

99006026000000

minimum wage

Heruntergeladen am 26.06.2025

<https://fimportal.de/xzufi-services/S1000020010000008364/S100002>

Modul	Sachverhalt
Leistungsschlüssel	99006026000000
Leistungsbezeichnung I	minimum wage
Leistungsbezeichnung II	Minimum wage - report non-compliance
Typisierung	6 - Allgemeine Hinweise, nicht spezifische für eine Leistung
Quellredaktion	Hamburg
Freigabestatus Katalog	unbestimmter Freigabestatus
Freigabestatus Bibliothek	unbestimmter Freigabestatus
Begriffe im Kontext	<div lang="en-x-mtfrom-de">Marginal employment</div>, <div lang="en-x-mtfrom-de">Mini job</div>
Leistungstyp	
Leistungsgruppierung	
Verrichtungskennung	
SDG-Informationsbereich	
Lagen Portalverbund	
Einheitlicher	

Modul	Sachverhalt
Ansprechpartner	Nein
Fachlich freigegeben am	
Fachlich freigegeben durch	
Handlungsgrundlage	
Teaser	
Volltext	<p>The minimum wage has been 12.41 euros since January 1, 2024 (increased from 12.00 euros since October 1, 2022). From January 1, 2025, the minimum wage will be 12.82 euros. It will be adjusted every 2 years, the next time on January 1, 2026. Components</p> <p>The minimum wage is a gross wage. Payments made by the employer to compensate the employee for their "normal work" are considered part of the minimum wage. Payments that an employee receives as compensation for additional services, expense allowances and additional benefits are not counted. For example, capital-forming benefits are not wages and therefore cannot be counted towards the minimum wage.</p>
Erforderliche Unterlagen	not specified
Voraussetzungen	<p>You are not entitled to the minimum wage if you: are under 18 years of age and have not completed vocational training, Trainees under the Vocational Training Act, including preparatory vocational training measures, are volunteers, perform voluntary service, Participants in employment promotion measures (e.g. 1-euro job), were long-term unemployed within the meaning of Section 18 Paragraph 1 of the Social Code III immediately before starting employment, within the first six months, Homeworkers under the Homework Act or are self-employed. Long-term unemployed during the first six months of their employment after ending unemployment</p>
Kosten	Gebühr: Es fallen keine Kosten an
Verfahrensablauf	
Bearbeitungsdauer	

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Frist

weiterführende Informationen

<https://www.bundesregierung.de/breg-de/aktuelles/12-euro-mindestlohn-2006858>
<https://www.bundesregierung.de/breg-de/aktuelles/12-euro-mindestlohn-2006858>
<https://www.bundesregierung.de/breg-de/aktuelles/mindestlohn-faq-1688186>
<https://www.bundesregierung.de/breg-de/aktuelles/mindestlohn-faq-1688186>
<https://www.dgb.de/service/ratgeber/mindestlohn/>
<https://www.dgb.de/schwerpunkt/mindestlohn>

Hinweise

Special regulations for certain groups of people: -
 interns As an intern, you are generally entitled to minimum wage. However, so-called mandatory internships are exempt from the minimum wage, i.e. in particular those that you are obliged to complete due to a school law regulation, a training regulation or a university law regulation. There is also no entitlement to the minimum wage for voluntary internships that serve to provide career orientation (orientation internships) or are carried out as part of training or studies and last no longer than 3 months. However, if such an internship lasts longer than 3 months, it must be remunerated with the minimum wage from the first day. In addition, the minimum wage does not apply to internships as part of an introductory qualification under SGB III and measures to prepare for vocational training under the Vocational Training Act. Internships can be very individual. If you have specific questions, use the personal telephone consultation. - Trainee
 People who are in vocational training do not receive a minimum wage. Their remuneration is regulated by the Vocational Training Act. - Marginally employed As a part-time worker, you are entitled to minimum wage. You only have to pay 3.6% of the gross salary for statutory pension insurance. An exemption from this is possible. Employer contributions to social security are not taken into account when calculating the minimum wage. The employer must bear the contributions to statutory health insurance and statutory pension insurance that are incurred as part of your mini-job – in addition to the gross hourly wage. However, the employer may transfer the uniform flat-rate tax of 2%

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of the salary to you. - part-time employees Part-time employees are also entitled to the minimum wage. More detail questions - Piece and piece wages Piece and piece wages are permitted if it is ensured that the employees receive the minimum wage for each hour actually worked. - Standby times According to general principles, standby times are to be remunerated with the minimum wage insofar as they are to be regarded as working hours subject to remuneration according to case law. - Single payments One-off payments (such as Christmas bonuses) can be taken into account when calculating the minimum wage. Due to the due date regulation, however, they can only be counted towards the minimum wage in the month in which they are actually paid out. Incidentally, a one-off payment can also be made creditable in the form that it is distributed proportionately over several months and is actually and irrevocably paid to the employee on the relevant due date for the minimum wage. The Christmas bonus, for example, could be taken into account when calculating the minimum wage to the extent that it is paid out over the entire year with the monthly statements at one-twelfth at the latest at the end of the following month. - Cross-border activities The Minimum Wage Act applies to all employees in Germany. This is also the case for short-term employment in Germany (e.g. for truck drivers driving through). - Board and lodging for seasonal work Board and lodging are not cash benefits and therefore cannot be counted towards the minimum wage. However, exceptions are possible for seasonal work. If you have any questions, please use the possibilities of a personal or telephone consultation tailored to your specific case.

Rechtsbehelf

Kurztext

The minimum wage has been 12.41 euros since January 1, 2024 (increased from 12.00 euros since October 1, 2022). From January 1, 2025, the minimum wage will be 12.82 euros. It will be adjusted every 2 years, the next time on January 1, 2026. Components Payments made by the employer to compensate the employee for their "normal work" are considered part of the minimum wage. Payments that an employee

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receives as compensation for services beyond this, as well as additional services, are not included. When does the minimum wage not apply? You are not entitled to the minimum wage if you: are under 18 years of age and have not completed vocational training, Trainees under the Vocational Training Act, including preparatory vocational training measures, are volunteers, perform voluntary service, Participants in employment promotion measures (e.g. 1-euro job), were long-term unemployed within the meaning of Section 18 Paragraph 1 of the Social Code III immediately before starting employment, within the first six months, Homeworkers under the Homework Act or are self-employed. Long-term unemployed during the first six months of their employment after ending unemployment

Ansprechpunkt

Zuständige Stelle

Authority for Labor, Health, Social Affairs, Family and Integration

Formulare

Ursprungsportal

Behördenfinder Hamburg, Authority finder Hamburg (Currently this link is only available in german)