



Universität
Zürich^{UZH}

Meet-Up for Early-Career Researchers on New Employment Conditions

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Why did UZH enact these new employment conditions?

- General outline of rights and responsibilities of the faculties were not equal, which resulted in unequal employment conditions for holders of junior academic positions
- The usual employment level of doctoral candidates (60%) collided with SNSF requirements, which state that a doctoral candidate needs to invest 80-100% of a full-time equivalent into his or her dissertation
- No minimal amount of protected time; ECRs saw this as problematic
- No clear indication of the need of one's own contribution for obtaining a doctorate
- Need for clear and transparent employment conditions at UZH, especially in the area of research time

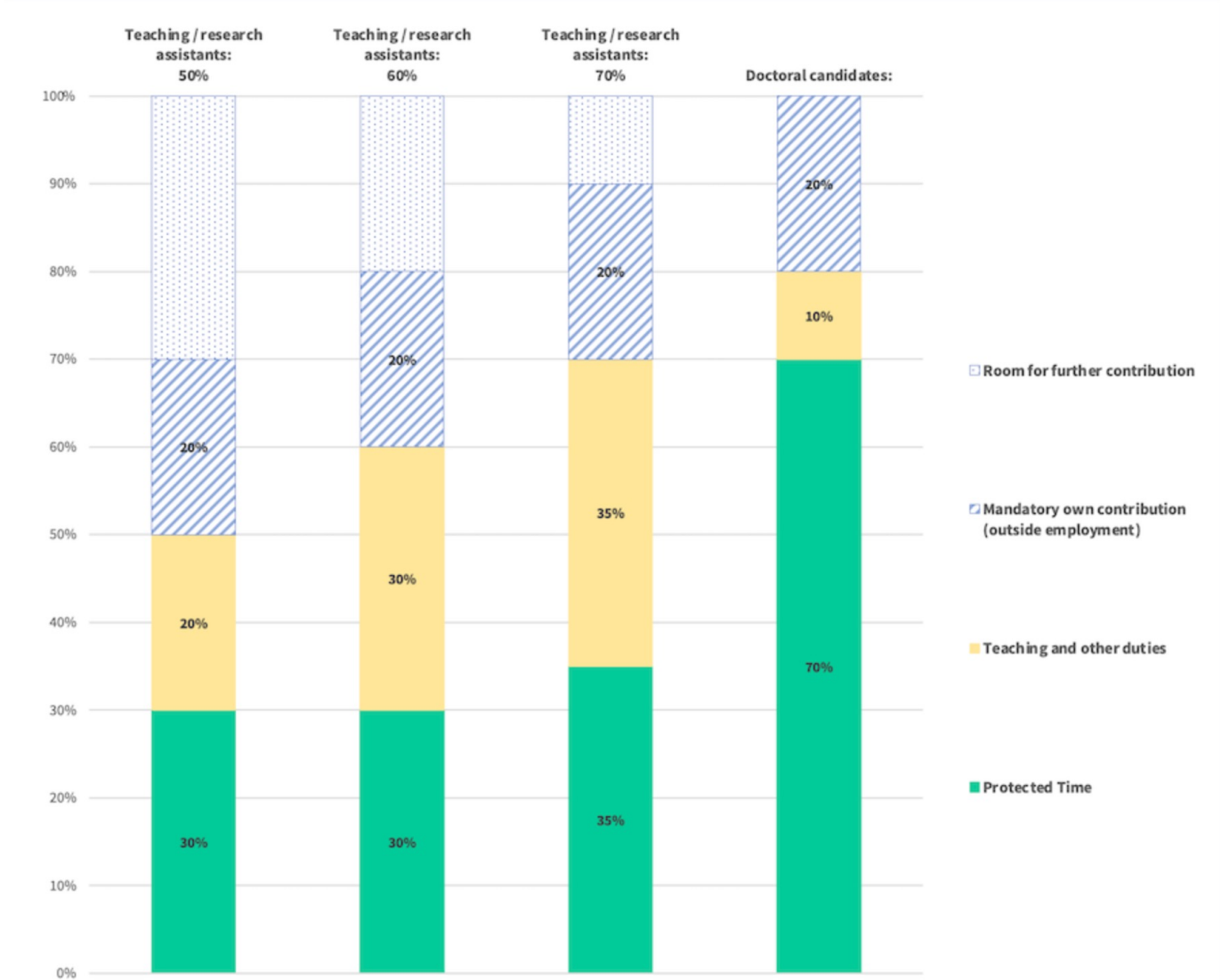
Implementation of Regulations for the General Outline of Rights and Responsibilities of the Faculties for Teaching/Research Assistants and Doctoral Candidates

- The totally revised “Regulations” were adopted by the Executive Board of the University in July 2023 and approved by the Extended Executive Board of the University in August 2023
- The new employment conditions start on 1 January 2024 → the following conditions for the new employment will apply:
 - **Doctoral candidates:** Employment level of 80% instead of 60%
 - **Teaching and research assistants:** Introduction of a min. employment level of 50%
- Lower workloads can apply as an exception and in justified cases, like parenthood or other care obligations; min. workload must be 40% → Protected time minimum stays

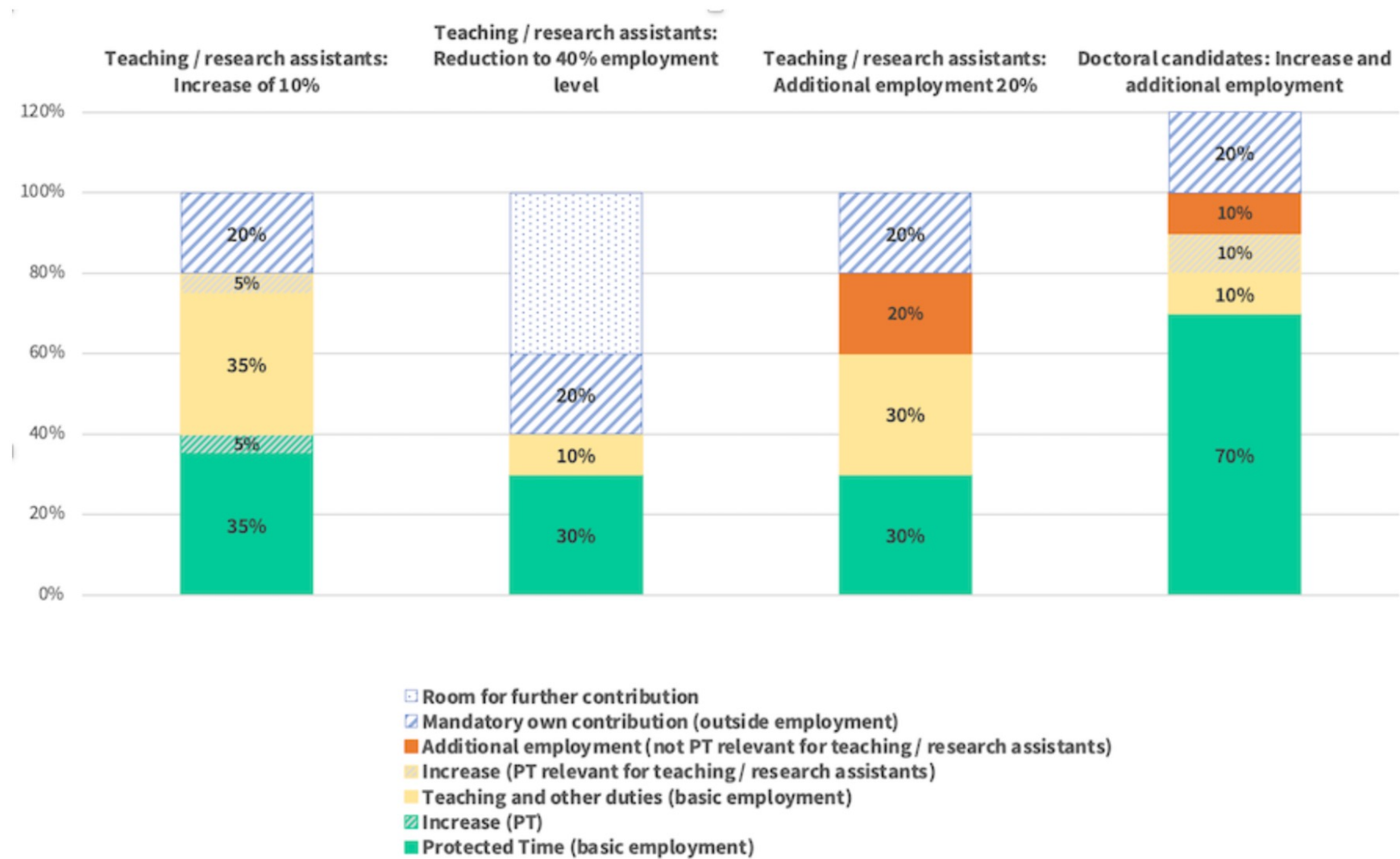
Protected Research Time

- **Doctoral candidates:** 70% of a full-time equivalent
- **Research and teaching assistants:** minimum of 30% of a full-time equivalent;
 - if the employment level is above 60%, then 50% of the employment time results in protected research time
- The amount of protected time can vary within the year but must be guaranteed over the course of a year.
- **Activities:** all research work that is necessary and desirable to achieve the qualification goal, i.e. writing the dissertation, conducting field studies, data collection & analysis...
- **Own contribution:** in the sense of personal further qualification, PhD candidates at UZH are expected to make a significant personal contribution to the achievement of the doctorate. The personal contribution is explicitly stated in the doctoral agreement and amounts to at least 20% of a full-time position.

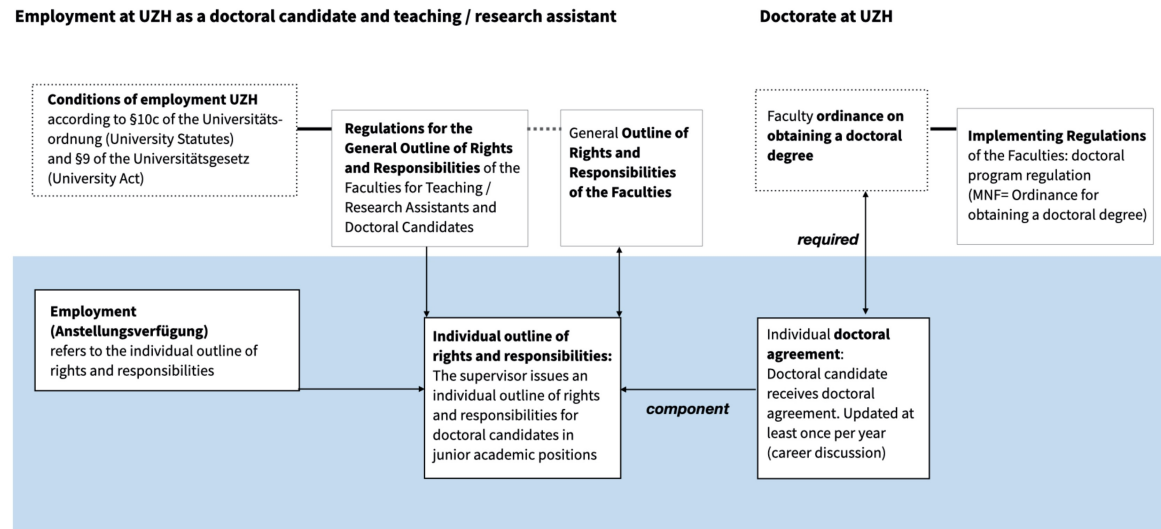
Standard employment model



Deviation from the standard employment model



Individual outline of rights and responsibilities



- Individual outline of rights and responsibilities is prepared for each person during a doctorate with a junior academic position
- Defines the tasks within the scope of the employment, in particular the teaching and other tasks.
- It is signed by the PhD candidate and the supervisor at the latest when the doctoral agreement is concluded.

Doctoral Agreement


- The doctoral agreement regulates the process, the goals, and the general requirements of the doctorate of the person doing the doctorate, in particular also the tasks for own research as well as milestones and work steps.
- It is updated annually on the occasion of a career discussion.
- The doctoral agreement is part of the individual outline of rights and responsibilities.
- **Career discussion:** a discussion between PhD candidate and the supervisor, during which the professional situation, performance and further qualification goals and steps are discussed. These discussions must be held at least once a year and must be documented in writing → can be documented through updating the doctoral agreement.

Implementation

- For all new employments as of 1 January 2024, the new employment conditions apply
- Ongoing employments will be transferred to the new employment conditions in 2024 if a renewal of the contract is necessary
- All running (and not yet transferred) contracts will be transferred to the new employment model starting 1 January 2025
- If you finish your PhD next year and your employment ends in 2024, the new employment conditions will not affect you

Employment as a doctoral candidate or teaching / research assistant: New employment model

Below are basic principles, parameters, Q&A, and documents that provide an overview for doctoral candidates and teaching / research assistants and serve as a guideline for supervisors and recruiters when hiring.

On August 29, 2023, the Extended Executive Board of the University approved a completely revised set of regulations on the general outline of rights and responsibilities of the faculties for teaching / research assistants and doctoral candidates (Regulations on the general outline of rights and responsibilities), which will come into effect on January 1, 2024. The regulations of rights and responsibilities include provisions on employment, in particular on the share of tasks and working hours, of holders of junior academic positions, which apply to the entire university. For postdocs and senior teaching and research assistants, the previous regulations on the outline of rights and responsibilities of the faculties for holders of junior academic positions (only available in German: > [Reglement über die Rahmenpflichtenhefte der Fakultäten für die Inhaberinnen und Inhaber von Qualifikationsstelle](#) (PDF, 130 KB) , PDF, 130 KB) remain unchanged.

Where do you find the information online?



Go to
www.graduates.uzh.ch/en.html



You will find detailed
information on the

Principles
Parameters



You will find the relevant
documents there (Regulation and
template of doctoral agreement)

Our FAQs can also be consulted; we are constantly updating them

Questions and Answers | Part 1: General Questions

Further Q&A topics on the following pages:

- [> Recruiting for the year 2024](#)
- [> Existing employment](#)

- ↓ Why are these new employment conditions being implemented?
- ↓ What activities fall under protected time?
- ↓ What falls under "teaching" and "other tasks"? (*1)
- ↓ What does the doctoral agreement regulate?
- ↓ What is a career discussion?
- ↓ What is an individual outline of rights and responsibilities (individuelle Pflichtenheft)?
- ↓ What does "own contribution" mean?
- ↓ If I am now employed at 80 % under the job title "doctoral candidate", will I also receive 20 % more pay?
- ↓ Are there any changes to the junior academic positions "postdoc" and "senior teaching and research assistant"?
- ↓ Can a job description be issued in place of an individual outline of rights and responsibilities for PhD candidates in junior academic positions?