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Bargaining for productivity Summary of German report

Final meeting Rome ■ Sept. 4th 2017

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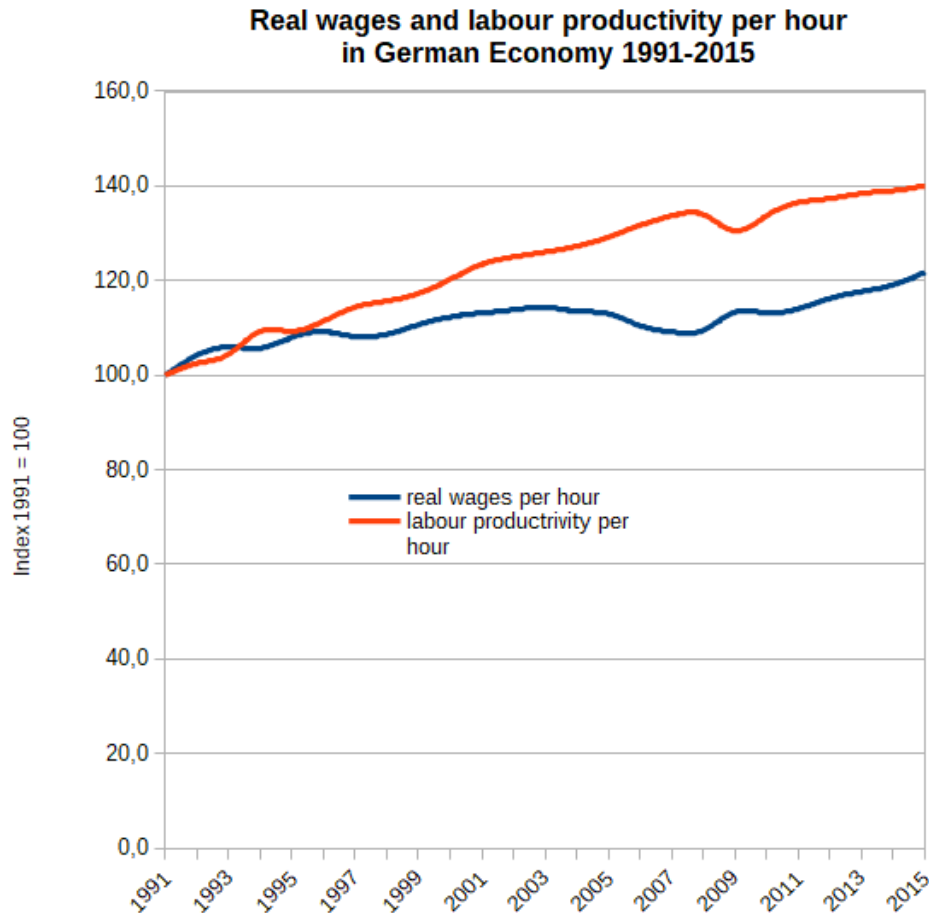
8 Theses on Collective Bargaining and Labour Productivity in Germany

Labour productivity

- important factor in the German collective bargaining system
- at least from the 1960s on
- mainly an input factor
- role of productivity inside German industrial relations changed in the 1990s



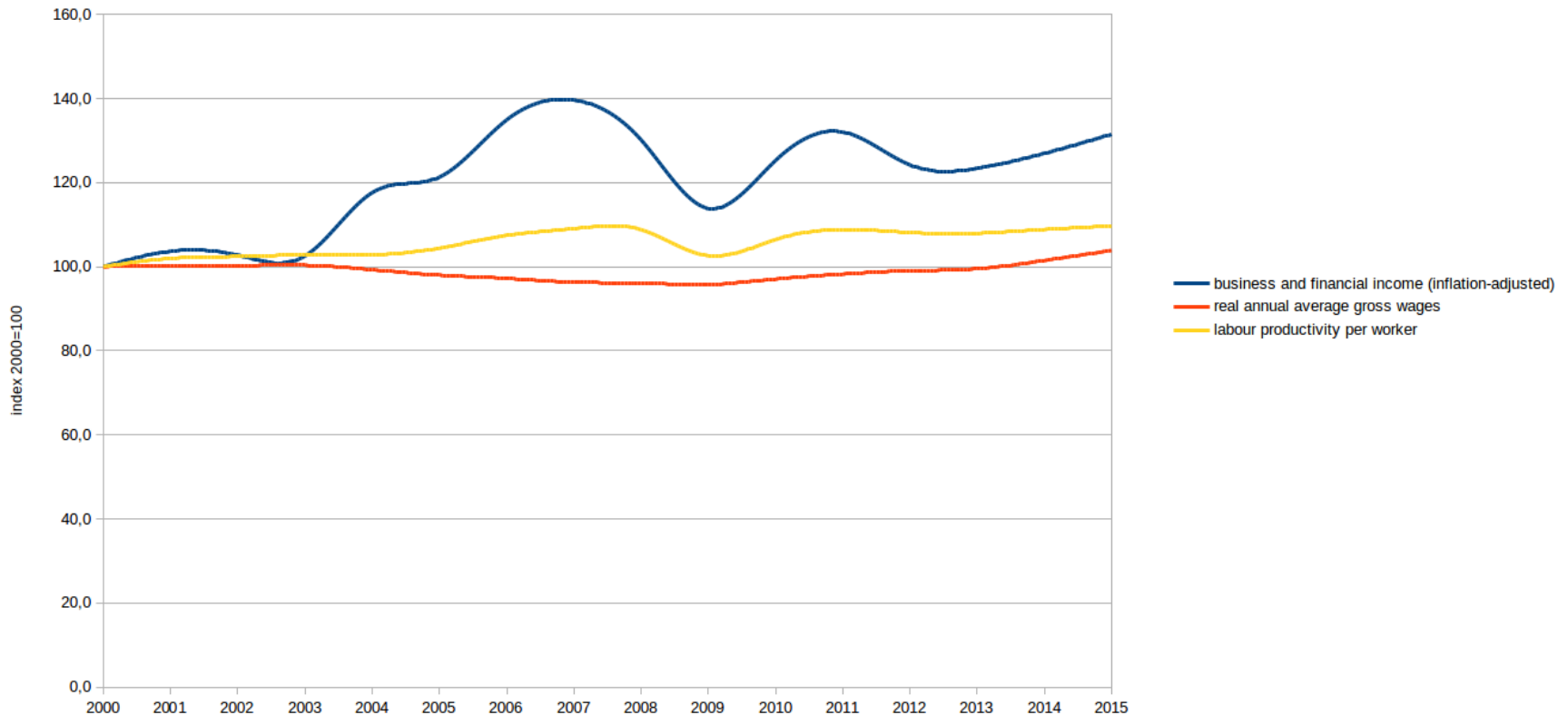
Productivity compromise questioned in the 1990s ...



... and broken up in the new Millennium

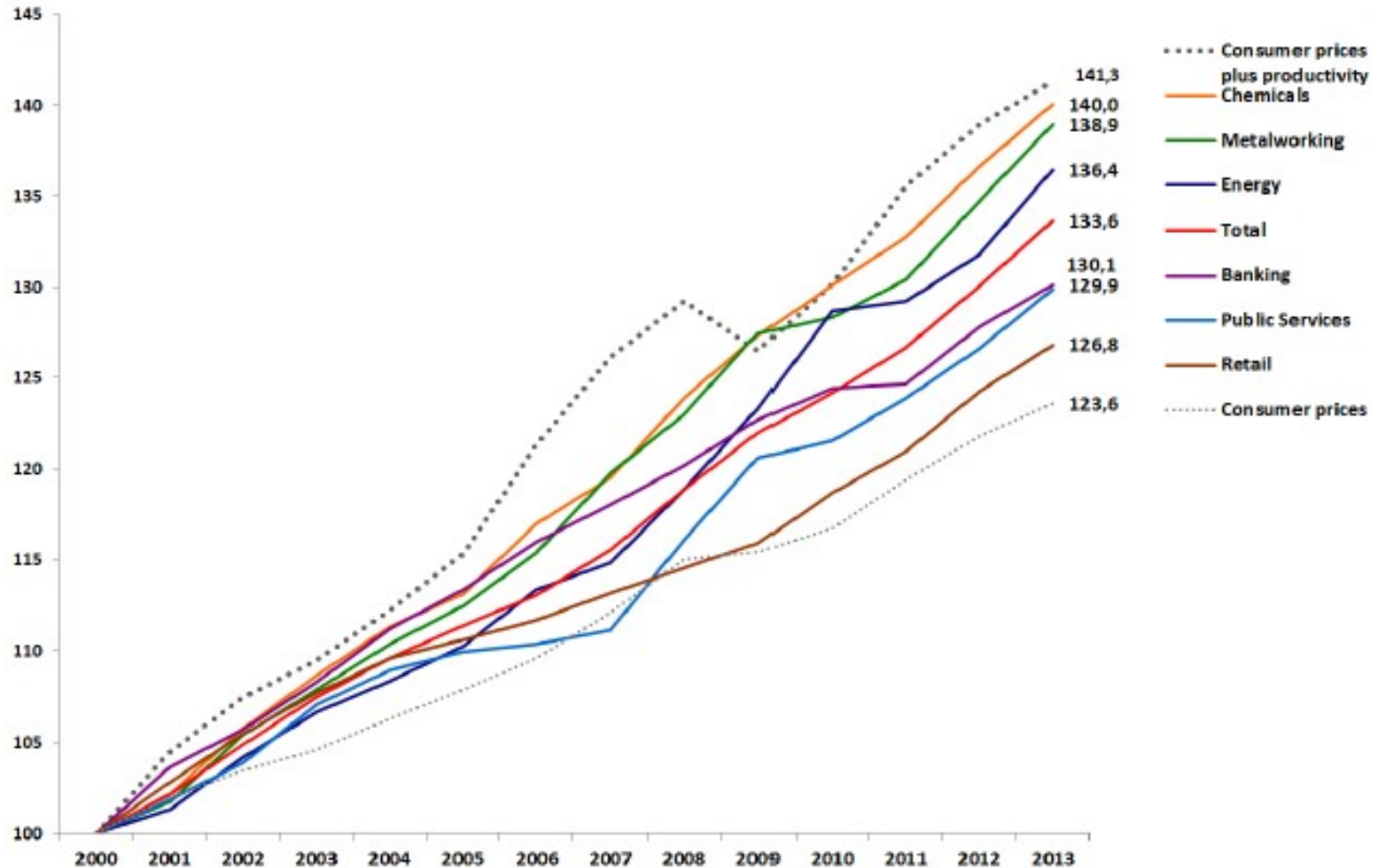
Labour productivity, real wages and financial income in Germany 2000-2015

Source: own calculation based on data from Destatis, 2016



Wage developments

Development of collectively agreed wages in Germany (Schulten/Bispinck 2014, p. 12)

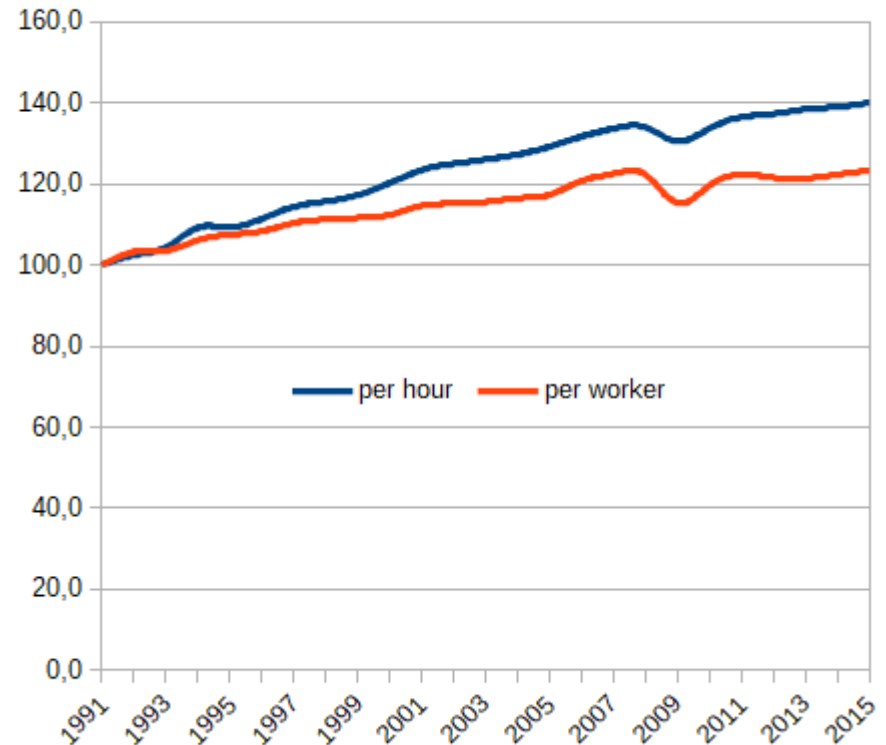


Source: WSI Collective Agreement Archive

Labour productivity trends

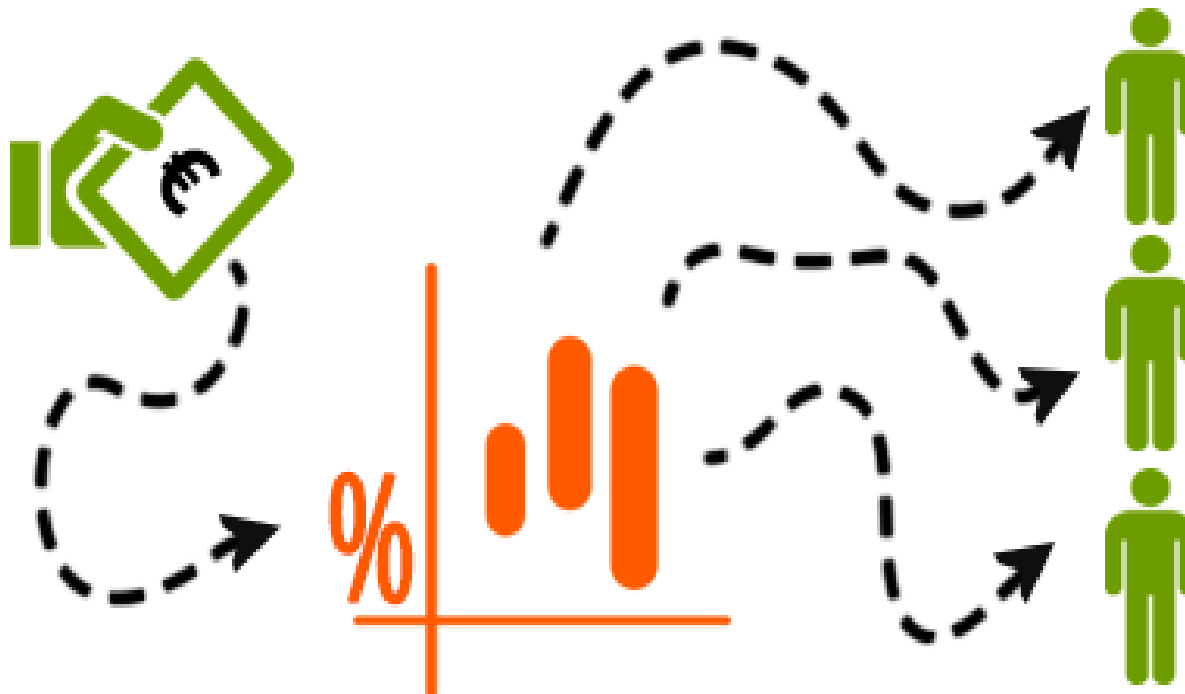
- slump during the crisis of 2008/2009
- weaker growth rates in the last decade
- multifactorial reasons for slow-down:
 - more part-time jobs
 - increase of less productive work
 - growth of »unproductive«
 - functions like R&D

Labour productivity in Germany 1991-2015



Growing importance despite popular scepticism

Productivity bargaining is clearly not on top of the agenda of German trade unions. Nonetheless the weight of CB-related instruments like profit sharing, performance fee or plant level derogations from sector CBAs is growing.



»Good work« enables sustainable productivity growth

Consent on bargaining-for-productivity-approaches is possible, if productivity aims are linked to improvements of working conditions, professional training and development, participation and co-determination at the workplace.

**GOOD JOBS AND
ECONOMIC GROWTH**



good working conditions

humane work environment

decent pay

professional training and
career opportunities

workers participation

