

Election for the Staff Council

Academic Staff

Hamburg University



Your vote counts – put it to use!
Support the work of the trade
unions on the staff council!



List 1 – GEW, ver.di & Friends

Postal vote by

Friday, April 28,
4 pm

Election Program

Dear Colleagues,

As the list “GEW, ver.di & Friends”, we work closely with the unions, which serve as crucial counterparts to the ‘employer’ side of management at universities. Not only do they negotiate collective wage agreements, they also represent us in such important bodies as the working group ‘Code of Conduct.’ A strong level of trade-union representation is decisive for the enforcement of our interests. Vote for the list that stands for cooperation with the unions!

In this election period, we are committed to the following demands:

An end to the underfunding of the university!

Together with the other member groups of the university, we are committed to fighting for [reliable sufficient public funding of the university](#). Overcoming both the structural underfunding (“cost squeeze”) and the high dependence on third-party or ‘excellence’ funds that are only available temporarily are key prerequisites for creating good working conditions.

Good working conditions and continuity in teaching and research

In order to enable career perspectives in addition to those of a professorship and to cover the long-term requirements of teaching and research, considerably more permanent academic-staff positions with both teaching and research duties are urgently required. Colleagues who take on long-term tasks must also have long-term employment prospects! Here, the unity of research and teaching cannot be achieved by creating ‘high-teaching-load’ positions with exclusively teaching tasks. ‘Research-based’ learning as a mission statement is only realistic when all who teach can actively participate in research. Part-time positions make it impossible to adequately fulfil the various tasks in research, teaching, and academic administration – not least because the high rents and living costs in Hamburg often mean that other part-time work has to be pursued.

We therefore demand

- full-time positions for full-time work,
- a significant expansion of permanent positions for permanent tasks,
- clear permanent prospects after the doctorate,
- 25% of regular working time to be allocated for one’s own research and further qualification for all permanent positions,
- individual budgets for all academic staff,

- the limitation of the teaching load of WiMiLes (lecturers with exclusively teaching activities) to a maximum of 12 SWS (for a full-time position).

Better working conditions for those pursuing a qualification

In the course of pursuing a doctorate and post-doctoral qualifications, scientists have to engage in labour-intensive and time-consuming research activities that are of crucial importance for their own career. This should not be looked upon as an extra-curricular private activity but must be adequately facilitated by the university. In addition to the necessary offers of support, above all sufficient time for qualification must be reliably guaranteed. This is why we call for

- an increase in the initial contract duration for doctoral or post-doctoral positions to at least four years,
- the stipulation of a minimum term of 6 months for the extension of doctoral positions for the “completion of the doctoral degree”.

Equal opportunities and Diversity

There is still a gender imbalance at Universität Hamburg, not least in the area of permanent positions. The effects of other forms of inequality (e.g. ‘First Generation Academics’) must also be given greater consideration. Furthermore, the compatibility of work and family is not yet sufficiently promoted. We are therefore committed to

- the filling of *all* job types on the basis of equality,
- flexible working times, substitutions for teaching during parental leave,
- an increase in the number of the university day-care places and support in finding accommodation.

We also stand up for the rights of our severely disabled and on-equal-terms colleagues. Among other things, we demand

- that at the latest, when hired, special needs in the workplace design are investigated and the possibilities of compensation for disadvantages (e.g. reduction of workload) are proactively pointed out.
- that barrier-free access is implemented in all construction projects and when property is rented.

Sustainability

We support the mission statement of the university – ‘University of Sustainability’ – and the aim of connecting the goal of ‘Education through Science’ with the



List 1 – GEW, ver.di & Friends

fulfilment of the *Sustainable Development Goals*. This goal can however only be achieved if those employed here and their ideas and needs are given due consideration. Against this background, we call for, among other things,

- the subsidising of the *Deutschlandticket* as a job ticket,
- the creation of sufficient and safe bicycle parking facilities for employees,
- the setting up of changing, showering, and drying facilities for wet clothing for colleagues who cycle (especially in new construction and renovation projects).

Democratisation of the university

The amendments to the Hamburg Higher Education Act (HmbHG) in 2003 were accompanied by a massive dismantling

of democracy. At that time, almost all decision-making powers were withdrawn from the Academic Senate. We are committed to the (re)democratisation of academic self-government so that this does not remain that way!

In connection with **'New Work'**, we are committed to ensuring that the rights of employees are protected and that structural changes are not made autocratically but democratically and with the participation of those affected and their representatives.

For further information:

<https://www.gew.de/wissenschaft>

<https://gesundheit-soziales->

bildung.verdi.de/themen/befristung-in-der-wissenschaft

Employees

1.	Dr. Marc-Olivier Hinzelin	GW, SLM II
2.	Dagmar Hainbucher	MIN, Erdsystemwissenschaften
3.	Dr. Andreas Busen	WiSo, Sozialwissenschaften
4.	Maura-Dell O'Mahony	WiSo, Sozialökonomie
5.	Dr. Patrick Grommes	GW, SLM I
6.	Daniela Krüchel	ZFW
7.	Florian Muhl	EW, FB 2
8.	Dr. Michael Deffner	MIN, Chemie
9.	Karin Pauls-Gösling	ZFW
10.	Dr. Gilberto Rescher	GW, SLM II
11.	Dr. Ute Schmiedel	MIN, Biologie
12.	Dr. Kai Rothe	MIN, Mathematik
13.	Eva Bleckmann	PB
14.	Martin Kriszat	RRZ
15.	Dr. Júlio Matias	GW, SLM II
16.	PD Dr. Dörthe Müller-Navarra	MIN, Biologie
17.	Dr. Philipp Schmerheim	GW, SLM I
18.	Iris Kaufmann	RRZ
19.	Carla Sökefeld	GW, SLM I

Civil Servants

1.	PD Dr. Hubert Kiechle	MIN, Mathematik
2.	Dr. Sören Deister	Rechtswissenschaft
3.	Prof. Dr. Holger Schoneville	EW, FB 2
4.	Prof. Dr. Ulrich Fritsche	WiSo, Sozialökonomie

Your vote counts – put it to use!

Support the work of the trade unions on the staff council!

Better working conditions in research and teaching

Dear Colleagues,

It has been common knowledge for a considerable period of time that work conditions at universities are particularly precarious: insecure career prospects due to limited contracts, often for a period of time shorter than a year, forced part-time work due to a job scope of only 50%, and an increasing number of additional activities, which means a reduction in the amount of time for research and teaching – the actual core activities of academic positions – and also less time for the pursuit of the aimed-for academic qualification. At the end of this 'bottleneck', after many fixed-term contracts, only for the very few is there a permanent position: rarely as a professor or in a position devoted mainly to research and often as a so-called 'high-teaching-load' position, in which research is done at best in one's free time. It is therefore not surprising that many turn their backs on the world of research and education; particularly young women choose to leave the university.

We are determined to act against this: as lists organised with the help and support of strong unions!

The working group Code of Conduct which aims to improve the working conditions at universities was established due to the pressure exerted by the unions. The fruitful results of their endeavours can be found, e.g. in the Amendment of the Hamburg Higher Education Act (HmbHG, 2014).

With the recent **change in President**, a new openness for the theme of working conditions at the university has come into being: President Hauke Heekeren sees the necessity for change, and the responsible Vice-President Jetta Frost together with her team on the project 'Academic and Scientific Career Paths' is working on a 'staff-development concept' which contains routes to more permanent positions. Fortunately, a clear movement can be felt everywhere this year.

The now permanently flowing federal funds from the Future Contract for **Study and Teaching** (ZSL), which replaces the University Pact Funding (HSP), also offer the opportunity to provide significantly more permanent employment at the universities. This was also a declared aim of the federal government. Unfortunately, the Hamburg Declaration of Commitment has remained completely non-binding and does not provide any concrete statements in relation to more permanent employment, e.g. a target quota.

This year there is also a renewed reform of the **Fixed-Term Academic Contracts Act** (WissZeitVG) on the agenda. A fundamental aspect in this regard is the term 'qualification'. Up to now, in addition to 'classic' qualifications such as doctorates and post-doctoral research, employers could refer to almost anything as 'qualification': gathering additional teaching experience, writing articles, working on applications for project funding, etc. The new law should finally provide clarification and limit 'qualification' essentially to doctoral degrees; after the doctorate has been successfully achieved, there must be a clear prospect of permanent employment!

All of the above shows that we need strong representation of staff interests at the universities and that we must also be visible politically – here, too, will decisions be made which concern our opportunities for action and us directly.

The unions ver.di and GEW are active on both levels – at the universities themselves and in the political discussions related to the universities, both on the regional and federal level, and of course, at the level of negotiations concerning policy in relation to collective wage agreements: the next collective bargaining round in TV-L (the collective-wage-agreement contract at regional level) is due to take place this autumn.

Hilke Stein, Head of Department, ver.di Hamburg
Sven Qiring, Chairman, GEW Hamburg



V.i.S.d.P.:

**Gewerkschaft Erziehung und Wissenschaft
Landesverband Hamburg**

Rothenbaumchaussee 15 • 20148 Hamburg

info@gew-hamburg.de | www.gew-hamburg.de