

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 % |
| 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 respondents ... | ...without 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!

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 (English Tarif). Everything about co-determination, labour law, health protection – and how we enforce good work together with the employees (English Im Betrieb).

www.itk-entgeltanalyse.igmetall.de – 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!



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