

Coordinating collective bargaining policy at national level in Germany?

**A very open method of - low
intensity - coordination.**

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Tarifpolitische
Grundsatzabteilung

Vereinte
Dienstleistungs-
gewerkschaft

outline

- **National/ intersectoral Confederation level**
- **ver.di union level**
- **Different public services**

National/confederation level

- *Institutions*
- no tripartite arrangements (bad experiences in history)
- cb committee of DGB
- cb coordination department?
 - *common tasks and ideas*
- Information exchange
- joint initiatives towards legislation, f.e.:
 - for a statutory minimum wage
 - for simplifying extension (for a better coverage)
- coordination rule?



The traditional german coordination rule and the real income distribution

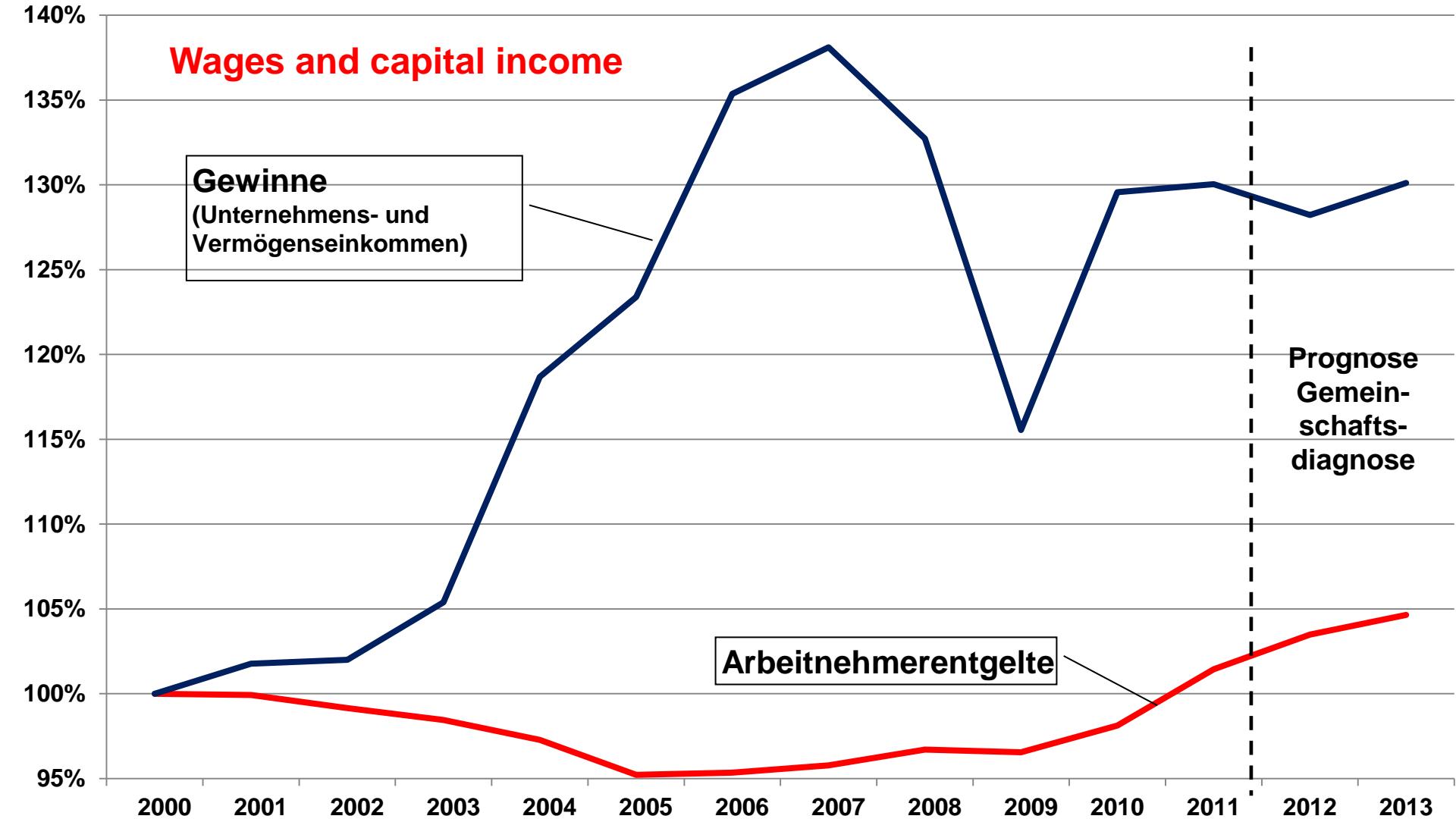
- **The traditional demand of balanced income distribution:** inflation rate plus productivity increase
- **The idea:** labour has a right on the balanced share of the growing wealth in our country

- **The reality:** since several years growing gap ...
 - ... between capital incomes and wages
 - ... Between collectively bargained and effektive wages
 - ... Between the sectors

Löhne und Gewinne in Deutschland

preisbereinigte Entwicklung 2000 - 2013

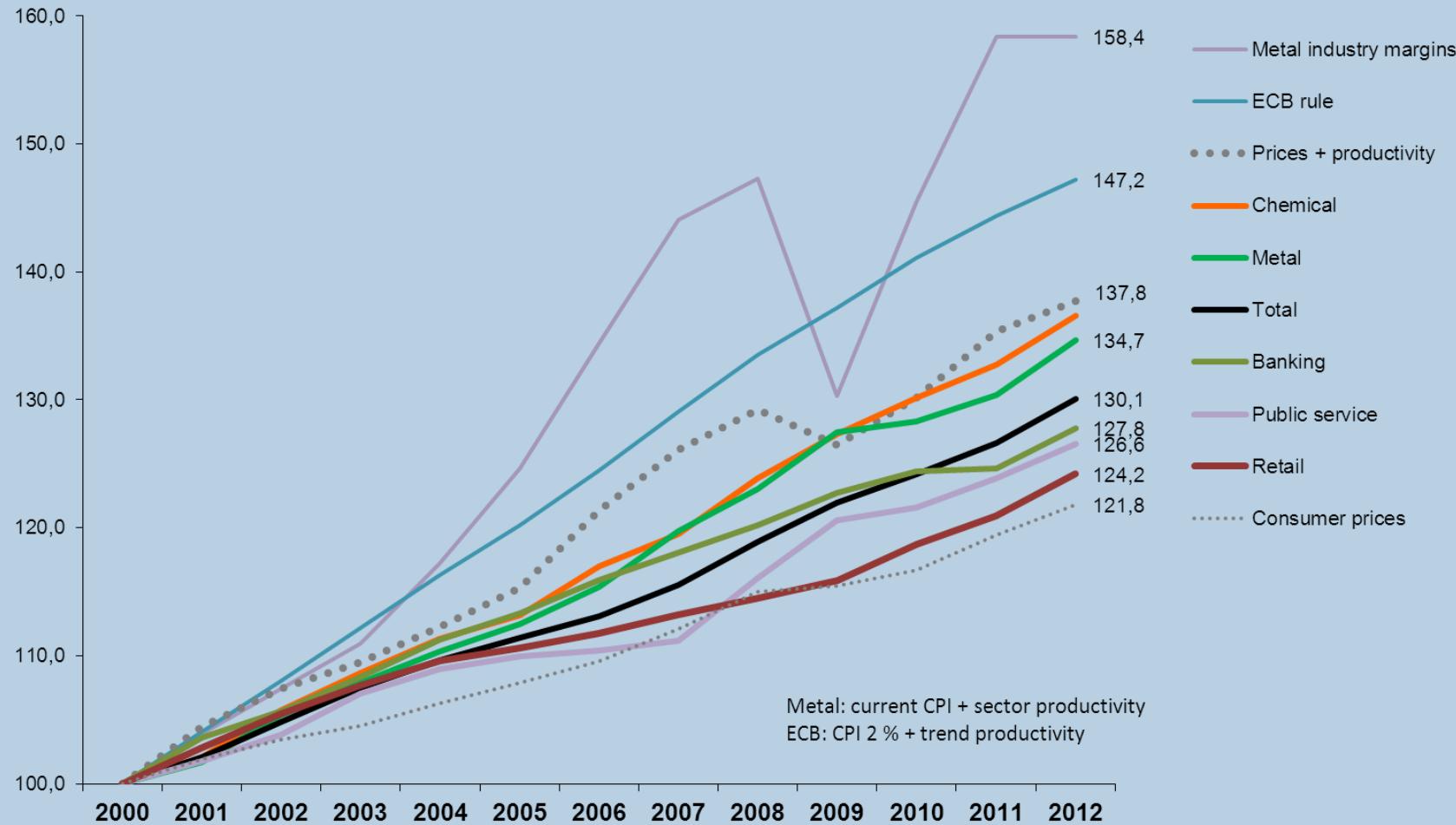
ver.di Bundesvorstand
Bereich Wirtschaftspolitik



Quelle: Statistisches Bundesamt, Volkswirtschaftliche Gesamtrechnungen, Prognose: Gemeinschaftsdiagnose Herbst 2012,
eigene Preisbereinigung (Verbraucherpreise)

Collectively agreed pay and margins of distribution

Collectively agreed pay 2000 - 2012 (2000 = 100)



Deutschland ganz unten Steigerung der Reallöhne pro Kopf 2000 gegenüber 2010

ver.di Bundesvorstand
Bereich Wirtschaftspolitik

Development of real wages per person 2000-2010



14.12.2012

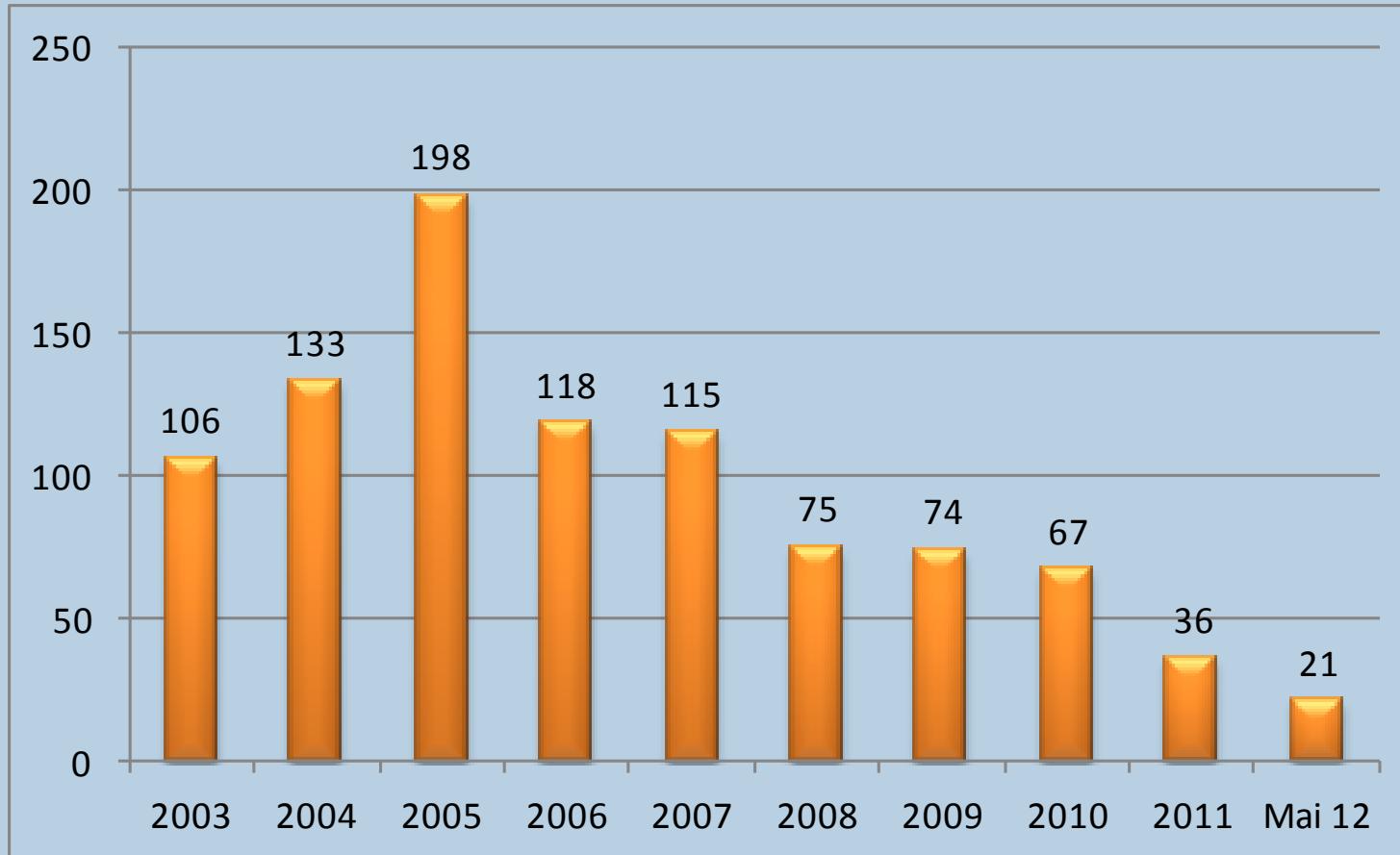
Quelle: Europäische Kommission: Ameco-Datenbank (Deflator: privater Konsum), Stand: März 2011

cb coordination in ver.di: cross sectoral

- **background**
- 13 sector departments/ 60 branch organisations
- nearly complete cb autonomy of the cb committees
 - roundabout 2000 collective agreements every year
- **institutions of coordination**
- cb department
- cb „principles“ (guidelines) + „clearing procedure“
 - (no guideline about pay raise)
 - opening clauses
 - working time
 - Equal treatment/pay
 - minimum wage guideline: No ca wage below 8,50 €
 - **minimum wage monitoring**



Clearingcases 2002-2011



Niedersachsen

Haustarifvertrag

Pflege

WAZ in Std.: 39,00

Stundenteiler:

Gültig ab: 01.07.2011

Gültig bis: 30.06.2012

Berechnete Stundenvergütung

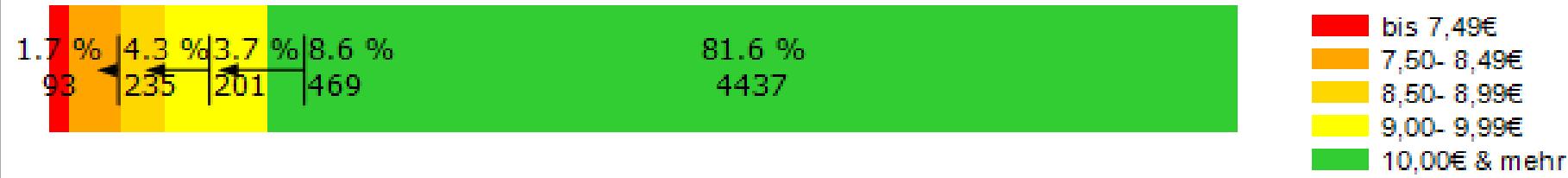
Vergütungsgruppe	Stufe 1	Stufe 2	Stufe 3	Stufe 4	Stufe 5	Stufe 6	Stufe 7	Stufe 8	Stufe 9
Kr. I	7,01	7,24	7,46	7,63	7,81	7,98	8,15	8,33	8,50
Kr. II	7,47	7,72	7,97	8,17	8,36	8,56	8,76	8,95	9,15
Kr. III	7,97	8,26	8,55	8,77	8,99	9,22	9,44	9,66	9,88
Kr. IV	8,51	8,85	9,18	9,45	9,71	9,97	10,23	10,50	10,76
Kr. V	9,09	9,47	9,85	10,14	10,44	10,73	11,03	11,32	11,62
Kr. Va	9,41	9,81	10,21	10,52	10,83	11,14	11,46	11,77	12,08
Kr. VI	9,87	10,30	10,73	11,06	11,40	11,73	12,06	12,40	12,73
Kr. VII	10,63	11,10	11,57	11,93	12,29	12,66	13,02	13,39	13,75
Kr. VIII	11,47	11,98	12,48	12,88	13,27	13,67	14,06	14,45	14,85
Kr. IX	12,39	12,94	13,49	13,91	14,34	14,76	15,19	15,61	16,04

Zahl der Vergütungsgruppen nach Vergütungshöhe (bezogen auf die Eingangsstufe) – ausgewertet nach den Kriterien:

Fachbereich

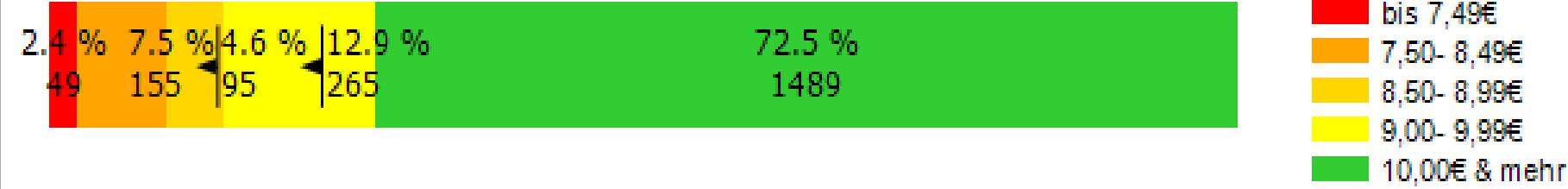
Fachlich	Tarifbereich			Alle	Zahl der Vergütungsgruppen nach Vergütungshöhe				
	Räumlich	Persönlich	bis 7,49€		7,50- 8,49€	8,50- 8,99€	9,00- 9,99€	10,00€ & mehr	
01 Finanzdienstleistungen			54		1				53
02 Ver- und Entsorgung			216	3	10	3	7	193	
03 Gesundheit, soziale Dienste, Wohlfahrt und Kirchen			1546	23	46	71	163	1243	
04 Sozialversicherung			124			2	5	117	
05 Bildung, Wissenschaft und Forschung			129		8	2	13	106	
06 Bund und Länder			80	5	1		2	72	
07 Gemeinden			60		4	3	9	44	
08 Medien, Kunst, Druck und Papier, industrielle Dienste und Produktionen			262	12	10	9	26	205	
09 Telekommunikation, Informationstechnologie, Datenverarbeitung			296	2	5	2	8	279	
10 Postdienste, Speditionen, Logistik			111	1	7	10	13	80	
11 Verkehr			794	1	32	22	75	664	
12 Handel			640	7	25	18	69	521	
13 Besondere Dienstleistungen			497	35	57	43	41	321	

Balkendiagramm: Verteilung aller Entgeltgruppen



Stichtag 31.12.2011

Neue Bundesländer incl. Landesverträge u. Berlin



Stichtag 31.12.2011

... in the different parts of public sector

- **background: erosion and decentralization**
- leanest public sector (more than UK and USA)
- until 2005 one agreement : BAT
- since 2003 no more cb community of public employers
- TVöD (with 6 special branch parts), TV-V, TV-N + TV-L
 - administration
 - hospitals
 - care
 - Sparkassen
 - airports
 - waste
- liberalisation + marketisation + privatisation
- Ceiling imposed on public sector finance, instead of finance to cover costs



... the different parts of public sector II

- **institutions**
- cb coordination department for public sector
- complexe structures and networks of coordination
- wage setter TVöD
- guidelines and control of agreements (energy + health)
 - **good practice in health sector**
- „cb not without fulfilled preconditions“
- Positive developpement of unionisation degree

Perspectives: more coordination? not in debate - but: how to restabilise + revitalise the German collective bargaining system with the aim of better pay raise + better w. conditions

- Politically
- different economic policy
- Statutory minimum wage
 - Legally
- Reform of the extension law (for more generally binding agreements)
 - Socially
- To make trade unions more recognised more attractive for new members ... Organizing ... more social power

