



Universität Hamburg
DER FORSCHUNG | DER LEHRE | DER BILDUNG



Scientific Career and Parenthood

Universität Hamburg



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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.
- In general an extension of your qualification phase may be granted for the care of your children under the age of 18 (max. 2 years/child).



Limitation according to § 2 article 1 WissZeitVG - calculation example

1st qualification phase:

Start of your dissertation: 01.04.2011
Employment as PhD student MPI: 01.04.2011 – 31.03.2013 (24 mos)
Employment as PhD student DESY: 01.04.2013 – 31.07.2014 (16 mos)

Max. time limit option of 72 mos
– times of employment as PhD student: 40 mos (24+16)
= 32 mos that can be transferred to
the 2nd qualification phase

2nd qualification phase:

upon receipt of diploma on: 01.08.2014

Max. time limit option of 72 mos will be extended by 32 mos -> 104 mos are remaining
for a subsequent employment (72+32).



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. $\frac{1}{5}$ or 20%, if you have children under the age of 18



Option of extension of the contract due to maternity leave - a calculation example for full time -

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

Employment as Research Assistant: 01.01.2015 – 31.12.2016 (full time)

Maternity leave: 12.05.2015 – 18.08.2015 (0 %, 14 weeks, 1 day)

Possibility for extension of the employment:

01.01.2017 – 08.04.2017 in full time

or

01.01.2017 – 16.07.2017 in part time (50 %)



Options of extension of the contract due to parental leave - a calculation example for full time -

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

Employment as Research Assistant: 01.01.2014 – 31.12.2016 (full time)

Parental leave: 01.07.2015 – 31.08.2015 (0 %)

01.09.2015 – 31.12.2015 in part time (50 %)

Possibility for extension of the employment:

01.01.2017 – 30.04.2017 in full time

or

01.01.2017 – 31.08.2017 in part time (50%)



Option of extension - stipend

stipend \neq employment

Please contact your grant donor about the institution 's or organisation 's specific regulations on grant extensions due to maternity leave and/or parental leave.



Thank you for your time!



Limitation according to § 2 article 2 WissZeitVG

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

- funding for the employment mainly originates (> 50 %) from third-party-funds
(e.g. BMBF-Project)
- funding is approved for a certain task within a specific time frame
- the 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!