

# **Employers Seminar on Collective Bargaining and Competitiveness**

**Sabina Dross**

Social Affairs Advisor  
Liaison Office Brussels

## Who we are:

- Founded in 1890
- **Umbrella association** of the regional employers' associations in the German metal and electrical engineering industries (MET)
- **22 member associations** with over 7,000 member companies employing 2.26 million employees
- We represent the interests of **Germany's largest industrial sector**



# The German MET sector

- 24,609 Companies
- 3.86 million Employees
- 1,093 billion euros Annual Turnover
- 721 billion euros Annual Exports
- 199 billion euros Annual Payroll



# Tariff Areas – Gesamtmetall vs. IG Metall



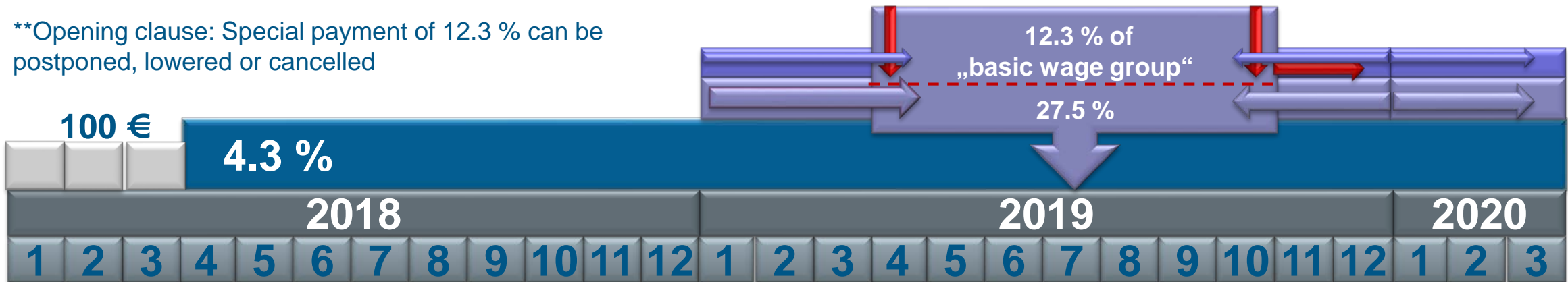
Runtime: **27 months**  
 Lump sum: 100 € (for Jan. – March, to be paid in March 2018)  
 Wages: **+ 4.3 % as from 01.04.2018**  
 as from July 2019 onwards:

(1) Supplementary payment **T-ZUG (A)** = 27.5 % of the individual's monthly wage\*

(2) Supplementary payment **T-ZUG (B)\*\***: = lump sum of 12.3 % of the monthly basic remuneration in a regional wage group (e.g. in BW: 400 €)

\* some groups of employees can choose 8 free days instead of the payment

\*\*Opening clause: Special payment of 12.3 % can be postponed, lowered or cancelled



## Rise of labour Cost:





**13/18% (general) Quota**  
(individual 40h contracts)

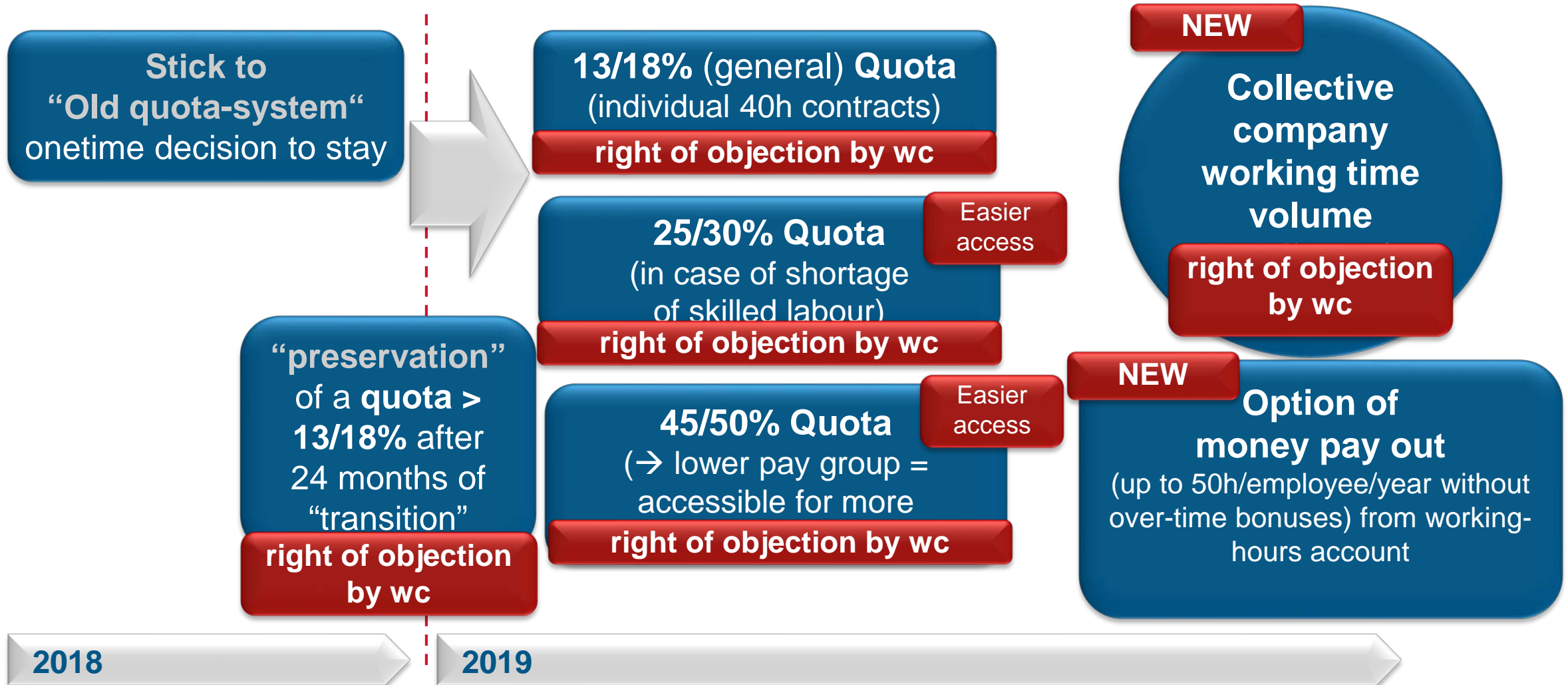
**25/30% (TV LeiZ) Quota**  
(in case of shortage  
of skilled labour)

**45/50% Quota**  
(over half of the workforce is  
in a high pay group, e.g.  
Research/development sites)

 35



# “New” ways to increase working time volume





## “Reduced full-time”: 28 hours

### Existing statutory part-time entitlement

- open-ended
- no entitlement to return to full-time employment

### Planned statutory temporary part-time\*

- right to return to full-time
- 24 to 60 months
- 0,1 to 34,9 hours


### “Reduced full-time”

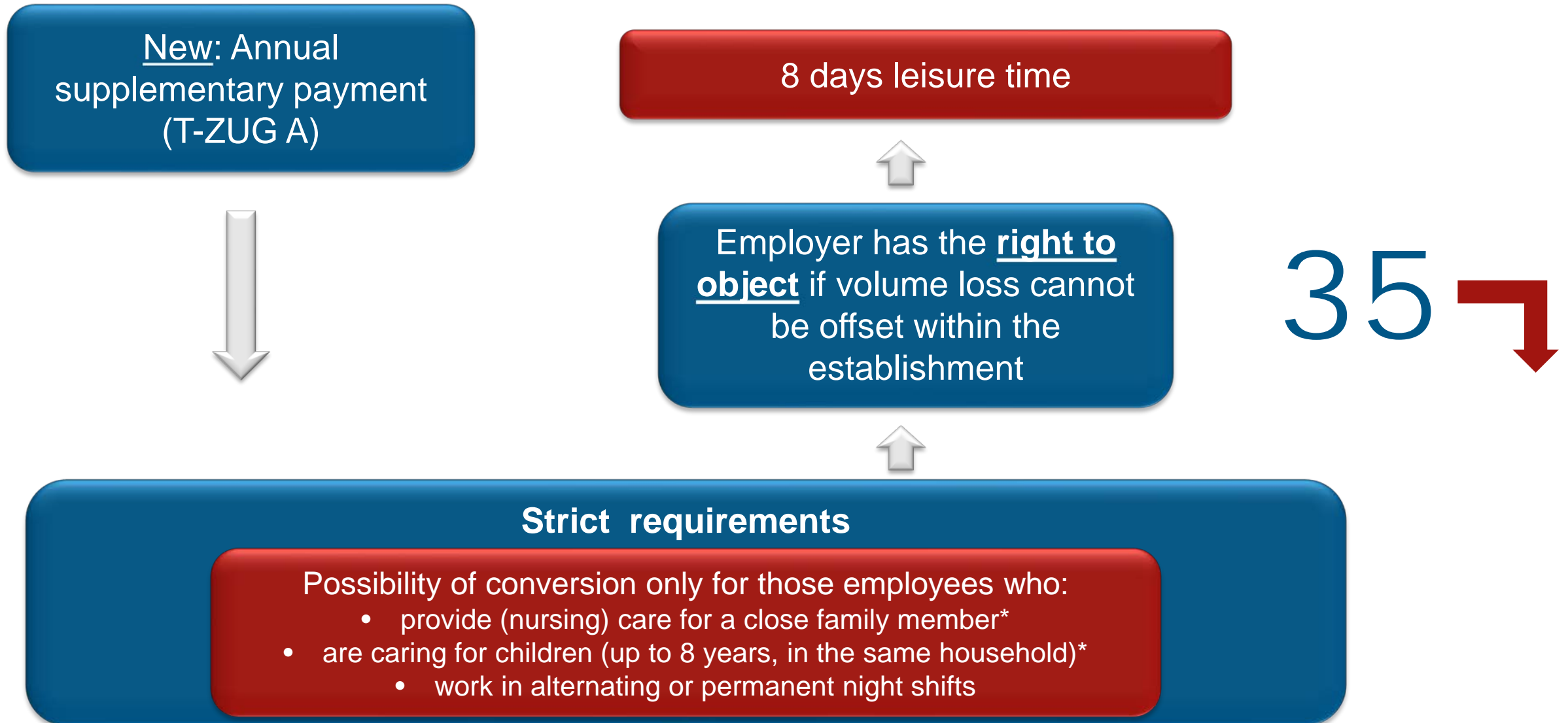
- right to return to full-time
- right of objection by the employer**

max. 10%

max. 10%

max. 18%  
of the workforce

35 



# No more rigid 35h week!

- New regulations to raise the 40 hours contracts
- Possibility to pay out up to 50 hours from a working-time account without supplement



- New “reduced full-time”
- Possibility for some employees to converse supplementary pay (A) into leisure days