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Factsheet for case **DE-2020-13/406**

## Chemical sector: Collective agreement for getting through the COVID-19 pandemic

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Country	Germany, applies nationwide
Time period	Temporary, 27 March 2020 - 31 December 2020
Type	Bipartite collective agreement
Category	Employment protection and retention – Changes to dismissal law or employment protection legislation
Case created	09 April 2020 (updated 05 May 2020)

### Background information

To support companies to get through the crisis, the collective bargaining partners of the chemical and pharmaceutical sector on 27 March 2020 agreed on a fixed-term crisis agreement. It reduced the period for the announcement of short-time working, settles that annual extra days of leave can all be taken in one year rather over a number of years and that flexibility instruments can be developed at establishment level under the condition of the consent of the collective bargaining partners. Furthermore, a joint information desk is set up by the social partners.

### Content of measure

Content of the new agreement<sup>1)</sup> Short time working can be announced three days in advance (reduction of announcement period)

2) Under the given sectoral agreement 'Modern Worlds of Work', works agreements may provide the option that workers choose between extra allowances or extra days of leave (for 2020, 2021 and 2022) . The new crisis agreement stipulates that all extra days of leave (for all three years) can be taken in 2020.

3) Management and works councils may agree on mobile working.

4) Management and works council may adapt given flexibility arrangements to the current crisis situation under the condition of a works agreement and that the works agreement is approved by collective bargaining

partners at regional level.

5) To answer open questions, the collective bargaining partners set up a joint information desk.

## Use of measure

no information yet

## Actors, target groups and funding

Actors	Target groups	Funding
Social partners jointly	All companies	No special funding required

## Social partners

Role of social partners	Agreed (outcome)
Form of involvement	Other

Sectoral collective agreement covering the chemical sector in Germany

## Sectors and occupations

This case is sector-specific (only private sector).

Economic area	Sector (NACE level 2)
C - Manufacturing	C20 Manufacture of chemicals and chemical products

This case is not occupation-specific.

## Sources

- 27 March 2020: Gemeinsame Vereinbarung von IGBCE und BAVC zur Corona Pandemie