WORKING ALONGSIDE YOUR STUDIES IN GERMANY

Tips and Information for foreign students (from non-EU countries)
WHAT UNIONS DO IN GERMANY

**Interests:**
- high earnings
- sufficient vacation days
- job security
- Appropriate hours of work
- bonus

**Goal: Good life**

- ... negotiate collective labor agreements („Tarifvertrag“), which set standards for wages and working conditions. The german state isn't allowed to influence these contracts. This is called the autonomy of collective bargaining („Tarifautonomie“).

**Interests:**
- low wage costs
- less vacation days
- reduction of costs
- long hours of work
- limited contracts

**Goal: High profit**
STRUCTURE

- Funding of studies
- Right of residence
- Social security contributions
- Digression: 450-Euro jobs, Student assistant at university, short fixed-term contracts
- Labour law
DIFFERENT LEGAL SPHERES...

Right of Residence
- EU countries/EFTA/EAA
- non-EU countries
- 120/240-days-rule

Social Security
- 20-hours-rule
- Obligatory health insurance

Taxes
- Income limit

Labor Law
- Minimum wage
- Collective Agreement
# FUNDING OF STUDIES: SCHOLARSHIPS

<table>
<thead>
<tr>
<th>Organization</th>
<th>Description</th>
<th>Website</th>
</tr>
</thead>
<tbody>
<tr>
<td>Friedrich-Ebert-Stiftung</td>
<td>Friedrich-Ebert-Stiftung supports foreign applicants, who already go to public university or do a PhD at public university in Germany.</td>
<td><a href="https://www.fes.de">https://www.fes.de</a></td>
</tr>
<tr>
<td>Friedrich-Naumann-Stiftung</td>
<td>Friedrich-Naumann-Stiftung supports foreign applicants, who do their masters in Germany.</td>
<td><a href="https://www.freiheit.org">https://www.freiheit.org</a></td>
</tr>
<tr>
<td>Heinrich-Böll-Stiftung</td>
<td>Heinrich-Böll-Stiftung supports foreign applicants, who do their masters in Germany.</td>
<td><a href="https://www.boell.de/de/stiftung/bewerbung">https://www.boell.de/de/stiftung/bewerbung</a></td>
</tr>
<tr>
<td>Konrad-Adenauer-Stiftung</td>
<td>Konrad-Adenauer-Stiftung supports foreign applicants, who do their masters in Germany.</td>
<td><a href="https://www.kas.de/wf/de/42.37/">https://www.kas.de/wf/de/42.37/</a></td>
</tr>
<tr>
<td>Rosa-Luxemburg-Stiftung</td>
<td>Rosa-Luxemburg-Stiftung supports foreign applicants, who do their masters in Germany and offers special scholarships for students from Tunisia and some north african countries.</td>
<td><a href="https://www.rosalux.de/stiftung/studienwerk/studienstipendium">https://www.rosalux.de/stiftung/studienwerk/studienstipendium</a></td>
</tr>
<tr>
<td>Deutschlandstipendium</td>
<td>When your university takes part in Deutschlandstipendium you can apply.</td>
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<tr>
<td>Brot für die Welt</td>
<td>Evangelischer Entwicklungsdienst – Brot für die Welt supports foreign students, who are academic prequalified and offers a development politics scholarship for studies in Germany and overseas for academic prequalified. Additionally, an oecumenic hardship fonds is offered for students from the global south who find themselves in financial needs.</td>
<td><a href="https://info.brot-fuer-die-welt.de/stipendienprogramm/faq/welche-voraussetzungen-muessen">https://info.brot-fuer-die-welt.de/stipendienprogramm/faq/welche-voraussetzungen-muessen</a></td>
</tr>
<tr>
<td>Erasmus+</td>
<td>Under certain conditions foreign students from non-EU countries can draw benefits of Erasmus+.</td>
<td><a href="https://ec.europa.eu/programmes/erasmus-plus/contact_en#tab-0">https://ec.europa.eu/programmes/erasmus-plus/contact_en#tab-0</a></td>
</tr>
</tbody>
</table>
FUNDING OF STUDIES: SCHOLARSHIPS

- http://www.bildungsserver.de/Foerderungs moglichkeiten-fuer-auslaendische-Studierende-Stipendien-2416.html
- http://www.scholarshipportal.com/scholarships/germany
- https://www.stipendienlotse.de
FUNDING OF STUDIES: KFW-LOAN

- Until 31 December 2021 0.00% interest rate, due to the corona-crisis
- Monthly disbursements of up to EUR 650
- Condition:
  - Registered address in Germany
  - University must be located in Germany and be a state or state-accredited university
- Attention:
  - Refund necessary
  - Now interest rate with an average of ~ 3.8%!
RIGHT OF RESIDENCE FOR STUDENTS

- Non-EU students registered at German universities obtain a residence permit for the purpose of study („Aufenthaltserlaubnis nach §16 AufenthG zum Zwecke des Studiums“)
- Restricted work permit
- 120/240-days-rule
## 120/240-DAYS-RULE

<table>
<thead>
<tr>
<th>Scale</th>
<th>120 days of full-time work</th>
<th>240 days of part-time work</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Required internship (study regulations)</strong></td>
<td>more than 4 hours a day</td>
<td>max. 4 work hours per day</td>
</tr>
<tr>
<td>• no need for a work permission (even internship is paid)</td>
<td></td>
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<tr>
<td>• work-restriction does not apply</td>
<td></td>
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<tr>
<td><strong>Voluntary internship</strong></td>
<td></td>
<td></td>
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<tr>
<td>• work restriction does apply</td>
<td></td>
<td></td>
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<tr>
<td><strong>Exceptions</strong></td>
<td></td>
<td></td>
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<tr>
<td>• working as: student assistant, research assistant at a german university or public research center → 120/240-days-rule does not apply</td>
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<tr>
<td>• also valid for: lectures or performances of high scientific or artistic standards; athletic/sports performances</td>
<td></td>
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<tr>
<td><strong>Employment extensions</strong></td>
<td></td>
<td></td>
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<tr>
<td>• absolute exception</td>
<td></td>
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<tr>
<td>• required work permit will be granted by the foreigners registration office (specific job offer/priority review/ success in studies)</td>
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<tr>
<td><strong>Mode of employment</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• dependent employment</td>
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</tbody>
</table>
SOCIAL SECURITY CONTRIBUTIONS

- Employees have to pay social security contributions
- Contributions are deducted from the gross wage
- The health insurance collects the contributions from the employer and forwards them
- Exceptions:
  - Special rules are applied for students that work a max of 20 hours a week
  - Short fixed-term employment
  - 450-Euro jobs
20-HOURS-RULE (HEALTH INSURANCE)

➢ Privilege for working students

➢ Students that work a max of 20 hours a week do not have to pay social security contributions excepting the pension insurance

➢ Students that work more than 20 hours a week must pay complete contributions

➢ Exceptions:

  • Short fixed-term contracts
  • Employment in the semester break
  • Working hours during the weekend, night or evening might be counted as an exemption → check with your health insurance (limited to 26 weeks within the last 12 months)
DIGRESSION: 450-EURO JOBS

- Max 450,00 €/month (October 520€)
- Minimum wage 10,00€/month (July 10,45€, October 12,00€)
- 45,00 hours/month → < 120 days/year
- Contribution for pension insurance is optional
DIGRESSION: STUDENT ASSISTANT AT UNIVERSITY

➢ „HiWi/WiMi“
➢ 120-days-rule does not apply
➢ Payment based on collective agreement
➢ Short temporary work contract
DIGRESSION: SHORT FIXED-TERM CONTRACTS

➢ „Ferienjob“
➢ No limited income
➢ Working more than 20 hours/week possible without losing privilege for working students
  • Limitation 70 days/3 months
➢ Payment normally based on collective agreement
LOST YOUR JOB? REFUSED PAYMENT?

➢ Dismissal: Was it according to the law?
   • Written form
   • Statutory notice periods are at least 4 weeks to the middle or end of a month (in the trial period 2 weeks are possible)

➢ Possibility:
   • File a claim to the labour court (period of time: 3 weeks from the day you receive the notice of dismissal)
Lost Your Job? Refused Payment?

- **Refused Payment:**
  - Suspend all paying immediately is not legal
  - The company has to bear the economic risks
  - If you offer your service, payment for the contracted hours (§615 BGB)
  - File a claim to the labour court (period of time: 3 weeks from the day you receive the notice of dismissal)

- **Possibilities:**
  - Claim to the labour court: first offer your service (formal letter)
  - Agreement of unpaid absence → other jobs in the unpaid period are possible
Income tax is determined by the tax class

Tax class is, among others, determined by the level of earnings and marital status

Up to 9,984 € are tax free

1,000,00 € of income-related expenses can be reduced from your income (flat rate allowance), more if you can provide evidence that these expenses were necessary for your job

Single parents benefit from tax allowances

Employees can submit a tax declaration and to reduce certain costs

In the most cases, students are not obligated to make a tax declaration

- More than one Job (different employers)
- Income from rent/ investment income
➢ Be careful: with a 450€ job and a short-fixed term contract taxation can vary:

- 450€ job: normal taxation with tax id (Steuer-IdNr.) or flat rate taxation of 2% - employer can deduct this 2% from your income

- Short-fixed term contract: normal taxation wit tax id (Steuer-IdNr.) or flat rate taxation of 25% from gross wage

- With a flat rate taxation it is not possible to reclaim taxes!
EMPLOYMENT CONTRACT

What needs to be included:

• names and addresses of both contract parties
• start date
• job title and description
• place of work
• reference to the collective agreement
• probationary period
• salary group
• special agreements
• reference to works agreement
• hours of work
## COLLECTIVE AGREEMENT VS. LAW

<table>
<thead>
<tr>
<th>Collective agreement (IG Metall)</th>
<th>Law</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>35 hrs from Monday to Friday</strong></td>
<td><strong>40/48 hrs from Monday to Friday/Saturday</strong></td>
</tr>
<tr>
<td>Paid vacations</td>
<td><strong>24 workdays: 4 weeks</strong></td>
</tr>
<tr>
<td>30 workdays: 6 weeks</td>
<td><strong>24 workdays: 4 weeks</strong></td>
</tr>
<tr>
<td><strong>Holiday pay</strong></td>
<td>No regulations</td>
</tr>
<tr>
<td>50 % per day</td>
<td>No regulations</td>
</tr>
<tr>
<td><strong>Christmas bonus</strong></td>
<td>No regulations</td>
</tr>
<tr>
<td>Up to 55% of monthly income</td>
<td>No regulations</td>
</tr>
<tr>
<td><strong>Pay</strong></td>
<td>Minimum wage: 9,35 €/hour</td>
</tr>
<tr>
<td>Determined by labor contract</td>
<td></td>
</tr>
<tr>
<td><strong>Compensation for overtime work</strong></td>
<td>Ten hour limit per working day. No overtime premium for overtime, but compensatory time-off</td>
</tr>
<tr>
<td>Overtime is working time which goes beyond the time agreed upon. Compensation in pay and compensatory time-off</td>
<td></td>
</tr>
<tr>
<td><strong>Continuation of payments during illness</strong></td>
<td>Claim valid after four weeks of continuous work. The employer pays full salary for the first 6 weeks of sick leave and cure treatments. In the 7th to 78th week of sick leave the health insurance pays the salary.</td>
</tr>
<tr>
<td>In some cases, the claim is valid from the first day of work. Continued remuneration starting on the first day of employment. Pay subsidy begins with the 7th week of sick leave.</td>
<td></td>
</tr>
<tr>
<td><strong>Giving of notice</strong></td>
<td>Standard weekly working hours</td>
</tr>
<tr>
<td>Occasionally longer periods of notice for the employer</td>
<td></td>
</tr>
</tbody>
</table>
Every employee has a right to a letter of reference

Jurisdiction states that:

- Content is to be favorable and truthful
- No one-time incidents that are not typical for the employee
- Only work-related facts, no private information
- In a correctly written form, signed accordingly
- No hidden references

An interim report can be requested

Also applies for an internship
RESIDENCE PERMIT AFTER GRADUATION

non-EU countries

After graduation* a residence permit is granted in order to enable post-graduates to find an adequate work position in Germany.

• The permit is valid for 18 months.
• There are no restrictions for dependent employees in terms of working time.
• Self-employment is possible.
• The employment chosen must ensure the means of subsistence.

If the chosen position is conform to the educational background of the postgraduate, there is no need for a priority review. The applicant needs a warrant by the Federal Employment Agency.

A request must be forwarded to the respective Foreigners Registration Office, which will prove based on the offer of employment, whether the position

• Requires an academic degree,
• Ensures the means of subsistence,
• Requires at least some of the knowledge acquired through the studies.

EU Blue Card

If a profession is exercised for at least 33 months, the applicant may apply for a permanent residence permit.

You have to proof that you paid social security contributions and comply all remaining requirements. When you speak German on B1 level you receive a permanent residence permit after 21 month.

http://www.bamf.de/DE/Migration/Arbeiten/BuergerDrittstaat/BlaueKarte/blaue-karte-node.html;jsessionid=C9FD19780A74CC1A80EB627FF10CC00D.1_cid286
GET IN CONTACT

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Hochschulgruppe ausländischer StudentInnen Oldenburg (HGAS)
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THANK YOU FOR LISTENING