

TOGETHER FOR A
GOOD LIFE



Understand more about the world of employment

Your guide to the key facts

ICT



Our Industry
Our Union

You have a right to fair conditions



Freedom of association – how does it apply to you?

“For every individual and every profession”

The right to organise into unions is a basic right – one that is specially protected in the constitution. An individual cannot be favourably or unfavourably discriminated on these grounds. The same rule applies to foreign citizens.

Freedom of association is also used by employers – they organise into employers’ associations in order to represent their interests more effectively.

› Basic Constitutional Law: “Freedom of Association”, Art. 9 Sec. 3

Employee participation – what exactly does it mean?

Clear rules for more democracy

Elected works councils and supervisory boards ensure a democratic environment within companies. By law, employers and employees are obliged to work together in finding positive solutions that are economically viable and socially responsible. A works council is elected in any company with at least 5 employees.

› Works Constitution Act and Co-Determination Laws

Equal treatment – fiction or reality?

If you suffer discrimination, you can sue

From job applications and transfers to every other personnel issue – employees can take cases of discrimination to court and demand compensation for damages.

› General Equal Treatment Act (AGG)

Employee representatives in plants and companies Who does what?

The Works Council

Elected by the work-force

› Over 52,000 works councillors are members of IG Metall – 71 percent of works councillors in the metal, IT and electrical industry.

- › negotiates the works agreements on working conditions: e.g. pay scale grouping; specific working times such as start time, breaks and company holidays.
- › regulates adherence to and implementation of occupational health and safety.
- › ensures that the collective agreements and works agreements are observed.
- › has a right to information, genuine rights to co-determination (e.g. in personnel issues such as recruitment, pay scale grouping, job transfers and dismissals) and the right of initiative on the subject of further training.
- › is elected by the employees. Employees can seek advice from the council any time during their working hours without needing to give a reason.
- › The works council and the union act as cooperating partners within the company environment.

IG Metall

- › negotiates collective agreements with the employers' associations – including collective agreements about your income, working hours and holiday entitlement. On the subject of holiday entitlement: 24 days (Monday to Saturday) is the legal requirement, 30 days (Monday to Friday) is IG Metall's collective agreement.
- › leads collective action within companies. Unlike the works council, IG Metall is allowed to call strikes.
- › provides advice and expertise to the works councils and supports them in conflicts with employers.
- › nurtures intercompany networks that enable works councils to exchange specialist information with other firms in their sector.
- › represents metal, information technology and electrical industry employees in the decision-making and advisory bodies of regional and federal politics.

Strength based on membership

› If you are a member, you have an influence!

Supervisory Boards

Co-determination of the company

The employees vote workforce representatives and IG Metall representatives onto the Supervisory Board. The Supervisory Board monitors the Board of Directors and is involved in determining the company's strategy. The majority on the Supervisory Board is made up of the shareholders. IG Metall representatives donate their fees from Supervisory Board duties to the charitable Hans Böckler Foundation.

Did you know?

- › According to the current IG Metall charge “Entgelt in der ITK-Branche 2016”, a software engineer 1 in Germany will earn ca. 12 percent more during the first three years than in a company which was not bound by a collective agreement.

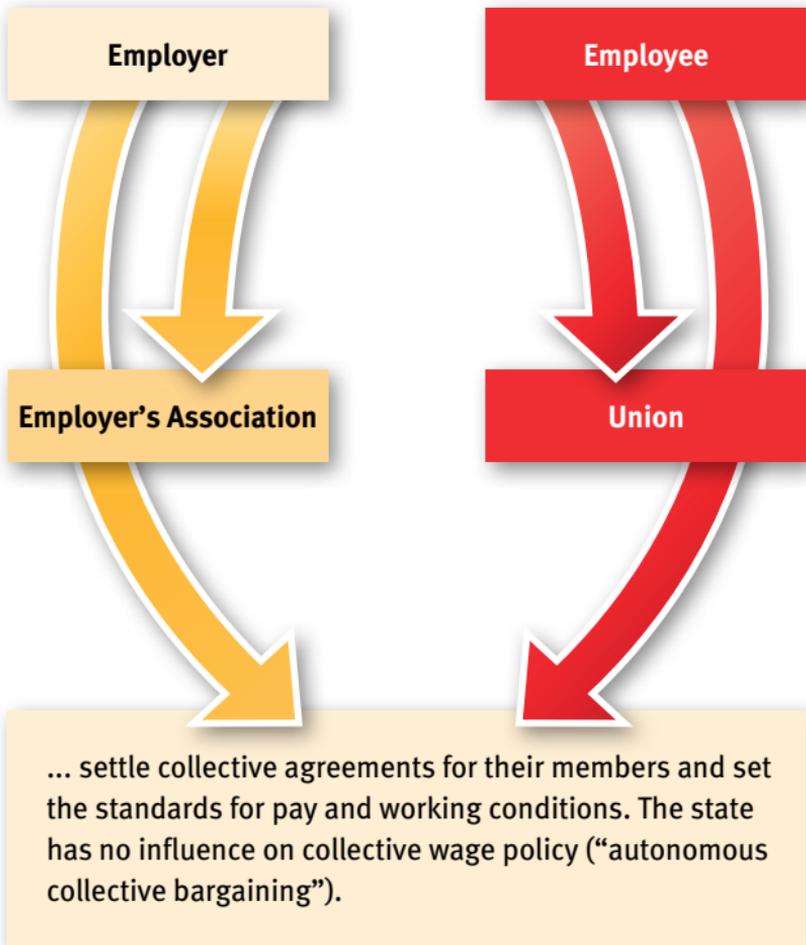
Example Software Engineer I (SW1):

Bound by a	44,330 Euro	(35 hrs./week)
collective agreement:	50,669 Euro	(40 hrs./week)
Not bound by a	39,626 Euro	(35 hrs./week)
collective agreement:	45,293 Euro	(40 hrs./week)

- › IG Metall negotiates much more than just wages – it also regulates further training entitlement, parental leave, working hours, lifelong overtime accounts and retirement provisions. The specific objectives of its collective negotiations are determined by its members in a democratic process.
- › Collective agreements only apply to union members – only members can get their entitlements enforced via legal action.
- › IG Metall is completely financed by membership subscriptions.
- › If you develop a patentable invention or suggest a technical improvement (as defined in the Employee Invention Act), IG Metall provides legal aid for an initial consultation with a patent attorney or specialist employee inventions lawyer. The first step is to contact your local IG Metall office.
- › Membership in IG Metall is an entirely private matter. You decide how public to be about your commitment.

Employers' Associations? Unions?

The two sides of industry. Both organise members in order to express their concerns and represent their interests as effectively as possible.



Nothing lasts for ever ...

Each time an agreement expires, the rights and entitlements of employees are open for renegotiation. Once again, IG Metall has to push for the best possible conditions.

IG Metall

- › **IG Metall is a part of German business culture** in which different interest groups treat each other with fairness and respect.
- › **Many large corporations** push for international framework agreements to ensure that these strong labour relations are established in their foreign plants too. For example Bosch: “The fundamental right of all employees to be able to form a union and join this upon their own free will is recognised. [...] We strive for a constructive cooperation with our partners and one which is defined by mutual trust and respect.” Or Siemens: “The cooperation with employees, employee representatives and unions is a constructive one. Even in the case of contentious disputes, the aim remains to maintain a viable constructive cooperation in the long term and to strive for solutions which consider both the company’s economic interests and the interests of the employees.”
- › **2.3 million people** are members of IG Metall. Are you?
- › IG Metall is committed to **sustainable business** and **fair social conditions**.
- › As a membership organisation, IG Metall is **democratically** structured – its policies and key objectives are determined by its members.



One percent contribution – 100 percent service

The contribution: one percent of the gross salary. This will soon be returned – through tariff increases, valuable information, advice and legal protection which is included for all members. Or also only one single employee friendly law which IG Metall dedicated itself to.

Join online on: www.igmetall.de/beitreten

Four of the best

IG Metall offers for involvement, co-determination and information:

› **Networking**

IG Metall is a huge network of useful contacts that can provide valuable help in your professional life. Make the most of it and network with colleagues from other companies.

› **Website**

On www.itk-igmetall.de you will find the latest news, event details and extensive information on the ICT sector. Leaflets on various topics as well as all issues of the IT magazine to download, link tips and useful reading complete the offer.

› **IG Metall at the CeBIT**

IG Metall regularly attends the CeBIT in Hannover with its own information stand. With comprehensive information and talks, IG Metall presents itself here as the union for employees in the ICT industry.

Special bonus: IG Metall members can visit the CeBIT for free.

› **The ICT Pay Analysis**

Every year, IG Metall examines pay in the IT and telecommunications industry. This analysis offers valuable information on workplaces and earning opportunities and serves as a good orientation aid for pay negotiations.

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