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European Monitoring Centre on Change

Germany: Time off for job search

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Germany

Phase:

Management

Type:

Time off for job search

Last modified: 16 May, 2019

Native name: **Bürgerliches Gesetzbuch**

English name: **Civil Code**

Article

629

Description

In case of dismissal or termination of a fixed-term contract, the employer has to agree to 'adequate' time off for the affected employee to search for new employment. The right applies to workers on a permanent and fixed-term contract, but not to casual workers and interns. The Civil Code does not specify any requirements regarding the time off for job search or its duration. In practice, the employee has to apply for time off for job search at least two days in advance and in written form. Specific information of the name of a potential employer does not have to be given. The employer is prohibited from asking the employee to use holidays for job search.

Comments

Because the Civil Code does not specify any requirements, standard practice is outlined by, for example, law firms, trade unions and insurers.

Typically, time off is granted from a few hours to a maximum of one whole day. Time off is allowed for interviews with potential employers, for consultations with the Federal Employment Agency (Bundesagentur für Arbeit) as well as for participation in assessments by private centres/employers.

In establishments with works councils, works agreements may set out specific regulations regarding time off for job search. For example, they may stipulate the maximum duration of the time off for job search and the remuneration the employee is entitled to during this time.

Cost covered by

Employer

Involved actors other than national government

Trade union
Works council

Thresholds

No, applicable in all circumstances

Sources

- Knuth, M. (2010), National background paper: Germany, Anticipating and managing restructuring in enterprises: 27 national seminars, ARENAS Report, European Commission, Brussels
- [Bürgerliches Gesetzbuch](#)
- [Civil Code](#)

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