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# Handover of Power

Global Version - Volume 7/21  
Labour



**For You**

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## **Acknowledgements**

My thanks go to my family and friends who have made me who I am today. Special thanks to all those who supported me in writing this book. I would like to thank all my classmates, teachers, fellow students, lecturers, demonstrators, activists, colleagues, companies and countries with whom I have had the privilege of sharing the experiences from which all the ideas in this book have emerged. I would like to thank the staff of Books on Demand for their kind helpfulness. I thank the citizens of Seligenstadt for the harmony and solidarity in which I was able to write.

## **Foreword**

This policy concept contains a variety of proposals for possible political reforms. It can be peacefully and democratically adapted to any current political system of any state in the world, but also to political systems in families, clubs, associations or companies. Wherever humans make or submit to rules that manage living together, the following proposals can be helpful. Readers who find the proposals so helpful that they would like to implement them together with like-minded people can contact the author. The contact form on the last page can be used for this purpose.

### Faults and defects

I ask for your understanding that this volume was not professionally proofread. I could only afford professional proofreading for the summary. Spelling errors and unfortunate phrasing may therefore occur. As soon as this volume has sold enough to pay for a professional proofreading, it will be done. After that, a new edition will be published.

### English version

Please understand that this volume has been translated automatically. I could only afford a professional translation for the summary. Poor wording and spelling errors may therefore occur. In case of doubt, the German version shall prevail. As soon as this volume has sold enough to pay for a professional translation, it will be done. After that, a new edition will be published. It was more important to me that no one in the world should have an information advantage than individual translation errors in the complete work.

## References

If something has been quoted directly, it is set in italics. If the headings contain footnotes, the sources for direct and indirect quotations apply in the chapter for which the heading stands. Otherwise, quotations or source references are directly at the word or at the end of the sentence or paragraph. This book contains parts of text based on the Federal Constitution of the Swiss Confederation of 18 April 1999 (as of 12 February 2017), abbreviated to BV<sup>1</sup> and the Constitution of the Canton of Bern of 6 June 1993 (as of 11 March 2015), abbreviated to KV<sup>2</sup> .

If the constitutional paragraph, or individual paragraphs thereof, are based in whole or in part on extracts from the BV or KV, this is indicated in a footnote. The references to the corresponding footnotes for constitutional paragraphs are usually found after the heading of the affected chapter and sometimes in the body of the text. Articles used in the Swiss constitutions are listed in the footnote with a number after the title of the constitutional paragraph. Example: §123  
Sample title: BV Art.123, KV Art.123.

All internet sources are fully cited in the footnotes. They were last accessed on 30.09.2021. All literature sources are also listed in full in the footnotes.

All references to tasks undertaken by other ministries and described in more detail there are given in footnotes. Example: Model Ministry - 1.2.3 Model Chapter.

All footnotes are to be viewed in comparison to the respective source, so-called indirect quotations. Direct quotations are set in italics, but hardly ever occur. The source reference is intended to enable further investigation and to take copyright into account.

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<sup>1</sup> This is not an official publication. Only the publication by the Swiss Federal Chancellery is authoritative. <https://www.fedlex.admin.ch/eli/cc/1999/404/de> On 14.12.2021

2 This is not an official publication. The Bernese Official Collection of Laws is authoritative. <https://www.belex.sites.be.ch/frontend/versions/2420?locale=de#ART71> On 16.12.2021

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## **1 Goals of the Ministry of Labour**

The objectives of the Ministry of Labour are to connect the four economic forms, to monitor the state and companies for economic efficiency and compliance with the law, and to enact laws in the field of labour law.

The goal of connecting the economic forms is achieved by ensuring freedom of movement between the economic forms through uniform access rules and regulations for companies. This will make it possible to create full employment in the country and allow the standard of living in the national economy to grow steadily in the long term.

The state and companies are regularly audited by the Company Auditing Agency and its auditors for taxation, health, economics, technology, innovation and legality. The audit results are published for citizens and consumers. They prove whether action is being taken economically, in line with costs and in accordance with the applicable laws and the constitution.

The labour laws include all the requirements of the Ministry of Labour. Their purpose is to enable citizens to exercise their control over all state activities. On the one hand, state labour law covers all conditions to which employees in the state service are entitled and obliged. On the other hand, the economic labour law covers all entrepreneurial activities, enabling citizens as independent entrepreneurs, employers and employees to see which minimum legal requirements apply to all economic forms and in which economic form more or less freedom or security is possible. All these laws make it possible for the Company Auditing Agency to audit and evaluate the work done in the country so that citizens and consumers can

obtain binding results on which to base their voting behaviour.

The goal of cooperation between the ministries of labour, economy and finance is to achieve an economy that functions like a natural ecosystem that stabilises itself independently. Damage in one economic form leads to flowering in another economic form. The decisive factor here is that each blossom produces nutrients for the humans, which they can use again in other economic forms. This creates a circular economy of capital and labour, which means constant growth, like the constant build-up of biomass by the global natural ecosystem.

## **2 Departments**

The departments are divided into sub-departments and enumerations are usually considered as their individual units. Many tasks of some departments are completely taken over by other ministries as a service.

### **2.1 Central Department**

Part of the Central Department is the Reception Office with the Courier and Mail Room, which directs all concerns, broadcasts and visitors to the appropriate place in the ministry.

#### **2.1.1 Staff**

The Human Resources Department is responsible for staff development and planning. For this purpose, it takes care of the recruitment of junior staff, intern and trainee programmes as well as the selection procedures for employees and special selection procedures for applicants with disabilities. For politicians and employees, the department prepares a job plan. In all its tasks, it works in voting with the personnel board.<sup>3</sup>

All other personnel matters are transferred to the relevant ministries. The Ministry of Education is responsible for the training and further education of employees for the state service.<sup>4</sup> The Ministry of Infrastructure provides housing assistance for all state employees.<sup>5</sup> The Ministry of Finance's Pay Office takes care of staff salaries, expenses, travel and relocation costs.<sup>6</sup>

The Ministry of Education provides childcare for all employees in the state service.<sup>7</sup>

The Ministry of Health is responsible for the occupational health service.<sup>8</sup> It provides occupational health management, deals with the treatment, education and prevention of occupational accidents, controls and provides occupational health and safety through the health auditors of the Company Auditing Agency.

### **2.1.1.1 Service law**

The Ministry of Labour handles the service law for employees in the state service. This includes labour and collective bargaining law, remuneration, personnel administration of all careers and employees, flexitime, holiday and sick leave, working time with or without flexitime in part-time or full-time at the place of employment or in home work. It regulates working conditions in the law for state enterprises, which includes ministries, agencies and state companies. The Ministry of Labour operates the Administrative Office for Personnel and Inventory for the implementation of the Service Law. The Ministry of Labour uses the Labour Directory<sup>9</sup> for democratic control and complaint management for citizens against state enterprises.

### **2.1.2 Organisation**

The ministries of media, security, justice, finance, labour, state organisation provide audit services for quality management in the ministry, evaluation of work performance, revenues and expenditures, as well as prevention of corruption, protection against sabotage and, if necessary, disciplinary matters.<sup>10</sup>

The language service for translating talks or texts is provided by the Ministry of Education.<sup>11</sup> The Ministry of Finance organises the annual budget vote and ensures



proper accounting in each ministry.<sup>12</sup> It regulates budget procedures, budget law, staff budgets, departmental budgets, costs and cash management, and assists ministries in budget planning for the budget vote. The Ministry of Digital Affairs supports the supply of Information Technology.<sup>13</sup> In voting with the Procurement Office of the Ministry of Labour, it takes care of the procurement, provision, maintenance and service of technical devices and software. Much of this is produced in-house to ensure data protection in information and communication technology. Information technology and digitalisation officers audit and advise the ministries. Digital appointment calendar and documentation services are provided as well as a digital policy archive including a library.

### **2.1.2.1 Audit services**

The auditors of the Company Auditing Agency for Business, Innovation, Technology and Health ensure appropriate quality management in companies and state enterprises as well as ongoing evaluation of key economic figures, continuous improvement of products and operating procedures, safety of technical equipment and products and compliance with laws on occupational safety and environmental protection. To prevent corruption, the tax auditors check the flow of funds. For sabotage protection, the innovation auditors examine product piracy. For sabotage protection, the legality auditors investigate individual suspected employees to see if they are preparing criminal offences in the course of their work. The legality auditors ensure the investigation and enforcement of disciplinary matters.

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<sup>3</sup> Ministry of State Organisation - 2.1.1.1 Personnel board

<sup>4</sup> Ministry of Education - 2.1.1.1 Education and training for the state service

- 5 Ministry of Infrastructure - 2.1.1.1 Housing assistance for state service employees
- 6 Ministry of Finance - 2.1.1.1 Staff remuneration
- 7 Ministry of Education - 2.1.1.2 Childcare for state service employees
- 8 Ministry of Health - 2.1.1.1 Occupational Health Service
- 9 Ministry of Digital - 12 Directories
- 10 Ministries of Media, Security, Justice, Finance, State Organisation - 2.1.2.1 Audit services
- 11 Ministry of Education - 2.1.3 Language Service
- 12 Ministry of Finance - 8 state revenues, 9 state expenditure
- 13 Ministry of Digital Affairs - 2.1.2.1.1 Supply of Information Technology

### **2.1.2.2 State procurement**

State procurement is handled by the Procurement Office of the Ministry of Labour. All ministries turn to the Procurement Office for the award of state contracts and place their orders there. The Ministry of Labour regulates procurement law by issuing requirements to the Procurement Office.

## **2.2 Management Department**

The Management Department is the minister's department. With his office team, he provides policy planning and analysis for his ministry and coordinates the relationship between the nation and the municipality through exchanges with his deputies in the municipalities. He initiates cooperation with other ministries or citizens in committees and is supported by the Ministry of State Organisation.

The Ministry of Media Affairs, through its media service, provides press and public relations for the ministry, moderates civil dialogue, trains or provides a spokesperson for the minister, writes speeches and texts on request, and ensures the implementation of conferences and events.<sup>14</sup>

The Ministry of Digital Affairs is responsible for digital management and thus provides departmental management. It automatically produces business statistics, staff surveys and the current state of research through statistics. It automatically forwards proposals to the affected or empowered state employees. In document management, it ensures digitalisation and that ministries share forms with each other.<sup>15</sup>

## **2.3 Labour Department**

The Labour Department, in cooperation with all other ministries, ensures the existence of state enterprises and information on applicable labour laws in state enterprises. It ensures and supervises the operation of the administration and procurement offices.

In cooperation with the Ministry of Education, the Labour Department ensures the implementation of the requirements in vocational education and training. In cooperation with the Ministry of Foreign Affairs, it ensures the domestic implementation of continental and international labour policy. After consultation with the Minister of Labour, further draft legislation on continental and international labour policy is prepared.

The Labour Department operates the Labour Directory in cooperation with the Ministry of Digital Affairs and oversees its operation. It receives suggestions and problems that citizens and state workers have in handling the Labour Directory. If the Ministry of Labour is able to find a solution, the Labour Department will do so. It forwards technical problems and suggestions to the digital service.<sup>16</sup>

The Labour Department ensures the operation of the Employment Office and coordinates its cooperation with the ministries for the economy. It ensures the proper calculation of compensation payments between economic forms.

The Labour Department oversees the retirement models of the ministries of economy and, in consultation with the Minister of Economy, ensures that retirement age legislation is drafted.

## **2.4 Company Department**

The Company Department, in cooperation with the ministries of economy, ensures compliance with the principles of hybrid economies and resolves conflicts over responsibilities and distributions between the ministries of

economy. It ensures the realisation of free movement between economic forms through the operation of Citizens' Insurance.

The Company Department oversees the implementation of enterprise policy requirements by the ministries of economy and informs them of innovations. It involves all ministries of economy and the Minister of Labour in drafting legislation. It oversees compliance with the requirements for the protection of employees and consumers through appropriate measures in the ministries of economy. In cooperation with the ministries of economics and finance, it enforces the requirements for the finance economy. In cooperation with the Ministries of Economic Affairs and Health, it enforces the requirements for agriculture. The Company Department oversees the Food Directory and operates it in cooperation with the Ministry of Digital Affairs.

## **2.5 Audit Department**

The Audit Department ensures the operation of the Company Auditing Agency in cooperation with the Ministries of Finance, Economy, Health, Innovation, Security, Justice and Education. It oversees the operation of the audit services of the Ministry of Labour, namely the Company Auditing Agency, the Antitrust Agency and the Financial Supervisory Authority. The Audit Department oversees and operates the Consumer Directory and the Success Model Directory in cooperation with the Ministry of Digital Affairs. In cooperation with the Ministry of Education, the Audit Department ensures the operation of the Institute for Evaluation.

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[14](#) Ministry of Media Affairs - 2.2.1.1 Media Service

[15](#) Ministry of Digital Affairs - 2.1.2.1 Digital Service

[16](#) Ministry of Digital Affairs - 2.1.2.1 Digital Service

### **3 Tasks of the Ministry of Labour**

The Ministry of Labour's task is to manage the state economy efficiently. The task is fulfilled by administering state enterprises according to uniform procedures, procuring funds centrally and paying personnel according to tariff and performance. The Ministry of Economy is responsible for labour legislation that affects all economic forms, regulates the switching of goods and persons between economic forms, ensures smooth cooperation between ministries of economy and leads to sustained full employment.

The Ministry of Labour's task is to enable the coexistence of four economic forms and the free movement of citizens between them. The task is fulfilled by a circular economy that provides balance and support between the economic forms and enables full employment. Free movement is ensured by regulating the movement of humans and things. Citizens' Insurance is used to bring insurance services and the switching tax is used to change assets. The end of free movement is regulated for foreigners, goods and services in foreign trade regulations. For domestic citizens, freedom of movement ends when they retire. The Ministry of Labour's task is to provide a secure pension. This task is fulfilled by the pension models of the ministries of economy and a flexible retirement age.

The Ministry of Labour pursues a labour policy that provides sufficient opportunities for work. This task is fulfilled by promoting the labour market in such a way that persons can fulfil their career aspirations. This is ensured by agreements on vocational training with the Ministries of Education, Innovation and Economic Affairs and on continental and international labour policy with the Ministry