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STUDY, RESEARCH, WORK: A GUIDE

LONG TERM

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SHORT CUT

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EDITORIAL



Manuel J. Hartung (Publisher), Deborah Steinborn (Editor-in-Chief), Haika Hinze (Creative Director), Julia Steinbrecher (Art Director), Jana Spsychalski (Editorial Asst.). Not pictured: Anna-Lena Scholz (Advisor), Silke Weber (Asst. Editor)

The German academic landscape has changed radically in recent years. Both in teaching and in research, it's opened its doors to foreign talent. Today, universities, research institutes, and industry have a lot to offer: free tuition, scholarships and research funding, and a booming job market. There are challenges. The language is as hard to learn as the culture's oddities. But jumping the hurdles is worth it. ZEIT, Germany's leading weekly newspaper, covers education and much more. This inaugural issue of ZEIT Germany – available at worldwide locations of the German Academic Exchange Service, the Goethe-Institut, and Germany's Federal Foreign Office, to name just a few – guides you through studying, researching, and working in the country.

Have fun! – The Team

ZEIT Germany is available digitally in its entirety at
www.zeit.de/study-research-work

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One of the German language's most complex words is also its most frequently used



Students chat on a staircase
at Philipps-Universität Marburg

WARNING!

Despite quirky customs, red tape, and a difficult history, Germany is fast becoming a top spot for foreigners to study, research, and work. You might just stay . . .

BY DEBORAH STEINBORN

1.

Back in 2012, approaching junior year in college, Alexandra Swanson decided to spend a semester abroad. While peers at Nebraska's Creighton University in the midwestern United States explored exchange programs in the Dominican Republic, Spain, and Ireland, on a whim she decided to look elsewhere. The arguments for one country stacked up.

Germany, to Swanson's surprise, offered free tuition, a relatively low cost of living, scholarships for foreigners, and a booming job market. So Swanson signed up for a study-abroad program at Philipps-Universität in the scenic medieval town of Marburg an der Lahn, a 90-minute drive from Frankfurt. She took a free crash course in German, acclimated to the culture, and befriended students hailing from Bavaria just as well as China. She studied, partied, traveled, and fell in love with Europe's history and lifestyle.

The case was so compelling that five years later she's back, this time for a master's program in politics, economics, and philosophy at the University of Hamburg, Germany's second-largest city with a population of 1.8 million. It happened on a fluke: Swanson spotted a poster advertising the program while visiting friends in the city. Swanson says it's not just about free tuition or living at the hub of the European Union. "There are so many ways to enhance your career by studying in Germany."

Swanson is not alone in her conviction. More and more, university students from Africa, Asia, and North America are heading to Germany. Well over 251,000 international students were enrolled at its universities in 2016, up 6.6 percent in one year and 39.5 percent since 2004, according to the Federal Statistics Office.

Granted, the number of Germans pursuing higher education has increased over time too, from about 2 million in 2004 to 2.76 million last year. Yet an increasing number of foreign graduates choose to stay, too. About two-thirds of foreign students want to seek employment in the country after graduation, according to a recent poll by Trendence, an employment research institute in Berlin.

With political uncertainty cropping up even in the least expected places, Germany's pull for students, postdoctoral researchers, and job seekers is getting stronger. With Britain's Brexit and the United States' Trumpism, much of the world views the European Union's most populous member-state as a pillar of strength and stability. What's more, Chancellor Angela Merkel's 2015 open-door policy toward refugees may have gotten her in rare political trouble at home but it won her country clout abroad.



Hallway inside Marburg's
Philipps-Universität

**GERMANY'S
ACADEMIC CULTURE
IS THRIVING.
FOREIGNERS ARE
WELCOME, BUT
THEY'LL NEED TO
ADJUST.
NO ONE WILL HOLD
THEIR HANDS**

Germany ceased being a monoculture long ago. According to the United Nations, it has the second-highest number of international migrants worldwide (the US takes first place). It still needs to better integrate ethnic minorities and foreigners, but it's more international today than just a decade ago – in culture and academic life.

That doesn't mean it's always an easy place to live. Universities in larger cities suffer from overcrowding; spats over study space in libraries have even come to blows. For foreigners, the former East can be tough. Even in Jena, a well-known center of education, research, and high-tech industry, the far-right nationalist movement has a footing, as it does elsewhere in the country.

For Swanson, the learning curve in Germany was steep. "It was painful at first," she admitted one June day over lunch at an outdoor café in Hamburg's *Univiertel*, or university quarter. "No one's going to hold your hand."

In a mustard-colored tunic blouse, black jeans, and sunglasses, straight brown hair worn shoulder-length, Swanson could easily pass as a local. She peppers her American English with German words and phrases like *Prüfung*, or exam, *Prüfungsangst*, or fear of exams (yes, that's a thing), and *genau*, which translates as "exactly" and is a favorite expression of professors. A slight American accent on some German vowels gives away her national background.

With her bachelor's semester abroad and two post-graduate scholarships in Germany under her belt since, Swanson is an experienced expat. Her friends are diverse, some even born and raised in the tightly knit society of Hamburg. She can order drinks and talk politics easily in both languages. And she thinks about staying after graduation.

That's despite an acute awareness of the cultural shortcomings. "There's a lot of bureaucracy here," she's quick to admit. "Things change very, very slowly. And you definitely need to be a self-starter if you are a foreigner." For one thing, she warns, the gap between the German focus on personal responsibility and the Anglo-Saxon service culture is huge.

In other words, Germany takes some getting used to, regardless from which corner of the world you stem. "It can be so overwhelming," Swanson says. Germans are sticklers for documentation, she notes, and you'll need lots of it as soon as you arrive.

The to-do list for newcomers is unusually long, according to foreign students and researchers who have taken the plunge: a biometric photo ID, a mandatory *Anmeldung* (a type of local registration), insurance, and a bank account, for which you need a signed rental lease. Class registration, test regis-



Statue of Alexander
von Humboldt

ALVARO DESCUBRIDOR DE CUBA
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Humboldt's Grimm Library
houses 6.5 million books





Outside of Humboldt
University's Grimm Library

**"I LEARNED
MY FIRST
GERMAN WORDS
THROUGH
PHILOSOPHY,"
SAYS DENNIS
MWAURA,
A KENYAN
PHD STUDENT
IN COLOGNE**

tration, and more. Swanson's biggest piece of advice: "Have all documents on you at all times!"

Eager to smoothen the transition, for herself and others, she's founded an English-language study group, joined the (German) student council, and is developing a campus guide for foreign students.

After lunch, Swanson tosses a worn leather bag full of library books over her shoulder and heads quickly across campus to the *Rechenzentrum*, or computer center. It's located three city blocks away in a nondescript postwar building. By the time she arrives, the bag is noticeably weighing her down. "Campus buildings are so far apart here that you'll never get the freshman fifteen," she jokes, referring to the amount of weight often gained during a student's first year at college in North America. Then she disappears inside, metal door clanking shut behind.

2.

Many foreigners, regardless where they're from, are lured to Germany by the tangible: free tuition, research grants, or job opportunities. It was the intangible that got Dennis Mwaura hooked.

"I wandered into an introductory philosophy class my sophomore year at Harvard," the 27-year-old native of Nairobi recalls. "I was fascinated by all the ideas. Kant and Heidegger, all these Germans who were so influential to philosophical thought. I quickly knew that at some point I would have to see where all this happened. It's not 1790 anymore, but the history is still there."

Germany is the land of poets and thinkers, its writers and philosophers having played a major role in the development of Western thought. It has also influenced modern-day academic disciplines from music to engineering and technology. Heidelberg University was founded in 1386 and counts as one of the oldest in the world. The philosopher Georg Wilhelm Friedrich Hegel studied there, as did Alfred Wegener, the earth scientist behind continental-drift theory. Max Weber, the father of modern sociology, taught there.

In 1880, the American writer Mark Twain relished Heidelberg's diverse student body in his travel memoir *A Tramp Abroad*. "The representatives of foreign lands were very numerous," he wrote. They hailed from every corner of the globe, attracted to the "large liberty of university life" in Germany. Other reasons for the foreign influx matched current times, too: "Instruction is cheap in Heidelberg," he wrote.

Other German universities have their own claims to fame. The Humboldt University of Berlin was founded in 1811 in an effort to reform higher



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education, and it strongly influenced the approach of other European and Western universities. Today, Humboldt is associated with 40 Nobel Prize winners (most date back to before the outbreak of World War II) including Albert Einstein and Fritz Haber. Wilhelm Röntgen, who invented the X-ray and won the first-ever Nobel Prize in Physics for it, taught at five German universities throughout his career.

And in Saxony, the Freiberg University of Mining and Technology, established in 1765, is the oldest university of its kind in the world. Scientists there discovered the chemical elements indium and germanium in the 1800s. It remains tuition-free.

“Harvard really put Germany on my radar,” reflects Mwaura, the Kenyan alumnus, during a quick break from his studies one recent spring day. In four years of testing the waters via the Ivy League school’s liberal-arts program, he found one common thread: German intellectuals of old and their lasting impact on arts, politics, and science. So after completing his bachelor studies, Mwaura signed up for a summer exchange program with the University of Freiburg.

After that, Mwaura decided to stay. He had gone to Harvard on full scholarship and had offers in the US and elsewhere. He chose a master’s of public policy from the Hertie School of Governance in Berlin, a prominent example of the private universities that are increasingly prevalent in Germany. The program was taught in English; in and around the city he improved his German. “I learned my first German words through philosophy: *Das Sein, Vorstellung, Geist*,” he recalls. “It made learning German in Berlin weird. I would mess up everyday words like door handle or cup.”

Well-adjusted by now, Mwaura is working toward a PhD in social freezing (a process whereby a woman’s reproductive eggs are stored for non-medical reasons) at the University of Cologne in conjunction with the Max Planck Institute for the Study of Societies. He’s paved the way with scholarships that cover tuition and living expenses. And he has no plans to leave just yet. “Even though my whole family is in Kenya, professionally it makes the most sense to stay in Germany a while longer,” he says. “Europe is the focal point for people who want to do interesting things in sanely run countries.”

3.

Michael Burda moved to Berlin for a girl. The year was 1992, and the macroeconomist from New Orleans, Louisiana, was on sabbatical from his position as associate professor at Insead, the French business school in Fontainebleau. He had spent a year in Göt-



Hamburg University of Applied Sciences' Department Design

GERMANY'S ACADEMIC TRADITION ALSO HAS A DOWNSIDE. UNIVERSITIES ARE SOMETIMES SLOW TO ADAPT

tingen in the early 1980s on a Rotary Foundation scholarship, living in an apartment complex with Polish migrants and soaking up German culture. Berlin was a different experience altogether. “The Wall had just come down and Berlin was an enclave of weirdos,” he says. “I loved it.”

So when Humboldt University offered him a job, Burda took it. Communism’s end was so recent, he recalls, that the school’s halls still smelled strongly of the East German disinfectant used to clean floors.

The relationship didn’t work out, but the job did. Twenty-five years later, Burda is director of the Institute for Economic Theory II at Humboldt. He also is visiting professor at the private European School of Management and Technology. For analysis of German labor economics and European monetary integration, Burda is the go-to man.

Within that time, Burda got married, moved from western to eastern Berlin and back again, had children, and built a life as an American expat. All the while, he’s watched academic developments, good and bad, with an economist’s eye. He’s been by turns frustrated with a falling number of university graduates in Germany, irritated by increasing class sizes, and, recently, hopeful that competition from abroad will finally shake things up in domestic academia.

Ten years ago, in an opinion piece published in daily newspaper *Der Tagesspiegel*, Burda argued for merging Berlin’s two largest universities, Humboldt and the Free University of Berlin – one from the former East, the other from the former West – to form a public research behemoth with international repute the likes of the University of California, Berkeley. The idea, to his exasperation, fell on deaf ears.

The German government has been dead set on enhancing its top universities’ global image since as early as the 1980s, but in Germany everything takes a long, long time. After many years of negotiations between the federal government and German states, the Federal Ministry of Education and Research and the German Research Foundation launched the so-called Excellence Initiative in 2005. More than 4.6 billion euros in funding has been allocated to create better conditions for young scholars since then.

“Germany has gained in attraction because of the major investment in its education system over the past 15 to 20 years,” explains Joybrato Mukherjee, president of Justus Liebig University in Giessen. The country has become “much more attractive especially for top scholars but also for internationally mobile students.” Mukherjee, a German of Indian descent who studied at the Technical University of Aachen and the University of Bonn, should know. He is also vice president of DAAD, the German Academic

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Exchange Service, a funding organization for the international exchange of students and researchers.

More autonomy and resources help public universities present a clearer strategy. "International scholars can now easily identify universities that are particularly attractive in a specific area," Mukherjee says. "That's one of our biggest achievements."

Some professors tell a different story. While internationalization is a buzzword at schools across Germany, "there can be a disconnect between the official line and how things really work," says Soelve Curdts, a junior professor of English and American studies at Heinrich Heine University Düsseldorf. Curdts got a PhD in comparative literature from Princeton University in the US back in 2006. German academia, she says, has progressed in many respects. For one, more foreigners apply for studies and faculty posts than a few years ago. But structural impediments can still get in the way. Indeed, professors at other public universities say that tweaking curricula to appeal to non-Germans is often not possible due to strict university guidelines for program content.

**"THERE CAN
BE A DISCONNECT
BETWEEN
THE OFFICIAL LINE
AND HOW
THINGS REALLY
WORK," ONE
PROFESSOR SAYS**

Look closely enough, though, and you'll find signs of change nonetheless – from north to south, from large cities to small towns. The Hamburg University of Applied Sciences, for one, is well underway with plans to attract more exchange students to Germany. With targeted scholarships for foreigners, about 14 percent of its student body comes from abroad, and an increasing number of professors do, too.

Sometimes it just makes good business sense. The increasingly international approach of German higher education can be found in the most unexpected places. Deep in the provinces of Germany's Black Forest, for instance. At the Hochschule Furtwangen University, 14 percent of students come from abroad. In an effort to keep the local economy thriving, the school has carved out a niche in practice-based international business courses taught solely in English. Likewise, the privately run university of applied sciences Hochschule Fresenius in Idstein, a town near Frankfurt, seeks to attract a more diverse student population. Faculty members explain that regional industry (chemicals, banking, and healthcare), with which they work closely, increasingly demands it.

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4.

This spring, Leuphana University of Lüneburg physically internationalized, inaugurating a new 100-million-euro main building designed by the Polish-American star architect Daniel Libeskind. Years ago, Leuphana was developed on the grounds of military barracks built in 1935, and current leadership felt strongly that a counterpoint was needed. “You can’t attract international students when you hold courses in old Nazi-era military housing,” Leuphana President Sascha Spoun says frankly.

In Baden-Württemberg the Karlsruhe Institute of Technology (KIT) has become one of Europe’s top universities in engineering and natural sciences since its formation in 2009. That year, the University of Karlsruhe, founded in 1825 as a public research university, merged with the Karlsruhe Research Center, originally a nuclear-research center. The merger could be a bellwether for further consolidation of universities and independent research institutes. This, experts say, could in turn significantly bolster Germany’s global academic rankings, which take research funding into account.

“GERMANY’S JOB MARKET IS SO HOT THAT YOU CAN FIND EMPLOYMENT WITH NOTHING MORE THAN A BACHELOR’S DEGREE,” SAYS HUMBOLDT’S BURDA

Basic changes will likely have the most impact on Germany’s global image. Introduction of English into university programs, both public and private, is an example. At the Technical University of Munich, all master’s programs will be taught in English by 2020. There are bumps along this road: Some foreign students criticize English-language programs for providing key registration documents in German only.

With an economist’s eye, Humboldt University’s Burda says Germany’s public universities, and in turn its economy, could easily benefit from charging a bit of tuition. Higher education in the US has gotten way too expensive, and students from other countries are looking for study-abroad alternatives, too. “The job market in Germany is so hot that you can find employment with nothing more than a bachelor’s degree,” Burda says. That’s an additional incentive for foreigners considering spending time there.

“Things change very, very slowly in this country,” Burda stresses. “But once they get going, it’s a very serious matter.” That’s why Burda says Germany could be at the cusp of something big. That is, if its academic institutions play their cards right. ●

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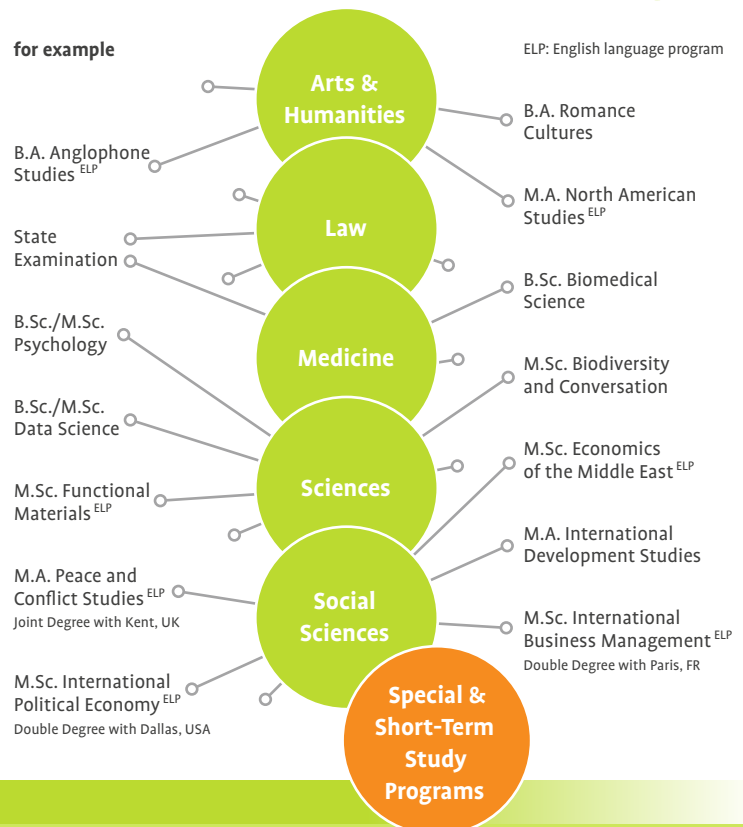


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BOLOGNA PROCESS *n.*
(*Hochschulreform, Bologna-Prozess*)

1. a series of agreements between European countries to ensure common standards of higher education. It is named after the University of Bologna, where a declaration was signed in 1999 by education ministers from 29 countries. 2. an agreement that led to a two-tiered structure of bachelor's and master's degrees in Europe.

DUAL CURRICULUM *n.*
(*Duales Studium*)

1. a system that combines apprenticeships in a company or non-profit organization and vocational education in one course of study. 2. a program most often found in business administration, engineering, and social services. It is particularly popular in some German states, such as Baden-Württemberg.

ELITE UNIVERSITY *n.* (*Elite-universität*) 1. a term used to refer to 11 public universities given a special status via Germany's Excellence Initiative. 2. Germany's Ivy League. According to a report by the European Commission, four German elite universities

are among Europe's top 10 universities: Technical University of Munich, University of Freiburg, Karlsruhe Institute of Technology, and Heidelberg University.

ERASMUS PROGRAM *n.*
(*Erasmus-Programm*)

1. a student-exchange program financed by the European Union, combining all current EU schemes for education, training, youth, and sport. 2. acronym meaning European

Region Action Scheme for the Mobility of University Students.

EXCELLENCE INITIATIVE

n. (*Exzellenzinitiative*) 1. a long-term effort by the German Federal Ministry of Education and Research to promote cutting-edge research and conditions for scholars, better cooperation between disciplines and institutions, and the global repute of German universities and research institutions.

GERMAN ACADEMIC EXCHANGE SERVICE *n.* (*Deutscher Akademischer Austauschdienst, DAAD*)

1. a federally and state-funded, self-governing national agency of institutions of higher learning in Germany. 2. the largest German support organization in international academic cooperation. 3. a popular source of scholarship funding for foreigners studying in Germany. <https://www.daad.de/en/>

GLOSSARY OF TERMS

Like so much else in Germany, academia is complicated. Here's a bare-bones, alphabetical list of key terms to help you cut through all the jargon

BY DEBORAH STEINBORN ILLUSTRATION ANNE VAGT



Hochschule
Bonn-Rhein-Sieg
University of Applied Sciences

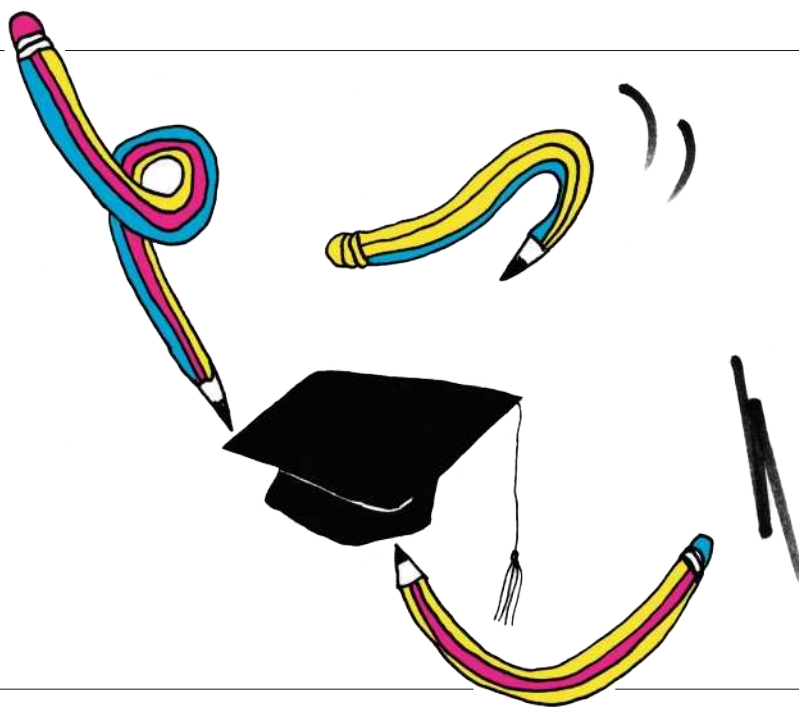
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GERMAN RESEARCH FOUNDATION

n. (Deutsche Forschungsgemeinschaft, DFG) 1. an organization that funds research at universities and other institutions through a variety of grants and prizes. It is the largest such organization in Europe. <http://www.dfg.de/en/index.jsp>

MUSIC CONSERVATORY

n. (Musikhochschule) 1. an institution of higher learning that carries out

professional music training. It has university status and receives funding from the German states. Applicants may first need to pass an aptitude test or audition.

POST-DOCTORAL QUALIFICATION

n. (Habilitation) 1. a qualification necessary for a professorship at German universities. 2. the highest qualification issued through the process of a university exam.

RESEARCH INSTITUTE

n. (Forschungsinstitut) 1. research bodies independent of the university system. The top four – Fraunhofer Society, Helmholtz Association, Max Planck Society, and Leibniz Association – employ more than 82,000 researchers.

TECHNICAL UNIVERSITY

n. (Technische Hochschule) 1. a university that specializes in engineering sciences in Germany.

Some have the ability to confer PhDs, while others do not.

UNIVERSITY

n. (Universität, Uni) 1. an institution of higher learning with facilities for teaching and research, typically comprising an undergraduate division that awards bachelor's degrees and a graduate division that awards master's degrees and doctorates. On average, it hosts 16,500 students. 2. an educational body with the right to confer PhDs.

UNIVERSITY OF APPLIED SCIENCES

n. (Fachhochschule, FH) 1. an institution of higher learning with a focus on hands-on learning via mandatory internships. On average, it hosts 4,500 students. 2. an educational body that usually doesn't confer PhDs.

UNIVERSITY RANKING

n. (Hochschulranking) 1. a ranking of institutions of higher learning ordered by various factors. The CHE University Ranking details German higher-education institutions based on assessments by students and faculty members. <http://ranking.zeit.de/che/en/> ●



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BUDGET

Living and studying in Germany costs a lot less than elsewhere in the Western world. The numbers speak for themselves

BY JULIA GUNDLACH ILLUSTRATION ANNE VAGT

Cost of Living and Studying (in euros)	Free University of Berlin	Heidelberg University
Annual Tuition	622	305 *
On-campus Room and Board	—	—
Monthly Rent	407	343
Transportation	—	—
Health Insurance	89	89
Groceries and Food	165	195
Internet and Cell	33	33
Movie Ticket	6	7
Cup of Coffee	2.50	2.50
Application Fee	90	90
Total Students	35,855	30,787
Foreign Students, as % of Total	20%	19%
Times Higher Education Ranking	75	43

* Non-EU students pay additional 3,000 euros/year

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384	44,828	18,289	10,520
–	10,926	7,839	–
258	1,107	637	1,015
–	106	31	97
89	247	185	–
135	263	250	245
33	26	42	17
6	15	11	12.5
2	4	3.70	2.8
100	75	48	45
4,533	25,659	46,625	9,401
14%	30%	13%	70%
not listed	16	53	25

Sources: Deutsches Studentenwerk, Unicum, Federal and state statistics offices, ZEIT calculations

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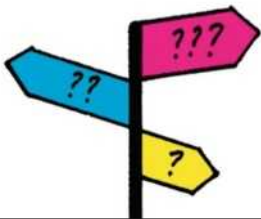
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GERMAN UNIVERSITY
SYSTEM. IS THAT TRUE?**

Yes. Sometimes even professors and administrators are lost. Everyone suspects that the dean's secretary secretly runs everything, but no one has ever seen her. And lectures can be very, very, very large. Even some seminars run with more than a hundred students, and latecomers can wind up sitting on the floor. Many universities also have no real campus culture. Students are there by day, then gone suddenly after 5 p.m. But be prepared, and it can be a great learning experience. Don't give up. Show up. Take initiative. Speak up in class. Form a study group. Germans do admire and reward endurance – in university life and more generally too.



**I HEAR MOST
GERMANS DON'T
LIKE TRUMP.
WILL THEY HATE
ME IF I'M
AMERICAN?**

No. People understand the difference between a nationality and an individual. And whether you like him or not, United States President Donald Trump is a great conversation icebreaker. The best advice: regardless of your own leanings, read up on the politics of your country before you move. Germans love to argue about world affairs, even with strangers. And they are very well informed!

ASK FRITZ!



Fritz Breithaupt is a professor of Germanic studies and cognitive science at Indiana University in Bloomington. He often fields questions from Teutophile students. Welcome to office hours

BY FRITZ BREITHAUPT ILLUSTRATION ANNE VAGT



**WHAT IF I'M AFRICAN, MUSLIM, OR GAY?
WILL I ENCOUNTER DISCRIMINATION?**

Maybe. It is possible that Germans will stare if your skin color is different than theirs or if you wear a hijab. Political correctness is not as prevalent as in other parts of the world. And Germans can be quite insensitive. On the other hand, the country has opened its borders to refugees. As for sexual orientation, Germany may be far more progressive in many respects than other countries. There are openly gay Germans in all segments of society, and in highly visible positions at that – in sports, media, business, and government.



**I LIKE TO DRIVE.
HOW CAN I BUY
A NEW OR USED
CAR IN GERMANY?**

Don't. Germany has highly sophisticated train and subway systems. Most students don't even own cars. In many cities, you can bike everywhere. You'll also fit right in if you ride the train like Germans do – even more so if you complain when it's a few minutes late. And the famous Autobahn is not half as much fun as its reputation implies. There are speed limits all over the place and slow drivers who get in your way. Rent a cheap car for a weekend to try it out.

**ARE DEGREE
PROGRAMS AT
PUBLIC
UNIVERSITIES
IN GERMANY
REALLY FOR FREE?**

Yes. But free tuition does come at a cost. There's lots of handholding throughout your studies in the US and elsewhere. You have a personal advisor. Professors try to learn your name when you visit their office hours. Speaking of which, they actually hold longer office hours, and more regularly. Don't expect that level of care in Germany, where education is mostly free.

Study at the Hertie School of Governance in Berlin



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VONGAI MAKOTORE had just finished high school in her hometown of Harare, Zimbabwe. She'd never set foot outside of the landlocked southern African country. But she knew she wanted to study business in a country with a good economy. She considered universities in Australia, Canada, the Netherlands, and South Africa. She chose Germany instead. Her reasoning: in Zimbabwe, "anything made in Germany is known to be good quality."

The Hochschule Furtwangen University (HFU) popped up when Makotore googled "universities that offer international business management in Germany." And she looked no further. She's now at the end of her first year

**"I LIKE THE WAY
THE RELIGIOUS FEASTS
ARE CELEBRATED"**

at HFU, a university of applied sciences deep in the Black Forest. Centuries ago, Furtwangen, a tiny town with just 9,157 residents today, was a major producer of clocks sold around the world. To keep thriving, it diligently carved out a niche in practice-based international business courses taught solely in English.

That focus caught Makotore's attention. She settled on HFU due to its high percentage of international students (a third are from abroad), good academic rankings, and close-knit atmosphere. She'll complete her studies in 2020.

Adjusting to the local culture wasn't so hard. Raised Catholic, she enjoys local Christian holidays such as Carnival. "I like the way the feasts are celebrated," she explains. Language is a challenge, though. "It's not that easy to communicate with other people since there are so many different dialects," she says.

LIVE AND LEARN



VONGAI MAKOTORE, 21, FURTWANGEN

Some come for the free education. Others for the flair of Berlin. And some just want a good job. Four foreigners talk about finding their way in the European Union's most populous country

BY DEBORAH STEINBORN



PETE ŠNAJDER, 32, JENA

PETE ŠNAJDER'S older brothers gave him a wall poster of German top model Heidi Klum for his 14th birthday. "That was my basis for thinking German was a cool language," says Šnajder, now 32. The native of Detroit, Michigan, decided to learn the language in high school, and he continued to do so through college. After graduating from a private liberal arts college in Michigan, Šnajder decided to head to Germany for a year to become more fluent in the language. He stayed.

An avid sportsman, Šnajder explored career options in the field. He stumbled upon a master's program in Leipzig on the Internet, applied and got in. In 2009, he completed a Master of Science

**"MOST PEOPLE THINK
I'M FROM SOME
VILLAGE IN SAXONY"**

in sport diagnostics and intervention from Leipzig University.

Šnajder says he just kept getting lucky, finding great jobs in unusual places. The Leipzig program from which he'd just graduated hired him to teach sports psychology. After staying there for several years, he moved to Jena, the state of Thuringia's second-largest city. He's now a sports psychologist for third-league soccer club FC Carl Zeiss Jena e.V.

Šnajder sounds almost like a local. "Most people just think I'm from some village in Saxony, have a strong dialect, and don't know how to speak proper High German," he says.

He enjoys living in Jena. Even in this city deep in the former East Germany, he says, the prospects far outshine what would be available back in Detroit. And he only misses home on major American holidays, such as Independence Day and Thanksgiving.



YUEN FANG, 29, BREMEN

YUEN FANG was working towards her PhD in affective cognitive neuroscience, the study of the neural mechanisms of emotion, at the University of California, Berkeley, one of the best in the world. But Fang wasn't completely convinced. "I liked the research environment, but not the structure of the graduate programs in the United States," she recalls. Fang toyed with switching disciplines or maybe universities. In a sense, she wound up doing both. She is now a PhD student in artificial intelligence and robotics at the University of Bremen, a port city in northwestern Germany whose population is half a million. Her PhD adviser, Michael Beetz, is a well-known figure in European robotics. To help finance her studies, Fang works as a research assistant, investigating the application of robotics in kitchens and other workaday tasks.

For Fang, moving to Germany didn't seem so far-fetched. A friend was working in a lab at Bremen University and suggested she stop by to look around. A native of Wenzhou, China, Fang had moved to Boekel, a small town in the Netherlands, when she was 6 years old. She'd gotten both a bachelor's and a master's degree from Radboud University Nijmegen. So on one of her next visits back home, Fang stopped by Bremen and liked what she saw. She chatted with researchers about AI, an area she's passionate about. Everyone was enthusiastic, and the research climate seemed relaxed. "I wrote the professor an email after my visit, had a Skype interview with one of the post-docs, and they hired me," she recalls. "I didn't apply to any other place. In a sense, I just sent off an email, and I got into the lab. But I did visit it first, and that helped."



EMMA KRAUSE, 26, BERLIN

EMMA KRAUSE came to Berlin on a tip. The 26-year-old Jewish Canadian was looking into pricey master's programs in the US and Britain when her father said he had heard on National Public Radio that higher education in Germany was much cheaper, and just as good.

Krause was interested in energy policy, and Germany seemed like a good place to study it. But she was hesitant due to her Jewish heritage. A brief visit to Berlin convinced her. "It took one and a half hours to fall in love with the place," she says.

Krause, who got a BA (Bachelor of Arts) at Emerson College in Boston, is now at the private Hertie School of Governance. More than half the school's students come from abroad, and Krause fits right into that mix. Entering her second year, she's a research assistant for the Potsdam Institute

for Climate Impact Research, a top environmental think tank. Visiting a city differs from living in it. Little things still surprise her: how cash is king, for one. For another, how inefficient many processes are despite the die-hard stereotype of German efficiency. To obtain a foreign student visa, for one, students must prove they can afford to live in Germany. Authorities require 8,164 euros in a student's bank account, and lots of forms to prove it. "All that paper in a society so focused on conservation," she exclaims.

Get past the bureaucracy, and the lifestyle is enriching in many ways. "Berlin is like New York without the attitude," Krause says. Every day, she's confronted with the city's rich history and culture, good and bad. "World history surrounds you everywhere here," she says. "I've grown to appreciate and really like that." ●



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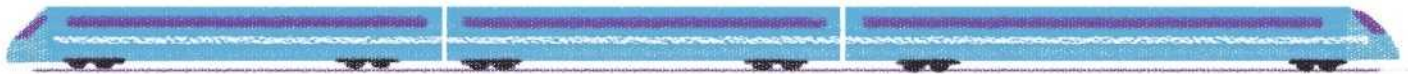
PLOTTING FUN

Jetsetters head to Germany's northernmost tip in the summer, nature lovers to its highest peaks in the fall. And Berlin's clubs are open all year long. Lots of ways to map your stay



BY SILKE WEBER AND DIANA PERRY ILLUSTRATION MATTHIAS SCHÜTTE

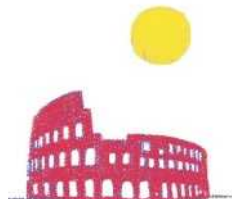
<p>1 ELBPHILHARMONIE Maybe the world's most expensive view: Hamburg's new concert hall cost 789 million euros to build</p>	<p>5 SAUSAGE EQUATOR An imaginary boundary between southern and northern Germany, two very different mentalities</p>	<p>9 ALLIANZ ARENA 75,000 fit into the Munich stadium of top soccer league FC Bayern. Its exterior changes color in a dizzyingly fast way</p>	<p>13 ROCK AM RING Annual rock music festival at a race track in the Rhine region</p>
<p>2 KARL MAY FESTIVAL This summer theater in Bad Segeberg performs the adventure writer's Wild West novels. Pure kitsch</p>	<p>6 BAYREUTH FESTIVAL Composer Richard Wagner had the idea for this annual hometown presentation of his own works</p>	<p>10 ZUGSPITZE Climb Germany's highest peak (2,962 m)</p>	<p>14 RUHRTRIENNALE Music and performing arts festival held throughout the former center of German mining. Held once every three years</p>
<p>3 SISYPHOS Forget Berghain, Berlin's world-famous club. This one's open most weekends from Friday through Monday – non-stop</p>	<p>7 SPRINGFEST Oktoberfest is the world's largest folk festival, held every September. Visit Munich in April for locals' preferred alternative</p>	<p>11 BLACK FOREST ON FIRE Reggae lovers' annual festival in Baden-Württemberg's forest range</p>	<p>15 SKULPTUR PROJEKTE The university town of Münster holds this odd outdoor public art project just once a decade</p>
<p>4 SEMPEROPER Baroque opera house fully restored after Dresden's WWII bombings</p>	<p>8 NEUSCHWANSTEIN 19th-century Bavarian castle, one of Europe's tackiest tourist sites</p>	<p>12 WINE ROAD The first-ever wine route, established in 1935. Visit in September and attend Bad Dürkheim's <i>Wurstmarkt</i> for wine and sausage</p>	<p>16 SYLT Northern Germany's attempt to compete with New York's Hamptons</p>



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WHERE TO STUDY

Urban sprawl or quaint and small? German university towns range in style, size, and location. A selection to get in the mood



BY SILKE WEBER ILLUSTRATION MATTHIAS SCHÜTTE



1

LÜNEBURG

Leuphana University of Lüneburg's new campus building by star architect Daniel Libeskind opened in January 2017

2

BERLIN

Humboldt University in the former East, Free University in the former West, Berlin is a hub for learning. More than 40 institutions of higher education and 60 research facilities are based here

3

CLAUSTHAL

Clausthal University of Technology is an insider's tip. More than 30 percent of students come from outside Germany, and even China's Minister of Science and Technology studied here

4

LEIPZIG

Sometimes dubbed the better Berlin, this city hosts six universities with programs specially tailored to foreign students

5

GÖTTINGEN

The University of Göttingen, founded in 1734, is known for its emphasis on public research and popularity with German students

6

MUNICH

Home to many universities, including two of the German Ivy League: Technical University of Munich (TUM) and Ludwig-Maximilians-Universität (LMU)

7

FREIBURG

The University of Freiburg has grown along with the city since its founding in 1457

8

KARLSRUHE

Karlsruhe Institute of Technology has become a top European university in engineering and natural sciences since its 2009 formation

9

GEISENHEIM

A winery run by students, for students. Why not? Hochschule Geisenheim University teaches the science of wine and winemaking

10

COLOGNE

Known for the largest university in Germany, and one of its largest universities of applied sciences, too

11

WITTEN-HERDECKE

A well-known private school of medicine in the Ruhr Valley

Study in Bavaria?



You might have already heard a few (alternative) facts from Munich, but you won't believe what Augsburg really has to offer:

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UNA
Universität
Augsburg
University

GERMANY

WHERE TO WORK



You can find a job in banking or cars, sure. But what about high-tech, optics, sportswear, or washing machines? Where to hit the pavement

BY SILKE WEBER AND DIANA PERRY ILLUSTRATION MATTHIAS SCHÜTTE

1

WIND POWER

Germany is Europe's largest renewables employer, filling nearly 150,000 jobs

2

PERSONAL CARE

Hamburg-based Beiersdorf is most known for its Nivea skin-care trademark

3

AUTOMOTIVE

Employing 808,491, the car sector is huge. Volkswagen (Wolfsburg), BMW (Munich), and Mercedes-Benz (Stuttgart) are the Big Three

4

STARTUPS

With Wunderlist, SoundCloud, and Rocket Internet, Berlin is the capital of German startups

5

OPTICS

Jena is a hub for optics and photonics. Around 100 companies including Carl Zeiss and Jenoptik are based here, as are some top research institutes

6

MITTELSTAND

Small and mid-sized, mostly family-run companies comprise the bulk of the German economy

7

SPORTS APPAREL

Ever heard of Herzogenaurach being Europe's sportswear capital? This small town in Middle Franconia is home to two of the world's most popular sportswear brands: Adidas and Puma

8

CHEMICALS

Germany's chemicals and pharmaceuticals sector, based in Ludwigshafen, Leverkusen, and elsewhere, is the world's third-largest

9

FINANCE

Frankfurt is the European Union's financial hub and home to the European Central Bank, the Frankfurt Stock Exchange, and many of the country's biggest banks

10

DISCOUNTERS

Germany's deep discounters are expanding worldwide. Aldi Süd, based in Mülheim an der Ruhr, will soon be selling in China

11

WASHING MACHINES

Miele is just one manufacturer of high-end household appliances in and around Bielefeld. The region has one of the highest economic growth rates in Germany



GERMAN WELT

They're an odd folk, those Germans. And it has a lot to do with their language. A ZEIT author takes us on a literary photo journey around the country, with words that have become familiar to the world

BY CASPAR SHALLER

Photography: Verena Kathrein



ANSCHAUUNG



WANDERLUST

Grab your hiking boots and your Rucksack,
vistas of southern Germany's Allgäu region await you



HURTLE DOWN
THE AUTOBAHN

To the untrained eye, Germans might seem like a bewildering bunch. Eighty-two million mechanical engineers in hiking boots and practical rain jackets speed along the AUTOBAHN in energy-efficient little cars. They drink gigantic beers. And they sound like typewriters eating tin foil, being kicked down a flight of stairs by kids, as Irish comedian

Dylan Moran once complained.

Jan Böhmernann, Moran's German colleague (don't gasp, German comedians do exist) might disagree. He once said his compatriots are known for their melodic yet easy language. He was probably joking, but we all know that irony is a cultural form not exactly native to this forested land.

Alas, it's the language that makes Germans so peculiar. And it affects the whole world. Germans don't just

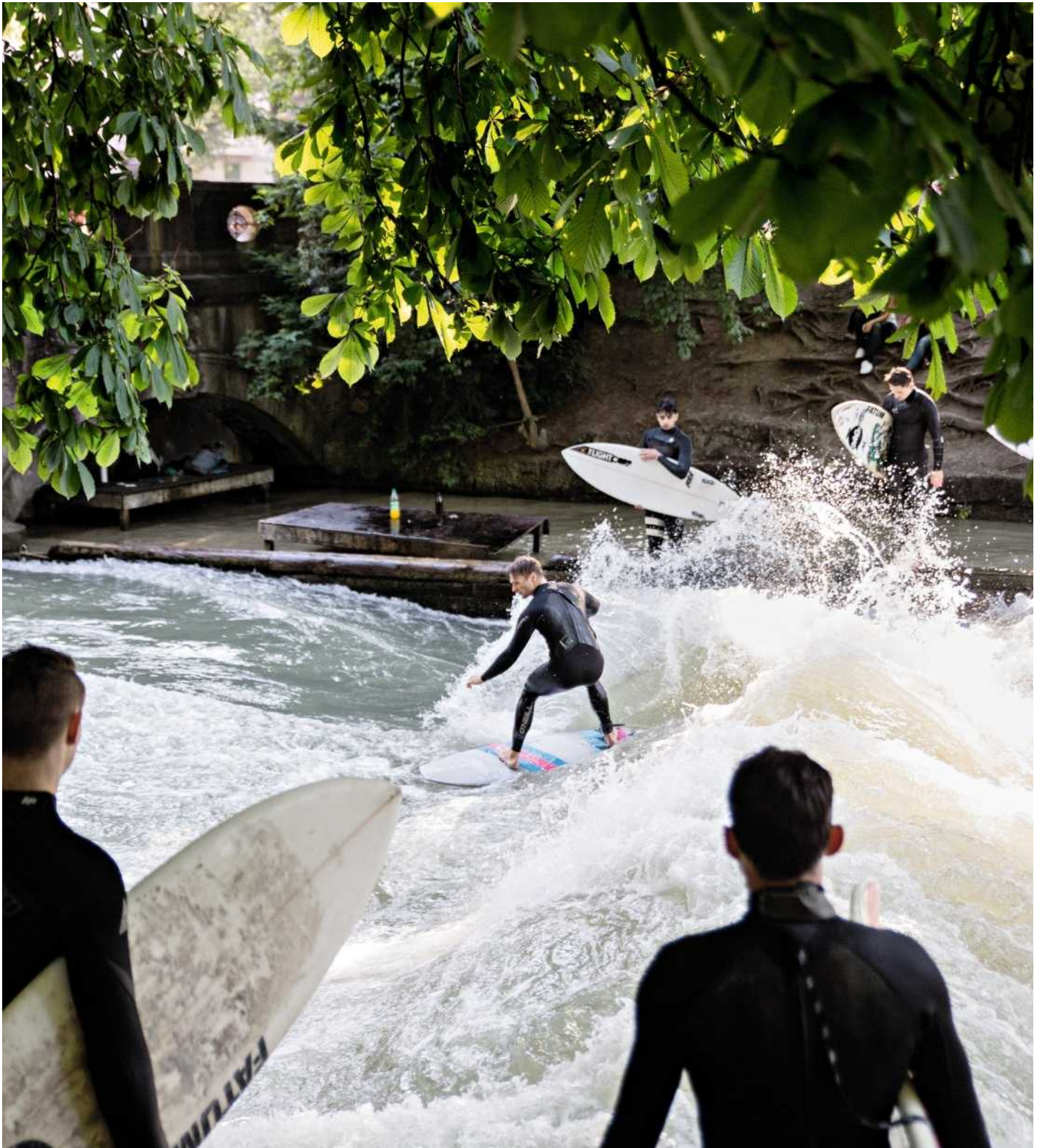
export an awful lot of cars; they also export a lot of words and concepts. These LEIHWÖRTER (loan words) are clues to where Germans come from, how they think, what they value, and maybe even where they're headed. Think of them as linguistic footholds to climbing Germany's greatest mountain, its WELT-ANSCHAUUNG (literally, world view).

Start with the mountains. They stand behind a huge vocabulary of hiking, climbing, and vista seeking that's been passed along to English. If you want to travel and see the world, you have FERNWEH, a yearning for far-away places, or WANDERLUST, which in English simply means the urge to travel, but in German can also be the pleasure of hiking. The German word LUST doesn't refer (only) to sexual lust. Sure, some Germans might get their rocks off in hiking boots. But the majority loves nature and the outdoors (just not in that way).

So grab your RUCKSACK and ABSEIL down a cliff, and you'll feel very Germanic. The cultural love of



GET LOST IN THE
SCHWARZWALD



HALS- UND BEINBRUCH
Germans even surf in the middle of Munich,
along the Eisbach River



STADTTHEATER

Every town has its own Stadttheater,
even one as small as Berlin



DAMPFSCHIFFFAHRTGESELLSCHAFT

Hamburg is home to many steamboat trip companies,
or Dampfschiffahrtgesellschaften for short

nature is also felt in the country's many BIO SHOPS, which sell all kinds of organic produce, as well as its obsession with recycling. Indeed, Germany has one of the highest rates of recycling in the world – and by far the most complex approach to it. It gave the world the beautiful word ENERGIEWENDE, or energy reversal, when Chancellor Angela Merkel decided monumentally to shut down all nuclear power plants. Some claim Germans' deep connection to nature comes from 18th-century Romanticism, when writers like Johann Wolfgang von Goethe und Friedrich Schiller couldn't stop waxing poetic about forests, oak, and burning love. As a result, Germans have to read all of that stuff in high school. Oaks and forests are still considered vital, and literature and language are highly esteemed, too.

Take theater as an example: Every small town has a STADTTHEATER, a city theater, which stages avantgarde interpretations of old classics. German theater, in fact, gave birth to an English-language



ENERGIEWENDE
IN JENA

superstition: never wish someone “good luck” in the theater. Instead, tell them to “break a leg” – it's a direct translation of HALS-UND BEINBRUCH (neck and leg fracture), which in turn stems from the Yiddish term for success and luck. Theater is just one example of how German culture is eloquent and brainy, verbose and sometimes too smart for its own good. Or at least, too smart for its audience to really follow.

This penchant for language and thinking could be

because the printing press was invented by a German. Or maybe it's Martin Luther's fault – a German monk who stressed “Sola scriptura,” or only the scripture. Germans are voracious readers. Fat newspapers are filled to the brim with text every weekday. And German cities are still full of little bookshops. The German literary world also created



JUIST BECAUSE
YOU HAVE FERNWEH

the WUNDERKIND, an artistic genius (literally, wonder child), and the BILDUNGSROMAN, a novel about education and personal growth. Some of the world's greatest philosophers and thinkers were German, pumping out world-changing ideas as fast as Volkswagens are produced. Kant, Hegel, Marx, and Nietzsche created the image of the land of thinkers and poets, DAS LAND DER DICHTER UND DENKER, and gifted English with such beauties as LEITMOTIF and DOPPELGÄNGER.

Delve a bit deeper into anglicized German words, and you'll notice something odd: Words like ANGST, ZEITGEIST, or WELTSCHMERZ aren't bouncy, fun words. They're heavy concepts by people with heavy thoughts. Germans aren't exactly known for their sunny dispositions or a penchant for small talk. They prefer to talk big talk: Religion, politics, philosophy. They're also quite a pessimistic bunch. If a Berliner says: "Can't complain," it's the highest form of compliment.

This dourness may explain why Germans admire children so much and want to protect them at all cost by storing them in KINDERGARTEN for as long as possible, three years at a minimum. This idealization of childhood also goes back to the Romantic period. Germany created a huge global market for illustrated children's books and clothes, and it gave a famous brand of (Italian) chocolates their name: KINDER.

The HAUSFRAU rules the household in Germany. The term doesn't carry the same negative connotation as housewife does in English. And this, in turn, could quite possibly explain why Germany has one of the highest rates of stay-at-home moms among OECD member states. Oddly, despite its love for KINDER, it ties with Japan for the world's lowest birthrate. No wonder German universities are so keen on foreign students.

Despite the cliché of terrifying multisyllabic words such as DAMPF-SCHIFFFAHRTGESELLSCHAFT, there are also very simple ones, such as the popular linguistic export ÜBER, meaning above or over. That tricky umlaut, indicating a change of sound from a broad ooo to a pointy lipped ü, rolled away somewhere over the Atlantic Ocean. The recent manifestation of Uber as the ridesharing app was actually banned by the German Supreme Court. But not due to



PARTY TIL YOU SEE
DOPPELGÄNGERS

the misspelling. It wanted Uber to pay for drivers' health insurance. It refused, and the service is no longer available.

This legal spat says a lot about the German welfare state. But it also reflects the sanctity of the law. The RECHTSSTAAT, the rule of law, manifests in Germans' love of bureaucracy. If something is on paper, it's holy, so you'd better get used to filling out forms. It also explains the many, many times you will read or hear VERBOTEN, forbidden, on the

street. Especially if you dare to jaywalk! A mob of angry old ladies will quickly chase you down for breaking the law by crossing on red. It sets a bad example for all the KINDER, after all.

There is a bright side, even in Germany. Its people aren't as stiff as they might seem. Especially after they've had a BIER or two. The best place to observe this is OKTOBERFEST. But if you want to buy a pair of LEDERHOSEN for the occasion, there's another challenge. In Munich, these leather pants are part of the traditional Bavarian costume. But in Berlin, Hamburg, or Cologne, it means something else: leather-pant retailers also specialize in an assortment of leather whips and nipple clamps to match the look. Mentalities do indeed differ from state to state.

Political leanings can differ, too. A new rift is running through family dinner table in the country, SCHNITZEL and SAUERKRAUT tumbling into the abyss. Europe's refugee crisis has sparked fierce political debate about immigration to the country. And it has given English two new LEIHWÖRTER. Protesters in Germany and the US alike now chant the slogan LÜGENPRESSE at anti-immigrant rallies, claiming that this lying press distorts reality and denies societal problems that stem from migration. Yet this development has a flip side. And of course, there's a German word for it, too: WILLKOMMENS-KULTUR, or a culture of welcome. In most recent years, Germans have hit the world stage by helping exhausted refugees at train stations across the country, and they later opened their doors to them, too. Great changes are coming to a country that's grappled with a difficult past for so long. Who knows what other words its linguistically creative people will come up with next to describe them. ●



HAUSFRAU
UND MUTTI

GERMAN MÄNNER



J. GUTENBERG
The Printer, 1400-1468



MARTIN LUTHER
The Theologist, 1483-1546



IMMANUEL KANT
The Thinker, 1724-1804



J. W. VON GOETHE
The Poet, 1749-1832



KARL MARX
The Economist, 1818-1883



WILHELM RÖNTGEN
The Inventor, 1845-1923

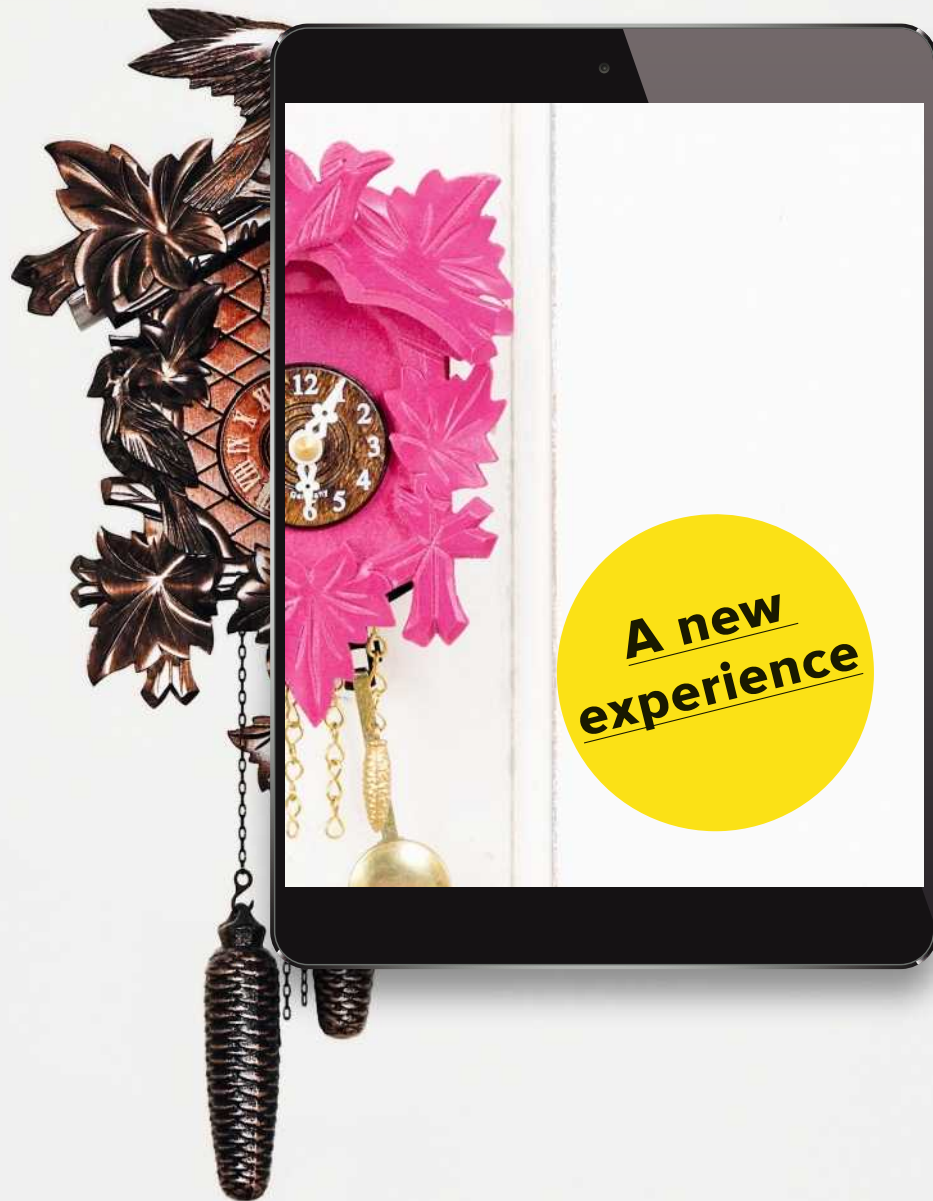
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von Bingen to Angela Merkel

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SILICON ALLEE

Berlin was devastated and divided after World War II. Today, it's a hub for tech innovation in Europe. In the capital of cool, a startup scene heats up



BY AUSTIN DAVIS AND JABEEN BHATTI ILLUSTRATION ANNE VAGT



With a time slot of just five precious minutes, each entrepreneur races through a meticulously rehearsed pitch. Among others, an environmentally friendly alternative to Airbnb and a group-gifting platform are on offer this afternoon.

It's one of many mock pitch sessions held these days at a large, open-plan office in Kreuzberg, a borough that's evolved from one of Berlin's poorest neighborhoods to its hippest since the fall of the Berlin Wall. Managers from Axel Springer Plug and Play, the session's host, as well as Amazon and other tech behemoths listen as seven young businesspeople from Germany, Austria, and Taiwan present their business models.

These young hopefuls pepper their pitches with metaphors to soften complex financial schemes and technical jargon. "Imagine helium balloons," says 34-year-old Nora Stolz from Karlsruhe, trying to explain the communal gifting that's at the core of her startup, Cadouu.

The entrepreneurs act cool and confident, but flushed faces reveal their anxiety. All here hope to join the ranks of success stories like the Berlin-based Swedes behind SoundCloud, an online audio distribution platform developed in 2008, or the Germans who created Wunderlist, a Cloud-based task management app that Microsoft acquired back in 2015.

KREUZBERG WAS ONE OF BERLIN'S POOREST NEIGHBORHOODS. NOW, IT'S ONE OF THE HIPPEST. AND STARTUPS ARE MOVING IN

Without a doubt, Berlin's popularity among young internationals has spilled over to the startup sector. Germany's capital, with its grungy flair, party scene and cheap living, has appealed to hipsters from abroad for decades. *Time* named it Europe's capital of cool way back in 2009. Over the past few years, it's become a European hub for new businesses too, and not just in the country's traditional engineering and high-tech realms.

Business angels, company- and university-based incubators, and venture-capital funds have cropped up across a city where there used to be none. They're all betting they'll discover the next Big Tech Story out of Berlin – despite German red tape and other unique challenges that make it hard to compete against the likes of Silicon Valley.

The numbers speak for themselves. Back in 2012, Berlin was home to just two accelerators, or organizations that offer advice and resources to

new small businesses. Three years later, that number had jumped to ten, according to a 2016 study by the Institute for Strategy Development (IFSE), a Berlin-based consultancy. That's because more and more accelerators are trying to capitalize on both financial capital and young foreign talent pouring into Berlin. According to IFSE, the city saw an influx of 2.35 billion dollars (2 billion euros) in 2015.

Local universities and government provide additional support. University Startup Factory, for one, is a cooperation of several universities backed by public funding that supports local university graduates with solid tech startup ideas. Exist Business Startup Grant is another example. Established by the Federal Ministry for Economic Affairs and Energy, it supports students, graduates, and scientists from universities and research institutes who have business ideas.

Axel Springer Plug and Play, an accelerator that was co-founded four years ago by the German media giant (publisher of Europe's highest-circulation newspaper, *Bild*) and Silicon Valley venture fund Plug and Play, is from the private sector. "It's always about finding that one unicorn first and having that deal on the table," says Constantin von Bergman-Korn, an investment manager with the accelerator, referring to startup companies valued at more than one billion dollars.

That's quite a change for a city left devastated and divided after World War II. At that time, industry deserted the capital, and it didn't come back for half a century. Long after German reunification in 1990, Berlin still claimed one of the nation's highest unemployment rates. Yet a budding new research landscape

slowly took hold after the seat of government returned. Cheap housing and affordable living drew hip, creative foreigners.

Pioneers like Rocket Internet, a German startup incubator and accelerator founded in 2007, paved the way for Berlin to become a hub for tech innovation in Europe. Now, an annual average of 40,000 new companies, 500 of them tech startups, are founded in the city, according to Berlin Partner for Economy and Technology, a private-public initiative that helps foreign startups find a local footing. Some of these companies later fail, though hard data is hard to come by.

With more than 40,000 people moving to Berlin each year, many from outside Germany, both new and established

MORE THAN 40 PERCENT OF EMPLOYEES AT BERLIN'S STARTUPS ARE FOREIGN NATIONALS

companies have a fresh pool of international talent to choose from. In 2016, 42 percent of Berlin's startup employees were foreign nationals, according to the European Startup Monitoring Report for Germany.

It's easy to see just how far Berlin has come since the fall of the Berlin Wall at Factory Berlin, a giant campus situated in an old warehouse right along the wall's former Eastern side. The building is just two blocks from Checkpoint Charlie and about five kilometers from Axel Springer Plug and Play.

Dubbing itself a next-generation business club, the 16,000-square-meter space is home to SoundCloud's headquarters and Uber's German oper-

ations, among others. Factory Berlin also has a history. In the 19th century, it was a brewery. Early in the 20th century, it was an air-raid shelter. And during the German Democratic Republic, one side of the main building ran along a part of the Berlin Wall known as the "death strip."

That same space now brings startups together with mature high-tech companies. It's housed global stars Twitter, Zendesk, and Mozilla. Almost three-fourths of its 1,000 members come from other countries, according to Chief Marketing Officer Lukas Kampfmann. Members use the space for meetings and networking. Deutsche Bank and other big names in business, meanwhile, subsidize the initiative and test their own technology on-site while scouting out new talent.

Because a lot of the tech industry's focus – and the clientele that goes with it – has shifted to Germany from elsewhere in Europe, Berlin now hosts major conferences such as Tech Open Air, a leading technology festival. "The scene is reaching a critical mass," says Elizabeth Osterloh, an American tech evangelist for the Berlin digital media agency



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DCMN. There's a lot of bureaucracy, Osterloh concedes. But this being Germany, she adds, a lot of resources help to overcome it.

Jazmin Medrano, a 35-year-old Californian Factory member, left a job at Universal Music in Los Angeles five years ago to strike out on her own in Berlin. Now a freelance human-relations consultant for startups, she finds the business culture more forgiving to newbies. "I never would have been able to do what I'm doing in LA," she says.

It's not all rosy, though. Venture capital in Germany still pales in comparison to the United States, home to more than half the 141 billion dollars (123 billion euros) in venture capital invested globally in 2015, according to data from US accounting firm KPMG. Berlin's global share amounted to less than 2 percent that year – far ahead of the rest of Europe, according to IFSE, but far behind the US.

And the list of constraints is even longer. Bureaucracy, strict labor regulations, and Germans' notorious risk aversion can slow a company's founding considerably – and quickly dampen entrepreneurial spirit. "Europeans are always worried

"EUROPEANS ARE ALWAYS WORRIED ABOUT BREAKING EVEN," SAYS A GERMAN-AMERICAN ANGEL INVESTOR

about breaking even," says Dagmar Bottenbruch, a German-American angel investor based in Frankfurt and Berlin.

The hype surrounding Berlin's startup scene may be reaching a peak. In 2016, local venture capital investments fell to 1 billion dollars (871 million euros), the lowest rate since 2012, according to KPMG. Financial firms say they aren't worried. Berlin continues to climb in global rankings, placing seventh in this year's Global Startup Ecosystem Report by Startup Genome, a San Francisco-based pollster for the sector, and it outperforms all other European tech hubs in terms of attracting foreign talent.

The federal government sees the need for flexibility in Berlin's startup culture – and more widely, Germany's too. That's why it has kick-started restructuring agreements with the government-owned development bank KfW to double venture-capital commitments to 200 million euros by 2020, according to a Ministry of Finance report.

"If Silicon Valley is already fully matured, we're still in adolescence," says Stefan Franzke, CEO of Berlin Partner for Economy and Technology. Eventually, Franzke believes, Berlin will become a unique breeding ground where more established firms cooperate with startups to create a new, hybrid tech ecosystem. It's a development that's already underway. ●



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Parul Tomar from India is doing her PhD at the Max Planck Institute
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Parul was photographed at Münstermarkt in Freiburg.



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STRANGER IN SAXONY

Dresden hosts well-known universities, top research centers, and global companies. It's also home to city nationalists who want to drive out foreigners. How do students from abroad get by?

BY RACHEL STERN

Reza Ased felt ill at ease after moving to Dresden. A security guard followed him through a supermarket while he shopped for groceries. An employee at the local foreign office who didn't speak English reprimanded him for his imperfect German. And Ased quickly learned from other foreigners to avoid certain parts of town, especially at night.

In a sense, Ased had bad timing. The 29-year-old native of Amol in northern Iran arrived in this city in the former East Germany to study at one of Europe's best technical universities just as Pegida (Patriotic Europeans against the Islamization of the West), a far-right political movement, was being founded. Pegida was Dresden's creation, and tensions between locals and foreigners rapidly rose.

That was three years ago. Nowadays, Ased still struggles. He sometimes draws suspicious stares on the street because he looks different. He often feels out of place. "It's like I have to



Pegida demonstrators on Dresden's Theaterplatz square

prove myself and show that I'm smart and not a burden," he says. He stuck it out, plain and simple, because of the opportunity. Ased is well along the way to a PhD in electrical engineering and integrated optics at the Technische Universität Dresden — one of just two elite universities in the former East Germany. He's not alone. About 14 percent of TU Dresden's 34,838 students today come from abroad, and that hasn't changed much since Pegida's rise.

Studying, researching, or working in the former East Germany would be a positive experience through and through for foreigners, if it weren't for the xenophobia. Indeed, the entire country still struggles to integrate non-Germans. It ranks 17th in tolerance towards immigrants among all countries polled by the Social Progress Imperative, a non-profit group based in Washington, DC. And that's despite welcoming an increasing number of foreigners in recent years — political refugees and scientific researchers alike.

That's especially true in the state of Saxony and its capital, Dresden. The city hosts three Max Planck Institutes, more than 40 research centers, and enough high-tech companies to be dubbed Silicon Saxony. So opportunities do abound in academia and industry.

Considered one of Germany's most beautiful cities, Dresden is also a scenic place to live. It was bombed to ruins in the final months of World War II, but most historical buildings have long since been restored.

That's one face of Dresden: a place of burgeoning urban development, in both culture and business. The other face, in a sense, has a lot to do with that trove of beautiful Baroque build-



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ings and the bombings that left them in ruins.

Many Dresdeners see themselves as “city nationalists” – in other words, they desperately want to preserve the status quo of previous times, explains Joachim Klose, director of the Saxony branch of the Konrad-Adenauer-Stiftung, a political foundation. “Dresden was always a good stage,” he says. It was a rally stage for National Socialists during the Third Reich and for socialists during the German Democratic Republic, he explains.

It continues to be a scenic backdrop for 2,000 core Pegida members who demonstrate to curb immigration each Monday evening. “Dresden has a rather conservative, persevering population,” says Klose. And the jury is still out on whether this group’s attitudes can change.

“Simply Saxony” is a well-known slogan in the state. In Dresden, it should apply as equally to locals as to the 6 percent of the city’s population that is foreign. Yet Pegida has benefited from some locals’ fear of foreigners, and an attendant fear of being left behind in the city’s international development.

There is some hope that the climate for migrants will change for the better. Much of the impetus comes from foreigners themselves. Immigrants are fostering educational initiatives to address racial tensions in Dresden.

Ezé Wendtoin, a musician from Burkina Faso, attracted a wide following on YouTube for a love ballad that shares his experiences, good and bad, in the city he now calls home.

And on Saturday nights, foreigners gather at International Friends Dresden, a cultural group launched in 2013 with the intent to become a straightforward network. The group, with

nearly 10,000 members, foreign and German alike, has morphed into much more.

Focused largely on social events such as the Saturday evening gathering, it also has prompted political change, albeit minor. In 2015, its organizers invited Pegida’s founders to a town-hall meeting. Surprisingly, the Pegida representatives answered the audience’s questions for four hours. And they later posted an apology on Facebook, stating that all Muslims “are peaceful in our country.”

**UNIVERSITIES
AND NON-PROFIT
GROUPS ARE
CONFRONTING
LOCAL XENOPHOBIA,
BUT THE BATTLE
WILL BE LONG**

Tensions began to escalate once again in June, after Pegida and the right-wing political party Alternative for Germany (AfD) gathered a particularly large group for Dresden’s Monday demonstration. They intend to build support ahead of national elections in September 2017.

Meanwhile, local universities, research institutes, and even some local businesses try hard to promote themselves as multicultural. The effort can be seen around town, from colorful street posters calling for a cosmopolitan Dresden to banners on student buildings proclaiming that

Spitzenforschung ist bunt, or “top research is colorful.”

A Welcome Center at TU Dresden even features student testimonials online. These students from a wide array of countries emphasize that the city is a global, modern, and safe one, despite its bad rap.

More and more multicultural centers and nonprofit organizations are confronting the issue head-on as well. A forum that promotes diversity through the arts has sprouted up in the city, and an Islamic Center aims to promote tolerance and integration on a broader scale.

To be sure, universities and non-profit organizations are trying to tackle xenophobia, but the battle will be long.

On a balmy evening downtown, a benefit concert for refugees sponsored in part by the Islamic Center blasted anti-Pegida tunes as attendees feasted on an array of Arabic food to mark sunset during Ramadan, the Islamic month of fasting.

Karan Khullar, a 30-year-old from New Delhi, was among the attendees, along with a big group of German friends. He conversed with them in colloquial, fluid German, even though he never learned the language in school.

“Through the language, I’ve made a lot of friends,” says Khullar, who moved from the western German city of Darmstadt to Dresden in 2012 to work at the local office of Globalfoundries, a US semiconductor group. Khullar, who didn’t know a soul when he arrived in the city, says it speaks volumes that he has stayed for so long.

In his five years in Dresden, Khullar only felt truly uneasy once, he says, when a man singled him out at a pub. “You foreigners should leave,” the man starkly told him in German. ●

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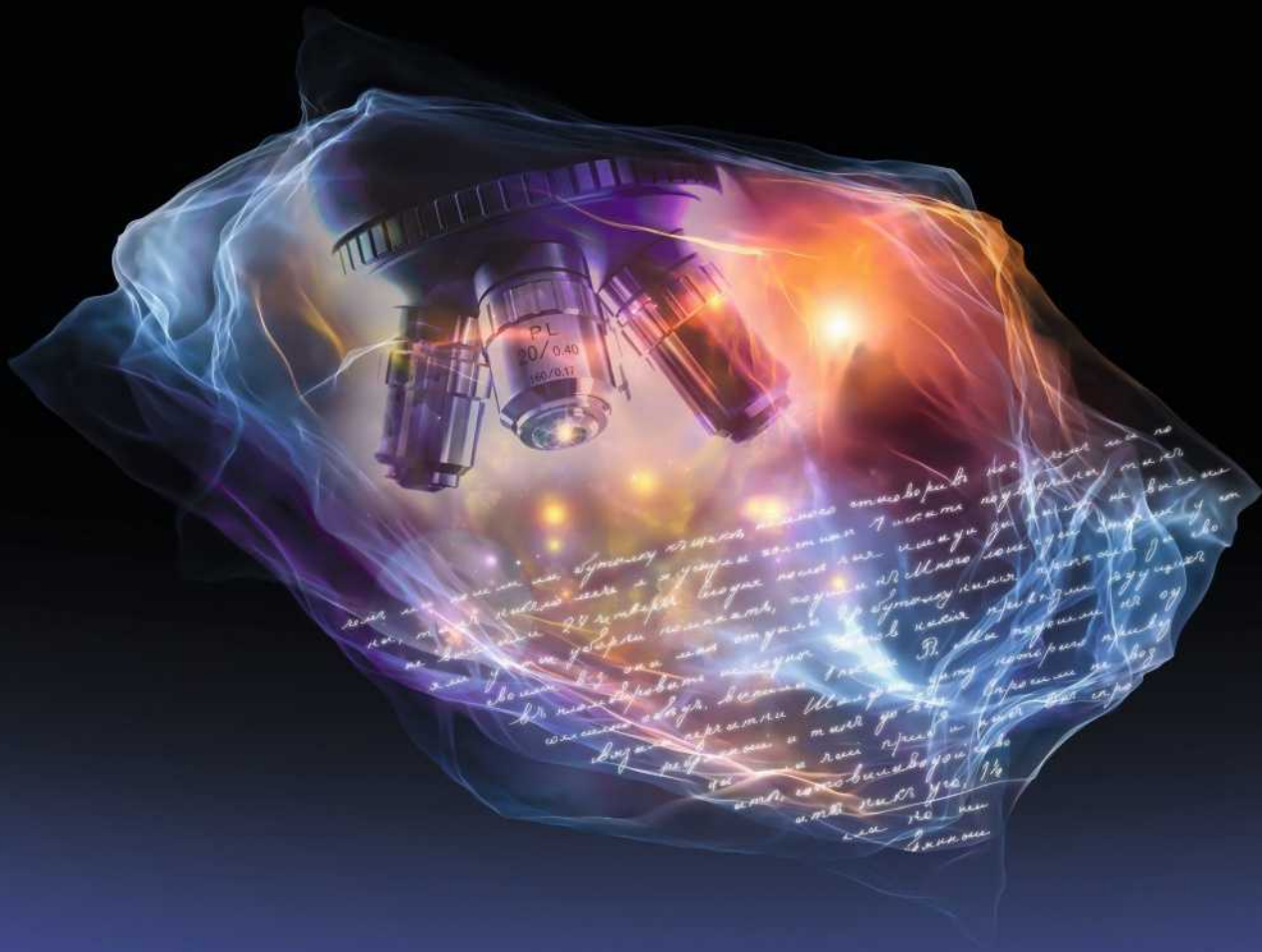
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HIGH TECH, LOW KEY

Small and mid-sized companies stand for German quality, continuity, and innovation. Yet most people don't know them. Insight into Germany's best-kept secret for job seekers

BY SEBASTIAN WOLKING ILLUSTRATION ANNE VAGT

Germany is known for companies like Siemens, BMW, and Bayer. But its vast swath of smaller, privately run companies is really the soul of the economy.

It may be the job market's best-kept secret. These so-called *Mittelstand* companies offer many career opportunities yet barely register with job seekers.

Take Trumpf. Located in a remote town in the Stuttgart suburbs, it's a hidden champion for sure. The typical *Mittelstand* company is family-owned and often family-operated, has no more than 50 million euros in revenues and 500 employees at the very most.

Trumpf employs more than 11,000, and it's the second-largest machine-tool maker in the world. Yet it's still got that *Mittelstand* mentality. Family-run, it preaches stable growth, high-quality products, and loyalty to its workforce. So much, in fact, that it's overcome strict labor laws to develop one of Germany's most flexible workplaces.

What's more, Trumpf still keeps a low profile, as many *Mittelstand* groups do. "Is that related to Donald Trump?" a master's student from Berlin asked at



a conference when he heard the name. Indeed, just 1.5 percent of German engineering students polled by Trendence, a Berlin employment research group, rank Trumpf as their favorite.

Founded in 1923, Trumpf produces high-tech machine tools, laser technology, and electronics. Heads of companies such as Siemens refer to it as a model modern workplace. That's because Trumpf's CEO took on Germany's infamously strong labor unions and rigid traditions to create flexible companies and career tracks alike.

Trumpf now wins business awards and recognition for its in-

novative company environment. Yet that news tends not to get far beyond Stuttgart suburbia. And Trumpf's dilemma isn't unique.

Wilhelm Schulz GmbH doesn't appear in any popularity scale worldwide. In the tiny town of Krefeld, it produces specialized tubes and pipes for the oil and gas industry, operating under the name *Spezialglühbetrieb*. That's not exactly sexy terminology, and even Germans have trouble figuring out what it means.

Yet American business magnate Warren Buffett, one of the world's most successful investors, took note. He snapped up

Wilhelm Schulz in January 2017 for an undisclosed sum. He also acquired Detlev Louis, a family-run motorcycle apparel retailer in Hamburg.

Perhaps Warren Buffett has recognized what many job seekers have not: that companies like Trumpf and Wilhelm Schulz are to thank for Germany's economic success. A whole 99.6 percent of German companies are small or mid-sized, accounting for nearly 60 percent of jobs nationwide, according to the Institut für Mittelstandsforschung, a think tank based in Bonn.

Mittelstand job opportunities are vast. That is, if you know where to look. A recent survey by the National Association of German Cooperative Banks and DZ Bank found that 26.7 percent of all mid-sized companies planned to increase personnel within the next six months. Only 6.5 percent envisaged downsizing, according to the survey.

For job seekers with strong IT skills, prospects are particularly strong in chemicals, plastics, and electronics fields.

Building contractor Leonhard Weiss, founded in 1900 in Göppingen, isn't far from Trumpf's Ditzingen headquarters. It targets young professionals by advertising "freedom, flat hierarchies and also a stake in the company's operating result."

Yet the company is just as proud of its dedication to current employees. Company materials stress an emphasis on internal promotion. In March 2017, it even paid tribute to a 50-year veteran of the company in a detailed press release.

Leonhard Weiss didn't include the employee's name. That might just be the *Mittelstand*'s problem: delivering quality and continuity while avoiding the spotlight at all costs. ●

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SUBURBAN SCIENTIST



Karl Duderstadt, 35, on a break between meetings at the Max Planck Institute for Biochemistry in Martinsried, Munich's science suburb

A physicist from a Californian hippie community became a leading researcher at a Max Planck Institute in Bavaria – and seems very happy

BY EVA VON SCHAPER
PHOTOGRAPHY BERT HEINZLMEIER

It's five to nine on a Thursday morning and Structure and Dynamics of Molecular Machines, a junior research group at the Max Planck Institute of Biochemistry, is about to meet. Pastries and pretzels are on the table. The conference room is still empty.

"Free food is usually enough to get them in here," says Karl Duderstadt, a native of San Francisco, dressed casually in a blue shirt, jeans, and sneakers. The 35-year-old leads four scientists at the institute, situated in a cluster of low-slung concrete buildings next to pine trees and fields in Martinsried, better known as Munich's science suburb.

Duderstadt waits in the conference room as doctoral and post-doctoral students trickle in, grumble at the early hour, and sit at black conference tables pushed together to form a horseshoe. The space, about the size of a classroom, is unadorned. Latecomers sit down in chairs lined up along the back wall.

His multinational team is presenting recent progress in molecular science, which encompasses biochemistry, molecular chemistry, pharmacy and medicine. Duderstadt, soft-spoken and attentive, offers some pointers at the meeting's end.

The American physicist joined the Max Planck Institute (MPI) last year. And he's not the only employee from abroad. More and more scientific researchers around the world are heading to Germany, drawn by the funding opportunities for their research as well as the broader social benefits available in its modern welfare state.

They do so even though they are often confronted with Germany's notorious bureaucracy. According to the German Academic Exchange Service (DAAD), there were 34,898 visiting scientific researchers from abroad and 17,427 foreign employees at German research institutes in 2016.

With significant political shifts in the United States and Great Britain, interest could continue to rise. "We get an increasing number of calls and inquiries about the longer-term trajectory" from American and US-based researchers, says Gerrit Roessler, program director of the German Academic International Network in New York. "People are

MORE AND MORE SCIENTISTS ARE HEADING TO GERMANY, DESPITE THE COUNTRY'S REPUTATION FOR A LOT OF BUREAUCRACY

more willing to at least consider a move abroad. It's a noticeable difference."

The Max Planck Society for the Advancement of Science, an independent non-governmental association of 83 research institutes to which the Martinsried institute belongs, tallies 20 percent more American PhD and postdoctoral researchers today than in 2012. The number of British researchers has increased 30 percent within that same period. Overall, more than half of MPI's researchers today are foreign, according to spokeswoman Christina Beck. Though a third hail from nearby European Union countries, an additional 10 percent come from China and another 7 percent from the US.

Duderstadt and his team reflect that diversity, coming to Germany from the US, the Netherlands, India, and Croatia. Despite its suburban feel, Martinsried is an international place. Forty-five nations are represented amongst the biochemistry institute's 480 employees. The official working language is English. Throughout the building's quiet hallways and underground tunnels, snippets of conversations in other tongues can sometimes be heard.

Back in his office after the meeting, Duderstadt talks animatedly about his research. He hopes it will lead to better treatments for illnesses such as cancer, Huntington's disease, and fragile X syndrome, a genetic illness marked by developmental delays. He doesn't have time for much other than research. His



Duderstadt and a team member examine laser technology they use in research

office's walls are still bare a year after moving in. While he was familiar with the name Max Planck long before accepting the MPI offer, Duderstadt admits he didn't appreciate the breadth of the institute's reach, both within Germany and beyond its borders, until much later.

Built on the edge of a Munich suburb in the early 1970s, the Max Planck Institute for Biochemistry became the core of a burgeoning biotech cluster over time. The cluster now includes faculties of Ludwig Maximilians University of Munich, the Großhadern hospital campus, another Max Planck Institute (for neurobiology) and biotech companies such as MorphoSys AG and MediGene AG. "It's definitely a good environment to be in," Duderstadt says of the mix.

Max Planck Institutes are part of Germany's unique yet obfuscating research structure, says Carsten Reinhardt, a science historian at the University of Bielefeld. US universities strive to combine teaching and research. In Germany, it's quite different. Universities have laboratories and conduct research, but independent institutes such as MPI exert additional influence over the nation's research climate. These institutes focus exclusively on research.

Reinhardt explains the differences: there's a division of labor among Germany's four top research institutes. MPI, for one, focuses on pure research in the interest of the general public.

The oldest of the four main institutes, MPI's roots lie in the Kaiser Wilhelm Society, a scientific institution founded in 1911 that performed research for the Nazi regime and was dissolved after World War II. The Max Planck Society, the umbrella group of all Max Planck Institutes, took over most of the society's functions and was formally founded in 1948. Its goal is to support fundamental research in the natural sciences, life sciences, and social sciences, as well as the arts and humanities.

Duderstadt explains that his slides were for a presentation he gave in Brussels the day before. His team is applying for a European Research Council grant that could bring an additional 1.5 million euros, or about 1.7 million dollars.

The promise of steady funding drew Duderstadt to MPI. His initial contract as a group leader guarantees five years of funding with the option of extending twice for another two years. "It's a really unique concept," he says.

His contract with MPI takes him out of the rat race for backing. "In the US, the first thing I would have to think about was how to get a grant to secure funding," he says. "I would have spent more time competing for funding."



Team members examine results of their latest experiment in the Martinsried lab

**"SCIENCE
DEMANDS A LOT
FROM YOU, NO
MATTER WHERE
YOU ARE," SAYS
DUDERSTADT**

In Martinsried, Duderstadt can focus on his research and pursue longer-term, more ambitious goals. "You don't have to rush to do the easy thing," he says.

Martinsried isn't Duderstadt's first stop in Europe. He attended the Urban School of San Francisco, an innovative high school in Haight-Ashbury, a district of San Francisco known for being the origin of hippie counterculture. After obtaining an undergraduate degree in physics at Oberlin College in Ohio and a PhD in biophysics at the University of California, Berkeley, he turned down offers from the National Institutes of Health, Johns Hopkins University, and the Scripps Research Institute. He instead opted for four years as a postdoctoral fellow at the University of Groningen. "Science is really unique in that it doesn't see borders," he says simply.

At first, Duderstadt was drawn to Europe more for its social benefits than for its research. "The salaries are a bit lower, but there are other benefits," he says, such as lower healthcare costs and better childcare.

Duderstadt moved to Germany with his wife and two toddlers. The promise of a better work-life balance, however, is still somewhat elusive. "Science demands a lot from you, no matter where you are," he says. He likes the lifestyle nonetheless. The California native had trouble adjusting to the more formal style of interactions in German academia. But he finds the culture's directness refreshing. "You know right away where your research stands," he says.

RESEARCHING THE INSTITUTES

Gross domestic expenditure on research and development at Germany's 400 higher-education institutions totaled 15 billion euros in 2016. That sum may be deceiving since the country's research institutes invest even more.

Independent of the university system, these institutes have global research clout from biogeochemistry to the universe's origins, and the budgets to back it up.

The top four research organizations have a budget of 7.6 billion euros and employ 82,000 people, according to internal data.

Here's a lowdown on the division of labor among the top four.

MAX PLANCK SOCIETY

The research institutes of the Max Planck Society handle pure research in the interest of the general public in natural sciences, life sciences, social sciences, and the humanities. The Max Planck Society has won 18 Nobel Prizes since its beginnings.

What's more, some institutes perform services for university research, providing equipment and facilities to researchers, such as telescopes, large-scale equipment, specialized libraries, and documentary resources.

Annual budget: 1.8 billion euros • **Staff:** 22,200 • **Institutes:** 83 research institutes (five institutes and one branch abroad) • **Headquarters:** Munich • **Selected Institutes:** Institute for Extraterrestrial Physics in Garching, Institute of Biochemistry in Martinsried, Institute for Empirical Aesthetics in Frankfurt am Main, Institute for Human and Cognitive Brain Sciences in Leipzig

FRAUNHOFER SOCIETY

The Fraunhofer Society's specialty is applied research. It provides research services to customers in industry and in the public sector. For one, it was deeply involved in development of MP3, the audio coding standard that revolutionized the music industry. Its institutes have also made signifi-

cant inroads in laser technology in recent years.

Annual budget: 2.1 billion euros • **Staff:** 24,500 • **Institutes:** 69 institutes and research facilities • **Headquarters:** Munich • **Selected Institutes:** Institute for Environmental, Safety and Energy Technology in Oberhausen, Institute for Cell Therapy and Immunology in Leipzig, Institute for High-Speed Dynamics in Freiburg

HELMHOLTZ ASSOCIATION

The Helmholtz Association of German Research Centers was formed in 1995 as a federal body to fund costly, large-scale research aimed at challenges facing society, science, and industry.

Annual budget: 4.45 billion euros • **Staff:** 38,200 • **Institutes:** 18 scientific-technical and biological-medical research centers • **Headquarters:** Berlin • **Selected Institutes:** Institute Freiberg for Resource Technology, DKFZ German Cancer Research Center in Heidelberg

LEIBNIZ ASSOCIATION

The Leibniz Association, founded in 1990 as a conglomerate of research institutions in the wake of German reunification, is jointly funded by federal and state governments and performs basic, broad research.

Research activities cover virtually all fields of academic research, ranging from humanities and social sciences, to economics, spatial and life sciences. It also covers mathematics, natural sciences, engineering, and the environment.

Annual budget: 1.7 billion euros • **Staff:** 18,000 • **Institutes:** 88 independent institutes conducting research or providing scientific infrastructure • **Headquarters:** Berlin • **Selected Institutes:** Potsdam Institute for Climate Impact Research, Leibniz Institute of Freshwater Ecology and Inland Fisheries in Berlin, Leibniz Institute for Plasma Science and Technology in Greifswald, Georg Eckert Institute for International Textbook Research in Braunschweig, German Institute for Human Nutrition in Nuthetal



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LEARN GERMAN

Mark Twain quipped that eternity was made “to give some of us a chance to learn German.” Fortunately, most people won’t need that long to learn the language. And many jobs don’t require fluent German. That said, even when a position requires only English or when a company’s official language is English, German is still important. Maria Angelica da Costa, an engineering project manager from São Paulo, Brazil, who lives in Hamburg, does most of her work in English. But the five interviews that led to her current job were held in German.

TAILOR YOUR CV

Adriana Stein, a freelance marketing writer from Joseph, Oregon, has taught courses on how to

compile a German résumé. She says CV styles differ substantially in layout and content. Germans typically include detailed personal information, including age and marital status. And they attach a professional photo. Cover letters also are more

tailored in Germany than in other countries. Because foreign degrees and vocational experience may not translate easily into analogous German experience, Yves van Boxtel, an IT professional in Hamburg, thinks it’s helpful to “see if there is anything you

GETTING THE JOB

With an unemployment rate below the 4-percent mark, Germany holds its appeal for young job seekers from all over the world. Five steps to getting a job in Europe’s largest economy

BY MACRUI DOSTOURIAN



Illustration: Anne Vagt

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can classify as an *Ausbildung* (apprenticeship) in your CV." Depending on the profession, employers may ask for translated certificates or other proof of qualifications. The federal government's information portal offers information in several languages on how to obtain official recognition of professional qualifications gained abroad: www.anerkennung-in-deutschland.de

BE DIRECT

According to Berlin-based Trendence Institut's 2017 Graduate Barometer, a poll of business, IT, and engineering students, German students tend to start their job searches on company websites, whereas international students turn to career portals first. Don't be shy: contact companies you would like to work for directly, just as locals do. Whether through networking, job fairs, or internships, you're more likely to get a response than in other cultures. Da Costa, for one, got a job in project management at the Hamburg office of Scalian Groupe by creating a list of companies that hired engineers with her expertise and contacting them.

DON'T AIM TOO HIGH

You don't have to accept a job at any offered salary. But compensation demands should be commensurate with the job and the working hours. According to Trendence, internationals want to spend less time at work than Germans, but their salary demands aren't always lower. Some foreign job seekers may not be aware of social-security contributions and income taxes. Daan Brusse Van der Veen, a freelance designer from Enschede, the Netherlands, says she "made a big mistake" by assuming there would be no difference. "I earned more but had less after taxes," she says. Salaries in Germany are generally lower than in the United States, but higher than in Britain, according to data from these countries. Mechanical and electrical engineers at the start of their careers make about 48,000 euros per year in Germany, 59,100 euros in the US, and 31,900 euros in Britain. Average salaries across all jobs and professions follow a similar pattern.

BE PATIENT

Brusse Van der Veen cautions that the application process can be slower than elsewhere. "It is quite

normal to have three or four meetings with several interviewers at a company before a job offer is extended," she says. Indeed, German bureaucracy can sometimes slow the job search substantially, adds Stein. The good news: if you've studied in Germany, time is on your side. Completing a course of study in the country allows a job seeker from outside the European Union to extend his or her residency permit by up to 18 months after graduation. "That's an eternity compared to the US and elsewhere," says Junayd Mahmood, a New Yorker who got an MBA (Master of Business Administration) from Berlin's European School of Management and Technology in 2013 and now is head of marketing for Solaris Bank AG in the German capital. ●



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CULTURE SHOCK!

Moving to any foreign country can be disorienting. The British author of *How to Be German in 50 Easy Steps* reflects on his first days in what could be the quirkiest culture of all

BY ADAM FLETCHER

DAY 1 IN GERMANY

Dear Diary, guess who moved to the Fatherland? Me! Yeah, crazy, right? I was born to live here. I can feel it in my *Seele*. That was the German word for soul, diary. You're welcome. I have secured a room in what the Germans call a *Vegay*, sharing with this guy Arno. He's from Beelafeld, I think. A place he said Germans know doesn't exist. He's, hmm, kind of particular. He does something very, very specific with bolts and pistons. It seems like everyone here has a doctor title. Even their qualifications have qualifications. Told him about my BA in marketing; he chuckled.

DAY 2

I moved in. The room was so bare it didn't even have lightbulb fittings. Arno said it's very normal that the person before you takes the lightbulb fittings. That when people here move they take absolutely everything they own, even their kitchen. Germans are like turtles, I guess. He wrote a long word down for me and told me to go to a *Baumarkt*.

DAY 3

Glühbirnenfassung. I awoke full of endeavor. *Baumarkt* I would find. Food shopping I would do. Foiled I was. Sunday . . . nothing open. Anywhere. It's like they lock up the country on Sundays. Went home. Asked Arno. It's the law, he said. Didn't have any food. Borrowed some of Arno's yoghurt. Didn't ask. I'm sure it's fine. In the evening Arno's friends came over to watch *Tatort*. It's a detective show on television. We watched it together in the kitchen. Everything important here happens in the kitchen.



HAUSSCHUHE

The first thing offered to you when you enter any German home. Why Germans are so in love with their house shoes remains a mystery. If you ask them, their answer will be so incredibly unromantic, sensible, and boring that you will be unable to commit it to memory

I think because it's the most practical room in the house. I asked if *Tatort* was good and Arno froze, like he'd been paused. Eventually he said "It's *Tatort* . . ." as if this made it clearer. It didn't. I talked during the show. Was sent out to my bedroom. It was dark.

DAY 4

Went to *Baumarkt* again to find that long word. I can see why Arno likes it there. It's full of incredibly specific things. I tried to find a staff member. There were none. I guess Germans know what they are doing. Why do they always seem to know what they are doing? Why don't I? Hmm . . .

DAY 5

Arno noticed the yoghurt was missing. Left a passive-aggressive note taped to fridge door. Apparently it wasn't just yoghurt, it was *Quark*. Which is yoghurt but German and so automatically 8,000 percent more serious.

DAY 6

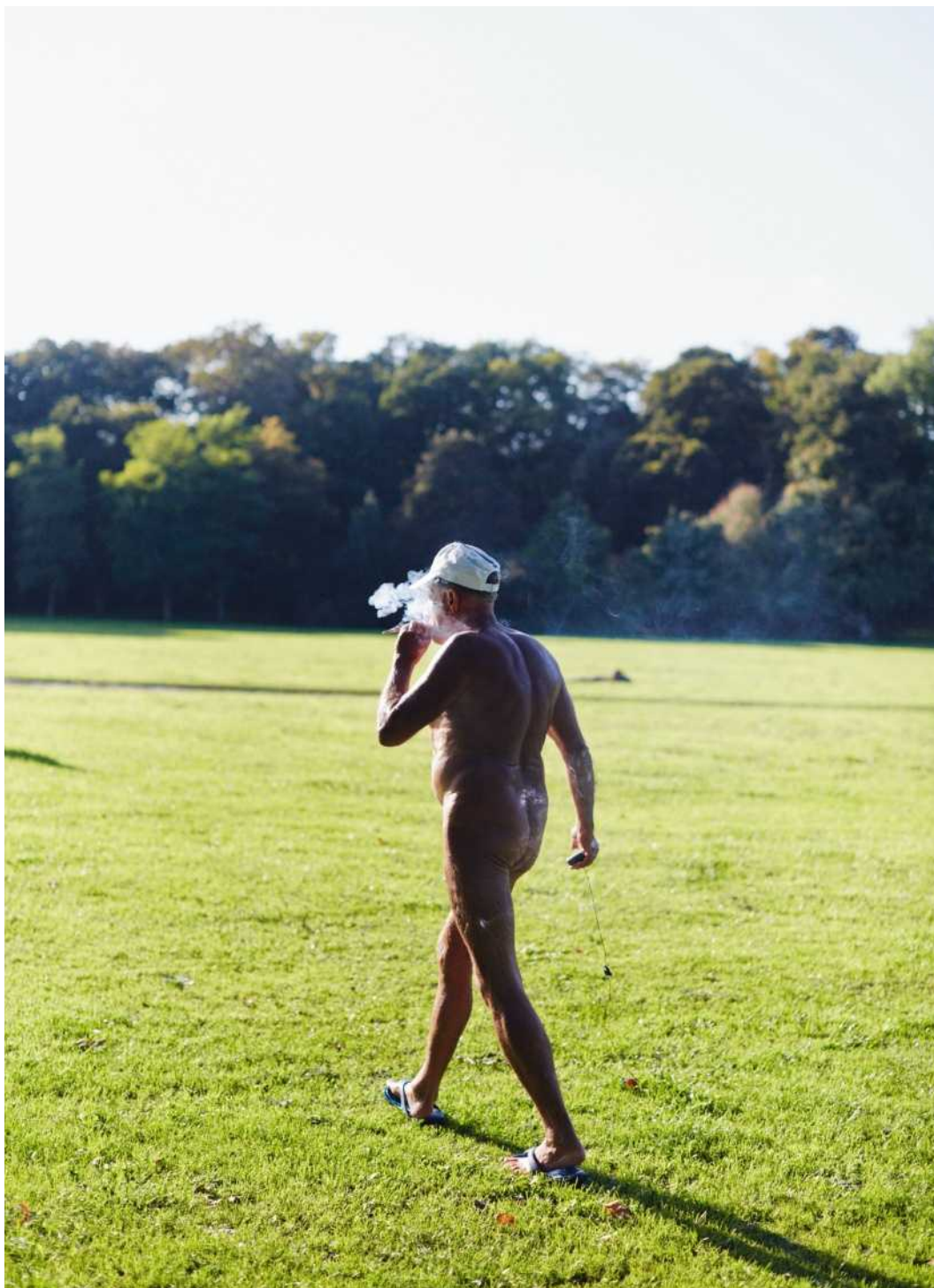
Came home to find Arno waiting for me in the kitchen, sitting in the dark because of *Umwelt*. It was an intervention. Apparently, the night before, I'd accidentally put paper in the plastic bin!?! Arno held a 45-minute seminar on the German approach to recycling. Less of an approach, more of a pathology, I'd say. I've started drinking now, most nights, in bars. Beer here is wonderful, and so cheap that they even have something called the Apple Juice Law, which requires one other drink to be cheaper than beer in any bar.

DAY 7

I've been here a week already, diary?! *Wunderbar!* That's another German word, you're welcome. I've been thinking about it and

FKK

Prudish foreigner, relax. Put your inhibitions into storage, and embrace Germany's no-nonsense approach to nudity and sex. *Freikörperkultur* (free body culture) they call it, and it's particularly popular in the east, where you can happily swap your bathing suit for your birthday suit



I've decided Germans are nice, but that niceness is beneath an outer crust of measured indifference. Maybe it's a language thing. Today a man shouted: "*Halt!*" at me when I crossed the road on a red *Ampelmännchen*. I wanted to give him a piece of my mind, but I only had English parts that he didn't understand. Then the woman in *Lidl* scanned my stuff really, really fast. I wanted to ask her to slow down but the only word I had was *halt*. It worked. Too well. Everyone turned and looked. Awkward. I guess I need to go to German class.

DAY 15

Well, I survived a week of German class, diary. I think. Just. Ugh. Yuck. It's like the German language lives only to mock me. To make me feel inferior. I now know why small talk isn't a big part of this culture; before you make jokes, you have to make grammar. It's just not worth it . . . If I ever hear the words *Akkusativ* or *Dativ* again, I'm going to punch someone in *der das den dem Kopf*. I missed class today for the first time. But I have *kein Angst*, diary, I'll totally be back there tomorrow.

DAY 30

I'm sorry to say that I didn't end up going back to class, diary. I missed a few with that really bad headache . . . more of a migraine, really . . . probably an untreated brain tumor affecting my foreign-language-learning nerve center. But it's cool, I'm totally going to study at home. If I just do one hour a day, every day, I'll be fluent in six months! Other than that, life is great!! I have a girlfriend!!!! We met in a bar (so Arno was good for something after all). She just started talking to me. Women are forward here. It's awesome. Her name is Sara.

She's from Chemist or Chemnitz. She doesn't wear makeup, and she fixes her own bike. She knows all about philosophy and Neatche and stuff. She can open a beer bottle with anything. We went to a lake today. We swam naked. She called it FKK. It was wonderful. I think I'm in love. She said she likes how I'm fun and uncomplicated and not full of existential *Angst*, like German men. I said that sounds a lot like hard work. She said I'm like a puppy. I barked. She laughed.

DAY 31

Sara came back to my place, she said it *fehlt etwas*. We went to *Baumarkt* together to buy that long word. She installed it and now I have light!

DAY 35

And furniture!!!! Sara built it. I am in love (not with Arno). Then we made a *Kartoffelsalat* together, although I think we forgot the salad part since it seemed to be 99 percent *Kartoffel* and the rest mayonnaise. It was delicious.

DAY 50

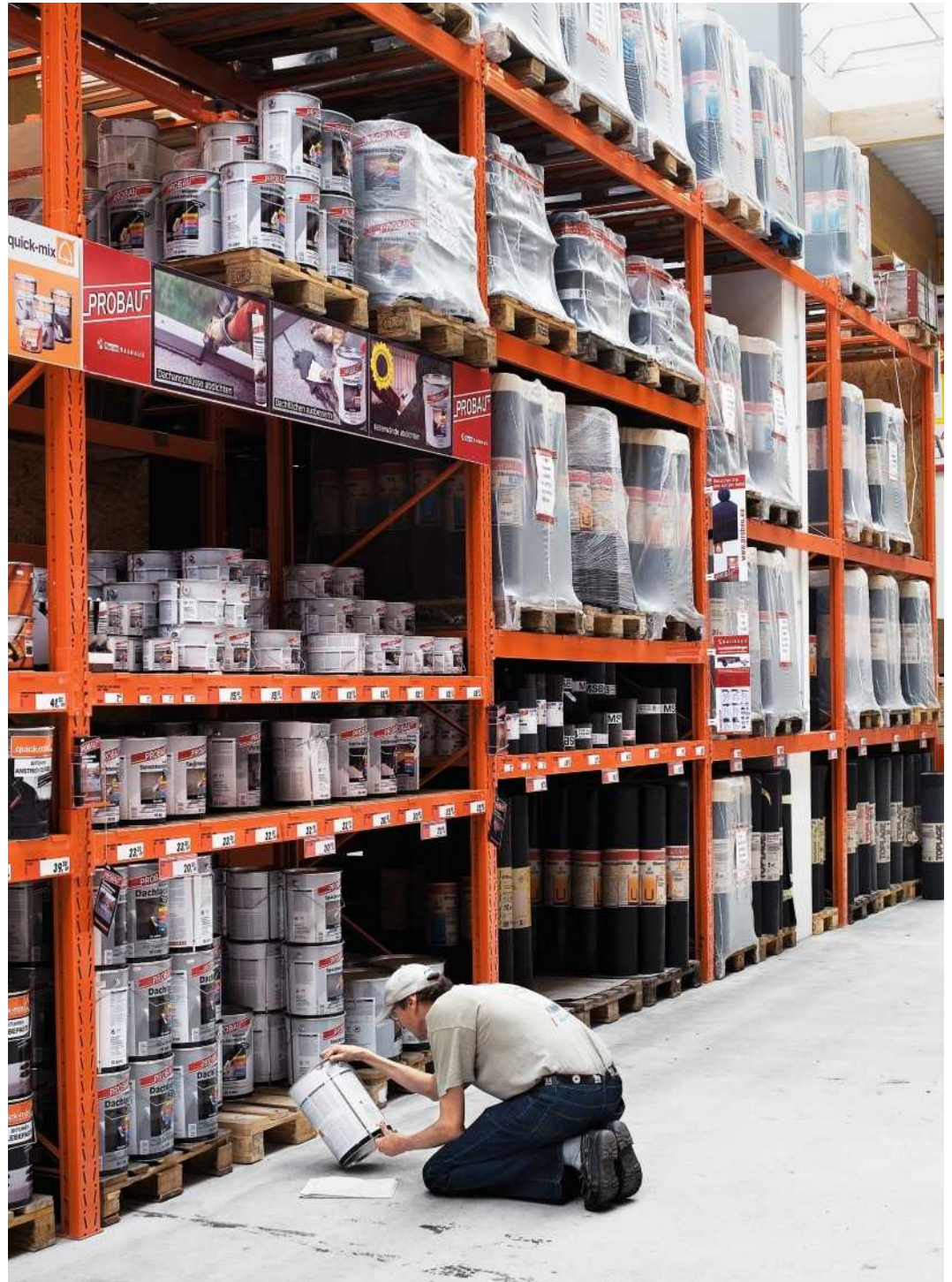
Today was my birthday. I invited everyone I know. All seven of them came. In Germany, you're supposed to bring the cake! Didn't bring the cake. No cake. In the end, someone put a candle in a *Brötchen*. It was cute. Then, at the end, I was supposed to pay for all the drinks!!!! Next year, I'll just not tell anyone it's my birthday. Cheaper that way. Sara laughed at the plan and said: "*Gute Idee, Geiz ist geil*." Not sure what that meant, either.

DAY 60

Lying in bed, after sex, high, I asked Sara if it had been good for her, too. She said it was "perfectly satisfactory." I think, in this country, if you might not like the

BAUMARKT

German hardware stores are scary places. Wandering in, your eyes aghast in fear, you will be presented with the German Temple of Excessive Specialization. Where you think there will be a dozen screwdrivers, you're going to find six hundred instead



answer, you should probably not ask the question. Forgot to pay the rent last month. Arno paid it for me, it turns out. Paid him back.

DAY 65

Sara and I had our first fight. I was an hour late to meet her because I'd said: "Let's meet at half five." She arrived at 4:30 p.m., the German half five, I now know. Sara asked me when I'm going to go back to German class. I said *irgendwo*. She frowned and said: "Exactly."

DAY 75

After a *Pfand* bottle accidentally found its way into the recycling bin (8 cents nearly lost!), Arno repeated the entirety of his recycling seminar, and gave me a condensed version as a handout. I told him I'm trying. He said: "Try harder." I told Sara about it. She took Arno's side, though, and said that recycling is important because of *Umwelt*.

DAY 85

Sara and I had another big fight while biking. It was about how I don't treat our relationship, or anything, seriously. She said that I'm just drifting. I said that it's probably a problem with my bike and could she fix it again? She said not everything can be a joke. I told her that in England, it can. She asked me what I'm doing with my life. I told her marketing. She told me to grow up. I barked. She didn't laugh.

DAY 87

Sara and I fought again, and she asked me what I wanted from life. I said her. She said this isn't a Hollywood movie. I told her I thought she might be my soulmate. She told me souls are an artificial construct of the religious patriarchy. I nodded. She



BIER

Beer is very obviously this country's *Nationalgetränk*. You can buy and drink it anywhere, even at McDonald's. They sometimes put whole bananas in it (madness). And it's usually so cheap that going teetotal will only serve to increase your bar bill

said she didn't think she could be in a relationship with someone who didn't even have *Haftpflichtversicherung* (liability insurance, I now know). She left. Since then she hasn't answered any of my messages. I'm going crazy. What did I do wrong? I was nice.

DAY 88

I learned a new expression: *Nett ist der kleine Bruder von Scheisse* (nice is the little brother of shit). Explains a lot. I feel like in England we're into intentions. You can get away with anything as long as you meant well. Here, it's not so much about why but what and how. I guess that makes sense?! Makes people accountable for their actions?! Hmm. Also explains why the road to hell is paved with good intentions, not with Germans. Left the window open, it rained into the kitchen. Arno was mad.

DAY 89

Came home to another note from Arno. He told me that we "want different things." I think by that he means we both want each other to no longer be here. Only he was here first. I have to find somewhere new to live. Ate some of his *Quark* when he wasn't looking. Revenge: A dish best served cold (and pasteurized).

DAY 91

I found a new place, furnished, extraordinarily expensive. No roommates = heaven. No lightbulb fittings = predictable. No Sara = hell. Still no word from her. I drink most nights now. Last night, I biked home drunk from a bar and accidentally scratched a new black BMW. *Scheisse*.

DAY 92

Took out that liability insurance and four other kinds of insurance as well. *Sicher ist sicher*.

DAY 94

Moved into new place. Went to *Baumarkt* for *Glühbirnenfassung*. In and out in five minutes. Sara would have been proud. Still no word from her. Is no news still good news? Signed up for German class. *Es war genug. Es ist Zeit. Wir schaffen das, Angie*.

DAY 97

In the *Hof*, someone had put *Biomüll* in the paper bin. Ugh. *Umwelt*. Moved it. Everything needs to be in its place.

DAY 99

Ninety-nine days already, diary? *Unglaublich*. See how I said unbelievable in German there? You can have that one *total kostenlos, Bitte schön*. There were lots of loud American types in the *Kneipe* tonight. Annoying. I'm getting really tired of all those expats coming in and gentrifying my *Kiez* (neighbourhood). They don't even like try to fit in or learn German or anything. I mean, I'm not like fluent or anything, but I can speak *genug*. Just the other day someone confused me for a German while my back was turned to him and I hadn't said anything and I was wearing a hat.

DAY 100

I saw Sara in the park today. With Arno. They were holding hands. *Scheisse*. ●

Adam Fletcher is a bald, 34-year-old Englishman in Berlin. He has written 4 books about Germany. Read his first one; he says everyone likes it the most

HIGHER EDUCATION AND RESEARCH MADE IN GERMANY

Change by exchange...

... is the motto of the DAAD. The German Academic Exchange Service (DAAD) is the world's largest provider of scholarships to students and researchers in the world.

At the beginning of the 1920s a small group of students had the idea to initiate an international, grant-funded student exchange. Gradually, this concept developed into an organisation which operates and is funded worldwide for academic exchange with branch offices all over the world. So far the DAAD has awarded more than two million scholarships to outstanding students and researchers in Germany and abroad, providing them with the opportunity to study or conduct research in a foreign country.

Young foreign students value that Germany is an attractive and, by comparison, affordable place to study, research and live. German universities and universities of applied sciences offer more than 1000 master programmes in English, with a degree from German schools being recognized worldwide.

Receiving a DAAD scholarship is solely based on the knowledge and excellence of the applicants, regardless of their discipline, background or gender.

The DAAD is convinced that vibrant exchange in academia between different countries is essential for meeting the challenges of the future and to encourage constructive dialogue between nations and cultures.



Yomna El-Wakil (23) from Egypt

Master studies in sustainable energy supply, RWTH Aachen

»I wanted to study environmental engineering and later sustainable energy supply but this wasn't taught at universities in Egypt at the time. Having been exposed to German culture at a very early age, starting at Kindergarten, I felt quite comfortable to move here. The high quality of education and the low tuition fees were very important factors too. I am also aware that my chances will be better after having studied in Germany, especially in the field of engineering. Nevertheless, leaving my home and my country right after finishing school needed some time getting used to. But I adapted quickly and now I am very happy to have taken this step. I not only benefited on an intellectual level but also on a personal one.«



Angel Zarate (31) from Mexico

Master Studies of Management in Non-Profit Organisations, Hochschule Osnabrück

»I just completed my master thesis with the theme »development of a national non-governmental organisation into an international NGO. When a friend and I started our first NGO in Mexico, we were very amateurish and wanted to learn more. Studying at the university of Osnabrück as a scholar within the Helmut-Schmidt-Programme of the DAAD, the intensive exchange with the lecturers, the generous support – all this is a milestone for me and our »Sinergia Filantropica de Mexico« which looks after deprived children. The SFM now has its own school in Mexico and in Germany it has a support group.«



Dr. Xiaoping Du (39) from Beijing, P. R. China
CSC-DAAD Sino-German Postdoc research,
German Aerospace Center (DLR), Oberpfaffenhofen

»Both the scenery and the research environment here are truly amazing. DLR ist one of the leading research institutes in space technology. To work here provides me with the opportunity to expand my professional skills and also to understand planet earth better. This benefits my future career and I am very happy here. I meet a lot of leading scientists in Oberpfaffenhofen and was also able to attend important scientific meetings. To become immersed in German culture is another bonus. Occasionally my family visits. Then, at weekends, we go to museums and parks in Munich or go hiking in the Alps. Furthermore, it is exciting to be able to visit other European Union countries so easily. This is simply wonderful!«

Luciana Tamas (24) from Romania

Diploma in Visual Arts, University of Arts (Hochschule für Bildende Künste Braunschweig)

»In my hometown I went to a German school for 12 years. Coming here felt like the natural next step.

To be in another country – especially in Germany which has so much to offer – and to study in a multicultural environment meant that you not only learn about one country. You encounter a whole world. One of the things I have learnt here is that there are no limits. Limits, I think, are only for people who don't try to see things in a wider perspective. Germany is a country of big horizons. You are free to think. You are free to create. Quite simply, you are free to dare. The title of my diploma project in Arts was »Strategie und Zufall« – it is about transfer and destruction.«



Silvia Rojas Castro (26) from Bogotá, Colombia

*Master Studies in Public Economics, Law and Politics (PELP),
Leuphana University of Lüneburg*

»Mostly through my online research I learnt about the opportunities the DAAD offers its students. In 2015 – after my law degree at the National University in Bogotá and within the framework of the Helmut-Schmidt-Programme – I started my multidisciplinary studies at the University of Leuphana. My subject is social and economic rights for women in post-conflict societies, for example in Colombia. I am enjoying my time in Germany very much. It was a new experience for me to feel so safe. And to be awarded the DAAD prize too is hard to top.«



Professor Margret Wintermantel
President of the DAAD

Two questions to the DAAD president on education »Made in Germany«.

Last year, more than half a million students and researchers from abroad spent time in Germany. What makes Germany so attractive?

German universities have understood for a long time that education and research knows no borders and they have transformed themselves accordingly into international institutions in recent years. Education »Made in Germany« stands for high quality and enjoys an excellent reputation around the world. At the same time, Germany has created a strong welcoming culture, so that international researchers and students are quickly integrated into society.

Compared globally, tuition fees are very favourable and living costs are particularly low. How does Germany benefit from foreign students and researchers?

Germany has learned over the course of its history how important it is to foster trusting cooperation with other countries. Today we are part of a global network in which money alone is not enough to maintain strong ties with the rest of the world. This is particularly true in the area of research and education.

Top international researchers are an essential part of the German university landscape and an enrichment to our society. Germany can only remain globally competitive through them. Because innovation is best achieved by working together, learning and researching.

BUCKET LIST

Stephan Porombka is a professor of literary theory at the Berlin University of the Arts and a ZEIT columnist. His 28 peculiar ways to survive a semester in Germany, from inventing your own vocabulary to reciting the citizenship test at parties

BY STEPHAN POROMBKA

1.

Attend a lecture about your home country. Ask a lot of questions. Then answer them.

2.

Memorize the final paragraph of Georg Wilhelm Hegel's *The Phenomenology of Spirit*. If you're called on in class and don't know the answer, you can just quote Hegel.

3.

Sign up for the weekly cleaning schedule of your *Wohn-gemeinschaft* (shared flat) with the comment: "Okay, this is really German, but I'll do it anyway."

4.

Never forget to bring along your own personal water bottle to class. Place it smack in front of you on your desk, like all your German peers do.

5.

Practice early and often the odd German habit of knocking on your desk at the end of every lecture. If you do it right, your knuckles should really hurt, or even bleed.

6.

Visit the university cafeteria with your colleagues on campus only in extremely large packs of ten or more. Be sure that you all walk as slowly as gnus in a veld.



7.

EACH MONTH, MAIL A POSTCARD HOME WITH THE PHRASE "ES GEHT MIR GUT, BITTE SCHICKT GELD." AT SOME POINT, YOUR PARENTS WILL GET THE IDEA AND SEND MONEY WITHOUT ASKING QUESTIONS.



8.
WHILE WAITING AT THE REGISTRAR'S OFFICE, READ KAFKA'S THE TRIAL. WHEN IT'S FINALLY YOUR TURN, SHOW THE BOOK TO THE STAFF MEMBER WHO HELPS YOU. NOD RESPECTFULLY AND SAY: "HE WAS TRULY A REALIST."

9.
 Jot down a new German word or phrase every day of your stay. Pick the most bizarre or incomprehensible ones you hear.

10.
 Invent your own German words. Use them during class.

11.
 Invent absurd titles for German master's-degree programs.

12.
 Learn enough German to get the Goethe Institut's widely regarded Goethe certificate. Then tell your classmates that you also possess a Kafka certificate, a Merkel certificate, and a Heidi Klum certificate.

13.
 Print out the German citizenship test. Use it as a drinking game at parties. One shot for every wrong answer. Let partygoers know: four wrong answers and you're expatriated.

14.
 Add your own final question to the citizenship test. For instance, ask other partygoers, "Who can recite by heart the final paragraph of Hegel's *Phenomenology*?" Impress everyone in the room by reciting it in perfectly accented German. Then everyone gets a *schnaps*.

15.
 Keep track of all dreams you have in which you speak German.

16.
 Start a list: what would you change if you were president of your university?

17.
 Take a photo of yourself every time you learn something new. Write a caption along the lines of, "Here, I just learned to . . ." In truly German fashion, create a labeled folder to organize these photos and always file them immediately.

18.
 If you want to learn German curse words, stroll along bicycle paths, or stand still in the middle of one while texting.

19.
 Make an appointment with the president of your university. Then use the time to just shoot the breeze.

20.
 Imagine that you are an ethnologist who is exploring an old community of intellectuals in a strange land. Ask about everything. Be surprised by nothing. Take lots of notes.

21.
 Watch *Tatort*, the German cult TV series, with German friends every Sunday. Try to understand why they don't fall asleep.

22.
 If you don't know exactly where a verb belongs in a sentence, disguise your voice to sound like Yoda from *Star Wars*.

23.
 Follow the old adage of walking in someone else's shoes. Wear knee-high white socks and sandals for two weeks, on campus and around town. You'll learn a lot about the national culture.

24.
 If you still don't get the German culture, stand naked on a nudist beach.

25.
 Tell people you meet that the lyrics to the German national anthem were written by Hans Albers. Note their responses.

26.
 Mentally cast professors, fellow students, and other people whom you meet as characters from the Grimm Brothers fairy tales.

27.
 Buy DIE ZEIT, the German weekly newspaper with a strong following among students and professors. Read it word for word. That could take all year.



28.
ALWAYS CARRY AROUND A JAR OF SAUERKRAUT AS A GIFT FOR PEOPLE WHO LIKE TO VOICE STEREOTYPES ABOUT YOUR NATIONAL CULTURE.

MASTHEAD

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WHAT A WORD!

Genau is a mess of a word, with no less than 35 definitions.
ZEIT's culture critic wrote an essay in German trying to explain its significance.
We tried to do it justice in English, but a lot gets lost in translation

BY ELISABETH VON THADDEN

Genau! One of the German language's most-used words is also quite possibly its trickiest. It's difficult to translate, yes. And it's almost impossible to understand. If you like baseball, think of it as a perfectly thrown curve ball – you can never be certain about the underlying twist.

This five-letter word can mean: Precise. Exact or exactly. Indeed. True or truly. Detailed. Meticulous. Properly. Quite so. Faithful. Pedantic. Just, accurate, specific, diligent, or strict. "That's right!" is another possible translation – depending on the context, of course. This short and inconspicuous word hovers over the German culture in so many ways. Somewhere between affirmation and comprehension, precision and diligence, correctness and accuracy, you will hear it time and time again. Germans are, to put it simply, *genau*.

Genau is a ruthless word indeed. Its broad range of definitions – one language dictionary offers exactly 35 meanings in English – results in an unparalleled disregard for guests, immigrants, and foreigners. *Genau* leaves them in the dark about its precise meaning every time they hear it. And that is often.

To the untrained ear, it really could mean almost anything: Solicitous. Relentless. Conscientious. Fastidious. Parsimonious, tidy, immaculate, appropriate, or simply, "Yes." All this could be meant by *genau*, if only it were easier to understand its implication in the moment it is used.

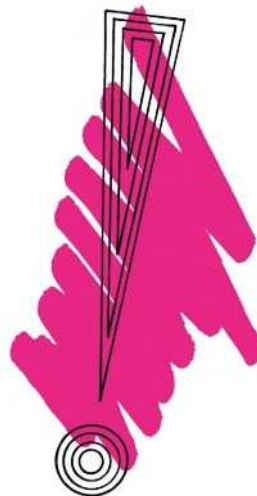
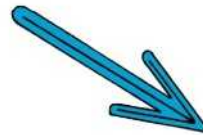
Much depends on the context in which it's used. The tone, the moment, the situation you are in at the very moment it is uttered.

And even if it expresses consent, accordance, and approval, *genau* isn't always suitable if something is certainly the case. If someone asks if you'd like a cup of tea, for instance, you can't answer: "*Genau!*" And if you do, that word starts hovering again, indistinctly, and seems to snicker, knowing that all those non-native German speakers can only cope with it when divinely ordained. Perhaps, never.



THIS IS THE BASIC ENGLISH TRANSLATION

THIS IS THE POETIC GERMAN EXPLANATION



Dort genau schwebt es! Irgendwo zwischen der Bestätigung und dem Verstandensein, zwischen Präzision und Sorgfalt, Korrektheit und Gründlichkeit schwebt im Deutschen mit all seinen Bedeutungen das feine, kleine genau. Es schwebt indes so, wie es will. Die Rücksichtslosigkeit des genau ist fast ohne Vergleich. Es schert sich nicht um die schwitzenden Simultan-Dolmetscher in den gläsernen Tagungskabinen, die gern zum Ausdruck brächten, was es nun genau meint: ob *detailed, truly, properly, quite so, faithful, pedantic, indeed, just, accurate, precise, that's right* oder *strict*.

Fast kein anderes deutsches Wort erweist sich in seiner Unübersetzbarkeit als so rücksichtslos gegenüber Gästen, Zuwanderern, Fremden wie das genau, weil es ein derart unfassbares Spektrum an Bedeutungen hat, dass man kaum ahnen kann, welche von ihnen anklingen soll, wenn ein Mensch das Wort in den Mund nimmt. Es könnte ja alles sein: Sorgsam. Unerbittlich. Gewissenhaft. Penibel. Sparsam, ordentlich, tadellos, angemessen, oder schlicht ja – all dies könnte das genau sagen, wüsste man nur, wie man es sagt. Viel hängt von den Wärmegraden des genau ab, es ist ja nicht einfach kalt wie die Präzision, es kann auch warm sein wie das zugewandte und zustimmende Ja. Der Klang, der Moment, die Wärme, die Situation spielen für die Bedeutungen des genau eine Rolle, aber auch der Sprechende selbst ist wohl von Belang.

Genau heißt ja, gewiss, eben, ich stimme zu, das ist zutreffend, aber nicht immer passt genau, wenn man ja sagen möchte, weil etwas gewiss zutrifft. Ist eben so.

Und kaum ist eine Situation dieser Sorte verstrichen, schwebt es schon wieder, auf den Punkt genau irgendwo, und manchmal scheint es von Ferne zu grinsen, weil es weiß, auch wer von Geburt an Deutsch gelernt hat, kann es mit dem kleinen feinen genau nur aufnehmen, wenn die Götter ihm wohl wollen. Genau genommen also fast nie.



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