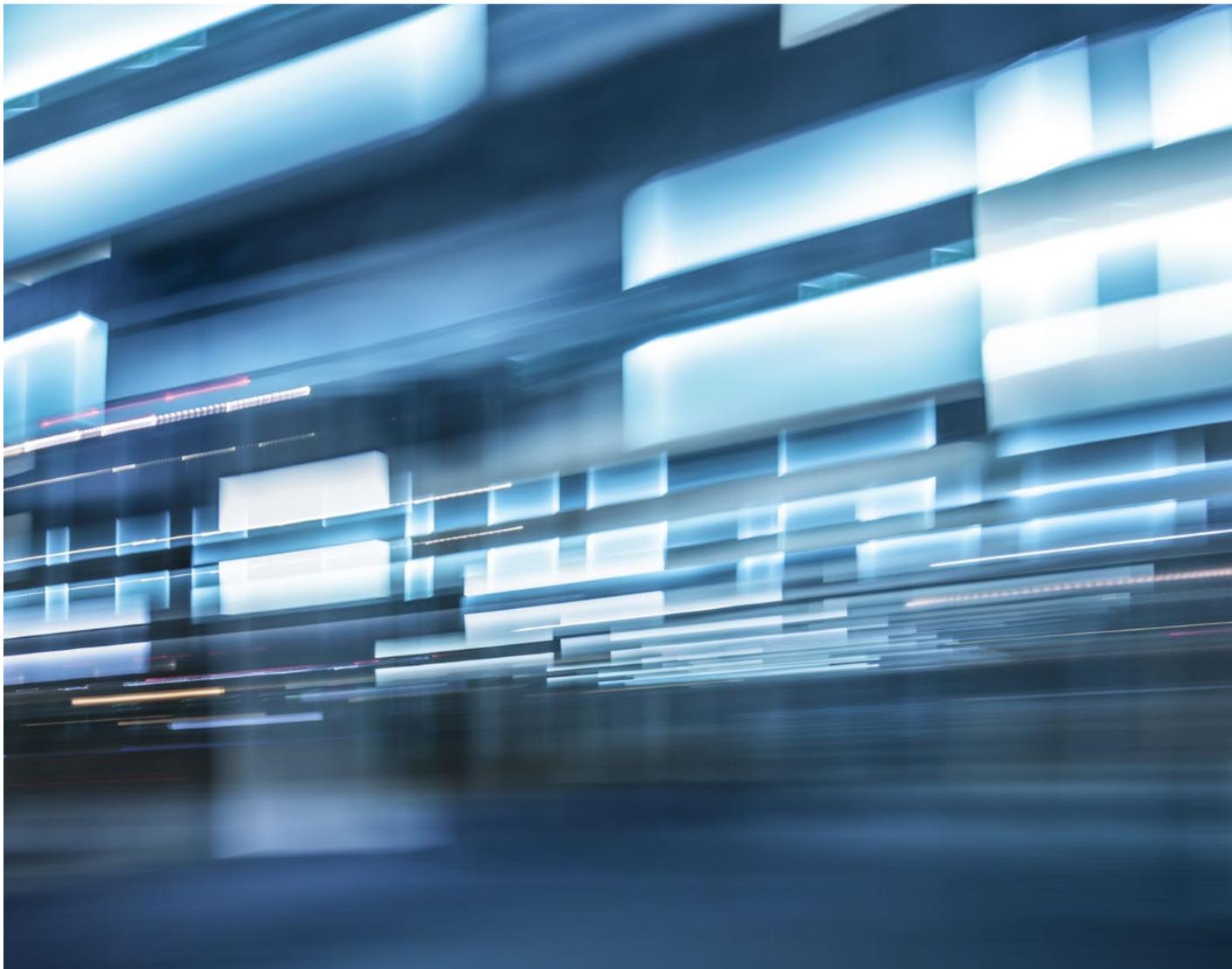


bayme vbm / We fast-track  
your success

The Bavarian Employers' Associations  
for the Metalworking + Electrical Industries

Competent advice,  
faster information, better instruction,  
effective networking





# Joining forces

The Bavarian Employers'  
Associations  
for the Metalworking  
and Electrical Industries

bayme vbm refers to the Employers' Associations of the Metalworking and Electrical Industries in Bavaria. The objective, in all we do, is the commercial success of our member-companies. We represent the joint commercial, social and political interests of more than 2,700 member-companies and actively cooperate in shaping basic economic and social-policy conditions. With our services, we aim to support you in maintaining and enhancing your competitiveness—in Bavaria, Germany, Europe and throughout the world.

bayme vbm  
Committed to success



[www.baymevbm.com](http://www.baymevbm.com)



# We fast-track your success

bayme vbm—  
A strong community

More than 2,700 of the companies based in Bavaria are members in the bayme vbm employers' associations. This makes us the biggest industry association in Bavaria, an assertive community with comprehensive know-how, distinct creative strength and power of innovation.

## Save your business time and money!

Take advantage of our comprehensive services tailored to your needs: the continuous success of our member companies in Bavaria is proof of the benefits and consistent quality of the support that companies and their employees have received from bayme vbm over the years.

## Competent advice

Our experienced specialists and lawyers provide our members with a wide range of services and advice encompassing labor and employment, collective bargaining and social security matters.

## Faster information

We supply you promptly with information of relevance to your company through newsletters, publications and more than 1,000 events every year.

## Better instruction

We instruct you and your employees on current topics and legislation, hold workshops for devising mutual implementation strategies appropriate to your company.

## Effective networking

We provide you with direct access to key organizations and persons in industry, science, government and the media. We also offer you a variety of platforms for the exchange of information and experience in your branch of industry.

## Companies

# 2,706

Employees	696,466
Trainees	33,363
Sales in Euro	204.8 billion
Average sales in Euro per employee*	301,883

\*Total M+E industries in Bavaria

## Sales

# 84 %

Employees	84 %
Trainees	72 %



Sales

Employees

Trainees

# Strong and successful by tradition

## Metalworking and Electrotechnical Industries

Bavaria's metal, electro and IT industries are the most important segments in its industrial sector. In 2015, the companies operating in the metalworking and electrotechnical industry had 805,000 employees and generated sales of approximately 243 billion Euro. More than two thirds of all Bavarian exports are M+E products.



[www.baymevbm.de/sc/zbk](http://www.baymevbm.de/sc/zbk)  
Webcode **SCZBK**

German only



Bavarian Metalworking and Electrotechnical Industries are still growing.

You will find up-to-date figures on the M+E industry in Bavaria in our Service Centre Figures Benchmark, Overall Economy.

### M+E in Bavaria in 2015

Total sales in Euro	243 billion
Foreign sales in Euro	147 billion
Percentage of overall sales	60 %
Domestic sales in Euro	96 billion
Total gross wages and salaries in Euro	46 billion
Average earnings p. a. in Euro	56,640

### M+E is the motor of Bavarian industry in 2015

Total sales of Bavaria's industry in Euro	342 billion (100 %)
of which metal, electro and IT in Euro	243 billion (71 %)
Total number of employees in Bavaria's industry	1,229,600 (100 %)
of which metal, electro and IT	805,000 (65 %)

### M+E in Bavaria: employees according to segments in 2015

Metal production and processing	24,500
Manufacture of metal products	98,300
Manufacture of IT equipment, electronic and optical products	81,300
Manufacture of electrical equipment	108,900
Mechanical engineering	220,600
Manufacture of motor vehicles and automotive parts	194,600
Other vehicle manufacturing	31,000
Manufacture of other goods, repair of machines and equipment	45,800

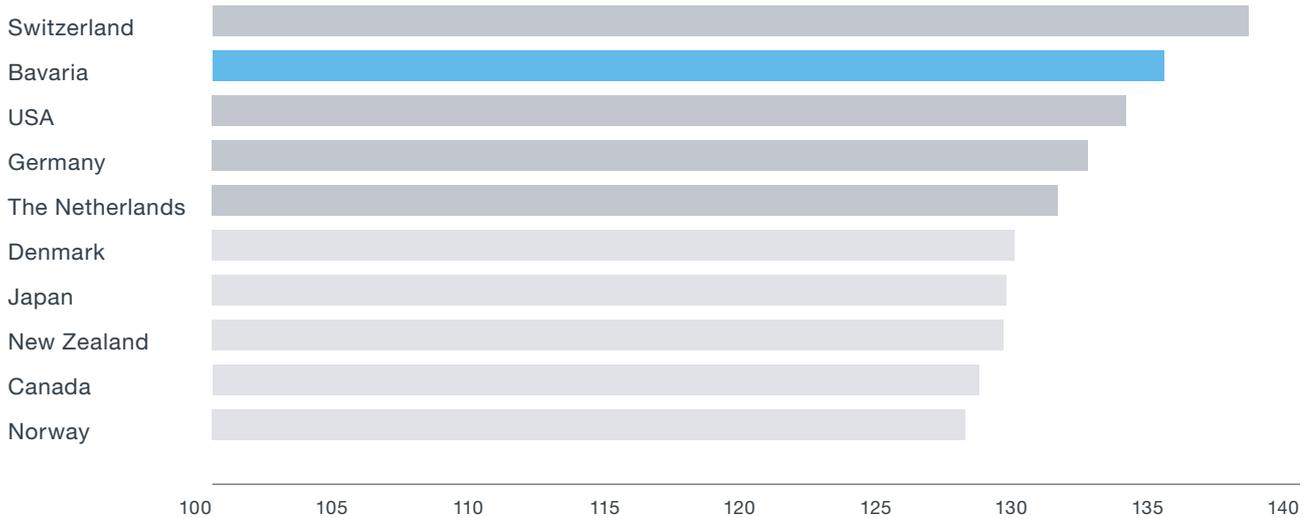
## The best innovation environment in the world

Bavaria stands out first and foremost for top state framework conditions as well as its market forces and knowledge sector, which all add up to second place in an international comparison of locations. With the best innovation environ-

ment of all the countries included in the ranking, Bavaria is excellently equipped to hold its own against competitors, even in times of digital and structural change.

### Overall ranking of the quality of location

Average of the 45 countries included = 100



Source: IW Consult, 2016

### Leading research location

Innovation environment ranking worldwide <sup>1</sup>	<b>1</b>
Number of state institutes of higher education / universities <sup>2</sup>	<b>32</b>
Number of students (winter semester 2015 / 16) <sup>3</sup>	<b>376.417</b>
Number of patent applications / Germany <sup>4</sup>	<b>32,4 %</b>
Research facilities and institutes <sup>2*</sup>	<b>31</b>

\* Fraunhofer Institutes, Max-Planck Research Institutes, G-W Leibniz Research Institutes, Helmholtz Institutes

Source: <sup>1</sup> IW Consult GmbH, 2016

<sup>2</sup> Bavarian State Ministry of Education and Religious Affairs, Science and the Arts

<sup>3</sup> Bavarian State Agency for Statistics

<sup>4</sup> German Patent and Trademark Office

### Two European top-ten universities

Munich Technical University (TUM)	<b>4</b>
Ludwig Maximilian University (LMU)	<b>9</b>

Source: The World University Ranking for Europe, 2015

## Bavaria is Number One in Europe

For new technologies, innovations and new products, Bavaria is Europe's No. 1 high-tech region! More than 12 percent of all employees work in the high-tech domain, leading the European league. It also leads in the metal, electro and IT industries. Names like Siemens, EADS or MAN stand for state-of-the-art technical developments. Many international companies locate in Bavaria to take advantage of its manufacturing and research. And each year we see the establishment of a large number of start-up companies in the field of high-tech and state-of-the-art technology.

## Ready for the future

Bavaria's companies occupy top positions in nearly all fields of technology, both nationally and internationally. Leaders in the field are the companies in the Bavarian metalworking and electrical industries, including:

- Aerospace
- Automobile industry / automotive
- Electrical and electronics
- Environmental engineering
- Information and communication technology
- Mechanical engineering
- Mechatronics
- Medical engineering
- Nanotechnology
- Power engineering
- Satellite navigation
- Sensory engineering and power electronics



“The Bavarian employers’ associations for the M+E industries are one of our most valuable ‘partners’: We can concentrate wholly on our core business—and the associations look after everything else.”

### Frank A. Bergner

Shareholder and Managing Director  
Richard Bergner Holding GmbH & Co. KG  
Schwabach, Germany



“Crown’s membership in the Employers’ Association for the Bavarian Metalworking and Electrical Associations has proven very beneficial in helping us navigate complex business issues, including German labor law.”

### John E. Tate

Senior Vice President  
Crown Equipment Corporation  
New Bremen, Ohio, USA

# We represent your interests

According  
to your needs

In Germany, interaction between employers and employees is defined primarily by 4 players: the employers, the employers' associations, the trade unions and the works councils, based on the Works Council Constitution Act and other statutory regulations.

**bayme vbm**  
is committed to your success

- Lobbying/representing interests
- ServiceCenters and advice
- Coaching and representation in the fields of labor law, labor economics and social law
- Information, publications, training courses, tools
- Networking and events
- Collective bargaining policy (vbm)
- Provision for future and junior staff development

## The employers and their associations

In Bavaria, employers can enter into agreements directly with employees or they are concluded on the basis of collective bargaining agreements, which are negotiated between the employers' associations on behalf of their member companies and the trade unions.

We represent the collective economic, social and political interests of more than 80 percent of all companies with headquarters or subsidiaries in Bavaria. Our members come from the engineering industry, the electronics and electro-technical industries, the optical industry, information technology and industries manufacturing other metal products. Related and associated branches of the service sector such as marketing and telecommunications companies are also represented by bayme vbm.



### The Trade Unions

The trade unions represent the interests of the employees and recruit their members directly from companies—regardless of whether a company is a member of vbm or bayme, or whether it applies the industry-wide collective agreement or not. The trade unions (e. g. IG Metall) are the negotiating party with the employers' association vbm in collective bargaining.

### The Works Council

A works council may be elected by the employees at any time, regardless of whether a company is a member of an employers' association or not. The works council has certain rights of participation and co-determination in personnel, social and economic matters. It also represents the interests of the employees as regarding the observance of labor legislation and collective and company agreements. bayme vbm advise its members on its dealings with the works council.

# You have the choice

## Employment conditions: with or without a collective bargaining agreement

In principle, work time and its remuneration (basic pay) in Germany can be regulated only by way of collective bargaining agreement or by individual agreement. So there are two different ways of regulating employment conditions that form the basis for employment contracts in a company:

### Employment contracts with collective bargaining agreement

Represented by the vbm, the employers negotiate the industry-wide collective agreement with the trade unions. A company may accept this agreement or conclude a separate internal company agreement with e.g. IG Metall, the metalworkers' trade union. The employment contract with the individual employee must not conflict with applicable collectively agreed provisions. Arrangements that deviate from these provisions are admissible if permitted by the collective bargaining agreement or if they include changes in favor of the employee. An employee who is a member of a trade union cannot effectively relinquish entitlements he has been granted by the collective agreement. We provide our members with advice and support in all of these matters.

### Employment contracts without collective bargaining agreement

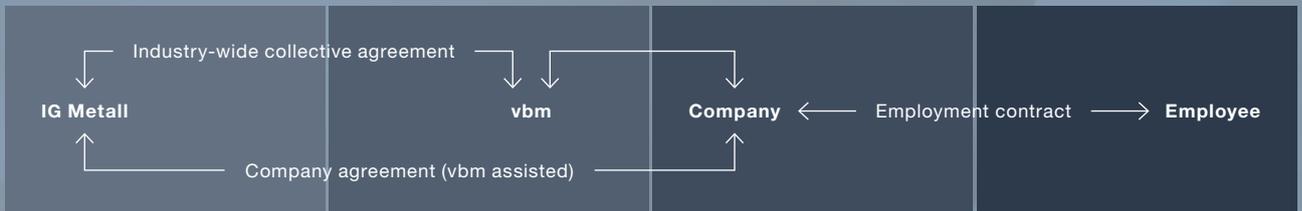
In companies without collective agreement coverage, employers and employees are free to agree the employment conditions, provided the legally admissible limitations set by law are observed. Care must be taken to ensure that certain employee protection provisions are not circumvented (e.g. protection against dismissal, working hours, part-time employment and fixed-term employment).

If a company has a works council, certain aspects of the working conditions in the company, e.g. systems covering working hours, can only be agreed with the works council. bayme vbm provides advice on working conditions.

## Greater flexibility through temporary work

In Bavaria, as elsewhere, temporary employee work is an important instrument for recruiting employees. We provide support by offering sound legal advice on how to employ temporary workers in your company without any difficulty. Our cooperation partner recruits agency workers who are especially qualified for M+E.

### Employment contracts with collective agreement



### Employment contracts without collective agreement



# Bundled competence

## ServiceCenters (SC) for member companies

Our focus is on you and your entrepreneurial goals. Our know-how, our partners and networks, our projects and initiatives are all there to provide you with support that is result-oriented and tailored to your requirements. The points of contact are our ServiceCenters, which will support you in both word and deed.

# 14

## ServiceCenters

- Labor market and social security insurance
- Manpower Studies  
and Workplace Safety Rules and Regulations
- Training and continued education
- Energy and raw materials
- Financing
- Companies and products
- Research and technology
- Information technology
- International law and foreign economics
- Sustainability
- Human resources
- Legal affairs
- Collective bargaining
- Figures, benchmark, overall economy

The 14 ServiceCenters are organized into more than 60 fields of action. These services include advice, information, training courses, networking, tools and projects. The range of services offered is continually adapted to current challenges and our members' needs.



[www.baymevbm.de/sc](http://www.baymevbm.de/sc)  
Webcode SCALL



German only

# 8

## Fields of activities

We organize the representation of our members' interests in political action areas, set agendas and conduct lobbying.

### Europe

- Employment, education and social affairs
- Environment, energy and climate
- Domestic market and companies
- Financial market and financial planning
- EU law

### Securing supply of qualified workforce

- Employment opportunities
- Labor participation
- Work times
- Education actions
- Immigration

### Financing

- Company financing

### Innovation / R+T

- Research and technology

### Human resources / labor

- Employment and social insurance law
- Education
- Labor organization

### Legal affairs

- Commercial law
- Deregulation and the reduction of bureaucracy
- IT law / data protection

### Location

- Labor market
- Digitalization
- Energy
- Finance
- Infrastructure
- Climate
- Media
- Raw materials and resources
- Social security insurance
- Taxes
- Consumer protection
- Value creation

### Collective bargaining

- Collective bargaining policy
- Demographic change
- Labor disputes
- Wage policy

# The pulse of the times

Our specialist conferences and symposia enable our members to discuss relevant topics of today with top representatives from industry and politics and to examine closely the challenges of today and tomorrow. For example, at the last M+E Kongress, which was dedicated to the topic *Globally successful through Digitalization*.



01

**01 Günther Oettinger**  
EU Commissar for Energy

Event:  
Tag der bayerischen Wirtschaft, Brussels, 2014



02

**02 Taavi Rõivas**  
Prime Minister of Estonia

Event:  
Dialog international, 2014



03

**03 Jean-Marc Ayrault**  
Prime Minister of France

Event:  
Dialog international, 2013



04

**04 Greg Hands**  
Minister of State for International Trade and Investment, UK

Event:  
38. Bayerisches Wirtschaftsgespräch, 2016



05

**05 Alfred Gaffal**  
President bayme vbm

**Dr. Angela Merkel**  
German chancellor

**Bertram Brossardt**  
Chief Executive Officer bayme vbm

Event:  
34. Bayerisches Wirtschaftsgespräch, 2013

# Bavarian Business Talks

Each year our members meet leading political leaders to share and exchange information and experience.



01



02



03



04



05

**01 Edward Fast**  
Minister for International Trade  
in the Canadian government

Event:  
Dialog international, 2014

**02 Prof. Dr. Udo Lindemann**  
Technical University in Munich

Event:  
M+E Kongress, 2014

**03 Martin Schulz**  
President of the European Parliament

Event:  
Starkes Bayern – starkes Europa, 2013

**04 Dr. Wolfgang Schäuble**  
Federal Minister of Finance

Event:  
36. Bayerisches Wirtschaftsgespräch, 2016



06

**05 Horst Seehofer**  
Minister-President of Bavaria

Event:  
Bayerische Wirtschaftsnacht, 2014

**06 Stephen Harper**  
Prime Minister of Canada

**Daniel Goffart**  
Presenter, Focus

Event:  
Dialog international, 2014

# Networking and lobbying

Local, regional,  
national and international

By continuously developing and constantly cultivating our connections we can offer you a first-class network with contacts to political institutions, science and the media in Bavaria, Berlin, Brussels, New York, and Tehran.

## Access to Government, Science and the Media

Along with the intensive networking of industry and our close contacts with the scientific community, the establishment and cultivation of connections with politicians and the media are an important field of activity for our associations. Our members benefit from the direct access our network provides to all important government agencies, institutions and authorities—in Bavaria, Germany, the EU and worldwide.

## Sister Organizations and national Associations

Our close association with the Bavarian Industry Association (vbw—Vereinigung der Bayerischen Wirtschaft e. V.) ensures direct connections to other Bavarian employers' associations and, at national level, to the Federation of German Industries—Bundesverband der Deutschen Industrie (BDI)—to the Confederation of German Employers' Associations—Bundesvereinigung der Deutschen Arbeitgeberverbände (BDA)—and other member associations.

With bayme vbm liaison offices in New York and Teheran, political delegations, cooperation projects with our sister organizations in the EU and contact partners for 30 countries, we offer an efficient international network providing access to many parts of the world.





“With the Council for the Future of the Bavarian Economy, we identify the important technological trends of the next few years and promote the transfer of scientific information between the economy and science.”

**Alfred Gaffal**

President  
bayme vbm

**Partnerships, Co-operations and Subsidiaries**

We continuously extend our reach, which enables us to implement projects and initiatives efficiently through partnerships and co-operations. The advantage for you—you profit from a service spectrum that is being constantly expanded and tailored to your needs:

- bbw** Bildungswerk der Bayerischen Wirtschaft (Educational institute)
- IW** Institut der deutschen Wirtschaft, Köln (Private economic institute)
- KME** Kompetenzzentrum Mittelstand (Technical transfer)
- RHI** Roman-Herzog-Institut (Nonpartisan think tank for social and political issues)
- BusinessEurope** Umbrella Organization of European Employers
- Businessmed** Union of Mediterranean Confederations of Enterprises
- UBCCE** Union of Black Sea and Caspian Confederation of Enterprises



[www.baymevbm.de/network](http://www.baymevbm.de/network)  
Webcode: BVNZW

German only



bayme vbm's  
partners and associates

# Join in

## Invitation to a dialogue

“We make heavy demands on ourselves and our services. This is the only way that we can meet your requirements. Our employees and I dedicate all of our energy to your company. Every day, round the clock. That is what I stand for.”

**Bertram Brossardt**

Chief Executive Officer  
bayme vbm



# Internationally renowned companies

Products and services “Made in Bavaria” enjoy an excellent reputation throughout the world. Here is just a small selection of companies and corporations from Bavaria:



# Just around your corner

## On-the-spot support

We provide you, together with our regional teams, direct support on the spot—efficiently and with no red tape. Knowledge of the regional business community, access to organizations in your region and exchange of experience—all included.

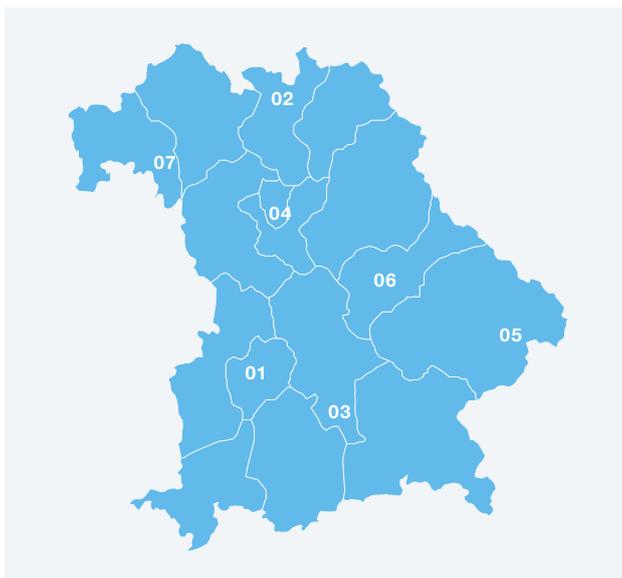
### Personal, competent and fast

Member companies profit from our 7 locations in several respects: thanks to a long-standing presence we know the entrepreneurs and enterprises, prominent personalities and organizations, the trade unions' representatives and local particularities. Our regional teams can swiftly provide you with support in both word and deed—on your own premises or at our regional branch offices.

In addition, we offer you direct access to important organizations in each region such as employment agencies, authorities and courts.



Germany



Our regional offices

- 01 Augsburg / Swabia
- 02 Coburg / Upper Franconia
- 03 Munich / Upper Bavaria



Bavaria

- 04 Nuremberg / Middle Franconia
- 05 Passau / Lower Bavaria
- 06 Regensburg / Upper Palatinate
- 07 Würzburg / Lower Franconia

## Contact

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As a general rule, all the information provided in this publication relates to both the female and the male form. To facilitate readability, specific reference to the female form was in most cases dispensed with.

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