



A DOCTORATE
NEEDS PROSPECTS

PROSPECTS BEYOND THE DOCTORATE

A doctorate is an important step towards establishing a professional career inside and outside academia. Often, however, doctoral candidates have to acquire this qualification under uncertain and unequal conditions.

The GEW campaigns to dismantle the hurdles that make access to a doctorate harder. The opportunity to obtain this degree should not depend on social origin, gender, sexual identity, age, disability or chronic illness, religion or world view, ethnic roots or migration history. We need active support for all disadvantaged groups and effective structures to combat discrimination. The GEW advocates abolishing the age limit for funding for doctoral research and opening the door to graduates of universities of applied science.

The GEW has thrown its weight behind better conditions for post-graduates. These include: sufficient time to carry out independent research, support rather than supervision for working on the thesis, a framework that allows caring for others to be combined with obtaining academic qualifications, an inclusive approach to PhD career

paths, and supportive graduate centres. Moreover, the GEW demands clear career prospects once people obtain their PhD. That includes preparation for the non-academic employment market.



The task force for doctoral candidates (Projektgruppe Doktorand*innen)

The task force for doctoral candidates within the GEW stands up for the interests of those pursuing doctoral research. We contribute to debates about higher education policy by formulating demands for improved conditions. We are united in the conviction that the demanding, exciting work we do as doctoral candidates calls for a constructive framework and decent terms of employment. Our active support for post-grads includes publishing advice and position papers. Once a year we organise a seminar on a key issue. Exchange, networking and empowerment are important to us – only together can we trigger change!

Our demands for a reform of the PhD phase



- Transparency and equal opportunities for access to doctoral research.
- Employment for doctoral candidates that is predominantly covered by social insurance and collective agreements.
- Recognition of PhD research as the first stage in an academic career.
- A consistent status for doctoral candidates in higher education and research institutes, including rights of information and participation.
- Transparent support for PhD research without dependent relationships that makes abuses of power possible.
- Respect for the personal circumstances and background of doctoral candidates.
- Personalised measures for doctoral candidates to counter structural disadvantages and intersectional discrimination.
- Graduate centres with proper financial resources throughout the country.
- Moral and material support during the proposal stage.

What can you do? Do you want to play your part in improving conditions for PhD research? Then join us! Everyone is welcome to get involved in the GEW groups active in workplaces and higher education and universities or to our GEW task force for doctoral candidates.

You can contact us through our website. You will also find much more information about the PhD process and the work of the GEW.



www.gew.de



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GEW Newsletter “Hochschule und Forschung”: [www.gew.de/
newsletter-hochschule](http://www.gew.de/newsletter-hochschule)



**prospect
beyond
the doc**

Training courses for (potential) doctoral candidates provided by the GEW to make PhD research easier

The series “Promovieren leicht(er) gemacht” (“Doctorates made easy/ier”) was designed by GEW members who have finished or are currently completing a doctorate. It is aimed at those who are just starting out on their doctoral research or perhaps still thinking about it. It also offers support to those making the transition to post-graduate research.

The following formats are available:

- Information event for students thinking about a PhD: “Nach dem Studium Promovieren?”
- Workshop for students thinking about a PhD: “Studieren – und dann Promovieren?”
- Workshop for those thinking about or starting out on a PhD: this is a writing workshop to help you draw up your proposal.
- Workshop for doctoral candidates about coping with the ups and downs of PhD research: “Durch Höhen und Tiefen der Promotion”.

Dates and further details at
[www.gew.de/wissenschaft/
promovieren-leichter/](http://www.gew.de/wissenschaft/promovieren-leichter/)



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GOOD REASONS TO JOIN THE GEW



1

Representing your interests

Whether in collective bargaining or in minor conflicts with your employer – we're on your side! Because that's what trade unions are about: standing together – for all our interests!



2

A community of solidarity

Solidarity means sticking together! In the union movement, we fight together for our common needs. 'Beamt*innen' and 'Angestellte', teachers and early childcare workers, academic staff and social workers – from students and apprentices to our members in retirement!

3

Better working conditions, better wages

Your professionalism at work is worth a lot! This is why we fight collectively for better working conditions and better wages!



4

Defend your rights – Our legal service has your back

Your pay scale or pay point is incorrect? Your qualification or experience from abroad wasn't recognised? An appraisal was unfair? We're not gonna take it! The GEW provides free legal advice, and comprehensive legal protection in all professional matters as well as in training matters and as a student employee.

5

Active in your union

The GEW is a democratic trade union based on grassroots participation. We are the right place for your political commitment and activism.



6

For a just society

Climate justice, feminism, a society without racism and antisemitism – there is a lot to do! Join the GEW – together we can make a difference!





7

Employee liability? You're insured!

If something goes wrong at work, you won't be left alone. From lost keys to broken glass in the lab – we will cover you with our professional liability insurance.

8

Your working conditions are your students' learning conditions

In the GEW, we don't just fight for us as employees. As education professionals, you and your colleagues know best what is needed to provide good education.



9

Striking pays off!

If the employers won't listen in pay negotiations, we don't really have a choice. Strikes called by the GEW are legally protected industrial action. If the employer docks your wages, the union will pay you tax free strike pay. This applies to student employees as well as in training matters and as a student employee.



10

Active in higher education

We stand for democracy in the workplace. With GEW colleagues in works councils and in academic self-governing bodies, you can have a say at work.



11

Lifelong learning

Our union magazine 'E&W' as well as numerous brochures and guides not only help you in your everyday work, but also in the debate on education policy. In addition, we offer many interesting training.



Join online!

www.gew.de/mitglied-werden

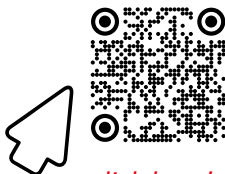


The handbook “Promovieren mit Perspektive” (in German language).



This extensive guide, now in its third edition, is a trusty companion on the road to a doctorate. It is packed with information about a wide range of issues, from planning and funding your research, via the legal framework and key qualifications, to the help available for people in various situations, such as working on a PhD with a disability

or while looking after a child, not to mention aspects such as internationalisation and publication.



click here!

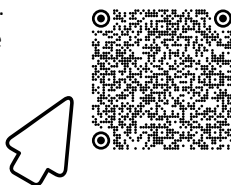
Advice booklet on social insurance: “Sozialversicherung für Promovierende”



Am I insured against accidents?
How might a grant affect my entitlement to unemployment benefit?
What about health insurance?
The answers to those questions can vary widely depending on our circumstances and the PhD model we choose.

This advice booklet provides

an overview of the most important points.



click here!

“Fixed-Term Contracts in Higher Education and Research: A Guide”



The Fixed-Term Academic Contracts Act contains just eight paras, and yet for many it is a daunting closed book. The guide “Fixed-Term Contracts in Higher Education and Research”, also available in English, offers indispensable advice to anyone in the academic world who is researching or teaching on a fixed-term contract.



click here!

Read up on our guides!





www.gew.de

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