

Visa requirements and duties of employers

When recruiting abroad, there are some obligations on both sides. Find out here what you need to consider as an employer.



[Entering & working in Germany](#)



Visa requirements and duties of employers

Legal and administrative regulations apply to the recruitment of international qualified professionals.

Visa: Regulations for foreign skilled workers

An important point which you need to take into account as an employer is the **visa** requirement. Whether your future foreign employee needs a visa to enter and work in Germany depends on their country of origin.

Visa exemption for nationals of EU and EFTA member states

Anyone from EU or **EFTA** member states (Iceland, Liechtenstein, Norway, Switzerland) is entitled to enter Germany and work here without a visa.

Visa required for all other nationalities

People from so-called third countries (countries outside the EU or EFTA) generally need a visa or **residence permit** to enter and take up employment in Germany.

Citizens of Australia, Israel, Japan, Canada, the Republic of Korea, New Zealand, the United Kingdom of Great Britain and Northern Ireland or the United States of America are an exception to that rule. They may enter Germany without a visa and apply for a residence permit once in the country.

Your duties as an employer when hiring skilled workers from abroad

As an employer in Germany, you are subject to legal regulations which must be followed when hiring an international qualified professional. According to [Section 4a \(5\) of the German Residence Act \(AufenthG\)](#), your general obligations include the following aspects:

- Checking whether the international professional currently possesses a valid **residence title** which allows them to be employed in Germany.



Ensure timely extension of residence permit

In the case of a temporary residence title, inform your employee that it must be extended in time for further employment in your company.

- Keeping a copy of the employee's currently valid residence title in electronic or paper form.
- Obligation to Provide Information on Advisory Services: You must inform your new **skilled worker** from a **third country** in writing, according to [§45c of the German Residence Act](#) (AufenthG), that they can obtain free advice or information from “[Fair Integration](#)” (Federal Ministry of Labour and Social Affairs) on matters related to employment and social law. This notification must be given no later than the first day of work, and it must include the contact details of the advisory center nearest to the workplace.
- Here's how to proceed: Download the informational leaflet for employees in the appropriate language from the “[Fair Integration](#)” website. Tick the advisory location that is closest to the company on the

list, and give the leaflet to your new employee, who can confirm notice with their signature. You'll also find a fact sheet for employers on the same website.

- If the foreign skilled worker was recruited through a **placement agency**, the requirement does not apply to you as the employer. In this case, the agency is responsible for informing the skilled worker about the advisory services.
- Notifying the competent foreigners authorities in the event of early termination of employment. The **foreigners authority** must be informed within four weeks from the time of knowledge of the termination to assess whether the residence title's validation period needs to be shortened.

Information on the web

Federal Employment Agency (BA)

[Information on admission to the labour market](#)

[eServices on admission to the labour market](#)



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