



Know Your Rights: Student Jobs and Financing Your Studies as an International Student

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March 25th, 2026

Topics:

- **Contract of Employment**
- **Minimum Employment Standards in Germany**
- **Particularities of Employment Law for International Students**



Employee
(„Arbeitnehmer*in“)

Contract of Employment



Employer
(„Arbeitgeber*in“)

verbal or in writing (better!)

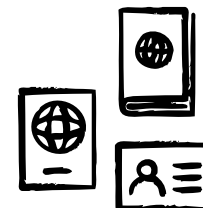


Beware of
contractual penalties!
(„Vertragsstrafe“)

Read well before signing!



Work permit

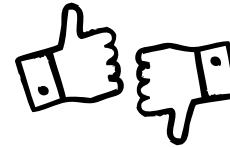


The residence papers state whether you are allowed to work (ancillary provisions = „Nebenbestimmungen“)

Your employer will need a copy of the work permit



Probation Period

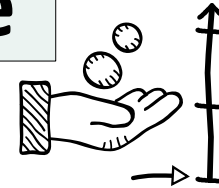


Maximum **6 months**

Shorter notice period!

Termination **without reason** permitted

Minimum wage



12,41 €/ hour

will to rise: **13,90 €** from 1st January 2026,
14,60€ from 1st January 2027

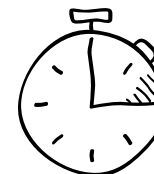
Applies to all employments

**Mimimum wages for different fields in
collective wage agreements („Tarifvertrag“)**



The agreed wage in employment contracts is usually the **gross** wage. **Social security and taxes** are deducted from this. You then only get paid the **net** amount.

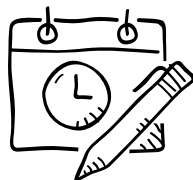
Working hours and breaks



8 hours daily

as an exception 10 hours

11 hours rest period



**Write down your
working hours!**

Working hours and breaks



6-9 hours of work = minimum
30 minutes break



More than 9 hours of work =
minimum **45 minutes** break



Duration minimum **15 minutes** at a time

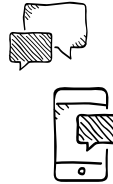


Breaks are **not**
working hours



Illness

Immediate notification of sickness



Sick note from your doctor



Continued payment for 6 weeks



... afterwards **sickness benefit**
 („Krankengeld“)



Approx. 70% of
gross wage

Not for students!

Holiday / Leave



Minimum **4 weeks** each year

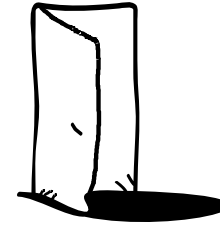


Must be applied and **approved**

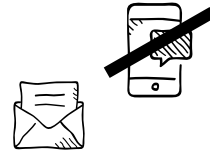


Continued wage **payment**

Termination of Employment Relations



Always in a **written** form



With the observance of **Notice Period**



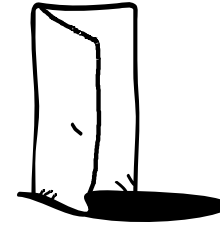
**During the
probationary period:**

2 weeks
but might be shorter!

**After the
probationary period:**

4 weeks effective on the
15th or 30th/31st of the month

Notice of termination



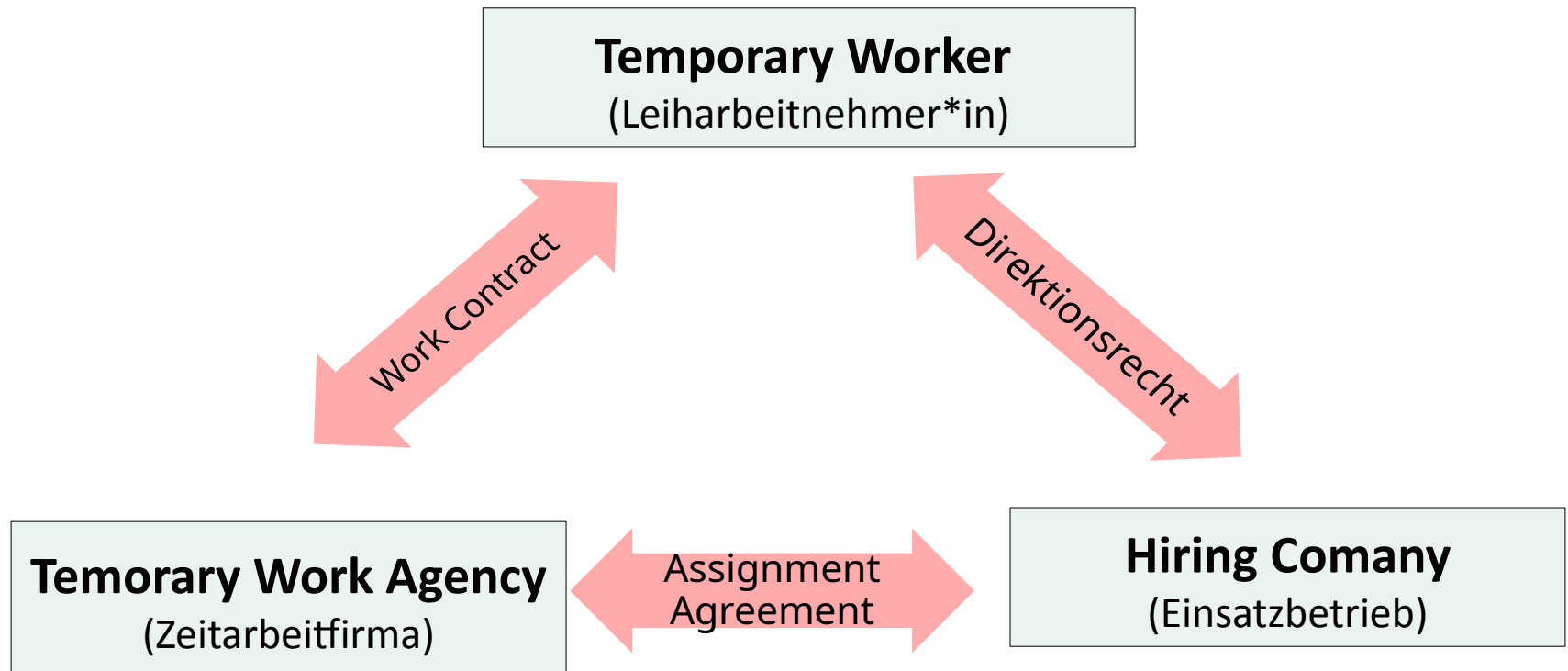
Reason for termination after 6 months and with more than 10 employees = **protection against dismissal**
(„Kündigungsschutz“)

Warning
(„Abmahnung“)

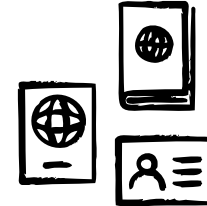
Up to 3 weeks after the termination you can take legal action before the labor court.
(„Kündigungsschutzklage“)

Beware of 
dissolution agreements!
(„Aufhebungsvertrag“)

Temporary Work Agencies



Temporary Work Agencies



Minimum wage: 12,82€/hour

Maximum Assignment Period: 18 Months

Equal Pay: after 9 Months of Assignment in the same company

Particularities at Work for International Students

Access to the German labour market ?

Students with passport from European Union or Switzerland, Norway, Iceland, Liechtenstein

Unlimited access



Students with residence permit for political asylum or according to Geneva Refugee Convention

Unlimited access



Students with visa for studying purpose (§16b residence act)

Limited access



Access to the German labour market

Students with visa for studying purpose (§16b residence act)



Limited access

140 working days/yea. resp. 280 half days (<4h)

Additionally secondary student jobs („Studentische Nebentätigkeit“)

e.g. assistant at university („HiWi“)

No self-employment!

Advice: Always check
with the foreigners
authority (Ausländerbehörde)



Working students' "privilege"

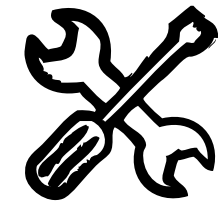
Student



What am I ?

Social security

Employee



← less 20h / week
 of work more →

Exception: during the semester break

The main focus is on the studies.

Important for residence according to §16b



The main focus is on the job.

Types of employment

Full time
= 40h/week

Part time
Less than 40h/week

Employment subject to social insurance



Minor / marginal employment



Self-Employment



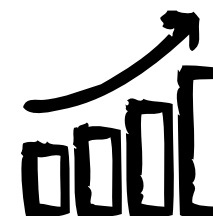
Employment subject to social insurance



Midi-Job

556.01 € up to 2000 €/ month

**increasing contribution to social security,
but social full insurance**



„regular“ employment

Starting from 2.000.01 € per month

Full social security

Minor / marginal employment



Mini-Job

Maximum **556.00 €**/month

*Incl. Surcharges / bonuses
(unplanned) exceeding of this limit possible 3 times
in 12 months*

Minimum wage
12,41 €/h

Maximum **44.8 hours**/month

No social security, except 3.6 % pension insurance

No contribution to
unemployment insurance

**No unemployment
allowance**

Social security – Who pays what ?

Employment subject to social insurance



9.3 %



9.3 %

With working students' „privilege“

Pension insurance

9.3 %



9.3 %

approx. 7.3 %

Approx. 100 €
*Students
health
insurance*

Health insurance

X

approx. 7.3 %

1.5 %

22.94 €

Nursing care insurance

X

1.5 %

1.2 %

X

Unemployment insurance

X

1.2 %

Labour laws

Working hours



Leave entitlement

Labour laws apply without restriction!

Notice period



Continued pay

Minimum wage

...

Differences in social security

Who can support?



DGB-Bildungswerk Thüringen e.V.

Schillerstraße 44 | 99096 Erfurt

Telephone **0361 21727-16**

faire-integration@dgb-bwt.de |

Languages: German, English, Arabic, Dari, Pashto, Urdu, Russian...

Questions?

Thank you for your attention!