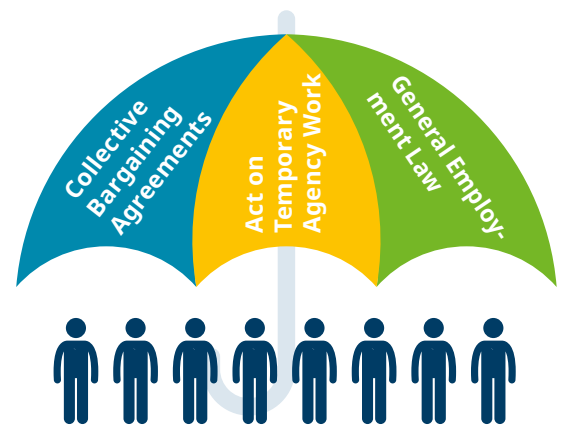




### Facts and Figures

Social and collective bargaining partnerships in Germany are a valuable asset protected by the Basic Law. The German Association of Personnel Services Providers (GVP) is a partner of the German Trade Union Confederation's (DGB) collective bargaining association for temporary work, in which all eight member unions are represented. The collective agreements in the temporary employment sector stand for **fair and transparent working conditions** and have helped set standards, notably through the introduction of a nationwide minimum wage for temporary work in 2012.



#### Comprehensive collective bargaining agreements and high collective bargaining coverage

Temporary workers enjoy the same protection under **general labor law** as all other employees. This protection is complemented by the extensive provisions of the German **Act on Temporary Agency Work** (Arbeitnehmerüberlassungsgesetz – AÜG). The AÜG also regulates the principle of equal treatment, according to which temporary workers must be granted the same essential working conditions as comparable permanent employees of the user company. At the same time, the Act contains a collective bargaining opening clause, allowing the social partners in the temporary employment sector to regulate the sector's working conditions largely autonomously through **collective bargaining agreements**. As a re-

sult, **almost 90 percent** of all employment relationships in temporary agency work are covered by collective agreements—more than in almost any other sector (the average coverage across all sectors being around 41 percent). Collective agreements therefore play a decisive role in shaping working conditions in the temporary employment sector.

#### Minimum wage in the temporary work sector

For the temporary work sector, a generally binding minimum wage of was agreed by the social partners as early as 2012 – before the introduction of the statutory minimum wage. This minimum wage is identical to the lowest pay scale in the collective agreements for temporary work. On the basis of Section

#### Overview of the specific provisions of Temporary work collective bargaining agreements:

Collective Bargaining Agreement	Provisions
Remuneration Framework Agreement	Definition of salary/pay grades (EG 1–9) and the principles for job classification and assignment to pay groups
Collective Wage Agreement	Hourly Pay Rates
Framework Collective Agreement	All key terms and conditions of employment, such as working hours (usually a 35-hour week), flexible working time accounts, pay, overtime pay, vacation, annual bonuses, plus membership benefits for members of DGB trade unions.
Sector-specific collective agreements	This serves to offset any potential difference between collective agreement rates in the temporary work sector and those in specific sectors where workers are deployed (collective agreement equal pay, see below)

3a of the Temporary Employment Act (AÜG), it is regarded as the **sector-specific minimum wage** for all temporary workers employed in Germany.

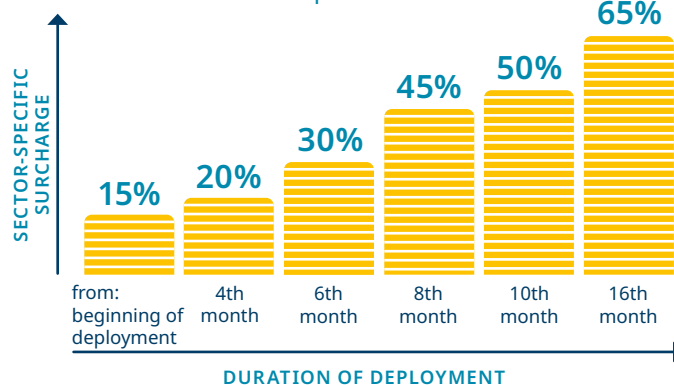
Under the collective agreement of 12 September 2025, the social partners have agreed to once again establish a generally binding minimum wage for temporary work at the Federal Ministry of Labour and Social Affairs in accordance with pay group 1 of the DGB/GVP. At €14.96, this will remain significantly above the general statutory minimum wage, which currently stands at €13.90.

## Collective agreements on sectoral surcharges

From 2012, **collective agreements on sectoral surcharges (TV BZ)** were introduced in the temporary employment sector. Currently there are collectively agreed surcharges for eleven sectors. Specifically, a sectoral surcharge is a percentage rate graded according to the duration of the assignment at the same client company, which is added to the hourly rate agreed under the collective agreement. This means that temporary workers can earn far more than the minimum wage, specifically hourly wages that significantly exceed 40 euros.

As a result of the sectoral supplements, after 15 months of temporary employment at the latest, the worker's remuneration reaches a level that the parties to the

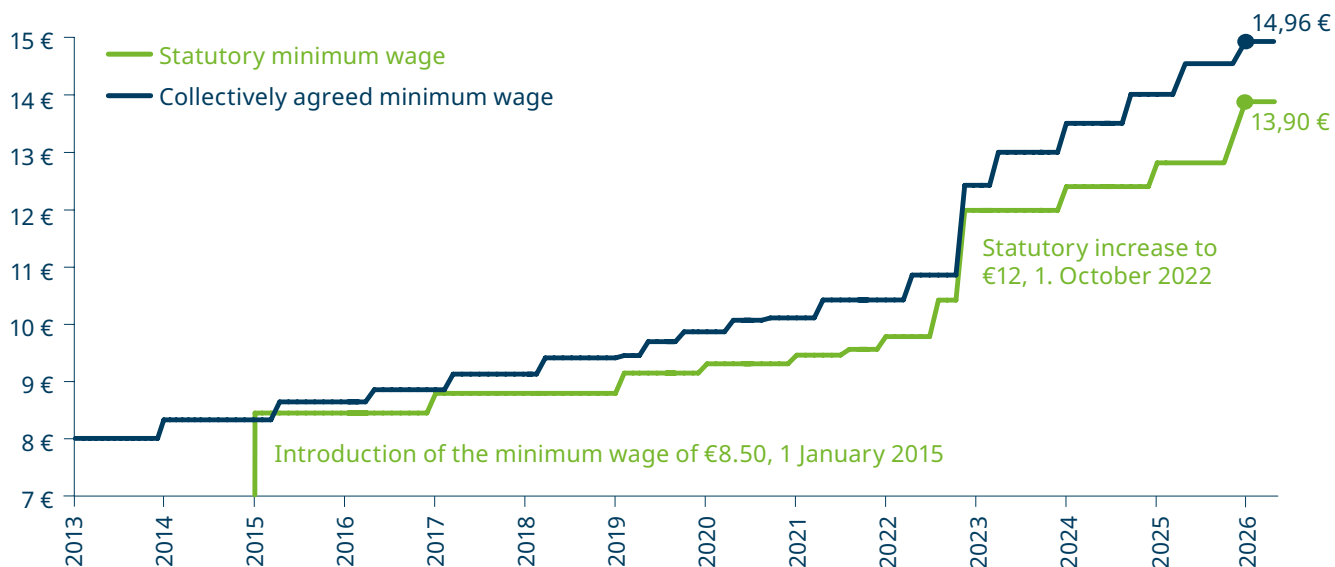
### MECHANISM OF SECTOR-SPECIFIC SURCHARGES Example TV BZ ME



collective agreement consider equivalent to the remuneration of comparable workers in the sector in which the worker is deployed. What constitutes comparable remuneration is therefore determined by the parties to the collective agreement in the temporary employment sector (so-called '**collective agreement equal pay**').

Collective agreements have two key advantages: they are much simpler to apply and offer legal certainty. In addition, temporary workers assigned to the same client receive a percentage-based supplement to the pay set out in the temporary work collective agreement. Depending on the sector, this supplement begins from the first day of assignment, but no later than after six weeks, and increases continuously in several stages until, at the latest, after 15 months, the collective agreement's equal pay is achieved.

### DEVELOPMENT OF THE COLLECTIVELY AGREED MINIMUM WAGE IN TEMPORARY AGENCY WORK



Source: German Association of Personnel Service Providers, Federal Statistical Office

#### LEGAL NOTICE

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