



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.

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

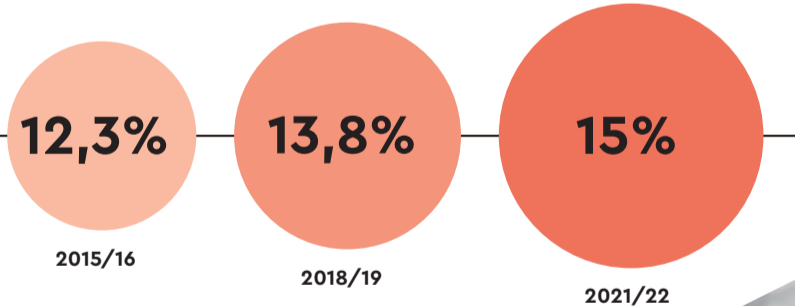
What you should know

- You 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.
- If you are employed as a student assistant in a German university or public research institute then the 120 day rule does not apply. It's important to note that while labor law still applies to you, your right of residence is primarily dependent on your studies. If you are unsure, please contact one of our counseling services at Campus-Office.
- Students who wish to work beyond the specified limit must obtain permission from both the Federal Employment Agency (Agentur für Arbeit) and the foreigners' office (Ausländerbehörde). The decision to grant a permit is dependent upon the current labor market circumstances.

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.

International students in Germany

Indication of source: Statistisches Bundesamt



Know your rights

Working students are entitled to the same rights as any other employees within the company they are employed by. These rights encompass standard weekly working hours, up to six weeks of wage payment during illness, a minimum of four weeks of annual vacation, and additional compensation for night shifts, piece work, or over-time.

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 12 € per hour (2023). The next increase of the minimum wage will be in January 2024 (12.41 €).

For high-quality education and a good life!



The different types of jobs

	Mini-Job → Average monthly gross wage up to 520 € (incl. special payments)	Short-term employment → Maximum 3 months or 70 days per year and not your primary source of income	Midi-Job → Average monthly gross wage between 520 € and 1,600 €	Werkstudierendenstatus »Working student rule« ^{***} → Full-time study and a side job: The emphasis is placed on time dedicated to studying.
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 retirement pension contributions are automatically deducted from your pay by your employer*	None	All; The contributions vary depending on an employee's income. Please confirm this is accurate.	Only retirement 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 tax class (Steuerklasse). Please confirm this is accurate.	Depends on tax class (Steuerklasse)
Working time limits**	No time restriction except for the requirement to adhere to the minimum wage, which implies a maximum limit of 43.33 hours per month (2023).	See definition	None! But you cannot be expected to work an excessive number of hours that would result in being 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

In Germany, regular employment generally entails proportional payment of social security contributions from your wages. However, international students are required to demonstrate proof of health insurance coverage upon enrollment. But 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 earned from gainful employment is taxable, but the taxation does not apply to the initial amount earned. The tax exempt amount is 10,908 € in 2023 (plus 1,230 € allowance for income related expenses). When starting a new job, you must submit your tax ID to your employer. If you don't have a tax ID yet, you can apply for it at Bundeszentralamt für Steuern (bzst.de).

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 working students in Germany together with us. We provide support throughout your transition from university to the professional world. Additionally, we assist in advocating for and enhancing your opportunities for participation as a student at the university.

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

You can contact us online anytime and anywhere – non-bureaucratic, anonymous and free of charge. Our dedicated consultation forum for students offers a comprehensive overview of your rights and available options when working as a student. Additionally, we are here to assist you with any specific concerns or questions you may have.

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!**