



NO EXCEPTION!

Nationwide survey concerning student employees' working conditions.

iaw
Institut Arbeit und Wirtschaft
Universität / Arbeitsmarktmessung Bremen

in cooperation with:



Preamble

Dear student employee,

During the last collective bargaining, the employers' association „TdL“ (Tarifgemeinschaft deutscher Länder) and the involved unions have agreed upon taking inventory of student employees' working conditions. In order to prepare for the following dialogue with the employers' association, the unions ver.di and GEW conduct a nationwide survey of student employees in cooperation with the Institute for Labour and Economy (iaw) at the University of Bremen.

Through your participation you help us creating a presentation of the working conditions of student employees and make visible where working conditions might need to be improved.¹

Thank you for your support!

* Student employees are all students who work at universities or other public scientific institutions. The titles might vary across different federal states. Student employees are student/research assistants (often also referred to as „Hiwi“), „Studentische Angestellte“ and tutors. To assure excellent readability, the survey will hence only refer to „universities“ and „student employees“.

¹ Your information will be treated anonymously and confidentially. Your participation is voluntary and can be cancelled at any point. The questionnaires will only be evaluated by the project team.

Type, number and place of employment(s)

1. Within the last 12 months I was employed as (multiple answers possible):

- Student assistant („Studentische Hilfskraft/studentische*r Assistent*in“)
- Research assistant („Wissenschaftliche Hilfskraft/wissenschaftliche*r Assistent*in“)
- Research assistant with Master's degree
- Tutor
- „Studentische*r Angestellte*r“
- Other: _____

2. Were you simultaneously employed at another paid job within the last 12 months, other than your job as a student employee and outside of the university?

- Yes
- No

3. How many contracts (maximum number at any time) did you have as a student employee at the same time?

4. How many contracts did you have in total as a student employee until the present day? (Please include simultaneous contracts as well as follow-up contracts and contract extensions within the same job position)

5. How long have you been working as a student employee in total? (Please do not include gaps in contracts; please state in months)

6. The accumulated duration of all your contracts as a student employee amounts to (Please include your current contract until the end of the agreed upon contract duration; please state in months):

7. Have you ever worked at the university without having a written contract and if so, for how long?

- Yes (specify in months): _____
- No

8. Have you ever worked as a student employee without getting paid? (multiple answers possible)

- Yes, unpaid and before the contract officially started (in weeks): _____
- Yes, unpaid and after the contract officially ended (in weeks): _____
- Yes, with late payment that was not contractually agreed upon (delay in weeks): _____
- Yes, other reason _____
- No

IMPORTANT:

All of the following questions (if not otherwise specified) concern your current contract as a student employee. In case you have multiple student employments, please only choose one. If you are not currently working as a student employee, please refer to your last student employment within the last 12 months.

General conditions of the employment relationship**15. Are you aware whether there is a staff council that is in charge of student employees' needs?**

- Yes, a staff council („Personalrat“)
 Yes, a staff council specifically for student employees
 No, there is no such institution
 I don't know whether there is such an institution

9. Please indicate to which employment you refer in the following questions:

- Student assistant („Studentische Hilfskraft/studentische*r Assistent*in“)
 Research assistant („Wissenschaftliche Hilfskraft/wissenschaftliche*r Assistent*in“)
 Research assistant with Master's degree
 Tutor
 „Studentische*r Angestellte*r“
 Other: _____

Payment, working hours and contract duration**16. Wage:**

- My hourly wage is (in euros): _____
and/or monthly wage (in euros): _____
 I don't know

17. Number of contractually agreed working hour:

- My monthly working time is (in hours): _____
and/or my weekly working time is (in hours): _____
 I don't know
 Other: _____

18. I work unpaid overtime every month:

- Always
 Often
 Sometimes
 Never
 I don't know

19. Please estimate: How many hours do you work on average every month, no matter what working hours are specified in your contract? _____**20. Do you document your actual working time for you and your employer?**

- Yes, self-documentation
 Yes, self-documentation, but only kept irregularly
 Yes, time-punch card/digital attendance registration
 Yes, time-punch card/digital attendance registration, but only kept irregularly
 Yes, other method: _____
 No

21. What is your current or last contract's duration?

- | | |
|---|--|
| <input type="checkbox"/> Up to 1 month | <input type="checkbox"/> Up to 6 months |
| <input type="checkbox"/> Up to 2 months | <input type="checkbox"/> Up to 12 months |
| <input type="checkbox"/> Up to 3 months | <input type="checkbox"/> Up to 16 months |
| <input type="checkbox"/> Up to 4 months | <input type="checkbox"/> Up to 24 months |
| <input type="checkbox"/> Up to 5 months | <input type="checkbox"/> More than 24 months |

10. In which federal state is the university located where you work or have worked in the last 12 months and to which you refer in the following?

- | | |
|--|--|
| <input type="checkbox"/> Baden-Württemberg | <input type="checkbox"/> Mecklenburg Western Pomerania |
| <input type="checkbox"/> Bavaria | <input type="checkbox"/> Rhineland Palatinate |
| <input type="checkbox"/> Berlin | <input type="checkbox"/> Saarland |
| <input type="checkbox"/> Brandenburg | <input type="checkbox"/> Saxony |
| <input type="checkbox"/> Bremen | <input type="checkbox"/> Saxony-Anhalt |
| <input type="checkbox"/> Hamburg | <input type="checkbox"/> Schleswig Holstein |
| <input type="checkbox"/> Hesse | <input type="checkbox"/> Thuringia |
| <input type="checkbox"/> Lower Saxony | |
| <input type="checkbox"/> Northrhine-Westphalia | |

11. At which university or other public scientific institution is the employment located to which you refer in the following? (Please include the name of the city)

12. Where is/was the employment located?

- Professorship/chair
 Third-party funded project
 Institute/faculty/seminar of the university
 Facility of a university (e.g. library, computer centre)
 Other public scientific institution
 Do not know
 Other: _____

13. If applicable: In which faculty (e.g. business administration, mathematics, philosophy) or which university facility (e.g. library, computer centre) is this employment located?

14. If applicable: How many times have you been employed in the same position? (Please include follow-up contracts and contract extensions) _____

Workplace, working equipment and work content

22. Do you have a working space for your work at the university?

- Yes
- No
- No, because of Covid-19
- I don't know

23. Is all working equipment (e.g. computer, programs, etc.) made available to you?

- Yes
- No
- I don't know
- I don't need any equipment

24. Do you regularly have to use private equipment (e.g. computer, programs, etc.) for your work?

- Yes
- No
- I don't know
- I don't need any equipment

25. What are the general working contents of your employment? (multiple answers possible)

- | | |
|--|---|
| <input type="checkbox"/> ANetwork administration | <input type="checkbox"/> Medical supervision/care of patients |
| <input type="checkbox"/> General laboratory work | <input type="checkbox"/> Organization of expeditions |
| <input type="checkbox"/> Filing, archiving | <input type="checkbox"/> Website administration |
| <input type="checkbox"/> Acquisition of literature | <input type="checkbox"/> Data administration |
| <input type="checkbox"/> Supervision of laboratory practice/practical exercises | <input type="checkbox"/> Correction/revision of texts and/or motions |
| <input type="checkbox"/> Supervision of students | <input type="checkbox"/> Secretary work |
| <input type="checkbox"/> Library supervision | <input type="checkbox"/> Service, catering |
| <input type="checkbox"/> Sort books | <input type="checkbox"/> Statistics |
| <input type="checkbox"/> Data entry/input | <input type="checkbox"/> Transcription of interviews |
| <input type="checkbox"/> Conduction of interviews | <input type="checkbox"/> Supervision of measuring instruments |
| <input type="checkbox"/> Explanation of devices to students | <input type="checkbox"/> Preparation/postprocessing of laboratory practical exercises |
| <input type="checkbox"/> Conduction/presentation of experiments | <input type="checkbox"/> Preparation/postprocessing of field trips |
| <input type="checkbox"/> Internet research | <input type="checkbox"/> Preparation/postprocessing of lectures/seminars |
| <input type="checkbox"/> Supervising exams | <input type="checkbox"/> Preparation/postprocessing of conferences |
| <input type="checkbox"/> Copying | |
| <input type="checkbox"/> Correction of exercise sheets, exams, homework and/or reports | |
| <input type="checkbox"/> Correspondence | |
| <input type="checkbox"/> Conduction of a tutorial/seminar | |
| <input type="checkbox"/> Literature research | |
- Other: _____

Vacation and sick days

26. Did your superior/employer inform you about your entitlement to holidays and how many vacation days you are entitled to?

- Yes
- No
- According to my superior/employer, I have no entitlement to holidays
- I don't know

27. Did your superior/employer inform you how to request vacation days?

- Yes
- No
- I don't know

28. Do you take all of your vacation days?

- Yes
- No
- I don't know

29. Do you make up for taking vacation days?

- | | |
|------------------------------------|---|
| <input type="checkbox"/> Always | <input type="checkbox"/> Never |
| <input type="checkbox"/> Often | <input type="checkbox"/> I don't take vacation days |
| <input type="checkbox"/> Sometimes | <input type="checkbox"/> I don't know |

30. Are you aware that you have a legal claim to continued pay in case of illness?

- Yes
- No
- I don't know
- Other: _____

31. In case of illness, do you inform your employer (or the relevant department)?

- Yes
- Sometimes
- No
- I have not been sick during my employment
- I don't know

32. Do you make up for sick days?

- Always
- Often
- Sometimes
- I have not been sick during my employment
- Never
- I don't know
- Other: _____

33. Does your employer/superior urge you to make up for sick days?

- Yes
- No
- I have not been sick during my employment
- Other: _____

Arbeitsklima und Motive

34. How did you get your current employment?

- I applied to a job posting
- I was addressed personally
- I asked for a job at the administration/faculty
- I heard about the job through others and applied
- Other: _____

Rather doesn't apply
 Doesn't apply at all
 Don't know
 Rather Applies
 Applies

35. What is your motivation to work as a student employee?

	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Enhance chances of a future employment in science	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal interest in the occupation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Possibility to earn money	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Positive impact on my CV	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Insight into the university „from within“	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Networking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Increase my professional skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Other: _____

Rather doesn't apply
 Doesn't apply at all
 Don't know
 Rather Applies
 Applies

36. How far do the following statements apply to your employment?

	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I was properly instructed into my work contents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have regular working hours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I choose my own working hours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I wish I had more guidelines regarding my work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My superior leaves me alone with my tasks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I usually work alone rather than in a team	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am seen as an „assistant for everything“ by my superior	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel well-informed about my legal status as an employee	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel like I can claim my legal rights (e.g. vacation days, adherence to regular working hours) without fear of consequences (e.g. not getting a follow-up contract)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have experienced discrimination (e.g. because of my gender, ethnicity, skin colour or other factors) during my employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It is important to me to prove myself vis-à-vis my superior	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I don't really care about my working conditions, as I am only employed for a short time	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

37. Are there any major changes of your working conditions because of the pandemic?

- No
- I don't know
- Yes, the following: _____

38. What else I want to say about my working conditions:

Sociodemographic data

39. How old are you? _____

40. What is your gender?

- Female Non-binary
 Male Other: _____
 Intersexual Not specified

41. Nationality: (Multiple answers possible in case of dual nationality)

- German Italian
 Turkish Romanian
 Russian Syrian
 Polish
 Other: _____

42. Where were your parents born?

	Parent 1	Parent 2
	<input type="checkbox"/> Male <input type="checkbox"/> Female <input type="checkbox"/> Intersexual <input type="checkbox"/> Non-binary <input type="checkbox"/> Other	<input type="checkbox"/> Male <input type="checkbox"/> Female <input type="checkbox"/> Intersexual <input type="checkbox"/> Non-binary <input type="checkbox"/> Other
In Germany	<input type="checkbox"/>	<input type="checkbox"/>
In another country	<input type="checkbox"/>	<input type="checkbox"/>
I don't know	<input type="checkbox"/>	<input type="checkbox"/>

43. What is your parents' highest professional qualification?

	Parent 1	Parent 2
	<input type="checkbox"/> Male <input type="checkbox"/> Female <input type="checkbox"/> Intersexual <input type="checkbox"/> Non-binary <input type="checkbox"/> Other	<input type="checkbox"/> Male <input type="checkbox"/> Female <input type="checkbox"/> Intersexual <input type="checkbox"/> Non-binary <input type="checkbox"/> Other
Doctorate, PhD	<input type="checkbox"/>	<input type="checkbox"/>
Academic degree	<input type="checkbox"/>	<input type="checkbox"/>
Vocational training qualification	<input type="checkbox"/>	<input type="checkbox"/>
Other professional qualification	<input type="checkbox"/>	<input type="checkbox"/>
No completed professional training	<input type="checkbox"/>	<input type="checkbox"/>
I don't know	<input type="checkbox"/>	<input type="checkbox"/>

44. What's your parents' highest school leaving certificate?

	Parent 1	Parent 2
	<input type="checkbox"/> Male <input type="checkbox"/> Female <input type="checkbox"/> Intersexual <input type="checkbox"/> Non-binary <input type="checkbox"/> Other	<input type="checkbox"/> Male <input type="checkbox"/> Female <input type="checkbox"/> Intersexual <input type="checkbox"/> Non-binary <input type="checkbox"/> Other
high school diploma, baccalauréat, matura or other higher education entrance qualification (mostly 12th grade)	<input type="checkbox"/>	<input type="checkbox"/>
Intermediary secondary school-leaving certificate or similar (mostly 10th grade)	<input type="checkbox"/>	<input type="checkbox"/>
Lower secondary school leaving certificate or similar (mostly 8th grade)	<input type="checkbox"/>	<input type="checkbox"/>
Other school leaving certificate	<input type="checkbox"/>	<input type="checkbox"/>
Less than eight years of schooling/no certificate	<input type="checkbox"/>	<input type="checkbox"/>
I don't know	<input type="checkbox"/>	<input type="checkbox"/>

45. I have...

- A Bachelor's degree/undergraduate studies
 A Master's degree/graduate studies
 No academic degree
 Other: _____

46. How did you acquire your university entrance qualification?

- Gymnasium/Grammar school/High school
 Independently operated school
 Night school/"Abendgymnasium"
 Other secondary school
 Other professionally qualifying school
 Advanced vocational training
 Completed vocational training with at least three years of professional experience and aptitude assessment procedure, qualifying examination, or trial degree course
 Other: _____

47. Which role does your income from employment(s) at the university play for the financing of your means of subsistence?

- I mostly or completely finance my means of subsistence through this employment
 I finance my means of subsistence by roughly half through this employment
 I finance my means of subsistence by roughly a third through this employment
 My wage is more like pocket money for me
 Other: _____

Further information

48. How much money is/was available to you as a student employee in total per month? (Please refer to the period of your student employment in your statement, including the income from your student employment(s))

- | | |
|---------------------------------------|---|
| <input type="checkbox"/> < 400€ | <input type="checkbox"/> 1.000 - 1.100€ |
| <input type="checkbox"/> 400 - 500€ | <input type="checkbox"/> 1.100 - 1.200€ |
| <input type="checkbox"/> 500 - 600€ | <input type="checkbox"/> 1.200 - 1.300€ |
| <input type="checkbox"/> 600 - 700€ | <input type="checkbox"/> 1.300 - 1.400€ |
| <input type="checkbox"/> 700 - 800€ | <input type="checkbox"/> 1.400 - 1.500€ |
| <input type="checkbox"/> 800 - 900€ | <input type="checkbox"/> > 1.500€ |
| <input type="checkbox"/> 900 - 1.000€ | |

49. How is your monthly available money distributed among the following sources? (In cases of irregularly income or savings, please refer to your average use of those resources per month)

Type of income	€ per month (average)
Money from parents	
Child benefits („Kindergeld“; if not already indicated in the money from your parents)	
Money from other relatives/acquaintances	
Money from partner(s)	
Employment as student employee	
Employment outside of the university	
„BAföG“	
Loan (student loan, private loan, ...)	
Grant/scholarship	
Savings	
Orphan's pension	
Other sources of income:	

50. Are you a union member?

- Yes
 No

51. To improve my working conditions, I would be willing to (multiple answers possible):

- Demonstrate
 Strike
 Talk to colleagues
 Become active (e.g. come to meetings or plan future activities)
 Become a union member
 Nothing of the above

52. Do you have any comments or additions that you want to share regarding the questionnaire?

Thank you for your participation!

Please send this questionnaire as a PDF to befragung@tvstud.de, give it to a representative of your local TVStud initiative or send it by mail to:

Institut für Arbeit und Wirtschaft
Abteilung Wandel der Arbeitsgesellschaft
FVG / Wiener Str. 9
28359 Bremen

This page goes directly to your local TVStud-initiative. The details you give are provided completely voluntary and on your own accord. Naturally, all your data is subject to data protection. This data will not be included in the data evaluation of the questionnaire.

Appendix to the nationwide survey concerning student employees' working conditions.

1. Did you hear of the TVStud-initiative before answering this survey?

- Yes
- No

2. To improve my working conditions, I would be willing to
(multiple answers possible):

- Join a union
- Refer other student employees to this questionnaire
- Talk to colleagues
- Organize with colleagues
- Strike
- Other: _____

3. Are you a union member? If so, which union did you join?

- Not a member
- ver.di
- GEW
- IG Metall
- Other union: _____

4. What else I would like to say:

The recording of your contact details happens voluntarily and independently of the survey. With the provision of your data you allow GEW and ver.di to sporadically inform you about the current talks with the employers' association and possible strike action at your university. Only well-organized employees are able to assert themselves to improve their working conditions..

- Yes, I want to be informed about the result of the talks with the employers' association TdL and about future activities.

Contact details:

First name: _____

Last name: _____

Location: _____

Mail: _____

Phone: _____

University: _____