



Working in Germany without a German passport

Information for students

Students from the European Union, Iceland, Liechtenstein, Norway and Switzerland enjoy unrestricted access to the German labour market and have the same rights as German students.

What you should know

For students from other countries, who are in Germany with a student visa, the following rules apply:

- They are allowed to work 120 full days or 240 half days per year without applying for a separate work permit. Please note, that this does not normally include self-employment or freelancing
- Students who want to work more than that need permission from the Agentur für Arbeit (Federal Employment Agency) and the Ausländerbehörde (foreigners' office). Whether they receive a permit depends on the labour market situation.
- If you are employed as a student assistant in a German university or public research institute then the 120 day rule does not apply.

Even after completing your course, you are entitled to look for work that is related to your qualification in Germany for a period up to 18 months.

Know your rights

Students who work have the same rights as any other employee in the company they work for. These rights include the customary working hours per week, up to six weeks wage payment in the case of illness, at least four weeks of vacation per year and extra remuneration for night work/piece work/overtime.

How much you can earn depends on the industry in which you are working, and the regional labour market. The statutory minimum wage is currently 9,35 € per hour (2020).

International students in Germany

Indication of source: Statistisches Bundesamt

12,8 %

2016/17

13,2 %

2017/18

13,8 %

2018/19

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The different types of jobs

	Mini-Job → Average monthly gross wage up to 450€ (incl. special payments)	Short-term employment → Maximum 3 months or 70 days per year it not your primary source of income	Midi-Job → Average monthly gross wage between 450,01€ and 1.300€	Werkstudierendenstatus "Working student rule"**** → Full-time study Side job The focus is on study in terms of time
Employment status	different types of normal part-time employment; German labour law applies fully			
Which social security insurances (health, nursing care, old age pension, unemployment) do employees have to pay?	Only old age pension contributions are automatically deducted from your pay by your employer*	None	All, but the share of employees is reduced depending on the amount of their income	Only old age pension contributions
Taxes	Choice between flat-rate taxation (2 percent) or regular wage tax	Sometimes option flat-rate taxation (25 percent) otherwise regular wage tax	Depends on: Taxable income Tax category	Depends on: Taxable income Tax category
Working time limits**	No time limit other than that imposed by the minimum wage – therefor maximum 48h/month (2020).	See definition	None! But you cannot be expected to work so many hours that you are in effect paid less than the minimum wage	Maximum 20h/week Exceptions possible

* Exemption from the pension insurance obligation is possible in some circumstances.

** The general rules about breaks, shiftlength and so on (Arbeitszeitgesetz) applies.

*** Can apply in Midi-Jobs and when you have a higher income.

Social security

If you are employed in Germany, you will normally pay social security contributions proportionally from your wage. However International students must prove that they have health insurance when they enroll. If you work while you're studying, you usually only have to pay pension contributions. Please note if you work more than 20 hours per week, you will also have to pay health, unemployment and nursing care insurance contributions from your wages.

Taxes

Income from gainful employment is taxable, but not from the first cent. The tax exempt amount is 9.408 € in 2020 (plus 1.000 € allowance for income related expenses). When starting a new job, you have to submit your tax ID to your employer. If you don't have a tax ID yet, you can apply for it.

We are the DGB Jugend – your network for studying

As a youth trade union, we are fighting for good study conditions, fair working conditions and a just society. We provide you with information on all aspects of student finance. We advise you in labour and social law issues. We invite you to improve the situation of 1,4 million working students in Germany together with us. We accompany you on the way from university to working life. And we strengthen your back in the enforcement and expansion of your opportunities of participation at university as student.

Check if there is a counseling offices of ours at your university:
www.jugend.dgb.de/studium

You can contact us online anytime and anywhere – non-bureaucratic, anonymous and free of charge. Our consulting forum especially for students enables you to get an overview of your rights and options while working as a student. Of course, you can also get help for your individual concern.

Simply fill out the contact form and send it. We will answer you as soon as possible: www.jugend.dgb.de/studium/beratung/students-at-work

**SOLIDARITÄT
GEHT IMMER!**