

What you should know as a mini-jobber

If you work in a mini-job but would like to earn some more money and your company has additional work capacity, switching to a fully insured employment relationship subject to social security can be a good solution for both parties.

Why is the conversion of a mini-job worth it?

Higher and more reliable income

If you expand your working hours, at the end of the month you will have more money available for you and your family. With a higher income, you guarantee your independence. This can release you from depending on assistance from the government. Or provide you with independent financial support for you and your children, irrespective of a partner.

Entitlement to benefits

Life does not always go as planned. In cases of need (e.g. illness, losing your job), in an employment relationship subject to social security you are entitled to

- Sick pay and child sick pay
- Unemployment benefit
- Rehabilitation services (medical and occupational rehabilitation)
- Disability pension
- possibly, early retirement pension

You will have better retirement cover as a result of full pension contribution periods.

More reliable working hours

Companies often expect mini-jobbers to be more flexible than their part-time and full-time employees. The more hours you work, the better you will be able to plan, because the working hours will be more regular. Reliable working times and the possible use of working time accounts will facilitate the compatibility between family, leisure and occupation.

A permanent feature of the company

You and your colleagues will see yourselves as full members of the workforce rather than just as temporary staff. A greater sense of belonging and appreciation and an improved occupational status will ensure you enjoy your work even more.

Better occupational perspectives

Without the € 450 limit, you will be able to show your company what you are capable of. You can open up new, interesting fields of work, get more work experience and have so many prospects for your professional development. As a result, you can participate in personnel development and have greater opportunities for promotion. In the long-term, this will ensure you have better opportunities to get a well paid job.

In principle, as someone returning to work after family leave, you are entitled to subsidies from the Federal Employment Agency and from the Job centre. Talk to your advisor!

How can you convince your company of the conversion?

Companies are often unaware of the benefits of conversion. However, there are good arguments in favour of employment subject to social security:

- You are already established within the company as a mini-jobber. You have practical experience, you know the company procedures, colleagues and superiors.
- Therefore, increasing your working hours is often cheaper and easier for the company than employing someone new.
- Mini-jobs are expensive for the companies. The social contributions for part-time and full-time jobs are only around 20%, but for mini-jobs they exceed 30%.

AND: You have a right to work more hours! Employees can base on § 9 of the Law on Part-time and Limited Employment (TzBfG, "Extending working hours"). In accordance with § 9, an employer must give priority to a part-time employee with the same qualification when filling a corresponding vacant position, unless this is precluded by urgent operational reasons or by wishes regarding working time on the part of other part-time employees. This priority scheme for the part-time employees of the company also applies to mini-jobbers.

Use your potential. The conversion of your mini-job into an employment subject to social security is worth it!

The same rights in a mini-job

Mini-jobs are subject to the same statutory principles as full-time and part-time jobs. Mini-jobbers have the same rights as employees in an employment subject to social security. This means:

- The minimum wage applies (MiloG – Minimum Wage Law).
- There is a right to paid holidays in accordance with the Federal Leave Act (§§ 1 and 2 BUrlG).
- There is a right to the continued payment of wages in the event of illness (§ 3 EFZG - Continued Remuneration Act).
- The protection against dismissal applies according to the Protection Against Dismissal Act (§ 1 KschG).
- The working hours must be notified at least four days in advance (§ 2 TzBfG - Part-time Work and Fixed-term Employment Contracts Act).
- The standard working time regulations apply (§§ 3 u. 11 ArbZG - Working Hours Act).
- If a written employment contract does not exist, written proof of the essential working conditions must be created.
- The Maternity Protection Act (MuSchG) applies to mini-jobbers.
- The same collective agreements (e.g. holiday entitlement and hourly wage) apply to mini-jobbers as is the case of employees subject to social security with similar tasks.
- Mini-jobbers are entitled to employee participation within the company (§ 3 MitbestG - Co-determination Act).

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