



## **Digital work and collective bargaining in Germany**

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RE-IMAGINING  
WORK

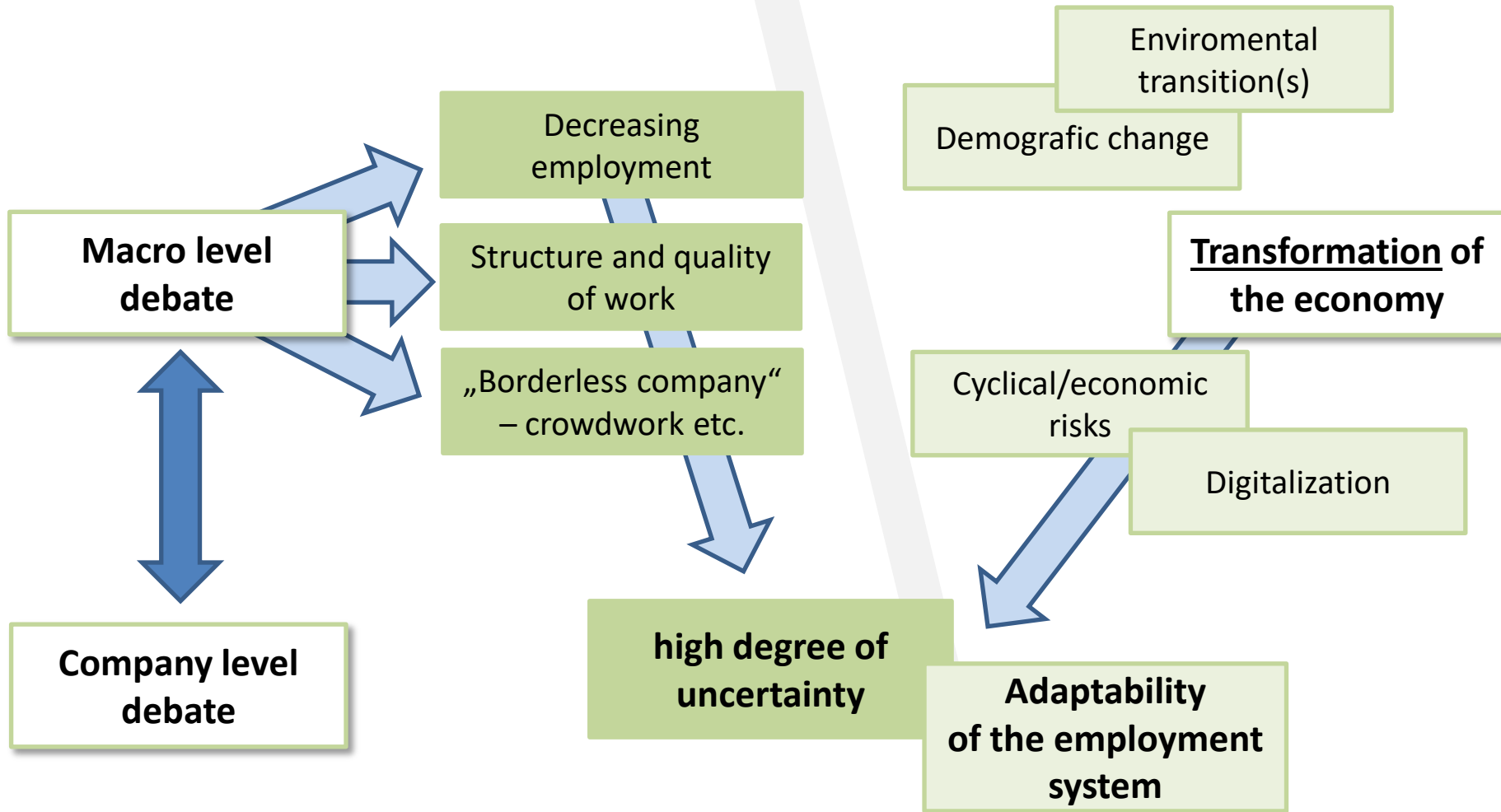
# WHITE PAPER

W O R K 4.0

RE-IMAGINING  
WORK

# GREEN PAPER

"When we talk about work 4.0, [...] we talk about the work of the future in all its breadth and diversity" (BMAS 2015)



Cases - Examples

Privacy /  
Performance Control  
by Smart Technology

Digitalization and  
Competence  
Development

Digitalization and  
Working time

Employment  
Security

Digitalization, Health  
and Safety

[...]

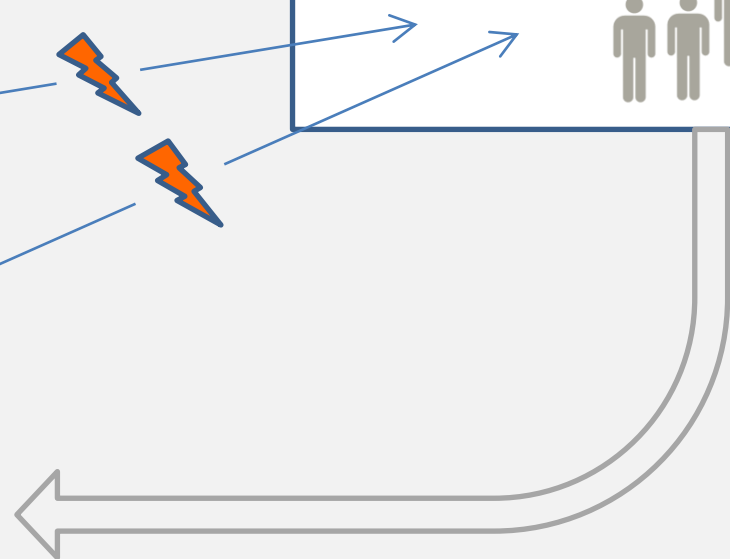
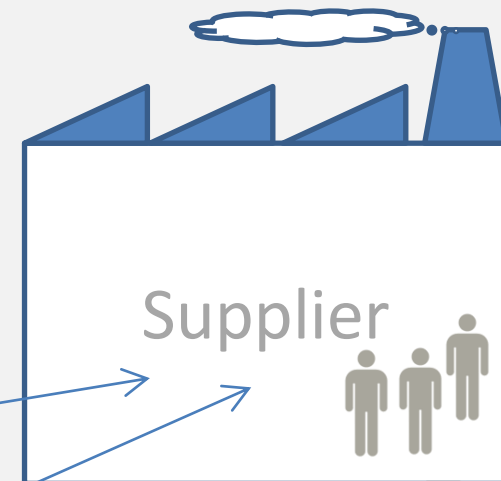
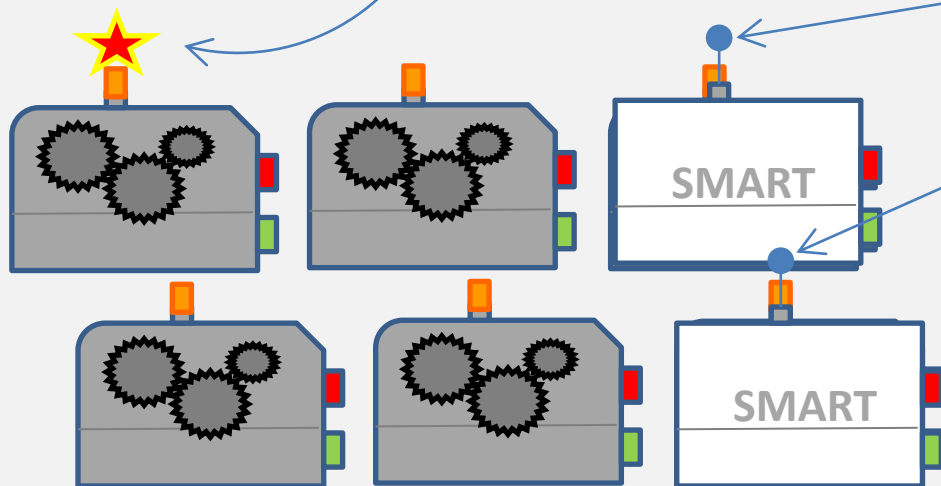
**Digitalization at  
company level**

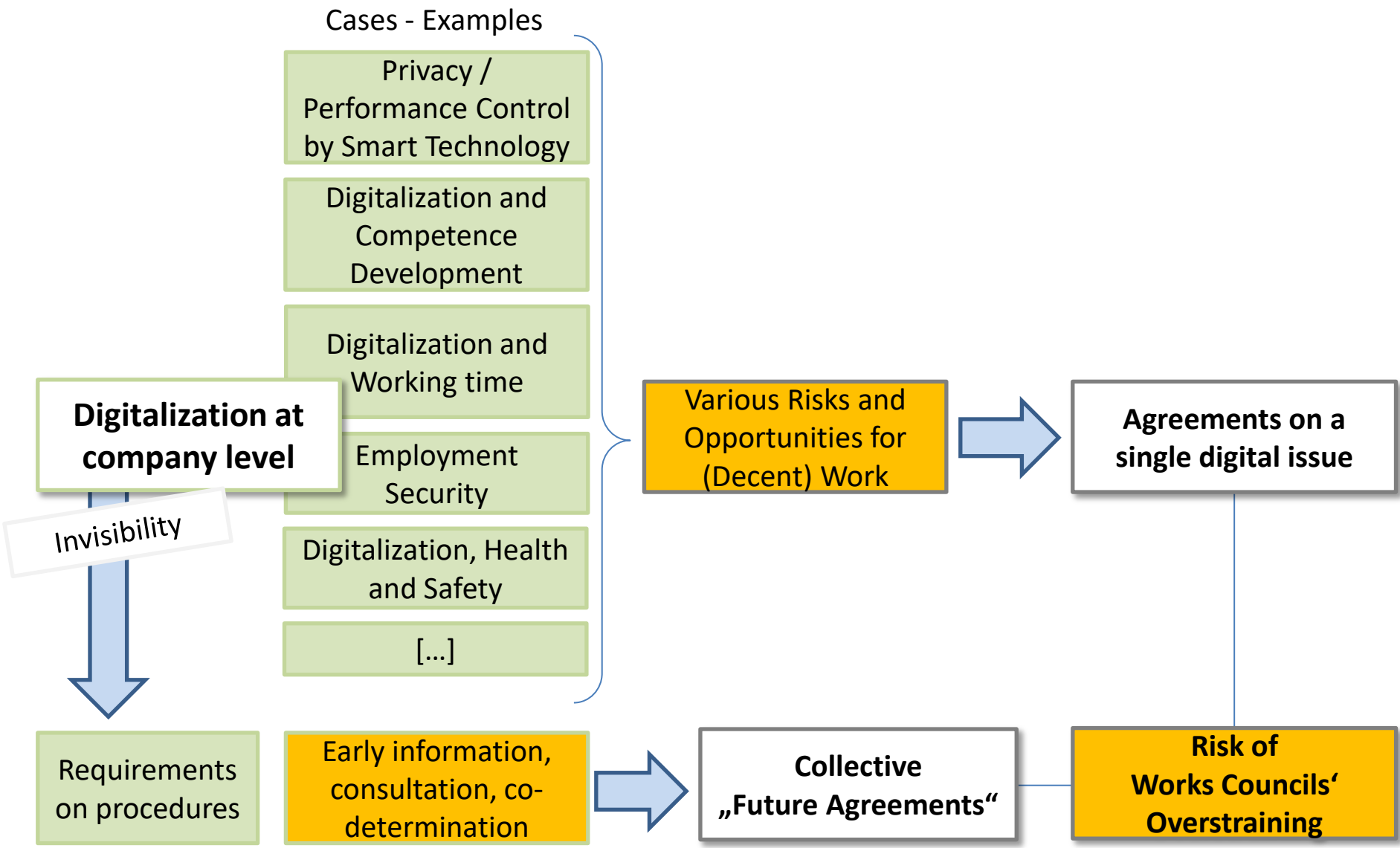
Invisibility

Various Risks and  
Opportunities for  
(Decent) Work

**Agreements on a  
single „digital“ issue**

Department of  
maintenance and repair





# ARBEIT+INNO>ATION



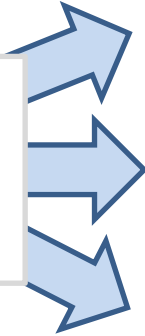
## DIGITALE TRANSFORMATION GESTALTEN

Beispiele guter Praxis

ARBEIT+INNO>ATION

IG METALL  
Vorstand  
FB Betriebspolitik

# ARBEIT+ INNO>ATION



Works councils'  
**Project on  
Digitalisation**

**Training program**  
by 5 modules

**Consultancy** by an  
expert network

**Collective Future  
Agreements**

**Collective Agreements  
on a single digital issue**

**Improving participation  
by using digital  
technology**

**Improving participation  
concerning digital issues**

3-years program for works councils from 150 companies



- Company-related trade union policy and support for works councils is important according to digitalization
- IG Metall gained a lot of experience through *Arbeit+Innovation*
- Trade unions should pay attention on it

Many thanks for your attention!  
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“The central place for trade union action is and remains the company”

(Jochen Schroth, Head of A+I)