

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 12,82 euros per hour from January 1, 2025!

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 01/2025	12,82€
<u>Education and training</u>		
Pedagogical staff	from 01/2025	19,37€
Pedagogical staff with BA degree	from 01/2025	19,96€
<u>Roofing trade</u>		
Unskilled worker	from 01/2025	14,35€
Tradesman	from 01/2025	16,00€
<u>Elektrical installation</u>		
For all employees, as far as they carry out electrical and information technology activities	from 01/2025	14,41€
<u>Commercial cleaning</u>		
Interior and maintenance cleaning	from 01/2025	14,25€
Glass and facade cleaning	from 01/2025	17,65€
<u>Scaffolding</u>		
	from 10/2024 to 09/2025	13,95€
<u>Nursing care</u>		
Nursing assistants	from 05/2024–06/2025	15,50€
	from 07/2025	16,10€
Qualified nursing assistants (at least 1 year of training and work experience)	from 05/2024 to 06/2025	16,50€
	from 07/2025	17,35€

Fully trained nursing care workers	from 05/2024–06/2025	19,50€
	from 07/2025	20,50€
<u>Chimney sweeping</u>		
	from 01/2024	14,50€
<u>Painters and varnishers</u>		
Journeyman	from 04/2024 to 03/2025	13,00€
Unskilled workers	from 04/2024 to 03/2025	15,00 €
<u>Temporary employment</u>		
	from 11/2024 to 02/2025	14,00€
	from 03/2025	14,53€

If you have any questions, please do not hesitate to contact us. Our advice is free of charge. You can find our contact details and office hours here:



Disclaimer: This publication contains general information for guidance. No guarantee can be given for the correctness of the information and no legal claims can be derived.

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