

Minimum wage increase

Practical information for employees in Saxony

Minimum wages in Germany

The statutory minimum wage in Germany has applied generally and across the country to all employees (with a few exceptions) since January 1, 2015.

Important:

The general minimum wage will be raised to 12,41 euros per hour from January 1, 2024!

In some industries, there are also branch-specific minimum wages that have been negotiated by trade unions and employers in a collective agreement and declared generally binding by politicians. Branch-specific minimum wages, which exist, among others, in temporary employment, in building cleaning, in care, etc., may not be lower than the statutory minimum wage and apply to the employees of the particular branch. An overview of the current branch minimum wages can be found on our homepage.

Minimum wage for foreign employees

All employees working in Germany are entitled to the applicable minimum wage. This also applies if a person, or the company employing them, comes from abroad, for example, to caregivers in private households, cross-border workers, truck drivers etc. Seasonal workers who work for a limited period of time, e.g. in the hotel and restaurant sector, in agriculture or at Christmas markets, are also entitled to the minimum wage!

Payment

In Germany, the following principle applies: No work should be without payment!

If you have not been paid the minimum wage, you can claim it within three years and sue for it in a German court. This period is regulated by law and cannot be undercut. In the case of branch minimum wages, however, other deadlines regulated by collective agreements must be followed.

Important: Even without work papers and employment contract, the employer owes you your wage!

Exceptions to the statutory minimum wage

According to §22 MiLoG, the following groups are exempt from the right to statutory minimum wage:

- Long-term unemployed persons during the first six months of their employment
- Trainees within the framework of professional training
- Certain groups of interns

In addition, the following groups are usually excluded:

- Young people under the age of 18 who have not completed their education or training
- Volunteers
- Freelancers
- Self-employed

Overview of specific sectoral minimum wages

SECTOR	VALID	€ / HOUR
General statutory minimum wage	from 01/2024	12,41€
Education and training		
Pedagogical staff	from 01/2024	18,58€
Pedagogical staff with BA degree	from 01/2024	19,15€
Roofing trade		
Unskilled worker	from 01/2024	13,90€
Tradesman	from 01/2024	15,60€
Elektrical installation		
For all employees, as far as they carry out electrical and information technology activities	from 01/2024	13,95€
Commercial cleaning		
Interior and maintenance cleaning	from 01/2024	13,50€
Glass and facade cleaning	from 01/2024	16,70€
Scaffolding		
	from 10/2023	13,60€
	from 10/2024	13,95€
Nursing care		
Nursing assistants	from 05/2024–06/2025	15,50€
Qualified nursing assistants (at least 1 year of training and work experience)	from 05/2024–06/2025	16,50€
Fully trained nursing care workers	from 05/2024–06/2025	19,50€
Chimney sweeping		
Painters and varnishers	from 01/2024	14,50€
Journeyman	from 04/2024	13,00€

Unskilled workers	from 04/2024	15,00 €
Temporary employment	from 01/2024	13,50€
Meat-processing industry	from 01/2024	12,41€

Contact us:

Counselling Center in Dresden

Volkshaus Dresden
Schützenplatz 14 (first floor)
01067 Dresden

Leona Bláhová

phone: +49 (0)351 85092728
email: leona.blahova@babs-online.eu
languages: German, Czech, Slovak, English

Paulína Bukaiová

phone: +49 (0)351 85092729
email: paulina.bukaiova@babs-online.eu
languages: German, Slovak, Czech, Polish, English

Counselling Center in Leipzig

Georg-Schumann-Straße 79 (second floor)
04155 Leipzig

Paulina Krimmling

phone: +49 (0)341 68413085
email: paulina.krimmling@babs-online.eu
languages: German, Polish, English

Ünige Albert

phone: +49 (0)341 68413086
mail: uenige.albert@babs-online.eu
languages: German, Romanian, Hungarian, English

You can find more information on our website

www.babs.sachsen.de

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