



INFORMATION

Country: **The Federal Republic of Germany**

Committee: **The International Labour Organisation**

Role: **Worker's Representative**

Representative: **Sadık Berat Şener**

INTRODUCTION

This Document includes, Briefly, Working Condition's in germany. The Definition of Collective bargaining. The Current process of Collective bargaining in germany. The Problem regarding this that is faced all around the World. And ways to solve it.

Agenda: "Achieving the Decent Work agenda through Reinforcement of Collective agreement's."

Germany's Alignment with the International Labour Organisation.

Germany has been a member of the I.L.O. Since 1939 it was swiftly disrupted by the Nazi regime. After which it was toppled germany returned to being a member.

Trade Unions in Germany

Trade unions in Germany today play a vital role in representing workers' rights and interests. They are highly organized, with many workers belonging to industry-specific unions under the umbrella of larger confederations like the **Deutscher Gewerkschaftsbund (DGB)**, the largest trade union federation.

Worker's Condition's in germany.

Workers Conditions in germany can change based on the type of work and employment contract the Worker is subject to and the State on which the worker works. However, it is for the most part above average. Worker's have many breaks and holidays and they enjoy a Good Work-life balance and good pay.

As for the *Legal* side of things German Worker's enjoy strong labour laws and Policies. Including but not limited to, "Protection against Dismissal", "Anti Discrimination" and Constitutionally protected "Collective Bargaining" laws.

Trade Union's are also very active and effective. Bargaining at the industry-region level. With their agreements sometimes affecting the whole country or state. Which leads to Worker's having more leverage over employers on a representative scale.

A) The Definition of Collective Bargaining

i) Collective Bargaining is the Process of Worker's and Bosses negotiating to achieve an agreed upon end result concerning Salaries, Work Benefits and Working conditions.

ii) It is Most likely that the Workers will be represented by a sole Worker's Trade Union.

iii) Germanys system of co-determination means that workers have a strong influence in management decisions. This system extends to collective bargaining and helps to ensure that worker's interests are considered in negotiations.

B) Current Process of Collective Bargaining in Germany.

***i)* Preperation,**

it is the first stage of Collective Bargaining.

In this stage, both sides begin preparing their arguments regarding the Work-Space.

Employees and the Trade Union will identify the problems in the workplace. Like Salaries, social benefits etc.

While Management will assess the business needs, financial constraints and so on.

ii) Negotiations.

Representatives of the Workers and the Management will meet to negotiate terms for a Collective agreement to benefit both sides.

iii) Coming to an Agreement

Once both Management and the Workers have come to an agreement, a Collective agreement called “tarifvertrag”

will be established. And from then and forth affect all employees of the company even if they are Union members or not.

iv) What if..

If a Collective agreement isn't reached then a neutral 3rd party might come in to help mediate the problem.

This can include even the government stepping in to help sort things out.

C) The Problem of Social Pressure. Where the System may fail.

i) EXPLANATION

Sometimes Management might try and pressure workers into accepting their terms. Trade Unions might stand up for a worker. But Trade Unions aren't as powerful everywhere in the World nor are they as active everywhere.

Another problem presents itself as Trade Unions might not be very considerate from time to time if only a small group of workers face a certain problem.

ii) SOLUTION

We present a Solution for these problems. The I.L.O. will begin auditing trade unions to make sure there's no discrimination or inconsideration of workers.

We also present establishment of new administrative Office's which only answer to the I.L.O. And the country's Minister of Labour. Called "Worker's Correspondent". These new offices will be performing Trade Unions audits alongside with surveying the workers on Condition's at work. They will also serve as mediator during the Negotiation phase of Collective bargaining.