

# Global Immigration alert

January 2026

## Germany

New information obligation for employers

### Executive summary

Effective 1 January 2026, German employers are required to inform nationals of countries outside the EU and European Economic Area, as well as nationals of Iceland, Liechtenstein and Norway, who come to Germany to work for a German employer, about free advisory services for labor law and social law matters. The advisory services aim to protect workers from exploitation and discrimination.

### Key developments

Pursuant to the new requirement, companies located in Germany that enter into an employment contract with the individuals mentioned above are required to inform these individuals about the free advisory services on or before their first day of work. Impacted employers are required to provide details in writing (e.g., by email or as an attachment to the employment contract) regarding the advisory center nearest to the workplace that offers the services. A list of advisory centers is available [online](#). Employers may also download official information templates [online](#). Previously, employers were only required to inform EU nationals about the free advisory services. With the new requirement, employers are now required to inform all non-German nationals who come to Germany to work for a German employer about the free advisory services.

Employers are exempt from the new requirement if:

- The contract with the employee was effective prior to 1 January 2026
- The employer is based outside Germany (e.g., in cases of assignments without a German employment contract)
- The work is performed entirely outside Germany, or
- The employee resides in Germany at the time the contract is signed

Notwithstanding the exceptions above, German employers may still be required to inform new hires about the free advisory services if these individuals are hired pursuant to a cross-border placement as defined under Section 299 of the Social Security Law III (Sozialgesetzbuch Drittes Buch, also known as SGB III).

### Impact on employers

Employers may update their internal processes to ensure compliance and inform impacted employees to mitigate delays and business disruptions.

### Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.



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