

Newsletter no. 13

In focus: Companions on your career ladder

Topic

Making the right use of opportunities on the job

„Skilled employees urgently needed!“ This is the call from almost all sectors of the economy. For employees, this means that there are currently good conditions for starting a career or taking the next step on the career ladder. And yet: keep your eyes open and read the fine print carefully. Firstly, supply and demand can vary greatly from region to region. And above all: even in the competition for the best, employers naturally look at the costs and want to see high requirements met. For this, they have human resources experts, lawyers, advisors, and the employers' association at their side, who know their stuff. This sometimes results in stumbling blocks or unpleasant surprises that you should not fall for. Some employers, for example, pay bonuses above the standard pay scale, but have cleverly arranged this so that they can be stopped at any time.

To avoid a rude awakening in your new job, you should inform yourself well and always ask questions. It's good to have the IGBCE on your side as your personal counterpart to the employers' association. With us, you can draw on a pool of experts.



Photo: klyaksun / AdobeStock

You can call on the help of advisors, lawyers and speakers. They can help you with answers to many questions and show you how to solve problems.

You can read why the IGBCE also makes sense for top talents in an interview with Eveline Wengler, a long-serving works council member at Bayer.



[Read more here ...](#)

And of course, here, in our 13th KAAT newsletter.

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Competition prohibited



Tabea Bromberg
IGBCE, Abteilung
Betriebspolitik



On 1 October, Lyudmyla
Volynets took over the
deputy leadership of the
North Rhine branch of
the IGBCE.

Thank you, Mila!

The KAAT.net format and our offerings have been in existence for almost four years now. Lyudmyla (Mila) Volynets has been with us from the beginning. She was one of the founders of KAAT.net and accompanied its first steps. In the meantime, the network has grown and prospered with great and committed people. Now a change is on the horizon: Mila is taking her next step on the career ladder and leaving the KAAT team. She was elected deputy head of IGBCE's North-Rhine district in August. On 1 October she started to work in IGBCE's regional district with the largest number of members.

This is a great loss for Team KAAT. But we are sure: Mila will carry the KAAT virus with her to North-Rhine and will continue to work closely with us.

Thank you, Mila, for the great cooperation and the wonderful and exciting time! The entire KAAT.net team wishes you every success in your new role!

Events

Working in international companies

Have you ever put your foot in your mouth and caused irritation among colleagues? The more different cultures come together in a company, the more potential there is for conflict. It's easy to get it wrong and cause the other person to misunderstand. Under the heading „Intercultural Communication and Presenting in English“, our seminar therefore deals with the differences between different cultures in everyday working life.

Together we want to recognise the potentials for conflict and work out more certainty for all relevant questions. We give tips for successful intercultural communication as well as concrete help with presentations – both in terms of visualisation and personal style.

Seminar, from 10 to 15 December 2023
in Kagel-Möllenhorst (Seminar number:
HV-003-570401-23)



[More Info and registration ...](#)

Your labour rights



Who does fully understand the contents of their own employment contract or the jungle of the social security system? And how must it be for our colleagues from other countries? With our web seminar series „Your labour rights – what you need to know in Germany“ we would like to shed some light on these issues this fall. Many things that even German citizens find bureaucratically challenging are even more complex from an international perspective. We want to counteract this in several webinar blocks.

Focal points include employment contracts, insights into our co-determination system and the social security systems in Germany.

Online workshop series,
on 15, 22 and 29 November 2023



[More Info and registration ...](#)

Service

On the safe side

The IGBCE is your contact when it comes to your employment contract or your reference. Contracts and references are important factors in your personal career path. Most people understand that the sentence „He always made an effort to work well with his colleagues“ is not a good mark. Other hidden stumbling blocks in the reference or invalid clauses in the employment contract are less well known. That's why it's good to be able to rely on the expertise of our specialists in labour law.

We check your documents and give you tips and advice. We also explain what rights you have, for example, when it comes to references. Because not all employers fulfil their obligations in this regard, even though there are clear requirements.

If you have any questions about your employment contract or reference, just contact your IGBCE district.



Photo: Chaylek / AdobeStock



[To the district search ...](#)

From the regions

Tips for starting your career

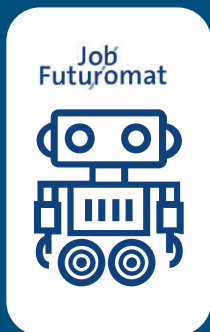
Where can I find interesting companies and suitable positions? What can I say at the job interview as an idea for the annual salary? And what should I pay attention to in general? Many students ask themselves these questions. Reason enough for KAAT.net, together with the German Chemical Society (GDCh), to offer an event on the topic of „Career entry in the chemical-pharmaceutical industry“ at Esslingen University of Applied Sciences. The information provided by Dr. Hans-Georg Weinig (GDCh) and Tabea Bromberg (KAAT.net) was complemented by representatives of three regional companies who presented career opportunities in their companies. Afterwards, the prospective chemical engineers were able to use the exchange over drinks and snacks to put out feelers about starting a career.



Photo: HS Esslingen

Digital

How digital technologies could change the world of work



If you want to actively shape your career, you have to consider the general conditions. Knowledge about the current profile of one's own occupational group is just as helpful as the future prospects of the respective industry. Digital technologies are currently developing ever faster, so that changes are imminent in many areas of work. The change of the working world into the digital age has

far-reaching implications. And it is an issue we all need to think about.

The „Futuromat“ of the Institute for Labour Market and Institute for Employment Research (IAB) provides food for thought. It describes how occupations can be automated and shows how employees can benefit. Users can query detailed job descriptions and find suitable adaptation training and relevant upgrading training.



[Read more here ...](#)

Popular misconceptions

I'm doing my job well – target met?

Not quite! If you do an excellent job, you are always punctual and committed, but after work you badmouth your employer or even disclose company information to third parties, you are in breach of the duty of loyalty. It means that you have to be loyal to your employer and must not harm the company. This includes, for example, that you report security risks that could fall on the company's toes or that you do not accept bribes. If you violate your duty of loyalty, you will be warned or, in serious cases, even dismissed and you must pay damages. You can find more information on the duty of loyalty in our glossary. „From A to Z“ on Kaat.net.



[Read more here ...](#)



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Legal

Competition prohibited

The fact that employees are not allowed to work for the competition during an employment relationship will not surprise many: without the explicit consent of the employer, employees are treading on thin ice and endangering their jobs.

Especially employment contracts of highly qualified employees often contain so-called post-contractual non-competition clauses, i.e. restrictions for a later employment relationship. Employers use these clauses to protect their business interests. However, such a clause is only effective if it is clearly defined and the employer undertakes to pay a so-called waiting allowance.

IGBCE members can find out more about the criteria for non-competition agreements in the handbook „Non-tariff employees“ by Achim Thannheiser (from page 54). You can download the handbook from the „My IGBCE“ section or from the IGBCE app.

This is www.kaat.net

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Dein Mehrwert

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und außerordentlich Beschäftigte. 



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