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## Work / Employment

### Job search










#### Are you looking for a job?

Then there are various ways to find a job. Many companies look for employees in newspapers. Or they publish their vacancies on the Internet. This can be on their own websites or in search portals. It is also possible to network via social media to find vacancies.

In addition to the job centre, the employment agency can also help with the search.

If you are interested in a company but it has not advertised any vacancies, you can still apply. This is called a speculative application. It is best to call the company beforehand or drop by. You can then ask whether you can send them your application documents.

So there are many different ways to find a job:

- Job exchange of the  [Federal Employment Agency](#), the  [IHK](#) and  [HWK](#)
- Search portals on the internet, e.g. also specifically for  [new immigrants](#)
- Company websites
- Career information fairs
- Daily and weekly newspapers (  [Die Rheinpfalz](#) )
- Social media (  [LinkedIn](#), [Xing](#) )
- Ask your circle of acquaintances
- Ask the companies personally or call / unsolicited application
- Social counselling/ integration management
- Job coaches
- Help with finding work is provided by the  [job centre](#) or  [careers advice service at the employment agency](#)
-  [job centre](#), for recipients of assistance

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### Start2Connect: Support for starting a career

Start2Connect helps migrants and refugees to find work in Germany and develop their careers. Whether you are looking for a new job or want to learn new skills - Start2Connect offers help and accompanies you every step of the way.

#### Career entry and further training

Start2Connect offers access to free further training and a large network of companies. This opens up new opportunities for professional success.


Start2Connect helps:

- Quick job search: support to find a suitable job quickly.
- Further training: Information and help with courses that create new career opportunities.
- Network: Contacts to many companies looking for skilled workers.

- Community: Exchange and support in a group with similar experiences.

## Community and personal help

Starting out in a new country is often difficult. Start2Connect offers personal counselling and a strong community that supports the first steps and builds long-term perspectives.

More information can be found on the Start2Connect website: 

<https://www.start2connect.com/> .

## Self-employment

### What types of employment are there?

A distinction can be made between two types of employment for people who work. There are:

- self-employed **and**
- dependent employees

Self-employed people do not have an employer (boss). They only work for themselves. They can decide many things for themselves, for example how and when they work. However, they also have to provide for themselves financially. And they have to take out social security. They have to pay for many things themselves. Health insurance, pension insurance and unemployment insurance are very important. When it comes to health insurance, self-employed people have to decide whether they want to take out statutory or private insurance.


### What types of self-employment are there?

There are two groups of people who are self-employed:

- those who run their own business
- those who work on a freelance basis (as solo self-employed persons).

You can earn different amounts of money while self-employed. For some, the money is enough to live on. These people work completely independently. This is called main occupation.

Some people do not earn enough money from their self-employment. Or they want to work for a company for other reasons. In this case, they are still employed there and only work as a self-employed person on the side. This is known as a sideline.

-  You can find more information on forms of self-employment at the [Federal Agency for Civic Education](#)

### Would you like to become self-employed?

If you want to become self-employed in Germany, you need a [residence permit](#). It is also important that you can speak and write German well.

Your employment agency or job centre can help you take the first steps towards self-employment. The staff will provide you with information on setting up a business. They will name important contacts for further counselling. And they will tell you which benefits you can receive for support.

- Information on setting up a business from the [Federal Employment Agency](#)
- Information on [setting up a business and start-up grants](#)

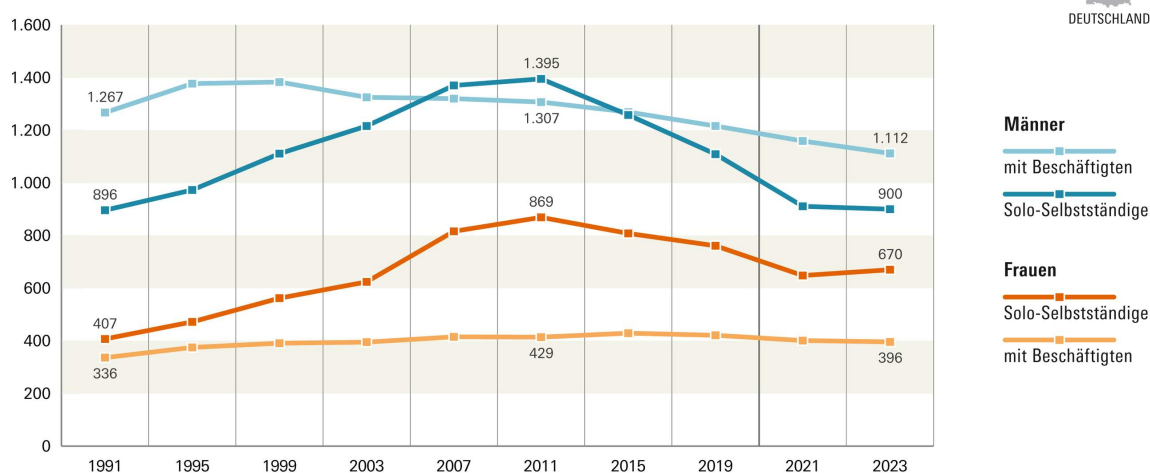
### The number of self-employed women is increasing

The proportion of women among all people who become self-employed is increasing. According to the microcensus, 34 per cent of all self-employed people in Germany in 2023 were women.

In 2023, 44 per cent of businesses were founded by women, according to the Start-up Monitor 2024 of the Kreditanstalt für Wiederaufbau (KfW) (2022: 37 per cent). On a long-term average, women account for 39 per cent of start-up activity.

Nevertheless, women in Germany are still less likely to be self-employed than men. This applies both to the group of solo self-employed persons and to self-employed persons with employees (Figure 1).

Solo-Selbstständige und Selbstständige mit Beschäftigten in Deutschland (1991–2023), in Tausend



Datenquelle: Eurostat, Labor Force Survey (EU-LFS), eigene Berechnungen

Bearbeitung: WSI GenderDatenPortal 2025 WSI

Of all women who work, only 5.8 per cent were self-employed in Germany in 2023. Among working men, the proportion was 10 per cent, almost twice as high. This is according to the microcensus conducted by the Federal Statistical Office.

The federal government wants to make it easier for women to become self-employed. There are various support programmes and campaigns to this end.

### Are you looking for support and further information?

You can find this at  [Federal Ministry for Families, Senior Citizens, Women and Youth](#)

## Pseudo-self-employment

Sometimes a person presents themselves as a self-employed entrepreneur. But in reality they work for a specific employer. Then it only looks as if they are self-employed. This is called sham self-employment. The person is personally dependent on their employer. They can therefore be regarded as an employee.

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**Important: In Germany, bogus self-employment is prohibited!**

In social security law, bogus self-employed persons are considered employees. Social security contributions must be paid for them. This means that the employer must pay into pension insurance, health insurance, long-term care insurance and unemployment insurance on their behalf. If they deliberately fail to do so, the employer may be obliged to do so. The employer must then pay the social security contributions in arrears.

The bogus self-employed person also has certain claims against their employer under labour law. These include, for example, protection against dismissal, public holiday pay, holiday entitlement, continued payment of wages in the event of illness and much more.

**What are the key characteristics of bogus self-employment?**

- The client determines the working hours. This also includes holiday arrangements
- The contractor only works for one client.
- The client's employees regularly do the same work.
- The employer gives instructions to the contractor. And he decides over him.
- the contractor wears the client's work clothes, for example.


**Who is particularly affected by bogus self-employment?**

The sectors and job profiles include

- IT consultants
- Drivers in the haulage industry and courier drivers
- Cleaners
- Graphic designers and copywriters
- Programmers
- Teachers
- Honorary doctors
- Craftsmen

**Further information on bogus self-employment can be found here:**




 [Information from the IHK on the topic of "Avoiding bogus self-employment"](#)

 The German Pension Insurance also provides information on the topic of [bogus self-employment](#)


 [FG - For founders](#)

**Access to the labour market****Employment Agency (AA)**


The Employment Agency is responsible for everything to do with employment. For example

- job search and job placement
-  [Admission to the labour market](#)
- Help with career choice (career counselling) and [training](#)
- for questions about [further vocational training](#);  [Promotion by the Employment Agency](#).
- for employer counselling (  [Employer Service](#)).

The employment agencies provide personalised advice on how and where people can work.


Anyone who is not yet supported by the employment agency or a job centre should [register online](#) at  .


This requires personal details and information on qualifications and work experience. The data entered will be sent to the relevant employment agency.

**Note:** This information is also available in  [English](#).

## Germersheim Employment Agency



 [Josef-Probst-Str. 24, 76726 Germersheim](#)

 [06341/958901](#)

 [Germersheim@arbeitsagentur.de](mailto:Germersheim@arbeitsagentur.de)


 To the [Germersheim Employment Agency](#)


### Opening hours:

Monday to Friday, 08:00 - 11:00h

## Kandel Employment Agency



 [Saarstr. 93, 76870 Kandel](#)

 [08004555500 \(free of charge\)](#)

### Opening hours:

Monday to Thursday, 08:00 - 11:00h

Friday closed

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### **Note on postal items**

Please only use the postal address for letters to the Employment Agency. This will ensure that the documents reach the responsible counsellor more quickly.

■ Employment Agency Landau, 76828 Landau

### **Job centre**

#### **Don't have a job and need help?**

Then you can contact the job centre. You will get support there.

- It pays financial benefits,
- it helps you to look for work
- it offers you measures to help you gain further qualifications
- it can, for example, enable you to take part in a language course, arrange career counselling or have certificates recognised.

Further information on counselling and placement in the labour market can be found here: ■  
[Labour market access](#).

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### **Will you be supported by a volunteer who will accompany you to the job centre?**

For data protection reasons, you must authorise this person. Only then can they receive information about your case. The power of attorney must be completed in full. Both persons must sign it.

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## **For asylum seekers: Steps after a positive decision**

### **Has your asylum application been recognised or have you been granted refugee protection?**

Then you have received a positive decision (letter) from the Federal Office for Migration and Refugees (BAMF). The asylum procedure is now complete. Now you have to do the following:

#### **1. attend a personal interview**

- You must go to the Job Centre during opening hours.
- You will be registered as a customer there.
- Your background will be recorded.
- You arrange a counselling appointment with the benefits department
- You make an appointment with the job centre.
- You are registered as a jobseeker.

#### **2. benefits department**

Important: You always need an appointment for a counselling session.

- You can apply for benefits at this appointment. Your benefits officer is responsible.

### 3. job centre

Important: You always need an appointment for counselling.

You should have these documents with you at the appointment:

- The commitment to an integration course or confirmation of participation in an integration course.
- If possible, documents relating to school attendance, training, work certificates, recognition of qualifications obtained abroad...
- Reports on special skills (trade, language skills, etc.).
- You should consider in advance which area of work you are interested in.

### Job centre

#### Germersheim office

■ [Waldstraße 13, 76726 Germersheim](#)

■ [Job Centre](#)

#### Kandel office

■ [Saarstraße 93, 76870 Kandel](#)

■ [07274/70110](#)

Fax: 07274/7011-266 or -276

■ [jobcenter-germersheim@jobcenter-ge.de](mailto:jobcenter-germersheim@jobcenter-ge.de)

#### ■ Telephone availability:

Monday to Friday, 08:00 - 12:30h

Monday to Wednesday, 14:00 - 16:00h

Thursday, 14:00 - 18:00h

It is not possible to call the benefits department on Tuesday and Thursday mornings

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### Do you have a residence permit or a tolerated stay permit?

Your asylum procedure has not yet been finalised and you therefore have a residence permit? Or your asylum application has been finally rejected and you therefore have a tolerated stay permit? Then the job centre is **not** responsible for you. You must take your questions to the [Employment Agency](#). They will advise you on finding work.



## Immigration of skilled labour

### Specialists

#### What is a specialist?

A skilled worker is a person who has a university degree. Or qualified training in a profession. The training must last at least two years. They also need a corresponding qualification from their home country.

#### How can you check whether you are a skilled worker?

There are [recognition centres](#) in Germany for this purpose. They check whether the person can work in a German profession.

#### What help is available to work as a skilled worker

If you want to work as a skilled worker in Germany, you can get help. There is a law on the immigration of skilled workers. This law is for people who have vocational training. And also for skilled workers with a university degree, but without a degree.

#### How can I submit an application?

There are two ways to submit an application:

1. The skilled worker can submit the application themselves
2. The company submits the application on behalf of the skilled worker. They need a power of attorney for this. This authorises the company to submit the application on behalf of the skilled worker.

#### Are you a skilled worker and want to work?

It is important that you have an employment contract. You also need an offer for a specific job. Your qualification must also be recognised in Germany. You do not need a so-called "pre-employment check" by the Federal Employment Agency (BA for short). This means that the BA will not check whether there are applicants from Germany or the EU available for the specific job. However, the BA will still check the working conditions.

#### Where can a skilled worker work?

A skilled worker can work in the profession for which they have the right training. It is also possible for them to work in a similar profession.

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## Different types of training for skilled workers


Skilled workers can have different types of training.

#### 1. professionals with academic training:

They can work in a profession for which they have a university degree. Or they can work in another qualified profession for which they do not need a university degree. However, the professional qualification must be similar. Helper and trainee occupations are therefore

excluded. For the EU Blue Card, it must be a job that matches the professional qualification. This normally requires an academic qualification.

## **2. skilled workers with vocational training:**

They can work in all professions that they have learnt. There is no longer a restriction to  [bottleneck occupations](#). These are professions in which too few people are working and which are urgently needed.

Skilled workers with qualified vocational training can enter Germany to look for work. They receive a residence permit for up to six months.

The prerequisite is:

- 1) The foreign qualification must have been recognised in Germany,
- 2) the person must be able to support themselves during their stay,
- 3) the person speaks sufficient German. They can speak enough German to practise their profession. In most cases, German language skills of at least level B1 are required.

### **Can you do trial work?**

As long as the person is in Germany to look for a job, they can do trial work. They may work up to ten hours a week. This allows the employer and the foreign skilled worker to test whether they are a good match.

Skilled workers with a recognised academic qualification can also work on a trial basis. They may enter Germany for up to six months to look for a job.

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## **Residence for qualification measures**

You can also stay in Germany to complete a qualification programme. To do this, you must first undergo a recognition procedure abroad. This procedure determines whether the person abroad has the same qualifications as in Germany (notice of recognition).

This visa also requires a corresponding knowledge of German. Usually at least language level A2.

With this residence permit, you may stay in Germany for 18 months. In certain cases, it can be extended by 6 months.

Once the 24 months have expired, the person can obtain a new residence permit. This time to do an apprenticeship, to study or to work.

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### **Can a skilled worker from abroad obtain a settlement permit?**

Foreign skilled workers can obtain a [settlement permit](#) after just four years in Germany.

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## **Entry for training and study**

### **Do you want to travel to Germany to look for a training place?**

According to the new regulation, interested persons can also enter Germany to look for a training place.

The requirements for this are

- 1) German language skills at level B2
- 2) a qualification from a German school abroad or a school-leaving certificate that entitles the holder to enter higher education
- 4) they must be a maximum of 25 years old
- 5) you must be able to support yourself. You must not be dependent on financial assistance

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### **German language course to prepare for training :**

With a residence permit for qualified vocational training, you may attend a language course in preparation. This can also be a job-related language course.

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### **Extended transfer options for international students**

International students can change to other residence permits. This is also possible if they have not yet completed their studies. For example, they can start vocational training and obtain a residence permit for this.



With the Skilled Labour Immigration Act, there are even more opportunities to change. Under certain conditions, a person can already work as a skilled worker during their studies or training/further training.

However, this must first be checked by the BA. There is then a change to a residence permit for the "pursuit of qualified employment".

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### **Settlement permit after training:**

Anyone who has successfully completed training for a profession in Germany can obtain a settlement permit after just two years. The same rules apply to them as for university graduates.

- You can also find more information on the website  [Make it in Germany](#)
- You can also take a  [quick test](#) on your options there!

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## **Information for companies**

### **Accelerated skilled labour procedure**

Employers can apply for an accelerated procedure at the Immigration Office. To do this, you need the authorisation of the skilled worker for whom the application is being made. An agreement must be concluded between the company and the foreigners authority.

### **What do I need for the agreement?**

- Authorisations and obligations of the employer,
- Authorisations and obligations of the skilled worker,
- Authorisations and obligations of the authorities involved (foreigners authority, Federal Employment Agency, recognition offices, diplomatic mission abroad),
- a description of the procedures. This must include all parties involved and all deadlines

### **What does the accelerated procedure cost?**

411.00€ for the accelerated skilled labour procedure at the Foreigners' Registration Office

+ €75.00 visa fee

+ all other costs incurred (certified copies, translations).

### **What does the foreigners authority do?**

- It advises employers. It supports them in carrying out the procedure for recognising the foreign qualification of the skilled worker.
- It obtains the approval of the Federal Employment Agency. And it checks the legal requirements for issuing the permit. The recognition centres and the Federal Employment Agency must decide within certain deadlines.

### **All requirements are met. What happens next?**

If all requirements are met, the foreigners authority issues a so-called preliminary approval. It sends it to the employer for forwarding to the skilled worker.

The skilled worker then books an appointment at the diplomatic mission abroad. There they apply for the visa. The appointment must take place within three weeks. You must bring your advance approval (original) with you to this appointment. All other documents required for the visa must also be submitted.


The skilled worker has now submitted their complete application for a visa. It takes about another three weeks until a decision is made.

### **Who is eligible for the accelerated procedure?**


The accelerated procedure for skilled workers also applies to the spouse of the skilled worker. And for unmarried minor children. It is important that the legal requirements for [family reunification](#) are met. And that an application has also been submitted for them.

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## **Central Immigration Office for Skilled Immigration Kaiserslautern**

It is a service partner for employers and employees from non-EU countries. It provides support in all matters relating to the immigration of skilled labour. You can find all the necessary documents here  [Checklist](#).

### **Postal address**

 Central Immigration Office for Skilled Labour Immigration Rhineland-Palatinate, 67653 Kaiserslautern

■ [fachkraefteeinwanderung.rlp@kaiserslautern.de](mailto:fachkraefteeinwanderung.rlp@kaiserslautern.de)

■ Click here to go to the [Central Immigration Office](#)

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### Further links:

- ■ [Make it in Germany](#) - Information for companies
- ■ [iQ-Network RLP](#)
- ■ [Welcome Centre RLP](#)
- ■ [Single point of contact \(EAP\)](#)
- ■ [Recognition of foreign professional qualifications](#)
- ■ [anabin](#) - Information portal for foreign university degrees
- ■ [Federal Foreign Office: Working and living in Germany](#)
- Hotline Working and Living in Germany, ■ [03018151111](#)

## Employment law

### Labour contract

Anyone who starts work is given an employment contract. The employment contract regulates the most important conditions of an employment relationship such as

- working hours
- holidays
- amount of salary and
- notice periods

Both sides - employee and employer - must adhere to these agreements.

It is important not to sign the contract until you have understood everything. Once signed, the contract becomes legally binding.

An employment contract can also be established verbally or tacitly through conclusive behaviour!

Anyone who has already worked must be paid by the employer. Even if there is no written employment contract (yet)!

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### Types of contract:

#### 1. open-ended employment contract



There is usually a probationary period of three or six months. During this period, either party can terminate the contract at short notice. This can be done within two weeks. At the end of the probationary period, a permanent employment relationship begins with longer protection against dismissal. The working hours are usually up to 40 hours per week.

## 2. fixed-term employment contract

The employment relationship ends at the agreed time without the need for notice of termination.

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### You can find information on your rights when working in Germany here:

-  [IQ Network Integration through Qualification, Fair Integration](#)
-  The German Trade Union Confederation (DGB) also provides [information on labour rights for skilled workers from third countries](#) and [for refugees](#)

### Unemployment and social benefits

#### Entitlement to unemployment benefit I (ALG I) from the Employment Agency

In principle, everyone in Germany should provide for their own livelihood. The aim should be to have enough money to live on through work. However, if you don't have enough money to live on, you can get help from the German state. The state helps if you do not have enough money to live on. Or if you can only pay part of it yourself.

Anyone who loses their job can receive unemployment benefit I. However, the person must have been compulsorily or voluntarily insured in Germany for at least 12 months. And this must have been the case for the last 30 months. As a rule, you receive these periods of compulsory insurance because you worked during this time. Under certain circumstances, there are other requirements.

The [Federal Employment Agency](#) decides whether a person receives unemployment benefit.

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### What do you have to do to receive unemployment benefit I (ALG I)?

#### 1. register as a jobseeker

- if you have been made redundant from your job
- if you have been made redundant yourself. And if you do not have a new job in prospect
- or if you have a temporary job that is about to end

#### Do any of these points apply?

Then you must register as a jobseeker immediately. You must register at least 3 months before the end of your employment relationship.

The [Employment Agency](#) will help you to find a job. The employment agency will also advise you. Together you can see if you can get financial help.

There are different ways to register as a jobseeker:

- On site at the [employment agency](#)
- by telephone at  [0800/4555500](tel:0800/4555500) (free of charge)
- Online at  <https://www.arbeitsagentur.de/>

## 2. register as unemployed in person

Those affected must register as unemployed **in person** at their local [employment agency](#) on the first day without work at the latest. This is the prerequisite for receiving unemployment benefit.

## 3. Fill in the application for unemployment benefit

You can apply for unemployment benefit online. If you want to submit an application in writing, you can also collect the forms in person from the Employment Agency.

### Do you want to register as unemployed?

You can find more information at  [here](#).

## Entitlement to citizen's allowance at the job centre

In order to receive citizen's allowance, these conditions must be met:

- You are at least 15 years old and you have not yet reached the age limit for your pension.
- You live in Germany and have your centre of life here.
- You can work at least 3 hours a day.
- You or members of your benefit community need help. The income of your benefit community is therefore below the minimum subsistence level. And you cannot finance your living expenses yourself.

Some people are unable to work due to a disability or illness. This means that they are not able to work. However, they can still receive citizen's allowance. For example, if they live with another person (community of need) who is able to work. And who has a right to benefits.


### Do you want to make an application?

Then you can submit an application for Citizen's Allowance to your job centre.

If you apply for Citizen's Allowance, your job centre will need information from you. With this information, the job centre can check whether you meet the requirements for citizen's allowance. If the requirements are met, you are legally entitled to Citizen's Allowance. The job centre then calculates how much Citizen's Allowance you can receive.

For example, it plays a role whether you ...

- have no or only a low income.
- have children or are a single parent.
- live alone or with other people.

 You can find out how to apply [here](#).

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Further information on the application, attachments and the decision can be found on the [Application and decision page](#).