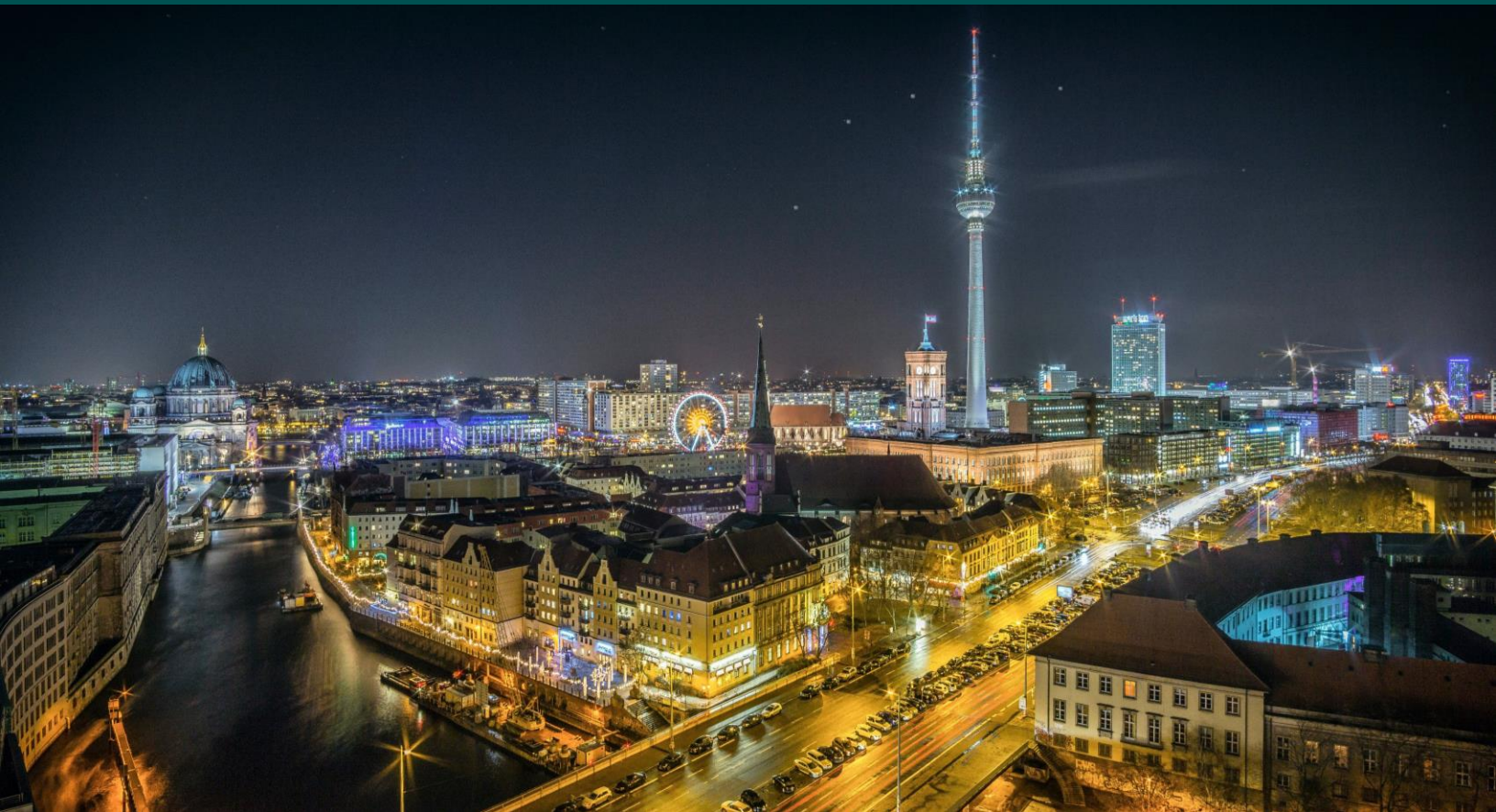


Country Snapshot: Germany



Overcoming Workforce Management
Obstacles in Germany

Country Snapshot: Germany

Overcoming workforce management obstacles in Germany

Integrated solutions delivering compliance, performance, and flexibility

Works councils

- Adherence to local Works Council rules and agreements, including preapproval of overtime

Flexi-time

- Simplifying the management and processing of flexi-time contracts

Pay premiums (“lohnarten”)

- Management and application of regional and company-specific pay premium rulings

Business and government¹

Degree of influence

- The German government is supportive of business in the country
- Employees’ rights are protected by strict laws set up by the German government;
 - Strict guidelines on working conditions, including issues regarding environment, workplace safety, breaks, and overtime
 - Requests for overtime must be made in advance, and approval must be received ahead of time; this is not only the law, but also a respected practice in Germany
- German employees expect high levels of compensation, including comprehensive benefits, reasonable work hours, and generous salaries

Business ethics

- Ethical standards are upheld by strong labor regulations, limited salary differences between upper- and lower-level employees, and decentralized power structures

Attitudes toward business

- Expect German businesses to value long-term planning and German employees to commit to long-term employment
- Local labor laws make it quite difficult to remove an employee once that person has been hired

Having one global solution allows you to address local challenges. Learn how [UKG Dimensions™](#) can meet your global workforce needs.

[Learn more](#) from our customers and global experts on best practices for managing a global workforce.

¹ *GlobeSmart Culture Guides*, GlobeSmart, (April 21, 2020), found at www.globesmart.com/products/culture-guides/.