

Gewerkschaft  
Erziehung und Wissenschaft



HIGHER EDUCATION AND RESEARCH



THE GEW – A STRONG VOICE  
FOR DECENT ACADEMIC WORK

[www.gew.de](http://www.gew.de)



## THE GEW – A STRONG VOICE FOR DECENT ACADEMIC WORK

*More and more fixed-term contracts, ever shorter time frames, long and stony career paths, unequal opportunities, dependence and abuse of power, chronic underfunding – higher education and research institutes are facing serious structural problems. The GEW fights for decent conditions to study and work in academia. After all: good jobs and good scholarship are two sides of the same coin.*





**Together we campaign for ...**

**... permanent jobs for permanent tasks  
in higher education and research!**

We demand permanent jobs for permanent tasks, plannable and dependable career paths in higher education and research, guaranteed contracts with appropriate time frames for completing doctorates, binding prospects of permanent employment after the doctorate. To halt the rampant proliferation of fixed-term academic contracts, the legislation (WissZeitVG) must be radically reformed.

**... collective agreements that protect  
everyone working in academia!**

We want no exceptions – #KeineAusnahme! That is why we are fighting for a nationwide collective agreement to protect student employees (TVStud) and for the inclusion of all research and higher education institutes, including private higher education institutions, in existing collective agreements.

**... more basic funding for higher  
education to cater for demand!**

Instead of an endless succession of temporary programmes, competitions and pacts, we need reliable, dynamic basic funding. The quality of teaching and studying must be secured and enhanced by improving the ratio of teachers to students.



### **... equal opportunities for all to pursue a successful academic career!**

The prospect of achieving a degree, a doctorate, a permanent job or a professorship must not depend on social origins, gender, sexual identity, age, disability or chronic illness, religion or world view, ethnic roots or migration history. We need active support for disadvantaged groups and effective structures to combat discrimination.

### **... effective rights to participation for everyone!**

We throw our weight behind democratic structures of governance for higher education and research institutes. Instead of being controlled top down by autocratic management bodies, they should be governed autonomously and bottom up, with lecturers and professors, undergraduates and post-graduates, technical and administrative staff involved on an equal footing.

### **... open access to higher education with efficient training assistance and grants!**

Access to higher education must not depend on parental income. That is why the GEW campaigns alongside student representatives for a comprehensive reform of the loan and grant system (BAföG) and against tuition fees of any description.

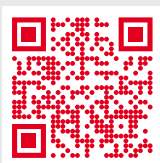


## Share the power of solidarity in the GEW community!

The GEW defends the interests of its members. And it helps them to understand and assert their rights – through personal advice and trade union legal support. We firmly believe that solidarity, rather than a strategy of dog-eat-dog, is the best way forward for higher education, just as it is anywhere else. So join the education union GEW and demonstrate the advantages of membership to your colleagues.

### As a member of the GEW

- you can request trade union legal protection,
- you will regularly receive the magazine “E&W – Erziehung und Wissenschaft” and the newspaper published by the GEW branch in your federal state,
- you are covered free of charge by professional liability insurance,
- you can take part in the seminars we offer and benefit from material on many themes around education and research,
- you can campaign with your colleagues for trade union, education and research policies.



For more GEW information about higher education and research  
[www.gew.de/wissenschaft](http://www.gew.de/wissenschaft)

Stay up to date with the newsletter  
**Hochschule und Forschung**  
[www.gew.de/wissenschaft/  
anmeldung-newsletter-huf](http://www.gew.de/wissenschaft/anmeldung-newsletter-huf)





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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 child care 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 selfgoverning 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](http://www.gew.de/mitglied-werden)



[www.gew.de/wissenschaft](http://www.gew.de/wissenschaft)

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