

Beauftragte für die Belange der studentischen Hilfskräfte

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1st Plenary meeting for the SHK/WHB on the RWTH Aachen 2018

Planned Process

- Presentation and goals of the SHK-Representatives and SHK-Alliance NRW
- Presentation: Results of the Satisfaction Survey 2017
- University-Freedom-Law (Hochschulfreiheitsgesetz) an the impacts for SHKs and WHBs
- Open round

Presentation and goals of the SHK-Representatives and SHK-Alliance NRW

- Representation of interests for the student employees
- Improving knowledge about the rights of student employees
- Providing of information materials and contact persons for special questions in institutes / departments
- Goals:
 - Continuous improvement of working conditions
 - Independent staff representation / PRstud
 - Collective agreement for student employees

Presentation and goals of the SHK-Representatives and SHK-Alliance NRW

- Requirement for SHK:
 - Registered student
 - you do not have a university degree which corresponds to the relevant activity
- Requirement for WHB:
 - Enrollement in a consecutive degree programm
 - Proof of the professional qualification for the following activities
- Tasks for SHKs and WHBs:
 - study-related service in research and teaching and related administrative activities
e.g.
 - Support for courses, colloquia, exercises, excursions etc.
 - supervision stud. working groups
 - ...
- Remuneration: 11€/h for SHK and 13€/h for WHB
- Science Assistant

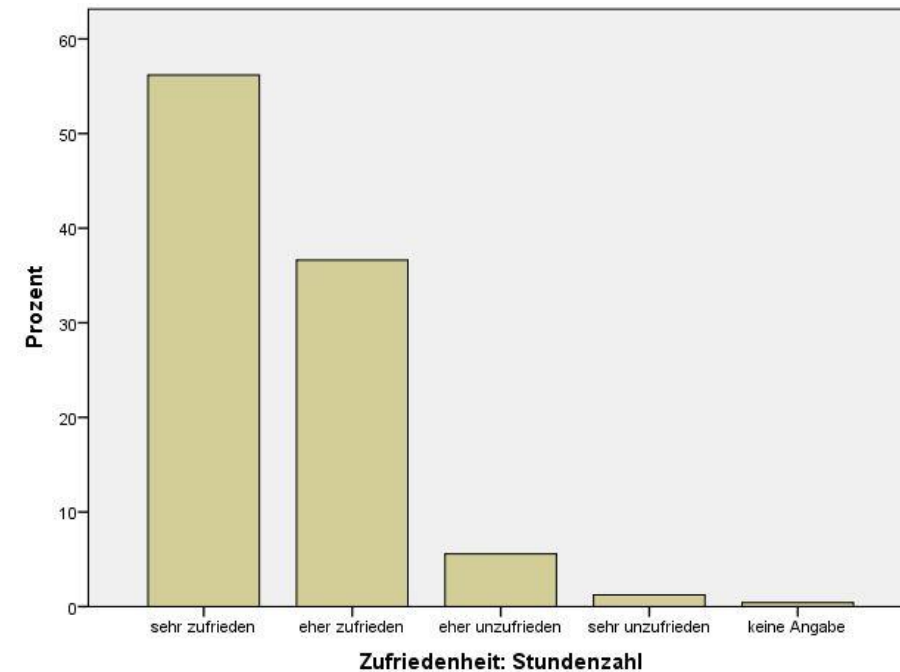
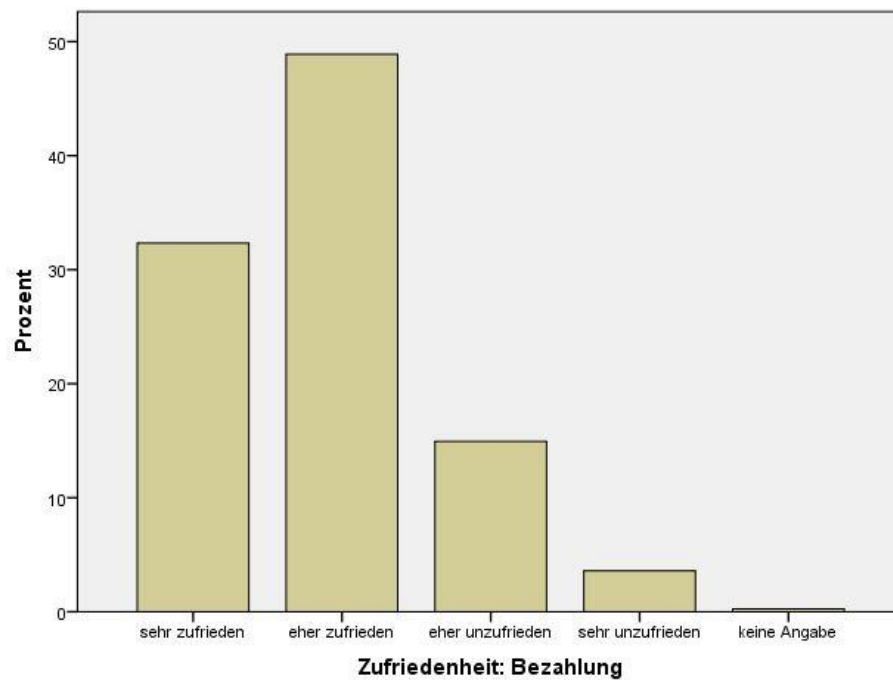
Presentation and goals of the SHK-Representatives and SHK-Alliance NRW

- Principle of equal treatment, i.e. an unfounded worse treatment of SHKs/WHBs than comparable full-time employees is excluded.
- written employment contract
- working hours according to the legal regulations
 - max. 19h/ Woche
- statutory holiday entitlement
- Working-time-account according MiLoG (Mindestlohngesetz)
- sick pay in case of illness, pregnancy and maternity, public holidays (if it is a regular working day)
- employment reference letter

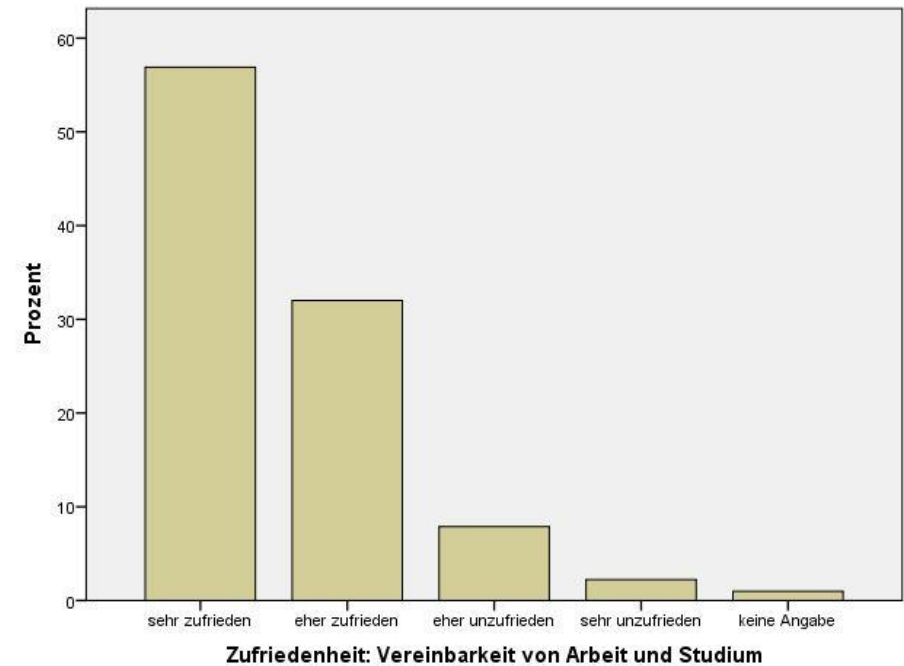
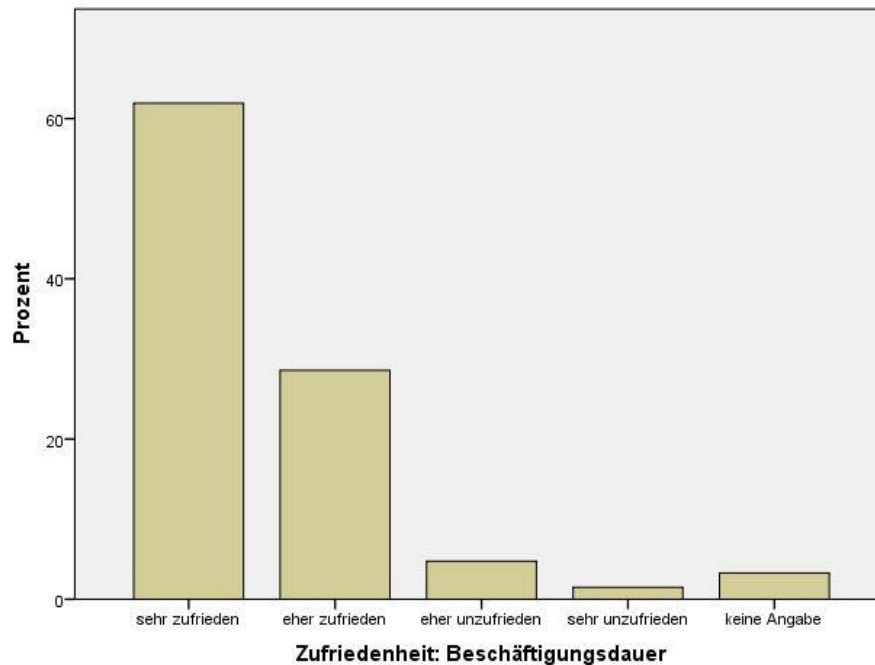
Presentation: Results of the Satisfaction Survey 2017

- Backround of the survey:
 - Introduction of the SHK-Officers for students employees.
 - Overview about the situtation and satisfaction of the SHKs.
 - Which problems do the SHKs have to deal with?
 - How can we as SHK-Officers deal these problems?

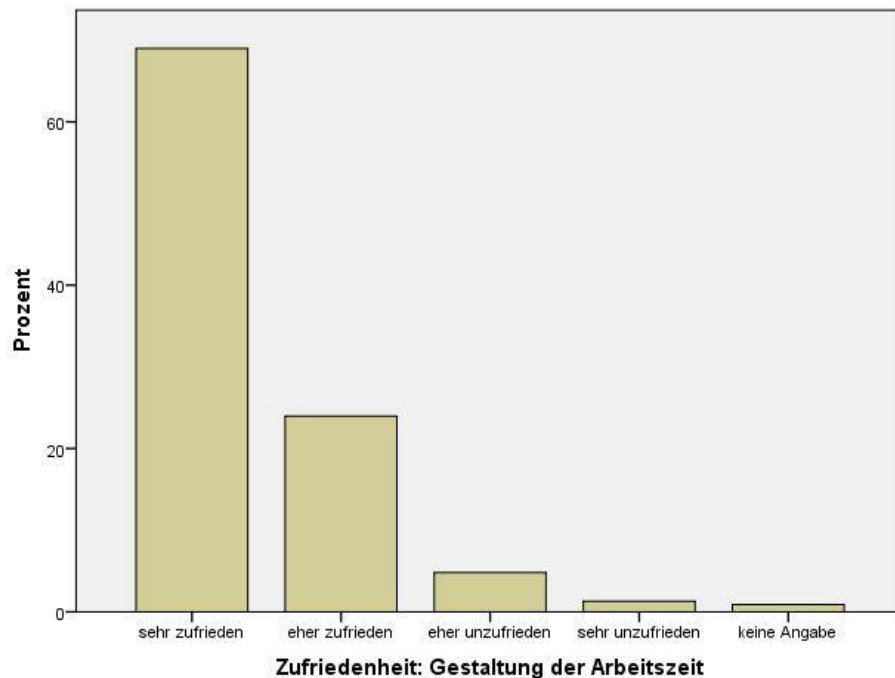
Presentation: Results of the Satisfaction Survey 2017



Presentation: Results of the Satisfaction Survey 2017



Presentation: Results of the Satisfaction Survey 2017



Summary:

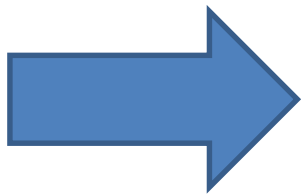
- In general, the students employees are satisfied.
- However, these graphs do not say anything about whether the students employees are denied to leave or whether minus hours do the illness/holidays have to be reworked.

Presentation: Results of the Satisfaction Survey 2017

- involved persons said that they were quite satisfied with their work,
- but there are still partial problems of labour law:
 - no holiday are granted,
 - negative hours during illness and holiday,
 - only SHK-remuneration despite Bachelor degree,
 - short duration of contract, late announcement of renewal of contract,
 - missing / badly fitted workplaces,
 - ...

Hochschulfreiheitsgesetz und die Auswirkungen auf die SHKs und WHBs

- Elimination / optionalisation of SHK representatives
 - Dependence of the SHK representatives on the Senate,
 - it is possible that the SHK representatives are no longer to be elected, if they take up problems of wrongdoing
- Elimination of the frame work code for good employment conditions
- Elimination of the civil clause



The status quo is maintained or working conditions massively worsened.

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Open Round

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Thank you very much for your attention

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For further information:

<https://shkvertretungachen.wordpress.com/>