



Saarland University

Evaluation of the new WissZeitVG on contract durations

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Situation for research assistants

- research assistants are the largest group of scientific staff within universities in Germany (Relation: professor : research assistant; 1 : 7.2)
- substantial efforts in education in teaching and research (i.a. Enders & Teichler 1995; Bloch 2015, p. 5).
- ~90% are fixed-term employees



Amendment of the WissZeitVG

WissZeitVG: german law on fixed-term employment in science
Legislator saw a need for action

- ("not acceptable"; Bundesrat 2015, p.1), because of
 - high amounts of fixed-term employees
 - short contract periods**

New: WissZeitVG 2016

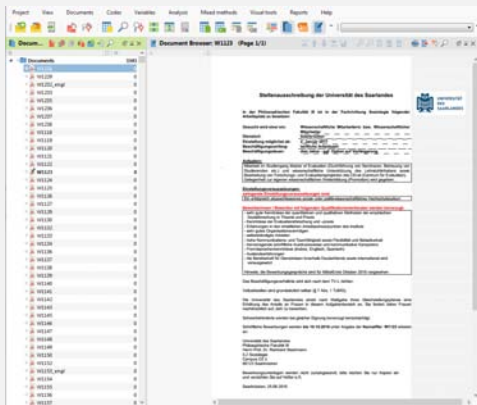
§ 2 para. 1: contract periods should be in order with the qualification aim (e.g. to work on a PhD)

§ 2 para. 2: (third-party funding projects) contract periods should be in order with the project duration

Research question: Do contract periods extend after the new WissZeitVG?

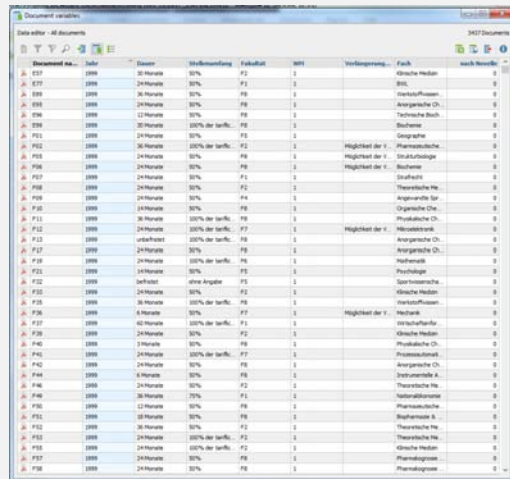
Data:

- job advertisements from 09/1999 to 07/2017 of the of Saarland University
- transferring 3.343 pdf-documents to MAXQDA



Creating document variables in MAXQDA:

year of advertisement, contract duration, fixed-term, part-time, employment title, faculty and subject



→ export document variables as excel data-sheet

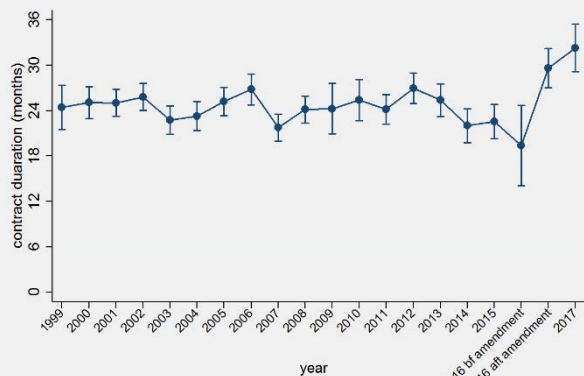
Analyzing 2.461 evaluable documents:

Import excel data-sheet to Stata and perform quantitative analysis



| Table: Linear regression on contract duration | | Modell |
|---|------------|---------|
| faculties | | |
| Fac. of law and economics | | Ref. |
| Medicine | -0,0924 | (-0,10) |
| Phil. Fac. I | 3,601* | (2,21) |
| Phil. Fac. II | 0,510 | (0,44) |
| Phil. Fac. III | 3,432** | (2,91) |
| Fac. of Natural Sc. and Tech. I | -1,594 | (-1,48) |
| Fac. of Natural Sc. and Tech. II | 3,480*** | (3,46) |
| Fac. of Natural Sc. and Tech. III | -2,856** | (-3,27) |
| employment title | | |
| wiss. Mitarbeiter | | Ref. |
| akad. Rat and akad. Oberrat | 10,34*** | (4,72) |
| Lehrkraft für besondere Aufgaben | -2,560 | (-1,32) |
| work schedule (in %) | 0,0509*** | (4,64) |
| year | see figure | |
| constant | 20,72*** | (11,51) |
| N | 2.190 | |
| R ² | 0,093 | |

Figure: predicted marginal effects with 95% confidence intervals from linear regression



Result:

the amendment of the WissZeitVG induces a prolongation of contract durations in job advertisement (approx. half a year)

Limitations:

- job advertisements are an extraction of new contracts
- possible external effect: reaction on job market developments
- other universities may implement the WissZeitVG in a different way

Reference:

Gassmann, F. & Emrich E. (2018): Wirkt die Novelle des Wissenschaftszeitvertragsgesetzes? Erste Evaluation der Wirkung des WissZeitVG auf Vertragslaufzeiten. Soziologie, 47 (1), 7-25.