

Explanatory notes

The German Act on Fixed-Term Contracts in Academia (Wissenschaftszeitvertragsgesetz - WissZeitVG) came into force on 18 April 2007, replacing the rules and regulations in §§ 57a *et seqq.* of the German Framework Act for Higher Education (*Hochschulrahmengesetz - HRG*) previously applicable to fixed-term positions for research associates and assistants.

According to the Act, such **fixed-term** employment contracts are possible in principle **for six years only before a doctorate is obtained** (see § 2 (1) sentence 1 *WissZeitVG*) **and for another six years** (or up to nine years in the medical field) **after a doctorate has been obtained** (see § 2 (1) sentence 2 *WissZeitVG*).

(1) Employment periods to be taken into account:

The following periods count towards the terms under § 2 (3) *WissZeitVG*:

- **fixed-term** employment contracts comprising **more than 25% of a fulltime position**, concluded with a German college (*Hochschule*) or research institution; as well as,
- equivalent temporary civil service positions and private-service employment contracts

For the consideration of fixed-term employment contracts, their legal basis is not important (e.g. for substitution or support purposes, without objective reason in accordance with § 14 (2) of the German Act on Part-time and Fixed-term Employment (*Teilzeit- und Befristungsgesetz - TzBfG*)). Fixed-term employment contracts before studies were completed (e.g. as student assistant, biology student working in a supporting role as a biological/technical assistant) **are not taken into account**.

Other periods not to be included are:

- Employment contracts in the **private sector** and the **civil service outside** of colleges (*Hochschule*) and research institutions or at **colleges and research institutions abroad**;
- Periods of employment as **student assistant**;
- **Service contracts**.

If the space provided for the list of employment contracts is not sufficient, please add another page or download this form from:

<http://www.uni-marburg.de/service/formularcenter/mitarbeiter/anlagepersonalfragebogen>.

(2) Special circumstances:

In accordance with § 2 (5) *WissZeitVG*, special circumstances may extend an employment contract included in the periods of employment under (1) and are therefore not taken into account for any six-/twelve-year term.

(3) Doctoral periods:

Periods may be included in the postdoc phase that were not 'used up' during the period before the doctorate was obtained. However, the periods during which you worked on your thesis, but did not spend working under an employment contract in accordance with § 2 (1) sentence 1 *WissZeitVG*, are counted. This is why you must include these periods on your application form.

(4) Child care:

§ 2 (1) sentence 3 of the *WissZeitVG* extends the permitted term by two years per child if you take care of one or more children under 18 years of age. A care relationship is assumed if the care-giver and child live in one household, i.e. this applies to both parents.

Sample calculation for a research associate with a doctorate, one child:

Maximum term before PhD	6 years
- Employment at university before PhD	4 years
- Work on thesis without employment*	<u>1 year</u>
= remaining term	1 year
+ Maximum term after PhD	6 years
= Total term after PhD	7 years
- Employment at university after PhD	7 years
+ of which 3-year extension for parental leave with complete exemption	3 years
+ family-policy component for one child	<u>2 years</u>
= remaining term for postdoc phase	<u>5 years</u>

total possible contract duration in acc. with the term conditions in the *WissZeitVG* 16 years

* If the period without employment before the doctorate had been completed under an employment contract as well, the possible contract duration for this research associate would be 17 years (6+6+3+2 years).

For more information, please contact your HR Department.

Fill-out help