



**ZDH**

ZENTRALVERBAND DES  
DEUTSCHEN HANDWERKS



# D CRAFTS IN GERM- ANY

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

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ENGLISH

# THE SKILLED CRAFTS SECTOR TODAY

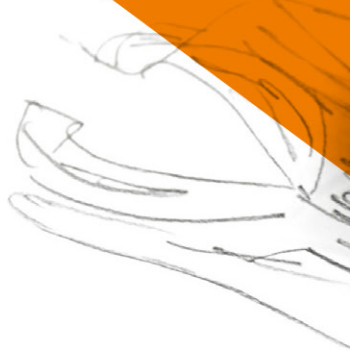
Skilled crafts form the core and essential part of small and medium-sized businesses in Germany. As a large economic and social group it exerts significant influence on public life.

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.

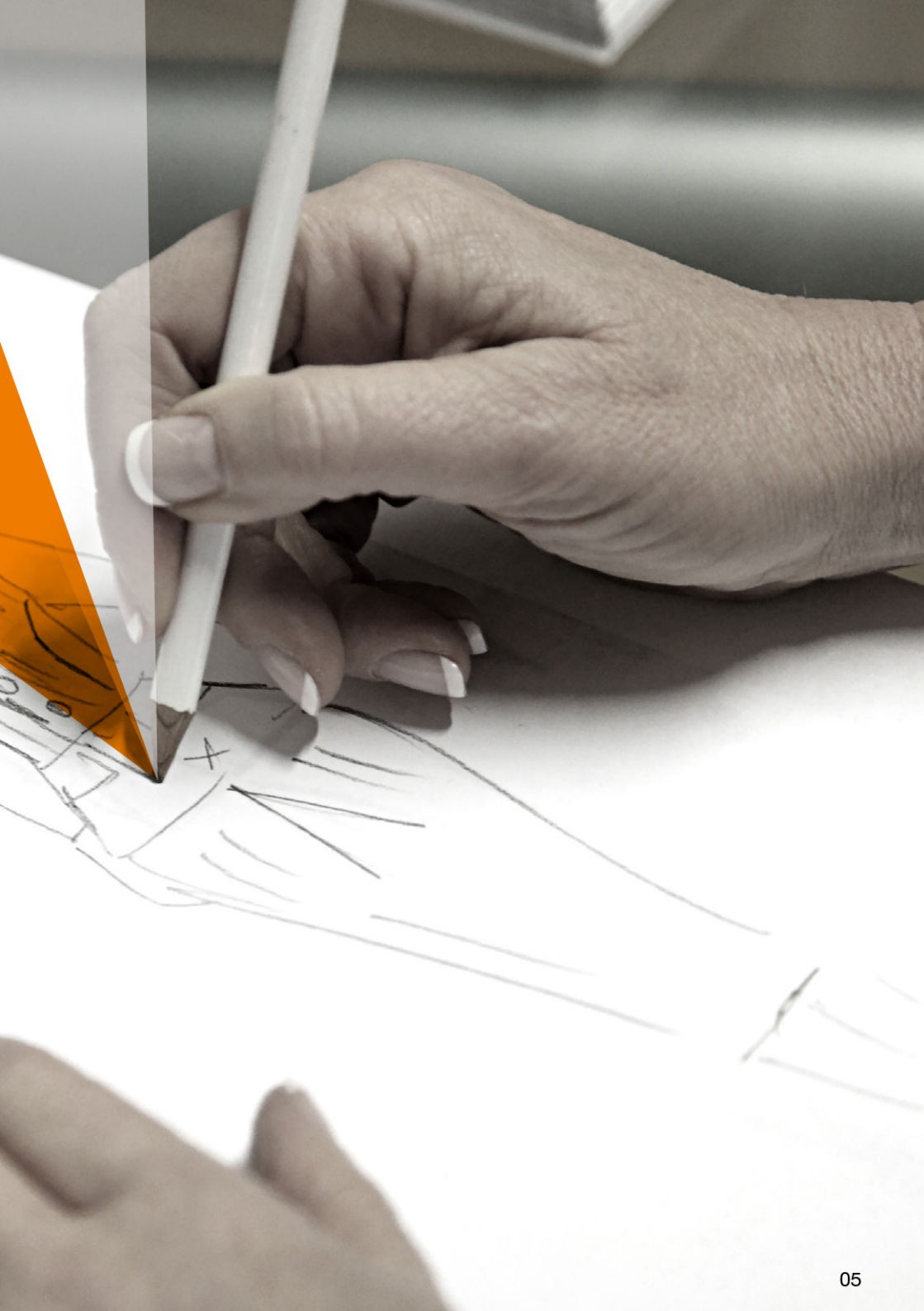
The skilled craftsperson's services are called upon millions of times a day in Germany. Skilled craftspeople are flexible and creative in their service to their customers and contractors.

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.













The skilled crafts in Germany

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# SKILLED CRAFTS OCCUPATIONS

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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 skilled crafts in Germany

# 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 craftsman's examination is a prerequisite for self-employment. Legislator demands a master craftsman'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 craftsman's examination can be taken voluntarily. So-called 'craft-like trades' are listed in Annex B2.



# VOCATIONAL EDUCATION AND FURTHER CRAFTS TRAINING

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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 craftsman's

examination. The master craftsman'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 craftsman's qualification opens the door to studies at a technical college or university.



# THE SKILLED CRAFTS ORGANISATION

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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).



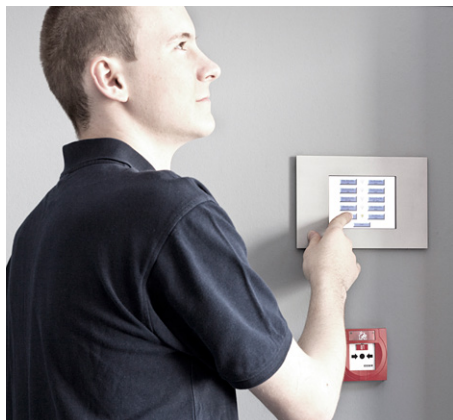
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# THE GERMAN CONFEDERATION OF SKILLED CRAFTS (ZDH)

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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 efficiency-oriented 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 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.





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# FOREIGN-TRADE ACTIVITIES AND INTERNATIONAL PARTNERSHIPS

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**EMPLOYEES:**

5,4 million

**ENTERPRISES:**

1 million

**APPRENTICES:**

about 360.000

**TURN-OVER:**

over 500 billion euros

## FACTS AND FIGURES



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

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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

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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,  
    Trimings 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**

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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

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# IMPRINT

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**DAS HANDBWERK**  
DIE WIRTSCHAFTSMACHT. VON NEBENAN.

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