



STARTING SALARIES FOR GRADUATES IN 2022

Information provided by IG Metall
for the metal and electrical industries

IG Metall
Mitte

HOW MUCH CAN YOU EARN?



Starting salaries for graduates:

Job tips and information

How much can you earn when starting your career? What do you need to consider when concluding an employment contract? This is where IG Metall comes into play, providing you with information to get your career off to a good start.

What does »pay« mean?

A »fixed« portion of your pay is usually your set monthly salary plus additional payments such as performance bonuses, holiday pay, special payments and the like. If companies and employees are bound by a collective agreement, such benefits must be paid mandatorily. The situation is different if there is no coverage and for exempt employees (AT-Angestellte/r): in this case, the benefits vary from company to company.

In general, promises made by companies, e.g. to provide a company car or a company mobile phone, are not guaranteed by the employment contract and can thus be changed unilaterally by companies.

Tip: We always recommend talking to the works council or local IG Metall experts.

Your annual pay matters!

Details are key: »Annual pay« is quite often understood differently, and the definition of it depends on the company you will be working for and what you negotiate in the employment contract. Many companies pay twelve monthly pay packets, others grant an additional 13th pay packet. In companies bound by collective agreements there is also a performance bonus – an average of four to 15 percent of the pay depending on the collective agreement, as well as other collective benefits, such as holiday pay, special payments (Christmas bonus) and contributions to employee capital formation. In addition, »voluntary bonuses« can be paid. These should, however, be recorded in writing and – in the case of variable bonuses – be worded as precisely as possible.

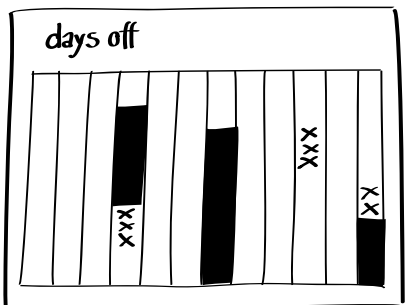
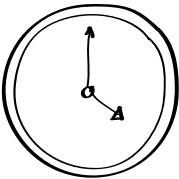


The one-off payment (T-ZUG) consists of two parts: firstly, an amount of 27.5 percent of the individual average monthly pay, and secondly, a payment amounting to 12.3 percent of the base pay for skilled workers. Certain employee groups, for example employees raising children or caring for relatives, now have a new option: under certain conditions, they can choose eight additional days off per year instead of the supplemental one-off payment of 27.5 percent.

Working time is crucial

In the metal and electrical industries, the 35-hour work week is considered normal for full-time employees. Employees working in the metal and electrical industries can reduce their working week to a minimum of 28 hours for the duration of six to 24 months. After that, the normal 35-hour work week applies again automatically – alternatively, employees can continue to work reduced hours. To benefit from this arrangement, employees must have worked in the company for at least two years and have submitted a written request to the employer at least six months in advance.

With the concept of reduced full-time, IG Metall has enforced the right of employees to return to full-time work. Employees can reduce their working hours according to their personal needs and return to a normal full-time work week later.



Why is working for a company bound by collective agreements beneficial?

In general, the remuneration level in companies bound by collective agreements is higher overall. The table below shows that engineers earn 18.5 percent more and economics graduates over 24.6 percent more than their counterparts in companies not bound by collective agreements. The IG Metall collective agreements also ensure a high level of pay dynamics for its members. In the first year after entering the labour market, remunerations increase by an average of 10 percent without any additional individual negotiations. In addition to the increases due to the duration of employment there are regular pay rises after successful wage negotiations.

In principle, only unionised employees, i.e. IG Metall members in the metal and electrical industries, are entitled to collective bargaining benefits.



COLLECTIVELY AGREED STARTING REMUNERATION – IG METALL REMUNERATION FRAMEWORK AGREEMENT FOR THE METAL AND ELECT- RICAL INDUSTRIES

Hessen / Rheinland-Rheinessen / Saarland

35 hours/week

	35 h/week
Monthly base pay	4458.00 €
+ performance bonus	445.80 €
Monthly remuneration	4903.80 €
Pay for 12 months	58 845.60 €
+ transformation payment (18.4%)	902.30 €
+ holiday pay	3383.60 €
+ T-ZUG	1702.29 €
+ christmas payment (up to 55%)	1225.95 €
Annual remuneration	66 059.76 €

Pfalz**35 hours / week**

	35 h/week
Monthly base pay	4314.00 €
+ performance bonus	431.40 €
Monthly remuneration	4745.40 €
Pay for 12 months	56 944.80 €
+ transformation payment (18.4%)	873.15 €
+ holiday pay	3274.33 €
+ T-ZUG	1658.73 €
+ christmas payment (up to 55%)	1186.35 €
Annual remuneration	63 937.36 €

Thüringen**37 hours/week**

	37 h/week
Monthly base pay	3940.00 €
+ performance bonus	394.00 €
Monthly remuneration	4334.00 €
Pay for 12 months	52 008.00 €
+ transformation payment (18.4%)	797,46 €
+ holiday pay	2990.46 €
+ T-ZUG	1545.60 €
+ christmas payment (up to 50%)	866.80 €
Annual remuneration	58 208.32 €

BETTER OFF WITH COLLECTIVE AGREEMENTS

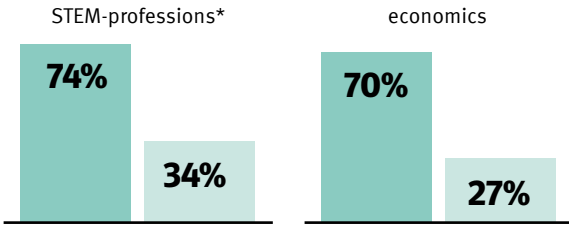
	As per collective agreement	Statutory
Working hours per week	35 hours* 38 hours** max. 40 hours***	48 hours
Working week	Monday through Friday	Monday through Saturday
Holidays	30 days (six weeks)	24 days (four weeks)
Holiday pay	50 % per day off	n/a
Christmas bonus	up to 60 % depending on period of employment and collective bargaining area	n/a
Supplemental one-off payment (T-ZUG)	27.5 % + 12.3 % base pay for skilled workers after a period of employment of six months	n/a
Overtime pay	25 - 50 %	n/a
Paid time off (for private reasons)	Regulated	n/a
Pay increase	Negotiated annually	n/a

* Western German metal and electrical industries

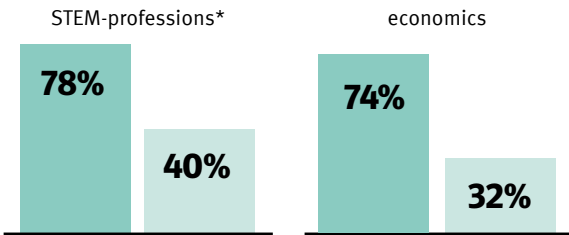
** Eastern German metal and electrical industries

*** Possible for a maximum of 13 or 18 percent of the employees based on individual agreements; the pay has to be adjusted accordingly.

Who gets holiday pay?



Who gets christmas bonus?



* STEM stands for Science, Technology, Engineering and Math

■ employees with collective agreement

■ employees without collective agreement

What else do I need to know?

Wages differ from region to region; the company's size also plays a role in determining wages. They tend to be higher in Western and Southern Germany than in Northern and Eastern Germany.

The following tables provide an exemplary overview of the typical annual remunerations for university graduates in the metalworking industry when working for a company bound by collective agreements in an occupation which corresponds with their education/training.

WHERE CAN I GET MORE INFORMATION?

- › **[igmetall-studieren.de](https://www.igmetall-studieren.de)**: Here university students and graduates will find valuable tips on study and work as well as information on local events and contact persons.
- › **IG Metall database** on everything concerning collective agreements: This is where you will find current and reliable information about income subject to collective agreements, remuneration, special payments, contributions to employee capital formation, holiday, and protection against dismissal – all the things IG Metall has negotiated for the employees in collective agreements. **[igmetall.de/tarif](https://www.igmetall.de/tarif)**
- › **How do collective agreements work**, what do they govern? Who benefits from them and which advantages do they have for me? How are they concluded? The booklet »Perspektive Tarifvertrag« (available in German) gives answers to all these questions. It is handy for all those who are interested in these topics but have not yet dealt with them. It is available at your local IG Metall office.
- › **[WSI-Lohnspiegel](https://www.lohnspiegel.de)**: Online salary check with free information on actual wages and salaries paid in over 380 professions and jobs. Ongoing online survey on working and income conditions. **[lohnspiegel.de](https://www.lohnspiegel.de)**

WHAT SHOULD I CONSIDER WHEN SIGNING AN EMPLOYMENT CONTRACT?

In principle, employment contracts can be negotiated freely. However, statutory minimum conditions must be observed. Company regulations are usually better - especially if they are laid down in collective agreements (see table on the left). If your company has concluded a collective agreement with IG Metall, for example, six weeks of holiday apply right away, instead of the statutory four weeks – in line with the collective agreement.

IG Metall has compiled all the important tips on employment contracts in a guidebook. This guidebook is available at your local IG Metall office and can be ordered online: [igmetall-studieren.de/mitte](https://www.igmetall-studieren.de/mitte)

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AACHEN TO BAUTZEN.



On-site –
throughout Germany.

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OVER **150**
LOCAL OFFICES

OVER **135 000**
ACTIVE UNION
REPRESENTATIVES

OVER **53 000**
MEMBERS OF
WORKS COUNCIL

OVER **2.2**
MILLION MEMBERS

OVER **18 000**
PLANTS IN 30 BRANCHES

AN

IG METALL VORSTAND

FB MITGLIEDER UND ERSCHLIESSUNG

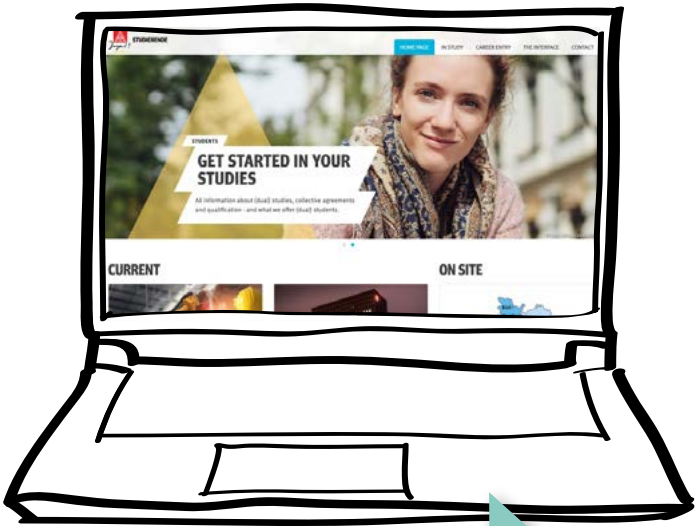
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YES. COUNT ME IN.

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WE. THE IG METALL. ADDITIONAL INFORMATION.



www.igmetall-studieren.de

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