

Germany

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Regulative framework	
Legislation regulating collective bargaining	Art. 9 para. 3 of the Constitution (entitles trade unions and employers' associations to enter into collective agreements); Act on Collective Bargaining (Tarifvertragesgesetz) of 1949, amended in 1974.
Legal possibilities for the extension of collective agreements	On the application of one or more of the bargaining parties and where approved by a special committee for extensions, and if more than 50 % of the workforce is already covered, the Ministry of Labour can extend agreements to the entire sector. Since 1998, and only in the construction industry, the Ministry can extend minimum wage provisions at its own initiative.
Is registration of collective agreements obligatory?	Yes
Actors involved in collective bargaining	
Trade union density 2001-2002 (%)	23.2
Number of main union confederations	1 (2)
Share of largest union confederation in total membership	83
Organisation rate employers (% of employees working in organised firms)	63
Who negotiates?	Bargaining takes place mainly at the industrial level between trade unions and employers' federations. Agreements are binding on the members of these organisations. Industrial agreements are normally concluded at the regional and not at the national level. Industry level agreements may include opening clauses, which allow for the settling of certain issues at the company level under specific circumstances. In some cases, too, individual company level agreements are concluded between trade unions and the employer. Works councils are not allowed to conclude collective agreements. They can however reach agreements with individual employers on issues not covered by the collective agreement, as well as on how the terms of the collective agreement will be applied in practice.
Relative importance of the different levels of collective bargaining	
National	-
Sector	***
Company	*
Coordination of collective bargaining	
Type/s of coordination	Implicit coordination through comprehensive sectoral bargaining and pattern-setting
Relationship between the various levels of bargaining	Most sectoral agreements contain 'hardship' and 'opening' clauses, according to which companies are allowed to diverge from collectively agreed standards under certain defined conditions and on certain defined issues.
Coverage of collective agreements	
Percentage of the employed covered by collective agreements	61-70%
Employees that are covered by a collective agreement	Only employees who belong to the parties that signed the agreement
Content of collective agreements	
Subjects of negotiation	Negotiations deal with pay, working conditions, work organisation, training, health and safety, etc.
Minimum wage	
Is there a national minimum wage?	No
Duration of collective agreements	
Normal duration of contracts (years)	1 to 2