

DAAD

Deutscher Akademischer Austauschdienst
German Academic Exchange Service

**Information on Legal Regulations Concerning
Gainful Employment
for Foreign Students, Graduates,
Researchers and Other Academics**

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1 Introduction

The possibility of pursuing gainful employment is primarily regulated by the German Residence Act (AufenthG) and the Employment Regulations (BeschV) for foreign students, university graduates, visiting researchers and other academics from non-EU states. The EU Freedom of Movement law only applies to citizens of the European Union. Other laws and regulations may have an impact on the information provided below.

2 Employment opportunities

2.1 General information

As a rule, foreigners who want to work in Germany must first obtain a residence title that grants them permission to pursue gainful employment.

The exception to this rule applies to citizens of the European Union (EU), the European Economic Area (EEA) and Switzerland. EU citizens enjoy freedom of movement and have the same access to the labour market as German citizens. Moreover, they do not need prior approval from the Federal Employment Agency to take up employment. The following information applies exclusively to those foreigners who are neither citizens of the EU, EEA or Switzerland.

Foreigners from other countries who wish to pursue gainful employment in Germany normally require a residence permit which allows them to work legally in Germany. This rule was amended in 2018 to allow for exceptions for foreign researchers under specific circumstances. These researchers do not require a residence permit for short-term research stays in Germany if they already hold a residence permit from another EU member state for research purposes (for more information, see no. 2.8.3). The aim of this provision is to promote foreign researcher mobility within the EU.

2.2 Approval by the Federal Employment Agency

The Foreigners' Registration Office issues residence permits so that foreigners may pursue gainful employment. However, it is the Federal Employment Agency which must approve the applicant's employment pursuits. This procedure is conducted internally, which means that the Foreigners' Registration Office is the only point of contact for the applicant.

There are, however, broad exceptions afforded to foreign academics in particular which exempt them from requiring approval from the Federal Employment Agency. In other words, foreign academics often require no approval at all, not even a "priority review" (*Vorrangprüfung*). These exceptions were enacted to attract more highly qualified foreign professionals to the German labour market in order to counteract the shortage of skilled workers in Germany.

The provisions put forth in § 18 (1) AufenthG stipulate that decisions to allow employees from third countries access to the German labour market should be based on:

- the needs of Germany as a business location,
- the conditions on the labour market, and
- the necessity to combat unemployment.

Confirmation of a concrete job offer must be provided with the application for a residence permit. In accordance with § 18 (2) AufenthG, residence permits may only be issued if:

- the Federal Employment Agency has approved the employment, or
- the pursuit of employment is permitted without the prior approval of the Federal Employment Agency due to legal ordinances (e.g. Employment Regulations (BeschV)) or a bilateral agreement.

In addition to criteria for determining whether a residence permit for the purpose of gainful employment can be issued without the approval of the Federal Employment Agency, the legal regulations also stipulate in what cases and under what circumstances the Federal Employment Agency may approve petitions for employment.

In accordance with § 2 BeschV, prior approval is not required when issuing an “EU Blue Card” or residence permits that allow skilled professionals to take up employment that corresponds to their professional qualifications and who either hold a German university degree, or a recognised university degree from a foreign country comparable to that of a German higher education institution. Furthermore, according to § 5 BeschV, prior approval is not required for employees in the fields of science, research and development.

With respect to those jobs which require prior approval, the government generally differentiates between employment which requires qualified professional training and that which does not require such professional training. In the latter case, approval may only be granted for specific types of employment, such as seasonal workers in the agricultural sector (§ 15a BeschV), au-pair workers (§ 12 BeschV) and domestic help (§ 15c BeschV). For jobs which require qualified professional training, approval may be granted, e.g. to language instructors (§ 11 BeschV) or to foreigners with German or comparable professional training (§ 6 BeschV).

With regard to obtaining approval, exceptions to the above are granted to citizens of specific countries. For example, the Federal Employment Agency may approve employment to citizens of Andorra, Australia, Canada, Israel, Japan, Republic of Korea, Monaco, New Zealand, San Marino and the United States regardless of where the employer is based (§ 26 BeschV).

According to § 36 (2) BeschV, the Federal Employment Agency may also grant “approval by default” (*Zustimmungsfiktion*). In this case, the pursuit of employment is approved by default if the Federal Employment Agency does not notify the responsible authority within two weeks after submission of the approval query that the transmitted information was either insufficient for deciding on approval or the employer had not provided the required information or had not submitted it by the prescribed deadline.

Furthermore, § 36 (3) BeschV offers the option of a “preliminary review” (*Vorabprüfung*). In this case, even before an approval query is submitted, the Federal Employment Agency can grant approval or conduct a review of whether the labour market-related conditions exist for later approval if the employer has already provided the necessary information and hopes to expedite the process.

The following information is limited to the relevant regulations which specifically apply to university applicants, students, university graduates, researchers and other academics.

2.3 University applicants

Persons who are granted permission to reside in Germany for the purpose of applying for admission to university (§ 16 (7) AufenthG) are not permitted to pursue gainful employment (§ 16 (7) AufenthG).

2.4 Students at preparatory colleges and in preparatory language courses

Participants in preparatory language courses and students enrolled at preparatory colleges are not permitted to work during their first year of residence outside of holidays (§ 16 (3) p. 2 AufenthG). During holidays they are permitted to pursue those activities described in 2.5.1.1 and 2.5.1.2. The Foreigners' Registration Office is responsible for making decisions in this matter. Exceptions may apply to citizens of Turkey on account of an association agreement.

During their second year of residence, students enrolled at preparatory colleges are allowed to pursue employment under the same conditions afforded to students (see 2.5).

2.5 Students at German higher education institutions

2.5.1 Approval-exempt activities

Employment requires no approval if it falls under one of the following categories.

2.5.1.1 Part-time jobs on 120 full days/240 half days

Foreign students at German higher education institutions can take up employment without prior approval if it does not exceed 120 full days or 240 half days per calendar year (§ 16 (3) p. 1 AufenthG). This right is noted in the residence permit. A half day may not exceed more than four (or five) hours of work per day. The amount is determined by the regular working time of the other employees of the company. If the regular working time is normally eight hours, then a half day is considered to be four hours; similarly, if the regular workday lasts ten hours, then a half day is considered to be five hours.

Even if the period of employment does not extend over a longer period of time, but is rather condensed in one period (e.g. during the semester breaks), only the full (or half) days which the student actually worked are counted toward the total permitted period of employment. Consequently, weekends are not counted as part of continuous periods of employment.

Employees and their employers are obliged to keep track of how many days the employee has worked during the current calendar year without approval so as to ensure he/she does not exceed 120 full/240 half days. The period of employment must be documented in an appropriate fashion.

As soon as the contingent of non-approved workdays are used up, further employment requires the approval of the Federal Employment Agency and the Foreigners' Registration Office (see 2.5.2).

2.5.1.2 Employment as a research assistant/student assistant

In addition to the 120 days which require no approval, research assistants/student assistants may work without approval and with no time restrictions. Such student employment is generally restricted to university-related activities conducted in a study-based context at university-affiliated organisations (e.g. as tutors in student residence halls operated by the Studentenwerk).

Even though approval is not required, the Foreigners' Registration Office must be involved in the matter, as it decides whether and to what extent a position fits the criteria of a research assistant/student assistant position as defined by this rule. If it cannot determine whether a position can be classified as such, the university is consulted for further information.

2.5.1.3 Work placements/internships

The following applies to foreign students who are enrolled at a German university and wish to complete a work placement or internship:

No approval is necessary for mandatory work placements (or internships) if these are a required component of the student's course of study or are necessary for achieving the goal of professional training (§ 15 no. 2 BeschV). These work placements require no approval even if the student receives financial compensation, as they are an integral part of the student's degree programme and are related to the purpose of residence, i.e. "study purposes". According to the Federal Employment Agency's "Implementation Guidelines for the Employment Regulations", the abovementioned provision also applies to work placements in companies which prepare the student for final examinations at university. The standard contingent of 120 non-approved workdays is not affected by mandatory work placements or the completion of a final thesis at a company. In other words, work placements may be completed in addition to and independently of the standard contingent of non-approved workdays.

Voluntary work placements (or internships), which are not a fixed part of the curriculum and are not recognised as a component of the student's professional training requirements, are considered gainful employment. They require prior approval and are subject to the regulations pertaining to the employment of foreigners. Even if the voluntary work placement is not a paid position, it still requires the approval of the Federal Employment Agency.

The contingent of 120 full days or 240 half days of employment requiring no approval can cover the first three months of a voluntary work placement, provided these days have not yet been used for other activities. Additional time beyond this contingent requires the prior approval of the Foreigners' Registration Office and the Federal Employment Agency (see 2.5.2). Please note: Other rules apply to foreigners enrolled at a foreign university who come to Germany to complete a work placement here (see 2.6.2).

2.5.2 Approval-required activities

Employment that exceeds the scope of the possibilities mentioned above not only requires approval from both the Federal Employment Agency and the Foreigners' Registration Office. In special cases, even jobs that do not normally require approval from the Federal Employment Agency might have to be approved in advance by the Foreigners' Registration Office (see 2.5.1).

Students are only permitted to take longer term jobs lasting more than 120 full days/240 half days as part-time employment. Moreover, this employment may not change the purpose of the residence status limited to the purpose of study, nor impede or delay achieving this purpose. Approval is issued at the discretion of the Foreigners' Registration Office. Approval is considered, for example, if the foreigner's livelihood is endangered by circumstances, for which he/she and his/her relatives are not responsible, and if the student had pursued his/her studies purposefully until that time. The authorities take special hardships into account which can affect foreigners at the beginning of their studies or during their degree programmes. The university is also asked to confirm whether it expects that the student will be able to successfully conclude his/her degree programme.

If the Foreigners' Registration Office approves longer-term employment, the Federal Employment Agency must, as a rule, also grant its approval if the job is one that would normally require approval in accordance with §§ 2 to 28 BeschV. The decision to approve employment is based on the needs of Germany as a business location, the conditions on the labour market, and the necessity to combat unemployment. Furthermore, the Federal Employment Agency must verify whether or not Germans or foreigners, who enjoy legal equivalence to German employees, are available to take the position ("priority review"). The Federal Employment Agency is required to conduct this priority review for all foreigners – including foreign students. Approval for a specific position can only be granted if no suitable German or legally equivalent applicant from an EU or EEA country is available to take the position. Violations of employment regulations by students can result in punitive measures and possibly the revocation of the residence permit.

2.5.3 Rule on students who do not hold a German residence permit

Under certain conditions, if a foreign student holds a residence permit for study purposes from another EU member state and resides in Germany for purposes of study for up to 360 days a year, he/she does not necessarily require a residence permit for Germany (see § 16a AufenthG). The following applies to such individuals who wish to work while living in Germany. Employment is permitted in accordance with §16a AufenthG but may not exceed one third of the duration of stay in total. In addition, the foreign student is entitled to pursue student-based secondary employment.

2.6 Students at higher education institutions abroad

Students who are enrolled at a foreign university are permitted to pursue approval-exempt employment in Germany in only exceptional cases, e.g. in connection to holiday employment or a work placement. Beyond that, any other employment opportunities require the approval of the Federal Employment Agency.

2.6.1 Holiday employment

The Federal Employment Agency does not need to approve residence permits for students of foreign universities and vocational schools if their holiday employment will not last longer than three months within a 12-month period and if the Federal Employment Agency itself arranged the job (§ 14 (2) BeschV).

2.6.2 Work placements/internships

Other employment that requires no approval (in accordance with § 15 BeschV) include work placements/internships lasting up to 12 months, carried out in connection with an international exchange programme offered by associations, public service organisations or student organisations for students or graduates of foreign universities (e.g. DAAD, AIESEC, IAAS, ZAV). In such cases, the employer must seek the agreement of the Federal Employment Agency which verifies compliance with all relevant labour regulations. Work placements/internships offered in connection to EU funded programmes (e.g. those supported by the Lifelong Learning Programme, e.g. ERASMUS, ERASMUS MUNDUS, LEONARDO DA VINCI, MARIE CURIE etc.) likewise require no approval from the Federal Employment Agency (§ 15 no. 2 BeschV).

Upon agreement with the Federal Employment Agency and in accordance with § 15 no. 5 BeschV, students may complete a work placement lasting up to one year during their studies at a foreign university without approval if the work placement is related to their subject of study and is completed after their fourth semester.

2.7 Graduates of German higher education institutions

Foreign graduates of a German university have almost unlimited access to the German labour market and therefore enjoy an even better status than other employment-seeking non-EU citizens. According to § 16 (5) AufenthG, foreigners who have successfully completed a degree programme in Germany can have their residence permit extended by an additional 18 months following graduation to provide them time to find a job that corresponds to their academic qualification. If they find a suitable position within this period, they can have their residence permit converted into one for the purpose of employment (§ 18 AufenthG).

2.7.1 Requirements of prospective employment

In accordance with § 2 (1) no. 3 BeschV, this type of residence permit requires no approval from the Federal Employment Agency as long as the job corresponds to the applicant's academic qualification.

2.7.2 Possibilities of employment while looking for a desired position

To receive an extension to their residence permit for the purpose of seeking employment, applicants must prove that they can cover their cost of living. For most foreign graduates, this means that they will have to take up some kind of short-term employment during their job-seeking phase. Consequently, foreign graduates are allowed to pursue gainful employment without restrictions while looking for a suitable position that corresponds to their academic qualification (§ 16 (5, 2) AufenthG).

A job that covers one's cost of living during the employment-seeking phase is not necessarily equivalent to a position that corresponds to one's academic qualification, and therefore, does not meet the condition for changing the purpose of the residence permit.

If the stay is financed through a scholarship and the scholarship holder is required to return to their home country following completion of their studies, the Federal Employment Agency will not grant the graduate an extension to find suitable employment in Germany upon conclusion of their professional training. A temporary, practical professional activity corresponding to their acquired qualification may be permitted for up to two years in order to improve the graduate's career prospects in his/her home country. Such cases are rather rare, however, as DAAD scholarship agreements contain no provisions obliging scholarship holders to return to their home countries.

2.7.3 Long-term perspectives in Germany

§ 18b AufenthG stipulates that foreign graduates of German universities may – under certain circumstances – apply for and obtain a permanent residence permit (*Niederlassungserlaubnis*). In addition to the standard requirements for eligibility (German language proficiency, secured livelihood), the foreigner must have held a residence permit in accordance with §§ 18, 18a, 19a or § 21 AufenthG for at least two years, be employed in a job that corresponds to his/her level of academic qualification and have paid mandatory (or voluntary) social insurance contributions to the statutory pension fund for at least two years.

2.7.4 Access to the labour market for graduates of German Schools Abroad

Graduates of German Schools Abroad may obtain a residence permit without approval (§ 7 BeschV) if they have received a university degree recognised in Germany or a foreign university degree comparable to a German university degree or have completed a qualified professional training programme in a state-recognised or comparably certified occupation requiring professional training.

2.8 (Visiting) academics and researchers

For academics and researchers interested in coming to Germany, there are various legal opportunities for obtaining residence permits which offer advantages to research personnel.

2.8.1 Stays as a (visiting) researcher at universities and research institutes

In accordance with § 18 AufenthG, approval from the Federal Employment Agency is not required (§ 5 BeschV) for granting a residence permit for the purpose of employment to:

- scientific/academic personnel involved in research and teaching at higher education institutions and research institutes, or at R&D facilities,
- visiting researchers at a university, public-law institution, organisation financed predominated with public funding or a research facility which operates as a public company under private law,

- engineers and technicians employed as technical staff as part of a research team headed by a visiting researcher,
- instructors at public schools or state approved private schools, or
- language instructors employed at universities.

Foreign researchers who are not employed under contractual agreement with a university or research institute can nonetheless obtain a residence permit for the purpose of employment if “public interest in their employment exists” on account of their particular expertise and if the Federal Employment Agency grants its approval.

2.8.2 Stays to carry out a research project (§ 20 AufenthG)

According to § 20 AufenthG, foreign researchers are eligible to receive a residence permit for research purposes if they have concluded an employment agreement or corresponding contract with a research institute to conduct a specific research project. Furthermore, they must substantiate that they can cover their living expenses with a monthly income/grant of at least 1,984 euros/month (in the states of former West Germany) or 1,773 euros/month (in the states of former East Germany).

Public-sector research institutes must pledge in writing to cover the researcher’s living expenses for up to six months after termination of the employment agreement should the researcher overstay his/her legally permitted term of residence, as well as any costs incurred by his/her deportation. This requirement is waived if the operations of the research institute are predominantly funded with public resources. An exception can also be made if the research project is of particular public interest.

“Research institute” as defined by § 38a AufenthV is any public or private organisation which conducts research in Germany. In addition to the Max Planck Institute, branch institutes of the Fraunhofer Gesellschaft etc., these include university-affiliated institutes. Universities in Germany may apply for recognition from the Federal Office for Migration and Refugees (BAMF) in order to participate in the researcher approval process.

Permission to pursue employment, as granted through the “researcher residence permit”, generally applies to research activities agreed upon in the employment agreement concluded with the research institute, as well as teaching activities. A review of the labour market situation is not required, and no involvement by the Federal Employment Agency is necessary.

As a rule, the “researcher residence permit” may not be issued to persons whose research activities are an integral part of their doctoral programme, as this would apply to students and is already addressed by the provisions in § 16 AufenthG. There are specific circumstances, however, that allow foreign doctoral candidates to be eligible for a residence permit under § 20 AufenthG. For instance, this would be the case if their research was not conducted for the purpose of completing a doctoral degree, but rather as part of an employment contract. However, the doctoral candidate would have to prove that he/she earns at least the minimum monthly income (see above) to cover their living expenses.

2.8.3 Short-term mobility for researchers (§ 20a AufenthG)

Changes to § 20a AufenthG enacted in 2018 specify certain conditions under which the residence permit requirement for foreign researchers is waived for short-term research visits in Germany. This is the case if the researcher already holds a valid residence permit for

research purposes from another EU member state and the duration of the research stay in Germany does not exceed 180 days within a 360-day period. To be eligible, it is crucial that the hosting research institute in Germany notifies the Federal Office for Migration and Refugees (BAMF) of its intention to conduct part of its research activities in Germany. This is done in a formal process in which the hosting institution must also include the following documents with their notification:

- proof that the foreigner holds a valid residence permit issued by another member state for the purpose of conducting research,
- an employment agreement or corresponding contract, concluded between the researcher and the hosting research institute in Germany,
- a copy of the foreign researcher's recognised and valid passport or equivalent substitute document, and
- proof that the foreigner's living expenses are covered.

2.8.4 Stays as a mobile researcher (§ 20b AufenthG)

If the researcher holds a valid residence permit from another EU member state and overstays the permitted duration of residence in Germany for research purposes by more than 180 days (and up to one year), the researcher is required to apply for a residence permit in Germany. The foreign researcher is eligible to obtain a German residence permit if he/she holds a valid residence permit from another member state, presents a copy of a recognised and valid passport or equivalent substitute document, and has concluded an employment agreement or corresponding contract with the hosting research institute in Germany.

2.8.5 Long-term stays as a highly qualified professional (§ 19 AufenthG)

In accordance with § 19 AufenthG, highly qualified professionals can receive a permanent residence permit (*Niederlassungserlaubnis*) immediately and without the approval of the Federal Employment Agency (§ 2 (1) no. 1 BeschV) if their prognosis of integration is positive. A permanent residence permit offers the holder permission to indefinitely reside in the country and entitles them to pursue gainful employment.

Highly qualified professionals include:

- researchers with special subject-related expertise (e.g. professors and directors of institutes) and
- teaching staff and research assistants with supervisory functions (e.g. heads of research projects and working groups).

Members of these groups need not substantiate that they earn the minimum income as required of other foreign researchers (see above).

2.9 Other academics

For foreign academics who have not graduated from a German institution of higher education and do not wish to exclusively pursue employment in the scientific sector in Germany, there are a number of attractive possibilities to obtain a residence permit for purposes of

employment and, after a certain period of time, gain permanent residence status. There is also the possibility of pursuing advanced professional qualification as a foreign academic in Germany.

2.9.1 Stays for the purpose of finding a job (§ 18c AufenthG)

In accordance with § 18c AufenthG, a foreigner who holds a German university degree or a foreign higher education qualification comparable to a German university degree, and whose living expenses are covered, can be granted a residence permit for up to six months to look for a job suited to his/her academic level of qualification. During this period, the holder is not entitled to pursue gainful employment but does have sufficient time to arrange job interviews, for example.

2.9.2 Stays for the purpose of pursuing highly qualified employment (§ 19a AufenthG)

Under section § 19a AufenthG, foreign professionals in Germany can obtain a special residence permit for employment purposes called the “EU Blue Card”. To be eligible, the foreign professional must hold a German university degree, a recognised foreign higher education qualification or other foreign academic qualification comparable to a German university degree. Alternatively, this requirement can be met by providing proof of comparable qualification obtained through at least five years of professional experience.

Furthermore, the foreigner must demonstrate that he/she receives a salary equal to at least two thirds of the annual income threshold for the statutory pension insurance scheme. The exact amount is determined in December of each year by the Federal Ministry of the Interior and published in the German Federal Gazette for the following calendar year. Currently the minimum income threshold is approximately 53,600 euros (former West German states) and 49,200 euros (former East German states). In this case, in accordance with § 2 (1) no. 2a BeschV, no approval is necessary from the Federal Employment Agency. For some professions in which there is a shortage of skilled workers (doctors, STEM and IT experts), the applicant need only earn 52% of the minimum annual income threshold, i.e. 41,808 euros (West) and 38,376 euros (East) (§ 2 (2) BeschV). In this case, no approval is required from the Federal Employment Agency if the foreign professional holds a German university degree.

After 33 months, the holder of a “EU Blue Card” can apply for a permanent residence permit in Germany. If the holder can provide proof of German language proficiency at the B1 level, he/she can apply for a permanent residence permit after only 21 months.

2.9.3 Stays for the purpose of pursuing another type of qualified employment (§ 18 AufenthG)

If the aspired position in question does not fulfil the requirements for receiving an “EU Blue Card”, e.g. because it does not meet the minimum income threshold, the academic may still be eligible to receive a residence permit for the purpose of employment under certain conditions in accordance with § 18 AufenthG. In this case, filling the position with a foreign worker must be allowed in accordance with the legal provisions.

2.9.4 Stays for the purpose of continuing education (§ 17 AufenthG)

For (prospective) management personnel, those who wish to complete a work placement or continuing education measure in Germany can obtain a residence permit in accordance with § 15 no. 4 BeschV without the approval of the Federal Employment Agency if their work placement is financed with a scholarship paid for with public German revenues, funding from the European Union or international intergovernmental organisations (so-called “government interns”). Management personnel are defined as persons who have completed a professional training programme or a university degree programme or hold a comparable international academic qualification.

Otherwise, employment for the purpose of continuing education requires prior approval. Approval can be granted if the applicant completes a programme which is comparable to those financed with public funding, and if the working conditions and amount of the scholarship correspond to similar positions financed with public German revenues. The priority review may even be waived under certain conditions, e.g. if training the scholarship holder does not place applicants in the domestic labour market at a disadvantage, or if it is in the operational interests of the employer to employ a foreign candidate.

2.10 Spouses of academics and students

Family members of foreign professionals can – in accordance with § 30 AufenthG in conjunction with § 32 (1) BeschV – obtain approval to pursue gainful employment if they have resided in Germany on a temporary residence permit for three months. Approval for employment is not necessary (§ 32 (2) no. 3 BeschV) on the basis of § 2 (1) (highly qualified professionals, EU Blue Card, university graduates), § 3 nos. 1–3 (management personnel), § 5 (science, research, development), § 14 (1) (voluntary service), § 15 no. 1, 2 (work placements/internships), § 22 (special professional groups) or completion of a training programme in a state recognised occupation that requires training.

The spouses of student applicants must obtain the approval of the Federal Employment Agency to pursue gainful employment if the type of employment they seek requires approval as put forth in BeschV. The specific employment possibilities pertaining to students are tied to their student status and are non-transferable.

As a rule, the following applies to the employment of the foreigner’s family members:

The foreigner’s spouse is generally allowed to work in Germany if the foreigner (whose spouse has joined him/her through spousal reunification) is entitled to pursue gainful employment, and if the marital relationship has been legally recognised for at least two years in Germany, and if extension to the foreigner’s residence permit is not excluded for any reason.

A key role for determining whether the immigrating spouse is entitled to pursue gainful employment is the date when the residence permit is issued to the immigrating spouse. If the foreigner, who is later joined by his/her spouse, already holds a residence permit which entitles him/her to pursue gainful employment, so too may the immigrating spouse seek employment. It suffices if both simultaneously hold residence permits with a specified entitlement. The immigrating spouse can be granted the right to pursue self-employment as long as his/her partner, the foreigner, is entitled to pursue gainful employment.

Please note:

This info sheet makes no claim to be exhaustive but merely provides a summary of the legal requirements as they existed in **February 2019**. Although we have taken care to provide accurate information, we do not assume responsibility for the correctness of the content. We always appreciate information on new developments and possible additions. Contact: tiemann@daad.de