Working while studying – What's to know?

Counselling Centre for Social & International Affairs – BeSI

Studierendenwerk Hamburg

November 4th, 2026

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Overview

0. Studierendenwerk Hamburg – Service for students
1. Finding a job
2. What is important when it comes to working while studying?
3. Job types
4. Combining different types of jobs
5. Regulations for students from non-EU countries
6. Working contracts
7. Counselling on jobbing

Contact information

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0. Studierendenwerk Hamburg – Service for students



Eating



Accommodation



Social & International Affairs

- Jobbing
- Health insurance
- Housing benefit
- Social benefits
- Emergency fund
- Orientation



Finance

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1. Finding a job

- www.stellenwerk.de/hamburg
- www.jobcafe.de
- Federal Employment Agency (*Bundesagentur für Arbeit*)
- www.meinestadt.de → Hamburg
- University Websites
- Studierendenwerk Hamburg as employer

Make use of filters!

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1. Finding a job

- use own networks
- check job application documents (*Bewerbungsunterlagen*)
- prepare for job interview (*Vorstellungsgespräch*)
- unsolicited application (*Initiativbewerbung*)
- search for a study-related job
- ask former employers for job references (*Arbeitszeugnis*)
- improve German language skills

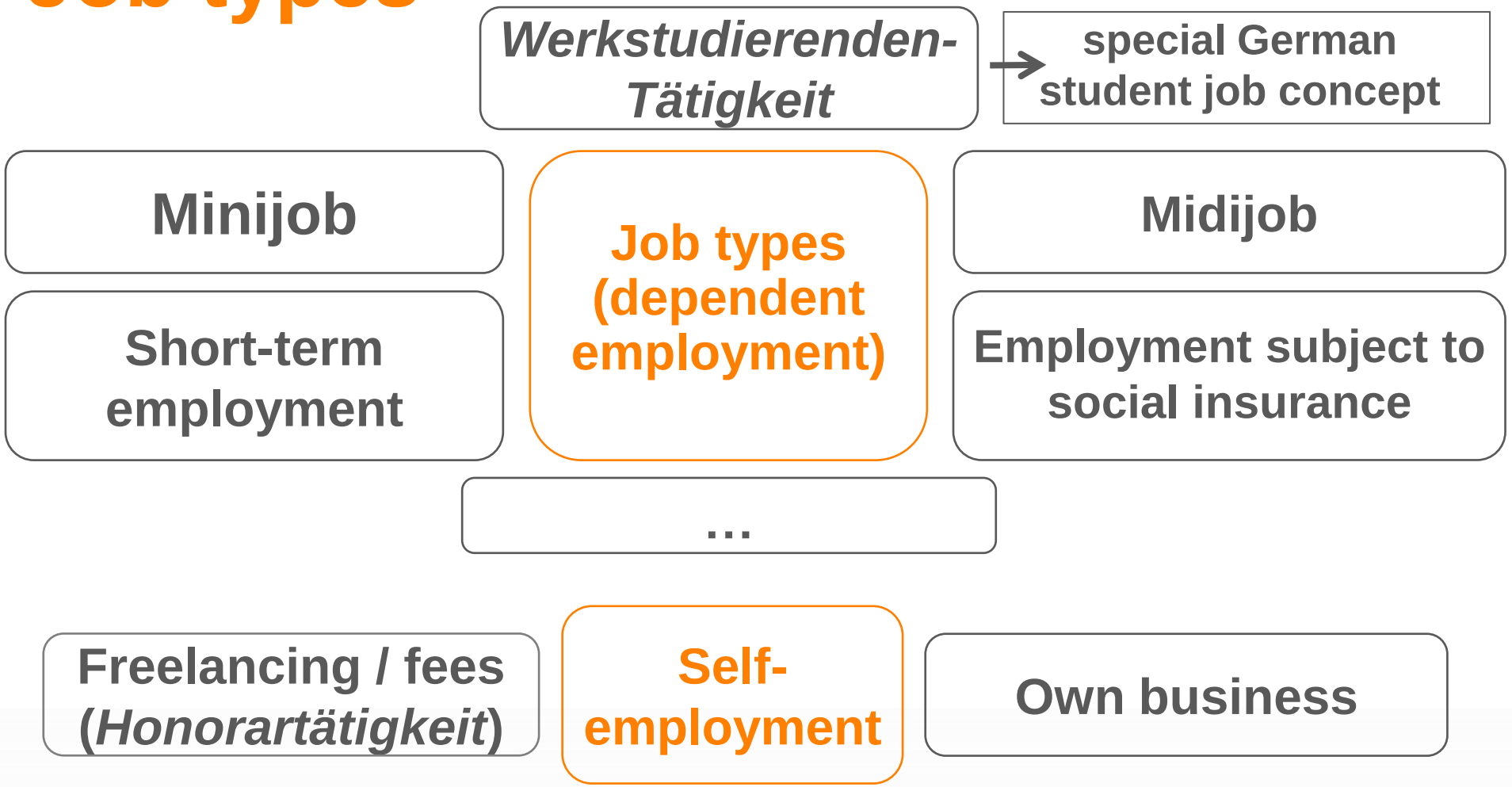
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2. What is important when it comes to working while studying?

- Study requirements & job – compatible (in terms of time)?
- Combinability of different jobs
- Limits on working hours, e.g. regarding health insurance
- Limits on income, e.g. for
  - Family (health) insurance
  - BAföG
- Residence permit: limited work permit
- Read documents closely & keep them (e.g. contracts, salary statements etc.)
- Inform all employers about student status & further jobs
- Avoid illegal work & pseudo self-employment (*Scheinselbstständigkeit*)

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3. Job types


Werkstudierenden-Tätigkeit
special German student job concept
Minijob
Short-term employment
Job types (dependent employment)
Midijob
Employment subject to social insurance
...
Freelancing / fees (*Honorartätigkeit*)
Self-employment
Own business

Minijob

- max. monthly income **€ 603** (regularly); in 2027: **633€**
- Oftentimes no fixed weekly/monthly working hours
- Independent of student status (full-time, part-time, semester of academic leave)
- Mostly social security free (*sozialversicherungsfrei*):
  - exemption from pension insurance possible
  - No contributions for health, long-term care and unemployment insurance
  - Health and long-term care insurance must be paid individually
- Taxes: tax ID or flat-rate taxation of 2%, paid by employer or employee

Short-term employment

- max. 3 months or **70 working days** respectively (per calendar year)
- Earnings are irrelevant
- Independent of student status (full time, part time, semester of academic leave)
- Usually no social security for employees (*sozialversicherungsfrei*):
  - No contributions to pension, health, long-term care or unemployment insurance
  - Health and long-term care insurance must be paid individually
- Taxes: tax ID or under specific circumstances flat-rate taxation of 25%, paid by employer or employee

Werkstudierenden-Tätigkeit

- during **lecture period**: max. **20 hours/week** (regularly)*****
  during lecture-free period: > 20 hours/week (e.g. 40 hours/week)
- social security:
  - own payments to health insurance / long-term care insurance
  - pension insurance contribution → transition area (€ 603.01 – € 2,000.-)
  - no unemployment insurance contribution
- tax liability starts from **€ 12,348** (2026) **+ € 1,230** (2026) income-related expenses (*Werbungskosten*) per year

* Attention! Working hours of all jobs are added up, including Minijob & self-employment!

Self-employment (*Selbstständigkeit*)

- different types: **freelancing**/ fees & **trade**/trade- licence / own business

- distinction: full-time or part-time?
  - working hours: max. **15-20 hours/week**
  - earnings: also relevant

- social security (for part-time self-employment):
  - own payments to health insurance / long-term care insurance

Self-employment (*Selbstständigkeit*)

Attention!

- Self-employment must **first** be explicitly permitted by Foreigners‘ Registration Office if you have a residence permit according to § 16b Residence Act

- taxes: **Apply for tax number for self-employment with tax office!**

- Pension insurance → check with *Deutsche Rentenversicherung;*
  no unemployment insurance contribution

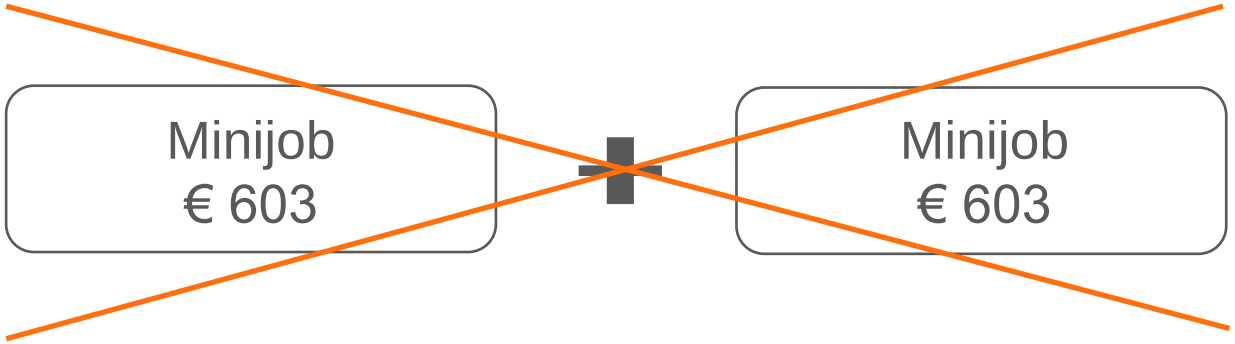
- If applicable, register trade

4. Combining different types of jobs

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Combinations I

Minijobs



→ Subject to social security!
(*Sozialversicherungspflicht / SV-Pflicht!*)



= € 603 ✔

Combinations II

Werkstudierenden-Tätigkeiten

Werkstudierenden-Tätigkeit	+	*Werkstudierenden-Tätigkeit*	≤ 20 hours/week (lecture period)	✔
~~*Werkstudierenden-Tätigkeit*~~	~~+~~	~~*Werkstudierenden-Tätigkeit*~~	~~> 20 hours/week (lecture period)~~	→ Social security!
Werkstudierenden-Tätigkeit	+	Minijob	≤ 20 hours/week (lecture period)	✔

Combinations III

Self-employment (part-time)

Self-employment	+ Self-employment	< ca. 15-20 hours/week	✔
~~Self-employment~~	~~+ Self-employment~~	~~> ca. 15-20 hours/week~~	→ Full-time self-employment!
Self-employment	+ Minijob / *Werkstudierenden-Tätigkeit*	max. ca. 20 hours/week (lecture period)	✔

Combinations - Example

*during lecture period

freelancing
e.g. private lessons
5 hours/week*

+

Werkstudierenden-Tätigkeit
e.g. as tutor
10 hours/week *

+

Minijob
e.g. sale
5 hours/week*

+

short-term employment
(lecture-free period!)
e.g. catering
70 days/year

Consider taxes!

5. Regulations for students from non-EU countries

- 140/280-day-rule
  - What is counted as a full, what as half a working day?
  - Illness, vacation, etc.
  - Alternative counting method:
    During lecture period: Job with max. 20 hours/week → 2,5 working days/week
    During lecture-free period: Full-time temporary job → 2,5 working days/week

- On-campus jobs
  - Not counted towards 140/280-day-rule
  - Counted towards the 20 hours/week limit

- Self-employment not permitted
  - Application for permission possible at Foreigners' Registration Office

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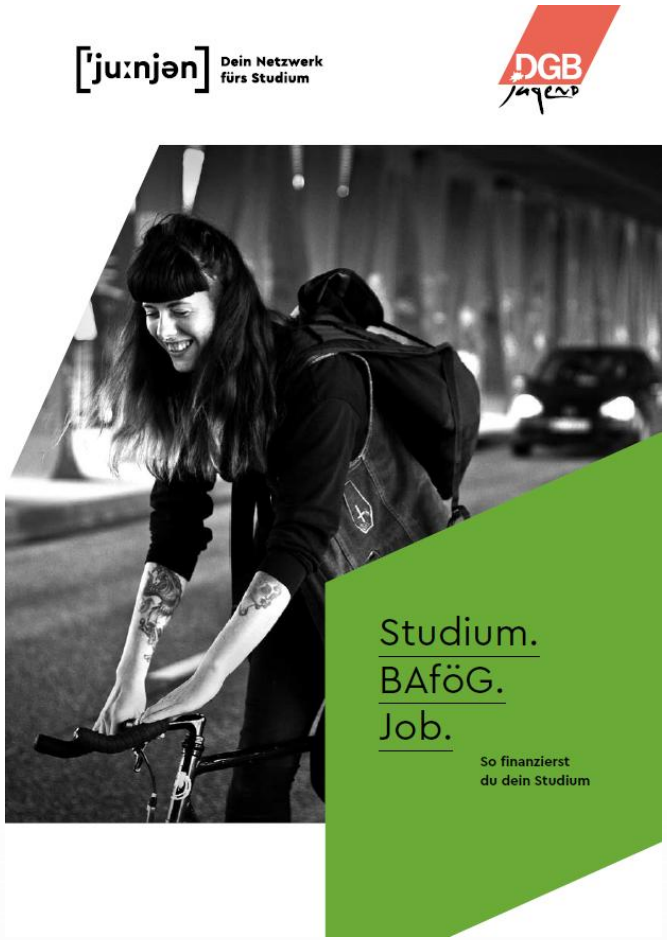
6. Working contracts

- relevant for dependent employment
- regulated aspects can be:
  - probation period
  - weekly working hours / working days
  - Requirements in case of illness / incapacity
  - vacation
  - overtime
  - termination
- keyword *Werkstudierendenverhältnis*
- Stumble upon…

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Helpful brochures





Arbeitsrecht – Informationen für Arbeitnehmer und Arbeitgeber (bmas.de)

Studium. BAföG. Job. (dgb.de)

7. Counselling on jobbing

- Counselling Centre for Social & International Affairs – BeSI
- UHH General Students‘ Committee (*AStA)* → Beratung zu studentischen Steuerfragen
- Unions, e. g. DGB Jugend → Studium → Themen → Dein Job
- Federal Employment Agency (*Bundesagentur für Arbeit*) → *Berufsberatung*
- University Career Center
- Public Legal Advice (ÖRA)
- Verbraucherzentrale

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BESI Counselling Centre for Social & International Affairs

Counselling for students

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Counselling for students with child

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One more thing

We have carefully researched the contents of this presentation, however, we cannot guarantee the accuracy and completeness of the information and do not assume liability.

The presentation cannot replace an individual consultation on jobbing alongside studies at the Counselling Centre for Social & International Affairs – BeSI of the Studierendenwerk Hamburg or a consultation on tax issues by the advice on student tax issues of the student union (*AStA*) of the University of Hamburg, income tax assistance associations or tax consultants.

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Thank you for your interest!



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Questions?



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