

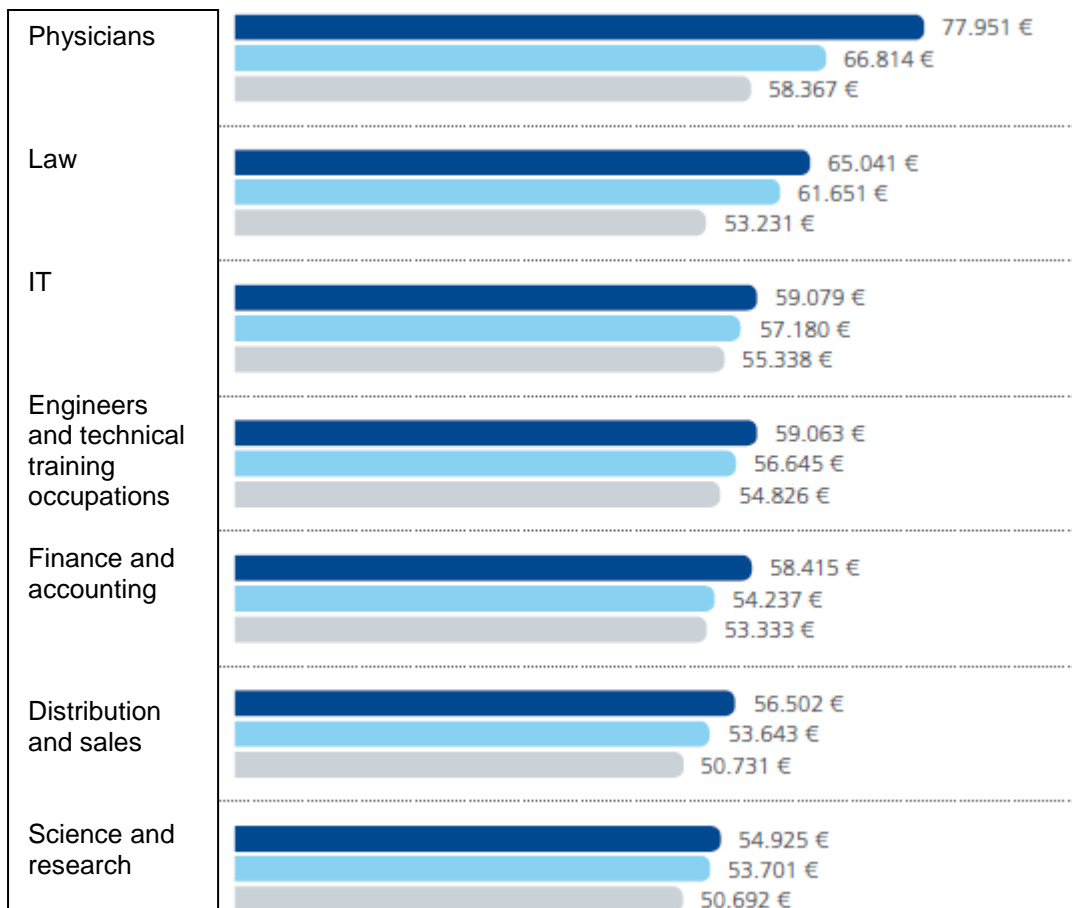
Handout - Starting salaries

for graduates on the Saxon labour market

General: The salary is dependent on, among other things,

- obligation to pay collectively agreed salaries
- region (East – West, North – South, metropolitan areas, university location ...)
- industry
- company size (> 1000 employees + 10% salary)
- personal profile
- work experience

Figures: average salaries incl. variable salary components



Unternehmen mit
Ober 1.000 Mitarbeitern

Companies with
more than 1,000
employees



Unternehmen mit
501–1.000 Mitarbeitern

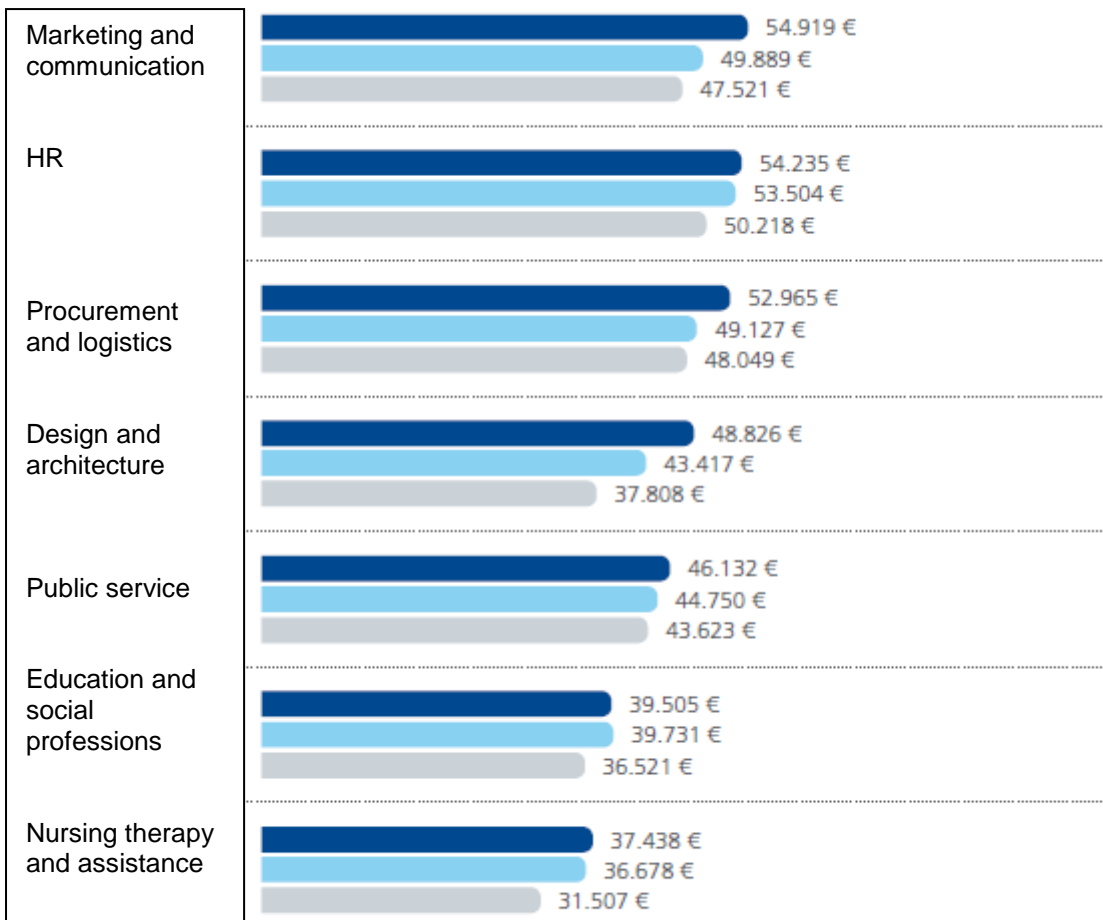
Companies with
501–1,000 employees



Unternehmen mit
1–500 Mitarbeitern

Companies with 1–500
employees

Handout - Starting salaries



Companies with more than 1,000 employees



Companies with 501-1,000 employees

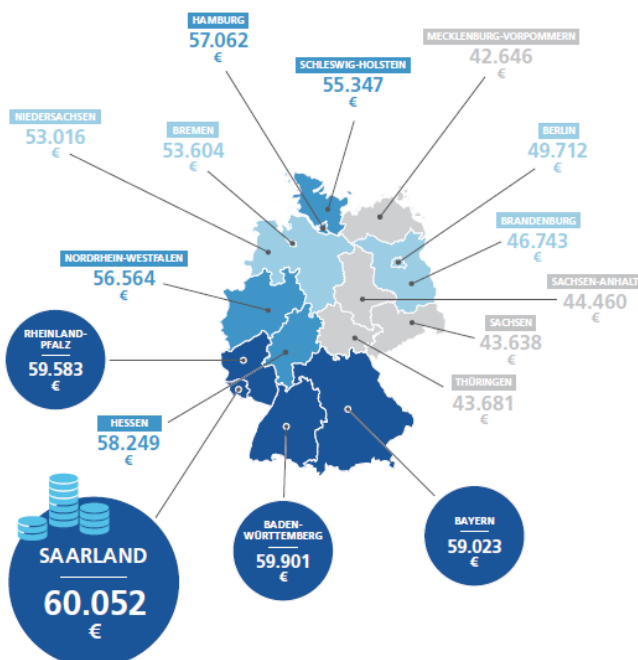


Companies with 1-500 employees

regional differences - example: engineers



Salaries based on regions



Hamburg
€ 57,062

Bremen
€ 53,604

Lower Saxony
€ 53,016

North-Rhine
Westphalia
€ 56,564

Rhineland-
Palatinate
€ 59,583

Hesse
€ 58,249

Saarland
€ 60,052

Baden-
Württemberg
€ 59,901

Schleswig-Holstein
€ 55,347

Mecklenburg-
Western Pomerania
€ 42,646

Berlin
€ 49,712

Brandenburg
€ 46,743

Saxony-Anhalt
€ 44,460

Saxony
€ 43,638

Thuringia
€ 43,681

Bavaria
€ 59,023

Source: Stepstone salary report 2015

Handout - Starting salaries

Median values of the gross monthly remuneration of academics in employment subject to social security contributions in Germany and Saxony

Field of study	in € per month for all of Germany	in € per month for Saxony	Number of people employed in Saxony
Engineering			
Mechanical Engineering	5329		995
Electrical engineering	5428	3914	1289
Plastics engineering	5691		16
Science			
Mathematics	4990		201
Biology	4336		94
Chemistry	5632		381
Physics	5091		191
Construction and environment			
Architecture	3550	2711	1417
Geography	3742		45
Water management	4415		126
Medicine			
Physicians (human medicine)	5429	4880	4126
Humanities			
Political science	4518		59
Sociology	4234		29
Pedagogy	2750		613

Source: Federal Employment agency, Statistics Service Nuremberg, Data status 31 December 2013

Conclusion:

- Saxony is characterised by small and medium-sized companies (KMU, up to 500 employees)
- deductions between East and West 10 – 30%

Sources of information:

<http://oeffentlicher-dienst.info/>
www.lohnspiegel.de
www.staufenbiel.de
<http://www.stepstone.de/gehaltsreport>
www.arbeitsagentur.de/berufenet
<http://bisds.infosys.iab.de/>

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