers, Prof. Dr. Herbert Oberbeck

Location: Braunschweig

The article focusses on the possible chances of creating „good work“ under Industry 4.0. One focus will be the successful implementation of Industry 4.0 visions. This means that company related interests as well as an active participation of the employees is required. Also, existing knowledge terminals need to be involved. It will be elucidated that the implementation of these factors is key in making the visions of Industry 4.0 come real.

The Participation of Disabled People in the Working World under the Terms of Work 4.0

Author: Jun.-Prof. Dr. Minou Banafsche

Location: Kassel

This article examines the risks and chances of the increasing digital work world. Especially for disabled employees, the visions of Work 4.0 should be discussed intensely – how will it effect work- and social law? The current social law code books already provide a basis for the discussions and offer solutions for these specific problems. It should be noted though that this does not imply for modestly disabled people. As such, gaps in certain areas of social law are more evident.

Emotional Stress and Workers Safety – Also a Topic in Work 4.0?

Author: Julia Balikcioglu

Location: Landshut

This article determines how important our mutual health is in these times of constant digital changes. Especially emotional stress owed to the constant furthering of digital processes is reviewed. Workplace health promotions offer different solutions to counter the rising number of sick days on grounds of emotional stress owed to digital work. Early on, certain occupational safety instruments should be applied to counter emotional stress at the work place.

Connected Home Office – Challenges in Workplace Law

Author: Dr. Christian Schlottfeldt

Location: Berlin

Traditionally the responsibility to implement work time directives lies solely with the employer. This protective concept is straining more and more under the visions of Work 4.0 as the traditional workplace and worktime are being more often uncoupled (mobile work equipment, access to information in cloud and server structures). Further, timely connections of employer and employees as well as third parties (external clients) strain the legal and factual boundaries. This results in an ever growing mix of work time and personal free time. This fact bears to ask the question, if the traditional concept of having a set work time (by the employer) is still feasible in today's times? This though poses challenges for workplace law, as defined worktime needs to adhere to certain rules, which are provided through either labor agreements or canonical laws. The author wants to lead the discussion towards the interests of a synallagmatic contract, which explores the effectiveness of incorporated safety concepts. These should offer control mechanisms for documentation and control.

Pensions in Work 4.0 – Nine Thesis

Author: Eva M. Welskop-Deffaa

Location: Berlin

The 1957 agreed upon index linked pension, is celebrating its 60th birthday, and is facing the challenges of adapting to the realities of Work 4.0. Hybrid employment histories, volatile life income curves

and the internationalization of labor markets are all characteristics of a digital economy. For the visions of “Pension 4.0” this means that in the future certain key aspects will have to be closer looked at. An example would be the incorporation of income aspects of self employed persons, or the clear raising of the contribution assessment ceiling. Furthermore, additional social security agreements, need to be agreed upon. Simultaneously though, questions concerning care tasks and their effects on old age security of men and women can’t be neglected. The current abatement regulations for bereavement pensions need to be reviewed as was done for marriage refunds 50 years ago.