



**Die Zukunft
gehört uns.**



**Shaping
the future
together.**

Introducing
IG Metall Jugend

GEMEINSAM FÜR EIN
GUTES LEBEN

Shaping the future together.

We are IG Metall Jugend – and “Jugend” means “youth”. We’re more than 200,000 young people from all over Germany – active in the workplace, in business and in society. We stand for a future worth living, with fair opportunities and the same rights for all. *Our motto: solidarity, not competition.* Our principle: Think for yourself. Help to make decisions. Help to change things.

Higher income and pay for apprentices, more holiday, shorter working hours, continued employment after apprenticeships – we’ve already achieved a lot. The basis of our success is our members. Their interests are what we’re focused on. And their strength is our strength. The more of us we are, the more effectively we can provide support:

- | for sufficient apprenticeship places in the required profession.
- | for highly qualified and high-grade vocational training.
- | for apprentice pay that you can live on.
- | for continued employment without time limit after the apprenticeship.
- | for career development on the job.

IG Metall is your union.

Let us join together to take the future into our own hands.

It is ours.



Strong: at your side.

Good work – a better life. That's our motto. At the workplace, at school or at the training institute. During your apprenticeship or later on in your career. We work for your rights and for your interests. Fair pay, sufficient holiday and continued employment after the apprenticeship – resolute negotiations are our speciality. As are good results. Our collective labour agreements provide security for scores of thousands of working people. And we're happy to share our knowhow. With us you'll go further – in your career and your private life.

IG Metall Jugend:
Security, experience, competence.



Strengthening your voice

Being there to listen

Whatever the questions or problems you face during your apprenticeship, during your further career or even during a period of unemployment: IG Metall Jugend offers its members valuable information, competent advice and energetic support. We have a country-wide network of offices you can contact: at the workplace we work closely with youth and apprentice representatives and works councils. In many companies, there are also shop stewards. And of course you can contact at any time your local IG Metall office, and your union secretary responsible for young people.

Taking responsibility

Apprentices and young employees have rights. And they have a right to a professional future. We at IG Metall Jugend work actively for that. We remind the employers of their obligations. Fair working conditions, fair pay, high quality of apprenticeships, security and prospects – that's what we stand for. And it's what we stand up for. Our right to share in making decisions and in changing things didn't come out of nowhere, it was the outcome of a tough fight. Today, the right to share in making decisions (known as co-determination) is anchored in Germany's industrial constitution law. We take responsibility for seeing that this law is applied and is imbued with life. Every day.

Representing interests

The youth and apprentice representatives (known by their German initials as the JAV) are your first port of call at the workplace. Together with the works council, it ensures that your rights within the company are respected. Working hours, apprenticeship quality, pay levels, continued employment and much more besides – the JAV is your representative for your interests. It is elected to do this by the apprentices and younger employees – and that means by you. Of course the JAV can act more effectively when it knows about possible problems at the workplace. And sure, every JAV can only be as strong as those who stand with it. So: contact your JAV. Get support when you need it. And act yourself when others need you. IG Metall Jugend is at your side and at the side of your JAV at all times. Because together, lots of things work out better.

Shaping pay policy



Improving the quality of life

Good collective labour agreements make your life better. Because they guarantee you enough freedom. Because you get stronger and more targeted support at the workplace. Because you get more money in your pocket. And collective labour agreements provide protection. They prevent wage dumping and the playing off of the employees against one another. They safeguard fairness and your prospects. Working hours and holidays, the level of pay and the entitlement to continued employment – all these are regulated in a collective labour agreement. Successful pay policy means a higher standard of living for all. And a good start to a career for us – for the new generation.

Protecting progress

Collective labour agreements are negotiated between us at the union and the employers. We don't get anything given to us, and the agreements don't apply for ever. The progress that collective labour agreements bring has to be continually defended and safeguarded. That's why we teach apprentices and younger employees about pay policy. So that the interests of the young aren't ignored. And because nobody can stand up better for our demands than we ourselves can. Without strong unions, good collective labour agreements can't be had. Nor can they be had without the personal commitment of our members. And everybody benefits from the result.

Fighting, not begging

We know exactly what we're worth. And what we want. So we don't let ourselves be fobbed off with a few crumbs. That's why we make demands. That's why we negotiate. And that's why we strike – if it's necessary. Our strength lies in our members. Together we've already achieved many improvements. Because good working conditions aren't the result of begging – they have to be fought for, and only union members have a legal claim to the benefits negotiated in collective labour agreements. And at all times the security that comes from having their union to back them. We support and we protect our members. At all times, with advice and action.



Building up skills

Further qualifications

People are different. With different strengths, interests and needs. With IG Metall Jugend, you can take the further training courses that you as an individual want. We will support you in the learning of practical skills such as chairing meetings, rhetoric or argumentation. With us you can develop and expand your social skills, such as team ability, or coping with criticism and conflict. Or you can take political courses. Whether they're about economic and social policy, right-wing extremism, ecology or the role of the media – you can choose from innumerable seminars, events and workshops. And that gives you the opportunity to continually develop your skills and personality.

Targeted qualifying

To be successful, we need committed and competent people. That's why we train our members. We qualify them as representatives for workplace interests, for example in works councils and as representatives for young employees and apprentices. So that they can stand up at the workplace. We train young people for working on collective labour committees and negotiation committees. So that our interests are safeguarded by agreements in the future too. And we train our committed members – for professional campaigns and public relations work. That enables us to help effectively in shaping the society we live in. Knowing your own rights, representing your own interests, helping to define your own job, shaping your own future – with IG Metall Jugend you can improve your prospects.

Learning professionally

Good training needs tension yet relaxation, leisure yet dedication, conversation yet concentration. The training centres of IG Metall Jugend are equipped to cater for the wide-ranging and ambitious demands of professional teaching and learning. Appropriate seminar sizes, skilled trainers, the latest equipment – quality is what we focus on. Excellent cuisine and a range of sports and leisure activities round off the academic program and create a perfect atmosphere for learning. The seminars are generally free of charge for our members. A large proportion of our events are recognized as educational leave. That means you can attend courses in many regions but without having to sacrifice your statutory holiday. It couldn't be better.



Consistent: for your prospects.

Fairness and solidarity. Those are our principles. We're there for our members – in every instance. And we want people to have a life in dignity in an open-minded society. For everybody. Against competitive pressure, a me-first mentality and isolation, we put our trust in the team spirit and in joint action. We stand up for fair working conditions, equal rights and equal opportunities. We firmly rebuff racism and nationalism. For us, it's the individual that counts.

IG Metall Jugend:
Fairness. Respect. Tolerance.



Providing security

Support in every instance

Do you want to know more? About your career possibilities, about the quality of your apprenticeship, about your rights during the apprenticeship and later employment, about collective labour agreements, about the economy or about politics? You'd like to be active? At your workplace, in your vocational school, at your training facility or within IG Metall Jugend? You'd like to get more qualifications? Learn new things? You need advice? About labour law and social security law issues, about your tax returns? Whatever the problem – you can count on us. Detailed information brochures, argumentation aids, seminars, campaign materials, personal consultations: membership in IG Metall pays off in many ways. Security makes you secure.

Backup in a strike

Forcing through improvements sometimes means fighting for them. Without the courage and determination of our members, much of what we nowadays take for granted would never have been achieved. The strike is our most effective tool. And solidarity is our strongest weapon. Together we're strong. And we spread the risk over many shoulders. Part of every IG Metall member's subscription goes towards the strike fund. And every IG Metall member will receive financial support in the event of a strike. Nobody is left out in the cold. And that's how we safeguard our independence. We're not obligated to anybody – except to our members. And they can rely on us. That much is certain.

Legal protection in emergencies

Nobody wants any trouble with their employer. But sometimes a dispute escalates and goes all the way to the courts. You don't want to be on your own there. And if you're an IG Metall member that won't happen either: after just three months of membership in IG Metall, you get legal protection in all disputes relating to your employment. And also in disputes relating to social security law. Our services aren't however restricted to your working life. Anybody suffering an accident during leisure time is also automatically insured with us – after only twelve months of membership. Whatever happens: we're there.

Ensuring fairness



Redistributing time

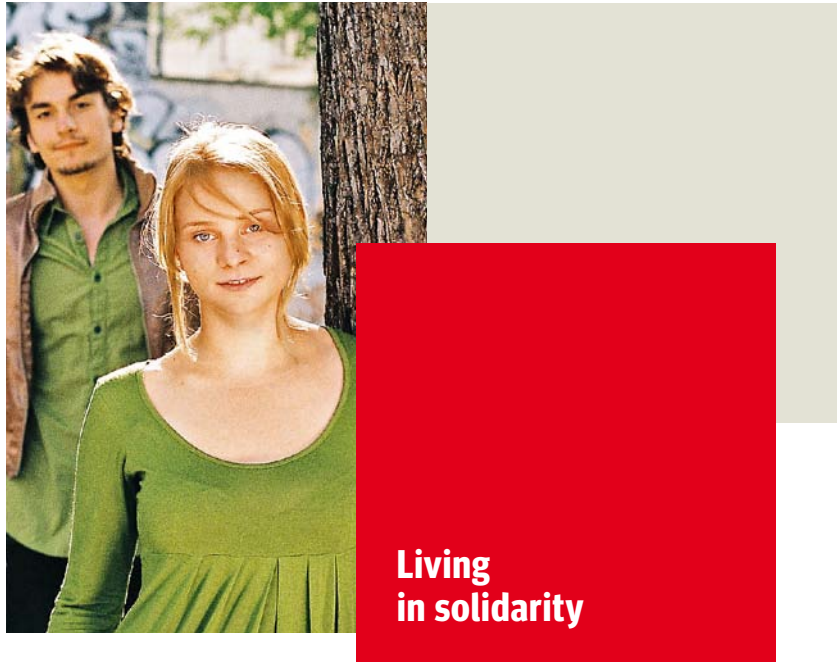
We work to live. Not the other way round. Longer weekly working hours and working lives reduce the proportion of our lives that we decide on ourselves. And they're job-killers. Why should fewer and fewer people work longer and longer and have less and less free time? While at the same time others are looking for work in vain? Why should employees work into their old age while apprenticeships are short and youth unemployment is rising? Shortening working hours creates jobs and helps apprentices continue their careers without a break. Part-time working for older workers and the reduction of the pension age create opportunities for young people while safeguarding health and leisure time for older people. That's what fairness looks like.

Redistributing profits

How often do we hear somewhere that apprenticeships are too expensive, or that education costs too much? To that we say: no way! There's enough money for all that. It's just wrongly distributed. We want those people to pay up who already own more than enough. And we want relief for those people who are barely getting by month after month. That's why we support: pay-as-you-go financing. To preserve and create apprenticeships. And higher taxation on wealth and peak incomes. To sustain social insurance systems and also expand them.

Redistributing opportunities

Nowhere else in Europe are social origins so crucial for the educational opportunities of young people as in Germany. For us at IG Metall Jugend, education isn't a luxury. Our manifesto demands: support instead of selection. Not learning against one another, but from and with one another. With up-to-date concepts and modern media, by well-trained experts, in appropriately sized groups, in a cross-disciplinary and practically oriented way. We stand for the option of life-long learning. For career development on the job. For qualification measures after the apprenticeship. For free access to universities. We want an education system oriented to the individual, and not to profit.



**Living
in solidarity**

Resisting competitiveness

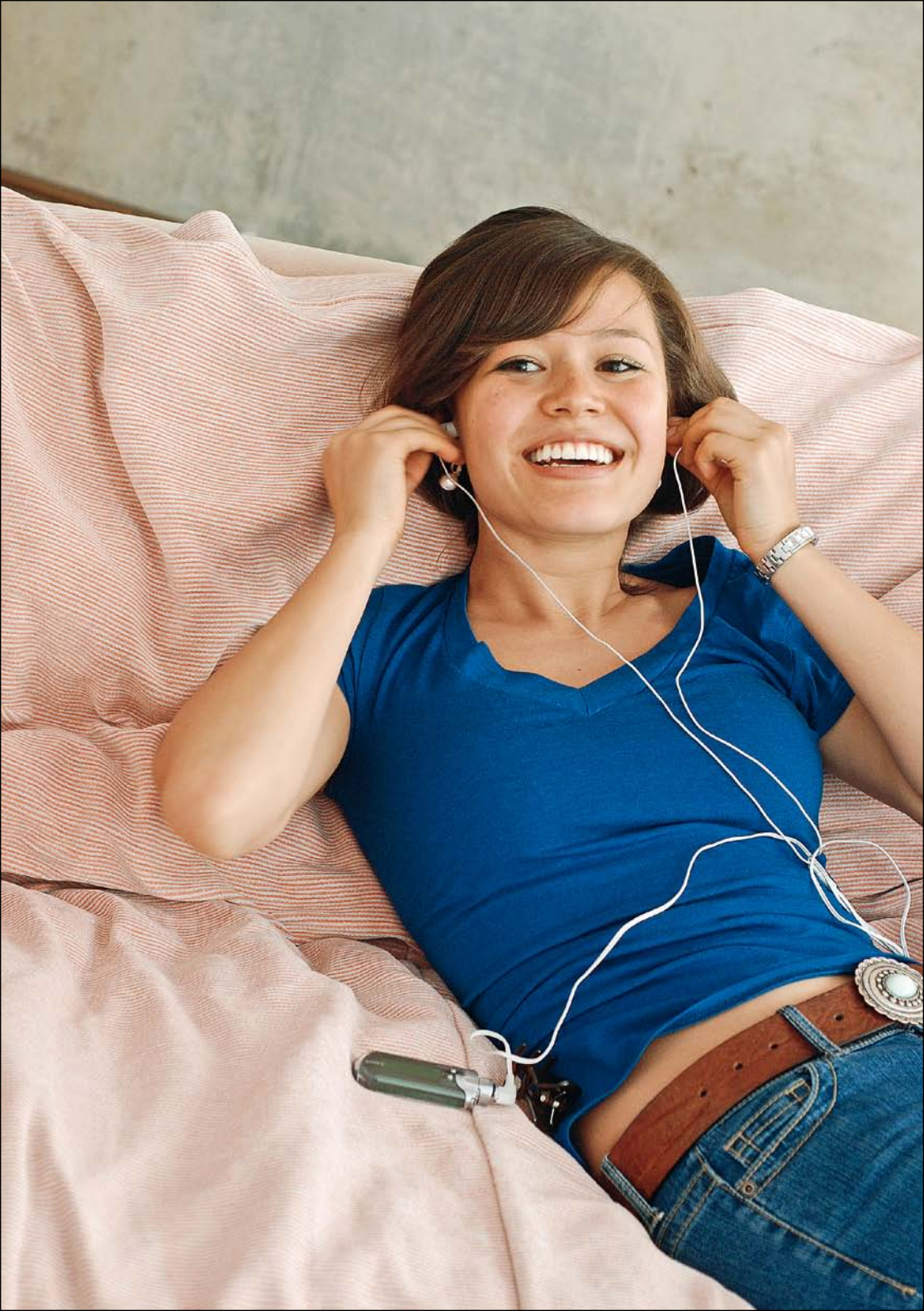
In our society, people are subjected to continuous competitive pressures. From an early age we learn we have to win out against others. Achievement is paramount. Faster, further, better is the watchword. It continues at school, when looking for an apprenticeship or when embarking on a career – since there's never enough for everyone, we compete against one another. To get a piece of the pie. We at IG Metall Jugend want to turn the world around. We don't want to fight against one another, but with one another. Because there's more that unites us than separates us. Because we have common interests and needs. Because competition is not a law of nature. And because life is better together than alone.

Fighting racism

Fear, insecurity and uncertainty about their own future haunt many people. But making other people into scapegoats, and taking out their own dissatisfaction on people they think are weaker – that's not a solution, but a problem. We stand for respect and solidarity, and against racist prejudice and nationalistic thinking. For recognition of different ways of life and of individuality. Regardless of colour, gender or religion. For openness and joint action. Instead of exclusion and discrimination. We show the flag – whether that's in the workplace, the vocational school or the local pub. For a world where it's not origin, but character that counts.

Working together internationally

We live in a world that's coming closer together by the day. And where there is still an unbelievable gulf between rich and poor. Industrial safety standards, incomes and fixed working hours become a competitive factor. Companies use the threat of moving to other countries. In Asia and Latin America, people toil for a pittance, without any social safeguards, often for 12 to 14 hours a day. IG Metall Jugend is part of a worldwide trade union movement. We won't let ourselves be played off against each other. Not in Germany, not in Europe, and not between the continents either. We fight against poverty and exploitation. We stand up for human rights and fair working conditions. We organize meetings and exchange programs. Fairness doesn't stop at national borders. It only works worldwide.



Self-confident: together with you.

We are the youth. Organized in the world's biggest industrial union – in IG Metall. Our principle is simple and effective: recognize your own interests. Combine with others. Become active together. We are a strong and dependable network. And we take our future into our own hands. If you want to make tomorrow fair, you have to start today.

**IG Metall Jugend:
Life, future, prospects.**

Experiencing the union



History is made

There's much in our working life that we take for granted these days: the right to break time, the eight hour day, paid holiday, sick pay. But none of that just dropped into the employees' laps. The first unions were founded nearly 150 years ago. Since that time, generation after generation of apprentices and employees have worked for improvements to their working and living conditions. We at IG Metall Jugend are in the front rank here. And successfully. Whether it's higher pay, longer-term continued employment arrangements or better apprenticeship quality – we fight to win. Yesterday, today, tomorrow.

We are IG Metall Jugend

Some 2.3 million members make IG Metall the world's biggest industrial union. We are responsible for engineering, electrics, information technology, textiles/clothing, trades, woodworking and plastics – and are active all over Germany, split up into seven regions. Youth has a strong place within IG Metall. With more than 200,000 young employees aged 27 and less, we're a force that can't be ignored. We have three times as many young people as all the political parties combined. The knowhow and specialized competence of our members benefit many employees. About 6,000 youth and apprentice representatives are organized in IG Metall Jugend. They work for our interests as apprentices and young employees at the workplace. With expertise and commitment.

You are IG Metall Jugend

IG Metall Jugend is what you make out of it. A union lives from the commitment, the ideas and the power of its members. Our structure is democratic. Anybody who wants to join us is always welcome. Your opinion is important for us. And with us there are many opportunities open to you. Amicable chats at youth group meetings. Support and advice from our experts. Or – if you'd like to do more – standing for election yourself and helping to make decisions. At IG Metall Jugend it's the members who set the tone. For just one percent of your gross pay you're in. Full services. Full program. Full power.



Experiencing the community

Solidarity in debate

Where many committed people join together, different outlooks and opinions can clash. But instead of expecting received opinions or adopting an authoritarian top-down approach, we choose discussion. Differences are important. They make life interesting. And there's potential from friction. The first idea isn't always the best one. And it's not always those who are loudest who are right. For us, taking each other seriously means coming together with mutual respect. Tolerating differences. Being prepared to compromise. But also: remaining firm when the time is right. Solidarity starts small. In our dealings with one another. Day by day.

Fighting collectively

As diverse as our membership are our forms of action. We represent our interests with power, we back up our demands with a wide range of means – offensively and innovatively. Spontaneously or prepared over the long term, at the workplace, on the net or on the street, as direct action or as a guerrilla-type communications campaign, in a pamphlet or a blog, as a classic information desk or as a creative campaign: being active together is one of our strengths. Developing ideas together, making preparations and achieving results with effective action is not only fun, it also strengthens the self-confidence of all parties involved and their solidarity with one another. That's how a strong network is born.

Dancing together

Work first, then play? At IG Metall Jugend the borders are fuzzy. We work with concentration, fight with dedication and celebrate with moderation. Because leisure, fun and a positive mood are all part of a better life. Our parties, events and festivals are held all the year round. In all kinds of region. With all kinds of acts and a variegated program. For a mixed public. Summer camps, youth meetings or open-air concerts – our members can enjoy a lot of things. And together we'll get society dancing.

Safeguarding the future



Every individual counts

We're people, not cost factors. Behind every apprenticeship agreement, behind every personnel number, behind every pay slip are individual biographies – the dreams and needs of widely differing people. We stand for a society in which the individual person is at the centre of things, and not money. Where the individual is more important than any cost/efficiency calculation. Where security and fairness aren't alien concepts, but basic rights. That's why we make the interests of our members the focus of our thoughts and actions. And why we stand up for them – consistently and dependably.

Together we're unbeatable

Youth has always been a driving force behind change. And that's a tradition we're happy to nurture. After all, it's our prospects and our lives we're talking about. What a better life is in detail is something everybody has to find out himself or herself. But getting the opportunity – everybody in person – to live a better life is something we can only achieve together. IG Metall Jugend unites young people from all walks of life. Together we have a vast range of skills and abilities, lots of enthusiasm and an infinite urge to get things moving. This is a potential we need to use. And with you we're even stronger.

The Future Is Ours

We have a right to a professional future. At fair conditions – and with fair pay. We have a right to security. So we can plan our lives. We have a right to health. Because man is the measure of all things – in youth and in old age. And we have a right to prospects. Because this world belongs to all of us. Let's start with claiming our rights. The society of tomorrow is being built by us. It needs strong unions. Because it's our future at stake. IG Metall Jugend – we're with you.

Kontakte

We're there for you and your questions

IG Metall Vorstand
Ressort Jugendarbeit und -politik
Wilhelm-Leuschner-Straße 79
D-60329 Frankfurt am Main

Mail address

IG Metall Vorstand
Ressort Jugendarbeit und -politik
D-60519 Frankfurt am Main

At our youth portal you'll find lots of information about apprenticeships and further training, about study, and about youth and apprentice representation.

www.igmetall-jugend.de

IG Metall Jugend in your area

Baden-Württemberg
www.jugend.igm.de

Bayern
www.igmetall-jugend-bayern.de

Berlin-Brandenburg-Sachsen
www.jugend.igmetall-bbs.de

Frankfurt
www.igm-jugend-bezirk-frankfurt.de

Küste
www.igmetall-kueste.de

Niedersachsen und Sachsen-Anhalt
www.igmetall-nieder-sachsen-anhalt.de

Nordrhein-Westfalen
www.younite-nrw.de

Imprint

IG Metall Vorstand
Ressort Jugendarbeit und -politik
Wilhelm-Leuschner-Straße 79
D-60329 Frankfurt am Main

Concept, text and design
IG Metall Jugend in cooperation
with kp works. Berlin

Photography
Werner Bachmeier, Barbara Dietl,
getty images /Adam Burn, kp works.

Lithography
bildpunkt Berlin

Printing
Druckhaus Dresden

1st edition, June 2009

