

Flexibilisierung Der Tarifverträge - Paula Hesse

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Einleitung Die Tarifparteien und die Tarifverträge sind ständiges Objekt politischer und gesellschaftlicher Diskussionen, die auch dem nicht betroffenen und desinteressierten Bürger nicht entgehen können. Besonders häufig sind sich Arbeitgeber und Arbeitnehmer bzw. ihre Vertreter bezüglich Gehaltsfragen und der Festlegung der wöchentlichen Arbeitszeit uneinig¹. Diese und andere Arbeitsbedingungen sind in den Tarifverträgen festgelegt. Doch ist es sinnvoll, solche einheitliche Vorgaben zu machen, wo doch in jedem Betrieb eine andere Situation herrscht und die Betriebe unterschiedliche Verfahren benötigen, um konkurrenzfähig und profitabel zu sein? In der vorliegenden Arbeit möchte ich erst einmal die Entstehung der Interessenvertretungen von Arbeitnehmern und Arbeitgebern nachzeichnen und einen Eindruck über ihren Nutzen vermitteln. Anschließend soll die Frage geklärt werden, was Tarifverträge überhaupt sind, bevor aufgezeigt wird, inwiefern sie flexibilisierbar sind, bzw. wie flexibel sie in der Praxis der Betriebe bereits gestaltet werden und was für Folgen - sowohl positive als auch negative - das nach sich ziehen kann. Dabei gilt zu beachten, inwieweit die Interessen der Arbeitnehmer und auch der Arbeitgeber im Gesetz verankert sind und inwieweit die Tarifverträge unabhängig von der Gesetzgebung ausgehandelt werden können. Author: Hesse, Paula Publisher: GRIN Verlag Illustration: N Language: GER Title: Flexibilisierung der Tarifverträge Pages: 00022 (Encrypted PDF) On Sale: 2004-01-01 SKU-13/ISBN: 9783638301749 Category: Social Science : Sociology - General

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