



Achieving the Decent Work Agenda Through Reinforcement of Collective Agreements



Country: The Federal Republic of Germany

Role: The Government's Representative

Committee: The International Labour Organization (ILO)

Representative: İbrahim Deniz ALTUN

1) The Summarization of the Context and the Related History of Germany

The topic may be briefly stated as labour and conditions, respective to the name of the committee. The sub-topics of the committee can be named as the 8th global goal, decent work and economic growth, trade unions and their effects and collaborated bargaining. The 8th global goal mainly aims on reaching a sustainable, innovative and fair economy. Trade unions may be defined as groups of employees aiming for better work conditions such as higher compensation and safety. Lastly, collective bargaining is the action of trade unions trying to reach a middle ground with their employers. Germany, in the conference in which the global goals were determined, requested a deeper dive into the 8th goal. Additionally, the history related to the modern trade unions found in Germany predates back to the German Revolution, 1848. Starting from this year, Germany had multiple trade unions arising, including the Union of German Engineers (GDL), being formerly known as the Society of German Engineers (VDL) and predating to 1867. It is also known that collective bargaining has a deep culture in Germany, solely interrupted by the National Socialism.

2) The Labour Policies and Approach of the Germany Government

In Germany, unlike in many other countries, collective bargaining plays independently from the government but between the employers and the employees. Yet, the government is still in charge of the laws related to the context. It is seen that Germany has a relatively great balance of conditions as well. As an example, even though technically only the union members may benefit from the actions of collective bargaining, employers usually choose distribute the advantages to all employees in order to prevent a possible increase in union membership, also decreasing the wage difference between the unionized and the non-unionized. Additionally, in most of the countries, employers are likely to have more bargaining power depending on the governmental decisions, although it is seen that employers can't change things at the expense of the employees, unlike the employees who can negotiate better deals than

provided in the collective bargaining, granting the unions more bargaining power and making the conditions fairer.

3) Possible Resolutions to The Conflicts and Problems

Despite many of the problems being solved in our country, there are still possible issues relating the committee as a whole. First off, a great solution to the possibility of corrupt lawyers and assembly is achieving a greater justice system and forming deterrent laws with no possible loopholes. The Global Goal 16.7 (ensuring responsive, inclusive and representative decision making) may be a possible piece of source to consider. Additionally, seeing that we have relatively less union members because of the lack of wage difference between an union member and a non-union member and the non union is under much less stress, we suppose that the advantages found in Germany such as stated should be considered in the committee and applied properly without any selfishness in any side. Yet, as the Government of the Federal Republic of Germany, we are still open to more possible and innovative ideas and resolutions to problems we have and haven't yet addressed.

We would like to see this conference affect the global conditions as affirmatively as possible.

We hope to see you in the conference!