



## Die IG Metall: **a strong community.**

Over 2 million employees are united in IG Metall. Together we champion good working conditions, fair wages, career prospects, secure jobs, co-determination and democracy in the workplace. Work is a central part of our life.

When campaigning for good working conditions, we rely on the expertise and experience of our shop stewards and works councillors. IG Metall asks questions and listens to people. The topics that are burning issues to many are raised at a political level. For example, together with its works councillors, shop stewards and active members, IG Metall has achieved continuously higher wages, shorter working hours and longer holidays.

We also set the bar when it comes to developments of universal significance: precarious employment, temporary work, the right to be taken on after training or the flexible transition to retirement. We define the issues and come up with the solutions. And thanks to the size of our membership, we have the power to push them through. Our aim is to achieve a society with a social, democratic and environmentally compatible economic order which offers everyone a fair world of work and equitable living conditions. Our values are justice, dignity and respect, and we are guided by the principles of co-determination and solidarity.

**Good people.  
Strong performance.**



## We. **IG Metall.**

We unite over 2 million employees drawn from the metalworking, electrical, iron and steel, textile and clothing, timber and plastic industries, manual trades and services as well as information and communication technology. Because there are many good reasons for being a member of IG Metall.

### Fairly regulated working conditions

Our collective agreements constitute our strongest achievement. We negotiate them with employers, first and foremost for our members. Ultimately, only these members are legally entitled to the benefits of collective bargaining. Fundamental cornerstones such as wage levels, weekly working hours, holiday entitlements and the level of holiday bonuses and various other allowances, the right to be taken on after completing an apprenticeship, the right to training and further education or health and safety at work are all defined in collective agreements. At the same time, however, collective agreements also bestow further rights, for example to part-time working for training purposes or the right of older employees to enjoy a flexible transition to retirement.

**The more blanket collective agreements we can conclude in as many companies as possible, the more we can set standards for whole sectors of industry.**

[igmetall.de/tarif](https://www.igmetall.de/tarif)

## Collectively better.

	<b>With collective bargaining*</b>	<b>by law</b>
Working hours per week	35 to 38 hours per week	48 hours
Holiday entitlement	six weeks	four weeks
Holiday bonus and Christmas bonus	✓	—
Allowances	✓	only for night work
Pension benefits	✓	—
Protection against unfair dismissal for older employees	✓	—
Right to be taken on for apprentices	✓	—
Pay increase after conclusion of collective agreement	✓	—
Temporary workers	Members benefit from extra payments	—

\* Varies according to pay-scale area and sector

You want more details?

[igmetall.de/tarif/tariftabellen](https://www.igmetall.de/tarif/tariftabellen)



## Experts when **it comes to work.**

We maintain a strong local presence. IG Metall provides support to its over 110,000 works councillors, shop stewards, youth and trainee representatives and representatives of the severely disabled in over 145 offices. Here demands are discussed, strategies developed and in-company campaigns supported.

For you, too, as a member, IG Metall is your first point of contact on the ground. We will answer all your questions on the world of work and beyond – whether it's a question of checking employment contracts or references, help with resignations or notices of dismissal or reviewing pension assessments. We will be the expert at your side, provide you with advice, represent you out of court and naturally also in court, should it be necessary.

### Glossary

#### **Legal**

Our strongest suit. We are strong and we can offer our expertise as volunteers – more than 4,000 IG Metall members are dedicated to labour law and social legislation in court on a volunteer basis.

#### **Collective bargaining rates**

Our collective agreements have been setting the bar since 1956 – and the success story of IG Metall continues.

#### **Leisure**

Secure, even in your free time. The personal accident insurance covers all accidents outside work.

#### **Information material**

Answers to all basic questions regarding IG Metall can be found in our comprehensive information package.



Our services are enshrined in the IG Metall statutes and can be enjoyed by all members depending on the length of their membership.

## Strong programme: **our statutory services.**

### 1. Legal protection.

Sec. 27 of the IG Metall statutes

There are times when disputes with your employer or a social security provider cannot be avoided, e.g. after an accident at work, if you are given your notice or a warning, due to long-term illness or regarding the level of your pension or pay packet. Such conflicts occur more frequently than you might think: Around 2,000 lawsuits are filed with German labour and social courts every day. And legal proceedings are expensive.

The legal experts at IG Metall and DGB Rechtsschutz GmbH will represent your interests in advance of court proceedings but also in court – if the need arises. This support is free of charge for IG Metall members. The security provided by this legal protection includes many risks to which we are exposed in working life or in dealings with the authorities. Every year we win around 110 million euros in court cases on behalf of our members. But it's about more than money: back pay, the right to a special payment, the increase in your pension entitlement – for us, it's always a piece of social justice. Non-members have to shoulder the entire cost of the case if they lose it. Members, on the other hand, incur no costs and bear no risk.

#### Example of unfair dismissal case:


The litigation value of 12,250 euros is based on 3.5 gross monthly salaries of 3,500 euros.

	Non-members	Members
<b>1st instance</b>		
Court fees (not including costs of the proceedings such as witness compensation)	€ 590.00	<b>€ 0.00</b>
Legal fees	€ 2,005.15	<b>€ 0.00</b>
<b>Total (incl. 19% VAT)</b>	<b>€ 2,595.15</b>	<b>€ 0.00</b>
<b>2nd instance</b>		
Court fees	€ 944.00	<b>€ 0.00</b>
Cost of your own counsel	€ 2,242.91	<b>€ 0.00</b>
Cost of the opposing counsel	€ 2,242.91	<b>€ 0.00</b>
<b>Total (incl. 19% VAT)</b>	<b>€ 5,429.82</b>	<b>€ 0.00</b>
The lawyer's travel expenses and stationery costs may be added.		

Legal protection is covered by the membership fee. The first port of call is always the local IG Metall office.

[igmetall.de/vor-ort](https://www.igmetall.de/vor-ort)

[igmetall.de/rechtsschutz](https://www.igmetall.de/rechtsschutz)



**Example:** Someone who has paid an average contribution of 25 euros a month over the last three months with a membership of more than five years, will receive 350 euros of strike support per week (70 euros per day of the strike for a five-day week).

## Strong programme: **our statutory services.**

### **2. Support in the event of a strike.**

Sec. 23 of the IG Metall statutes

We make our voices heard and earn respect through strikes. Our ability to assert our will – and with it our political clout – is measured by our willingness to go on strike. Strikes are not an end in themselves but sometimes unavoidable – and in that case, IG Metall naturally supports its members financially, too. Support during a strike is calculated for each member affected by the length and level of their personal contributions. Warning strikes generally form an exception to this rule.

#### **The support rates for one week on strike are as follows:**

- ▶ for dues paid for **3 to 12 months**, 12 times the average dues of the last three months\*
- ▶ for dues paid for **12 to 60 months**, 13 times the average dues of the last three months\*
- ▶ for dues paid for over **60 months**, 14 times the average dues of the last three months\*

\*before the calendar month in which the original vote is held

**The length of membership is relevant when calculating strike support.**

### **3. Support in the event of disciplinary measures and lock-out.**

Sec. 24 of the IG Metall statutes

One thing is clear. Our members must not suffer any negative consequences if they play an active role in their trade union. Should the employer create problems, for example by threatening negative consequences or by actual disciplinary measures or discrimination, we will support our members to the hilt.

Our members must also not be discriminated against if they take part in a strike backed by IG Metall. The same applies to a lock-out if the strike action was called for by the IG Metall Management Board.

➔ [igmetall.de/leistungen](https://www.igmetall.de/leistungen)



## Strong programme: **our statutory services.**

### **4. Personal accident insurance.**

Sec. 26 of the IG Metall statutes

A fall on your skiing holiday or injured during a bike ride? Employees enjoy statutory insurance against accidents at work but IG Metall also supports its members if they have an accident in their free time. Our personal accident insurance covers accidents outside work all round the world. That means it applies to sporting activities but also to gardening or when cycling on holiday.

**➔ [igmetall.de/leistungen](https://www.igmetall.de/leistungen)**

**The personal accident insurance comes into force automatically from the 13th month of membership if statutory dues have been paid throughout. The policy comprises the following benefits:**

#### **Hospital benefit**

- ▶ If they are in hospital for at least three days, members receive a one-off amount of up to 30 times the average of the last 12 monthly dues paid before the accident.
- ▶ max. 51.13 euros per day in hospital,
- ▶ at least 154.00 euros by way of one-off payment.

#### **Invalidity**

- ▶ In the event of full invalidity, 500 times the monthly dues will be paid as one-off compensation.
- ▶ In the event of partial invalidity of at least 20 percent, a corresponding partial amount will be paid.

#### **Death by accident**

- ▶ In the event of death by accident, the survivors will receive 200 times the monthly dues.





## Strong programme: **our statutory services.**

### **5. Support in the event of extraordinary emergencies.** Sec. 28 of the IG Metall statutes

As part of community solidarity, we can rely on each other when things get tough.

IG Metall members who have fallen on hard times as a result of an unforeseeable event, can apply for financial support. After a personal description of their plight, the IG Metall office will decide on the application and define the level of support.

Extraordinary personal emergencies call for fast, uncomplicated, financial support. IG Metall will naturally help in the event of existential catastrophes such as floods and natural disasters.

➔ [igmetall.de/leistungen](https://igmetall.de/leistungen)

### **6. Support in the event of death.**

Sec. 30 of the IG Metall statutes

In the event of death, members or their surviving dependants will receive financial support. The average dues paid for the last 12 months of the employment relationship determine the level of support.

For example, if the average monthly dues are 27 euros and the length of the membership is over 20 years, the support for surviving dependants will consist of a one-off payment of 851 euros. If their partner dies, members will receive half of the above-mentioned amount.

IG Metall is thus offering special support as statutory death benefit has been stricken from the German Social Security Code and not replaced.

➔ [igmetall.de/leistungen](https://igmetall.de/leistungen)

Support in the event of extraordinary emergencies and death will apply from the 13th month of membership if the statutory dues have been paid throughout.



## Our offers.

### Seminars

IG Metall offers a comprehensive range of seminars locally, regionally and centrally enabling employees to obtain trade union, company and personal qualifications. Participation is free of charge for members – unless it anyway has to be financed by the employer.

➤ [igmetall.de/weiterbildung](https://www.igmetall.de/weiterbildung)

### metall. Dein Magazin

Every two months, our member magazine **metall. Dein Magazin** offers you hot off the press exciting reports on industries, companies and everything you need to know about working life, labour legislation as well as politics and society.

➤ [igmetall.de/metallzeitung](https://www.igmetall.de/metallzeitung)

### The IG Metall app

Exclusive information on current affairs and questions surrounding the world of work, socio-political issues, collective bargaining negotiations, practical advice as well as much more besides – all for our members' easy delectation online. You can find the app here: App Store (for iOS), PlayStore (for Android).

➤ [igmetall.de/app](https://www.igmetall.de/app)

### IG Metall self-services

Here you can update your details, download receipts for your payments and much more besides, regardless of time and place.

➤ [igmetall.de/service/mein-servicecenter](https://www.igmetall.de/service/mein-servicecenter)

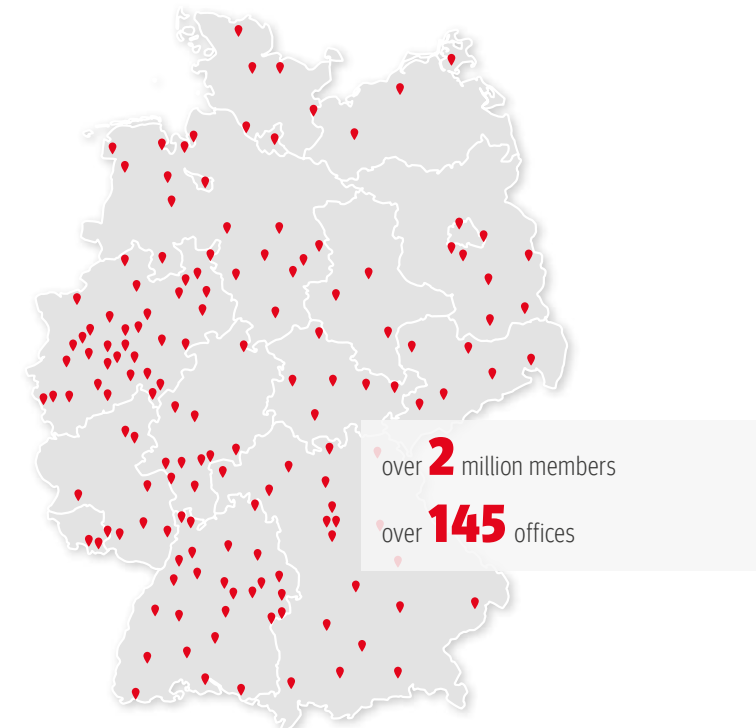
## Active on the ground.

We maintain a local presence: Every member can play an active role in our trade union work in our over 145 offices. There are project groups, working groups and events on numerous topics. More information on this is available at your local office or on the relevant websites. You can find your local IG Metall office at:

➤ [igmetall.de/vor-ort](https://www.igmetall.de/vor-ort)

### A strong local presence

From Flensburg to Lörrach,  
from Aachen to Bautzen.







## Extras for union members.

**IGM-Service GmbH offers our members and their dependants a wide range of offers in connection with their living and working conditions, such as:**

### **Pensions**

Insurance on fair terms, e.g. Metallrente (company pension), Metall Plus (private insurance on special terms), GUV / Fakulta (professional liability), protection against lost earnings (no medical checkup) as well as discounted offers in Fitnessloft fitness studios.

### **Education**

Professional and trade union education offers, discounted tickets for seminars and events, Academy of Labour (training and further education on an academic level from the spheres of co-determination and industrial relations as well as personnel and management) as well as the sgd Fernschule (remote degree course and/or in-service qualifications).

### **Income tax advice**

Over 3,000 advice centres run by income tax assistance associations are available to IG Metall members. There is no joining fee for members and charges are socially graduated depending on their income.

### **Leisure**

Discounted events and cultural highlights throughout Germany as well as in the direct vicinity such as Center Parcs, Holiday Parks, Legoland, etc.

**Travel:** Special price offers via HRS, GEW and car rentals.

**Regional:** Interesting services such as consulting or educational offers and shopping benefits from local providers and shops.

**Shop:** Special prices from books to merchandise.

**➔ [igmservice.de](https://www.igmservice.de)**



# An investment in **good work.**

**All our services are funded by our members' dues. Every member thus not only looks after themselves through their statutory dues but also stands up for others. That is our principle of solidarity. The individual dues of more than 2 million people make us strong, and above all give us the requisite clout.**

The statutes provide for the following levels of dues. Employees / professionals pay one percent of their average gross monthly income. The unemployed, pensioners and students pay reduced dues.

Your local office should therefore be informed immediately of any change in your circumstances or employment status which leads to a change in dues. This is also important as the support benefits are based on the dues actually paid.



## **The focus of our work is on our members.**

For that reason, the lion's share of our revenue from dues goes to our local work on the ground. This means the money is available where companies are actively serviced and our members receive advice and support.

## **Membership dues – who pays what?**

Rates for IG Metall's monthly dues

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### **1%**

of the average gross monthly income

- ▶ persons working full-time, part-time, in semi-retirement, in-house training / on dual studies, etc.
- ▶ self-employed persons with no staff

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### **0,5%**

of monthly income replacement benefit

- ▶ unemployed persons drawing unemployment benefit
- ▶ pensioners
- ▶ sick persons on income replacement benefit
- ▶ retrainees with income from social security

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### **3€**

- ▶ unemployed persons drawing citizens' income (new unemployment benefit)
- ▶ students in full-time further education
- ▶ mothers and fathers on parental leave (generally)
- ▶ sick persons on social security benefits
- ▶ persons who are personally bankrupt, on unpaid leave of absence, full-time care of dependants or similar

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### **0€**

free of charge generally 6/12 months

- ▶ persons on voluntary military service
- ▶ persons on voluntary community service

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**➔ [igmetall.de/mitmachen/mitglied-werden/wer-zahlt-wie-viel-mitgliedsbeitrag](https://www.igmetall.de/mitmachen/mitglied-werden/wer-zahlt-wie-viel-mitgliedsbeitrag)**



# At IG Metall **in good company.**

## **Youth: staying active – creating prospects**

IG Metall Youth represents the interests of trainees, students and career entrants actively and confidently. IG Metall members between 16 and 27 campaign collectively for self-determination, co-determination and job prospects.

➔ [igmetall.de/jugend](https://igmetall.de/jugend)

## **Employees: many professions – one common goal**

Office employees, engineers and IT specialists are as active in IG Metall as technicians and academics. Productive work in the office comes from well organised employees, while collective agreements facilitate good working conditions and secure jobs with prospects for higher salaries. New technologies (e.g. Artificial Intelligence) and new forms of working (such as agile, mobile work, desk-sharing, etc.) can be better regulated in conjunction with the staff. Together we are shaping the digital transformation!

## **Engineers: highly qualified and well networked**

Engineers and many technology specialists are organised in IG Metall, both from the typical metalworking and electrical sectors and from the IT and telecommunications sector (ICT) as well as development service providers. We exchange views in our networks, among other things to achieve good solutions for our working conditions in collective agreements. Through our ICT pay comparisons, we provide comparability, transparency and benchmarks, including for many employees not covered by collective agreements.

➔ [itk-entgeltanalyse.igmetall.de](https://itk-entgeltanalyse.igmetall.de)

## **Employees in temporary work**

»Good work for all« – we lobby tirelessly for this demand in political circles and in industry. Our collective agreements bring temporary workers more money, more rights and better chances of being taken on.

Bonus for members: temporary workers who have been members of IG Metall for at least 6 months, receive an extra payment to go with their holiday and Christmas bonuses if they have been employed by their temporary agency for more than six months.

## **Self-employed with no staff: but not alone**

IG Metall offers services which match the needs of the self-employed with no staff to ensure that they are not bereft of help if things get serious. We campaign both for better working conditions and for enhanced social security for self-employed persons with no staff.

## **Women, parents and family: together for equal opportunities**

We advocate for fair career development opportunities, just payment and a satisfactory work-life balance. This works out to the benefit of women. IG Metall commands the respect of hundreds of thousands of female colleagues through its commitment to gender equality and self-determined working hours. We achieve greater justice through collective agreements.

➔ [igmetall.de/vereinbarkeit](https://igmetall.de/vereinbarkeit)





## At IG Metall **in good company.**

### **Degree courses, internships and holiday jobs: strong together – from the outset**

It's worthwhile being a member of IG Metall even before you start your career. We review internship agreements and employment contracts, give advice on subjects such as how to finance your studies, side jobs as well as starting salaries, and we offer free seminars on starting your career and time management – to ensure that you know your rights and make a good start to your working life.

➔ [igmetall.de/studierende](https://www.igmetall.de/studierende)

### **Pensioners: strong together – for a lifetime**

We support our members in their transition to retirement with helpful information and the usual services. The free legal protection of social security rights naturally continues even after your active life as a wage-earner has finished. We will support our members if they run into problems with their pension, health insurance or other social security providers. After all, they are still members of the community – even after their active working life is over.

### **Unemployed: supported, not written off**

Redundancy can affect anyone. We support our members and give them practical tips – e.g. on dealing with the employment agency – as well as help in applying for Unemployment Benefit II and support in matters of labour legislation.

### **Migration/Integration: Promoting diversity – combating discrimination**

IG Metall is diverse! It is the political and trade union home for many people from a migrant background. With over 500,000 members from a migrant background, it is the largest organisation serving this need. Together we campaign for gender equality and against discrimination.

➔ [igmetall.de/migration](https://www.igmetall.de/migration)

### **Volunteers in IG Metall: Dedicated volunteers get involved**

They define the fundamental principles in education and training, interpret the law or fight for better working conditions: thousands of IG Metall members volunteer to serve on committees, in chambers or trade associations. Employees notice the success of their commitment in many areas.



## Here's what we've already achieved: **our milestones.**

**The history of IG Metall stretches back to 1891 when the German Metalworkers' Association was founded. This was the largest predecessor to our IG Metall of today.**

After the Second World War, trade unions were re-established in West Germany in line with the principle of unitary trade unions. For example, at IG Metall we have been fighting collectively for our goals since 1949. Since then we have many achievements to show for our active collective bargaining policy. IG Metall's successes include the following:

- ▶ entitlement to be taken on for trainees
  - ▶ industry allowances and wage adjustments for employees in temporary work
  - ▶ co-determination provisions
  - ▶ greater self-determination over working hours
  - ▶ introduction of annual transformation allowance or module
  - ▶ and collective bargaining framework for future collective agreements.
- ▶ pay rises, i. e. enabling employees to participate financially in the economic success of operations and companies
  - ▶ shortening weekly working hours
  - ▶ increasing entitlement to paid annual holidays
  - ▶ additional holiday and Christmas bonuses
  - ▶ pay continued in the event of illness
  - ▶ wage maintenance and redundancy protection for older employees



## Timeline of collective bargaining successes.

**The 1950s** Shorter working hours and protection in the event of illness also for workers

Just a few years after its foundation, IG Metall achieves a gradual reduction in working hours from 48 to 44 hours at full pay. In 1957 we successfully fight for continued pay in the event of illness in the longest strike in the history of the Federal Republic, thereby laying the foundations for the equal treatment of workers and salaried employees. A few months later, the Bundestag passes the “Act to improve the Financial Security of Workers in the event of Illness” – the precursor to today’s Continued Payment of Wages and Salaries Act. It still applies today to all employees.

**Also: up to 6% higher wages and salaries!**

**The 1960s** Time of upheaval: sharp pay increases and more holidays

IG Metall wins wage increases of up to 8.5 percent almost on an annual basis – because the economy is booming and wages and salaries must not lag behind. At the same time, we achieve a gradual introduction of the 40-hour week at full pay in our fight for the 8-hour day. A holiday extension of three to six days is also agreed, and an additional holiday bonus of 30 percent is included in collective agreements for the first time.

**Also: up to 8.5% higher wages and salaries!**

**The 1970s** Job security and a 13th month’s salary

The socially active 70s are again characterised by significant strikes, among them in the steel industry. IG Metall secures parts of a 13th month’s salary for its members. We also conclude a collective agreement on capital accumulation benefits for the first time. Added to this are a phased plan for the 30 days of holiday still valid today and an increase in the holiday bonus to 50 percent. The second half of the 1970s is dominated from a socio-political perspective by mass redundancies and the first economic crises. IG Metall’s response constitutes the rationalisation protection agreement, protection from downgrading, wage maintenance and redundancy protection for older employees.

**Also: up to 15.3% higher wages and salaries!**







## Timeline of collective bargaining successes.

**The 2000s** Wage framework agreement, semi-retirement and safeguarding sites

The 2000s are typified by our defence of our collectively agreed standards and collective autonomy. The collective wage framework agreement redefines the assignment of employees to pay groups more fairly. Equal work will merit equal pay in future. We also make significant strides on behalf of older employees. The collective agreement offering a so-called employment bridge or semi-retirement comes into force in 2002, and the collective agreement on a flexible transition to retirement in 2008. Furthermore, trainees are to be offered 12-month employment contracts and works councils' right of complaint and co-determination is strengthened. The collectively agreed opt-out clauses to safeguard competitiveness and secure sites become known as the "Pforzheim Agreement". To finally put a stop to the creeping abuse of temporary work, IG Metall launches its "Equal work – equal pay" campaign. The collective agreement on equal payment in the steel industry in 2010 blazes a trail for further industry agreements in subsequent years.

**Also: up to 3% higher wages and salaries in the timber and textile industries, up to 4.2% in the metalworking and electrical industries!**

**The 2010s** Combating precarious employment: equal pay for equal work

In 2012, IG Metall pushes through its first collective agreement with the Federal Association of Personnel Service Providers and the Association of German Temporary Employment Agencies. For the first time, temporary employees in the metalworking and electrical industries receive industry allowances with immediate effect and a permanent contract of employment if they are deployed for 24 months in the same company. As a result, similar rules are put in place for the timber and plastics processing industries as well as the textile and clothing sector. In addition, works councils are given a greater say in the use of temporary workers. The statutory minimum wage for which trade unions have fought for years, comes into force at the start of 2015. It guarantees a floor for wages not covered by a collective agreement – IG Metall's collective agreements for its members are all above the new minimum wage threshold. One major success for younger employees is the right to an indefinite contract of employment after completing their training in the metalworking, electrical and steel industries.

**Also: up to 4.3% higher wages and salaries in the metalworking and electrical industries, up to 3.6% more in the textile and clothing industry!**



## Timeline of collective bargaining successes.

### **The 2020s** Functional even during the pandemic

IG Metall reacts promptly to the coronavirus pandemic and negotiates a crisis package to secure jobs and incomes, and ensure that parents can look after their children if kindergartens and schools are closed. Provisions for short-time work are also concluded.

One year later, the measures to secure jobs are further enhanced and a collective agreement concluded for an annual transformation allowance or module. In addition, a collective framework is agreed for future company collective agreements and the inclusion of dual-track students in collective agreements.

### **The present** Greater self-determination over working hours

The world of work is facing major challenges. People need working hours that fit their lives. IG Metall fought for such rights in the 2018 collective bargaining negotiations in the metalworking and electrical industries. More than 1.5 million people demonstrated in the streets. With success – the introduction of greater control over their time for employees has been achieved.

### **Helping to shape the transformation in the working environment**

Digitisation, climate change, mobility and energy turnaround, globalisation, living environments drifting ever further apart: the world is rapidly changing. But what will work look like specifically in our industry in 2030? What impact will digitisation or the energy and mobility turnaround have? And how will we cope with the transformation as metalworkers?

We are already taking the lead as an organisation with specific agreements for the future and through our company policies and collective bargaining strategy. And we are challenging employers and politicians alike. To ensure that the structural transformation does not turn into a structural fracture. To ensure that technological advances also mean social progress. For a social, environmental and democratic transformation.





## We. IG Metall.

A trade union presents itself.

You would like to know more about IG Metall? Our magazine “Wir. IG Metall.” illustrates vividly what we stand for, what we have to offer and what it means to be a trade union. It is enclosed with each information package and can be ordered free of charge at

➤ [igmetall.de/infopak](https://igmetall.de/infopak)

Be networked and informed.  
Order our newsletter at

➤ [igmetall.de/info](https://igmetall.de/info)

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[www.igmetall.de](http://www.igmetall.de)  
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PN: 1000546A

Englisch

## IG Metall unites.

There are a lot of us.  
Be a part of the movement.



## Yes. I'm in.

Become a member directly  
online.

➤ [igmetall.de/beitreten](https://igmetall.de/beitreten)

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