

# EU Blue Card Germany

June 2020



# Application Process



## Global Workforce and Business Immigration to Germany



Applicant  
applies for  
visa at  
German  
mission  
abroad

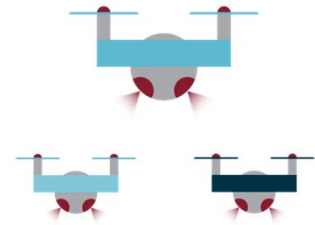
Employee  
arrives in  
Germany

Application  
for residence  
permit (EU  
Blue Card) at  
local  
Immigration  
Authority

Employee  
may start  
working!

## New Accelerated Procedure for Visa Application

- new accelerated procedure to ensure timely arrival of specialists in Germany
- initiated by the employer
- visa to be granted after a maximum of 6 weeks
- costs: EUR 411.00



Ordinary  
procedure  
remains in place  
as well

## New Accelerated Procedure for Visa Application



Employer  
initiates  
procedure at  
new Central  
Immigration  
Authority (in  
Germany)

Central  
Immigration  
Authority  
informs  
mission  
abroad; gives  
consent

Mission  
abroad issues  
visa for  
employee  
(after 6 weeks  
max.)

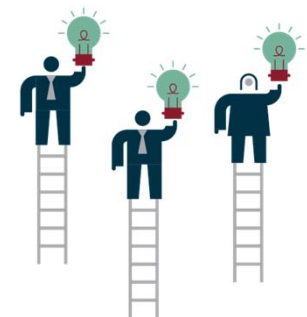
Employee  
may travel to  
Germany!

# 2 Requirements



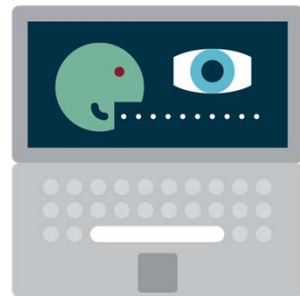
## Eligibility for EU Blue Card

- highly qualified professionals from a country outside the EU, Switzerland or the EEA countries
- completed university education (German university degree or comparable degree from a foreign university)
- comparable qualification documented by at least five years of professional experience
- specific offer of employment with minimum salary (threshold increases each year)



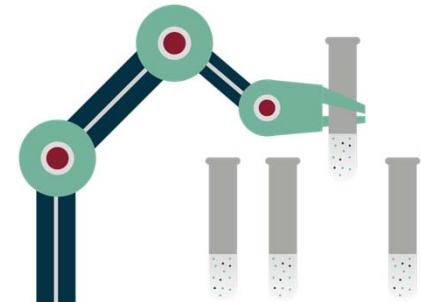
validity of EU  
Blue Card: 4  
years with  
possibility to  
extend

## Minimum Salary



University degree:

EUR 55,200.00 (2020)



University degree in  
shortage occupation

EUR 43,056.00 (2020)



## Shortage Occupations

Shortage occupations include:

- natural scientists
- mathematicians
- engineers
- physicians
- academic IT specialists



## Approval by the Federal Employment Agency

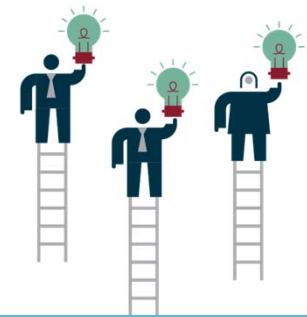
- approval by International Placement Service of the Federal Employment Agency generally required
- exception: employee earns the higher threshold salary of EUR 55,200.00
- determines whether terms of the employment conditions are equivalent to those offered to German employees



approval still  
necessary in case  
of lower salary  
(shortage  
occupations)

## Temporary Agency Work

- foreign employee may work as temporary agency worker
- EU Blue Card only granted if approval is not necessary
- reason: if approval procedure were to be carried out, approval would have to be declined (sec. 40 Residence Act)



Employee must earn at least EUR 55,200.00 to work as temporary agency worker!

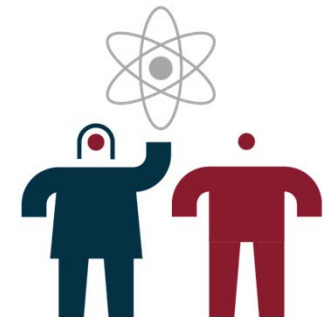
# 3 Alternatives to the EU Blue Card



## Alternatives to the EU Blue Card



Residence permit as a specialist according to sec. 19c Residence Act (read with sec. 3 no. 3 Employment Ordinance)



For transfer within a corporation: ICT-Card according to sec. 19a Residence Act

## Thank You!

### Your contact person:



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Germany

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Viktoria advises national and international companies on matters of individual and collective employment law.

She focuses on matters of protection of continuance and protection from dismissal, contract formation, expert recruitment, and cross-border employee secondment. She is also specialised in the design and implementation of the content of social media guidelines in collaboration with companies' co-determination committees.

After studying in Trier, Viktoria completed her legal traineeship with the Frankfurt Upper Regional Court. During the elective stage of her traineeship, she was employed with a worldwide financial services company in New York. She was already beginning to focus on employment law during her legal traineeship. Viktoria qualified as a lawyer in 2012 and joined Osborne Clarke's Cologne office in 2013. In the winter semester 2014/2015 and summer semester 2015 she was a lecturer at the university Fresenius in Cologne.