Scientific Career and Parenthood

Universität Hamburg
Content:

- Limitation according to § 2 article 1 WissZeitVG
- Limitation according to § 2 article 1 WissZeitVG calculation example
- Limitation according to § 2 article 2 WissZeitVG
- Options of extension of the contract according to § 2 article 5 WissZeitVG with calculation examples
Limitation according to § 2 article 1 WissZeitVG

The Act limits the contracts of scientific staff to 12 years. The overall 12 year-limit is the maximum fixed-term contract period, or qualification phase, comprising of:

- 6 years/72 mos before finishing PhD (= 1st qualification phase)
- 6 years/72 mos after finishing PhD (= 2nd qualification phase)
- If the fixed-term employment in the 1st qualification phase lasted less than the maximum of 6 years, the following 6 years permitted for the 2nd qualification phase may be extended by the respective number of months/years.
- an extension may be granted for the care of children under the age of 18 (max. 2 years/child)

DFG-Projects: Employment contracts are usually limited according to § 2 article 1 Wiss ZeitVG
Limitation according to § 2 article 1 WissZeitVG - calculation example

1st qualification phase:
Start of your dissertation: 01.04.2009
Employment as PhD student MPI: 01.04.2009 – 31.03.2011 (24 mos)
Employment as PhD student DESY: 01.04.2011 – 31.07.2012 (16 mos)
Max. time limit option of
- times of employment as PhD student: 72 mos
  40 mos (24+16)
  = 32 mos that can be transferred to the 2nd qualification phase

2nd qualification phase: upon receipt of diploma on: 01.08.2012
Max. time limit option of 72 mos will be extended by 32 mos -> 104 mos are remaining for a subsequent employment (72+32).

Scientific Career and Parenthood  Irina Haan  20.11.2014
Limitation according to § 2 article 2 WissZeitVG

The maximum of 12 years (under § 2 article 2 of the Act) for scientific staff can only be extended if:

- funding for the employment mainly originates from third-party-funds (e.g. BMBF-Project)
- funding is approved for a certain task and a specific time frame
- employee is mainly employed in accordance with the purpose of these funds

This exception from the 12-year rule will only be granted in special cases that will undergo diligent assessment!
Options of extension of the contract

Prerequisite: The employment is limited by § 2 article 1 WissZeitVG! (= 12-year rule)

- Maternity leave (usually 6 weeks before and 8 weeks after expected date of birth)
- Parental leave (for both, mothers and fathers)
- Cutting back your work load by min. ½ or 20%, if you have children under the age of 18
Option of extension of the contract due to maternity leave
- PhD Student -

Prerequisite: The employment is limited by § 2 article 1 WissZeitVG!
(= 12-year rule)

Employment as PhD student: 01.01.2013 – 31.12.2015 in part time (50 %)
Maternity leave: 12.05.2014 – 18.08.2014 (0 %, 14 weeks, 1 day)

Possibility for extension of the employment:
- 01.01.2016 – 08.04.2016 in part time (50 %)
- or 01.01.2016 – 16.07.2016 in part time (25 %)
Option of extension of the contract due to maternity leave
- Postdoc -

Prerequisite: The employment is limited by § 2 article 1 WissZeitVG!
(= 12-year rule)

Maternity leave: 12.05.2014 – 18.08.2014 (0 %, 14 weeks, 1 day)

Possibility for extension of the employment:
01.01.2016 – 08.04.2016 in full time
or
01.01.2016 – 16.07.2016 in part time (50 %)
Options of extension of the contract due to parental leave in part time
- PhD Student -

Prerequisite: The employment is limited by § 2 article 1 WissZeitVG!
(= 12-year rule)

Employment as PhD student: 01.01.2013 – 31.12.2015 in part time (50 %)
Parental leave in part time: 01.07.2014 – 31.12.2014 (6 mos, in part time (25%)

Possibility for extension of the employment:

01.01.2016 – 31.03.2016 in part time (50 %)
or
01.01.2016 – 30.06.2016 in part time (25 %)
Options of extension of the contract due to parental leave in part time
- Postdoc -

Prerequisite: The employment is limited by § 2 article 1 WissZeitVG!
(= 12-year rule)

Parental leave: 01.07.2014 – 31.08.2014 (0 %)
01.09.2014 – 31.12.2014 in part time (50 %)

Possibility for extension of the employment:
01.01.2016 – 30.04.2016 in full time
or 01.01.2016 – 31.08.2016 in part time (50%)
Option of extension - stipend

stipend ≠ employment

Please contact your grant donor about the institution’s (e.g. MPI) or organisation’s (e.g. Volkswagen Stiftung) specific regulations on grant extensions due to maternity leave and/or parental leave.
Thank you for your time!