



**Welcome to Germany!**

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**Bundesagentur für Arbeit**

Zentrale Auslands-  
und Fachvermittlung (ZAV)



## ZAV. Services & Responsibilities

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## ZAV – our services for jobseekers

### The International Placement Services (ZAV)

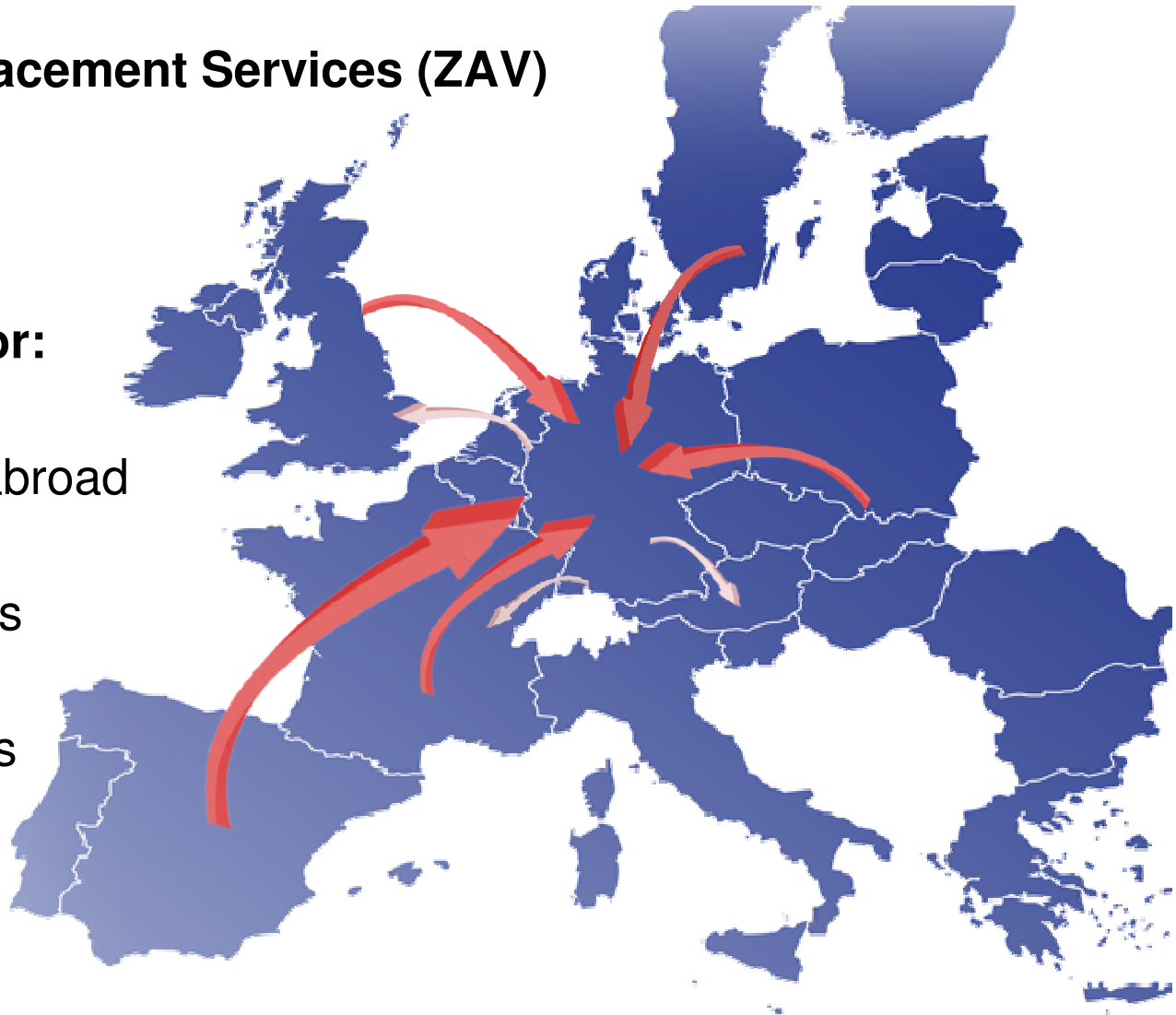
■ EURES Germany

#### Provides services for:

■ Jobseekers from abroad

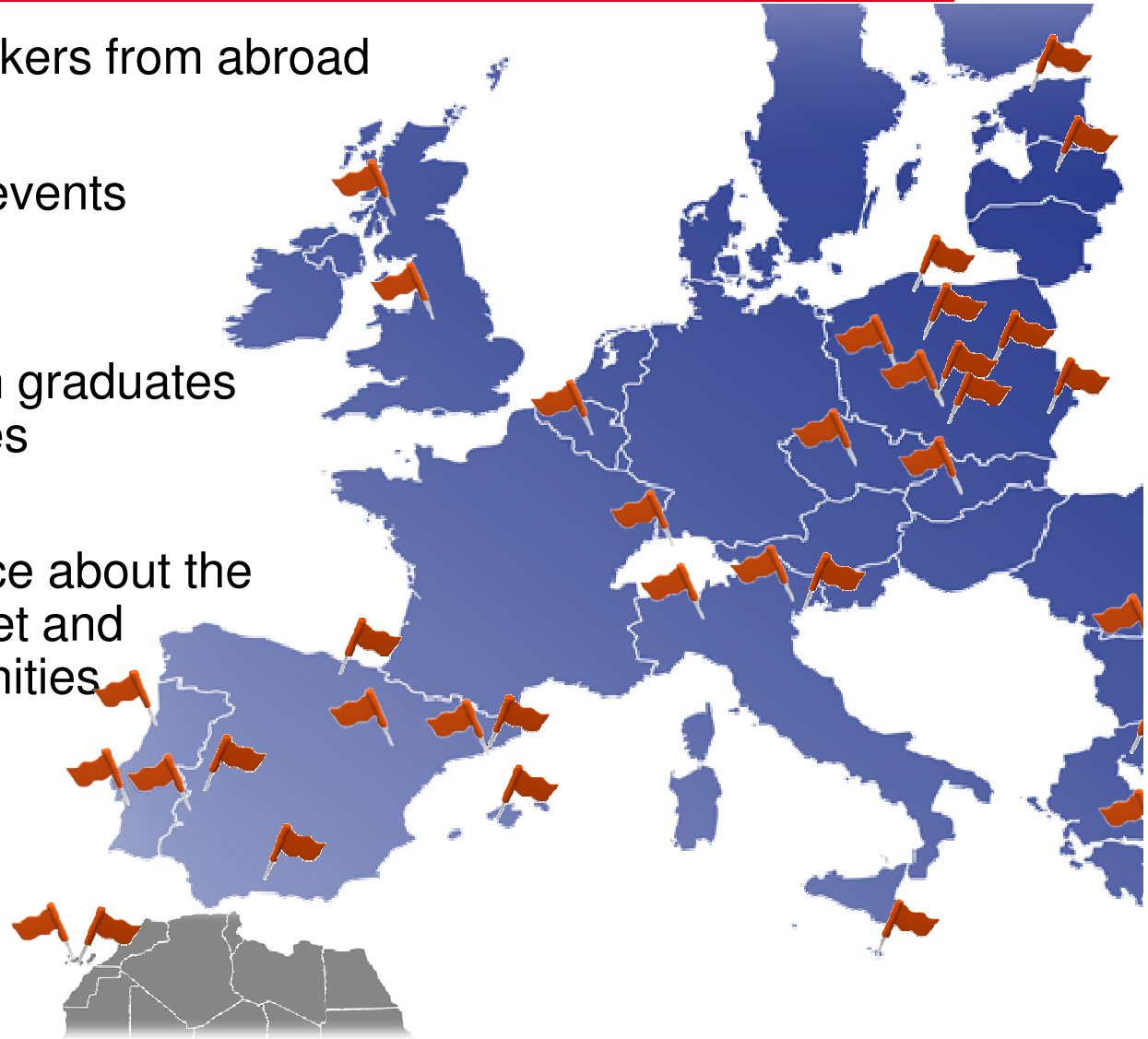
■ German repatriates

■ German employers



## Our responsibilities include:

- Placement for jobseekers from abroad
- Specific recruitment events in country of origin
- Placement for foreign graduates of German universities
- Information and advice about the German labour market and employment opportunities





## Germany and the German labour market

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## Some facts about Germany

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- Surface area: 357.000 km<sup>2</sup>
- Population: 82.6 million
  - § ~ 15 mill. with a migration background
- 16 federal states, Capital: Berlin
- Germans are the second largest beer consumers in the world, after the Irish (of course)
- Chancellor Angela Merkel was honoured with a special edition barbie (even if she is really non-barbie in fact)
- There are over 300 kinds of bread in Germany (and also bread museums)
- There are 35 dialects of the German language (some of them really terrible)
- 65% of the Autobahn (highway) has no speed limit (but please: safety first!)

# The german labour market

## Unemployment rates August 2013

- Germany: 6,8 %
- Western States: 6,1 %
- Eastern States: 9,9 %
- 2.946.000 unemployed persons



# The German Labour Market: where is the demand?

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## Legal access to the German Labour Market

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- Free access to the German labour market for citizens of EU/EEA member states, except Bulgaria, Croatia and Romania, but work permits are no longer required for:
  - University graduates for employment corresponding to their qualifications, or their family members
  - Trainees entering a qualified in-company vocational training program
- Free access to the German labour market for citizens of EU/EEA member states (including Bulgaria, Croatia and Romania) for seasonal jobs in agriculture, horticulture, forestry and in hotel & catering (Duration of employment: max. six months)
- in all other cases is a work permit needed

## How much do I earn ? Salaries in Germany

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- There is no general minimum wage regulation (Exceptions for special branches)
- Wages depend on collective agreements (Tarifvertrag) which exist for most sectors
- Regional differences (East-West/North-South)
- Wages: monthly salary (gross) – the net salary is lower
- [www.gehalts-check.de](http://www.gehalts-check.de)



# How much do I have to deduct from my Salary?

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## Social Security System:

- Health Insurance 15,5 %
- Unemployment Insurance 3,0 %
- Pension 19,9 %
- Long-Term Care Insurance 1,95 %
- Work Accident Insurance paid by employer

## Taxation

- Income tax 14 % - 42 % (Depending on income and marital status)
- Church tax 8 % - 9 % of income tax
- Solidarity tax 5,5 % of income tax
- Automatically deducted from the salary
- *Registration to the social insurance system is made by the employer*



# Sample Salary Statement

	Month	Year
Salary	3000,- €	36.000,- €
Social security contributions		
Pension	294,01 €	3.528,12 €
Unemployment insurance	45,00 €	540,00 €
Health insurance	246,00 €	2.952,00 €
<u>Long-term care insurance</u>	<u>36,76 €</u>	<u>441,12 €</u>
<b>Total Social Contributions</b>	<b>621,77 €</b>	<b>7.461,24 €</b>
Taxation		
Solidarity tax	25,75 €	309,00 €
Church tax	42,15 €	505,80 €
<u>Income tax</u>	<u>468,33 €</u>	<u>5.620,00 €</u>
<b>Total Taxation</b>	<b>536,23 €</b>	<b>6.434,76 €</b>
<b>Salary after deductions</b>	<b>1.842,00 €</b>	<b>22.104,00 €</b>

*example given for single person without kids, withholding tax class 1, living in NRW, working 40h/week.*



## How to find a job

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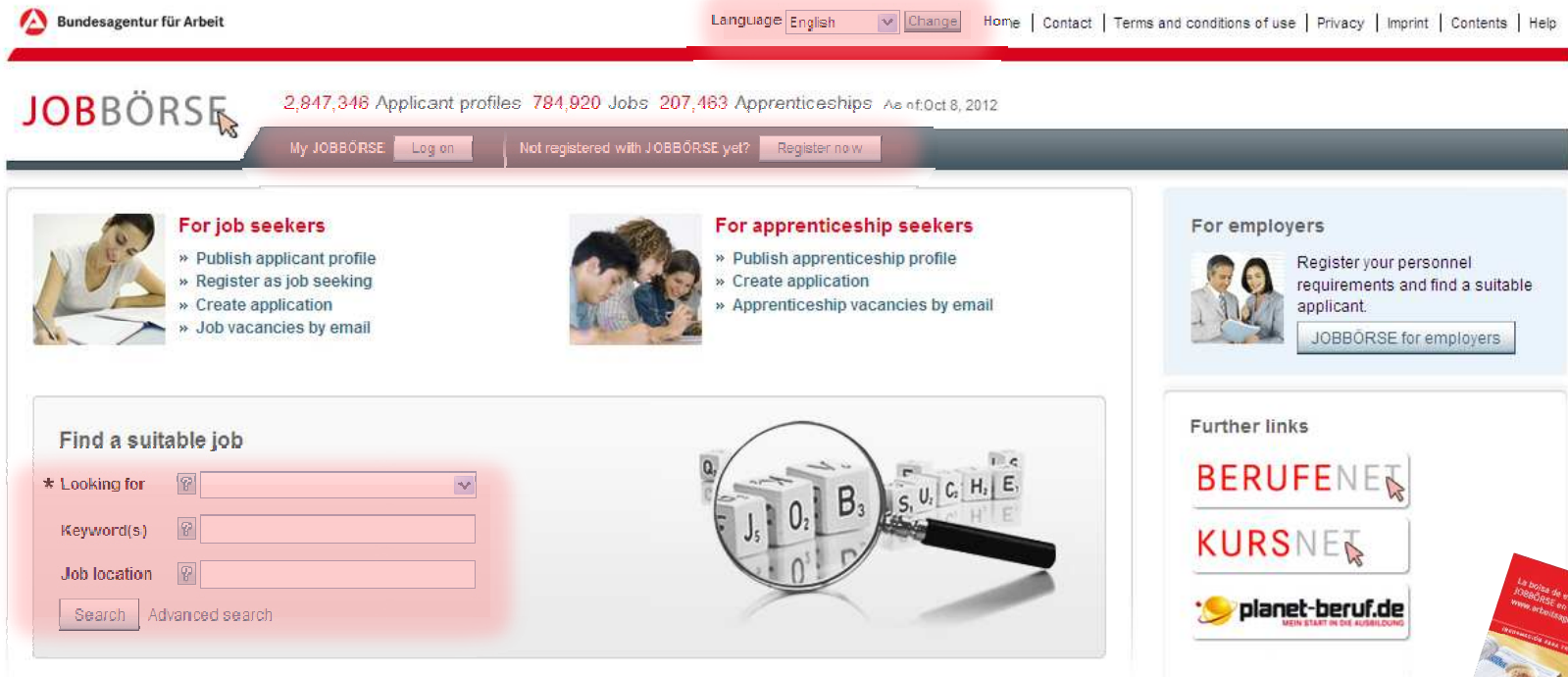
# How to find a Job : EURES Germany



The screenshot shows the EURES website interface. At the top, there is a navigation bar with the EURES logo and the text "Portalul mobilității europene pentru ocuparea forței de muncă". Below this, there is a search bar with options for "Căutare rapidă" and "Căutare avansată". The main content area features several sections: "Rețeaua EURES" with links for "Ce vă poate oferi EURES?", "Consilierii EURES", "Parteneriatele transfrontaliere EURES", and "Membrii EURES naționali"; "Solicițanți de loc de muncă" with links for "Căutarea unui loc de muncă", "CV-ul dvs. on-line", and "Înregistrați-vă pentru un cont gratuit My EURES"; "Angajatori" with links for "Căutare CV-uri", "Anunțarea unui loc de muncă", and "Înregistrați-vă pentru un cont gratuit My EURES"; "Conectare la My EURES" with a login form for "User ID" and "Parolă"; "Condiții de viață și de muncă" with a dropdown menu for "Toate țările"; "Studiu" with a link for "Căutarea ofertelor de educație"; and "EURES & you Newsletters" with a link for "Noutăți pe portal" and "Events calendar". At the bottom, there is a footer with the text "Fertig" and "Vertrauenswürdige Sites | Geschützter Modus: In".

<http://ec.europa.eu/eures>

# The JOBBÖRSE at [www.arbeitsagentur.de](http://www.arbeitsagentur.de)



The screenshot shows the homepage of the JOBBÖRSE portal. At the top, there is a navigation bar with the Bundesagentur für Arbeit logo, a language dropdown menu set to 'English', and links for Home, Contact, Terms and conditions of use, Privacy, Imprint, Contents, and Help. Below this, a statistics bar displays '2,847,348 Applicant profiles', '784,920 Jobs', and '207,463 Apprenticeships' as of Oct 8, 2012. A secondary navigation bar includes buttons for 'My JOBBÖRSE', 'Log on', 'Not registered with JOBBÖRSE yet?', and 'Register now'.

The main content area is divided into three columns:

- For job seekers:** Includes an image of a woman reading and a list of actions: 'Publish applicant profile', 'Register as job seeking', 'Create application', and 'Job vacancies by email'.
- For apprenticeship seekers:** Includes an image of three people looking at a document and a list of actions: 'Publish apprenticeship profile', 'Create application', and 'Apprenticeship vacancies by email'.
- For employers:** Includes an image of a man and a woman, the text 'Register your personnel requirements and find a suitable applicant.', and a button labeled 'JOBBÖRSE for employers'.

Below these columns is a search section titled 'Find a suitable job'. It features three input fields: '\* Looking for' (with a dropdown arrow), 'Keyword(s)', and 'Job location'. A 'Search' button and a link to 'Advanced search' are also present. To the right of the search fields is an image of a magnifying glass over chemical formula blocks (J<sub>5</sub>, O<sub>2</sub>, B<sub>3</sub>, S<sub>1</sub>, U<sub>2</sub>, C<sub>2</sub>, H<sub>2</sub>, E).

On the right side of the page, there is a 'Further links' section with three buttons: 'BERUFENET', 'KURSNET', and 'planet-beruf.de' (with the tagline 'MEIN START IN DIE AUSBILDUNG').

<http://jobboerse.arbeitsagentur.de>



# Your application in Germany

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## Your application should include:

- CV and cover letter
- photo (optional)
- Use the Europass CV for your application!

<https://europass.cedefop.europa.eu/cvonline/>

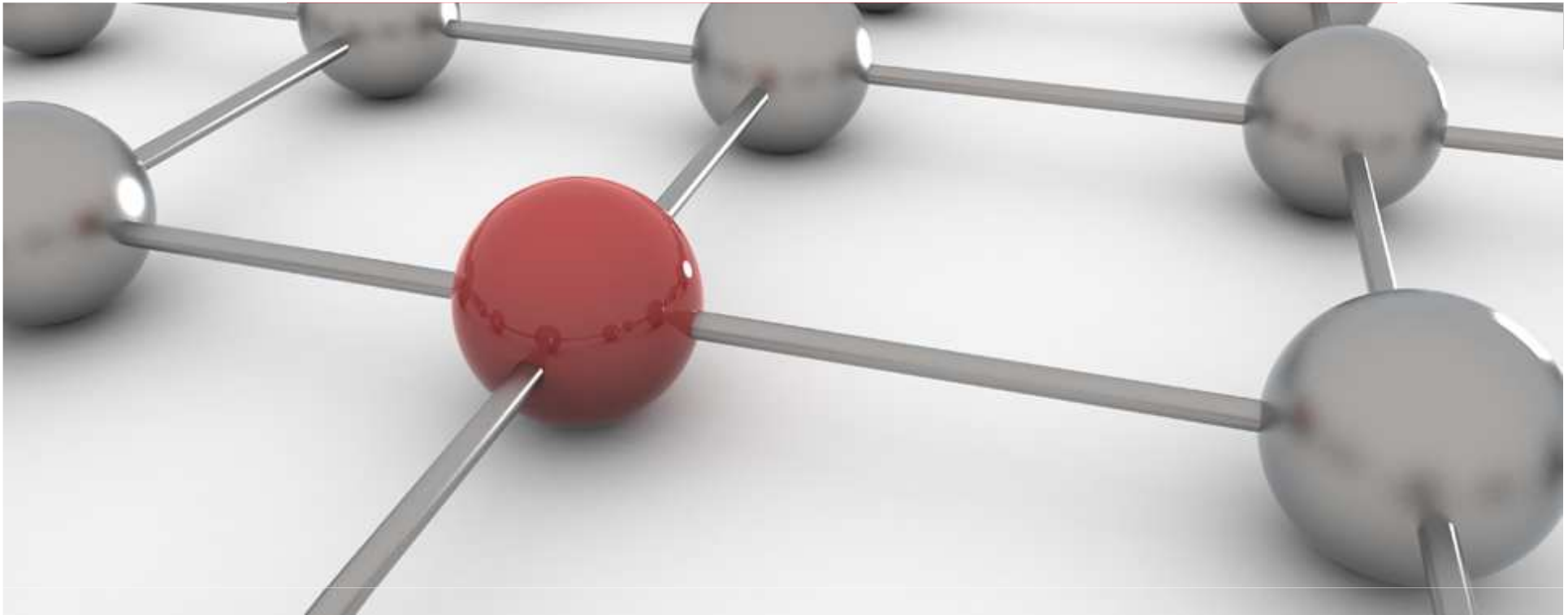
- online application training

<http://www.berufe.tv/BA/weitereFilme/?familyID=1000027&family=Bewerbungstraining>

- online application training for academics

[https://lernboerse.arbeitsagentur.de/aktiv/media/akademiker/101005\\_bewerbungstraining/index.htm](https://lernboerse.arbeitsagentur.de/aktiv/media/akademiker/101005_bewerbungstraining/index.htm)





## **ZAV. WIR BRINGEN SIE IN POSITION.**

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