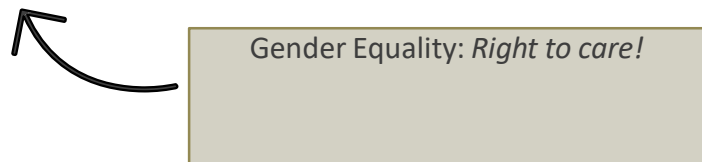


More Diversity to the Shop floor

Insights to a Pilot Project

Starting Point

- EAF Berlin is a non-profit organisation which supports **change processes** towards more **diversity** in leadership.
- At EAF Berlin we developed a lot of ideas how to **reconcile private life and labour** – but only for *white* collar workers.
- Together with several partners we designed a pilot project to bring **more diversity and flexibility** for employees to the **shop floor**.



Overview

Need



- Which instruments help to make blue collar work / shift work more flexible focussing on the **needs of the employees?**

Partners



- Diversity Management, Shop Floor Managers, Trade Unionist, Company Leaders and political support

Goals



- Improving equality and the **reconciliation** of paid work and unpaid care work & leisure time
- Establishment of **flexible working models** for blue-collar workers
- Promotion of a **working atmosphere** based on partnership and an inclusive organizational culture

Key Findings

Challenges

- "I can't take the plant home with me"
- "There is no alternative in a cycle-bound flow production."

Learnings

- There's more possible than meets the eye.
- It's about recognizing the scope of what is possible.
- It takes a conscious change of perspective.

Diversity

- Not only *women*: Half of the participants were **male employees** for example fathers, grandfathers, husbands or students.
- Not only *rush hour*: **Demographic diversity** ranged from job entry level to partial retirement.

Process & Approach

- **OPEN-TOPIC:** Identify needs on site.
- **PARTICIPATIVE:** Takes time but is worth it.
- **FLEXIBLE & ITERATIVE:** Be open to real changes in the project.
- **CROSS HIERACHICAL:** Talk to trios instead of separate interest groups.
- **AMBASSADOR PRINCIPLE:** Let others have their say.
- **QUALIFYING:** ... and still practical.

Selected Instruments



- Traffic Light System
 - Flexible Part-Time



- Home Office
 - Flexible Leadership



- Knowledge Transfer
 - Demographic Potentials

Summary

- With more than 120 employees at two different company locations we developed ideas and tools how to make work on the **shift-bounded shop floor** more **human-centred** and thus more attractive and future-ready.
- To involve the employees as key interest group helped **to broaden the perspective** of actual needs. More over we learned that **digital tools** are helpful bring different interest groups together.

Thanks!

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- More information (in German):
<https://www.eaf-berlin.de/projekt/vielfalt-flexibilitaet-vereinbarkeit/>

Read more (in German):

- [European Social Fund: Flexible Arbeitszeitmodelle in der Fertigung - Entwicklungen, Herausforderungen und neue Lösungsansätze](#)
- [United Leadership Association: Flexibilität und Vielfalt fördern](#)



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