Deutsches Studierendenwerk

Information for students

English version

Jobbing

This flyer explains the ways in which students can earn money while studying in Germany. It provides information about the social security contributions and taxes that employed students have to pay.

Note International students from non-EU countries have to observe the special restrictions on work that arise from the Residence Act (Aufenthaltsgesetz).

Mini-job

Marginal employment (part-time with low wage)

- Employment that is intended to be permanent
- Total salary not more than € 538 per month
- Total amount of € 538 per month can be exceeded in case of additional short-term employment

Several parallel mini-jobs are only allowed if the total monthly wage does not exceed € 538. The employer is obliged to register the mini-job with the Minijob-Zentrale.

Mini-job in the commercial sector

Income tax

- Students are liable to income tax, or, more typically, the employer decides to pay a flat rate of 2 % for income tax

Health and long-term care insurance as well as unemployment insurance

- Students are exempt from insurance contributions
- The employer must pay a 13 % flat-rate contribution – unless the student has private health insurance

Important information on health and long-term care insurance

➡ **at the end of this flyer**

Pension insurance

- Students are required to pay insurance contributions, for which a deduction is made from the income earned (3.6 % deduction = own contribution)
- The employer must pay a flat-rate contribution of 15 %

Students can apply in writing to their employers for exemption from pension insurance if they wish to save their own contribution.

Mini-job in private household

Employment in a private household that would otherwise be done by a member of that household, e.g. cleaning or ironing. Students pay neither income tax nor contributions to health, long-term care and unemployment insurance, but a contribution of 13.6% to the pension insurance. They can apply in writing to their employers for exemption from pension insurance if they wish to save their own contribution.

Short-term employment

e.g. semester break job

- Employment that is limited to a maximum of three months or 70 working days in a calendar year
- Amount of income does not matter
- Duration must be contractually agreed in advance or limited by type of employment (e.g. work at trade fairs or Christmas markets)

Note In addition to short-term employment, a mini-job is also possible. Both salaries are not added together.

Income tax

- Students are liable to income tax

If the income remains below the basic tax-free amount (2024: € 11,604 per year), the income tax paid can be refunded via the income tax return (in the following year).

Health and long-term care insurance as well as unemployment insurance

- Students are exempt from insurance contributions

Important information on health and long-term care insurance

➡ **at the end of the flyer**

Pension insurance

- Students are exempt from insurance contributions

Werkstudierende
More than marginally paid employment

- Employment that is intended to be permanent
- Total wage more than € 538 per month
- Study must have priority over employment (employment of maximum 20 hours per week)

Employment as Werkstudierende is not possible during vacation semesters, research studies, dual studies. During part-time studies, employment as Werkstudierende is only possible if the studies account for more than half the time of full-time studies.

Income tax

- Students are liable to income tax

If the income remains below the basic tax-free amount (2024: € 11,604 per year), the income tax paid can be refunded via the income tax return (in the following year).

Health and long-term care insurance as well as unemployment insurance

- Students are exempt from insurance contributions if they do not work more than 20 hours per week

Important information on health and long-term care insurance
at the end of the flyer

Exceptionally, it is possible to work longer than 20 hours per week during the semester if the employment takes place on weekends, in the evenings or at night. However, this only applies if these exceptions last a maximum of 26 weeks or 182 calendar days within a time year (e.g. 15 April 2024 to 14 April 2025). This is called the 26-week rule.

Note During the lecture-free period, it is possible to work more than 20 hours per week (up to full-time). The 26-week rule is also applied in this case.

Pension insurance

- Students are required to pay insurance contributions, for which a deduction is made from the income earned

Further information

- Students from the European Union, Iceland, Liechtenstein, Norway and Switzerland have unrestricted access to the German labour market.

- International students from non-EU countries with a residence permit for study purposes are only allowed to work 120 full days or 240 half days per year or a combination of both. They are not allowed to be self-employed or work as freelancers. Exceptions can only be approved by the immigration authority.

- Mini-job: Special payments (e.g. holiday pay, Christmas bonus) are added to the earnings proportionately. With monthly wages of € 538 plus a Christmas bonus, students can no longer be marginally employed.

- In case an internship is completed during the course of studies and is prescribed in the study or examination regulations, no contributions to health, long-term care, unemployment and pension insurance have to be paid, regardless of the amount of the internship remuneration.

- The general minimum wage of € 12.41 gross per hour also applies to students. This does not apply to compulsory internships and internships lasting no longer than three months.

Important information

on health and long-term care insurance

It is mandatory to have health insurance in Germany. All students must provide proof of statutory or private health insurance (including long-term care insurance). Without health insurance, enrolment is not possible. All public health insurance companies offer a student rate.

Before entering Germany, students should choose a statutory health insurance and apply for membership there. The statutory health insurance company must accept students who are under 30 years of age and have a certificate of enrolment from a German university.

Deutsches Studierendenwerk

STWs
Student Service Organisations

Germany's 57 Studierenden- und Studentenwerke (student service organisations) are responsible for the economic, social, health and cultural life of students:

- Dining halls and cafeterias
- Student residence halls
- Student financial aid
- Day care centres
- Psychological and social counselling
- Counselling for students with disabilities or chronic diseases
- Cultural activities

Deutsches Studierendenwerk
www.studierendenwerke.de

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