

For several months, the general public has been debating the precarious working conditions in science under the hashtag **#IchBinHanna**. Fixed-term contracts as the rule, short contract terms and the resulting chain of contracts lead to strong dependency and thus to a higher potential for the abuse of power. At the same time, many qualification positions are part-time, although the work for a full-time position is either implicitly or explicitly required. The pressure that arises for you to secure your own future through frequent job changes and related applications as well as third-party funding, is associated with a great deal of time and pressure. Overall, the precarious working conditions become a heavy burden on the physical and mental health. The lack of planning security also results in a completely inadequate work-life balance. The Personnel - and Works Council representatives of the Leibniz Association (PBL) have been complaining about these developments with their problematic effects for several years.

While we address the challenges associated with this situation, we believe that fundamental, interlocking changes in the scientific system are absolutely vital.

All involved are called upon to ensure for better working conditions in science:

#### **Federal government as legislator**

- Restriction and clear designation of the qualification goals in § 2(1) WissZeitVG, which allow for a time limit that must correspond to the duration of the qualification (doctorate, habilitation) ("Mandatory" provision);
- Fixed-term contracts for post-doctoral qualification (e.g. habilitation) only in conjunction with the promise of a permanent follow-up contract upon achievement of the qualification goal (tenure track or similar).

#### **Federal and state governments as public grant providers**

- stable and reliable basic funding for non-university research institutions;
- binding upper limit for the third-party funding quota;
- renouncing the repeatedly demanded high temporary employment rates, especially for doctoral graduates;
- requiring funded institutions to adapt contract duration and scope (especially for doctoral degrees) to the challenges of scientific work.

#### **Third-party funding**

- Approval of projects based on a realistic assessment of the working hours of project staff;
- Use of third-party funds to finance employees with permanent contracts;
- Project funding for doctoral candidates with a term of at least 4 years and full-time contracts.

#### **Leibniz Association**

- Adaptation of the guidelines for career development to the points mentioned here while increasing their binding force by including the guidelines as an evaluation criterion;
- adequate balance between core funding and project-related funding with the tendency to favor core funding;
- positive evaluation of high rates of permanent contracts for doctoral candidates as well as full-time doctoral contracts with a term of at least 4 years in the evaluation.

#### **Leibniz Institutes**

- Permanent contracts as the norm - time limits only in justified cases;
- Orientation of the duration of fixed-term contracts to the project duration to reduce chain contracts;
- Implement planned expiration dates in a timely manner (not just before the fixed-term contract expires);
- Transparent and clarity to terminate fixed-term contracts, preferably regulated in a company agreement/service agreement;
- Contract duration for doctoral students with at least 4 years, in case of shorter project duration guarantee of follow-up financing to enable completion of the doctoral project;
- Full-time positions for doctoral candidates;
- Credit scholarship times when determining the collective experience level;
- Use of third-party funds also to finance permanent positions.

A long version of our statement can be found on the following website:

<https://pbl-wgl.de>

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