

Speech abstract

Three basic conditions for sustainable investment and resource allocation

In the 21st century, important aspects in decision making principles for investments are changing. I see three main basic conditions that must be reconsidered:

In all large industrial nations, whether in Asia, the Americas or Europe, the demographic structure of society is changing substantially. It is now necessary to develop medium and long-term prospects for producing qualified personnel and management personnel.

Three basic conditions must be met to do this:

The state and businesses must be sufficiently developed. This especially concerns qualified and management personnel.

For qualified personnel, a dual education system of inter-organisational training and formal education has proven itself to be especially successful. This model continually links theoretical and practical expertise in an up-to-date way at the highest international level of knowledge. Through the close linking of schools and businesses, it enables precise agreement on the educational content and allows for its advantageous implementation in the company.

For management personnel the situation is a little more complicated. Qualifications, which are as a rule academic, are only rarely directly relevant to managing employees. They therefore require particular, often company-specific, action to be taken.

A further important aspect is the equality of men and women in the world of work. In Europe there are now many more new female students than male, which means that in future, sustainably run businesses and also government organisations must increasingly bring women into high-ranking management positions too. With UN Women, the United Nations has given a clear signal in relation to this.

The third important aspect is the promotion of measures to support families. They have a dual effect of allowing both parents to be fully employed and relieving the burden on families overall so that the barriers to raising children are reduced. To increase opportunities in the medium term, the demographic shift should be counteracted by increasing the birthrate.