

Commission project work. Without the compliance risk.

Factofly is an employment platform trusted by over 400 companies. Since 2018, we've been handling the employment behind project-based work in Denmark: contracts, payroll, social insurance. **Now we're in Germany.**

59%*

of freelancers cite false self-employment as their top structural disadvantage

79%*

of companies want clear regulations on false self-employment

€100*

average hourly rate of freelancers in Germany

9%

Factofly fee on the gross project amount

**Source: freelancemap Freelancer Study 2025*

The problem

Engaging freelancers directly in Germany carries false self-employment risk (Scheinselbständigkeit); with back payments up to four years, fines, and criminal liability. The result: growing hesitation among companies to engage external specialists at all.

The solution

The specialist is employed by Factofly for the project duration — with a contract, salary, and social insurance. The company engages Factofly as a service provider for the project.

One invoice, no status review, no worker leasing issues.

How it works



What changes for you

Effort:

You define the scope and accept the offer. Factofly handles everything else.

Cost:

9% service fee on top of the project amount. Employer contributions are deducted by us from the specialist's salary as required by German law — the same as any employment relationship.

Timeline:

Specialist onboarded in under 5 minutes. Digital contract via qualified electronic signature.

Risk:

None. The specialist is employed by Factofly, not by you. Scope changes are documented through Factofly before taking effect. Contract terms and notice periods are managed by us.

Why this works legally

Factofly enters into fixed-term employment contracts under §14 TzBfG, justified by the project scope. Factofly is a service provider for the project result. No worker leasing (AÜG), no staffing agency model. The company engages Factofly as a service provider for the project — not the person. This model has been practiced in Germany for over 10 years. Factofly adds a digital platform with automated onboarding, electronic signatures, and compliance controls.

We're an approved vendor with 400+ companies — including



Want to see how Factofly can work for your team? Contact us!