

## Do public holidays also apply?

**Yes!**

If you have a mini-job, you are entitled to **continued payment of wages on public holidays**, provided that you would have worked regularly on this day. You do not have to make up for this time!

## Do I have claims in the event of pregnancy?

**Yes!**

Pregnant women in mini-jobs are protected by the **maternity protection act**. You will receive maternity benefit if you are insured within a statutory health insurance fund.

Should you be subject to an employment ban for expectant mothers, you are entitled to maternity pay. Important: You are also entitled to parental allowance and parental leave.

## Do I have protection against dismissal?

**Yes!**

The protection against dismissal act also applies to mini-jobs. However, in order to apply the employment must have lasted for at least 6 months prior to notice.

A termination notice must be given in **writing**. A **statutory notice period of at least 4 weeks** to the 15th or end of the month applies. Within 3 weeks after receiving the notice of termination, you are entitled to file a complaint with a labour court.

## Do you have any questions? You can find advice here!


The citizens' telephone service of the Federal Ministry of Labour and Social Affairs provides **advice on labour law on 030 221 911 004** (Monday through Thursday from 8 a.m. to 8 p.m.).


The Minijob Centre provides a lot of information on mini-jobs on [www.minijobzentrale.de](http://www.minijobzentrale.de)

## Or you may contact us ...!


The **representatives for good work** answer questions on employment relationship, working condition, payment or co-determination in the workplace - in person, by telephone or by e-mail. **Get in touch with us! Together we will find solutions and answers.**

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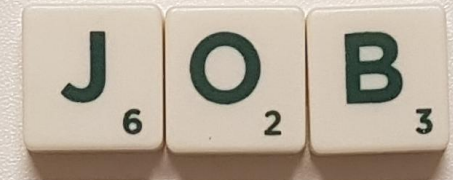
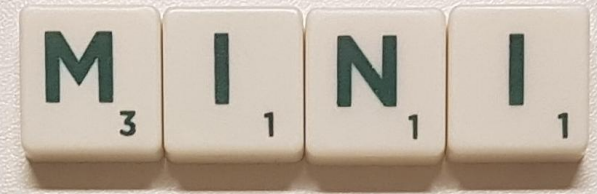
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Photo: Friedrichshain-Kreuzberg district office



**MINIJOB:  
MINIMUM WAGE &  
LABOUR LAW,  
YOUR RIGHT!**

Information for employees

**BERLIN**



## What is a mini-job?

A mini-job is an employment relationship. A mini-job is marginally paid: As of January 2026 with a **maximum of 603 Euros per month** (as of 2027 with a maximum of 633 Euro). Therefore mini-jobs are also called marginal employment.

There are also short-term mini-jobs. They last a maximum of 3 months or 70 working days per calendar year.

## Is a mini-job deemed a normal employment relationship?

**Yes!**

By law, mini-jobs are equal to all other jobs. Normal labour law applies. You have the following entitlements in a mini-job.

- verbal/written **employment contract** or written information on the most important contractual terms,
- working hours regulation laws,
- right to **paid holiday** for recuperation,
- paid time off on Sundays and public holidays,
- continuing payment of remuneration in the event of **illness**,
- maternity protection for pregnant women and mothers,
- statutory **accident insurance** in the event of an accident at work or while travelling,
- youth employment protection laws,
- occupational safety measures for disabled employees,
- **protection against dismissal**,
- **job reference letter**.

## What is different about a mini-job?

There are special terms in social security

- **Health and long-term care insurance:** Mini-jobs do not provide health insurance. Insurance must be taken by you yourself.

- **Unemployment insurance:** There is no entitlement to unemployment benefits or short-time working allowance.
- **Pension insurance:** Due to compulsory insurance minimum contributions are paid into the pension insurance scheme. Please note that as a mini-jobber you may submit an application to release you from pension contribution. However, in this case you will not be entitled to rehabilitation (after illness) or pension benefits. There is a high risk of old age poverty.

This lack of social security makes the mini-job an **insecure employment relationship**.

**Our tip:** Try to extend and/or convert your mini-job into an employment relationship with full social security cover.

## Does the minimum wage apply to mini-jobs?

**Yes!**

The general nationwide statutory minimum wage applies. As of **1 January 2026**, it will be **13.90 Euros per hour** (as of January 2027: 14,60 Euro per hour).

Any mini-jobber receiving the minimum wage may generally work a maximum of 10 hours per week. The mini-job wage limit increases in relation to the increase of minimum wage.

**Important!** The minimum wage does not apply to:

- young people under the age of 18,
- trainees,
- certain interns,
- volunteers and
- long-term unemployed persons during the first 6 months of their mini-job.

We are happy to check your questions on wages and working hours during the consultation.

## Which working hours apply?

The employment contract or proof of the contractual conditions **must** state the working hours.

If there is no regulation, you are not obliged to work overtime, shifts or special working hours such as on public holidays, at night or on Sundays. Employers may assign work to you in a mini-job as required, however, this must be set out in writing. The actual working hours must be recorded.

**Our tip:** Agree with your employer to be informed at least 4 days prior to the assignment. Always make a note of your working hours.

## Do I get paid if I am ill?

**Yes!**

During your illness, the employer must continue to pay your salary for 6 weeks. The working time missed does not have to be made up!

**Important:** You have to report sick to your employer immediately. The employer can request the sickness certificate digitally from your health insurance.

**Attention to exception:** If you hold a mini-job within a private household or have private health insurance, you have to submit the sickness certificate to your employer.

## Am I entitled to holiday?

**Yes!**

The German federal holiday act stipulates a minimum of 24 days for a 6-day week. This corresponds to **4 weeks**.

Correspondingly fewer working days per week mean less holiday.

Working days per week	Holiday entitlement per year in days
5	20
4	16
3	12
2	8
1	4