

Employing Non-EU citizens in Germany

Immigration and employment in Germany



For Non-EU Citizens

The EU Blue Card provides an evidence for the legal stay of a citizen from a non-EU-country in an EU- member state for the purpose of working. Similar to the Green Card in the USA, the EU blue card offers highly educated skilled workers of non- EU- States the opportunity and the right to work and stay in the European Union. The Blue Card for Germany is tied to the following requirements:

- German university degree or foreign university degree comparable to German university degree
- Employment contracts with minimum 46.400€ (3.867€ monthly) gross salary. For some professional groups with professional shortage (engineers, doctors, IT-specialists, mathematicians, scientists) the salary is 36.192€ (3.016€)

The German Labour Authorities will waive on the examination of the labour market if the minimum wage rate is granted. The German Labour Authorities will waive on the examination of the labour market if the minimum wage rate is granted. In this case only the employment conditions are subject to examination. Examination of the labour market means that the German Labour Authorities wants to assure that no preferential worker (German one or other one from EU country) is available to fill the specific vacancy.

The EU Blue Card will usually be issued for the period of 4 years. In the case the employment contract is valid for less than 4 years; the

Blue Card will be issued for the duration of the employment contract plus 3 additional months. The individual EU Blue Card holders can apply for permanent residence permit after 33 months. If they have got sufficient German knowledge meeting official B1 level, they can obtain the permanent residence permit even after 21 months.

- The EU Blue Card is valid up to 4 years

- University degree required

- Employment contract required

- Visa to work in Germany and the EU

The time spent in other EU-country as a Blue Card holder will be considered for obtaining the permanent residence permit for Germany. Knowledge of the German language is not required for spouse reunification.

The Blue Card holder can stay outside of the EU up to 12 months without losing their right of residence in Germany. After 18 months they can even move to other European country. Family members of the Blue Card holder are allowed to work in Germany without any restrictions.

The representative offices are responsible for the issuance of the EU Blue Card. The application must be submitted to them before coming to Germany.

About Counselhouse

Whether you are incorporating a new business, looking into a possible new acquisition, or simply want to protect your intellectual property. Counselhouse is committed to supporting international clients to add a legal perspective to the business operations in Germany. Our clients engage our legal advisory to successfully keep their operations in legal balance when doing business within and across the European borders.

Customized legal solutions for corporations:

- | | |
|--------------------------|-------------------|
| ■ Business incorporation | ■ Employing law |
| ■ Business liquidation | ■ IP & patent law |
| ■ European Blue Card | ■ Commercial law |
| ■ Labour Leasing License | ■ Trade law |

Counselhouse is committed to supporting companies that are temporary employing workers in Germany.