

## **Germany – IG Metall demands 7% pay rise in metal and electrical**

June 2024

IG Metall's Executive Board recommends demands for the collective bargaining campaign 2024 in the metal and electrical industry:

- 7 % wage increase for purchasing power and stabilising economic growth.
- Workers need significantly higher wages to counter permanent price pressure.
- Boost in attractiveness for dual training and apprenticeship.
- Social component for lower incomes.
- Time for democracy and honorary post: Employers should reward employees' commitment.

IG Metall demands a significant high wage increase for the 3.9 million workers in the metal and electrical industry. Although, the dynamic of inflation is slowing down, workers in Germany still suffer from the persistently high price level. The economy also needs stronger domestic demand.

For that reason, IG Metall's executive board recommends a seven per cent wage increase for twelve months. A social component is also intended to take pressure off lower pay groups in companies. Apprentice's pay is to be increased over-proportional by 170 Euros. This "attractiveness turbo" for dual training and apprenticeship is intended to cushion the increased cost of living, particularly for apprentices and dual students.

In addition, an improvement and further development of the entitlement options for the collectively agreed leave of absence is to be achieved with closed General Framework Agreement. In view of the personal burdens placed on workers, employers need to value their commitment more. One instrument for this could be more paid time off. Extending the existing option to include time off for democracy and voluntary work or improving the existing regulations would be a valuable contribution by companies to actively support social commitment.

Following surveys of 318,000 employees and lively discussions, the IG Metall's Executive Committee has proposed this package of demands to the regional bargaining committees. The regional bargaining committees will decide on the recommendation next Friday June 21. The final demand for the metal and electrical industry will be decided by the IG Metall's executive board on July 9. Negotiations in the regional bargaining areas will begin in mid-September. The current collective agreement expires on September 30. The peace obligation ends on 28 October.

**Edited by industriAll Europe.**