

Labour contract

Anyone who starts a job is given an employment contract. This regulates the most important conditions of your work. It states when you work. How much holiday you get. It states how much money you will receive. Both sides - employee and employer - must honour these agreements. The contract becomes legally binding when you sign it. Do not sign it until you have fully understood its contents.

Types of contract

Open-ended employment contract

There is usually a probationary period of three or six months. During this period, an employment relationship can be terminated within two weeks. The employer can terminate the contract. You as an employee can also give notice. At the end of the probationary period, a permanent employment relationship begins. This has longer protection against dismissal. Working hours are normally a maximum of 40 hours per week.

Fixed-term employment contract

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

Mini job

The maximum earnings per month are € 556 and are tax-free.

Labour law


There are many laws in Germany that regulate and safeguard the rights of employees. These include, for example

- Regulation of working hours
- minimum wage
- holiday entitlement
- Protection against dismissal
- Company representation of interests (works council)
- Regulation of the work of trade unions

Taxes and social security contributions

Every employee in Germany pays a portion of their wages in taxes. The federal, state and local authorities use this to finance their expenditure. In turn, employees and employers together are obliged to pay social security contributions for their employees. These social security contributions finance the social security system in Germany. The system guarantees that you receive money from the state if you are out of work, so that you remain covered by health and long-term care insurance.

Tax identification number

The tax ID is an 11-digit number and enables you to pay income tax. The number is valid for your entire life. The authorities can always identify you with this number. Your place of work requires this number. You do not have this number in your documents? You can obtain it in person from the registration office. Or by filling in a form at  [Bundeszentralamt für Steuern](https://www.bundeszentralamt-fuer-steuern.de).


National insurance number

You need a national insurance number for a job. You can obtain this from your health insurance fund (e.g. AOK, DAK).

Illegal work

You have a job that is paid. But this work is not registered with the tax office or health insurance fund. You therefore do not pay taxes and social security contributions. This is **illegal and a criminal offence**. You could face fines and imprisonment! Do you receive social benefits or unemployment benefit? But you are still working? You haven't told the social welfare office, employment agency or job centre? That is also **illegal and a criminal offence**. You are wrongly receiving state benefits even though you are in paid work.

Fair integration

On the website of  [Faire Integration](#) you will find further information on work in various foreign languages.