

GERMANY - Work Permit Options Overview

Type Of Permit/ Eligibility Criteria	Regular Work Permit	EU Blue Card Permit	ICT Permit	Comments
Payroll	Local	Local	Foreign	
Minimum Annual Salary	Comparable to German workers in the same field	€56,800	Comparable to German workers in the same field	The salary for a blue card can be reduced to € 44,304 in case of shortage occupations in the field of computer science, engineering and mathematics. IMPORTANT: processing times may be longer due to involvement of labor authorities.
Employment Contract	Local	Local	Foreign	IMPORTANT FOR BLUE CARD: the job title in the contract or attached job description needs to be in the same field as the degree. ICT: assignment letter is sufficient.
Degree	Required; possible that work experience can overcome	Required	Required; possible that work experience can overcome	BLUE CARD: foreign degree requires validation if not listed in ANABIN database: more lead time needed.
Processing Times	1 to 4 months	2 weeks	1 to 4 months	Processing times differ as visa nationals need to process visa in home country and processing times differ from city to city for issuance of final work/residence permit.
Spouse	Usually authorized to work; should be confirmed on a case by case basis.	Authorized to work based on dependent permit.	Usually authorized to work; should be confirmed on a case by case basis.	More lead time due to need to provide original marriage certificate and required legalization (some officers may waive the legalization requirement).
Children Up To 18 Years	Can accompany and obtain dependent permit	Can accompany and obtain dependent permit	Can accompany and obtain dependent permit	More lead time due to need to provide original birth certificate and required legalization. (again some officers may waive the legalization requirement)



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Permanent Residence	In general after 60 Months of contributions into the German social security system.	After 21 and 33 months, depending on the level of German language proficiency. For 21 months the applicant must hold the B1 certificate and for 33 months the A1 certificate.	No	

Work Permit Exemptions:

- **Employee of International Company**

Non-EU citizens who attend an intra-company training at an affiliated company for up to three months in a 12-months period are exempt from obtaining a residence/work permit.

- **Service Personnel**

Same applies to service personnel required to visit Germany for up to three months during a 12-month period for installation and commissioning based on a Purchase Agreement of machinery or software. Please note, however, that while the labor authorities do not need to give approval, the German company is required to give notice to the labor authorities by filing a notification prior to each individual's arrival. In the case of visa nationals, the service personnel will require a Schengen business visitor visa to enter Germany.