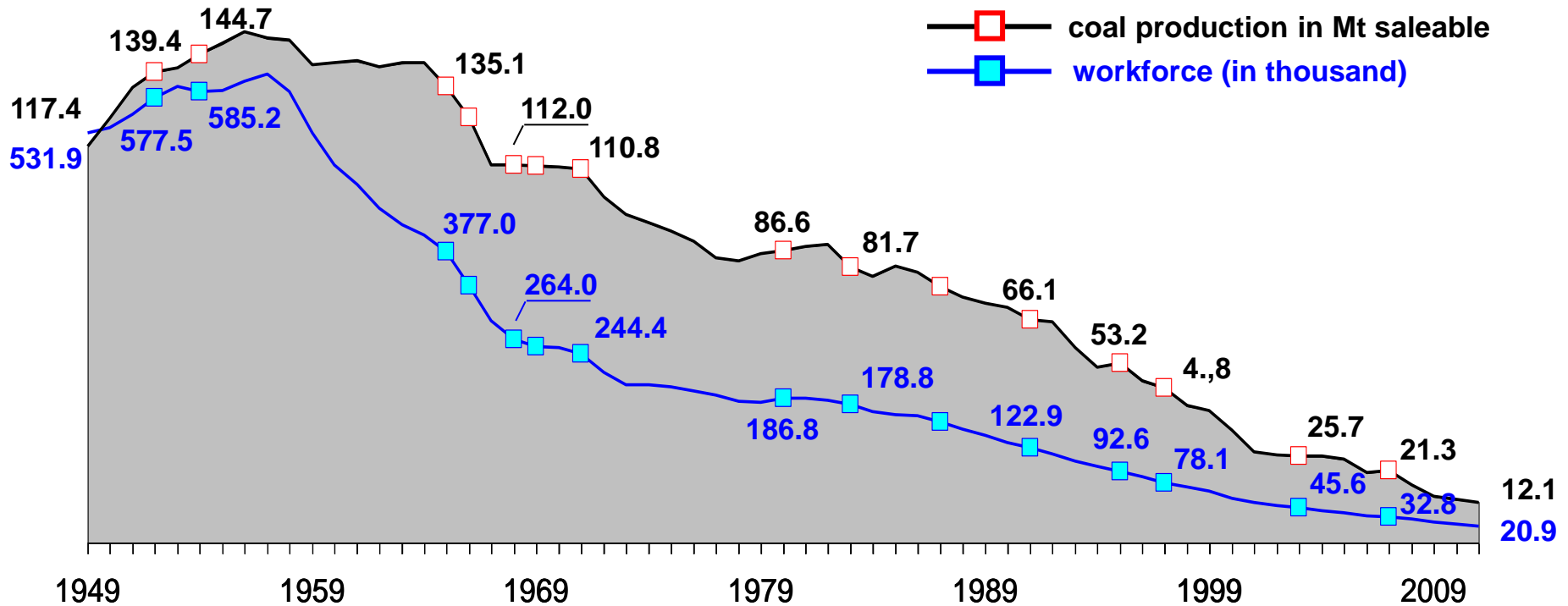


# ***Coal industry restructuring in Germany***

Prof. Dr. Franz-Josef Wodopia,  
Chief Executive,  
German Coal Association

# German Coal Mining History



driving re-construction after 1947



ECSC Treaty – Base of the EU



coal crisis/RAG establishment 1969



future until 2018

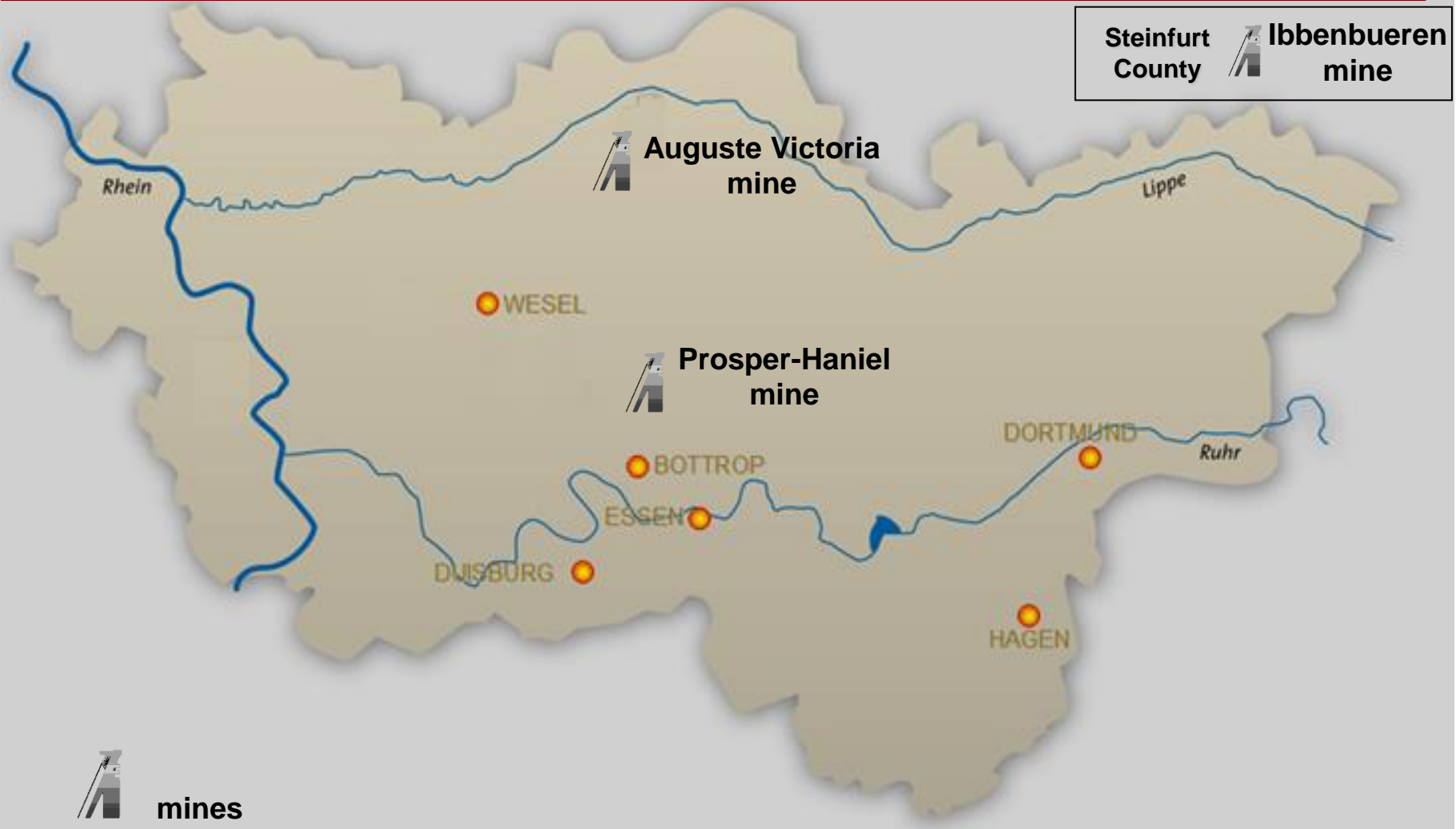
source: RAG AG

Establishment of Ruhrkohle AG in 1969: approx. 180,000 staff

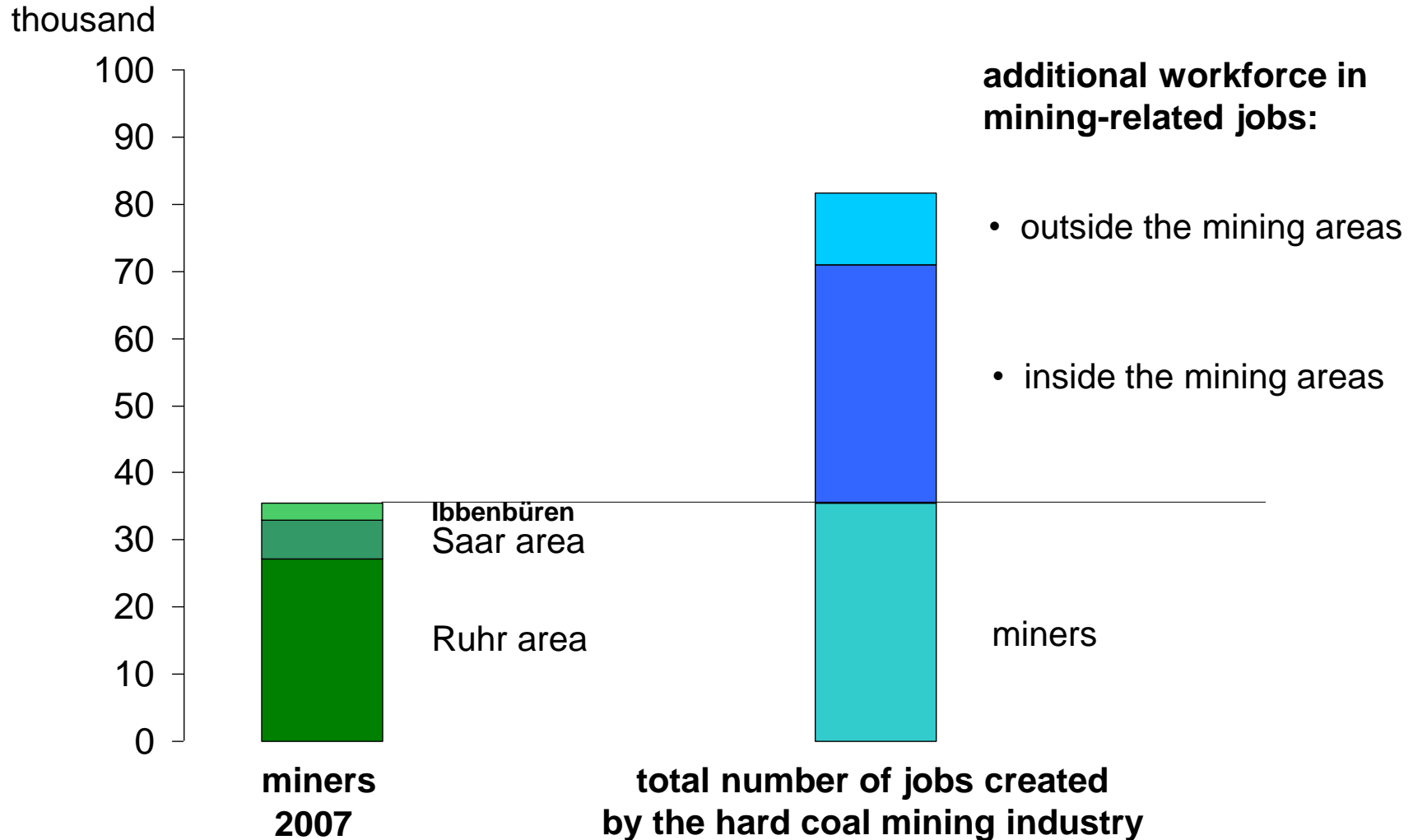


# Where are we today?

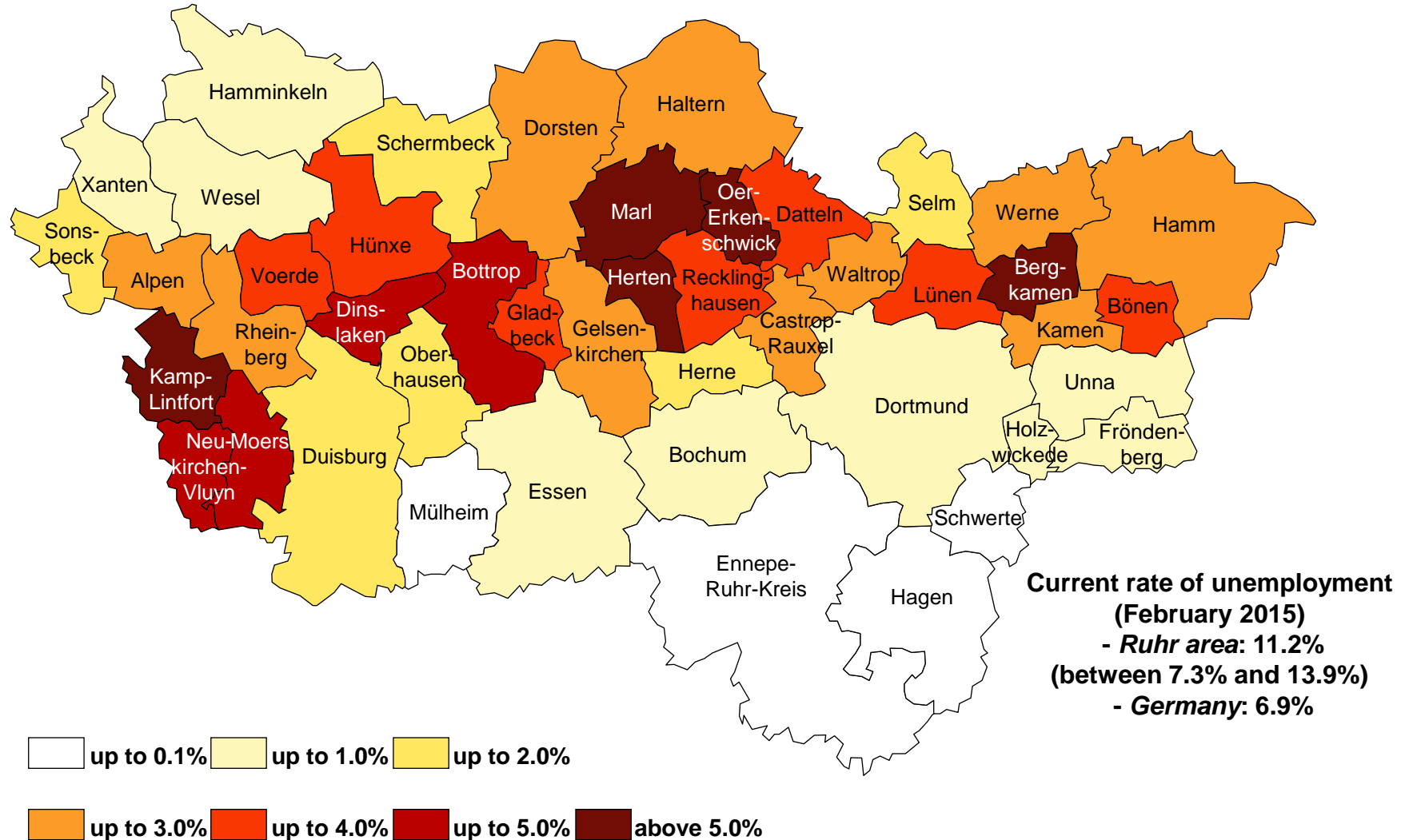
2014: approx. 10,200 staff



# Employment effects of the German coal industry by region



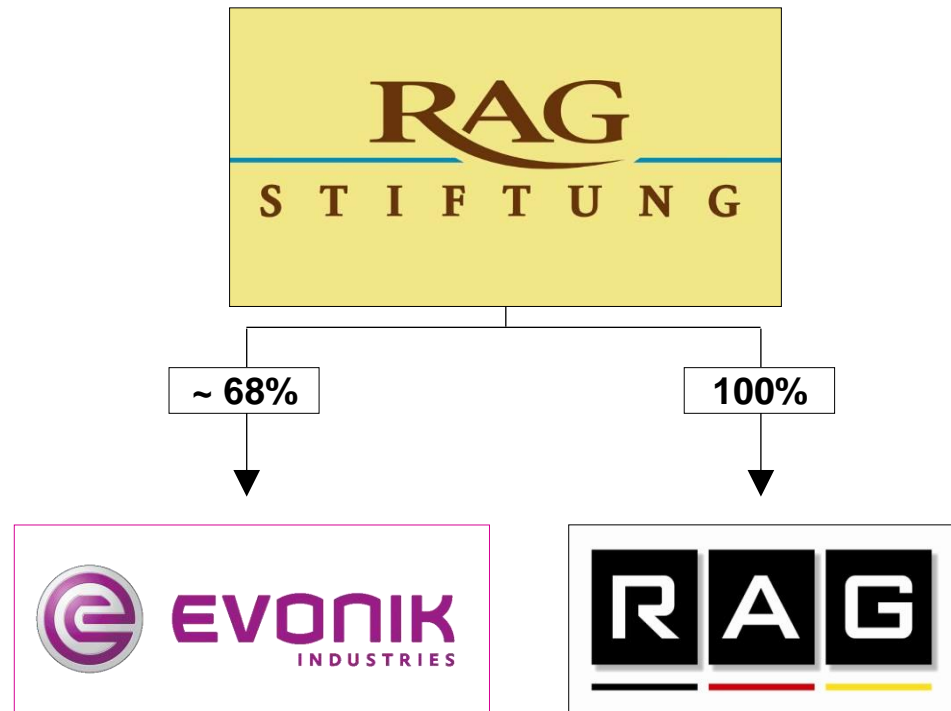
# Implications for the regions: Number of employees in the mining industry compared to total employment in the German Ruhr area



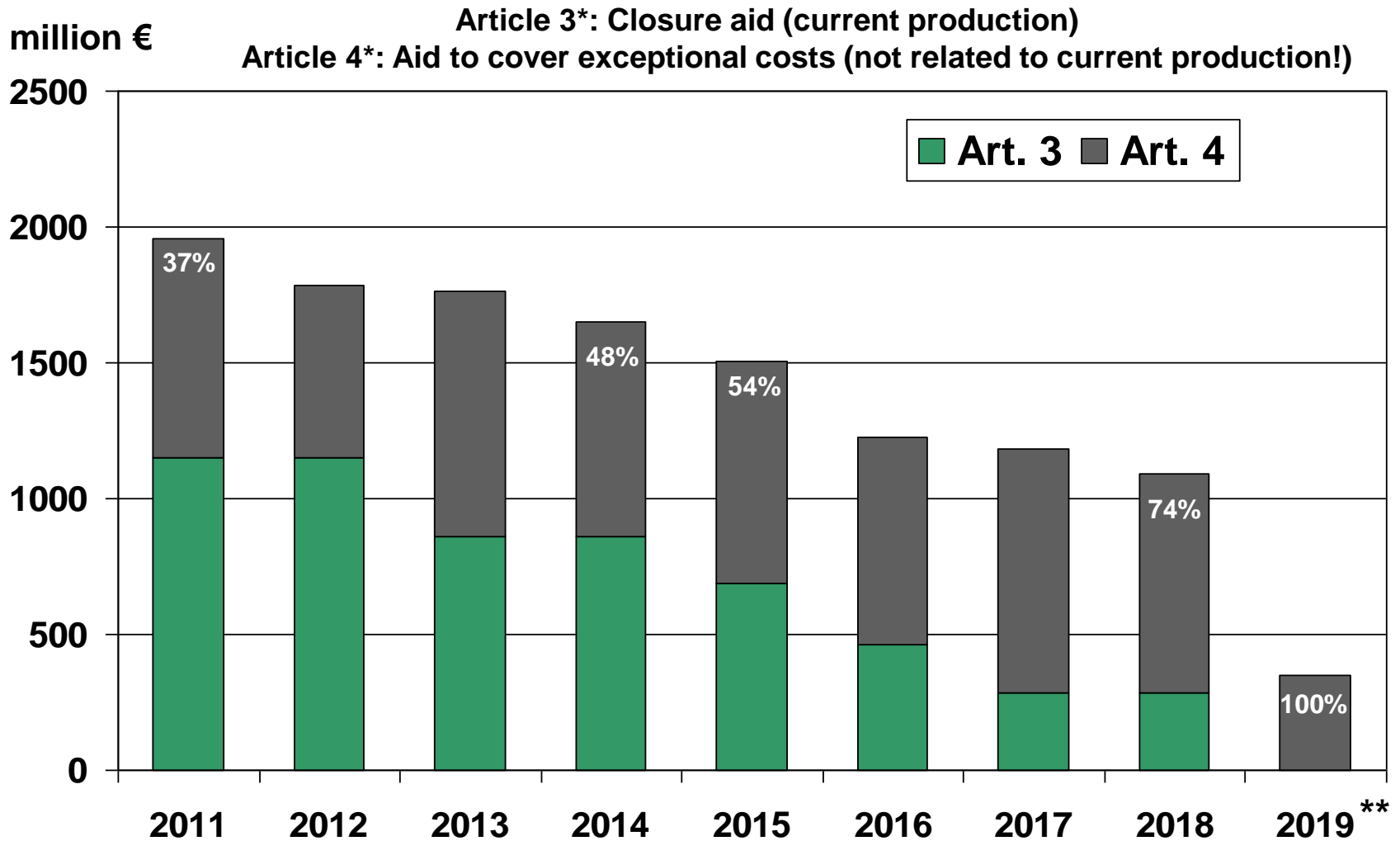
source: Prognos, 2007

## Tasks of the RAG Foundation

- Socially acceptable adaptation of the coal mining industry until the end of 2018
- Floating of EVONIK Industries AG on the capital market
- Funding of the industry's perpetual responsibilities from 2019 onwards
- Supporting education, science and culture in the mining regions



# Approved state aid to facilitate the closure of uncompetitive coal mines according to the German closure plan



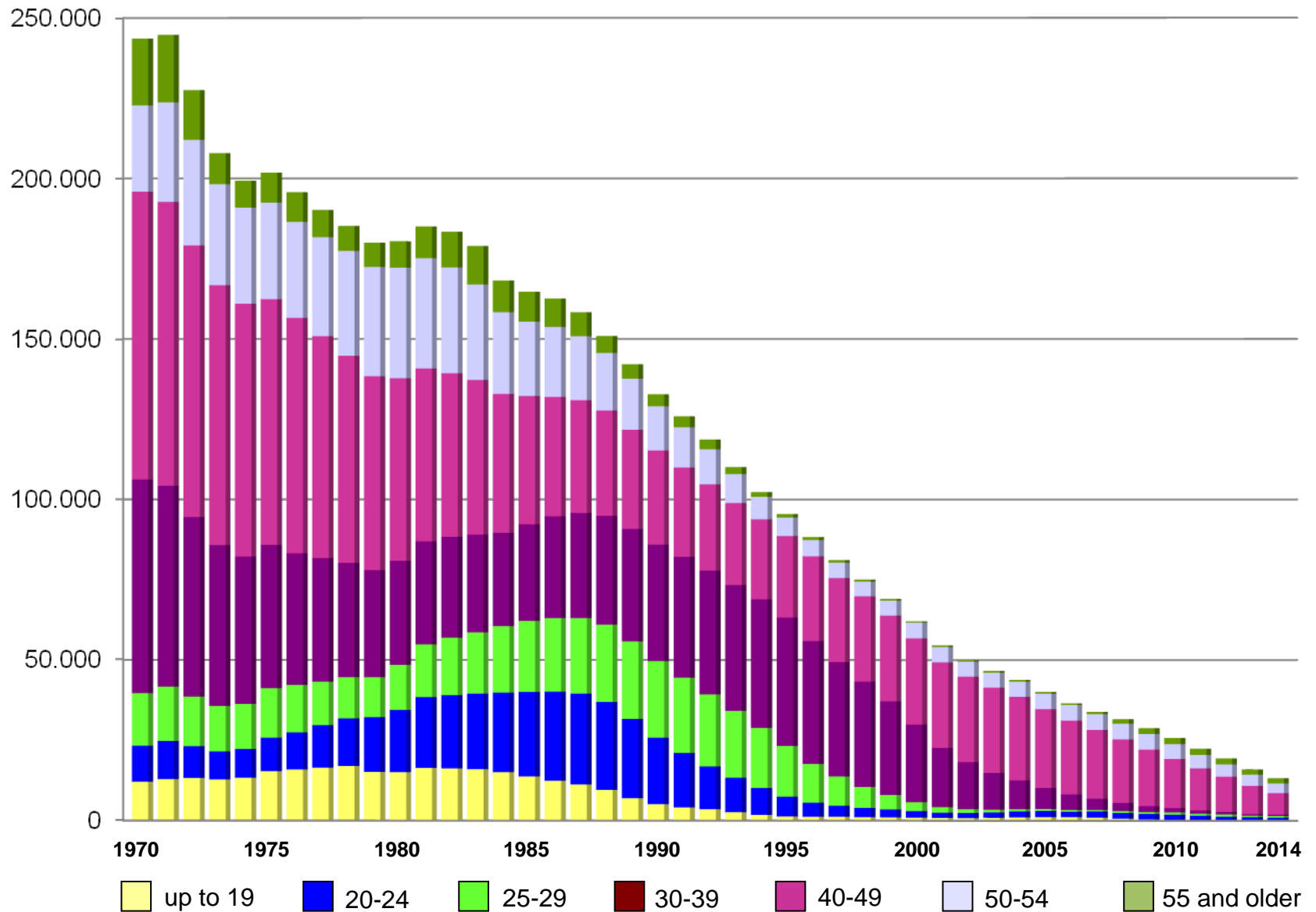
\* Council Decision 2010/787/EU

\*\* From 2019 onwards depreciations from the closure of the last mines and further costs of production units which have closed shall be distributed over several years. Therefore this figure is only an estimate of the necessary Art. 4 aid in this year.



- For socially acceptable workforce adaptation, a comprehensive package of instruments is available.
- It includes:
  - statutory regulations,
  - collective bargaining regulations,
  - internal company programmes.

# Age structure of the workforce in the German coal mining industry



## Strategy 2020 – More than just early retirement ...

### early retirement

special  
mining-specific  
early retirement regulations



### labour-to-labour transfers (StaffDevelopmentCenter)

qualification/retraining

on-the-job qualification

direct redeployment

in-house redeployment

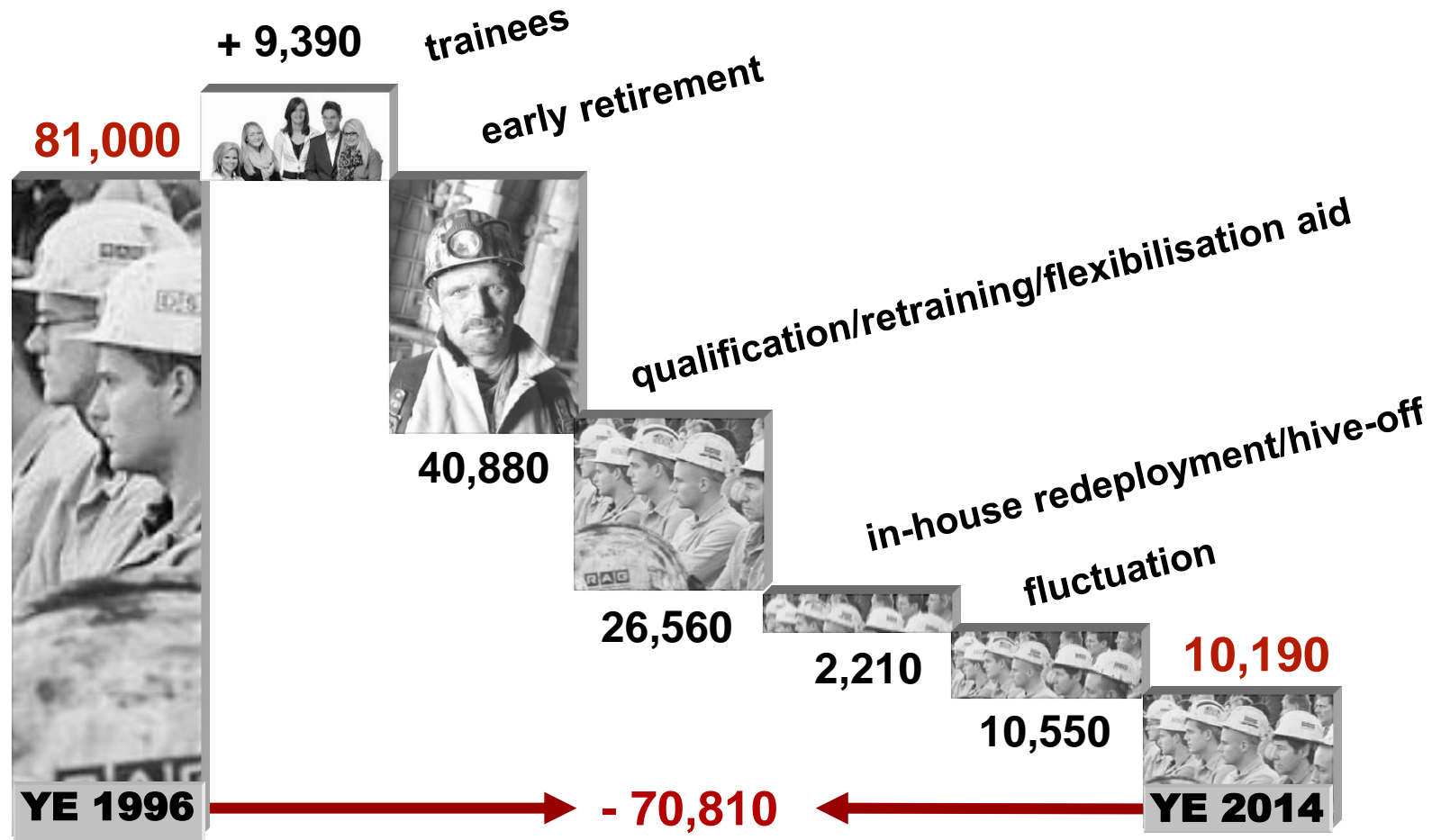
temporary placement

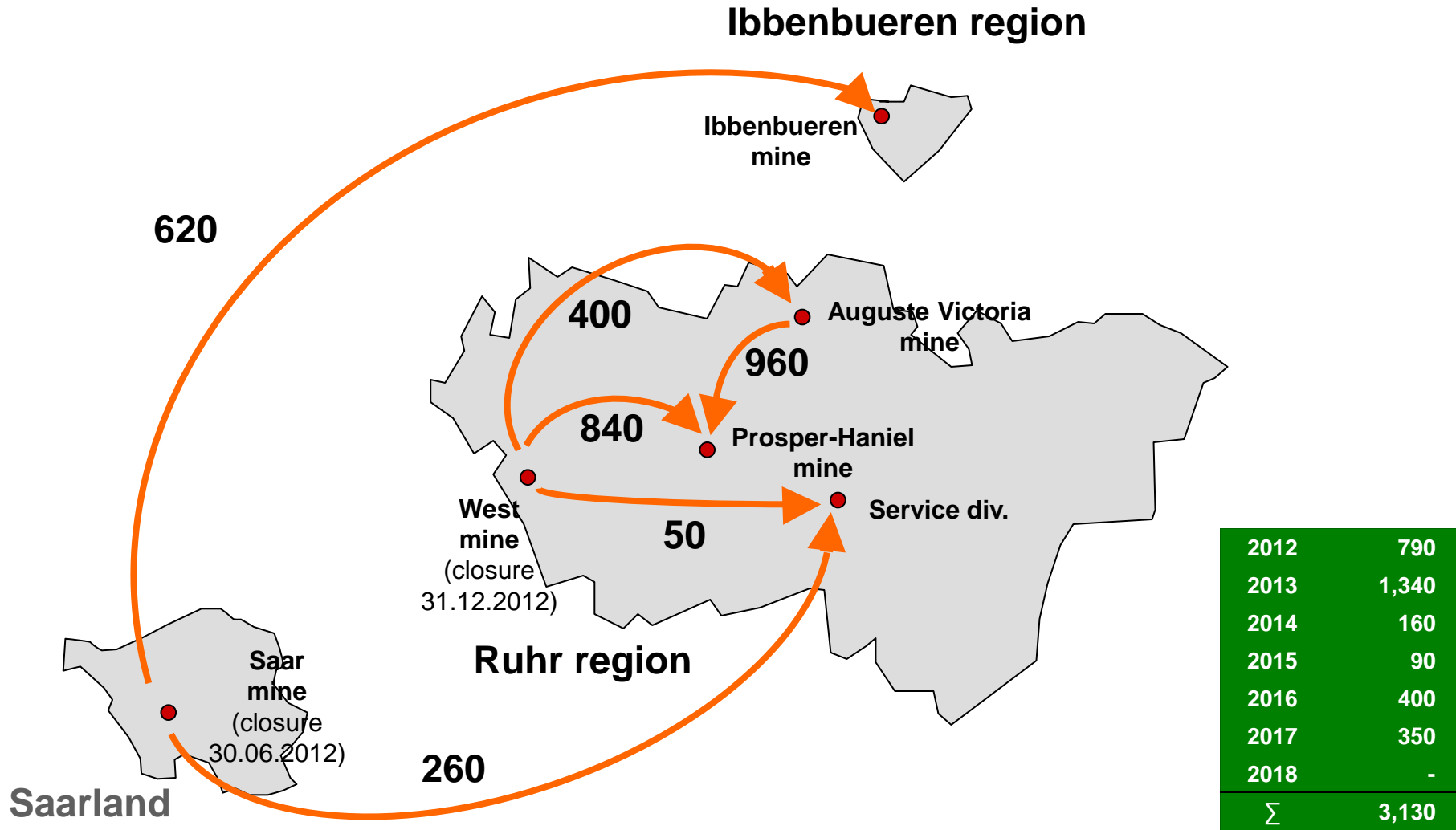
redundancy payments

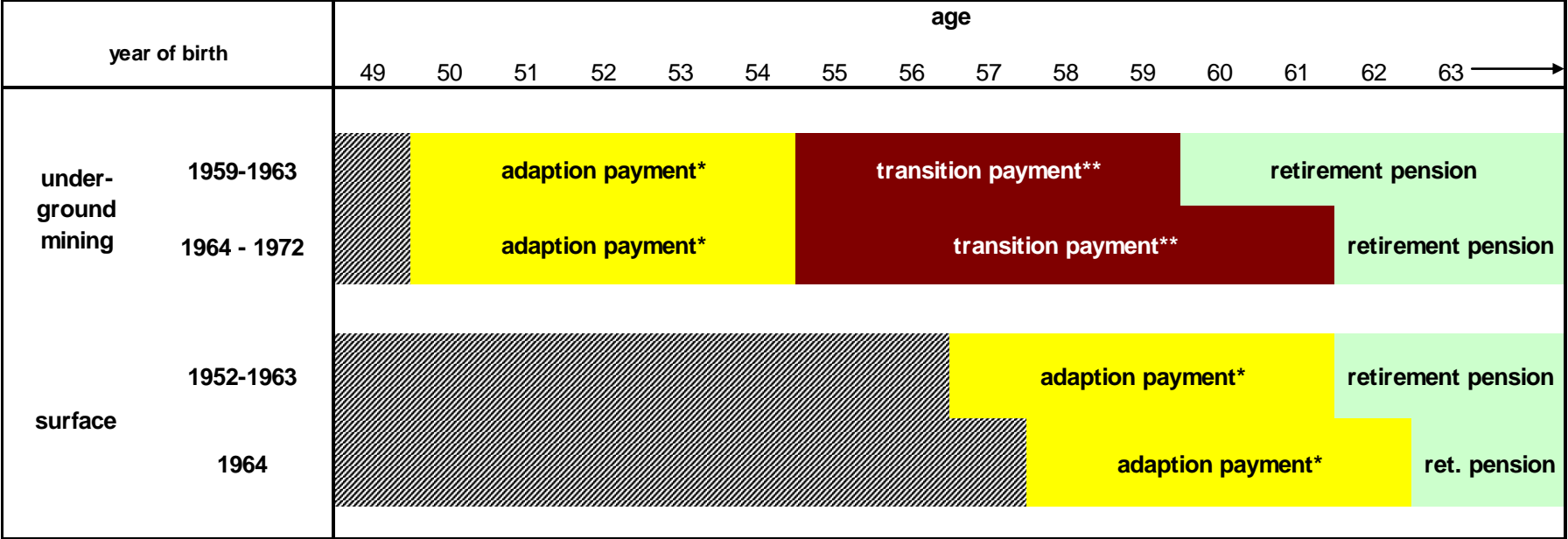


# Which path do we follow?

socially acceptable workforce reduction 1997 - 2014







\* paid by the Federal Office for Economic Affairs and Export Control ("Anpassungsgeld")

\*\* paid by the miners' pension insurance ("Knappschaftsausgleichsleistung")

# Instruments for socially responsible workforce reduction



Some 900 former miners now work in the "white sector".

Some 100 former miners now work at Dortmund Airport.

