

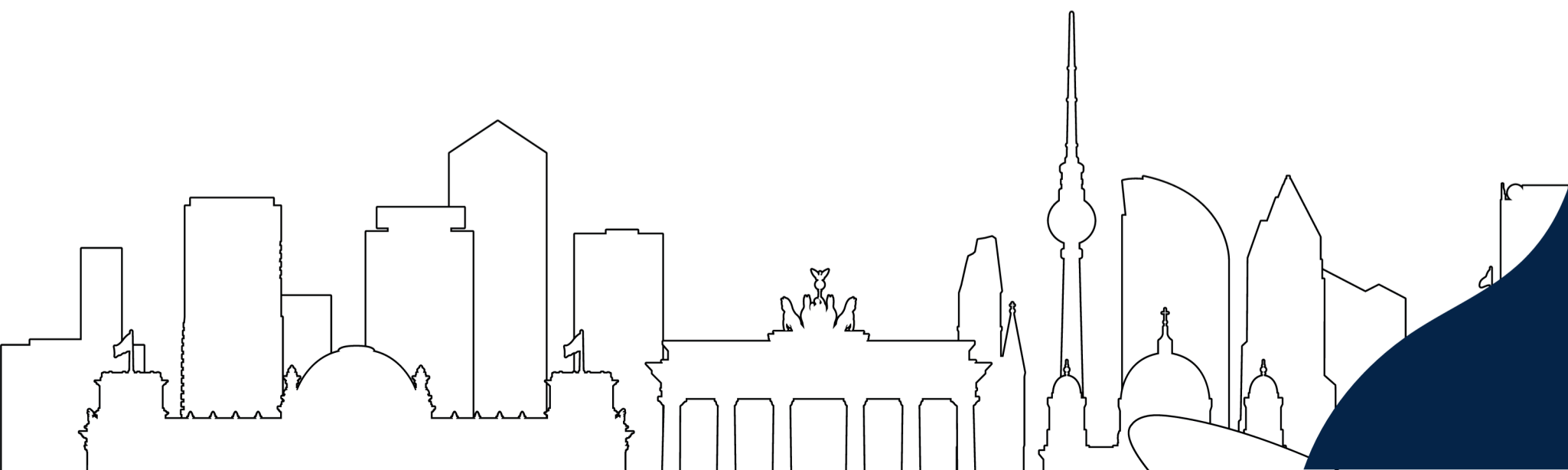


BORDERLESS CAREERS



Our guide to work-life balance in *Germany*

Fast facts for professionals



Thinking about working in Germany?

You might be surprised by how different the work culture is compared to other countries.

Germany is known for:

- ✓ Strong employee protections
- ✓ Emphasis on work-life balance
- ✓ Long-lasting employee loyalty




Here's why the average employee in Germany stays with each company for over 10 years, with many remaining for 30+ years!

Let's dive in!



***Arbeitszeitgesetz* – The Working Hours Act**

Germany has strict definitions on standard working hours:

-  Max. 48 hours per week, usually 35-40 hours
-  No work on Sundays or public holidays (with exceptions)
-  Mandatory breaks: 30-45 minutes depending on the hours of work

Forget “always-on” culture - overtime beyond standard hours is regulated and requires advance approval from the employee and work council.

Generous Paid Leave & Public Holidays

Germany offers one of the most generous paid leave systems in Europe:



Minimum 20 days annual leave
(but many get 25-30!)



Up to 13 public holidays, varying
by region



Up to three years of unpaid leave
and 14 months of paid benefits
for new mothers and fathers

Taking time off is encouraged, not
just tolerated.

Strong Employee Protections & Councils

Alongside strong legislation, Germany's work councils (*Betriebsräte*) are designed to give the employees a unified voice, operated by employees themselves:

- ✓ Protect against unfair dismissals
- ✓ Influence working conditions
- ✓ Negotiate better benefits

Employees have real power in shaping workplace policies.

Strong Employee Protections & Councils

These laws shape German work culture:

 Greater focus on outcomes rather than being “always online”

 Strong boundaries between work and personal life

 Widespread remote & flexible work policies even after COVID

Efficiency > overtime. Work smart, then log off and recharge.

Are you exploring work in Germany?

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