

What is a € 450 mini-job?

This is a job in which you earn, on average, no more than € 450 per month. You then pay **no taxes** and **no contributions** to the unemployment, nursing care and health insurance schemes. You can apply to be exempted from **pension insurance contributions**. We will be happy to explain the consequences of this for you in an advice session.

Beware: A mini-job does not cover you for health insurance. **You must have health insurance coverage!**

If you only have a **mini-job**, then you must take out your own health insurance. If you are receiving money from the Employment Agency (*Agentur für Arbeit*), the Job Centre or the Social Welfare Office (*Sozialamt*), that covers you for health insurance as well. You are insured by your employer against accidents at work.

You can accept **several mini-jobs** at the same time. However, you may only earn an average of **€ 450 per month** or **€ 5,400 per year**, otherwise all the jobs are subject to social insurance contributions.

Beware: Do not confuse **mini-jobs** and **midi-jobs**! In a midi-job you earn between € 450.01 and € 1300 per month and pay social insurance contributions.

Who can take a mini-job?

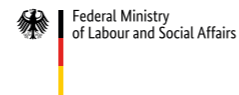
If you have **permission to reside (Aufenthaltsgestattung)**, you need to obtain a **work permit from the local foreigners office (Ausländerbehörde)** for the mini-job. If you have a **residence permit (Aufenthaltsurlaubnis)**, you can accept a mini-job at any time.

The address of an advice centre near you and further information can be found at www.faire-integration.de

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€ 450
mini-job

What are
my rights?

How many hours may I work?

If you know your hourly wage, then you can calculate how many hours you are allowed to work as a mini-job employee:

Average monthly wage ÷ hourly wage = average working hours per month

If you earn **€ 450 per month** and receive the statutory minimum wage of **€ 9.19 gross per hour**, then you can work no more than **48.96 hours per month**. From **01.01.2020** the minimum wage rises to **€ 9.35 gross per hour**. You can then work a maximum of **48.12 hours per month**.

Wages too low, what can I do?

Don't wait until it's too late – take action! Write a letter including a list of your working hours to your employer. Ask them to pay your hourly wage for all the hours you have worked. Or contact a "Fair Integration" advice centre. We will be happy to support you!

Beware: Does your employer pay you cash-in-hand for extra hours you have worked, without giving you pay slips? If so, it could be illegal employment, also known as working "off the books" (so-called Schwarzarbeit). Don't go along with this! It can have legal consequences for you as well. Your employer must declare your employment and all the hours you work in full.

Is your employer treating you unfairly?

We will be happy to advise you and help you claim your rights!

What rights do I have in my mini-job?

As a mini-job employee, you enjoy the same labour rights as other employees.

You are therefore entitled to:

- **the statutory minimum wage** (currently **€ 9.19** gross per hour, and **€ 9.35** gross per hour from 01.01.2020)
- or the **sector minimum wage (*Branchenmindestlohn*)** or a **collectively agreed wage (*Tariflohn*)** if a collective agreement is in force,
- a pay slip (*Lohnabrechnung*),
- continued payment of wages in the event of illness, annual leave, public holidays and maternity leave. This means that you still get paid for these days off without having to make up the working time later.
- supplements, e.g. for working on a public holiday, or special payments such as a Christmas bonus, if these are stipulated in the employment contract or collective agreement or if your colleagues who are subject to social insurance contributions receive them.
- annual leave. You can calculate how many days of annual leave you should have online, using the annual leave calculator (Urlaubsrechner) on the website of the central collection agency for mini-jobs (Minijobzentrale): **www.minijob-zentrale.de**
- a written record of the most important working conditions (no later than one month after starting work, if you have not received a written employment contract).

More information on mini- and midi-jobs can be found at **www.minijob-zentrale.de**



What should I do if I accept a mini-job and also receive benefits from an authority?

If you accept a mini-job, you must immediately inform the authority from which you are receiving benefits (the Employment Agency, the Job Centre or the Social Welfare Office). You must then submit your pay slips to them on a regular basis and report any changes without delay. Part of your mini-job income will be deducted from your benefits. The relevant authority will then calculate the amount of your benefits for you.

How much is my hourly wage?

The employer must pay you the **statutory minimum wage** of **€ 9.19 gross per hour as of 01.01.2019**, and **€ 9.35 gross per hour from 01.01.2020**, if you are over 18 years old.

If you work in an industry which has a generally binding collective agreement in force, you will receive the **sector minimum wage**. The "Overview of sector-specific minimum wages" can be found on the Customs website: www.zoll.de in english language. If you are a member of a trade union, you will receive the **collectively agreed wage**. Further information can be obtained directly from the trade unions.