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Juergen B. Donges
Steffen J. Roth
Achim Wambach
Christian Watrin

*Norbert Berthold und
Mustafa Coban, Würzburg*

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Eine Analyse zur Beschäftigung in den
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Interaktionseffekte zwischen Mindestlöhnen und Lohnsubventionen.

Eine Analyse zur Beschäftigung in den USA und in Deutschland

Norbert Berthold und Mustafa Coban

Abstract

We examine theoretically and empirically how wage subsidies and minimum wages interact regarding to employment opportunities, and how these interactive effects vary across different groups of workers. Assuming a neoclassical labor market and heterogeneous work, subsidized low-skilled worker displace less-skilled workers. The effect on non-subsidized low-skilled workers remains theoretically open. The empirical examination for the US shows that increasing minimum wages decreases less-skilled employment, haven't an effect on non-subsidized low-skilled employment and induce a hump-shape of subsidized low-skilled employment. For Germany, however, several simulation studies indicate that the provided minimum wage and existing wage subsidies do not cause substitution effects, but lower employment of all workers in the low wage sector regardless of a grant funding.

JEL-Classification: H24, I38, J22, J3

Keywords: minimum wage, wage subsidy, earned income tax credit, unemployment benefit II, minijob.
Schlagwörter: Mindestlohn, Lohnsubvention, Earned Income Tax Credit, Arbeitslosengeld II, Minijob.

Wirtschaftspolitisches Forum

Gesetzliche Einhegung der Tarifpluralität? – Zur Debatte um eine staatlich verordnete Tarifeinheit

Abstract

Claus Schnabel discusses the reasoning and the consequences of the recent parliamentary draft bill, which intends to restore the traditional principle of one collective bargaining agreement per business in Germany that has been overturned by the Federal Labour Court. The author argues that the empirical evidence on the effects of allowing multiple bargaining agreements and of the recently emerged occupational unions on strikes, wages and transaction costs is weak and does not justify the encroachment on the freedom of association associated with this bill.

Ronald Bachmann and *Christoph M. Schmidt* argue that since 2010, when the Federal Labour Court eased restrictions on multi-unionism, hardly any signs of adverse effects of this court ruling can be observed. Furthermore, the draft bill would have strong negative consequences for small, mainly occupation-based, unions in Germany. Therefore, the bill does not seem to be a good instrument for regulating labour relations in Germany.

Martin Henssler welcomes the plans of the German Government to clarify the legal questions arising from a collision of collective labour agreements caused by a revised jurisdiction. Companies need clear guidelines on how to handle the demands of several trade unions. Reciprocally, the trade unions, too, need legal security shown, for example, by the high compensation claims against the Air Traffic Controllers' Union (GDF) jeopardizing its existence. The legislator should no longer allow the collective labour system in the field of essential services to suffer from a growing discontent of the affected citizens being the main sufferers from the strikes.

JEL-Classification: J51, J52, J53

Keywords: Trade unions, labour dispute, tariff uniformity, collective bargaining agreement

Schlagwörter: Gewerkschaften, Arbeitskämpfe, Tarifeinheit, Tarifabkommen

Zur Beschäftigungsentwicklung in Deutschland

Hubert Schnabel

Abstract

This paper examines theoretical and empirical aspects of the employment in Germany from 2000 – 2013. Inspired by *Krelle's* (1996) discussion paper relevant German labor market data are traced and it is analyzed to which extend some theoretical employment considerations and labor market reform issues are compatible with the development in Germany.

JEL-Classification: E22, E23, E24, E25, E31, J21, O47

Keywords: German Labor Market, Employment, Unemployment, NAIRU, Growth, Distribution

Schlagwörter: Arbeitsmarkt in Deutschland, Beschäftigung, Arbeitslosigkeit, NAIRU, Wachstum, Verteilung

Spartengewerkschaften, Statuskonflikte und Gemeinwohl: Gesetzlicher Ordnungsrahmen statt Laissez-faire

Hagen Lesch

Abstract

In December 2014, the German Federal Government adopted a draft law on the exclusive applicability of collective agreements – the so-called Tarifeinheitgesetz. Critics see this as an unacceptable interference to the freedom of association. They point out, that despite multi-unionism you can neither observe a substantial increase in new trade unions being set up nor an increase in labor disputes. Proponents of the legal regulation argue that the industrial peace obligation would be jeopardized by competing unions. Craft unions negotiated twice as intense as industrial unions. In industries with union competition, risk of conflicts would accumulate. In addition, the public interest would be harmed if unions battled out their rivalries during collective bargaining negotiations. The proposed law tackled these problems by providing stronger incentives for cooperation between competing unions.

JEL-Classification: J51, J52, J53

Keywords: Trade unions, labour dispute, tariff uniformity, collective bargaining agreement

Schlagwörter: Gewerkschaften, Arbeitskämpfe, Tarifeinheit, Tarifabkommen