THE SKILLED CRAFTS IN GERMANY

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THE SKILLED CRAFTS IN GERMANY
German Confederation of Skilled Crafts (ZDH)

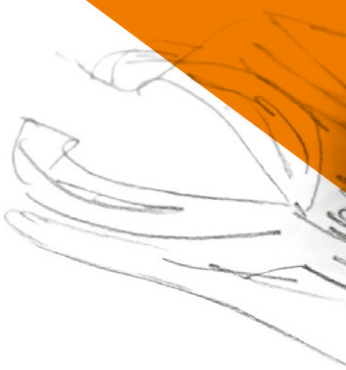
ENGLISH

THE SKILLED CRAFTS SECTOR TODAY

Skilled crafts form the core and essential part of small and medium-sized businesses in Germany. As a large economic and social group it exerts significant influence on public life.

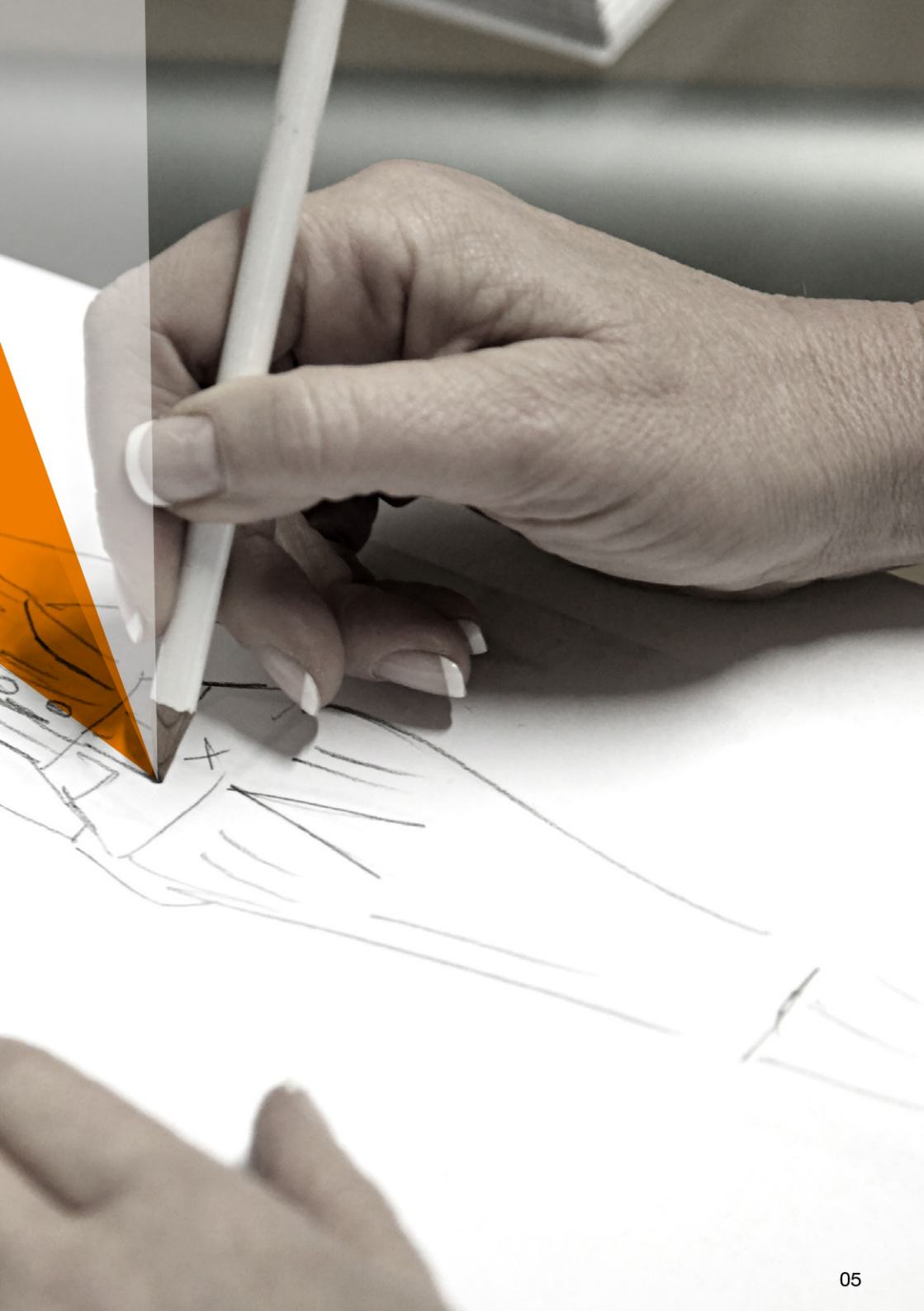
Whether for private consumers, industry, trade or the public authorities, the German skilled crafts sector offers a wide, differentiated and especially high-quality range of goods and services. Individual products and solutions are the focus and strength of the skilled crafts sector.

The skilled craftsperson's services are called upon millions of times a day in Germany. Skilled craftspeople are flexible and creative in their service to their customers and contractors.



A continual ability to adapt is ensured by highly qualified proprietors and employees. Qualified specialists are the driving force behind the ability of businesses to innovate and to cope with new economic and technical developments.

Skilled crafts enterprises are supported in this by a skilled crafts organisation with a broad-based infrastructure for vocational education and further training, technology transfer, consultancy and representation of members' interests.



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SKILLED CRAFTS OCCUPATIONS

The skilled crafts sector in Germany includes over 130 occupations in the following areas:

- Building and interior finishing trades
- Electrical and metalworking trades
- Woodcrafts and plastic trades
- Clothing, textiles and leather crafts and trades
- Food crafts and trades
- Health and body care trades as well as the chemical and cleaning sector
- Graphic design

THE TRADE AND CRAFTS CODE

Membership to the skilled craft sector in Germany is not regulated via the company size or turnover, but by law. The Trade and Crafts Code determines which occupations are part of the crafts sector. Annex A lists all the occupations, for which a master craftsperson's examination is a prerequisite for self-employment. Legislator demands a master craftsperson's examination or comparable qualification for occupations that are particularly hazardous and/or require special training. Annex B1 lists all other skilled craft occupations for which a master craftsperson's examination can be taken voluntarily. So-called 'craft-like trades' are listed in Annex B2.

VOCATIONAL EDUCATION AND FURTHER CRAFTS TRAINING

The skilled crafts sector is number 1 in Germany when it comes to providing vocational training. Its dual training system is unique. It combines practical work and learning in the enterprise with reflective theoretical education in a vocational school during training. The training concludes with the skilled worker's examination after three to three and a half years.

Every skilled worker can train themselves further following systematic career concepts and sit the master craftsperson's examination. The master craftsperson's examination is a technical and business qualification at bachelor level and authorises the person to manage an enterprise and to train apprentices.

Skilled workers and master craftspeople can select from a wide range of further training options; Examples of this include further training as a crafts management expert for entrepreneurs and managers or an internationally reputed specialist training course as an artisan restorer. In most of the German federal states the master craftsperson's qualification opens the door to studies at a technical college or university.

THE SKILLED CRAFTS ORGANISATION

The skilled crafts organisation is divided into two pillars: the chambers of skilled crafts and the national confederations of skilled crafts.

Chambers of skilled crafts

Chambers of skilled crafts are non-profit corporations under public law with compulsory membership for each skilled craft enterprise. The chambers offer a wide spectrum of services ranging from advice on technical, financial and legal matters to an extensive range of training and further education courses in their own vocational training centres. They keep the crafts register and are responsible for holding examinations. As self-governing business entities they also represent the interests of the crafts sector in their chamber district vis-à-vis the political institutions and the public administration. This task is taken over at federal state level by a state's working group of chambers or the state skilled crafts sector representatives. The 53 chambers of skilled crafts are confederated at national level in the German Confederation of Chambers of Skilled Crafts (DHKT).

National confederations of skilled crafts

The national confederations of skilled crafts are organisations with a voluntary membership. They represent the specific specialist interests of a particular trade sector or skilled craft. The confederations support their member companies with a broad range of sector-specific advisory and other services. They also fulfil the function of employers' organisations, e.g. they are engaged in collective bargaining or are the bodies responsible for the common institutions of the social partners.

The 'bottom-up' structure of the skilled crafts sector is as follows: self-employed craftspeople can form a 'guild' at local level. Membership is voluntary. Various guilds combine to form 'Local Councils of Skilled Crafts'. Regional confederations exist at federal state level. The 36 national confederations of skilled crafts and 11 other professional associations together form the German Association of Skilled Crafts Confederations (UDH).

THE GERMAN CONFEDERATION OF SKILLED CRAFTS (ZDH)

DHKT and UDH are combined together in the ZDH (German Confederation of Skilled Crafts). The ZDH has its headquarters in Berlin.

The purpose of the ZDH is to reach a consensus on all major issues in crafts policy. It represents the overall interests of the skilled crafts sector vis-à-vis the Bundestag, the Federal Government and other central authorities, the European Union and international organisations.

The ZDH is one of the central organizations of German industry and also cooperates with partner associations in the Mittelstand working group.

On the European level, the ZDH is also a member of UEAPME (European Union of Craft, Small and Medium-sized Enterprises) and has a liaison office to the European Union in Brussels. In addition to the coordination of European activities on skilled crafts policy and maintaining good relationships with its partner organisations at EU level, it also develops European projects for the German skilled crafts organisations.

POLITICAL PRINCIPLES OF THE ZDH

The ZDH is committed to the social market economy and to an SME policy of efficiencyoriented competition. Its goal is the creation of political and legal frameworks which give small and medium-sized enterprises the freedom they need to develop their potential as employers and trainers.

With this in mind, the ZDH opposes excessive state interventionism, restrictions on private property or collective bargaining rights and the abuse of market power. The commitment to the principle of subsidiarity includes that services which can be provided by the private sector or through self-administration are should not be attended to by the state.

The ZDH campaigns against competitive disadvantages for skilled crafts SMEs. This currently applies in particular to the field of energy and environmental policy, to business finance, as well as to tax and financial policy. The ZDH calls for a fundamental simplification of tax law and an easing of the burden on companies by reducing the government spending ratio and through the reduction of public debt.

In the opinion of the skilled crafts, social policy should follow the benchmark of financial viability and intergenerational justice and concentrate on a mutual safeguarding against basic risks in terms of individual personal responsibility.

A special emphasis in the representation by the ZDH of the interests of the skilled crafts is on the area of education policy. Its objective is the equivalence of vocational and general education. A guarantee of success for the skilled crafts and a factor for the competitiveness of German industry in general is provided by the „German dual system“ of vocational qualification.

434 POWER QUALITY ANALYZER
HOLD
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VOLTAGE

FOREIGN-TRADE ACTIVITIES AND INTERNATIONAL PARTNERSHIPS

FACTS AND FIGURES

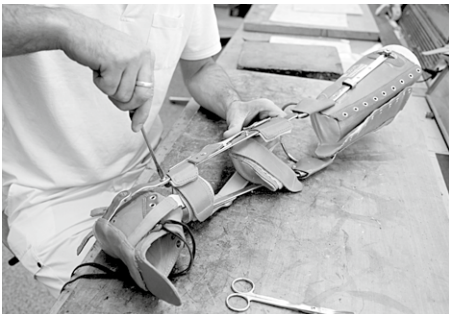
EMPLOYEES:
5,4 million

ENTERPRISES:
1 million

APPRENTICES:
about 360.000

TURN-OVER:
over 500 billion euros

Skilled crafts enterprises identify and use their export opportunities. Around 50000 companies sell their products and services abroad. The most important sales markets are in the neighbouring European countries with customers who have high quality standards or demand individual services. The businesses obtain advice and practical support in their business activities abroad from more than 100 foreign trade experts in the skilled crafts chambers and national confederations of skilled crafts as well as in the German chambers of foreign trade (AHKs) in 90 countries.



The German skilled crafts organisations are involved in many international partnerships and participate in development cooperation projects. The focus is on supporting the small business chambers and associations in developing and newly industrialised countries as well as on the export of vocational training. With around 550 training centres, the skilled crafts organisations have a variety of skills at their command, ranging from the organisation and design of vocational training courses up to the delivery of training courses and the holding of examinations. The skilled crafts organisations are therefore an attractive partner to help meet the global demand for commercially and technically qualified professionals.

Skilled crafts occupations

Annex A

01 Bricklayer and Concretor
02 Stove and Air Heating Mechanic
03 Carpenter
04 Roofer
05 Road Construction Worker
06 Thermal and Acoustic Insulation Fitter
07 Well Sinker
08 Stonemasons
09 Plasterer
10 Painter and Laquerer
11 Scaffolder
12 Chimney Sweep
13 Metal Worker
14 Surgical Instrument Maker
15 Coachbuilder
16 Precision Engineer
17 Motorbike and Bicycle Mechanic
18 Refrigeration Mechanic
19 Communication Technician
20 Automotive Mechatronics Technician
21 Mechanic for Agricultural & Constr. Machinery
22 Gunsmith
23 Plumber
24 Installer and Heating Fitter
25 Electrics Technician
26 Electrical Machine Engineer
27 Joiner
28 Boat Builder
29 Rope Maker
30 Baker
31 Pastrycook
32 Butcher
33 Dispensing Optician
34 Hearing Aid Acoustician
35 Orthotic Technician
36 Orthopaedic Shoemaker
37 Dental Technician
38 Hairdresser
39 Glazier
40 Glass Blower and Glass Apparatus Maker
41 Mechanic for Tyres and Vulcanization

Annex B1

01 Tile, Slab and Mosaic Layer
02 Cast Stone and Terrazzo Maker
03 Screed Layer
04 Vessel and Equipment Constructor
05 Clockmaker
06 Engraver
07 Metal Former
08 Galvaniser
09 Metal and Bell Founder
10 Cutting Tool Mechanic
11 Gold- and Silversmith
12 Parquet Layer
13 Shutter & Sunshade Mechatronics Protections Technicians
14 Model Builder
15 Wood turner (Ivory carver) and Wooden Toy Maker
16 Wood Carver
17 Cooper
18 Basket Maker and Wicker Worker
19 Costume Tailor
20 Textile Designer (incl. Embroiderer, Weaver Bobbin-lace Maker, Trimmings Manufacturer, Knitter)
21 Milliner
22 cancelled
23 Sailmaker
24 Furrier
25 Shoemaker
26 Saddler
27 Interior Decorator
28 Miller
29 Brewer and Maltster
30 Wine Cellarperson
31 Textile Cleaner
32 Wax Chantler
33 Building Cleaner
34 Glass Finisher
35 Precision Optician
36 China Painter
37 Precious Stone Engraver and Cutter
38 Photographer
39 Bookbinder
40 Printer
41 Screen Printer
42 Flexographer

43 Ceramist
44 Organ and Harmonium Maker
45 Piano and Harpsichord Maker
46 Reed and Organ Musical Instrument Maker
47 Violin Maker
48 Bow Maker
49 Metal Wind Instrument Maker
50 Wooden Wind Instrument Maker
51 Plucked Instrument Maker
52 Gilder
53 Sign and Illuminated Advertisement Maker

Annex B2

01 Steel Fixer
02 Building Drying Trade
03 Floorer
04 Asphalter (excluding road construction)
05 Gap (and Joint) Filler (excluding building construction)
06 Wood and Building Preservation Trade (Foundation protection and wood impregnation in buildings)
07 Piling Trade (Ramming in piles in hydraulic engineering)
08 Concrete Driller and Cutter
09 Theatre and Scenery Painter
10 Manufacture of custom-made wire racks for decorative purposes
11 Metal Grinder and Polisher
12 Hack-saw Sharpener
13 Tank Protection Firms (corrosion protection of oil tanks for heating systems without chemical process)
14 Vehicle Recycling
15 Pipe and Drain Cleaner
16 Above-ground Cable Layer (excluding connection works)
17 Clogger
18 Wooden Block Maker
19 Stave Maker
20 Wood Ladder Maker (Custom-made)
21 Trough Maker
22 Wooden Ring Maker
23 Wooden Shingle Maker
24 Installation of Standard Building Components (e.g. windows, doors, frames, shelves)
25 Brush Maker
26 (Steam) Laundries for Men's Outer Clothing
27 Decoration-like Trades (excluding shop-window decoration)
28 Spot Carpet Manufacturer
29 cancelled
30 Theatre Costume-like
31 Kilt Burner
32 cancelled
33 Cloth Painter
34 cancelled
35 Textile Hand Printer
36 Decorative Potter
37 Tailor for Alterations
38 Glove Maker
39 Simple Shoe Repairs
40 Tanner
41 Offal Butcher
42 Ice-Cream Manufacturer (including selling ice-cream with the usual accessories)
43 Meat Processors, De-boners
44 Dressers, Spongers
45 Dry Cleaner
46 Carpet Cleaner
47 Beverage Conduit Cleaner
48 Cosmetician
49 Make-up Artist
50 Funeral Service
51 Lampshade Manufacturer (Custom-made)
52 Piano Tuner
53 Theatre Designer
54 Props Masters
55 Umbrella Maker
56 Lithographic Printer
57 Maker of Percussion Instruments

IMPRINT

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