

Working in Germany – A guide for refugees

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Table of contents

Introduction	Fehler! Textmarke nicht definiert. 3
Access to the labour market /Where do I find work?	3
Competent advice centre.....	Fehler! Textmarke nicht definiert. 3
Job search.....	Fehler! Textmarke nicht definiert. 3
Application / Job interview.....	4
Internship.....	Fehler! Textmarke nicht definiert. 5
Legal requirements.....	Fehler! Textmarke nicht definiert. 6
Language requirements.....	Fehler! Textmarke nicht definiert. 7
Forms of employment	Fehler! Textmarke nicht definiert. 8
Employment subject to social security contributions.....	Fehler! Textmarke nicht definiert. 8
Mini-job or 450-Euro-Job.....	78
Midi-job.....	78
Skilled worker / Specialist.....	Fehler! Textmarke nicht definiert. 9
Unskilled work.....	Fehler! Textmarke nicht definiert. 9
Minimum wage.....	89
Other insurances	Fehler! Textmarke nicht definiert. 10
Accident insurance.....	Fehler! Textmarke nicht definiert. 10
Liability insurance.....	Fehler! Textmarke nicht definiert. 10
Forms of training	Fehler! Textmarke nicht definiert. 11
Training at a company / Training in a school.....	1011
Studies.....	1112
Employment contract	Fehler! Textmarke nicht definiert. 12
Wage levels and wage payment.....	Fehler! Textmarke nicht definiert. 13
Wage tax classes.....	Fehler! Textmarke nicht definiert. 14
Job description.....	Fehler! Textmarke nicht definiert. 14
Probationary period.....	1314
Leave.....	Fehler! Textmarke nicht definiert. 15
Notice of termination.....	Fehler! Textmarke nicht definiert. 15
Subsidies for taking up employment.....	Fehler! Textmarke nicht definiert. 16

At work	<u>Fehler! Textmarke nicht definiert.</u> 17
Punctuality.....	<u>15</u> 17
Illness.....	<u>Fehler! Textmarke nicht definiert.</u> 17
Workwear.....	<u>Fehler! Textmarke nicht definiert.</u> 17
Team spirit and criticism	<u>Fehler! Textmarke nicht definiert.</u> 18
Your supervisor.....	<u>Fehler! Textmarke nicht definiert.</u> 18
Equality.....	<u>Fehler! Textmarke nicht definiert.</u> 18
Required documents when taking up a job	<u>Fehler! Textmarke nicht definiert.</u> 19
Job reference.....	<u>Fehler! Textmarke nicht definiert.</u> 19
Fixed-term employment contracts and consequences	<u>Fehler! Textmarke nicht definiert.</u> 19
Tariffs and collective agreements	<u>Fehler! Textmarke nicht definiert.</u> 19
Further information.....	<u>Fehler! Textmarke nicht definiert.</u> 20

Introduction

Welcome! You've immigrated¹ to Germany and want to work here? In Germany, there are different forms of employment², jobs and certain behaviours at work. You'll find more information in this brochure – for a good start into your working life.

Access to the labour market /Where do I find work?

Competent advice centre

1 You have a residence permit?

If you have a residence permit and receive unemployment benefit type II, the Job Centre ("Jobcenter") will be your point of contact for all matters related to job search.

2 Your asylum procedures are ongoing or you are tolerated?

If your asylum procedures are ongoing (proof of arrival, residence permit) or if you are a tolerated resident in Germany and receive asylum seeker benefits, the Federal Employment Agency ("Agentur für Arbeit") is your contact for all questions with regard to job search.

3 You are looking for consultation services?

Besides the Job Centre and the Employment Agency, the experts involved in the projects of "Mehr Land in Sicht" and "Alle an Bord!" are also at your disposal.

You'll find the person/authority in charge of your district at www.mehrlandinsicht-sh.de and www.alleanbord-sh.de.

Job search

When a company in Germany has a vacant training position or job and is looking for a trainee or new employees, they usually place a job advertisement. They can do this on their own website or place an ad in a newspaper or job portal. The most popular job portals are:

- 1 As a refugee
- 2 Gainful activity is divided into employment and self-employment, refugees without a residence permit are only allowed to work if they have a permit.

Job portal of the Employment Agency/Job Centre

www.jobboerse.arbeitsagentur.de

Job portal for training occupations of the Chamber of Industry and Commerce

www.ihk-lehrstellenboerse.de

Job portal of the Chamber of Trades Lübeck + Flensburg

<https://www.hwk-flensburg.de/ausbildung/ausbildungsplaetze-finden>

If you are looking for employment, you can do the following:

- Contact your competent advice centre of “Mehr Land in Sicht” or “Alle an Bord!”. The advisors will assist you with the search!
- You can search the Internet or daily newspaper for job vacancies.
- You can ask the Employment Agency or the Job Centre to send you job vacancies by mail.
- You can search the websites of companies and enterprises as well as authorities([government agencies](#)) and institutions.

Application / Job interview

1 The application

In Germany it is common to apply for a training position or job in writing.

The application includes a cover letter, a CV, a photo as well as certificates of qualification, job references and internship certificates. A letter of recommendation is often included as well.

In the cover letter you explain to the employer, among others, which job you apply for and also (important!) why you apply for this position.

The CV is a list of your previous employments, skills and qualifications, e.g. school, studies/training, jobs. Templates and advice can be found on the Internet.

Tip: Make sure to ask the advice centre.

A written application can be sent in an application portfolio by mail or email.

Tip: Ask your advice centre! The counsellors can show you how to write an application correctly.

Some employers do not insist on a written application if only simple tasks need to be performed. You'll just be invited to a personal interview instead.

2 The job interview

If you are invited to a job interview you should be well prepared. Make sure to gather information about the company and think about why you believe that you are especially qualified for this job.

Tip: Your advisor can help you prepare for such a job interview and also practice it with you.

Internship

You can find out whether the work and the company suit you by doing an internship!

In Germany it is common to do an internship before taking on a job. This is usually an unpaid internship for the purpose of vocational orientation. You can also do an internship when you already have a job. Your advice centre can inform you about the specific rules that apply in this case.

When doing an internship you will get to know the company and corresponding work, and you and the company can test if you are suitable for the job. The employer will also take a close look whether you are hardworking, neat and punctual.

At the company, you'll meet the future colleagues as well.

In some cases an internship takes two weeks, in other cases even up to three months.

Tip: Take into consideration whether you need a permit for it and how to get to your place of work.

Find out about the requirements by contacting your advice centre. Ask them about funding opportunities, too. Before starting an internship, make a written contract with the company that includes, for example, your rights and obligations.

The advice centre can also help with the internship application at the Aliens Registration Office or Job Centre or Employment Agency.

The advice centre can also help you find out if you are entitled to payment/salary or additional benefits (bus or train ticket) for the internship.

Legal requirements

Your asylum procedures are still ongoing and you don't have a residence permit?

Or has your asylum claim been rejected and you live in Germany as "tolerated foreigner"?

Then please contact your Aliens Registration Office first to apply for a work permit as soon as you have found an employer who would like to employ you.

The same applies to internships which you can only do if you have a work permit.

If you have been to Germany for more than 3 months, you are allowed to look for employment or a training position as you have access to the labour market (only for allocated refugees, not in initial reception). Still, you need a permit of the Aliens Registration Office if you haven't lived in Germany for 48 months.

This work permit always refers to a concrete training position or job.

Only if you've lived in Germany for more than 48 months, you can apply for a work permit that is not linked to a specific job.

Following the application the Aliens Registration Office will make a note in your residence permit or tolerance: "Beschäftigung nach § 32 BeschV erlaubt" ("Employment permitted according to § 32 BeschV").

An internship is an employment, too.

Tip: Seek advice from the advice centre.

Language requirements

In general, good command of the German language is required as German is spoken at work in Germany! It is important to employers that they can communicate well with you and that you understand and are able to implement work instructions correctly.

If you improve your language skills you can find work and earn money more easily. Make use of the official basic training, integration classes, professional German courses and local voluntary courses.

There are also courses on the Internet if you want to learn German, e.g. the adult education centre course "Ich will Deutsch lernen".

In addition, there are online courses, online offers or YouTube videos which will help you.

Tip: Ask your advice centre!

Forms of employment

Employment subject to social security contributions

Employments with an income of more than 450.00 Euros are subject to social security contributions.

Social insurances include contributions to:

- Health insurance
- Pension insurance
- Unemployment insurance
- Care insurance.

You don't need to take care of the registrations. Your employer will register you with these insurances when your employment starts and pay monthly contributions from your income (salary or wage) to these insurances.

A distinction is made between the gross wage (salary before payment of these contributions) and the net wage (actual amount paid out to you).

Mini-job or 450-Euro-Job

If you earn 450.00 Euros or less, only very small social security contributions are deducted from your wage/salary. In the case of a 450-Euro-Job, the employer usually pays the lump sum amount and you, the employee, receive 450 Euro minus small pension insurance contributions. If you don't want to pay any pension insurance contributions, you can object and you will receive 450 Euros without any deductions.

A mini-job is a part-time employment and there are rules.

Tip: Ask your advice centre or the works council of the company.

Midi-job

If you earn a gross wage between 450.01 and 800.00 Euros, this type of employment/remuneration is called midi-job. It is a part-time employment and little or no tax (income tax) is paid on this gross wage. Moreover, the employee pays lower social security contributions.

Skilled worker / Specialist

A skilled worker is a well-trained employee with vocational qualification. Skilled workers have learned their profession in a company or at a special vocational college, or they have studied at a higher education institution. In exceptional cases, vocational training in a company takes at least two years but usually it takes three years. Skilled workers earn significantly more money than people who perform unskilled work. In most cases, students have to study for 3 years to get a Bachelor's degree or 5 years to graduate with a Master's degree.

Unskilled work

Unskilled workers usually work without special qualifications and are called labourers. Unskilled workers or labourers mostly work for skilled workers, i.e. they support skilled workers / specialists.

They carry out simple tasks and earn less money.

Unskilled work is useful for collecting initial work experience on the labour market. Employers sometimes offer apprenticeships at the company to diligent labourers.

In this way, labourers can develop into skilled workers.

Minimum wage

Germany has introduced the so-called Minimum Wage Act (MiLoG) in 2015. An employee must receive the minimum wage per hour. This applies to mini-jobs and also to work that is subject to social security contributions. The legal minimum wage applies to all employments.

Furthermore, there are higher minimum wages in various sectors, e.g. the minimum wage for nursing professions or the minimum wage in the construction industry.

This legal minimum wage is also mandatory for work in the catering trade.

The legal minimum wage does not apply to minors or trainees.

Other insurances

Accident insurance

Employers must register their employees – mini-jobbers, labourers and skilled workers – with an accident insurance. The accident insurance is part of the competent employers' liability insurance association. There are different ones. If you have an accident at work, the accident insurance will partly pay the costs of your medical treatment. This also applies to the way to work but it only refers to the direct way to work. The same applies to internships.

Tip: If you or the internship company are unsure, discuss this with your advice centre.

Liability insurance

If you damage another person's property by accident, you must compensate them for the damage. This can cost thousands of Euros. Therefore, you should get private liability insurance. This insurance will then assume liability for the damage you caused. Make sure to compare the offers of different insurance companies before you make a decision!

Tip: You should always have liability insurance, irrespective of whether you work or not.

Clarify with your internship company whether you need your own liability insurance for an internship. That could be the case when dealing with electronic equipment, for example. Such insurance doesn't cost much when needed for an internship.

Forms of training

Training at a company / Training in a school

In Germany, training is of high importance. It improves your income and career opportunities.

If you complete an apprenticeship/training and pass the exams, you'll become a skilled worker.

If you have already completed training in your home country, please contact your regional advice centre, e.g. the "IQ-Netzwerk" (www.iq-netzwerk-sh.de). It will be checked whether this training is equivalent to a training completed in Germany. If so, it can be recognised here and you can apply for a skilled worker position at a company immediately.

If you decide to begin an apprenticeship in Germany, ask your advice centre where you can learn the profession you are interested in.

Tip: Even if you are not sure which profession might be suitable for you, contact your advice centre to learn about the options.

You can learn some professions in a company = dual training.

Others professions are taught at a vocational college = school-based training with practical parts.

Before you start your dual training, you make a written contract with the company (training contract). Often this contract must also be stamped (approved) by the responsible chamber, e.g. the Chamber of Trades or the Chamber of Industry and Commerce.

Training usually begins on 1st August or 1st September. Many apprenticeships also start only on 1st October, for example if you'd like to learn a profession in the nursing sector.

You should apply at least half a year in advance, but there is also the possibility to apply at any time as training positions are often vacant until the beginning of the training year and companies are still looking.

Dual training means that the trainee works in the company during the week and studies at a vocational college for 1-2 days.

There are application deadlines for school-based training at vocational colleges; usually you must apply by 28th February. If you are admitted, the school will give you a certificate at the beginning, i.e. after the first day.

Tip: Find out whether you can get a subsidy for your dual training, vocational training aid (Berufsausbildungsbeihilfe, BAB), or a grant for the promotion of training and education

(Bundesausbildungsförderungsgesetz, BAföG) for your school-based training. Ask your advice centre about it, too!

Studies

The term *studies* means learning = studying at higher education institutes (universities and universities of applied sciences). If you want to study, you must be able to speak, read and write German very well. You need C1 language level skills (GER) and must present a special language certificate (e.g. DSH, TestDaF, telc Hochschule). Furthermore, you have to prove a corresponding school leaving qualification with access to higher education. If you have obtained a comparable school leaving qualification in your home country, you can apply for its recognition in Germany.

Tip: Ask your advice centre about responsibilities.

If you have already started or completed your studies in your home country, please contact the counselling centre of a university or university of applied sciences to get information on how your previous education can be officially recognised.

The first university degree (Bachelor's degree) usually takes 3 years and the subsequent Master's degree another 2 years.

Employment contract

An employment relationship is concluded with a contract between the employer and the employee. An employment contract should be concluded in writing as all agreements are laid down in it. The contract gives both parties an overview of the beginning and end of the employment contract (fixed-term or indefinite), the working hours per week, the amount of remuneration (wage or salary), the periods of notice, leave entitlements as well as the type of activities and tasks you'll be performing.

Attention: Read this contract carefully and only sign it after you have fully understood it and want to agree to every detail. If you are unsure, go to the advice centre. There you can ask questions and talk about anything.

The employer keeps one copy of the employment contract and one is given to you, the employee.

If you have signed a contract, you are obliged to comply with it. If you violate the contract, the employer can even dismiss you or sue you in court for serious violations. However, as an employee, you can also demand your employer's obligations and sue for breaches and non-compliance.

Wage levels and wage payment

The wage or payment is also called remuneration. The amount of the remuneration per hour or per month depends on the activities you perform and whether you have been employed, for instance, as specialist due to your training or studies, or whether you are a so-called unskilled worker.

In many industries and professions, there are collective agreements that stipulate the amount of the salary or wage level. There is a legal minimum wage in Germany, which amounts to 9.19 Euro (gross) per hour as of 01.01.2019. It is adjusted regularly, check the Internet or follow this topic in the newspaper.

Gross means that taxes and your social security contributions are deducted from your wage. Your employer pays out the rest to you; this is the so-called net wage. The employer also has to add their social security contributions to your gross wage. This is called employer's gross wage.

It is common for the employer to transfer the net wage to the employee's bank account at the end of the month.

Please note, as described under minimum wage, that other = higher minimum wages apply to work in nursing care and construction.

Tip: If you have any questions about wages and salaries, contact your advice centre. They can check whether the wage paid is actually too low. Be sure that this is the case you before you talk to your employer.

Do you receive social benefits, such as unemployment benefit type II? Then you need to inform your social welfare office or the advice centre immediately if you have found a job.

If you are registered as job seeker with the Employment Agency or if you receive unemployment benefit type I, you need to inform the Employment Agency that you will take up employment before doing so.

Wage tax classes

The net wage on your bank account depends, among others, on your wage tax class. There are 6 wage tax classes. If they are not married, most people are in wage tax class I. Married people are usually in wage tax classes III and V or IV and IV. If you have two employments subject to social security contributions, the second employment is placed in wage tax class VI.

Tip: Ask your registry office about the requirements your foreign marriage certificates need to meet so that you'll be placed in wage tax classes III and V as a married couple. This wage tax class gives you tax advantages.

Job description

Many companies have a job description for a job. Ask for it. A job description lists your tasks in detail, but it describes your powers as well. Whether you are allowed to make expenses on your own authority, for instance, or how you are involved in your department and other departments. Or whether you are allowed to give instructions to colleagues or employees. A job description makes it easier for you to start your job and organizes your work routine.

Probationary period

A work trial is not a probationary period. A work trial means working at a company on trial, this usually takes only one day. It serves the purpose of determining whether you are suitable for the type of work. It is generally unpaid. If the work trial takes longer, it should be registered as internship.

The probationary period begins with the first day of work or training. It doesn't last longer than 6 months, 4 months if you undergo training. The probationary period always takes place within the scope of the concluded employment contract and does not start before that!

During the probationary period, the employer can terminate the contract without giving any reason and with a notice period of two weeks. After the probationary period has ended, the employer needs reasons for the termination and he or she has to inform you about them. These reasons may be that there is not enough work or that you have behaved incorrectly or violated certain conditions or rules.

Leave

As a rule, you are not entitled to any leave when doing an internship. But if you take up employment, that is work including an employment contract, you are entitled to leave. The number of days of leave is stated in your employment contract. A minimum leave of four weeks per year is incorporated in the law. You need to talk to your employer about when you can take your leave. It is not common to take leave within the first six months of employment. Leave must be granted for each type of

employment contract. If you wish to make enquiries in your company, contact the works council if there is one.

Tip: If you have any questions related to this matter, talk to your advice centre.

Notice of termination

If an employee or an employer wishes to terminate an employment relationship, they must abide by certain rules:

A termination notice should always be in writing and in due time.

As described above, the "probationary period" of an employment can last up to six months. During this period, both the employer and the employee can usually terminate the employment contract in writing with a notice period of two weeks.

After the probationary period has ended, there are different periods of notice which often exceed two weeks. The employment contract also includes agreements on periods of notice. You may give notice by the end of the month or by the end of the following month.

Tip: If you have any questions, ask for advice.

Attention: If employers have an important reason for terminating the contract, they can dismiss the employee without adhering to a period of notice. This is called termination without notice. This is the case, for example, if you are caught stealing.

There are different reasons for termination from the employer's point of view: There is not enough work left to do; in this case a termination for operational reasons is possible. Or it is due to the employee's behaviour and he or she doesn't change it despite a warning, or – as described above – he or she commits a theft. The third reason is due to personal circumstances, which is the case when an employment is no longer possible because of an illness or accident. These dismissals are not the employee's fault.

If the company and the employee agree to terminate the employment relationship without period of notice, i.e. overnight, they can conclude a termination agreement. Then the employment contract no longer applies. But beware: This can lead to reduced social benefits!

Subsidies for taking up employment

Have you found a job, an internship or an apprenticeship, but can't get started because you don't have money for workwear or travel expenses? Or would your salary be so low that you couldn't make a living from it?

If this is the case, social welfare offices, the Employment Agency or the Job Centre offer support. This also applies to the *BAföG* office or the housing benefit office ("Wohngeldamt").

For example, you can apply for mobility aid or your future employer can apply for a wage/salary subsidy. Have the courage to discuss these options.

It is also good to know whether the Job Centre would encourage you to start work because you can already mention this in your application.

Please note that you must always apply for aids and benefits before starting work or an internship (not after you have started).

Tip: Contact your relevant advice centre – maybe they can help you apply for the appropriate aids.

At work

We are happy to give you some advice for your employment.

Punctuality

In Germany, you arrive at work on time. Companies put great emphasis on that. For example: If work officially starts at 7:00 AM you should be there at 6:50 AM at the latest.

Should you be late, immediately inform your supervisor by phone! Being late without giving any reason and without personally informing the employer are considered very impolite in Germany and can result in consequences (warnings or even dismissals).

Illness

If you get ill before or at work and cannot continue working, it is normal to call the company immediately. You should go to the doctor's straight away and get a certificate of incapacity to work

("Arbeitsunfähigkeitsbescheinigung", also called "Attest"). You should then present this certificate to your employer immediately. This can be done by email or by mail. The company should receive it on the third day at the latest.

Such a doctor's certificate is called "Arbeitsunfähigkeitsbescheinigung" = AU (certificate of incapacity to work) or also "gelber Schein" (yellow note). An illness is basically the only reason not to go to work. The deadlines are usually laid down in the employment contract. It is common to have an AU from the first day, this means you are ill and have to go to the doctor's on the same day, not several days later!

If you were absent from work without a certificate or having been granted leave, then you were absent without excuse. Such unexcused absence can result in the employer terminating your contract.

Workwear

The appropriate workwear depends on your choice of employment. You should discuss this with your employer before starting work. There are jobs that require work shoes and trousers but you may also need safety glasses or a helmet. Some things you have to buy but the company often provides workwear.

Tip: Ask your competent advice centre if you can get a subsidy for the purchase of work clothes. Every employer likes a well-groomed appearance!

However, you should also find out in advance what's customary in the company, e.g. are the employees supposed to wear business or casual attire?

Team spirit and criticism

In almost every profession you work with other people and you are part of a team. You are team-oriented if you have enough social competencies to work constructively with others. As in other areas of daily life, you need a good relationship with your colleagues and you have to accept criticism from them and others in the company from time to time. During an internship or probationary period, it is often the case that colleagues exchange views and give feedback to superiors how it went. This social competence is as important as the professional competence that is expected of you if you have already learned a profession.

Your supervisor

In the company, there are often different people who give instructions to the employees and tell them how, when and where the work is to be done. As a new member of staff you should follow these instructions. If you don't, this can lead to cancellation of the contract by the employer.

Equality

In Germany it is common for women to be superiors, too, and to work in so-called management positions. Men and women have equal rights in Germany. Therefore, you may not only encounter women at the advice centres but receive instructions from a woman in your company and have to execute them.

Required documents when taking up a job

You need ...

- | | |
|--|---|
| ... an ID number | = tax authority |
| ... a social security number | = health insurance through social security card |
| ... to fill in a personnel questionnaire | = you'll get the questionnaire from the company |
| ... bank details | = you give your bank details to the company |

Job reference

If you end an occupation or employment or also an apprenticeship, ask the employer to issue you a job reference. It describes how long you worked there, what you did and how well you did it. You'll need such a reference for your new applications.

Fixed-term employment contracts and consequences

If you have a fixed-term employment contract, you have to get in touch with the Employment Agency or the Job Centre 3 months prior to the deadline so that you can file for unemployment benefit type I or unemployment benefit type II in time.

Unemployment benefit type 1 is regulated in the Social Security Code III. It is the money from the unemployment insurance. You are eligible for it if you meet the so-called entitlements, which is usually a previous 12-month employment subject to social security contributions.

Tariffs and collective agreements

The constitutional principle of collective bargaining autonomy is enshrined in Article 9 paragraph 3 of the Basic Law. This means that collective agreements (agreements concluded between the parties to collective agreements) are negotiated solely by the parties to the collective agreement themselves and that interference by the government, administrations, the legislator or the judiciary is not permissible.

Collective agreements serve the purpose of regulating relations between employers and employees and, as collective contracts, are intended to set out provisions for individual employment contracts. These provisions are binding for employers, but they provide a protective function for the employees: They guarantee them performance-related remuneration for their work and regulate working conditions.

The Collective Agreement Act (“Tarifvertragsgesetz”, TVG) lays down the provisions of collective bargaining law and has been in force since 9th April 1949.

The contracting parties are

- the trade unions (on the employees' side)
- the employers' associations (responsible for so-called “association agreements”)
- individual employers (responsible for company agreements).

(Source: www.juraforum.de)

Further information

1 Vocational orientation:

You can gather information on professions on the Internet. The information includes a description of the tasks, training contents and perspectives regarding this profession.

This is the link:

[Berufenet der Bundesagentur für Arbeit](#) (“Berufenet” of the Employment Agency)

You can also watch films about the professions, for example at:

<http://www.berufe.tv/>

2 Recognition of professions

We’d recommend that you seek expert advice from the “IQ Netzwerk”. You can find an initial orientation on the homepage “Anerkennung in Deutschland” (Recognition in Germany), which lists other advice centres as well:

www.anererkennung-in-deutschland.de

3 I found work – how much do I earn?

There’s also a lot of information on employment contracts and wages on the Internet. We recommend that you use a gross-net-calculator for this purpose.

www.brutto-netto-rechner.info/

4 Self-employment

If you want to be self-employed we advise you to visit a start-up seminar. There you will learn the difference between commercial and freelance work, something about your entrepreneurial duties, you’ll get important information about your health insurance coverage, learn how to write a business plan and you’ll also learn something about value-added tax and other tax regulations, deadlines and obligations.

5 Combination of income possibilities

Often the income from one job is not enough. In order to earn enough money, there are possibilities to have several jobs. A typical combination is having one job that is subject to social security

contributions and one mini-job in addition to that. If your full-time job is subject to social security contributions, you need your employer's permission to take up a second job.

6 Additional income through volunteering

You can also earn money through volunteering. The Income Tax Act lists various possibilities under §3 No. 26. These activities include being a training supervisor at a sports club or caring for senior citizens. You are welcome to check with your advice centre.

7 Data protection and secrecy

As an employee you are bound to secrecy about everything you learn at work, whether it be customer names and sales figures, order data or income of other employees. If you don't get an introduction or information on data protection regulations, you should definitely address the subject.

8 Supplementary legal bases

- [German Civil Code](#) , [§§ 611 ff.](#) in particular, [employment contract](#)
- [Minimum wage legislation – minimum wage in Germany](#)
- [Law on posted workers](#)
- [Dismissal Protection Act](#)
- [Works Constitution Act](#) and [Staff Representation Act](#) (“PersVG” – [civil service](#))
- [Collective Bargaining Act](#)
- Codetermination Acts ([Codetermination Act for the coal, iron and steel industry](#), [Codetermination Act](#) and [One-Third Participation Act](#)) regulate the employees' participation in [supervisory boards](#)
- [Partial Retirement Act](#)
- [Trade Regulations Act](#), [§§ 105 ff.](#) in particular

- [Commercial code, §§ 59 ff.](#) in particular ([commercial clerks](#) and apprentices)
- [Act on Part-Time Work and Fixed-Term Employment](#)
- [Continued Remuneration Act](#)
- [Federal Leave Act](#)
- [Working Hours Act](#)
- [Law on Temporary Work](#)
- [Maternity Protection Act](#) and [Federal Law on Parental Benefit](#)
- [Nursing Leave Act](#) and [Family Care Leave Act](#)
- [Law on notification of conditions governing an employment relationship](#)
- [Workplace Protection Act](#)
- [Youth Employment Protection Act](#)
- [Vocational Training Act](#) as well as training regulations of the individual professions
- [Occupational Safety and Health Act](#), [Workplace Regulation](#) as well as [Regulation on Work with Visual Display Units](#)
- Law on company doctors, safety engineers and other specialists for occupational safety ([ASiG](#))
- [Occupational Illnesses Regulation](#)
- [Volume 4 of the Social Security Code, §§ 8, 8a](#) in particular, [marginal employment](#)

- [Volume 9 of the Social Security Code, Severe Disabilities Act](#)
- [General Law on equal treatment](#)
- [Law on Employee Inventions](#) in the context of the *Second Regulation on the Implementation of the Law on Employee Inventions*
- Act to Combat Clandestine and Illegal Employment ([SchwarzArbG](#))
- [Labour Court Law](#)
- Act on Statistics of Earnings and Labour Costs (Earnings Statistics Act - [VerdStatG](#))
- [German Penal Code § 291](#) (wage extortion according to [BAG](#) (Federal Labour Court), judgement of 24th March 2004 - 5 AZR 303/03)
- Regulation on the Calculation, Payment, Forwarding, Billing and Assessment of the Total Social Insurance Contribution (Regulation on Contribution Procedures – [BVV](#))
- [various legal regulations on minimum working conditions for individual industries](#)