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Useful Internet resources

www.igmetall.de – Extensive information on labour and social law, co-determination, social and socio-political issues and the services of IG Metall (› english button). Collective agreement information on current collective agreements, pay group tables for our sectors (› Tarif). Everything about co-determination, labour law, health protection – and how we enforce good work together with the employees (› Im Betrieb).

www.itk-entgeltanalyse.igmetall.de – The the largest annual data survey in the ICT industry nationwide. A good guide for salary negotiations with valuable information on jobs and earning opportunities in the ICT sector.

www.i-connection.info – IG Metall network for employees and works councils from IT and engineering sectors.

www.metallrente.de – MetallRente is the pension scheme set up jointly by IG Metall and Gesamtmetall. Information on old-age provision, occupational disability, reduced earning capacity and care.

www.lohnspiegel.de – The free wage and salary check provides information on over 500 occupations. Compare your salary in just a few steps and get a personal evaluation!

TYPICAL PAY GROUPS FOR ENGINEERS

For the metal and electrical industry in Bavaria

According to the collective labour agreements of IG Metall for the Bavarian metal and electrical industry, engineers are usually classified in pay groups 10 to 12 – and only in exceptional cases is pay group 9 eligible. This is based on the activity described in these pay groups. The specific requirements of the job are decisive for the classification. There are two pay grades in each of the pay groups 11 and 12 described here as examples: Level A is the entry level, e.g. for initial grouping or regrouping. Level B is reached after 18 months of employment. However, it is possible to be upgraded earlier. The 35-hour week applies. The individual regular weekly working time can be extended to up to 40 hours for individual employees - if the employees agree to the extension of their working time. They are then entitled to the pay corresponding to the respective working hours.Arbeitszeit entsprechende Bezahlung.



Valid from 01.04.2025	35 hours/week		40 hours/week	
Pay group level	EG 11 sublevel A	EG 12 sublevel B	EG 11 sublevel A	EG 12 sublevel B
Average monthly salary	5,643.00 €	6,450.00 €	6,449.00 €	7,371.00 €
Collectively agreed monthly salary (incl. Ø Performance Bonus 14 %)	6,433.02 €	7,353.00 €	7,351.86 €	8,402.94 €
Christmas bonus (November)	3,538.16 €	4,044.15 €	4,043.52 €	4,621.62 €
Additional holiday allowance*	4,436.57 €	5,071.03 €	5,070.25 €	5,795.13 €
Additional Pay T-ZUG (27,5%)**	1,769.08 €	2,022.08 €	2,021.76 €	2,310.81 €
Additional pay A (18,5 % from EG 5B)	642.88 €	642.88 €	642.88 €	642.88 €
T-Money (18,4 %)	1,183.68 €	1,352.95 €	1,352.74 €	1,546.14 €
One-off payment 2025	600.00 €	600.00 €	600.00 €	600.00 €
Collectively agreed annual remuneration	88,766.60 €	101,369.09 €	101,353.47 €	115,751.85 €

Valid from 01.04.2026	35 hours/week		40 hours/week	
Pay group level	EG 11 sublevel A	EG 12 sublevel B	EG 11 sublevel A	EG 12 sublevel B
Average monthly salary	5,818.00 €	6,650.00 €	6,649.00 €	7,600.00 €
Collectively agreed monthly salary (incl. Ø Performance Bonus 14 %)	6,632.52 €	7,581.00 €	7,579.86 €	8,664.00 €
Christmas bonus (November)	3,647.89 €	4,169.55 €	4,168.92 €	4,765.20 €
Additional holiday allowance*	4,574.15 €	5,228.28 €	5,227.49 €	5,975.17 €
Additional Pay T-ZUG (27,5%)**	1,823.94 €	2,084.78 €	2,084.46 €	2,382.60 €
Additional pay A (26,5 % from EG 5B)	949.50 €	949.50 €	949.50 €	949.50 €
T-Money (18,4 %)	1,220.38 €	1,394.90 €	1,394.69 €	1,594.18 €
Collectively agreed annual remuneration	91,806.10 €	104,799.00 €	104,783.38 €	119,634,64 €

*The calculations of the collectively agreed benefits presented here are based on a highly simplified and schematic approach; a more precise individual calculation would of course have to take into account the fluctuations in the underlying monthly salary (e.g. by taking into account bonuses, pay increases that take effect during the year, higher pay groups, pay step changes, etc.). Differences may also result from rounding. The annual total of the ‘holiday allowance’ paid in addition to the current remuneration during the holiday period for 30 days of holiday per year. The daily calculation is based on the average pay of the last 3 months.

** The ‘T-ZUG’ (27.5 % of the regular collectively agreed monthly pay) can be converted into 8 additional days off per year for shift work and 8 (twice) or 6 (three times) days off per year for bringing up children or caring for relatives.

SALARIES FOR ENGINEERS
2025–2026

SALARY INFORMATION ON LOHNSPIEGEL.DE

Over the past 20 years, Lohnspiegel.de has established itself as the leading non-commercial information portal on salaries in Germany. The aim of Lohnspiegel.de is to provide employees with reliable information about wages and salaries that are actually paid. To this end, the free wage and salary check offers an individualised salary comparison for over 500 occupations, taking into account a broad range of personal and job characteristics.

Lohnspiegel.de is managed by the Institute of Economic and Social Research (WSI). It does not rely on advertising revenue, but wholly is financed by the non-profit Hans Böckler Foundation. This enables Lohnspiegel.de to provide information independently of commercial interests. For some professions - such as electrical engineers and mechanical engineers - Lohnspiegel.de has published detailed salary analyses.



CURRENT SALARIES

The earnings data for more than 60,000 engineers were analysed for this brochure, standardised to a working week of 38 hours. The WSI's Lohnspiegel Database shows that employees in companies covered by collective agreements have a clear advantage: They get paid more!

Advantage 1: Higher basic salaries with a collective agreement

The basic salaries for engineers are significantly higher in companies covered by collective agreements. Depending on the occupation, the difference is between 660 and 970 euros per month. Overall, there is a wage premium of 16 per cent with a collective agreement for engineering professions. New research findings show that managerial and other employees not expressly listed in collective agreements benefit from the higher pay levels in companies covered by collective agreements.

Salary levels in engineering professions	Typical gross monthly wages according to professional experience, in euros (full-time)				Salary plus in companies bound by collective agreements*	
	career starters	5 years	10 years	20 years	in Euro	in %
Engineering Profession						
Electrical engineer	4,730 €	5,450 €	6,050 €	6,800 €	930 €	16%
Research and development engineer	4,860 €	5,610 €	6,260 €	7,120 €	950 €	16%
Machine construction engineer	4,640 €	5,300 €	5,910 €	6,740 €	970 €	18%
Project engineer	4,590 €	5,430 €	6,110 €	6,980 €	900 €	16%
Software engineer	4,560 €	5,320 €	5,900 €	6,580 €	660 €	11%
Business engineer	4,780 €	5,580 €	6,350 €	7,420 €	950 €	16%
Total engineering professions	4,580 €	5,300 €	5,890 €	6,650 €	900 €	16%

* with 10 years of professional experience.

Note: Monthly salaries based on 38 hours per week (excluding special payments and overtime pay). Engineering professions as defined by the Federal Employment Agency, but excluding construction planning, architecture and land surveying professions.

Source: WSI-Lohnspiegel-Datenbank (REL_2-99) www.lohnspiegel.de

Advantage 2: Better prospects of regular special payments with a collective agreement

In addition, the prospects for special payments are significantly better with a collective agreement. Without a collective agreement, only 40 per cent of engineers receive holiday allowance, compared to 75 per cent with a collective agreement. There is also a clear advantage when it comes to Christmas bonuses: 44 per cent receive these without a collective agreement, compared to 78 per cent with a collective agreement.



Total engineering professions		
Percentage of respondentswithout a collective agreement	...with a collective agreement
... with holiday pay**	40%	75%
... with Christmas bonus	44%	78%

** Holiday pay excluding public sector employees.

Note: Engineering professions as defined by the Federal Employment Agency, but excluding construction planning, architecture and land surveying profession.

Source: WSI-Lohnspiegel-Datenbank (REL_2-99).

Female engineers earn 8 percent less on average

According to calculations by the Federal Statistical Office, women in Germany earn 16 percent less than men. However, at an average of 8 percent, the gap between female engineers and their male colleagues is smaller than in many other professions. Across all professions, the adjusted gender pay gap is 6 percent for equal and equivalent jobs. Collective agreements create more reliability for female engineers and prevent arbitrariness on the part of employers.

Gender pay gap: women to men*	Gross monthly salary	
Engineering Profession	Euro	%
Electrical engineer	-400 €	-7
Research and development engineer	-410 €	-7
Machine construction engineer	-330 €	-6
Project engineer	-400 €	-7
Software engineer	-490 €	-8
Business engineer	-530 €	-8
Total engineering professions	-490 €	-8

* with 10 years of professional experience.

Notes : Monthly salaries based on 38 hours per week (excluding special payments and overtime pay). Engineering professions as defined by the Federal Employment Agency, but excluding construction planning, architecture and land surveying professions.

Source: WSI-Lohnspiegel-Datenbank (REL_2-99).

Working hours: the basis for comparing salaries

In addition to the annual salary or the monthly salary, the individual regular working hours per week is an important calculation parameter for comparing salaries. To compare hourly salaries, we assume an average monthly working time of 4.35 weeks/month: Annual salary/(12 * 4.35 * workinghours per week) = hourly salary.

Works council: the guardian of money & time

The works council monitors compliance with laws and collective agreements in the company. In accordance with the Works Constitution Act, it has substantial competences: It controls the classification into the correct pay group, has co-determination rights in the event of regrouping as well as in the scheduling and distribution of working hours.

The next works council elections will take place between March and May 2026. For a strong representation of your interests: Vote for the IG Metall team on the works council! All companies with at least five employees can elect a works council. We take care of this and provide support. You can get more information from your local IG Metall.

INCOME, WORKING HOURS, WORKING CONDITIONS: A QUESTION OF POWER

Our experience in collective bargaining and in negotiations between the works council and company management shows: IG Metall and the works council often don't get very far with good arguments alone. Our success depends first and foremost on how strong we are and how much pressure we can put on employers. The more people are organised in IG Metall, the stronger our negotiating position and the more we can achieve for the employees. Therefore: Become a member of IG Metall!



MEMBERSHIP DECLARATION



Joining date:
 Canvassed by:
 Membership number:

Name

First name **Nationality**

Street **House number**

Country **Postcode** **Town**

Date of birth
Gender female male diverse not specified

Mobile work private **Telephon** work private

E-mail work private

I am self-employed from: until:
 in full-time employment in a work phase in semi-retirement
 in part-time employment in a layoff phase in semi-retirement

Company / deployment **Postcode** **Town**

Cost centre **Personnel/master number**

Temporary With works contract Fixed-term
 from: until: Temporary employment agency:

I am currently trainee dual student student pupil student on holiday
 from: until: If student, university:

IBAN

Average gross monthly income 1% of which = **membership dues**

The membership dues are 1% of the average gross monthly income. The dues for members in full-time further education at college or university are € 3.

Joining: I hereby join IG Metall and recognise the statutes of this trade union. I confirm that my personal details are correct and I acknowledge IG Metall's data protection notice.

Data protection: Membership data will only be used as defined by the statutes. My personal data will be collected, processed and used by IG Metall and its trade union shop stewards in compliance with the data protection provisions of the EU General Data Protection Regulation (EU-GDPR) and the Federal Data Protection Act in order to set up and administer my membership. I can find further information on data protection at: www.igmetall.de/datenschutz.

SEPA direct debit mandate (recurring direct debits): Creditor identification number of IG Metall DE71 2ZZO 0000 0535 93, mandate reference: Membership number 01
 I authorise IG Metall to collect the statutory membership dues. At the same time, I instruct my bank to honour the direct debits drawn on my account by IG Metall. Note: I can request that the amount charged is reimbursed within eight weeks, beginning with the date on which my account is debited. The terms and conditions agreed with my bank apply. I will inform IG Metall of any changes to my details without delay.

X
 Place/date/signature