



WSI

Wirtschafts- und Sozial-
wissenschaftliches Institut

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der Hans-Böckler-Stiftung

RE-STRENGTHENING COLLECTIVE BARGAINING: EXPERIENCES FROM GERMANY

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Friedrich Ebert Stiftung / UGT

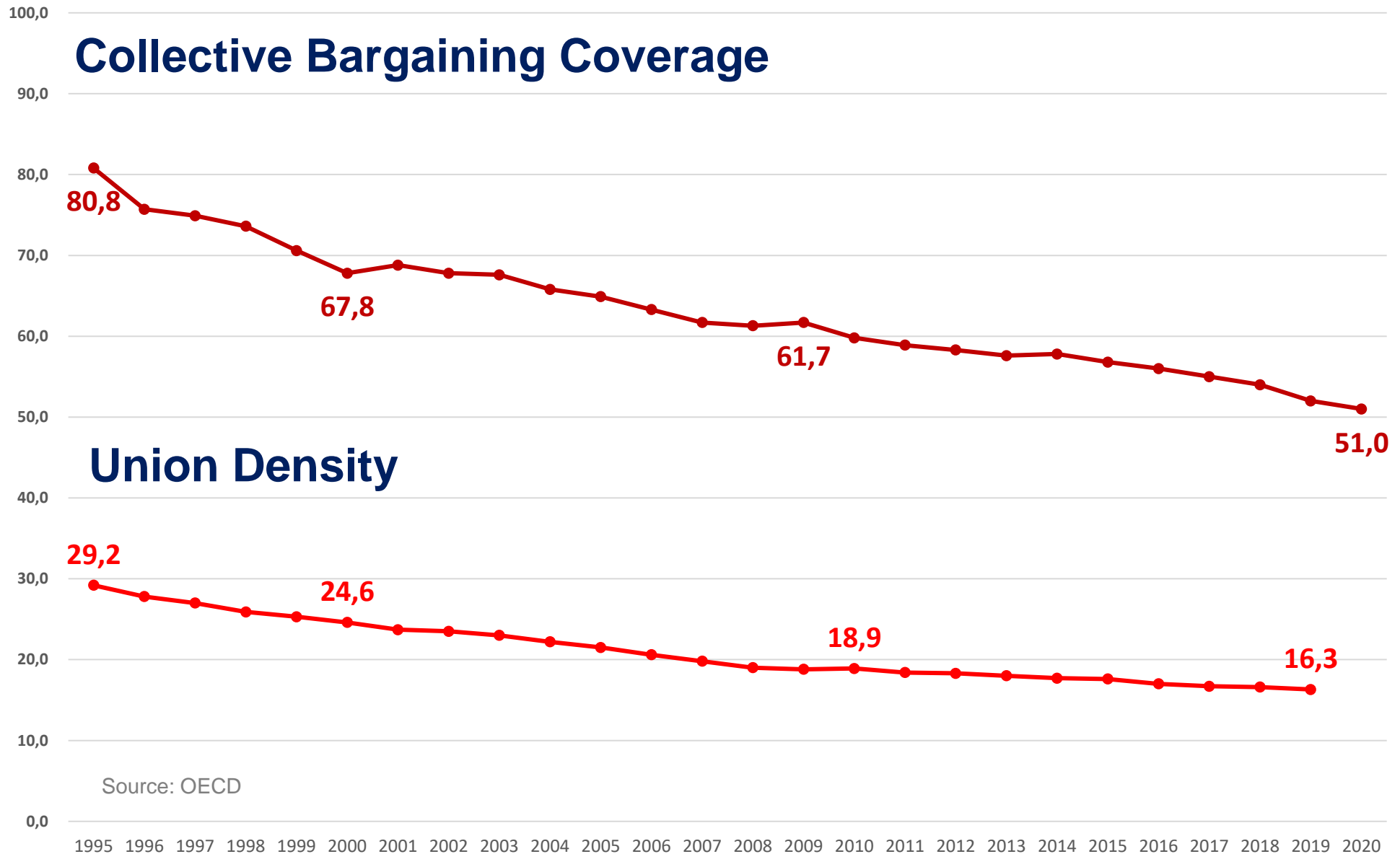
Conference on: Challenges of
Collective Bargaining in Europe

5 November 2021, Lisbon

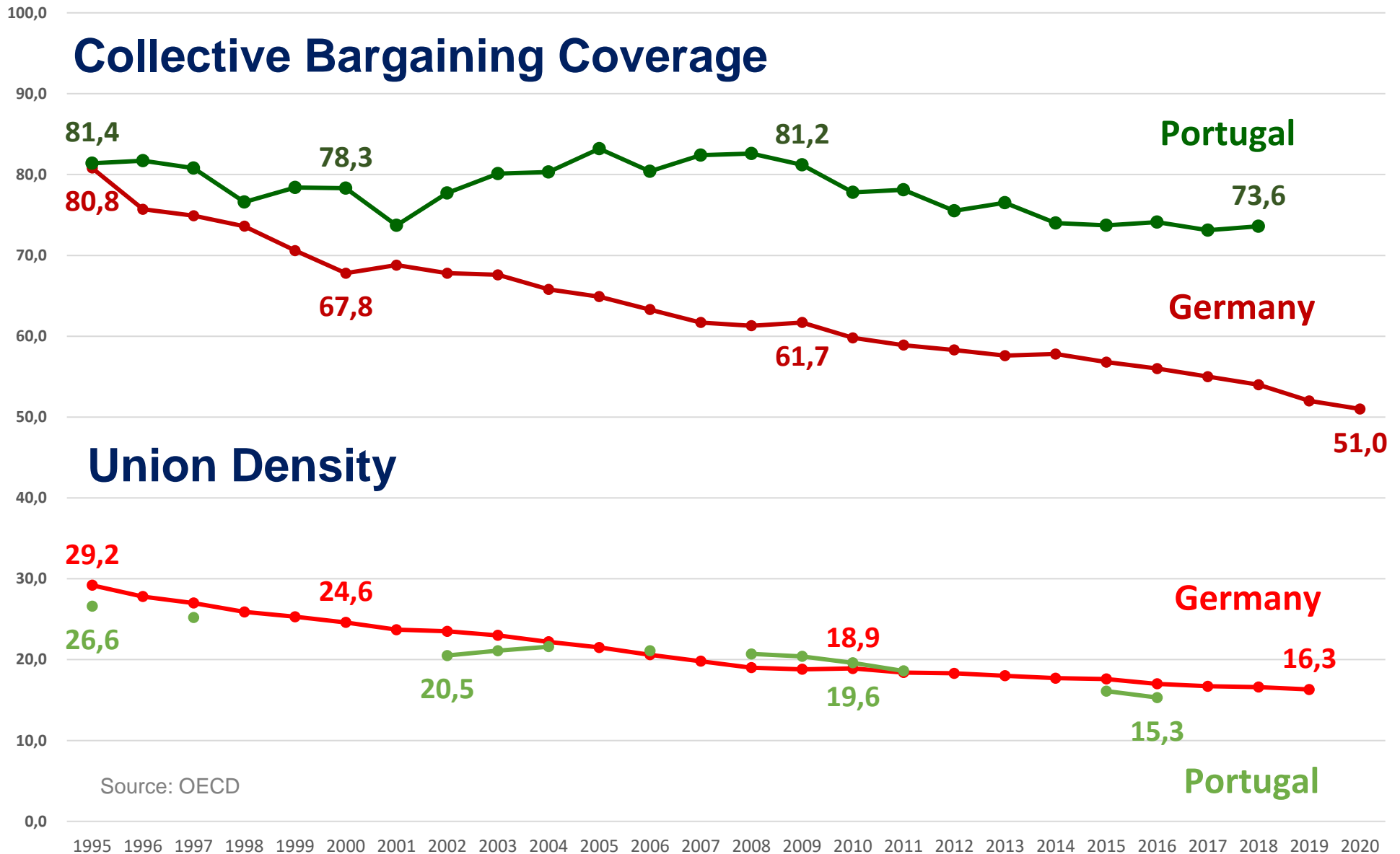
Content

- 1. (Partial) Erosion
of Collective Bargaining**
- 2. Strategies and Approaches for a
Re-Strengthening of Collective bargaining**

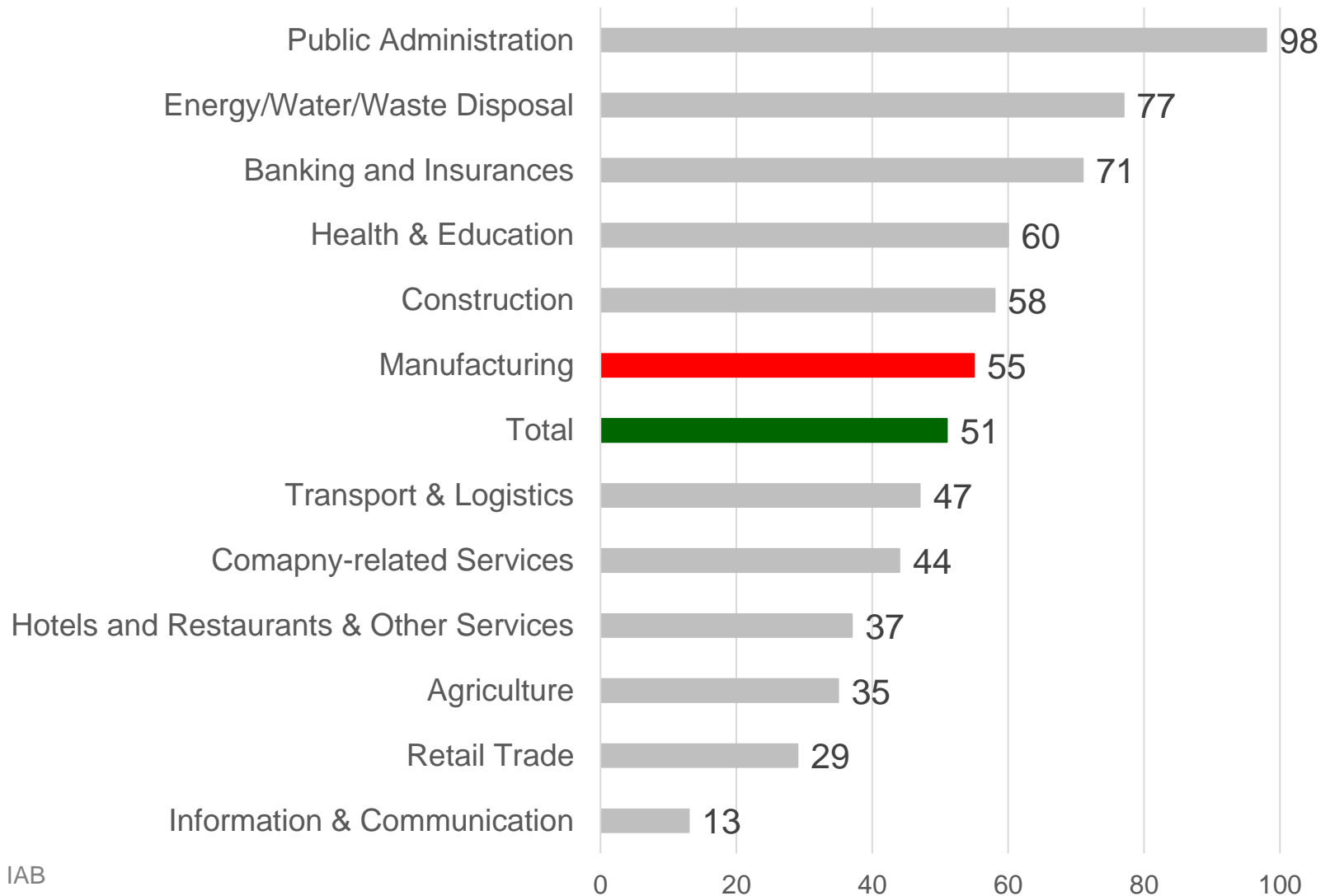
Collective Bargaining Coverage and Union Density, in % all of workers



Collective Bargaining Coverage and Union Density, in % all of workers



Collective Bargaining Coverage in Germany 2020, in % all of workers



Source: IAB

Key Companies in Germany

without Collective Agreements

E-Commerce



E-Cars



Biotechnology (Vaccine Production)



Approaches for a Re-Strengthening of Collective Bargaining

State/Political Power

Extension/Labour Clauses in
Public Procurement

Strengthening
from above

Strengthening
from below

**Increase of
Collective Bargaining
Coverage**

Trade Union Power

Organizing & Systematic
Development of Companies to
enforce Collective Agreements

Strengthening from below

Organizing & „House Fighth“ („Häuserkampf“)

Enforcement of collective agreements

at company-level via establishment and increase
of new organisational power

- **Preventing collective bargaining evasion**
(in the case of outsourcing or withdrawal from collective agreements)
- **Entering new companies**
and establishing collective bargaining for the first time

Strengthening from below

Organizing & „House Fighth“ („Häuserkampf“)

IG Metall: Development Projects

(Erschließungsprojekte)



**TARIF
JETZT!**

- **Long-term organizing project** (10 years)
- **Systematic strategy** to create new union strength and to enforce collective agreements in selected companies
- **Central coordination of local activities**
 - **Additional resources** for local union organizations (money and staff)
 - Use of specialized and trained **“Organizers”**

Strengthening from below

Organizing & „House Figh“ („Häuserkampf“)



6 Steps to enforce a collective agreement in the company:

1. Recognise that workers would be better off with a collective agreements!
2. Get contact to IG Metall!
3. Organize members in the company!
4. Create a collective bargaining commission at company-level
5. Check your bargaining power & ability to take industrial action
6. Start negotiations with the employer

Strengthening from below

Organizing & „House Figh“ („Häuserkampf“)

IG Metall: Development Projects

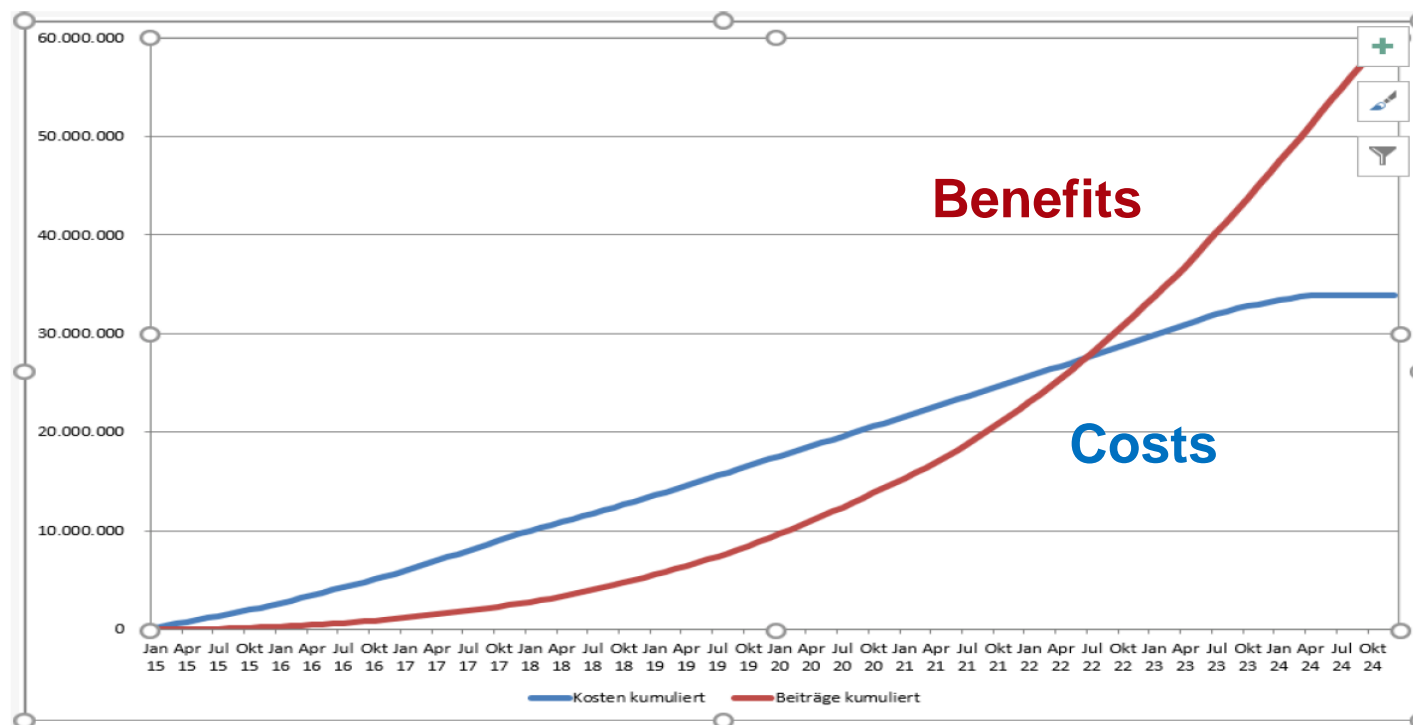
The example of Baden-Württemberg



Baden-
Württemberg

Costs and benefits

(from new members' fees)



Results since 2015:

Ca. 26.000

new members

87 more

companies with
collective bargaining

Source: IG Metall

Strengthening from below

Organizing & „House Fighth“ („Häuserkampf“)

Problems of the Approach:

- Extremely **Resource-** and **Time-**intensive Strategy
- Successful only in **individual cases** (lighthouse projects), but **not generalisable** in all sectors and for all small and micro enterprises.
- **Generalisation** needs the institution of **sectoral collective agreement**

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Extension of Collective Agreements

**From an exception to a
broader use ...**

Reform of the Rules for Extension

- Less strict Criteria
- Abolition of
Employer's' Veto Power

Strengthening from above

Labour Clauses in Public Procurement

Public Money only
for Companies with
Collective Agreements

Labour Clauses
for Public Contracts
and Concessions
as well as for State
Economic Development
Programmes

Strengthening from above

Ban on Precarious Employment

Occupational Safety and Health Inspection Act

Arbeitsschutzkontrollgesetz

From January 2021:
Ban on contracts workers
... in the core areas
of meat production

**Re-enforcement of
collective bargaining**
in the meat sector



Download:

https://www.wsi.de/de/faust-detail.htm?sync_id=HBS-007928

Strengthening from above

Political and Legal Initiatives

Problems of the Approach:

- **High dependence** on state support and labour-friendly governments
- **Danger that trade unions** are not able to defend regulations in the event of a **political change**

Approaches for a Re-Strengthening of Collective Bargaining

State/Political Power

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Strengthening
from above

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Further Information: WSI Collective Agreement Archive





Institute of Economic and Social Research


Hans Böckler Stiftung

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Wonach suchen Sie?

WSI Collective Agreement Archive




Quelle: WSI

WSI COLLECTIVE AGREEMENT ARCHIVE

As the principal information centre on trade union policy on collective bargaining, the main task of the WSI Collective Agreement Archive is to track and analyse developments concerning collective agreements.

Besides publishing a [monthly status reports](#) on current agreements, the Archive also produces special analysis. The Archive has an internet website providing access to information on specific collective agreements and giving overviews of developments pertaining to collective agreements in all the major sectors. Every year the Archive publishes an [annual report](#) on current collective bargaining policy developments and a "Statistical Pocketbook on Collective Bargaining" with up-to-date informations and many longer time-series.

[Archive Homepage \(in German\)](#)



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COLLECTIVE BARGAINING IN GERMANY 2020

ANNUAL REPORT OF THE WSI COLLECTIVE AGREEMENT ARCHIVE

Thorsten Schulten and the WSI-Tarifarchiv

1 The 2020 bargaining round: context and overview	3
2 Main settlements in 2020	3
3 Annualised rise in collectively-agreed pay	7
3.1 Agreed increases in the whole economy	7
3.2 Agreed pay and earnings	9
3.3 Agreed increases in individual branches	10
3.4 Agreed pay levels in East and West Germany	11
4 Statutory minimum wage and agreed branch-level minimum wages	12
4.1 The evolution of the statutory minimum wage	12
4.2 Collectively-agreed branch-level minimum wages	14
5 Collectively-agreed provisions on short-time working	15
6 Collectively-agreed provisions on job security	19
7 Collective bargaining coverage	20
8 Prospects	22
References	23

Düsseldorf, March 2021



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