



WSI

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Providing Welfare through Social Dialogue: The German Case Study

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Fakten für eine faire Arbeitswelt.

VOW in Germany

- General information
 - German welfare state: still fairly generous
 - System of industrial relations
 - Collective agreement coverage 2011: 59 per cent of employees, 31 per cent of companies
 - Union density 2011: 19 per cent of employed dependent labour force
 - Employers' associations 2007/2009: 60 per cent
 - Works councils 2011: 10 per cent of companies, 43 per cent of employees (companies \geq 5 employees)
 - VOW in Germany: general impression

VOW in Germany: Health care

- High level of health care provision
 - Access through Statutory Health Insurance and Private Health Insurance
- Current regulation of sick leave benefits: consequence of past struggles
 - Collective agreements still valid
- Subsidies to statutory benefits
- (Regulations on work place health and safety)

VOW: Reconciliation of family and work

- Germany as a latecomer
 - Comparative data: Germany in general below European average with respect to:
 - Public expenditure
 - Establishments offering child care and other domestic support to their employees
 - Perceived flexibility with respect to work hours
 - Regulations of possibilities to leave for family reasons
 - Many regulations – but many different aspects: link of public and private provision
 - Sober assessment of development and spread of collective agreements and company-level agreements

Continuing vocational education and training

The diffusion of the phenomena of CVT within the enterprises

	Enterprises that offer training as % of all enterprises (any type of vocational training)		Percentage of all enterprises providing CVT courses		% of employees (all enterprises) participating in CVT courses		% of employees (only enterprises with CVT courses) participating in CVT courses		Costs of CVT courses per participant		Cost of CVT courses as % of total labour cost (all enterprises)	
	2005	2010	2005	2010	2005	2010	2005	2010	2005	2010	2005	2010
Germany	69	73	54	61	30	39	39	47	1640	1499	1.3	1.5
Average	62	69	50	59	33	39	44	49	1390	1349	1.4	1.5

Source: Eurostat (2013)

- Policy field „on the move“
- Multi-level regulations, multiple actors, weak role of the state

VOW – first conclusion

- Three fields of VOW – three different stories
 - Health care – political struggle & state response
 - Family and work – the latecomer
 - CVET – the social partners and the companies
- Another story of VOW: occupational pensions

Who's covered by VOW?

- General observations
 - Collective agreements – company-level agreements – voluntary provision by employers
- Discrimination?
 - Temporary work agency employees
 - Fixed-term contracts
 - Positive discrimination
- Differentiation according to
 - sector
 - company size
- Usage as a problem

A new role for social partners?

- Some observations from the interviews:
 - VOW part of a bigger game!
 - How important is VOW compared to other issues? (influences membership in unions)
 - Who pays?
 - Which level is the right one for regulations?
 - Social policy approach vs business logic → heterogeneity of provision
- It's *policies* that are important

Thank you!

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