

The employer association – an organisation bringing 700 employers together

Companies in Germany – regardless of which industry they belong to or how big the business is - can voluntarily become members of an association. An employer association is a grouping of employers - usually from the same sectors of industry - whose common aim is to protect their interests. An employer association is the voice of its members in all matters relating to collective agreements as well as social and socio-political issues. So, too, is the group of employer associations of which around 700 companies nationwide are members. The group is divided into six individual associations (see below).

Below is an overview of the essential services we offer our fee-paying members:

- **Labour and social law:** We offer know-how in all legal issues which arise in companies on a day-to-day basis and we provide representation for employers in legal proceedings. We advise our members, for example, on matters relating to warning notices, employment contracts, out-of-court settlements, company agreements, conciliation boards, continuation of pay, reconciliation of interests, termination of employment and social compensation plans. In all of this we are an important, reliable partner for human resources departments.
- **Collective bargaining services:** We offer industry-wide collective agreements as well as using our specialist know-how for individual solutions such as internal collective agreements or company agreements.
- **Working conditions and industrial engineering:** We offer advice on all subjects related to forms of work, fixed-term employment, skilled workers, entry-level collective agreements, opening clauses and short-term/temporary employment. We also devise solutions in respect of health protection, ideas management, key performance indicators, shift systems and as well as strength/weakness analyses.
- **Representation of interests and public relations:** We ensure that the interests of business and commerce are listened to – in politics and administration, in associations, with social partners, educational institutions, trade and industry and in public relations. In doing so we make our contribution towards improving local and framework conditions for companies.
- **Network:** Our employer associations offer a nationwide network comprising more than 5000 contacts at executive and senior executive level. Our regional focus is on the Ruhr and Lower Rhine regions (cities of Duisburg, Mülheim, Oberhausen, Wesel, Dinslaken, Bocholt, Emmerich). Our networking events allow businesses to make contacts and exchange experiences.

Our six associations, which allow each company to decide how it wishes to be represented (locally, supra-regionally or nationally, with or without a commitment to collective agreements or in an economic development function) are listed in the overview below:

- **Ruhr-Lower Rhine metallurgical employer association:** A regional umbrella association for collective bargaining with members, for example, from the plant and mechanical engineering, metal production and metal working, business machinery and equipment manufacturing, automotive supply, automotive construction and shipyard sectors.
- **Ruhr-Lower Rhine employer association:** A regional, general employer association with members from all branches of industry, e.g. construction, credit and insurance, retail/trade, service as well as the security service industry.
- **Mülheim economic employer association:** A local economic development association with members from all branches of industry, e.g. textile and clothing, banking, industrial cleaning services, retail/trade, energy and water supply as well as the food industry.
- **Industrial services employer association:** A nationwide umbrella association for collective bargaining with members, for example, from the industrial and economic services sector, construction, businesses hiring out manpower, mechanical engineering and recycling.
- **Social services and education employer association:** A nationwide association for collective bargaining, with members, for example, from the field of education and tuition, further education, homes for the elderly, care for the disabled, hospitals, healthcare, social services as well as sport.
- **Services employer association:** A nationwide, general employer association with members, for example, from the printing and wood-working sectors, economic, industrial and other services, trade fair construction, real estate and property as well as furniture manufacturing.

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