

Agreement reached at Witzenmann Supplementary collective agreement enables socially acceptable staff reductions

The economic downturn in the European domestic market, declining sales volumes for combustion engine components and a very slow start for new products have led to significant declines in sales at Witzenmann GmbH.



Dr Andreas Kämpfe, CEO of Witzenmann GmbH, Cornelia Koch, Managing Director of Südwestmetall, Tom Wolters, Chief Representative of IG Metall Pforzheim, Christine Wüst, CHRO of Witzenmann GmbH (Image source: Witzenmann)

After long and intensive negotiations between the contract negotiations partners Südwestmetall and IG Metall, an agreement on a balanced package of measures was reached on Tuesday night.

As part of a supplementary collective agreement, individual collective bargaining benefits will be discontinued in 2026 and the pay increase scheduled for spring will be postponed until October 2026.

Joint press release

Witzenmann GmbH | IG Metall Pforzheim | Südwestmetall District Group Middle Upper Rhine-Enz

Pforzheim, 28 January 2026

At the same time, management and the works council have agreed on a socially acceptable reduction of around 230 jobs through voluntary programmes. Among other things, the focus will be on partial retirement, early retirement and severance payments.

Management has announced investments totalling €49 million for 2026 and 2027. The focus will be on the new building in Buchbusch and future-oriented technologies in the hydrogen industry, energy-efficient building renovation and semiconductors. This package of measures is intended to help stabilise the business during the transformation and secure the long-term competitiveness of the Witzenmann Group at its Pforzheim location.

"With this supplementary collective agreement, we have created the conditions for the necessary staff reductions to be based on voluntary participation. If enough colleagues accept the offers, we hope to be able to avoid redundancies for operational reasons. The measures are very attractive, fair and help us to strengthen the Pforzheim location in the long term," emphasises Christine Wüst, CHRO of the Witzenmann Group.

"Witzenmann is one of the family-owned companies that form the backbone of the economy in Baden-Württemberg and has always been clearly committed to the location. I am delighted that, with the outcome of these difficult negotiations, we are helping to ensure that this commitment can continue in difficult times," said Cornelia Koch, Managing Director of Südwestmetall, Middle Upper Rhine-Enz district group, after the negotiations.

"Of course, the cut in pay is very painful for Witzenmann employees. Nevertheless, our IG Metall members in particular are showing that they are taking responsibility for the company and Pforzheim as an industrial location in these challenging times by agreeing to the settlement that has been reached. Now it is important to continue the constructive cooperation and work together to shape a positive future for the company and its employees," said Tom Wolters, chief representative of IG Metall Pforzheim, after the negotiations.

Dr Andreas Kämpfe is convinced: "The agreement with our social partners is a strong signal for Witzenmann. It creates stability, strengthens the transformation and enables us to treat our workforce responsibly at the same time."

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Image and captions



Caption: Dr Andreas Kämpfe, CEO of Witzenmann GmbH,
Cornelia Koch, Managing Director of Südwestmetall, Tom
Wolters, Chief Representative of IG Metall Pforzheim,
Christine Wüst, CHRO of Witzenmann GmbH
Image source: Witzenmann GmbH



Caption: Dr Andreas Kämpfe
CEO of the Witzenmann Group in Pforzheim
Image source: Witzenmann GmbH



Caption: Christine Wüst
CHRO of the Witzenmann Group in Pforzheim
Image source: Witzenmann GmbH



Caption: Cornelia Koch
Managing Director of the Baden-Württemberg Metal and Electrical
Industry Association (Südwestmetall),
Middle Upper Rhine-Enz district group Image
source: Südwestmetall

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