

FURTHER INFORMATION

If you wish to receive further information, you can contact the persons in charge of the General Human Resources Administration PA I and PA II.
Forum universitatis 3 and 4
55128 Mainz

You will find more details on the website of the Ministry of Education and Research under <https://www.bmbf.de/de/karrierewege-fuer-den-wissenschaftlichen-nachwuchs-an-hochschulen-verbessern-1935.html>

You can read more about the Act on the website of the Federal Ministry of Justice under <http://www.gesetze-im-internet.de>

Guidelines to good employment practice at JGU (in German): <http://www.verwaltung.personal.uni-mainz.de/Dateien/Leitlinien%20guter%20Arbeit.pdf>

About

Office of Gender Affairs and Equal Opportunity at JGU in cooperation with the Human Resources division at JGU

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The German Academic Fixed-Term Contract Act (WissZeitVG)

Initial Information

JOHANNES GUTENBERG
UNIVERSITÄT MAINZ



INITIAL INFORMATION ON THE GERMAN ACADEMIC FIXED-TERM CONTRACT ACT

You have a fixed-term contract according to the German academic fixed-term contract act (WissZeitVG). This act determines the periods of employment for young academics both before and after completing their doctorate. This leaflet only provides the most important information. It cannot replace an individual consultation session with the Human Resources division and is not binding.

PERSONS ADDRESSED

The WissZeitVG applies to all academic and artistic staff – the exception being university teachers and staff with special tasks.

So-called non-academic staff (e.g. technical and administrative staff) are not able to work as fixed-term employees on the basis of the WissZeitVG.

LIMITATION REGULATIONS

Academic and artistic staff can work as fixed-term employees for a maximum of six years before and a maximum of six years after completing their doctorates (for medicine a maximum of nine) without further justification.

Subsequent contracts are only possible if an open-ended contract has been concluded or if an exception has been made, for example due to third-party funding or a substitute position.

Fixed-term contracts on the basis of section 2 subsection 1 of WissZeitVG are only permitted if you are employed as a way of promoting and financing your academic or artistic qualification. You therefore have to state your qualification goal.

The length of the contract must be appropriate for your intended qualification.

BONUS ARRANGEMENTS FOR THOSE WHO COMPLETE THEIR DOCTORATES QUICKLY

The maximum permissible contract period after the doctorate will be extended by the amount of time left over from the six years prior to the doctorate that you did not take advantage of.

POTENTIAL EXTENSIONS DUE TO ...

... FAMILY-RELATED ISSUES

Both periods can be extended by a maximum of two years per underage child for each parent provided the parents are their legal guardians.

Extensions are also possible if you are caring for relatives. Periods will only be compensated if you were using them to care for a relative while working.

... DISABILITY-RELATED ISSUES

If you have a disability or suffer from a severe chronic illness, you may receive a two-year extension on top of the maximum duration.

... INTERRUPTIONS

You may receive an extension if you claim parental leave, maternity protection or leave of absence as a result of one of the reasons stated in the act.

Family-related issues and a unilateral contract extension due to periods of interruption are not mutually exclusive. They can be applied accumulatively.

You are entitled to extend your contract by periods of illness once you have finished receiving continued remuneration.

The periods mentioned above that interrupt your contract will not be taken into account in your maximum fixed-term contract period.

LIMITATION ON RECEIVING THIRD-PARTY FUNDS

If a position is mainly funded by third-party funds – in this case meaning more than 50 % – then a continued limitation is possible for as long as you are able to receive these funds.

The period of the working contracts that have been entered into for a limited period as a result of third-party funds must correspond with the approved duration of the project. Third-party employment is taken into account in the qualification phase (6+6/9 years).

Follow-up employment in third-party projects is possible on top of the qualification phase.

You are not entitled to claim the extension of contracts that have been entered into with the explicit reason being third-party funds.

PREVIOUS PERIODS OF EMPLOYMENT

If a student works as an academic or an artistic assistant during their Master's degree, these periods will not count towards their qualification contract. An exception to this rule are student assistants with a Master's degree that work more than a quarter of regular working time per week.

Employment arrangements as university teachers and junior professors count towards the maximum fixed-term contract periods.