

Fair Mobility can support you if you are experiencing issues with your employer. All consultations are anonymous and free of charge.

Give us a call or send us a message.

Trade unions stand up for the rights of workers. They also stand up for your rights even if you come from another country. We want you to be able to work in Germany under fair conditions!

Gewerkschaft Nahrung-Genuss-Gaststätten (NGG)

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www.ngg.net

Fair Mobility – Advisory centres for workers from Central and Eastern Europe

c/o IG Metall
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kontakt@faire-mobilitaet.de

/ Bosnian–Croatian–Serbian

0800 0005776, upit@faire-mobilitaet.de

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0800 1014341, konsultacia@faire-mobilitaet.de

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0800 0005780, doradztwo@faire-mobilitaet.de

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0800 0005602, consiliere@faire-mobilitaet.de

Scan the QR code to read this information on your smartphone. The information is also available in other languages.



www.faire-mobilitaet.de

Gefördert durch:



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Faire Mobilität liegt
in der politischen
Verantwortung des
DGB-Bundesvorstandes.

aufgrund eines Beschlusses
des Deutschen Bundestages

DGB fair

Your rights when
you work in Germany.



Your Rights in the Meat Industry in Germany

A Fact Sheet from the
Fair Mobility Advisory Network



Minimum Wage

- / There is a minimum wage of €12.82 gross per hour. In 2026 the minimum wage will be set at €13.90 gross per hour. Taxes are deducted from this. Nobody is allowed to receive less.
- / **The statutory minimum wage is increased regularly. You can find out more from the German Food and Catering Union (“Nahrung-Genuss-Gaststätten” (NGG)) or an advice centre.**

Collectively Agreed Wages

- / In some companies, you are entitled to higher pay.
- / This is due to collective agreements in those companies. These **agreements set wages and working conditions, negotiated between the trade union (NGG) and the employer.**
- / The NGG can enforce these agreements more effectively when many employees are union members.
- / **Ask whether there is a collective agreement in your company.**

Working Hours

- / Your working hours must be recorded electronically. **You should still note down your working hours yourself – just to be on the safe side.**
- / Standard working hours are 8 hours per day.
- / Working up to 10 hours a day is allowed in some cases. However, over a 6-month period, the average must not exceed 8 hours per day.
- / You must take a break after a maximum of 6 hours of work. This gives you time to rest and eat.
- / The time needed to change clothes and walking within the factory counts as working time. This time must be paid.
- / Tasks like sharpening knives also count as working hours.

Payslip

- / You must receive a payslip (“Lohnabrechnung”) from your employer every month.
- / Check it carefully:
 - / Have all your working hours and allowances been paid correctly?
- / You may see deductions on your payslip – for example:
 - / If you received an advance payment.
 - / If you paid rent for accommodation provided by the company.
- / **The employer is not allowed to deduct any costs for work clothes, cleaning or equipment (e.g., knives, gloves) from your wages.**

Notice of Termination

- / Notices of termination must always be in writing. Verbal dismissals issued by your foreman are not legally valid.
- / You **only have 3 weeks** after a dismissal to take legal action against it.
- / **Do not sign a notice of termination!**
- / **You can take documents that you do not understand with you** and have them checked.
- / Termination without notice or signing a termination agreement (“Aufhebungsvertrag”) can cause issues when claiming unemployment benefits.

Occupational Safety and Insurance

- / Your employer must ensure your safety at work.
- / If you have a work-related accident, go to a **specialised doctor (“Durchgangsarzt”)** or a hospital.
- / Tell the company and the hospital that you have suffered an accident at work. The **accident must be reported.**
- / You should know which health insurance you have. Always have your insurance card with you.

Accommodation

- / Accommodation may often be provided as part of your employment contract.
- / You are entitled to your own tenancy agreement. This must answer:
 - / How much is the rent?
 - / What additional costs (e.g., electricity, water) do you have to pay?
- / The rent must not be excessively high.
- / If you are threatened with eviction or termination of your tenancy, contact the police (110) or an advice centre for help.
- / **You do not have to leave your accommodation immediately. There is usually a notice period of 3 months.**

Works Council

- / The works council supports you with workplace issues, ensures rules are followed, and advocates on your behalf.
- / **Find out who your works council members are.**
- / The works council is elected by employees. It represents employees in discussions with the employer.

Find out about your rights at an early stage and contact us. Our advice is free and confidential.