



ii-Magazin

The industry magazine of IG Metall

01/2025

Union in the Digital Economy

NEW WORLDS

**BECAUSE
THIS
MATTERS
NOW.**



**HOW THE CRISIS
IS THREATENING
IT PROFESSIONALS**

Report – Page 8

**WHERE INVESTMENTS
ARE NEEDED NOW**

Interview – Page 10

Marco Schmidt
heads the department “Activ im
Betrieb” on the Frankfurt
IG Metall board.



Photo: Annette Hornischer

YOU ARE NOT ALONE

Dear colleague,

These are truly rough times. Germany's industry has floundered into a serious crisis, and the global political situation isn't making crisis management any easier. In such a situation, it's more important than ever to know that you're not alone — that there's someone to your right and left, in front of you and behind you. That we are many, that we belong together, and that we share the same interests.

We were able to experience this sense of community in a very real way in mid-March, in a large crowd, when IG Metall called for a national day of action. More than 80,000 metalworkers across Germany took part — a vibrant, determined, and cheerful picture. In Hannover, Leipzig, Cologne, Stuttgart, and Frankfurt, they sent a strong message: we need to act now and save industrial jobs in Germany.

The crisis and what we can do about it is a central theme of this issue of the IT magazine, because the jobs of IT professionals are also at risk due to the creeping

deindustrialization of the country.

In Cologne, for example, we spoke with Lara Holz, a young IT colleague at Ford, who gave us an impressive account of what's happening in her workplace. Things may be particularly bad at Ford due to disastrous management decisions, but the situation in other companies in the automotive industry — and beyond — is hardly less alarming.

That's why it's even more important that we stand together now and fight for future-oriented solutions. The IT sector especially needs a boost in innovation; we need investment in domestic locations. Outsourcing IT tasks to low-wage countries is hardly a solution to the crisis.

As IG Metall, we are fighting for better solutions on the political level — as we clearly demonstrated on our day of action. But we are also fighting in every single workplace. Our new digital team in Berlin is the best example of this. It is dedicated to reaching out to colleagues in the many new companies in and around

the capital's digital economy — showing them why unions are such a great idea. We also cover this in this issue.

To make a difference in the workplace, we need a strong IG Metall team: active workforces, committed members, and not to forget — strong IG Metall works councils. That's why we're already looking ahead to the upcoming works council elections, which are scheduled for next spring. Our preparations are already underway, because we have a clear goal: we want to shape the transformation — in concrete terms. This industrial transformation can only succeed if employees have a say and can participate in decision-making.

That's what we at IG Metall are committed to. What about you? Are you in? As a member? Or maybe even soon as a works council representative? And thus part of Team IG Metall? I'd be delighted. And so would more than two million others who are also members of the world's largest individual trade union. ■

IN THIS EDITION

Cover story: Pioneering Work in the Digital Economy - Solutions for New Challenges **Page 4**

Report: How Deindustrialisation Threatens the IT Sector **Page 8**

Interview: Christiane Benner on the crisis, the IT industry and the Solutions of IG Metall **Page 10**

News Items: Quo vadis, Atos? - More Money at HCL - Collective Bargaining Agreement at Carl Zeiss GOM. . **Page 12**

BETTER WITH IG METALL

Only Unions Can Do This

More and more companies are hiring dubious consultants to establish non-tariff compensation systems. In doing so, they suggest to their employees that there is security, fairness, and transparency – while pressuring works councils to sign corresponding company agreements. However, security only comes with collective agreements, especially in difficult times. And collective agreements can only be negotiated by unions.

With Union		Without Union
Compensation Systems via Collective Agreement with Employers/Employer Associations ▼ Same pay for the same work in collectively agreed wage groups	Compensation	Salary ranges via company agreements ▼ Salary ranges without tariff security, but with room for inequality
Labor action measures, warning strikes/strikes	Leverage	Conciliation body
Contracts remain valid through continuation after company sale	When the company is sold	Contracts lose validity

Collective Agreements – for More Money and Less Working Time

The IG Metall union collects data once a year on pay and working hours in the information technology and communications (ITC) sector. The latest survey results show that ITC employees in companies bound by collective agreements earn 15 percent more in total and also have shorter average working hours.

Average annual salaries in 2024 from 74 ITC occupations



+15%*

* with collective agreements, based on the total sum of the salaries

Weekly working hours: 37.5 hours or less



Weekly working hours: 40 hours

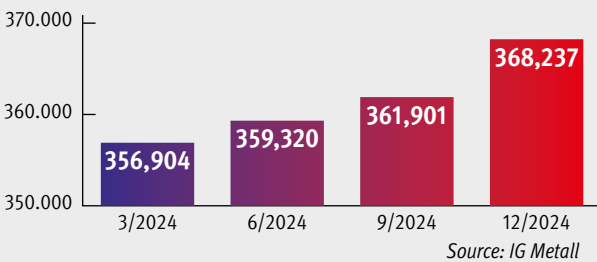


Source: IG Metall

Increasingly Favored by Employees

More security, fair pay, equal pay for comparable work – these are guaranteed only by collective agreements negotiated by IG Metall for its members. More and more employees in the ITC sectors are now recognizing this and are joining IG Metall. The salaried employees, along with young people, are the group that gained strength in 2024.

Salaried Employee Members





Victoria Fischer, Yonatan Miller und Eva Hagen (from left to right) work in companies within Berlin's digital economy. Together with the project team from IG Metall, based in the Berlin branch office, they are working to improve working conditions in their companies.

Photos: Markus Altmann

PIONEERING WORK IN NEW WORLDS

Pulsating start-ups and the corporate branches of global tech giants — Berlin has become a hotspot for the IT scene in Germany. Around 140,000 people earn their living in the capital's digital economy — under a wide variety of conditions. In hardly any other sector do incomes for the same work vary so drastically. That's something that needs to change. IG Metall has launched a Digital Team to take on new challenges and break new ground — pioneering fair conditions for the working world of tomorrow. *Kathryn Kortmann* reports on how.

Two years ago, Eva Hagen returned to Berlin. “Returned” is the right word — back to her hometown, closer to family. But in terms of working conditions, the 37-year-old engineer took a step back with her new employer. “I come from the Siemens world,” says Eva Hagen. “There, collective agreements that guarantee employees secure and fair working conditions are a given.” Not so at Rolls-Royce Solutions in Berlin-Oberschöneweide. Not yet, anyway — but that's about to change. The workforce is fighting to secure a collective agreement, something that's already standard in other parts of the company.

About 100 colleagues work at Rolls-Royce Solutions, developing cutting-edge, large-scale battery storage systems for industrial clients and grid operators — a fantastic task, close to the future, and on the pulse of the times. The company emerged from a successful start-up acquired and integrated by Rolls-Royce. Now, all that's missing is a collective agreement. Eva Hagen is campaigning for it with her colleagues, supported by IG Metall's young Digital Team based in the Berlin office. It consists of four full-time union representatives.

“Fair and transparent working conditions for all — that's only possible if we achieve it together,” says IG Metall member Eva Hagen. “And that only happens through a collective agreement, which only unions can negotiate.” Step one to getting that contract: increase union membership. More members, more strength, more pressure.

Her colleagues quickly understood this, says Eva Hagen — especially because the employer “played right into our hands with a completely opaque salary system and a home-office agreement tailored entirely to its own liking.” That was the last straw for many.

In a time of skilled labor shortages, the company's approach backfired. Some employees left, frustrated. Many others took matters into their own hands — and joined IG Metall. Within a year, the majority were union members.

To achieve this, committed IG Metall members had countless personal conversations with coworkers. “It's all about trust,” says Eva. “We thought carefully about who should approach whom — who has a good connection with whom? It's no different than in other sectors of our union.”

Union? What's that?

Still, organizing in the digital economy comes with unique challenges. A large portion of employees — in many firms, the majority — have a migration background. Having English as the working language is often the least of the problems. More significant is that many colleagues come from countries where unions have little prestige or influence, or where being a union member might even hurt one's career. For many of these workers, it's new to see unions held in such high regard in Germany. “Many workers with migrant backgrounds only learn through us that employee rights are well protected in Europe — especially in Germany — and that there are more participation opportunities than in their home countries,” says Sabrina Lamers, union officer in the Berlin Digital Team.

It's also new for many that IG Metall is the union that represents them. “People in this sector often associate IG Metall with male-dominated representation for industrial workers in large factories,” says Yonatan Miller. “The idea that IG Metall also represents people like me — with a migrant background, working from laptops in offices or remotely — doesn't occur to most at first.” Yonatan, a 31-year-old software engineer, came to Berlin from New York in 2015. In 2018, he was ►

fired by his employer for advocating salary transparency. He looked for support, but couldn't find any — the German system of labor representation was completely unfamiliar to him. "I didn't know the difference between unions and works councils," says Yonatan — and that's still true for many in the industry.

Because he found no solution at the time, Yonatan co-founded the Tech Workers Coalition (TWC) Berlin in June 2019 with like-minded colleagues. Soon after, IG Metall joined forces with them. "They offered support for our issues," he recalls. He became a member in 2020, and the collaboration deepened. TWC has since built strong cross-company networks and participates in IG Metall discussions. Together, they've hosted three conferences (the third took place after this article's deadline), offering exchange and networking opportunities for workers in the digital economy. TWC doesn't see itself as a rival to IG Metall, but rather as a complement — "a first contact point for those who have no idea what labor representation is or are too shy to approach an institution they don't yet understand," says Yonatan.

Union across time zones

Alongside managing the diverse backgrounds of employees from around the world, the Digital Team must overcome practical hurdles too — such as remote work. It's not unusual for software developers to officially be employed by a Berlin company, yet have never set foot in the city — because they work from wherever there's fast internet. Reaching these workers and getting them excited about joining IG Metall is hard — but not impossible. "We're proving that participation-oriented union work can function across time zones and language barriers," says Jan Brauburger, another union officer on the team. They're also working to improve digital communication with employees — via company intranets or email — searching for solutions that might one day benefit all IG Metall sectors. Right now, digital access is still often blocked by legal and data protection concerns.

It should be easier to win over workers who work hybrid — sometimes remotely, sometimes at the office. But even then, it can be tough going — as the example of MBition shows. A 100% Mercedes-Benz subsidiary that evolved from a startup, MBition is now a key software hub for the premium automaker. Engineers from around the globe develop infotainment systems for the luxury brand.

Whenever employees show up in the office, works council chair Victoria Fischer, her deputy Chris Schlichting, and other IG Metall reps engage them about union membership. "But recruiting them is really tough," says Victoria. Still, they don't give up. In the end, it's all about "talking, talking, talking" — to bring about better working conditions. There's a lot of frustration, especially over pay gaps. "In some cases, wages for the same job differ by as much as 50%," they report. "Many see this as a major injustice." That's the card IG Metall activists keep playing. "We never stop emphasizing that we can change this — but only if we stick together. And only with IG Metall at our side."

The Membership Form Is Available in English

The support from the IG Metall Digital Team is seen by the MBition works council as "extremely helpful." For instance, the Digital Team has helped bring a streaming culture into

union work. This allows colleagues who can't be physically present at events to watch live via stream and actively participate through digital comments. Materials are now also available in English, and the homepage of the IG Metall local office has an English version, just like the membership form for IG Metall. "All of this makes it easier for us to approach people during our workplace visits," says works council chair Victoria Fischer. Additionally, Sabrina Lamers and Jan Brauburger are present at MBition's works council meetings. "We're there to answer questions and explain how we support workers," says Sabrina Lamers. "But we also consistently emphasize that we are not the IG Metall — our colleagues in the workplaces are. The pressure needed for collective agreements," explains the union secretary, "can only be built from within by a strongly organized workforce."

"We are currently proving that participation-oriented trade union work can function across time zones and language barriers."



Jan Brauburger, Trade Union Secretary on the Digital Team Berlin

Such commitment is appreciated by the employees. In the works council election at the end of April 2024, the IG Metall list emerged as a clear winner at MBition, securing 9 out of 13 seats. More than half of the workforce participated in the vote. "For a tech company where many work remotely and have little experience with works councils, that's not a given," says Victoria Fischer. The works council chair sees the strong result as "an indication that our efforts are bearing fruit. It's a strong vote from the MBitioners for robust employee representation."

The next goal is already in sight: a collective agreement. The works council members report they are working at full speed toward this. "Now it's time to pick up the pace," they add, noting that the economic crisis is ever-present. "No one can guarantee that the crisis will pass us by without conse-

“The pressure needed for collective agreements can only be built from within by a strongly organized workforce.”



Sabrina Lamers, Trade Union Secretary on the Digital Team Berlin

quence,” says works council member Chris. “When that moment comes, it will be crucial to have a strong union on our side, one that stands up for our interests.”

Free2Move: Majority Are in the Union

Tech worker Yonatan Miller can confirm that. He currently works as a software engineer at the car-sharing provider Free2Move. When he started there, he was the company’s first union member. That didn’t remain the case for long, he says. With IG Metall’s help, works councils were already elected in 2022. Yonatan Miller is now chair of the central works council and a member of the European works council at Stellantis, the parent company of Free2Move. Through regular campaigns, a large part of the workforce has now joined IG Metall. A stroke of luck, according to Miller. “With their know-how, IG Metall supported us during negotiations around mass layoffs in recent challenging years,” he explains, adding: “And now we’re fighting for our first in-house collective agreement at Free2Move.”

Back in Berlin: At Rolls-Royce Solutions, too, employees are glad to rely on the IG Metall Digital Team’s expertise. Collective bargaining negotiations have now begun for their workforce. In December 2024, IG Metall members elected their bargaining committee and formulated their demands. Eva Hagen is a member of the IG Metall bargaining committee. She says, “We’re fighting for the introduction of the framework collective agreement for IT services, which will bring improvements in pay and also working hours.” This means: earnings should no longer depend on each individual’s negotiation skills but instead be transparent and guarantee equal pay for equal work. It would also include Christmas and holiday bonuses, which are currently not available at the Berlin

location. And instead of a 40-hour work week, Rolls-Royce Solutions employees in Berlin would also shift to a 35-hour week.

Attractive for Skilled Workers

Ultimately, Eva Hagen says, the employer would also benefit from introducing a collective agreement because “we would become more attractive to skilled workers – and we urgently need them given our current strong order situation.” The collectively bargained extra pay (T-Zug) could also help with this. It allows employees to convert money into eight additional days off. “These are all building blocks that could make the difference when it comes to recruiting skilled workers in the future,” says Eva Hagen, since for example, extra days off “give workers more flexibility to care for their children or relatives.” Improved conditions for remote work could also make the company more attractive – and these are also part of the bargaining demands.

The first negotiation rounds at the end of March were “a good start,” says Jan Brauburger from the Berlin IG Metall Digital Team, but they also made it clear “that we won’t be handed the agreement – there’s still a lot of hard work ahead.”

The Digital Team is not deterred by that. Working conditions from the Middle Ages, still found in many companies in the digital industry, should soon be a thing of the past. For employees developing modern and innovative products, modern and innovative working conditions must follow – that’s the guiding principle for which the IG Metall Digital Team in Berlin is fighting. ■

THE LONG SHADOW OF THE CRISIS



The gradual deindustrialization is also affecting IT specialists. Lara Holz, an SAP expert at Ford in Cologne, explains why she took part in IG Metall's day of action – and what needs to happen now.

Lara Holz is well prepared for this day. She brought along a friend and a colleague for support. She's wearing a yellow safety vest so she won't get lost in the crowd – "Trusted Representative" is printed on the back. And her inconspicuous red plastic horn "is much louder than you'd think." She knows this from the most recent company meeting at Ford. Just a few days ago, that horn blared loudly in Cologne-Niehl when 8,000 employees made noise with whistles and drums – among them Lara, who works at Ford as an SAP expert.

Today, on the joint day of action by IG Metall and IGBCE, 23,000 people are crowding the Cologne-Deutz Rhine promenade just a few kilometers further south. The unions have gone to great lengths and successfully mobilized support. Demonstrations are also taking place simultaneously in Leipzig, Hannover, Frankfurt, and Stuttgart. Nationwide, more than 80,000 colleagues have taken to the streets. .

They are united by the desire for a secure future with good jobs. A crisis mood hangs over the metal and chemical industries. Many companies are cutting jobs, relocating operations abroad, or shutting down entirely. All is not yet lost. "Now is exactly the right time for a nationwide day of action," says 23-year-old Lara Holz. "We need to make our demands heard even before a new government is formed."

The industrial crisis no longer only affects workers on the shop floor. The long arm of creeping deindustrialization now reaches into the development departments as well. Especial-

ly in the automotive industry, many IT specialists are asking themselves: What's next for me?

The case of Ford is just the tip of the iceberg: back in 2009, the historic Cologne plant employed 17,000 people. Today, only 11,500 employees remain. The company was slow to adapt to the shift to electric mobility. It produced expensive premium electric cars that few buyers were interested in. The result: short-time work in production.

Additionally, German politics has so far made it difficult for automakers to develop long-term strategies. The current government has taken an erratic course on e-mobility funding for years. At the end of 2023, Berlin canceled the purchase subsidy for electric cars, stalling the transition to sustainable transport.

The long-demanded industrial electricity price—advocated by IG Metall—never materialized. "Now the future government must provide affordable electricity to improve the competitiveness of automakers and the entire industry," says Lara Holz. "But I worry that even a new government won't take the challenges facing Germany's industrial sector seriously."

Even the planned ban on combustion engines from 2035 is now being questioned. Benjamin Gruschka, chair of the Ford works council, sees a toxic mix in all this: "We need consumer confidence for electric mobility. The constant debate about returning to combustion engines must stop." He is calling for a reliable long-term strategy – from both politicians and employers.



“Today is about solidarity.” — Lara Holz (23) at the IG Metall day of action in Cologne on March 15, 2025. The difficulties at her employer Ford are also affecting the company’s IT specialists.

Photo: Thomas Range

But the Ford management seems uninterested. At the end of last year, the company announced it would cut another 2,900 jobs by 2027 – not only in production. In principle, all employees are guaranteed employment until the end of 2032. This job guarantee was negotiated about two years ago by the works council, IG Metall, and the employer. But what is it really worth? “It’s watertight and cannot be overridden,” says Gruschka. “But agreements like this still don’t stop employers from making massive cuts.” While the guarantee protects against dismissals for operational reasons, job cuts are still possible. Moreover, according to Gruschka, the employer doesn’t always stick to agreements. “In recent years, promises were not kept, even when they were put in writing.”

There are many signs that Ford is now heading for a crash course in Cologne as well. Just days before the action day, the company terminated the so-called letter of support. In plain language: the U.S. parent company will no longer guarantee the debts of its German subsidiaries. Now, Ford in Cologne is facing potential collapse. “We couldn’t believe the news for ten minutes,” says Lara. “Even after a few days, the mood among the workforce is still bleak.” Gruschka has already publicly raised the possibility of insolvency.



The corporation will make one final payment of up to 4.4 billion euros to its German subsidiary. Officially, these billions are meant to support the transformation of the Cologne plants. But the sums will barely secure the future of the German sites. The financial gaps are already too large. “The money isn’t even enough to cover our debts,” says David Lüdtke, head of the employee representation body at the Ford plants in Cologne. The site in Cologne is under existential threat.

Lara Holz is ready to fight back. She sees herself in a “privileged position” – after all, she’s young and well-trained. “Losing our jobs wouldn’t be that bad for us IT specialists,” she explains. “We’d probably find something new.” But her outlook goes further: “Today is also about solidarity with our colleagues in production,” she says, gesturing across the sea of people. The looming insolvency is the elephant in the room at the day of action. Because it’s clear: if Ford in Cologne goes bankrupt, even the best job guarantee won’t help. “They’ve pulled the rug out from under our workforce,” shouts Benjamin Gruschka from the stage to the 23,000 assembled. Lüdtke accuses Ford of “pulling a dirty trick.” The crowd remains defiant. 23,000 employees cheer, whistle, and wave their bright red union flags. And still, Lara’s horn cuts through the noise.

Andreas Schulte ■



WE ARE FIGHTING FOR EVERY SINGLE JOB!

Christiane Benner explains why the new special federal fund is our success, why employers must now step up, and how the union is advocating for change and security in the IT sector.

Christiane. IG Metall held demonstrations in five cities across Germany in mid-March, with 81,000 people taking to the streets. What's your takeaway from the day of action?

Our members made their voices heard loud and clear, showing what matters to them: preserving good jobs in industry and crafts. A future for Germany as a technology hub. A modern, progressive country. We received an overwhelming amount of positive feedback after our day of action. The mood in all five cities was determined, hopeful, and upbeat. For all of us, it was a powerful experience to feel the strength we can unleash together as IG Metall and to experience the solidarity among colleagues. I think it gave everyone a motivational boost.

Christiane Benner (photo center)
is the First Chairperson of IG Metall.

Photo: Heiko Stumpe

The new government wants to invest hundreds of billions. Is everything going to be fine now?

We've been fighting for this for years, not least through our 11-point plan. It's a huge success! Now we need to stay on it. The money must be used wisely to secure jobs and modernize Germany's industrial base. There are countless construction sites. The rollout of e-mobility in Germany must gain momentum. Prices for electricity and gas must come down so energy-intensive industries can compete globally. We still need massive investments in infrastructure: rail for trains, charging stations for e-cars, hydrogen networks, and nationwide mobile coverage, just to name a few. The country must now make a major technological leap. At the same time, social infrastructure must not be neglected: enough childcare centers, modern schools, and a strong welfare state are essential to making this transition successful.

What role does the IT industry play in all this?

Without IT, there's no e-mobility, no energy transition, no modern country. The IT sector plays a key role in the technological shift. That makes it all the more important to value the employees and recognize the significance of their work. Unfortunately, the opposite is happening in many companies: IT firms are cutting jobs without any rhyme or reason. Increasingly, roles are being outsourced abroad. But the colleagues being let go today will be needed again tomorrow. That's why IG Metall ties its demands for public investment to clear expectations for employers: they must take responsibility and commit to Germany as a business location. We demand that government funds only be allocated if there's a collective agreement in place and a guarantee for jobs and locations!

How is IG Metall responding to job cuts in IT companies?

Where there's a crisis, we fight for every single job! We created the tool of the "future collective agreement," for example. When companies need restructuring, these agreements provide prospects for employees that go far beyond simple job guarantees. They include binding investments or employee participation in the company's strategic reorientation. We're currently negotiating such agreements at Atos and Unify, for example. Employees are ready to get involved and contribute. It's time for employers to recognize that!

Your conclusion?

Now more than ever, it's important to come together. Experience shows that well-organized workforces can achieve real results together with IG Metall and their works councils – even in difficult situations. We work with employees to develop companies instead of shutting them down. That's why I say to everyone who hasn't joined us yet: Come join us, get involved! ■

IMPRESSIONS FROM THE DAY OF ACTION ■



Photos: Christian von Polentz, Stephen Petrat, Thomas Range, Mark Mülhau

Atos

Workforce Demands Perspective

The IT service provider Atos is aimlessly stuck in a prolonged crisis – IG Metall is now negotiating a future collective agreement with the company. “Our goal is to secure jobs and give the workforce a solid perspective,” says Marco Schmidt, one of the two IG Metall negotiators. Atos brought this crisis upon itself through a lack of vision and recently aimed to cut another 600 jobs. The workforce increasingly opposes management’s approach. “Atos slept through the transformation,” says Schmidt. “And now the employees are supposed to pay the price.” IG Metall won’t just stand by. Atos had split off parts of the company and tried to sell them – but the deal failed. “The company’s entire strategy is completely clueless,” says Schmidt. IG Metall is now demanding a “better plan that’s strategically sound.” Instead of constant cuts, Atos should focus on better quality.

HCL

New Contract and a Bonus

IG Metall secured collective bargaining coverage at IT company HCL in Gifhorn. Employees will initially benefit from a wage increase of up to 8.5%. And that’s just the beginning. “This is the first step. We’ll need further progress to close the gap between non-tariff

and tariff wages,” says union secretary Türker Baloglu. The path is clear: Thanks to the new collective agreement from last year, HCL employees’ wages will increase by up to 21.5% over 25 months. IG Metall members who joined before October 2023 will also receive a bonus of 18% of a gross monthly wage. This success is a visible and positive sign in the fight against companies fleeing collective bargaining.”

Carl Zeiss GOM

From 40 to 35 Hours

Celebration at Carl Zeiss GOM Metrology: The Braunschweig-based subsidiary of the Zeiss Group will adopt parts of the regional collective agreement for the metal and electrical industry in Lower Saxony starting in November 2025. IG Metall has been fighting for this since 2019. Back then, a declaration of intent was agreed upon with Zeiss: all locations would get collective agreements. But Braunschweig had no IG Metall members to negotiate such an agreement. Now, “we’ve organized the majority of the workforce and established union structures,” says IG Metall secretary Kai-Martin Winter. “This is a major success in this sector.” Around 550 people work at Carl Zeiss GOM Metrology, many of them highly qualified engineers, IT specialists, and mathematicians. Starting in November 2025, they will receive initial one-time payments. By mid-2029, all collective agreement conditions will be fully implemented, including a reduction from a 40-hour to a 35-hour workweek. “Employees will also earn more, and pay equity will improve,” says Winter.

Salary Analysis

Are You Being Paid Fairly?

IG Metall has published its latest salary analysis for the information and telecommunications industry. Once again, the extensive data shows: companies with collective agreements pay more – over 15% more on average – than non-union companies. “The long-term trend continues,” says Herbert Rehm from IG Metall’s board in Frankfurt. On average, salaries have risen by 3.9% compared to the previous year. IG Metall evaluated the salary data of about 38,000 employees across nearly 100 companies. The data provides a detailed view of industry pay, broken down by job families and career levels. It gives workers a chance to compare their own pay with others in the sector.

[itk-entgeltanalyse.igmetall.de](https://www.itk-entgeltanalyse.igmetall.de)

IMPRINT

IT-Magazin

The industry magazine of IG Metall

IG Metall, Wilhelm-Leuschner-Straße 79, 60329 Frankfurt am Main, Represented by the Executive Board, First Chairperson: Christiane Benner
Responsible according to § 18 Abs. 2 MStV: Christiane Benner, IG Metall Executive Board | Contact: vorstand@igmetall.de,

Editorial Team: Jenifer Plater, Marco Schmidt; Bernd Kupilas, Kathryn Kortmann (Editorial Office Kupilas)

Editorial Contributions: Andreas Schulte | Design and Illustration: Editorial Office Kupilas | Photo Editorial Team: Susanne Oehlschläger, Frankfurt am Main

English Translation: Don L. Kirk