



Marienhaus GmbH Waldbreitbach

*„We stand for the demand to realise
equal pay for women and men.“*

*Christa Garvert, spokeswoman of the management board,
12. March 2009*

Some facts to Marienhaus GmbH



The Marienhaus GmbH was founded by a community of Franciscan nuns of Waldbreitbach in 1903. It is one of the biggest provider of institutions for social and sanitary facilities in Germany.

Our hospitals, retirement homes, care homes, child and youth services and hospices are located in the German federal states Rhineland-Palatinate, Saarland, Hessen and North Rhine-Westphalia.

Currently we employ 10.300 employees and further app. 3.000 employees in other institutions. In the near future we have new enlargement plans for St. Elisabeth GmbH.

Extracts of the general principals Marienhaus GmbH

The community of the Franciscan nuns was founded by blessed Rosa Flesch in 1863.

Due to her Christian responsibility, Mother Rosa cared selflessly for sick persons, invalids, ancients, children and people, who were uprooted and disadvantaged during the industrial revolution. She dispatched her colleagues, where they found the greatest need.



- We exercise our social responsibility: We recognise social and political proceedings, in order to take the chance to influence and help form.
We are prepared – just in times of change – to make a contribution towards new ideas to develop a future-orientated health- and social system for our country. (General principals, II, 6)
- We have consideration for the special conditions of women on workplace. We support families and child education with flexible working hours and working conditions. (General principals IV, 7 und 8)



**The Marienhaus Hospital is
an institution of the
Marienhaus GmbH Waldbreitbach**



**Marienhaus GmbH
Waldbreitbach**

**21 hospitals
in 31 locations**

**29 retirement- and care
homes**

**10 educational
institutions**

3 child and youth

9 hospices

**9 other
institutions**



Employers (Effective: 25.10.2011)

Overall 1043 VK allocated to 1.656 employees

	Neuwied	Bendorf	Waldbreitbach	Reha Rhein-Wied
Overall	1135	184	278	59

Marienhaus Klinikum
Bendorf – Neuwied – Waldbreitbach



St. Elisabeth Neuwied - an Overview-



Marienhaus Klinikum St. Elisabeth Neuwied

- Hospital with general medical care
- 8 main departments and 2 in-patient wards
- 404 beds and 18 day-hospital units
- 1135 employees at the location St. Elisabeth in Neuwied, 78,1% women and 21,9% men.





Logib-D



- Marienhaus GmbH was invited by the Federal Ministry of Family Affairs, Senior Citizens, Women and Youth and the former minister Mrs Dr. Ursula von der Leyen to participate in the pilot phase of the Logib-D-project.
- The main reasons were: The enterprise size of Marienhaus GmbH, the traditional female management culture of Marienhaus GmbH and the relative high proportion of female employees in the institutions.
- Other enterprises, which took part at the pilot phase were among others: Microsoft Germany GmbH, Weleda and the German Pension Insurance Fund.

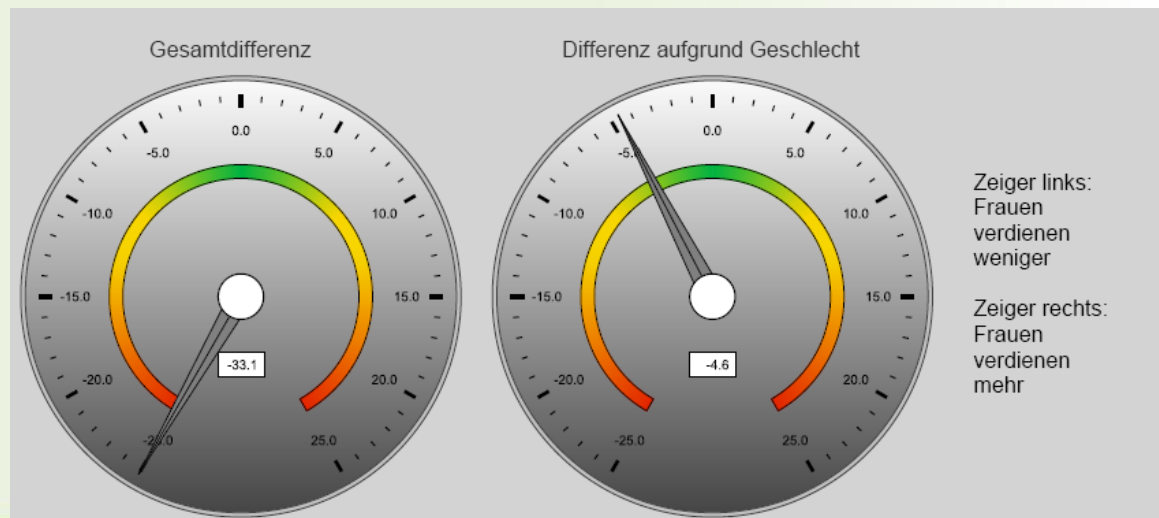


Logib-D



- Logib-D is a voluntary and user-friendly tool which can be used confidentially. It facilitates the analyses of intra-company pay and personnel structures.
- Logib-D means “pay equality in companies – Germany”
- The origin of Logib-D is in Switzerland. Since 2006 several enterprises used Logib in Switzerland.
- Logib-D takes into account differences between age, potential earning ability, part-time work, working hours, qualification, requirement level, job position, time limitation, management range, organisation sector, management type, contract type, extra hours and in-firm retirement arrangements.

- Logib-D **also provides** a data basis for questions relating to the topics of pay and gender equality.
- Analysis and consulting provide numerous information and solution concepts showing how to reduce pay gaps within a company.



Analysis of Marienhaus GmbH by Logib-D



- A first rough analysis shows relatively small differences in wages within almost all occupational groups.
- Marienhaus GmbH uses the classification scheme of the employment contracts directives of the German Caritas Association (AVR) to sort employees in occupational groups
- AVR is orientated by a classification focusing on the occupation (no differences in gender).
- In 2010 Marienhaus GmbH had the opportunity to conduct the complete analysis including the consulting package in one selected institution.
- The consulting firm Baumgartner & Partner realised the consulting package with detailed analysis of earnings and earning structure of the Marienhausklinikum Bendorf – Neuwied – Waldbreitbach.
- **Aim of the project:** Analysis of the wage differences of men and women within the collective agreement structure (AVR)

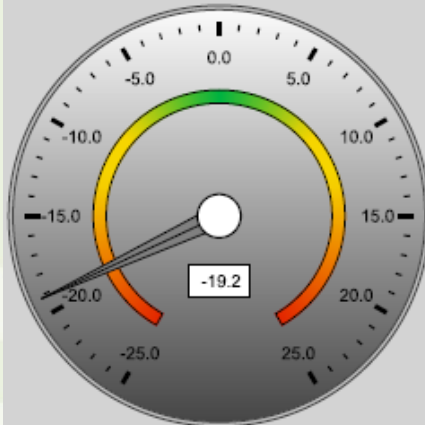
Marienhausklinikum Bendorf – Neuwied – Waldbreitbach



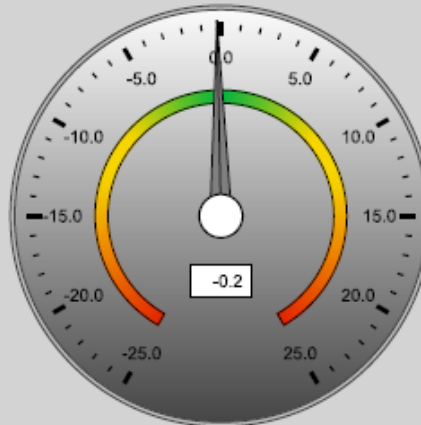
- Comparison of the average earnings: 33,1% without any adjustments (like qualification etc.)
- The adjusted differences between the earnings of men and women: 4,6%. Exceptionally good result!
- The differences are referable to personal and occupational characteristics.
- The gender wage gap between men and women with an university degree amounts -39,2% (based on the male wage).
- The adjusted gender wage gap at the level of -7,70% is in the middle of a benchmark scale.

Illustration of the proportion of the relevant variables (years of training, (potential) years of gainful employment, seniority, gender, vocational position, requirement level)

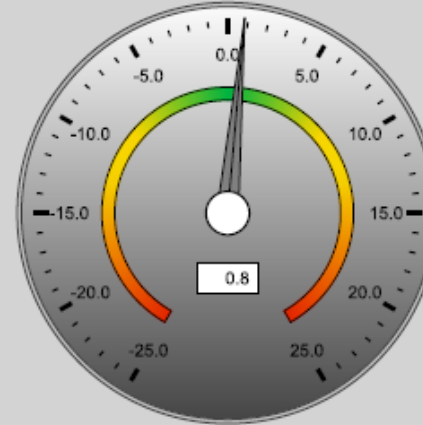
Ausbildungsjahre



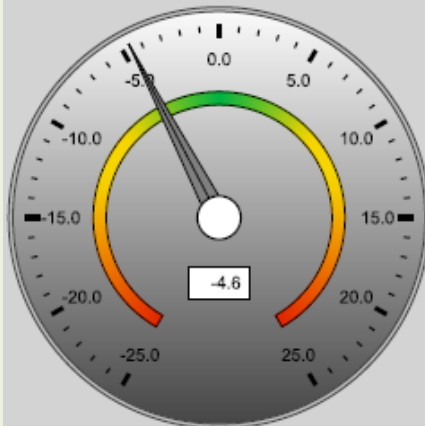
Erwerbsjahre (potenziell)



Betriebszugehörigkeit



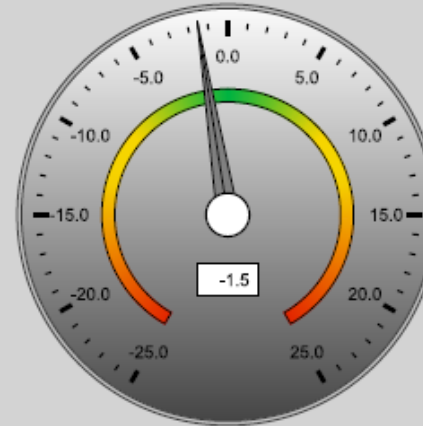
Geschlecht



Berufliche Stellung



Anforderungsniveau



Analysis of Marienhaus GmbH by Baumgartner und Partner



- Barriers were identified, which hinder women to go in for a career.
- Examples:
 - Many female employees work in part-time jobs
 - Slight ambitions of the female employees to launch a career
 - Less work experience due to child care etc.
 - But: In individual cases, women did not succeed in her salary negotiations and couldn't enforce their claims.

Next Steps: Project „Hospital with equal opportunities“

Aim:

- Work out the problems and obstacles in the operational- and organisational structure in order to identify the reasons for the less ambitions of the female doctors to achieve a leading position
- Specify family-friendly working conditions in hospitals.

Aims

- Overcoming traditional gender stereotypes which plays a crucial role
- Tackling the causes of pay inequality
- Increasing the job satisfaction of women on their working places in the hospitals

Further measures

- Since 2010 the leading management director of Marienhaus GmbH Mrs Christa Garvert has been appointed to the advisory council of the Logib-D-project. The council decides about the consulting packages and how to install Logib-D nationwide.
- Due to our promotion, further friendless enterprises applied for a consulting package (Katholische Krankenhaus Verband Deutschlands e.V.)

Conclusion

1. We support the postulation for real and effective gender equality for equal work.
2. Expanding family-friendly working conditions.
3. We need further valid instruments like Logib-D with new subsidy projects to sensitive enterprises for this important subject.
4. The firms need additional direct consulting help, if they aim a reform of their earning structure.
5. For the realisation of equal pay, unions and management boards have to cooperate.
6. Women have to be integrated in decision making positions (management boards and supervisory boards) stronger than ever before.
7. Last but not least: Logib-D is an essential component of our business policy, especially by establishing an employees-brand or -label.

Thank you for your attention.