
Zoran Djindjic Internship Programme of German Business for the Countries of the Western Balkans 2023

Information about the minimum wage

The law on statutory minimum wage went into effect in Germany on 1 January 2015. The granted scholarships in the frame of the Internship Programme of German Business are not eligible by law and must therefore be excluded from the minimum wage payment. Relating to the Internship Programme of German Business, the following **status groups** are affected from the changes in the minimum wage:

- 1) **Students are exempt from the minimum wage** with
 - a) internships lasting up to three months, whether mandatory or voluntary
 - b) mandatory internships with a duration of three to six months
(Information: Mandatory internships are usually not included within the scope of the academic curricula of the Western Balkans countries. The probability of the occurrence of such a status is therefore unlikely)
- 2) **Students must be paid the statutory minimum wage**, with voluntary internships which last longer than three months. If the internship is prolonged, the minimum wage is retroactively obligatory for the whole period (three months plus prolongation period).
- 3) **Graduates**
Graduates have to be paid the minimum wage from the first day of the internships, no exemption left aside.

Scholarships and the companies' contribution

Companies hiring scholarship holders of status group 1 (see above)

- a) cover the costs pay a internship wage according to the company's criteria
Furthermore, the companies don't have to bear any additional costs and the interns are obliged to finance their accommodation and insurance by themselves.
- b) The interns receive a monthly scholarship (approximately 550 EUR) provided by the Programme.
- c) If the internship is extended, both the minimum wage and the public health insurance must be paid, also backdated to the 1st day of the internship.

Companies hiring scholarship holder of status group 2 or 3 (see above)

- a) pay the intern the statutory minimum wage. Furthermore, the companies don't have to bear any additional costs and the interns are obliged to finance their accommodation and insurance by themselves.
- b) The interns receive a monthly scholarship (approximately 550 EUR) provided by the Programme

On behalf of



Implemented by



Information on the minimum wage is available from the Federal Ministry of Labour and Social Affairs:

<https://www.bmas.de/DE/Themen/Arbeitsrecht/Mindestlohn/mindestlohn.html>

[external link]

Further information on the Internship Programme of German Business for the Countries of the Western Balkans can be found at:

<https://www.djindjic-stipendienprogramm.de>

<https://www.ost-ausschuss.de/de/stipendienprogramm-der-deutschen-wirtschaft-fur-die-lander-des-westlichen-balkans>