

Important Information about Work Permits

New from 01.01.2019

Students from EU member states who would like to work in Germany must take out health insurance before starting work in Germany. Existing health insurance in your home country does not apply to German employment contracts.

Foreign students enrolled at a German university and from the European Economic Area (applies to all EU states, Iceland, Norway, Liechtenstein) do not require a work permit. However, certain time restrictions apply:

- During the lecture period, a maximum of 20 hours per week may be worked,
- during the semester break, unlimited work is allowed,
- in exceptional cases, work of more than 20 hours per week may also be carried out during the lecture period if the activity is limited to a maximum of 70 working days or three months.

In total, no person may work more than 20 hours per calendar year for more than 26 weeks.

Foreign students from one of the EU member states, from Switzerland or from a country that does not belong to the European Economic Area do not require a work permit if they work a total of 120 full days or 240 half days per calendar year. Employment can be divided into sections or different jobs.

Proof of the periods of employment must be provided. Half a working day is defined as employment up to a maximum duration of four hours if the regular working time of the other employees in the company is eight hours. The maximum duration is five hours if the regular working time is ten hours. Student secondary jobs at the university or an institution close to the university (Studierendenwerk) are possible without time restrictions. Activities above and beyond this remain dependent on the approval of the employment authority!

Foreign students from Switzerland or from a country that is not a member of the European Economic Area require a work permit if they are employed for more than 120 full or 240 half working days per calendar year. However, this work permit is only issued if there are no "suitable Germans, EU/EEA citizens or other priority students" available. The examination period is at least four weeks.

In the case of non-EU students, the work as a student residence tutor is no longer counted towards the 120 full days or 240 half days of work without a permit!

Students from non-EEA countries who do not receive a work permit will receive a permit (according to § 9 No. 9 of the Work Permit Regulation) for temporary employment if this does not exceed a total of four months in the calendar year. Please apply to the Aliens Department for an eAT card with an additional sheet. The regulation reads: "Employment up to 120 days or 240 half days in the year as well as practice of student secondary activity permitted".

Important Information regarding Income and Social Insurance

An employment is only slightly remunerated if the remuneration from this employment does not regularly exceed 450 Euros. In future, low-income employees will be included in the statutory pension insurance obligation. As a rule, the share to be borne by you will amount to 3.6%. The employer's share is 18.6%. You have the option of being exempted from the insurance obligation upon application.

For individual questions, please contact your health insurance company or the Deutsche Rentenversicherung.

BAföG support will be cancelled or reduced if you earn more than 5,400 euros gross per grant period (twelve months) and you are unmarried and have no child.

Child benefit that your parents receive for you will be cancelled if you have reached the age of 25 and are no longer in vocational training (e.g. studies). There are exceptions for certain cases. The entitlement for Master's students does not apply if they regularly work more than 20 hours per week. If you have any further questions, please contact the Family Fund.

An internship during your studies, which is prescribed in the study and examination regulations, is exempt from social insurance. The amount of the remuneration for the internship is irrelevant. In the case of an internship which is completed during your studies and which is appropriate but **not prescribed** in the study and examination regulations, pension insurance is only exempt if you are exempt from the pension insurance obligation and the internship remuneration does not exceed 450 euros per month. The duration of the internship is irrelevant. The exemption from insurance ends with the first possible graduation. The same rules apply for internships that are not prescribed as for students who take up employment.

Compulsory social insurance

Internships before or after their studies are subject to social insurance contributions. The amount of the internship remuneration is irrelevant.

Students who are compulsorily insured with a health insurance fund and who do not work more than 20 hours per week or/and only during the semester break during the lecture period are exempt from compulsory insurance with regard to health, nursing and unemployment insurance. Exceptions are the semester break, weekend work and night work, in which case more work may be done. However, pension insurance contributions are due if you have not applied for exemption from the pension insurance obligation!

Family health insurance covers those who regularly (longer than currently three months per year) earn more than 450 or 435 euros per month. Then you must insure yourself with a health insurance company as a student. The monthly contribution for health and nursing insurance is **91.96 Euros** for students and **93.59 Euros** for childless students over the age of 23. Students who receive BAföG can receive a contribution subsidy of 86 Euros. In addition, pension insurance contributions are due.

Attention:

As an employee you are liable to tax. Nevertheless, there should normally be no tax burden if you choose the wage tax deduction procedure. As long as the salary (minus the employee's lump-sum, provision lump-sum) remains below the basic allowance (2019: 9,168 euros), the income tax withheld by the employer is refunded as part of the income tax assessment.

Further information can be obtained from your local tax office.

For more information please contact us:

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