

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 is 13,90 euros per hour from January 1, 2026!

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, among others, are exempt from the right to the statutory minimum wage:

- Minors under the age of 18 who have not completed vocational training
- Trainees undergoing vocational training
- Mandatory interns



- Long-term unemployed individuals during the first six months of their employment
- Volunteers
- Freelancers
- Self-employed

Overview of specific sectoral minimum wages

Sector	Valid	€/hour
General statutory minimum wage		
from 01/2026		13,90 €
Education and training		
Pedagogical staff	from 01/2026	20,24 €
Pedagogical staff with BA degree	from 01/2026	20,86 €
Roofing trade		
Unskilled worker	from 01/2026	14,96 €
Tradesman	from 01/2026	16,60 €
Elektrical installation		
For all employees, as far as they carry out electrical and information technology activities.		
from 01/2026		14,93 €
Commercial cleaning		
Interior and maintenance cleaning	from 01/2026	15,00 €
Glass and facade cleaning	from 01/2026	18,40 €

Scaffolding		
from 01/2026		14,35 €
Nursing care		
Nursing assistants	07/2025-06/2026	16,10 €
	07/2026-06/2027	16,52 €
	from 07/2027	16,95 €
Qualified nursing assistants (at least 1 year of training and work experience)	07/2025-06/2026	17,35 €
	07/2026-06/2027	17,80 €
	from 07/2027	18,26 €
Fully trained nursing care workers	07/2025-06/2026	20,50 €
	07/2026-06/2027	21,03 €
	from 07/2027	21,58 €
Chimney sweeping		
from 05/2025		20,19 €
Painters and varnishers		
Journeyman	08/2025-06/2026	15,55 €
	from 07/2027	16,13 €
Temporary employment		
from 01/2026		14,96 €
from 09/2026		15,33 €
from 04/2027		15,87 €

If you have any questions, please do not hesitate to contact us. **Our advice is free of charge.**

