

Praktikantenamt Weihenstephan – Internship Department

2026

Information on labour law and insurance issues during internships

Preliminary remark on language use: According to Article 3(2) of the Constitution, women and men have equal rights. All masculine personal and functional designations in these notes apply equally to women and men.

1. Working hours, holidays and remuneration

for an internship at the university –

- Technische Universität München- School of Life Sciences (TUM)
- Hochschule Weihenstephan-Triesdorf (HSTW)

▪ **Enrolled students – internship during their studies**

The main objective of an internship is to acquire as much knowledge, skills, experience and understanding of business operations as possible. Students can only do this if they are present at the company during normal working hours and actively participate in the internship.

If work is required outside normal working hours, e.g. caring for plants and animals at the weekend, helping out at trade fairs/exhibitions, they are expected to participate. However, these activities should not be carried out solely by interns throughout the entire internship period. A written agreement must be reached between the company and the student in the internship contract before the internship begins.

The internship required by universities is part of the degree programme. It does not entitle the student to holiday leave. If recreational leave is granted by mutual agreement, the internship must be extended by the same amount of time (this also applies to company holidays).

HSTW: Absences (e.g. illness, accident, with medical certificate): if they total more than 5 working days per half-year, all days of absence must be made up by extending the internship.

TUM: Absences must be made up by extending the internship.

There are no fixed regulations governing remuneration rates for enrolled students. These depend, among other things, on the company's capabilities, the interns' level of knowledge and the areas in which they can be deployed. Companies are not obliged to pay remuneration. The remuneration rates for training relationships for non-enrolled students (see below) developed between the parties to the collective agreement serve as information and guidance.

Students on **compulsory internships** are **not subject to the minimum wage**. Further information on the minimum wage is available from the Federal Ministry of Labour and Social Affairs at:
<https://www.bmas.de/DE/Arbeit/Arbeitsrecht/Mindestlohn/mindestlohn.html>

A **voluntary internship alongside your studies** that does not exceed three months and has not already been completed (voluntarily, alongside studies) with the same employer is also not subject to the minimum wage.

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▪ Interns who are not enrolled at the university – internship prior to university studies

There is a framework collective agreement for these internships in Bavaria and other federal states. As in a vocational training relationship, the intern is entitled to appropriate monthly remuneration, overtime pay for work exceeding the agreed daily working hours, and holiday leave.

For example, you can find the current rates for **agriculture**, as well as the calculation of accommodation and meals (for accommodation in the internship company) at: <https://www.stmelf.bayern.de/bildung/agrarbereich/landwirt-landwirtin/index.html> >Weitere Informationen und Unterlagen.

Interns in **horticulture** and **gardening and landscaping** can find out more at:

<https://www.stmelf.bayern.de/bildung/agrarbereich/gaertner-gaertnerin/index.html> > Weitere Informationen und Unterlagen.

For **HSWT** degree programmes in **Agrartechnik, Ernährungs- und Lebensmittelwissenschaften** and **Lebensmitteltechnologie**, you can contact the social partners for the respective industry of your internship company.

2. Income tax and church tax

Interns who receive remuneration or benefits in kind (e.g. accommodation, meals) must provide their tax identification number to the training company. The company checks whether income tax and church tax must be paid to the tax office. As a rule, a refund is possible at the end of the year as part of the annual income tax adjustment.

2026: The basic allowance for taxable annual income is **EUR 12,348**, i.e. taxable income up to this amount is tax-free.

3. Insurances

within the country

Accident insurance

During the internship, interns are not covered by accident insurance through their respective university, but are generally covered by the accident insurance provider responsible for the educational institution. Any accident at work must be reported to the insurance provider immediately, and the Weihenstephan Internship Department must be notified by sending them a copy of the report. Due to the relatively low coverage amounts provided by statutory accident insurance, you should consider taking out additional private accident insurance.

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Health, nursing care, pension and unemployment insurance

Information on all social security matters is provided by the health insurance funds. In principle, the following regulations apply to internships that are prescribed in study or examination regulations:

The employer must be provided with the social security number.

Interns who are enrolled at a university and are completing an internship required by their study or examination regulations are not subject to social security contributions as employees. This means that if an internship salary is paid, no contributions to health, nursing care, pension and unemployment insurance need to be paid. Insurance cover during the internship is provided by the existing health insurance. In most cases, students are covered by their parents' or spouse's family health insurance. Alternatively, they may have taken out their own student health insurance.

Please note: Interns are no longer covered by family insurance if certain limits (age, income) are exceeded. Please clarify your individual case in advance.

Please note: If the internship duration specified in the study or examination regulations is exceeded, social security contributions become payable again.

Interns who are not enrolled at the university (especially pre-study interns) but are completing a professional internship required by study or examination regulations are insured for health, pension, unemployment and nursing care insurance and must therefore be registered with a health insurance fund by their training institution. They require a social security card.

Liability insurance

Students are **advised to take out liability insurance** unless their place of training already requires such insurance or the liability risk is already covered by insurance taken out by the place of training.

If you are still covered by family personal liability insurance, please clarify liability issues with your insurance company. Due to the large number of possible contracts, it is not possible to make a comprehensive statement here. Please clarify the following points:

- ✓ ,Co-insurance of adult, unmarried children' (usually co-insured during initial vocational training, in some cases up to the age of 30)
- ✓ ,Stays abroad' (usually no problem within the EU, outside the EU usually limited in time)
- ✓ ,Property damage during practical training and work placements' – coverage amounts and excesses vary greatly here and usually do not adequately cover potential damage to agricultural machinery.

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As liability insurers distinguish between professional and private liability insurance, internships – if considered professional – are usually not covered by your private liability insurance.

For this reason, we recommend the following application from Versicherungskammer Bayern, which you can find under 'Liability insurance':

<https://www.praktikantenamt-weihenstephan.de/239272/index.php>

In the field of agriculture, the generally very high costs of damage to motor vehicles and equipment are also covered. Technical equipment borrowed during internships (cameras, notebooks, measuring instruments, etc.) is also generally covered. However, there is an excess to pay!

Motor vehicle liability insurance

To avoid any surprises in the event of damage, please check with your internship company whether their contract covers the use of company and private vehicles by non-family members.

Insurance abroad

When completing an internship abroad, accident insurance cover only applies if the employment relationship with the intern was established in Germany and the (German) company sends the intern abroad. In this case, students are also insured by the accident insurance provider responsible for the educational institution during their stay abroad.

However, if students complete their practical semester abroad with a foreign company or a foreign branch of a German company without establishing an employment relationship in Germany, they are not covered by statutory accident insurance under German law. Foreign law also applies to social security issues. In such cases, students are responsible for obtaining the necessary and appropriate insurance cover themselves.

It is advisable to discuss social security issues, in particular the question of health and accident insurance cover, with the relevant authorities and, under certain circumstances, to take out (additional) private health and accident insurance.

The German Academic Exchange Service (DAAD) offers students who are completing an internship abroad as required by their study and examination regulations an insurance package with international health insurance, international accident insurance and international liability insurance, tariff 720. For more information, please visit:

<https://www.daad.de/de/im-ausland-studieren-forschen-lehren/stipendien-finanzierung/daad-versicherungen/versicherung-im-ausland/>

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4. Other

Bundesausbildungsförderungsgesetz BAföG - Federal Training Assistance Act

Even during practical training, you are entitled to educational assistance under the BAföG if the internship is required in connection with your studies.

Similar to income from part-time jobs, commercial enterprises or self-employment, internship income is also taken into account when calculating possible BAföG payments.

You can find further details at https://www.xn--bafg-7qa.de/bafoeg/de/home/home_node.html and at the „Studierendenwerk“.

For funding abroad, the application must be submitted in good time to the office responsible for educational funding in the selected country. Information about the responsible office can be obtained from the Studierendenwerk. The Studierendenwerk must be notified in writing immediately if an internship abroad is taken up. If studies are continued after completing the internship abroad, a new application must be submitted to the Studierendenwerk, even if it is only for one month during the holidays.

Child benefit

Entitlement to child benefit for children in education remains unaffected by the amount of remuneration received during the internship.

For further details, visit: <https://www.arbeitsagentur.de/familie-und-kinder>