

General information about wages

What are wages?

Employees invest time and labour for their employer and receive money in exchange every month.

'Brutto-Lohn' and 'Netto-Lohn'

German employment contracts generally refer to a 'Brutto-Lohn' (gross wage). Your employer takes taxes from it and sends them to the tax office, and also takes out money for your social security. You will receive a 'Netto-Lohn' (net wage), which is lower.

Payment date

Your employment contract states when your employer needs to pay you your wages. This is often at the end of the working month or the middle of the next month.

'Lohnabrechnung'

Your employer has to give you a 'Lohnabrechnung' (pay slip). You will receive it each month when the total changes.

Working hours

It is best if you always write down your working hours yourself. You can find templates for this at <https://www.faire-integration.de/en/topic/474.working-time.html> > Timesheet (PDF)

Questions?

Faire Integration's advice centres would be happy to offer you information and guidance.

You can find the address of an advice centre near you, and other information, at www.faire-integration.de



The 'Integration through Qualification (IQ)' support programme aims for long-term improvement in the integration of adults with migrant backgrounds into the labour market. Country-wide regional networks are working on this project, supported by specialist centres which look at migration-specific topics. The programme is funded by the Federal Ministry of Labour and Social Affairs (BMAS) and the European Social Fund (ESF). It has partnered with the Federal Ministry of Education and Research (BMBF) and the Federal Employment Agency (BA) to put it into practice.

Stand: Oktober 2022

Das Förderprogramm „Integration durch Qualifizierung (IQ)“ wird durch das Bundesministerium für Arbeit und Soziales und den Europäischen Sozialfonds gefördert.



Zusammen. Zukunft. Gestalten.



In Kooperation mit:



Impressum | Herausgeber: Projekt Support Faire Integration, DGB Bildungswerk BUND e.V., Franz-Rennefeld-Weg 5, 40472 Düsseldorf, Redaktion: Marie Bauer und Janna Bleier
Layout: Gereon Nolte, ZWH e.V.

Lohn

What am I entitled to?

The sector-specific 'Mindestlohn'

Some sectors have a specific 'Mindestlohn' (minimum wage). This is negotiated between 'Gewerkschaften' (unions) and employers, or employers' associations.

Who can receive it?

Every employee in the following groups is entitled to the relevant 'Mindestlohn' for their industry:

- Waste disposal workers, including street cleaning and snow clearance workers
- Training and education service providers under Book II or III of the Social Code
- Roofers
- Electricians
- Building cleaners
- Painters and decorators
- Care workers
- Chimney sweeps
- Stone masons and stone carvers
- Temporary staff

Information about **the levels of sector-specific 'Mindestlohn'**:

www.zoll.de -> Privatpersonen -> Arbeit -> Übersicht Branchen-Mindestlöhne

How much should my wages be?

The level of your income is dependent on many factors, such as your

- Qualifications
- Professional experience
- Sector
- Place of work
- Collective wage agreement or
- Membership of a 'Gewerkschaft'

In the best-case scenario, you will receive the 'Tariflohn' or your industry's minimum wage.

You will receive the statutory 'Mindestlohn', at the very least.

Statutory 'Mindestlohn'

Apart from a few exceptions, the 'Mindestlohn' applies by law to every employee in Germany, even people working in mini jobs.

The statutory 'Mindestlohn' is increasing



'Tariflohn'

Some employers pay a 'Tariflohn'. The 'Tariflohn' is negotiated by 'Gewerkschaften' and employers, or employer associations. Generally speaking, it applies to a particular sector within a federal state.

Who is entitled to a 'Tariflohn'?

In principle, you are entitled to a 'Tariflohn' if you are a member of a 'Gewerkschaft', **and** your employer is a member of an employer association. You can receive a 'Tariflohn' if a collective labour agreement is part of your employment contract, too. Plus, employers can also pay a 'Tariflohn' on a voluntary basis.

However! Only members of a 'Gewerkschaft' are legally entitled to the benefits of a collective labour agreement. > <https://www.dgb.de/service/einkommen-tarif>

If the Federal Ministry of Labour and Social Affairs declares that a collective labour agreement is generally binding, it applies to every employee within that industry.

No wages! What can I do?

- Always write down your working hours.
- Always check your 'Lohnabrechnung' thoroughly as soon as you receive it.
- Take action quickly if you notice any discrepancies or errors.
- Make a written complaint about your missing wages to your employer.
- If your employer does not respond to this, you can also sue them for your wages.

Important! If you have problems with your wage payment or need help looking for legal representation, you can contact a Faire Integration advice centre. We are happy to help you!