

27. November 2018

**Stellungnahme zum  
Wissenschaftszentrum Berlin für Sozialforschung, Berlin (WZB)**

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## Vorbemerkung

Die Einrichtungen der Forschung und der wissenschaftlichen Infrastruktur, die sich in der Leibniz-Gemeinschaft zusammengeschlossen haben, werden von Bund und Ländern wegen ihrer überregionalen Bedeutung und eines gesamtstaatlichen wissenschaftspolitischen Interesses gemeinsam gefördert. Turnusmäßig, spätestens alle sieben Jahre, überprüfen Bund und Länder, ob die Voraussetzungen für die gemeinsame Förderung einer Leibniz-Einrichtung noch erfüllt sind.<sup>1</sup>

Die wesentliche Grundlage für die Überprüfung in der Gemeinsamen Wissenschaftskonferenz ist regelmäßig eine unabhängige Evaluierung durch den Senat der Leibniz-Gemeinschaft. Die Stellungnahmen des Senats bereitet der Senatsausschuss Evaluierung vor. Für die Bewertung einer Einrichtung setzt der Ausschuss Bewertungsgruppen mit unabhängigen, fachlich einschlägigen Sachverständigen ein.

Vor diesem Hintergrund besuchte eine Bewertungsgruppe am 13. und 14. März 2018 das WZB in Berlin. Ihr stand eine vom WZB erstellte Evaluierungsunterlage zur Verfügung. Die wesentlichen Aussagen dieser Unterlage sind in der Darstellung (Anlage A dieser Stellungnahme) zusammengefasst. Die Bewertungsgruppe erstellte im Anschluss an den Besuch den Bewertungsbericht (Anlage B). Das WZB nahm dazu Stellung (Anlage C). Der Senat der Leibniz-Gemeinschaft verabschiedete am 28. November 2018 auf dieser Grundlage die vorliegende Stellungnahme. Der Senat dankt den Mitgliedern der Bewertungsgruppe und des Senatsausschusses Evaluierung für ihre Arbeit.

## 1. Beurteilung und Empfehlungen

Der Senat schließt sich den Beurteilungen und Empfehlungen der Bewertungsgruppe an. Das Wissenschaftszentrum Berlin für Sozialforschung (WZB) betreibt sehr erfolgreich problemorientierte Grundlagenforschung zu aktuellen sozialen und politischen Fragestellungen in Bezug auf die Entwicklung, Probleme und Innovationschancen moderner Gesellschaften. Mit seinen Arbeiten leistet das WZB wichtige Beiträge zu äußerst relevanten Themen wie Bildung, Arbeit, Rente, Migration, Diversität und Globalisierung. Dabei führt es auf überzeugende Weise Methoden und Ansätze hauptsächlich aus Soziologie, Politikwissenschaft, Ökonomie, Rechtswissenschaft und Psychologie zusammen. Die Arbeiten des Instituts sind international vergleichend angelegt, wobei der Fokus auf Deutschland und den weiteren OECD-Staaten liegt.

Im Rahmen eines schlüssigen Gesamtkonzeptes gliedern sich die Arbeiten in sechs Forschungsschwerpunkte (*Research Areas*). Den Kern der Schwerpunkte bilden in der Regel größere dauerhaft angelegte Abteilungen (*Research Units*). Daneben gibt es verschiedene kleinere, befristet angelegte Gruppen (Forschungsgruppen, Nachwuchsgruppen, Projektgruppen) sowie das „Center for Global Constitutionalism“. Die **wissenschaftlichen Leistungen** der sechs Abteilungen werden viermal als „exzellent“ und zweimal als „sehr gut bis exzellent“ bewertet. Von den zwölf weiteren Gruppen werden elf als „sehr gut“ und eine als „gut“ bewertet. Die Abteilungen und Gruppen werden ergänzt durch international

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<sup>1</sup> Ausführungsvereinbarung zum GWK-Abkommen über die gemeinsame Förderung der Mitgliedseinrichtungen der Wissenschaftsgemeinschaft Gottfried Wilhelm Leibniz e. V.

renommierte Forschungsprofessorinnen und -professoren, die für eine befristete Zeit am WZB ausgewählte Themenbereiche bearbeiten. Die interdisziplinäre Zusammenarbeit zwischen den verschiedenen Arbeitseinheiten wurde seit der letzten Evaluierung intensiviert, insbesondere durch die übergreifend durchgeführten Brückenprojekte.

Die hervorragenden Forschungsergebnisse werden regelmäßig in den führenden Zeitschriften publiziert. Auch die Drittmiteleinahmen sind sehr hoch. Hervorzuheben ist u. a., dass mittlerweile zwei durch einen *ERC Grant* geförderte Gruppen ihre Arbeit am WZB aufgenommen haben. Vor dem Hintergrund seiner Leistungen besitzt das WZB das Potential, die Drittmiteleinahmen von der EU weiter zu steigern und seine Aktivitäten auf europäischer Ebene auszuweiten, um so seine internationale Sichtbarkeit weiter zu erhöhen. Mit den auf Grundlage der Forschungsergebnisse erbrachten Beratungsleistungen ist das WZB von großer Bedeutung für die Politik. Zudem bringt sich das Institut über eigene Veröffentlichungsreihen sowie weitere innovative Formate in den öffentlichen Diskurs ein und stößt wichtige politische Debatten an. Zu den Leistungen des WZB zählen zudem die Entwicklung und Pflege von bedeutenden auch extern genutzten Forschungsdaten-Infrastrukturen.

Sowohl die zurückliegende als auch die weitergehend geplante **strategische Entwicklung** des WZB sind überzeugend. Ein besonderer Erfolg gelang 2017, als ein Berlin-Brandenburger Konsortium unter Führung des WZB in einem sehr kompetitiven Verfahren das „Weizenbaum Institute for the Networked Society“ einwarb. Dieses wird in den ersten fünf Jahren mit 50 Mio. € vom BMBF gefördert und forscht zu ethischen, rechtlichen, wirtschaftlichen und gesellschaftlichen Aspekten des Internets. Im Zuge der folgerichtigen weiteren Ausweitung dieser Arbeiten ist eine mit dem sehr engagierten Wissenschaftlichen Beirat abgestimmte schlüssige Umstrukturierung eines der Forschungsschwerpunkte am Institut geplant.

Ebenfalls 2017 wurde eine siebte Abteilung „Institutionen und politische Ungleichheit“ neu eingerichtet, die hohes Potential besitzt. Für deren Leitung wurde ein bestens ausgewiesener Wissenschaftler aus dem Ausland gewonnen. Eine weitere bedeutende Veränderung steht 2020 an, wenn der Leiter der Abteilung „Demokratie und Demokratisierung“ in den Ruhestand geht. Es wird begrüßt, dass das WZB mit seinen Gremien bereits in die Planungen für die Nachfolgebesetzung und die zukünftige inhaltliche Ausrichtung der Abteilung eingetreten ist.

Über die im Rahmen der derzeitigen institutionellen Förderung geplanten Veränderungen hinaus, beabsichtigt das WZB, mit zusätzlichen Mitteln („kleiner strategischer Sondertatbestand“) einen neuen Querschnittsbereich einzurichten. Es soll untersucht werden, ob und wie im alltäglichen Leben immer stärker zum Einsatz kommende digitale Anwendungen für die Erhebung wissenschaftlich nutzbarer Daten eingesetzt werden können. Zur Umsetzung der Maßnahme soll der Kernhaushalt des WZB ab 2020 um 750 T€ dauerhaft erhöht werden (zzgl. 550 T€ Eigenanteil). Die Planungen des WZB sind schlüssig und werden befürwortet.

Die **Kooperation** des WZB mit den drei Berliner Universitäten ist hervorragend. Von den 17 Professuren, die Beschäftigte des WZB innehaben, sind zwölf an einer der drei Universitäten angesiedelt. Das WZB ist an zahlreichen Verbundvorhaben beteiligt, die

auch weitere Partner mit einschließen, wie z. B. die Hertie School of Governance, die Universität der Künste Berlin oder das Sozio-oekonomische Panel (SOEP) am Deutschen Institut für Wirtschaftsforschung (DIW). Eine besondere Stärke des WZB liegt darin, mit verschiedenen Partnern und Förderern große themenbezogene Verbünde zu initiieren. Neben dem bereits erwähnten Weizenbaum Institut ist das WZB z. B. beteiligt an dem 2011 eingerichteten „Alexander von Humboldt Institut für Internet und Gesellschaft“ sowie dem „Zentrum für Zivilgesellschaftsforschung“ und dem „Berliner Institut für empirische Integrations- und Migrationsforschung“, die beide 2017 eingerichtet wurden. Das WZB trägt maßgeblich dazu bei, dass Berlin in den am Institut vertretenen Disziplinen ein Standort von internationaler Sichtbarkeit ist. Der Senat regt an zu prüfen, wie das WZB künftig seine Mitgliedschaft in der Leibniz-Gemeinschaft in seinem Namen Ausdruck verleihen kann.

Im Bereich der **Gleichstellung** leistet das WZB überzeugende Arbeit. Von den acht wissenschaftlichen Stellen (Präsidentin plus mittlerweile sieben Abteilungen) sind drei mit Wissenschaftlerinnen besetzt.

Die **Förderung des wissenschaftlichen Nachwuchses** ist überzeugend organisiert. Die Zahl der Promotionsabschlüsse ist hoch, und es werden sehr gute Maßnahmen zur Förderung und Qualifizierung sowohl für Promovierende als auch für bereits promoviertes Personal angeboten. Eine vom WZB laufend aktualisierte Verbleibstudie zeigt, dass das WZB ein hervorragendes Sprungbrett in verschiedene Beschäftigungsfelder ist.

Das WZB ist in seiner inhaltlichen und strukturellen Ausrichtung in Deutschland einzigartig und zählt auf seinen Arbeitsgebieten zu den international führenden Einrichtungen. Das WZB erfüllt die Anforderungen, die an eine Einrichtung von überregionaler Bedeutung und gesamtstaatlichem wissenschaftspolitischem Interesse zu stellen sind. Die Erfüllung der Aufgaben des WZB ist an einer Hochschule nicht möglich. Eine Eingliederung des WZB in eine Hochschule wird daher nicht empfohlen.

## 2. Zur Stellungnahme des WZB

Das WZB geht in seiner Stellungnahme auf vier Gesichtspunkte ein, die die Bewertung der Leistungen und Strukturen des Instituts betreffen. Der Senat hält dazu folgendes fest:

i) Es ist sachgerecht, dass in Abstimmung mit dem WZB dessen Leistungen nicht nur mit Blick auf die übergreifenden Forschungsschwerpunkte, sondern auch auf der Ebene von Abteilungen und weiteren Gruppen bewertet wurden.

Im Einzelnen stellte das WZB 18 Arbeitseinheiten sowohl in der Evaluierungsunterlage als auch bei der Begehung zur Bewertung vor. Erwartungsgemäß nahmen die Sachverständigen diese 18 Einheiten in ihre differenzierten Einzelbewertungen auf. Dazu zählen auch zwei Gruppen, die maßgeblich über Mittel des *Zukunftskonzepts*<sup>2</sup> der FU Berlin finanziert werden. Außerdem wurden drei Gruppen bewertet, die vom BMBF (2012-2018) bzw. von der VW-Stiftung und vom ERC (beide seit 2017) gefördert werden.

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<sup>2</sup> Zukunftskonzept „The International Network University“, Förderung der FU Berlin im Rahmen der Exzellenzinitiative von Bund und Ländern.

Weitere grund- oder drittmittelfinanzierte Arbeitseinheiten stellte das WZB ausschließlich schriftlich vor, zum Beispiel weil ihre Arbeit bereits seit längerer Zeit beendet ist oder erst in diesem Jahr beginnt. Deren Leistungen wurden nicht im Detail bewertet, sondern flossen in die übergreifenden Einschätzungen zu den Leistungen und Strukturen der Forschungsschwerpunkte und des WZB insgesamt ein.

ii) Die Bewertungsgruppe würdigt die hohen Drittmiteleinnahmen des WZB. Sie begrüßt außerdem, dass das WZB darauf achtet, dass sich Drittmittelprojekte gut in die Gesamtstrategie einfügen und leitende wissenschaftliche Beschäftigte nicht mit koordinierenden Aufgaben überlastet werden. Nicht überzeugt hat die Bewertungsgruppe jedoch, dass eine formale Grenze für die Höhe der Drittmittel festgelegt ist.

Dieser Einschätzung schließt sich der Senat an. Er sieht kein triftiges Argument, das diese formalisierte Grenze begründet. Der Senat geht davon aus, dass die angeregte Prüfung dieser Frage durch Leitung und Gremien des WZB noch stattfindet.

iii) Der Senat dankt dem WZB für die Richtigstellung der Affiliation des Leiters des Zentrums für Zivilgesellschaft.

iv) Die Informationen zu den beiden ökonomischen Abteilungen lagen beim Evaluierungsbesuch vor und sind in die Bewertung eingeflossen.

Der Senat geht davon aus, dass das WZB auch die weiteren Empfehlungen und Hinweise aus dem Bewertungsbericht bei seiner weiteren Arbeit berücksichtigt.

### **3. Förderempfehlung**

Der Senat der Leibniz-Gemeinschaft empfiehlt Bund und Ländern, das WZB als Einrichtung der Forschung und der wissenschaftlichen Infrastruktur auf der Grundlage der Ausführungsvereinbarung WGL weiter zu fördern.

## Annex A: Status Report

### WZB Berlin Social Science Center

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## 1. Structure, tasks and institutional environment

### Development and funding

The WZB was founded in 1969 as a non-profit limited liability company (gGmbH). The institutional budget of the WZB is provided by the Federal Government (75 per cent), represented by the Federal Ministry for Education and Research (BMBF); and by the *Land* Berlin (25 per cent, which includes contributions from the community of *Länder*), represented by the Senate Chancellery of Berlin.

As with other non-university research institutions co-financed by the Federal and *Länder* Governments, the WZB had been part of the so-called “Blue List” from 1992, which has borne the name “Scientific Association Gottfried Wilhelm Leibniz” or “Leibniz Association” since 1997. Under Article 91b of the German Basic Law, the Federal and *Länder* Governments cooperate in the promotion of research outside of universities.

Responsible department at *Länder* level: Senate Chancellery of Berlin

Responsible department at federal level: Federal Ministry for Education and Research (BMBF)

### Mission

The WZB’s mission is the pursuit of knowledge on societal developments and political challenges. As a non-university research institute, it conducts research in the social sciences that is long-term, relevant, interdisciplinary, problem-related, and empirically grounded as well as theoretically ambitious.

The WZB has the following objectives:

- Basic research analyzing the economic, political, and social impact of a globalizing world for the chances of the individual to lead a self-determined life in complex, democratic, and non-democratic societies
- Development of innovative solutions on the basis of empirical knowledge for challenges which individuals, civic society, and democratic institutions have to meet in a globalizing world
- Transfer of scientific results and public engagement
- Collaboration across units in order to enhance interdisciplinary resources
- Career development for WZB employees
- Capacity building in research networks and in the Leibniz Association

### Organisation

The institutions of the WZB are the Shareholders’ Meeting, the Board of Trustees, the Academic Council, and the Management. The Advisory Board advises the Board of Trustees.

Appointment and dismissal of directors, appointments to the Board of Trustees and management principles are all decided at the Shareholders’ Meeting.

General directions of the WZB's research policy are set by the Board of Trustees. It also decides on financial matters. Furthermore, it monitors the legality, expediency and cost-efficiency of the management performance of the Director for Academic Affairs (President) and the Director for Administrative Affairs (Managing Director). The Board of Trustees comprises 13 voting members, acting in an honorary capacity. Voting members include the chairperson, appointed by the Federal Government and the deputy chairperson, appointed by the State of Berlin. The other members are the presidents of the three major universities of Berlin, two members of the German *Bundestag*, and six scientists.

The Management of the WZB is composed of the President and the Managing Director. The President represents the WZB, plans and coordinates Research Areas and Units and establishes Research Groups. He or she sets the general lines of research policy, oversees the thematic orientation of the individual academic entities and appoints leading scientists. The Managing Director is responsible for all commercial, legal and administrative matters of the WZB.

The Academic Council is an internal body whose members are the Research Directors of the Research Units and Research Professors, as well as members who are elected every two years. It advises the Management on all matters concerning the WZB and delivers opinions on fundamental academic decisions.

For the members and tasks of the Advisory Board, see chapter 6.

### **Research structure**

As depicted in the organizational chart (see appendix 1), the WZB's work is organized in seven Research Areas: "Dynamics of Social Inequalities", "Markets and Choice", "Digitalization and Societal Transformation", "International Politics and Law", "Dynamics of Political Systems", "Migration and Diversity", and "Political Economy of Development" (see chapter 3 for details).

As a general rule, the core of the Research Areas is formed by the Research Units. They are managed by Research Directors and are allocated a standard amount of personnel and equipment. The Research Units are supported by Research Groups, Junior Research Groups, Project Groups, and Research Professorships. These groups run for a limited period of five years (in most cases) and can be extended.

A Trans-sectoral Research Area, which spans all Research Areas, has been established, consisting of Bridging Projects, the "Center for Global Constitutionalism", the "Center for Civil Society Research", and the Doctoral Program "Good Work".

In addition, there is the President's Project Group. The group includes 8.5 FTE<sup>1</sup> researchers with different scientific and infrastructural tasks and different status. They include research staff working on transfer projects and representing the WZB to the outside, short-term fellows and senior researchers who are employed in the context of dual-career

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<sup>1</sup> The information about the FTE in the Research Units always refers to 31 December 2016.



arrangements with other institutions and share research interests with the President. Almost all members maintain linkages and cooperations with other Research Units.

### **National and international scientific environment**

The WZB sees itself as unique with its disciplinary composition, its interdisciplinary agenda and its topical orientation. At the same time, there are several institutes conducting research in similar areas: The Center for European Studies (CES) at Harvard University in Cambridge/U.S.A., the European University Institute (EUI) in Florence/Italy, the Swedish Institute of Social Research (SOFI) in Stockholm/Sweden and the International Institute for Applied Systems Analysis (IIASA) in Laxenburg/Austria and others.

In Germany, many other non-university research institutes within the Leibniz Association, the Max Planck Society, the Helmholtz Association of German Research Centres and the Fraunhofer Society cover the social sciences, but have a different institutional mission to the WZB. Yet, according to the WZB, there are many connections between WZB research projects and the work conducted at these international and national institutions (see chapter 4).

Joint professorships have been established in particular with the universities in Berlin and throughout the region. Moreover, there are thematic links and joint projects and programs.

### **National interest and justification for funding as a non-university institution**

The WZB aims at advancing social science research, leveraging its results for the public good and designing its structures and activities for institutional excellence. In the international and national arenas, the WZB undertakes a wide range of specific initiatives and efforts. At the EU level, researchers from the WZB were involved in shaping the calls for applications in the social sciences under the Horizon 2020 program.

In Germany, the WZB sees itself as one of the central institutes in social science research. The WZB is part of several national research alliances like the “National Educational Panel Study”, the “German Center for Integration and Migration Research”, the “Alexander von Humboldt Institute for Internet and Society” or the “Weizenbaum Institute for the Networked Society” (see cooperations in chapter 4).

Another contribution of the WZB to social science research are data sets of considerable breadth that it has collected. These include data on political party programs for more than 50 democracies, a dataset of indicators that monitor societal integration, and data on reform in the education systems of all German *Länder* since 1949.

The particular sort of multidisciplinary research undertaken at the WZB needs clear thematic focusing, adequate personnel and funding, and great organizational flexibility in a reliable, long-term institutional framework. From the WZB’s perspective, this sort of research can only be conducted with great difficulty at universities.

## 2. General concept and profile

### Development of the institution since the last evaluation

The WZB conducts basic social science research. Central themes are “trends in development“, “problems of adaptation” and “prospects for innovation in modern democratic societies”, addressing issues for which solutions are of particular interest to society and politics. The WZB research goes beyond a demand-based focus. Its perspective is long-term and its subject matter is driven by scientific interest. Embedded in broader scientific discourses and in cooperation with universities and other institutions, it aims to contribute with its problem-oriented research to the development of social science theory. The audiences for the WZB’s research are the scientific community, decision-makers in politics, public administration, business, and other institutions, as well as the general public. Specific communication formats have been developed to address each of these audiences. As outlined in its mission, the WZB is furthermore engaged in the development of innovative solutions, the transfer of scientific results, interdisciplinary cooperation, career development and capacity building in research networks and in the Leibniz Association.

The WZB was last evaluated by the Senate of the Leibniz Association in 2011. See chapter 6 for the recommendations of the last evaluation and the WZB’s reactions. In chapter 4, the work of the Research Areas is presented in detail. The chapter also presents the main changes since the last evaluation, i.e. the closing and opening of new groups.

### Results

#### *Publications*

Between 2014 and 2016, the WZB produced 1,282 publications (without WZB publications, see appendix 2). Among these were 68 monographs, 53 edited volumes, 358 articles in reviewed journals, and 402 articles in edited volumes.

In addition, the WZB has its own publication series. The quarterly journal *WZB-Mitteilungen* presents up-to-date research findings in a compact and edited form. Each year it offers about 250 pages of research reporting. There are 8,050 registered subscribers, including 700 journalists and 1,000 parliamentarians at the federal and state levels.

The *WZBriefts* consist of the two series *WZBrief Arbeit* (labor) and the *WZBrief Bildung* (education). They are intended for the expert public in the given field. With these briefs, research findings for which the publication process in specialist journals often requires a long time, can be made rapidly available to the relevant experts. They appear at irregular intervals over the course of the year and now have some 2,000 subscribers. Since 2013, four WZB Research Units have established their own blogs; WZB members are also blogging with increasing frequency.

The WZB supports the open access movement. The project “OA 1000+” was completed in 2015. Around 1,500 publications authored by current and former WZB researchers were digitized by the WZB library and are now freely and permanently accessible on the internet. The digitized texts are primarily available via EconStor, the Open Access server

of the German National Library of Economics – Leibniz Information Centre for Economics (ZBW). All WZB discussion papers are also published here and subsequently transferred to the LeibnizOpen platform. The position of an “Open Access Advisor” was created and filled in 2016.

The notion of “publication” also includes research data, which are produced by WZB researchers. In order to enhance the possibilities of data publication, the WZB has been part of a project financed by the Senate Competition Committee (SAW) of the Leibniz Association called “SowiDataNet”, which has developed an easy-to-use data repository for the economic and social sciences. It will be online in January 2018. With the adoption of the WZB’s Data Policy in 2017, all WZB researchers are strongly advised to use this central resource to disseminate their research data, again strengthening the idea of open access.

### *Scientific consultancy*

The WZB promotes the dissemination of social science knowledge in science and praxis, and cooperates with Ministries and Parliaments, scientific academies, foundations, societal organisations, and research institutions, and editorial boards of international journals.

The WZB provides extensive advice to the world of politics: Among others, eight WZB scholars were members of the scientific advisory bodies of six federal government departments between 2014 and 2016. They participated in the drafting of:

- the Poverty and Wealth Report of the Federal Government,
- the Demography Strategy of the Federal Government,
- the Report on Socio-economic Development in Germany,
- the National Report on Junior Scholars,
- the Federal Youth Panel by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth,
- and were scientific advisors to the Sino-German Dialogue Forum and the Federal Office for Migration and Refugees.

Internationally, WZB scientists have exercised an advisory function, for example in

- the European Commission High Level Group “Research, Innovation and Science Experts”,
- in the OECD High Level Expert Group “Measurement of Economic Performance and Social Progress”,
- on the German UNESCO Commission,
- and on the Scientific Advisory Board of the UN Secretary General.

### *Knowledge transfer and public relations*

The classical tools of public relations are of great importance for the WZB. This includes press releases, press conferences or the regular electronic Newsletter. The Newsletter informs some 4,600 subscribers (German version) about new events, important

personnel news or publications, including recent specialist publications, the *WZBriefer*, or articles in the *WZB-Mitteilungen*. In late 2017, the WZB Twitter account reached more than 6,200 followers. Public events are an important forum for direct dialogue with a broad public. Alongside more than 500 scientific events initiated by the Research Units, the Information and Communication Department of the WZB organized a total of 50 public lectures, debates and panels between 2014 and 2016.

#### *Scientific services and infrastructure tasks*

A unit, called “Literature & Data: Research Information”, adheres to the modern standards of information dissemination – the library section with a focus on services surrounding textual work, and the data management team as experts regarding research data.

Although the main focus for the provision of infrastructure and related services is on WZB researchers, services are also offered to many external users. The library is open to the general public during the week and the archive also accepts external requests for archived material.

#### **Strategic work planning for the next few years**

For the already decided opening or closure of research entities in the imminent future see chapter 3. Other topics are under consideration or at the planning stage but not yet formally decided:

- In mid-2018, a new Research Group is planned within the Research Area “Dynamics of Social Inequality” with a focus on sociological inequality research. The group will run for five years and preparations are under way to organize a collaboration with a Berlin university in the form of a special professorship (W2).
- The WZB is partner in a planned Excellence Cluster “Contestations of the Liberal Script” funded by the German Research Foundation (DFG). Apart from *Freie Universität Berlin* as lead applicant, the *Humboldt-Universität zu Berlin* and five other Berlin research institutions are involved. In October 2017, it passed the first selection hurdle. The final decision will be made in late 2018.
- In 2020 the Director of the Research Unit “Democracy and Democratization” will be retiring. In the course of 2018, the WZB will therefore discuss the future research format for the topic of democracy. The WZB will also be preparing to advertise for the current Director’s successor.

The WZB has identified a need to develop its potential in the area of digitalization and related new methods of social science research. It is partner in the established Alexander von Humboldt Institute for Internet and Society (HIIG) and contributed to the successful application of the joint project Weizenbaum Institute for the Networked Society (see chapter 4). In the years to come, the WZB plans to integrate the topic of the digitalization of society as a new cross-cutting theme. By doing so, questions of digitalization will not be handled by a single unit but shall be systematically integrated into all units of the WZB.

According to the funding regulations of the Leibniz Association, research institutes are permitted to apply for additional basic funding for strategic future-oriented developments. The annual total costs for this so called small strategic “extraordinary item

of expenditure" (*Sondertatbestand*) will be about € 1.3m per year. The WZB will contribute € 550,000 from its own budget, leaving € 750,000 per year that will be needed in addition from the funding bodies. For this, the core budget of the WZB will be raised in 2020 by € 450,000, in 2021 by an additional € 150,000 and in 2022 by an additional € 150,000. The annual total costs are composed of expenses for IT infrastructure and costs of materials (about € 250,000 per year) as well as the following: personnel expenses (about € 1m per year):

- 7 postdoctoral researchers at paygroup (*Entgeltgruppe*) EG 14 ,
- 1 research coordinator at EG 14,
- 2 doctoral employees at 65 % of EG 13,
- 1 data scientist at EG 13,
- 1 data ethics specialist at EG 13,
- 2 IT system administrators at EG 11,
- 2 specialized employees for market and social research at EG 9a,
- and a 50 % administrative specialist at EG 12.

### **Appropriateness of facilities, equipment and staffing**

Total resources used at the WZB in 2016 amounted to € 22.4 m (2015: € 21.8 m, 2014: € 19.4 m, see appendix 2). In the framework of institutional funding, the German Federal Government, Berlin and other states contributed € 16.8m to the WZB core budget in 2016 (2015: € 16.9m, 2014: € 14.9m).

In 2016, the revenue from project grants totalled € 5.2m (2015: € 4.8m, 2014: € 4.3m), corresponding to 24 % of the annual budget. Project grants were mainly raised from the DFG (€ 1.6m), from the Federal and *Länder* governments (€ 1.6m) and from foundations and further funding bodies (€ 1.6m).

The WZB and its governing bodies have reached an agreement to limit third-party funding to 22-24 percent of the regular annual budget. The motivation to do so is to ensure that the recruited international executive scientists are not reduced to research managers and that the coherence of the WZB research program is not endangered. Accordingly, all applications for third-party funding are scrutinized by the President, the Managing Director, and the WZB Office for Third-party Funding. Between 2008 and 2014, the amount of third-party funding awarded was about € 5m per year. In 2016, € 9.1m in third-party funding was awarded. In 2017, just under € 15m are expected.

The WZB has a net floor space of some 12,000 m<sup>2</sup> for 251 offices, a library, several conference and group rooms and a canteen. At present, two stories are being added to the existing building, and plans are being made to extend the service and communication areas on the ground floor. The additional space for 46 offices will add about 844 m<sup>2</sup> of net floor area. The reorganization of service areas will provide an additional 300 m<sup>2</sup> for canteen, communication and events. The total cost is estimated at € 9.1m. Work is to begin in late 2018.

In 2016, the new unit Literature & Data: Research Information merged library and data management into a single service facility, also including the open access advisor and the archivist. The library has 900 m<sup>2</sup> of net floor space in the library tower, which stores more than 160,000 media units.

The IT development strategy provides for a mix of demand and offer-oriented procedures. WZB staff and guests have at their disposition some 600 workstation computers, about 100 notebooks, a fixed wired LAN, WiFi, various central servers, and internet access. In 2016, the IT network infrastructure and the telephone system were partly modernized. Data security is ensured by the WZB IT Coordination at several levels. Furthermore, several units of research support staff exist, such as the Presidential Department, the Information and Communication Department and the Administration.

Since 2012, the WZB has adopted management principles that permit increased budgetary flexibility. For one thing, the binding force of the staffing schedule (*Verbindlichkeit des Stellenplans*) is now limited only to B/W2/W3 positions. It no longer applies to all others and has been replaced by an upper limit for personnel costs with respect to permanent employment contracts (40 % of total expenditures under the Management Plan). Another very important improvement is the possibility to apply for independently managed funding (*Selbstbewirtschaftungsmittel*) for projects and measures not completed in a given financial year. So far, however, not all of the flexibility provided for under the Freedom of Science Act has been realized. It would be of particular importance for the WZB to relax the ban on supplemental remuneration (*Besserstellungsverbot*).

### 3. Subdivisions of WZB

#### **Research Area 1: Dynamics of Social Inequality**

This Research Area addresses the causes of social inequalities and the potential in society for reducing them. It mostly takes a historical or international comparative approach. Since the last evaluation, this research area has changed considerably. The following units have been closed since 2011:

- Research Unit “Inequality and Social Integration” (2002–2011),
- Research Group “Public Health” (1995–2012),
- Schumpeter Junior Research Group “Social Capital during the Life Course” (2010–2011),
- BMBF Junior Research Group “Education and Transitions into the Labor Market” (2007–2011),
- and the Research Professorship “Demographic Development, Social Change and Social Capital” (2006–2011).

The following groups are currently active (or just ended in 2017) and are described in more detail below:

- Research Unit “Skill Formation and Labor Markets” (2008-2029)

- Research Unit “Inequality and Social Policy” (2012-2017)
- Research Group “Demography and Inequality” (2011-2020)
- Project Group “National Educational Panel Study (NEPS): Vocational Training and Lifelong Learning” (2012-2022)
- BMBF Junior Research Group “Work and Care” (2012–2018)
- Research Professorship “Transitions to Adulthood” (2014-2019)

Furthermore, in 2018, an Associate Professor and Ramón y Cajal Fellow in the Department of Social Sciences at the Universidad Carlos III de Madrid, will start a project in the Research Area financed by an ERC Starting Grant “Effort and Social Inequality: Advancing Measurement and Understanding Parental Origin Effects (EFFORT)”. In addition, a new sociological Research Group on “Social Inequalities and Health” will start its work in late 2018.

*Research Unit “Skill Formation and Labor Markets” (2008-2029)*

*(8.18 FTE Research staff, 4 FTE Doctoral candidates, 5.28 FTE Service staff)*

The Research Unit analyzes educational, training and occupational biographies as a consequence of institutional arrangements varying across countries and over time. Key themes include the cumulative processes of educational and social stratification over the life course and the resulting inequalities in employment opportunities. Also at the center of the research program is the intertwining of life courses and employment careers in partnerships and families.

Between 2014 and 2016, the group produced 72 publications, among them 4 monographs, 3 edited volumes, 30 articles in reviewed journals, and 19 articles in edited volumes. In the same period, the revenues from project grants totalled € 1.7m. € 570,000 were obtained from the Federal and *Länder* governments, € 370,000 from foundations, € 280,000 from the DFG and € 460,000 from further funding bodies. Furthermore, 8 doctoral degrees were obtained<sup>2</sup>, and 3 appointments to professorships were given to WZB persons.

*Research Unit “Inequality and Social Policy” (2012-2017)*

*(4.65 FTE Research staff, 1.3 FTE Doctoral candidates, 3.34 FTE Service staff)*

The Research Unit was established in 2012. However, the group leader had to leave the institute for family reasons in 2015. From 2015 to 2016, a professor for sociology at the University of Wisconsin-Madison, was the acting head of the Research Unit during his sabbatical. In 2016, the President of the WZB took over the position of acting head until the end of the Research Unit in 2017. The research program has focused on the causes and

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<sup>2</sup> These degrees (doctoral degrees and habilitations) always refer to degrees completed by (a) candidates employed by the WZB or scholarship recipients (under the academic supervision of a WZB employee or others) and (b) candidates not employed by the WZB, but under the academic supervision of WZB employees (first and second supervisor).

consequences of poverty/inequality and social policy, and the interrelationships between the two.

Between 2014 and 2016, the group produced 52 publications, among them 1 monograph, 4 edited volumes, 14 articles in reviewed journals and 19 articles in edited volumes. In the same period, the revenues from project grants totalled € 240,000, which were obtained almost entirely from foundations. Furthermore, 6 doctoral degrees were obtained, and 4 appointments to professorships were given to WZB persons.

*Research Group “Demography and Inequality” (2011-2020)*

*(1.1 FTE Research staff)*

The Research Group, whose leader has been recruited from Yale University, addresses the intersection of demography and social inequality focusing on two fundamental questions: How do demographic processes, including fertility, population aging and mortality affect social inequality? And how in turn does the social stratification of societies impact people’s demographic behavior?

Between 2014 and 2016, the group produced 23 publications, among them 1 edited volume, 14 articles in reviewed journals, and 1 article in an edited volume. In the same period, there were no revenues from project grants reported at the WZB due to the group’s affiliation to the *Humboldt-Universität zu Berlin* where its third party funds are raised and spent. Furthermore, 6 doctoral degrees were obtained, and 4 appointments to professorships were given to WZB persons.

*Project Group “National Educational Panel Study (NEPS): Vocational Training and Lifelong Learning” (2012-2022)*

*(1 FTE Research staff, 3.66 FTE Doctoral candidates, 2.85 FTE Service staff)*

The Project Group is an externally-funded infrastructural unit at the WZB. The main purpose is to collect and provide quantitative longitudinal survey data for the scientific community within the framework of the German National Educational Panel Study (NEPS). The WZB is a consortium partner of NEPS for the two stages “Vocational Training and Transitions into the Labor Market” and “Adult Education and Lifelong Learning”. The two stages are coordinated at the WZB by the leader of the Project Group.

Between 2014 and 2016, the group produced 33 publications, among them 1 edited volume, 5 articles in reviewed journals and 17 articles in edited volumes. The largest part of the federal NEPS funding is held by the University of Bamberg respectively the Leibniz Institute for Educational Trajectories (LifBi). Furthermore, 2 doctoral degrees were obtained.

*BMBF Junior Research Group “Work and Care” (2012–2018)*

*(2 FTE Research staff, 1 Post-Doctoral scholarship, 1.3 FTE Doctoral candidates, 2.96 FTE Service)*

The Junior Research Group examines both professionally and privately delivered care work. Addressed questions include: What strategies do men and women have to combine



paid and unpaid work? How can lawmakers support parents who wish to divide paid work and family work equally between them? In what ways do economic rationales influence the delivery of care in the professional service sector?

Between 2014 and 2016, the group produced 26 publications, among them 1 monograph, 11 articles in reviewed journals, and 4 articles in edited volumes. In the same period, the revenues from project grants totalled € 1m, which were obtained almost entirely from the Federal and *Länder* governments. Furthermore, 1 appointment to a professorship was given to a WZB person.

*Research Professorship “Transitions to Adulthood” (2014-2019)*

The Research Professor is Professor for Human Development and Social Policy at the Institute of Education, University College London. Research focuses on the role of individual agency in shaping school-to-work transition experiences over and above experience of socio-economic adversity and structural constraints, and whether this role varies across different structural contexts.

**Research Area 2: Markets and Choice**

This Research Area looks at economic decision making and its consequences for society. It examines the importance of institutions and markets, economic learning processes, development, and societal progress. Since the last evaluation, the Research Area has changed considerably. The following units have been closed since 2011:

- Research Professorship “Competition and Innovation” (2007–2011),
- Research Professorship “The Future of Fiscal Federalism in Germany and Europe” (2009–2012).

The following groups are currently active (or just ended in 2017) and are described in more detail below:

- Research Unit “Market Behavior” (2009-2031),
- Research Unit “Economics of Change” (2012-2034),
- WZB Junior Research Group “Risk and Development” (2012-2017),
- WZB Junior Research Group “Ethics and Behavioral Economics” (2017-2022),
- WZB-FU Junior Research Group “Neuroeconomics” (2014-2020),
- Research Professorship “Market Design” (2015-2019),
- Research Professorship “Advice and Decision Making” (2015-2020).

*Research Unit “Market Behavior” (2009-2031)*

*(6.14 FTE Research staff, 0.65 FTE Doctoral candidates 3 Doctoral scholarships, 4.42 FTE Service staff)*

The Research Unit focuses on the normative and positive study of markets. Its research contributes to the areas of (1) behavioral and experimental economics, as well as (2) market design. Furthermore, both areas are combined in work on (3) behavioral market

design. The Research Unit mostly works with data generated in laboratory and field experiments. For some of its research, the unit uses datasets from centralized clearinghouses or survey data. The laboratory for economic experiments is located at the *Technische Universität Berlin* (TU Berlin) and is shared with the researchers of the Berlin Behavioral Economics group. The leader of the Research unit founded the lab in 2007 in cooperation with the Chair of Macroeconomics at the TU Berlin.

Between 2014 and 2016, the group produced 56 publications, among them 19 articles in reviewed journals, and 1 article in an edited volume. In the same period, the revenues from project grants totalled € 670,000, which were obtained almost entirely from the DFG. Furthermore, 5 doctoral degrees were obtained, and 2 appointments to professorships were given to WZB persons.

*Research Unit "Economics of Change" (2012-2034)*

*(4 FTE Research staff, 2.6 FTE Doctoral candidates, 1 Doctoral scholarship, 3.8 FTE Service staff)*

The leader of the Research Unit is professor at the University College London. The Research Unit has its methodological roots in the study of behavioral change. The Unit's focus is on dynamic processes, that is, on how decision makers adapt to new circumstances and on how new circumstances are created. The identification of economic channels of change is studied in a variety of socially relevant applications, ranging from the formation of prosocial attitudes to political processes.

Between 2014 and 2016, the group produced 57 publications, among them 2 monographs, 2 edited volumes, 22 articles in reviewed journals, and 2 articles in edited volumes. In the same period, the revenues from project grants totalled € 50,000, which were obtained almost entirely from the EU. Furthermore, 1 doctoral degree was obtained.

*WZB Junior Research Group "Risk and Development" (2012- 2017)*

*(0.2 FTE Research staff, 1.3 FTE Doctoral candidates)*

To strengthen research in behavioral economics, an internally-funded WZB Junior Research Group was formed in 2012. In the fall of 2015, the group leader was appointed to a chair at the University of Reading, but continued to head the group to the end of its term in 2017. In the meantime, a successor WZB Junior Research Group on a similar topic has been established (see below). The group investigated individual behavior under risk and over time, how such behavior is shaped by economic and cultural characteristics, and to what extent the preferences themselves influence the economic prospects of individuals.

Between 2014 and 2016, the group produced 8 publications, among them 6 articles in reviewed journals. In the same period, the revenues from project grants totalled € 280,000, which were obtained entirely from the DFG. Furthermore, 1 appointment to a professorship was given to a WZB person.

WZB Junior Research Group “Ethics and Behavioral Economics” (2017-2022)*(As of 31 December 2016 there is no staff.)*

The WZB Junior Research Group has existed since August 2017 and aims to understand unethical behavior, particularly lying behavior, by conducting economic lab experiments. Further topics are incentives, risk preferences, and ignorance. The leader of the group has been recruited from the University of Southern California.

WZB-FU Junior Research Group “Neuroeconomics” (2014-2020)*(1 FTE Research staff, 0.5 FTE Doctoral candidates)*

This is one of two Junior Research Groups that were set up, and financed, jointly with *Freie Universität Berlin* under the Excellence Initiative. The aim of the group is to gain a better understanding of the fundamental mechanisms of economic decision-making behavior and to identify possible influencing factors.

Between 2014 and 2016, the group produced 2 publications in reviewed journals. In the same period, there were no revenues from project grants.

Research Professorship “Market Design” (2015-2019)

The Research Professor is Distinguished Professor of Economics at the University of California, Santa Cruz. At the WZB he is concerned mainly with the theory and practice of market design.

Research Professorship “Advice and Decision Making” (2015- 2020)

The Research Professor is Professor of Economics at New York University and director of the Center for Experimental Social Science. His research addresses the effects of advice, emotions, and inattentiveness in decision making.

**Research Area 3: Digitalization and Societal Transformation**

Since the Research Unit “Cultural Sources of Newness” ended in December 2014, the Research Area has been without a Research Unit. The Research Group “Science Policy Studies” (see below) will be ending at the end of 2019 as recommended in 2017 by the Advisory Board. Members of the research group will be assisted in their transition to other positions. Closure of the group will be accompanied by a realignment of the Research Area, which has already been renamed. It also comprises the Project Groups “The Internet Policy Field” and “Globalization, Work and Production”, which are scheduled to end in 2021 and 2019 respectively. The following units have been closed since the last evaluation:

- Research Unit “Cultural Sources of Newness” (2008-2014),
- Research Unit “Internationalization and Organization” (2006–2011),
- Project Group “Modes of Economic Governance” (2011-2014),
- Research Group “Knowledge, Production Systems, and Work” (2003–2011).

The following groups are currently active and are described in more detail below:

- Research Group “Science Policy Studies” (2008-2019)
- Project Group “Globalization, Work and Production” (2011-2019)
- Project Group “The Internet Policy Field” (2013-2021)

Research Group “Science Policy Studies” (2008-2019)

*(8.3 FTE Research staff, 4.93 FTE Doctoral candidates, 3.46 FTE Service staff)*

The Research Group addresses the question of how the science system in Germany is changing and how those changes affect research. The Research Group is working on four main project areas: i) Academic careers and identities, ii) The evaluation of academic achievements, iii) The production of knowledge, iv) Energy and mobility.

Between 2014 and 2016, the group produced 123 publications, among them 5 monographs, 12 edited volumes, 21 articles in reviewed journals, and 52 articles in edited volumes. In the same period, the revenues from project grants totalled € 2m, among them the most important grants were € 950,000 obtained by the Federal and *Länder* governments, € 640,000 by the DFG and € 340,000 by foundations. Furthermore, 5 doctoral degrees were obtained, and 1 habilitation was completed.

Project Group “Globalization, Work and Production” (2011- 2019)

*(2 FTE Research staff, 1.5 FTE Doctoral candidates, 0.51 FTE Service staff)*

The Project Group examines performance policy and career systems in international automotive companies in comparison. Owing to technological developments, the spectrum broadened substantially and questions of digitization became increasingly relevant. This led to cooperation with the Project Group “The Internet Policy Field” (see below) and the successful joint application for the Weizenbaum Institute for the Networked Society in 2017.

Between 2014 and 2016, the group produced 15 publications, among them 4 monographs, 4 articles in reviewed journals, and 4 articles in edited volumes. In the same period, the revenues from project grants totalled € 320,000, which were obtained from foundations and further funding bodies. Furthermore, 3 doctoral degrees were obtained, 1 habilitation was completed and 1 appointment to a professorship was given to a WZB person.

Project Group “The Internet Policy Field” (2013-2021)

*(3.75 FTE Research staff, 1.3 FTE Doctoral candidates, 1.26 FTE Service staff)*

In 2011, together with the *Humboldt-Universität zu Berlin* and the Berlin University of the Arts, the WZB founded the Alexander von Humboldt Institute for Internet and Society (HIIG) with the leader of the Project Group as one of its research directors. In order to strengthen the ties between the WZB and the HIIG, the Project Group was set up in 2013. It examines the new national and international areas of political responsibilities in the Internet area – from data and consumer protection to copyright law and cybersecurity. The leader of the Project Group was the coordinator of a Berlin-Brandenburg consortium, which successfully applied for the establishment of the German Internet Institute (see

chapter 4). In 2017, the Project Group has been substantially enlarged and its leader was appointed as Professor for Internet Policy at *Freie Universität Berlin*.

Between 2014 and 2016, the group produced 27 publications, among them 1 monograph, 1 edited volume, 6 articles in reviewed journals, and 9 articles in edited volumes. In the same period, the revenues from project grants totalled € 110,000, which were obtained entirely from the Federal and *Länder* governments. Furthermore, 1 doctoral degree was obtained, and 1 appointment to a professorship was given to a WZB person.

#### **Research Area 4: International Politics and Law**

The Research Area focuses on the relationship between rule of law, democracy, and human rights in the global context. The following units have been closed since the last evaluation:

- Research Group “Civil Society, Citizenship, and Political Mobilization in Europe” (2005-2011),
- Schumpeter Junior Research Group “Position Formation in the EU Commission” (2008-2013),
- Research Professorship “New Forms of Governance” (2003-2011).

The following groups are currently active and are described in more detail below:

- Research Unit “Global Governance” (2004-2024),
- WZB-FU Junior Research Group “Governance for Global Health” (2015-2021),
- VW Freigeist Project Group “Global Humanitarian Medicine” (2017-2021),
- Research Professorship “Political Theory” (2017-2023),
- Research Professorship “Global Public Law” (2008-2021).

Furthermore, in September 2018, the Research Professorship of a Professor of International Studies at Cornell University will begin.

#### **Research Unit “Global Governance” (2004-2024)**

*(5.13 FTE Research staff, 1.3 FTE Doctoral candidates, 4.28 FTE Service staff)*

The Research Unit is organized around three interrelated clusters. The first cluster focuses on political authority in the global system. Works in this strand conceptualize and analyze to what extent, by which means, and under which conditions international institutions can, and do, take collectively binding decisions even beyond the consent of individual states. The second cluster addresses normative tensions and coordination conflicts in this system. It studies the normative bases of international authority while analyzing the institutional responses to colliding norms. The third cluster focuses on the politicization and the challengers of global governance. Research in this cluster analyzes the political debates about global governance in various societal arenas.

Between 2014 and 2016, the group produced 111 publications, among them 6 monographs, 2 edited volumes, 42 articles in reviewed journals and 33 articles in edited volumes. In the same period, the revenues from project grants totalled € 550,000, which were obtained almost entirely from the Leibniz Association (Leibniz Competition).

Furthermore, 11 doctoral degrees were obtained, and 5 appointments to professorships were given to WZB persons.

WZB-FU Junior Research Group "Governance for Global Health" (2015-2021)

*(1 FTE Research staff, 0.5 FTE Doctoral candidates)*

This is one of two Junior Research Groups that were set up, and financed, jointly with *Freie Universität Berlin* under the Excellence Initiative. The head of this group, had previously been John F. Kennedy Memorial Research Fellow at the Center for European Studies at Harvard University and is also Junior Professor of Political Science and International Relations at *Freie Universität Berlin*. The group studies the interactions between international organizations and the ways in which they are driven by perceptions of the nature of global health as an issue-area. The overall aim of the group's research program is to advance a new theory on inter-organizational relations, which builds on norms of good global governance as the core explanatory factor. The group looks at how structures come into being that can organize and stabilize relations between different international organizations.

Between 2014 and 2016, the group produced 5 publications, among them 1 monograph, 3 articles in reviewed journals. In the same period, there were no revenues from project grants.

VW Freigeist Project Group "Global Humanitarian Medicine" (2017- 2021)

*(As of 31 December 2016 there was no staff.)*

In April 2017, the new Project Group was launched, funded by a Freigeist Fellowship of the Volkswagen Foundation, headed by a scientist who was formerly a member of staff in the Research Unit "Global Governance". It investigates the development of a "global" field of health through North-South medical cooperation. As part of its work, the group is involved in the project "Medical Internationalisms and the Making of Global Public Health (Dr.GLOBAL)". Ultimately, the Dr.GLOBAL project aims at understanding how medical aid abroad relates to domestic conflicts between experts which leads to new health expertise in the home country.

Research Professorship "Global Public Law" (2008-2021)

The Research Professor is Professor of Rule of Law in the Age of Globalization at the *Humboldt-Universität zu Berlin* and the Managing Head of the Center for Global Constitutionalism (see below). Furthermore, he is still professor at New York University.

Research Professorship "Political Theory" (2017-2023)

The Research Professor is Professor of Political Theory and Philosophy at the Goethe University Frankfurt. He focuses on international political theory.

**Research Area 5: Dynamics of Political Systems**

The Research Area examines the degree to which established democracies and important political and societal actors are stable, adaptable, and capable of reform.

Transnationalization and the Europeanization of politics are taken into account as key underlying conditions for the functioning or failure of political institutions. The following units have been closed since the last evaluation:

- Project Group “Civic Engagement” (2011–2014),
- Research Professorship “Structural Problems of Liberal Political Systems” (2011–2015).

The following groups are currently active and are described in more detail below:

- Research Unit “Democracy and Democratization” (2004-2020),
- Research Professorship “Theory, History and Future of Democracy” (2004-2020).

*Research Unit “Democracy and Democratization” (2004-2020)*

*(6.88 FTE Research staff, 6.23 FTE Doctoral candidates, 3 Doctoral scholarships, 8.59 FTE Service staff)*

The Research Unit conducts theoretically grounded, comparative empirical research on democracy. Research concentrates on analyzing and explaining the political development and democratic performance of established and young democracies under varying institutional conditions, with changing actor constellations and sociocultural contexts. The geographical focus is on the OECD world, but research also encompasses Latin American countries (including the non-OECD ones) as well as global large-n samples. It also goes beyond pure democracy research to investigate why hybrid regimes are stable and to analyze on a global scale why autocracies survive.

Between 2014 and 2016, the group produced 187 publications, among them 2 monographs, 8 edited volumes, 33 articles in reviewed journals and 97 articles in edited volumes. In the same period, the revenues from project grants totalled € 1.8m, which were obtained almost entirely from the DFG. Furthermore, 19 doctoral degrees were obtained, and 4 appointments to professorships were given to WZB persons.

*Research Professorship “Theory, History and Future of Democracy” (2004-2020)*

The Research Professor is Professor for Political Sciences at the University of Sydney where he leads the Sydney Democracy Network. His research program focuses on the history of democratic ideas, institutions, and actors.

**Research Area 6: Migration and Diversity**

The Research Area addresses the political, socio-cultural, and socio-economic integration of immigrants, investigates the attitudes of the majority population towards immigration, as well as the consequences of immigration and diversity for social trust, cooperation, and solidarity in society.

Since the last evaluation the only group that ended was the

- Emmy Noether Junior Research Group “International Comparison of Immigration Policy” (2011–2016).

The following groups are currently active and are described in more detail below:

- Research Unit “Migration, Integration, Transnationalization” (2007-2026),
- Project Group “International Citizenship Law” (2017-2022).

Research Unit “Migration, Integration, Transnationalization” (2007-2026)

*(4 FTE Research staff, 2.46 FTE Doctoral candidates, 5.71 FTE Service staff)*

The Research Unit’s current research program is entitled “Immigration, Diversity and the Nation-State: Institutional Effects and Structural Transformations.” The research is organized into five thematic clusters: i) The regulation of citizenship, immigration and diversity, ii) Socio-cultural integration and interethnic contacts, iii) The socio-economic integration of immigrants, iv) Ethnic and religious conflicts, and v) Solidarity, trust, and cooperation in diverse communities.

Between 2014 and 2016, the group produced 58 publications, among them 2 monographs, 3 edited volumes, 29 articles in reviewed journals and 17 articles in edited volumes. In the same period, the revenues from project grants totalled € 130,000, which were obtained almost entirely from the EU. Furthermore, 4 doctoral degrees were obtained, and 7 appointments to professorships were given to WZB persons.

Project Group “International Citizenship Law” (2017-2022)

*(As of 31 December 2016 there was no staff)*

The Project Group was established in 2017 and is financed by an ERC Starting Grant. The leader of the group is professor at the Radzyner School of Law, Herzliya, Israel, and the European University Institute. The group is pursuing the creation of a new field of international law: international citizenship law (ICIL). The main aim of the project is to formulate international standards by which states can recognize migrants without fundamentally changing their cultural heritage and lapsing into extreme nationalism.

**Research Area 7: Political Economy of Development**

The Research Area on the political economy of development was established in 2017 and will support interdisciplinary research examining themes such as political accountability, distributive politics, ethnic conflict and political violence in the developing world.

Research Unit “Institutions and Political Inequality” (2017-2024)

*(As of 31 December 2016 there was no staff.)*

The Research Unit started its work in July 2017 and focuses on political inequality and the political economy of development. The leader of the group is professor at Columbia University. The group’s work is characterized by a focus on causal inference, methodological innovation and policy relevance. The scientists will conduct a major part of their field research in developing areas, and seek to bridge research in the Global South and OECD countries.



## **Trans-sectoral Research Area**

### *WZB Center for Global Constitutionalism (2010-2021)*

*(4.67 FTE Research staff, 1 Post-doctoral scholarship, 0.9 FTE Doctoral candidates, 1.03 FTE Service staff)*

The WZB Center for Global Constitutionalism is an interdisciplinary research platform for research on the history, theory and practice of constitutionalism in Germany, Europe and worldwide. It is a bridging project linking the Research Units “Democracy and Democratization” and “Global Governance” (see above). Work at the Center engages central contemporary phenomena relating to constitutionalism and reflects on them from a historical or theoretically informed perspective.

Between 2014 and 2016, the group produced 60 publications, among them 2 monographs, 20 articles in reviewed journals and 20 articles in edited volumes. In the same period, the revenues from project grants totalled € 500,000 and were obtained almost entirely from the DFG. Furthermore, 2 doctoral degrees were obtained, and 1 habilitation was completed.

### *Center for Civil Society Research (2017-2022)*

The Center for Civil Society Research, which was founded in 2017, has an integrative research approach that systematically combines research on political protest and social movements with the empirical analysis of political conflict structuration and social capital. The center is jointly supported by the WZB and the *Freie Universität Berlin*. During its founding phase the center will be funded by the *Stiftung Mercator* and the Volkswagen Foundation.

### *“Good Work:” Approaches to Shaping Tomorrow’s World of Work (Doctoral Program, 2016-2019)*

The interdisciplinary doctoral program seeks to answer the question what “good work” is and how changes in digitalization, migration, growing income disparities etc. will influence the future of work. The program is funded by the WZB and the Hans Böckler Foundation. The team consists of 5 WZB-based researchers and 8 doctoral students with different disciplinary backgrounds such as sociology, economics, psychology and related areas.

### *Bridging Project: “Against Elites, Against Outsiders: Sources of Democracy Critique, Immigration Critique, and Right-Wing Populism” (2017–2020)*

The Bridging Project links the Research Units “Migration, Integration, Transnationalization” and “Democratization”. The project aims at a better understanding of the complex dynamic that leads to attitudes critical of democracy and immigration, and seeks to work out the common core of the related vertical and horizontal demarcation processes as an engine for right-wing populist inclinations.

*Bridging Project: “Experimenting with Causality: Inference with Single Sequences of Social Interaction” (2017–2020)*

The Bridging Project links the three Research Units “Economics of Change”, “Global Governance” and “Institutions and Political Inequality”. The project compares the counterfactual logic approach with the causal mechanisms approach in practice and seeks to find new ways of establishing (or rejecting) causal claims for social processes through the recombination and alignment of existing branches of thought.

*Bridging Project: “School-to-work transition of students with special education needs” (2018–2019)*

The Bridging Project links the Research Unit “Skill Formation and the Labor Market”, the Project Group “National Educational Panel Study” and the Research Professorship “Transitions to Adulthood”. The project analyzes the transitions of students from special-education schools for learning disabilities into vocational training and the labor market compared to low-achieving school leavers from other school types in Germany and to similar students in England.

*Finished Bridging Projects:*

Three Bridging Projects ended in 2015 or 2016: “The Political Sociology of Cosmopolitanism and Communitarianism” (2011–2016, Research Units “Global Governance”, “Democracy and Democratization” and “Migration, Integration, Transnationalization”), “Recruitment Behavior of Companies in Vocational Training and Labor Markets” (2011–2015, Research Units “Market Behavior” and “Skill Formation and Labor Markets”) and “Cultural Framing Effects in Experimental Games” (2011–2016, Research Units “Cultural Sources of Newness” and “Market Behavior”).

#### 4. Collaboration and networking

##### **Collaboration with universities**

The WZB cooperates with the three universities in Berlin – *Humboldt-Universität zu Berlin* (HU Berlin), *Freie Universität Berlin* (FU Berlin) and *Technische Universität Berlin* (TU Berlin) – as well as other national and international universities. Among the leading scientists, 17 hold professorships at universities (without Research Professors).

The President and the seven Research Unit heads are professors at the following universities:

- 3 at HU Berlin (President, “Democracy and Democratization” and “Migration, Integration, Transnationalization”),
- 2 at FU Berlin (“Skill Formation and Labor Markets” and “Global Governance”),
- 1 at TU Berlin (“Market Behavior”),
- 1 at University College London (“Economics of Change”),
- 1 at Columbia University (“Institutions and Political Inequality”).

Out of the four Project Group heads, three have appointments at universities:

- 2 at FU Berlin (“The Internet Policy Field” and “National Educational Panel”),
- 1 at Radzyner School of Law, Herzliya, Israel and the European University Institute, Florence (“International Citizenship Law”).

Out of the two Research Group heads, two have appointments at universities:

- 1 at FU Berlin (“Demography and Inequality”),
- 1 at TU Berlin (“Science Policy Studies”).

Out of the six Junior Research Group heads, four have appointments at universities:

- 1 at University of Potsdam (“Work and Care”),
- 1 at University of Reading (“Risk and Development”),
- 2 Junior Professorships established with FU Berlin under the Excellence Initiative (“Neuroeconomics” and “Governance for Global Health”).

For 2018, two further joint professorships are planned, one at the *Helmut-Schmidt-Universität* in Hamburg and one at the *Freie Universität Berlin*.

WZB researchers teach an average of 200 weekly hours per semester. Some two-thirds of such assignments are at Berlin universities and other higher education institutes, 10 % to 20 % are in Germany and 10 % to 20 % abroad. The cooperation for the promotion of junior researchers is described in chapter 5.

In the reporting period (2014 to 2016), WZB researchers participated in three Collaborative Research Centers (CRCs) funded by the German Research Foundation (DFG). In 2017 the CRC “Transregio 190 – Rationality and Competition: The Economic Performance of Individuals and Firms” was granted. Partners are the HU Berlin, the *Ludwig-Maximilian-Universität München* (LMU), the German Institute for Economic Research (DIW), and the Institute for Economic Research (ifo) in Munich.

The WZB has a special collaboration with the Berlin University of the Arts. In the Visual Society Program (ViSoP), designers work in the framework of their final project with WZB social scientists on the joint creation of new approaches to societal topics and the analytically grounded visual realization of social science findings.

### **Collaboration with other non-university research institutions**

Within the Leibniz Association, the WZB is involved at several levels. One example is the research alliance “Energy Transition”, which is coordinated by a Scientist at the WZB and unites 22 Leibniz institutions and further partners. Other examples are the Leibniz Education Research Network (LERN), in which the WZB is involved in the spokespersons’ group. The international postdoctoral “College for Interdisciplinary Education Research” (CIDER) is run by seven Leibniz Institutes in economics, education and social sciences— Educational Research and Educational Information (DIPF), the German Institute for Economic Research (DIW), the Leibniz-Institute for the Social Sciences (GESIS), the Leibniz Institute for Science and Mathematics Education (IPN), the Leibniz Institute for Educational Trajectories (LifBi), the Center for European Economic Research (ZEW)—

headed by the WZB. Additionally, bilateral cooperations exist with the Leibniz Institute for Economic Research in Essen (RWI), the ifo Institute – Leibniz Institute for Economic Research in Munich, the Institute for the World Economy (IfW) in Kiel, the Halle Institute for Economic Research (IWH) and the Center for European Economic Research (ZEW) in Mannheim. The greatest interfaces are provided by the DIW Socio-Economic Panel, which is used in almost all research units at the WZB.

Beyond collaboration inside the Leibniz Association, the WZB engages with Max Planck Institutes, the Fraunhofer-Gesellschaft, the Helmholtz Association and cooperates with research institutes which conduct research on behalf of government ministries and agencies (*Ressortforschung*).

### **Collaboration with other national institutions**

In 2017 the WZB was partner in 37 cooperative projects. Representative examples are:

In May 2017, the WZB, who was the leader of the consortium, was awarded the contract for a consortium of five universities and two non-university research institutes from Berlin and Brandenburg to develop the joint project “Weizenbaum Institute for the Networked Society – The German Internet Institute”. Funded by the Federal Ministry of Education and Research with € 50m over the coming five years, the new institute will investigate the digital transformation from an interdisciplinary perspective and establish 100 new research positions, distributed between seven partner institutions.

The WZB participates in the “German Center for Integration and Migration Research” (DeZIM) that has been established by the Federal Ministry for Family Affairs, Senior Citizens, Woman and Youth (BMFSFJ) together with various universities and non-university institutions in June 2017. The aim of DeZIM is to better address the key issues in integration and migration research and to network existing research initiatives and structures more strongly. For the period 2017 to 2020, the federal government will provide € 6.8m for the center. This Institute is attached to the Berlin Institute for Empirical Integration and Migration Research (BIM) at HU Berlin.

### **Collaboration with international institutions**

The WZB pursues an internationalization strategy, which includes all units and includes the research as well as the research support staff.

In Europe, the WZB cooperates on different levels: through visiting researchers, joint conferences, and joint publications. Moreover, the WZB receives European Union funding under Horizon 2020 as partner in the following projects, funded by the EU Commission:

- The project “Investors’ Expectations: Measuring their Nature and Effect (InvExpectations)”,
- the “Erasmus Academic Network on Parliamentary Democracy in Europe (PADEMIA)”,
- the project “Growth, Equal Opportunities, Migration and Markets (GEMM)”,
- the project “European Leadership in Cultural, Science and Innovation Diplomacy (ELCSID)”.

Furthermore, from 2018 on there will be two ERC-funded groups working at WZB. In 2017 two projects funded by a Marie Skłodowska-Curie Scholarship started at WZB.

The WZB itself offers various international fellowships, among them the Harvard Merit Fellowship, the Sydney Merit Fellowship and the World Merit Fellowship.

In the period from 2014–2016, a total of some 430 researchers were hosted by the WZB. While one third of them were employed at German institutions, two-thirds came from abroad. Of the guests from abroad, the largest number came from other European countries (110) followed by North America (90, of whom 80 from the US). In total, researchers from approximately 30 countries were hosted at the WZB in the reporting period.

Over the same period, some 90 WZB colleagues used the opportunity to visit a partner organization, with 90 percent of them going abroad. Non-European partner organizations led the field, receiving just under 50 guests, especially in the US (32), while other European organizations hosted some 30 visits.

## 5. Staff development and promotion of junior researchers

### Staff development and personnel structure

As of 31 December 2016, the WZB employed 284 persons in total (excluding 84 student assistants, 9 trainees, 3 interns and 10 scholarship recipients), equivalent to 225 full time equivalents (FTE). 111 FTE belonged to the academic staff, 79 FTE held research support service positions, and 36 FTE were in administration. Of the academic positions, 38 % were paid for with third-party funding (see appendix 4).

In 2013, the European Commission awarded the WZB with the logo “HR Excellence in Research”. The “Manual on Appointment Procedures” (*Berufungsleitfaden*) and the “Manual on Recruitment Procedures” (*Leitfaden zur Stellenbesetzung*) guarantee a standard of quality and offer transparency and planning security for the Heads of Units who are hiring their team members. The WZB proactively searches for and identifies suitable candidates. Before the selected candidate is nominated by the President, a statement of both the Advisory Board and the Academic Council has to be obtained. The appointment of a Director or Research Professor needs final approval from the Board of Trustees as well. The WZB usually appoints the Heads of Research Units jointly with one of Berlin’s universities. Selection committees include members of the university and the WZB as well as external and international members.

In 2016, a new human resources development concept was elaborated in collaboration with all employee groups and its implementation has since been supported by an Officer for Personnel Development. In the process of elaborating the concept, the Heads of the Research Support Units developed and committed to principles of good leadership at the WZB (*Leitbild Gute Führung*). The concept covers all groups and no longer distinguishes between academic and administrative staff.

### **Promotion of gender equality and work-family balance**

As of 31 December 2016, out of 144 employees in research and scientific services, 72 are women (50 %). The President and the Managing Director of the WZB are female and among the leaders of the seven Research Units are two women.

The WZB employs an Equal Opportunities Commissioner. To implement and promote gender equality, the WZB has a company agreement on equal opportunities for men and women in both research and research support positions. According to the cascade model of the Joint Science Conference (GWK), the WZB gender quota which was stated in the program budget 2017 has been fulfilled in most of the status groups. Female researchers have taken part successfully in mentoring programs or internal coaching. Since the previous evaluation, 19 female researchers have left the WZB for a professorship at a university. Furthermore, the WZB has been recognized as a top-ranking Leibniz institute with regard to gender equality.

In 2017, the WZB has been certified in the “*audit berufundfamilie*” (work and family life audit) process for the third time for its family friendliness. The “Code of Conduct for a Family-Friendly WZB” contains a set of basic principles, along with examples to illustrate possible courses of action to put the principles into practice.

### **Promotion of junior researchers**

As of 31 December 2016, 66 doctoral students worked at WZB (among them 59 employed by WZB and 7 on scholarships). Between 2014 and 2016, 83 doctoral students obtained their degrees.

The basic principles for the career development of junior researchers at the WZB are laid down in the “Guidelines for Career Development for Doctoral Candidates and Postdoctoral Researchers” comprising of the Code of Conduct for Good Academic Qualification and a catalogue of supporting measures targeting scientific skills development. The guidelines have been developed by the Office for Personnel Development and Research Funding, which serves to coordinate the personnel development measures.

Young scientists are also given support through WZB doctoral programs in collaboration with Berlin universities:

- Since 2003, under the Berlin Doctoral Program in Economics and Management Science (BDPEMS), the WZB has cooperated with HU Berlin and the European School of Management and Technology (ESMT).
- Since 2008, the WZB has participated in the doctoral program of the Berlin Graduate School for Transnational Studies (BTS) at FU Berlin and the Hertie School of Governance.
- Since 2011, there has been a cooperation agreement with the Berlin Graduate School of Social Sciences (BGSS) at HU Berlin for the joint training of doctoral students, including a joint summer school.
- Since 2012, the WZB has coordinated the College for Interdisciplinary Educational Research (CIDER), funded by the Federal Ministry for Education and Research, the

Jacobs Foundation, and the Leibniz Association. Together with other Leibniz institutes, the WZB promotes postdocs conducting interdisciplinary research in evidence-based, life-course oriented educational research.

- Since 2013, the WZB has also played an active part in Berlin Economics Research Associates (BERA). The common goal of the WZB, the German Institute for Economic Research (DIW), HU Berlin, TU Berlin, the ESMT, and the Hertie School of Governance is to establish a structured advancement and networking program for postdocs in economics.
- Finally, in 2016, the WZB doctoral program “Good Work: Approaches to Shaping Tomorrow’s World of Work” has been established (see chapter 3).

The WZB aims for a range of 20 to 35 % of all institutionally funded contracts of postdoctoral researchers to be eligible for permanent contracts. In 2014, the Guidelines and Procedural Rules for switching contracts of researchers from fixed-term to permanent (*Entfristungsleitlinien*) were established. A first round of the recruitment process in 2015 led to three new tenured postdoctoral researchers at the WZB.

In order to keep track of the career paths of the researchers, WZB regularly conducts a Career Tracking Study (*Verbleibstudie*). It surveys the positions taken by former postdoctoral researchers who have spent at least one year on a working contract at the WZB. Of these 124 individuals, 118 career tracks were traceable. 61 % of this group obtained a position as professor, 14 % on a W3, 24 % on a W2, and 17 % on a W1 level. 6 % received another form of professorship (e.g. guest professor). Women (61 %) and men (63 %) showed almost similar likeliness to become professors. The minority of all former postdocs left academia (around 12 %) and took up positions in politics and administration, as researchers or analysts in industry and in the publishing sector. Women (6 %) were less likely to leave academia than men (17 %).

Between 2014 and 2016, 6 habilitations were completed and 44 appointments to professorships were given to WZB persons.

### **Vocational training for non-academic staff**

Within the framework of dual education, the WZB is engaged in internal company training and offers for instance training positions in the new traineeship for administrative assistants. Since 2010, the WZB has also announced training positions for the profession of “Specialist Employee for Market and Social Research”. Since 2012, IT specialists have been able to pursue a dual education in the field of system integration at the WZB. In addition to teaching at vocational schools, the trainees attend courses at the WZB (i.e. language courses, PC courses, internships). In 2014 one, in 2015 four and in 2016 five trainees have successfully completed their vocational training at the WZB.

## 6. Quality assurance

### Internal quality management

The WZB is committed to the fundamental principles of good scientific practice. Several procedures and contact persons have been put in place to assist all WZB employees in understanding and applying principles of good scientific practice. The “WZB Research Ethics Policy and Procedures” laid the foundation for the WZB’s own ethics committee, which held its first meeting in June 2016 and regularly meets four times a year. WZB established the position of “Ombudsperson for Good Scientific Practice” in keeping with the recommendations of the German Research Foundation (DFG) and the Leibniz Association.

In 2017, guidelines on handling research data (Data Policy) were adopted. This policy is a self-commitment on the part of researchers to make the data produced at the WZB available for further use by the scientific community. At the same time, the WZB commits itself to providing researchers with substantial support in handling research data (backup and protection, documentation, availability). As required by the Federal Data Protection Law (BDSG), the WZB has a Data Protection Commissioner.

There is no incentive scheme for acquiring third party-funded projects. However, to compensate for additional non-personnel costs relating to third party-funded projects, all research entities receive an allocation of about 4 % of the payroll costs of such projects. In providing annual performance-based remuneration WZB is bound by the relevant wage agreements for the public sector. WZB developed five performance criteria: Quality of results, quantity of results, commitment, addressee orientation and cost-effectiveness. WZB has decided that teams, not individuals, are the subject of WZB assessments. Over the years, it has turned out that all of the groups have been equally successful in meeting performance criteria.

The WZB has three central funds: i) Bridging Projects at the WZB develop cooperative research between Research Units. They are selected by management after consultation with an advisory commission. ii) Visiting fellows funding provides resources for inviting internationally-renowned visiting professors for short-term stays. Management and directors generally reach agreement on the allocation of these funds. iii) Funds for personnel development and career advancement are distributed twice per year by a small in-house commission.

### Quality management by the Advisory Board

The WZB Advisory Board advises the Board of Trustees. It consists of up to 20 researchers from the disciplines represented at the WZB. They are appointed by the Board of Trustees. In 2016, the WZB elaborated a set of specific guidelines for collaborations between the WZB and board members to regulate potential conflicts of interest. The Advisory Board meets twice per year at the institute. It assesses the research and planning of the whole institute: The audits of all research units which were held since 2014 resulted in an audit report in 2017.



## **Implementation of recommendations from the last external evaluation**

WZB responded to the recommendations made by the Senate of the Leibniz Association in the last evaluation (highlighted here in italics, see also Statement of the Senate of the Leibniz Association from 24 November 2011) as follows:

*1. The cooperation between the economic and social sciences, already visible in the Research Unit “Market Behavior”, offers new research perspectives for the WZB that are not yet established in comparable form. In terms of the staffing of the second primarily economic unit, the willingness to cooperate with social sciences should also be a high priority.*

An economist recruited from the University College London in 2012 heads the Research Unit “Economics of Change”. Together with the Research Unit “Market Behavior”, collaboration across the entire institute was intensified. Another signal for interdisciplinary networking was given in 2016 with the appointment of the new leader of the Research Unit “Institutions and Political Inequality”. He combines political science with social science and political economy approaches (see Chapter 3).

*2. The great visibility of the Research Unit “Inequality und Social Integration” and the significance of the subject Welfare State for the WZB in general, should play an adequate role in the programmatic orientation of the subsequent department.*

WZB anchored the theme of inequality in each of its research areas. In 2012, the WZB hired the leader of the Research Unit “Inequality and Social Policy” to conduct research on inequality. After his departure in 2015, WZB decided to strengthen its international focus instead of hiring an expert on social welfare. In order not to focus too much on Europe and North America but to also include the developing world, the WZB hired the leader of the new Research Unit “Institutions and Political Inequality” (see above).

*3. The concept of Junior Research Groups is outstanding. Therefore, this instrument should also be used in order to bind externally funded groups to the WZB to a larger extent.*

The number of junior groups increased from 9 in 2011 to 12 in 2017, with 5 groups that are third-party funded (Junior Research Groups „Work and Care” and “Global Humanitarian Medicine”, WZB-FU Junior Research Groups “Neuroeconomics” and “Governance for Global Health” and Project Group “International Citizenship Law” (see Chapter 3).

*4. The WZB cooperates with non-university institutes, with institutes of the Leibniz Association as well. It is recommended to further develop this cooperation.*

For the WZB’s activities in the Leibniz Association see chapter 4.

*5. The WZB participates in various EU-projects and networks, also in coordinating roles. In particular, the Research Unit “Democracy: Structures, Performance Profile and Challenges” meets its claim to actively contribute to the European agenda. Overall, the WZB should intensify its efforts in the European Research Area though, and take more responsibility on the European level.*

The WZB cooperates on different levels within Europe: in the making of EU research policy, in joint conferences, joint publications, and through visits to other institutions and hosting visitors to the institute. The WZB is a principal investigator or an active partner

in different European joint projects. From 2018 on there will be two ERC funded groups working at WZB (see chapter 4).

In order to strengthen the Social Sciences in the European Research Area, the WZB was engaged in expert groups such as RISE (Research, Innovation and Science Policy Experts High Level Group of the European Commission) and in publishing position papers as part of the Leibniz Association and in cooperation with political institutions like the Senate of Berlin.

The WZB was also represented at the Annual Conference on EU Research & Innovation Funding of the European Liaison Office of the German Research Organisations (KoWi). Further, the officers from Personnel Development and Research Funding took part in the debate on current developments in science policy and the constantly changing job profile for science at the Open Forum (ESOF 2016) in Manchester, UK.

Furthermore, the WZB successfully applied for an ERA Fellowship in the framework of the national strategy for the European Research Area to promote the development of competence in research management and networking between the EU13 and German science organizations and universities.

*6. It is welcomed that the grant maker foresees a further flexibility of the management principles and plans to set aside the binding character of the establishment plan in 2011.*

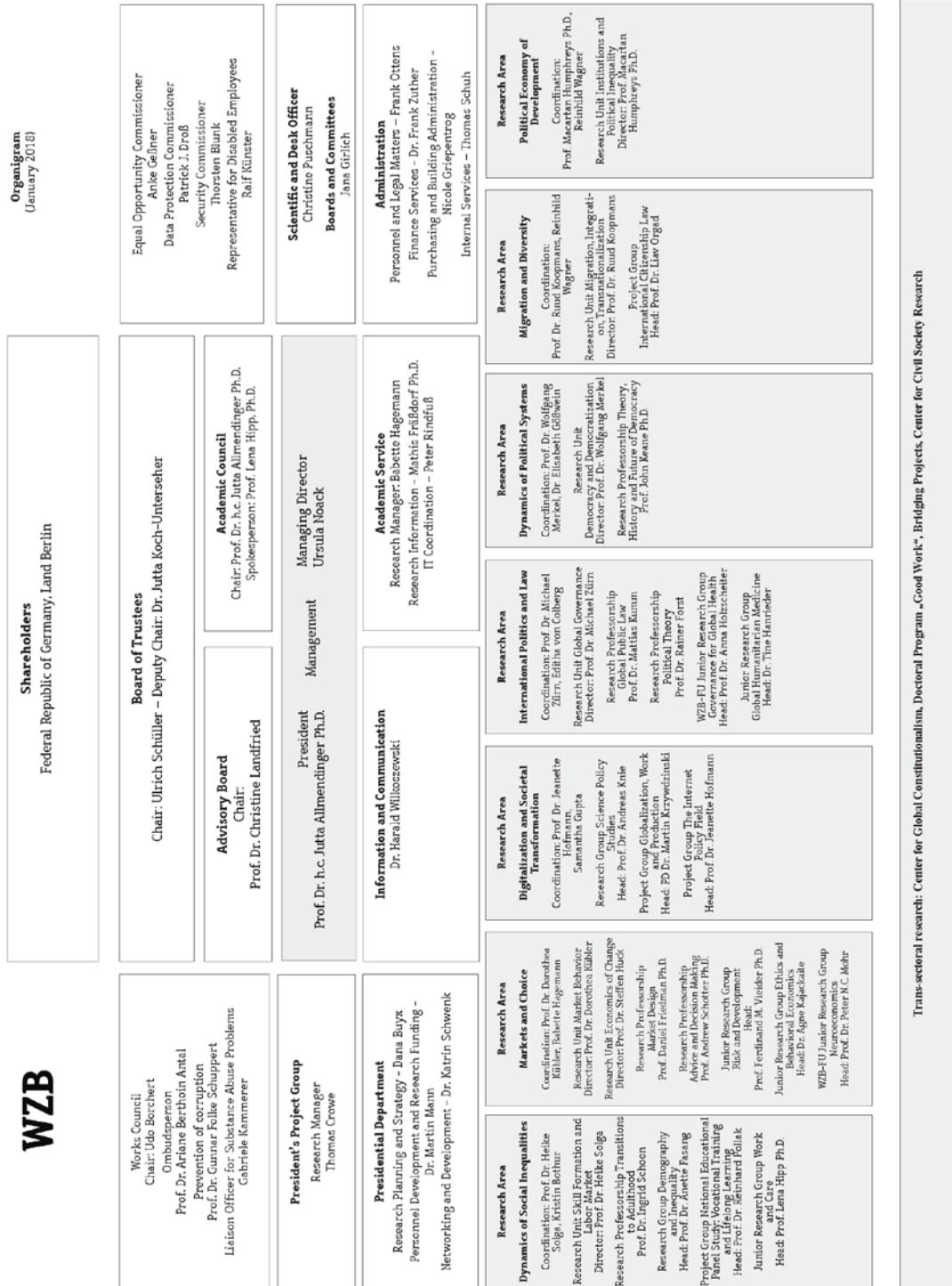
Since 2012, the WZB has adopted management principles that permit great budgetary flexibility. In this regard, the 2011 evaluation recommendations have been largely implemented. So far, however, not all the flexibility envisaged under the German Freedom of Science Act has been realized. From the WZB's perspective, it would be particularly important to relax the ban on supplemental remuneration (*Besserstellungsverbot*, see chapter 2).

*7. Research strategy tasks (promotion of young researchers, data management and performance monitoring) are currently financed by the reallocation of scientific positions. In terms of these tasks, positions should be established permanently so that the expected budget increase from the "Joint Initiative for Research and Innovation" can be used for scientific staff as before.*

At present there are permanent positions with 2.5 FTEs available for young researcher promotion and personnel development. Data management has merged with the library to form the academic service unit "Literature & Data: Research Information". Data management currently has 1.25 FTEs available for officers as well as two positions for market and social research staff. Performance monitoring (0.5 FTEs) is located as a unit in the Office of the Managing Director.

Appendix 1

Organizational Chart



## Appendix 2

## Publications

	Period		
	2014	2015	2016
<b>Total number of publications</b>	<b>426</b>	<b>429</b>	<b>427</b>
Monographs	18	25	25
Editorship of edited volumes	15	21	17
Articles in reviewed journals	116	116	126
Articles in non-reviewed journals	52	53	57
Articles in edited volumes	133	154	115
Work and discussion papers (incl. WZB Discussion Papers)	73	44	60
Reviews	19	16	27

## Appendix 3

## Revenue and Expenditure

		2014			2015			2016 <sup>1)</sup>		
Revenue		K€	% <sup>2)</sup>	% <sup>3)</sup>	K€	% <sup>2)</sup>	% <sup>3)</sup>	K€	% <sup>2)</sup>	% <sup>3)</sup>
<b>Total revenue (sum of I., II. and III.; excluding DFG fees)</b>		19.422			21.802			22.443		
<b>I.</b>	<b>Revenue (sum of I.1., I.2. and I.3)</b>	19.264	100%		21.671	100%		21.936	100%	
1.	<b>INSTITUTIONAL FUNDING (EXCLUDING CONSTRUCTION PROJECTS AND ACQUISITION OF PROPERTY)</b>	14.954			16.910	78,0%		16.760	76,4%	
1.1	Institutional funding (excluding construction projects and acquisition of property) by Federal and <i>Länder</i> governments according to AV-WGL	14.954			16.910			16.760		
1.2	Institutional funding (excluding construction projects and acquisition of property) not received in accordance with AV-WGL	0			0			0		
2.	<b>REVENUE FROM PROJECT GRANTS</b>	4.310	22,4%	100%	4.761	22,0%	100%	5.176	23,6%	100%
2.1	DFG	1.592		36,9%	1.538		32,3%	1.596		30,8%
2.2	Leibniz Association (competitive procedure)	198		4,6%	305		6,4%	224		4,3%
2.3	Federal, <i>Länder</i> governments	748		17,4%	1.092		22,9%	1.642		31,7%
2.4	EU	41		1,0%	31		0,7%	122		2,4%
2.5	Industry	99		2,3%	74		1,6%	29		0,6%
2.6	Foundations	601		13,9%	754		15,8%	716		13,8%
2.7	Other sponsors	1.031		23,9%	967		20,3%	847		16,4%
3.	<b>REVENUE FROM SERVICES</b>	0	0%		0	0%		0	0%	
3.1	Revenue from commissioned work	0			0			0		
3.2	Revenue from publications	0			0			0		
3.3	Revenue from exploitation of intellectual property for which the institution holds industrial property rights (patents, utility models etc.)	0			0			0		
3.4	Revenue from exploitation of intellectual property without industrial property rights	0			0			0		
3.5	Revenue from other services	0			0			0		
<b>II.</b>	<b>Miscellaneous revenue (e.g. membership fees, donations, rental income, funds drawn from reserves)</b>	158			132			493		
<b>III.</b>	<b>Revenue for construction projects (institutional funding by Federal and <i>Länder</i> governments, EU structural funds, etc.)</b>	0			0			15		
<b>Expenditures</b>		<b>K€</b>			<b>K€</b>			<b>K€</b>		
<b>Expenditures (excluding DFG fees)</b>		19.422			21.802			22.443		
1.	Personnel	15.746			16.689			16.540		
2.	Material expenses	978			1.394			1.460		
2.1	Proportion of these expenditures used for registering industrial property rights (patents, utility models etc.)	0			0			0		
3.	Equipment investments	-390			337			1.193		
4.	Construction projects, acquisition of property	0			0			15		
5.	Other operating expenses (if applicable, please be specific)	3.088			3.382			3.235		
DFG fees (if paid for the institution – 2.5% of revenue from institutional funding)		413			425			429		

<sup>1)</sup> Preliminary data: no

<sup>2)</sup> Figures I.1, I.2 and I.3 add up to 100 %. The information presented here is thus the percentage of "Institutional funding (excluding construction projects and acquisition of property)" in relation to "Revenue from project grants" and "Revenue from services."

<sup>3)</sup> Figures I.2.1 to I.2.7 add up to 100 %. The information presented here is thus the percentage of the various sources of "Revenue from project grants."

## Appendix 4

## Staff

(Basic financing and third-party funding / proportion of women (as of: 31 December 2016))

	Full time Equivalents		Employees		Female employees	
	Total	on third-party funding	Total	on temporary contracts	Total	on temporary contracts
	Number	Percent	Number	Percent	Number	Percent
<b>Research and scientific services</b>	<b>110,69</b>	<b>37,5</b>	<b>144</b>	<b>84,7</b>	<b>72</b>	<b>87,5</b>
Professors/Directors (C4/W3/AT)	7,67	0	8	0	3	0
Research group/junior research group/ project group leader (E14/E15/E15Ü/W1/W2)	6,30	47,6	8	87,5	4	75,0
Scientists in non executive positions (E12/E13/E14/E15Ü/AT/W2)	59,53	35,3	69	81,2	29	82,8
Doctoral candidates (E13)	37,19	50,0	59	100,0	36	100,0
<b>Research Support Services</b>	<b>78,85</b>	<b>16,0</b>	<b>99</b>	<b>36,7</b>	<b>69</b>	<b>35,3</b>
<b>Presidential Department</b>						
E13-15	6,61	11,4	8	50,0	6	33,3
E1-12	6,87	25,5	9	77,8	9	77,8
<b>Information and Communication</b>						
E13-15	3,18	0	4	0	3	0
E1-12	4,03	0	5	20,0	3	0
<b>WIN – Library and Data Management</b>						
E13-15	2,42	31,4	3	33,3	0	0
E1-12	8,37	11,9	11	9,1	8	0
<b>Data Science and IT Coordination</b>						
E13-15	1,00	0	1	0	0	0
E1-12	6,64	0	9	44,4	3	66,7
<b>Academic Services</b>						
E13-15	12,77	44,9	15	60,0	9	66,7
E1-12	26,96	9,7	34	26,5	28	25,0
<b>Administration</b>	<b>35,56</b>	<b>0</b>	<b>41</b>	<b>9,8</b>	<b>30</b>	<b>10,0</b>
Managing Director	1	0	1	1	0	0
<b>Staff positions Head of Administration</b>						
E13-15	2,00	0	2	50,0	1	0
E1-12	5,13	0	7	14,3	6	16,7
<b>Personal and Legal Matters</b>						
E13-15	1,00	0	1	0	0	0
E1-12	8,42	0	9	0	8	0
<b>Finance and Administrative Services, Internal Services</b>						
E13-15	1,50	0	2	50,0	2	50,0
E1-12	16,51	0	19	5,3	13	7,7
<b>Trainees, Interns and Student assistants</b>	<b>40,19</b>	<b>33,3</b>	<b>96</b>	<b>100,0</b>	<b>60</b>	<b>100,0</b>
Trainees	9,00	0	9	100,0	8	100,0
Interns	1,81	17,1	3	100,0	0	0
Student assistants	29,38	45,2	84	100,0	52	100,0
<b>Scholarship recipients at the institution</b>			<b>10</b>		<b>5</b>	
Post-doctoral researchers	..	..	3	..	2	..
Doctoral candidates	..	..	7	..	3	..

## Annex B: Evaluation Report

### WZB Berlin Social Science Center

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#### Appendix:

Members of Review Board and guests; representatives of collaborative partners

## 1. Summary and main recommendations

WZB Berlin Social Science Center, which was founded on the initiative of members of all the parties in the *Bundestag* in 1969, conducts very successful problem-oriented basic research on current social and political issues relating to the development, problems and innovation opportunities of modern societies. WZB makes important contributions to highly-relevant societal topics such as family, work, education, migration, globalisation and politicisation, diversity, care and pensions. It convincingly combines methods and approaches taken mainly from sociology, politics, economics, law and psychology. The institute's studies are based on international comparisons with a current focus on the OECD-world, and they reflect the emergence of a global system *sui generis* embedded in world-societal developments. They demonstrate a well-founded theoretical approach as well as a high level of practical relevance.

Thanks to its research results and concomitant consultancy services, the institute is of great importance to representatives of all areas of politics. Moreover, using many different, tailor-made formats, WZB communicates content and scientific results to other sectors of society as well as to the general public. It not only contributes to public discourse but frequently initiates important political debates, as well. With its particular constellation of content and structure, WZB is unique in Germany; in its fields of work it is among the leading institutions worldwide.

Framed in a coherent overall strategy, WZB's activities are divided into six Research Areas. The Research Areas normally consist of larger-scale, permanent Research Units, and various smaller groups (Research Groups, Junior Research Groups, Project Groups). Of the six Research Units, which are all headed by internationally-recognised researchers, four are rated as "excellent", and two as "very good to excellent." Eleven of the twelve smaller groups (including the Center for Global Constitutionalism) are rated as "very good", one as "good."

With the support of highly-motivated staff, the WZB President has continued to develop the institute extremely successfully since the last evaluation. It should be mentioned that interdisciplinary cooperation has been once again conspicuously intensified. Furthermore, in 2017, an additional Research Unit was established, which exhibits great potential. WZB's publication record is excellent. The Research Units in particular, regularly publish their research results in the leading journals in their fields. WZB's third-party revenues are high. In 2017, for example, it was particularly successful in securing the Weizenbaum Institute for the Networked Society that is receiving € 50 m in funding for the first five years from the BMBF. In the competitive application process, a Berlin-Brandenburg consortium, also including the three major Berlin universities and headed by WZB, managed to prevail against prestigious competition.

Just how close cooperation is with the three major Berlin universities is demonstrated by the fact that twelve of WZB's senior researchers also hold professorships at the universities. With a palette of joint activities that also involves additional regional and national partners, WZB makes a seminal contribution to ensuring Berlin's international visibility in the disciplines represented at the institute.



Special consideration should be given to the following main recommendations in the evaluation report (highlighted in **bold face** in the text):

### General concept and profile (Chapter 2)

1. The new focus for Research Area 3 on internet and digitalisation is convincing. In this context and in agreement with the Advisory Board, one Research Group working on different topics will be wound up at the end of 2019. In its place, work in the new direction, which is already a particular focus of the two other groups in the Research Area, will be expanded. WZB should now determine to what extent the new focus of Research Area 3 will necessitate structural changes.
2. In parallel with the refocusing of Research Area 3, WZB plans to establish a new cross-cutting area to study how digital applications that are increasingly used by nearly the entire population every day can be employed for collecting scientifically-usable data. The results anticipated would be of great benefit, not only to WZB.

To finance this measure, WZB plans to register a small strategic “extraordinary item of expenditure” (*Sondertatbestand*). The costs total approx. € 1.3 m per year, comprising € 0.25 m for IT infrastructure and materials, and € 1 m for human resources. WZB will contribute € 550,000 from its own budget, leaving € 750,000 per year that will be needed in addition, starting in 2020. WZB’s coherent planning is endorsed.

3. In 2020, the Director of the excellent Research Unit “Democracy and Democratization” will be retiring. It is welcomed that WZB and its committees have already embarked on planning for a successor as well as for the future focus of the Research Unit. They should aim to recruit a highly-qualified researcher who will further reinforce interdisciplinarity at WZB as already occurred with the establishment of the Research Unit “Institutions and Political Inequality” in 2017.
4. At EU level, WZB’s third-party income is still relatively low. However, two groups receiving funding from an ERC Grant have now started work at the institute. WZB should make efforts to keep increasing its third-party income from the EU.

## 2. General concept and profile

### **Working results**

#### *Evaluation of the various organisational units*

Framed in a coherent overall strategy, WZB’s activities are divided up into the six Research Areas “Dynamics of Social Inequalities”, “Markets and Choice”, “Digitalization and Societal Transformation”, “International Politics and Law”, “Dynamics of Political Systems”, and “Migration and Diversity”. The core of the Research Areas normally consists of larger-scale, permanent Research Units. Of the six Research Units evaluated, four are rated as “excellent”, and two as “very good to excellent.” In 2017, an additional Research Unit was established (as the seed of a new, seventh Research Area: “Political Economy of Development”) which exhibits great potential; a well-credentialed researcher from Columbia University has been recruited to head the group.

The Research Units are supported by various smaller, fixed-term groups (Research Groups, Junior Research Groups, Project Groups) – usually funded by third parties – as well as by the “Center for Global Constitutionalism”. Eleven of these twelve groups are rated as “very good”, one as “good” (for details see Chapter 3).

Research Professors additionally complement efforts very successfully: WZB manages to recruit outstanding international researchers who come to the institute for a fixed period to work on specific topics. Scientific exchange between the Research Professors and WZB staff prove productive for both sides.

Interdisciplinary cooperation is organised in the context of a Trans-sectoral Research Area. The core elements of this area are the Bridging Projects which were launched shortly before the last evaluation. They are fixed-term, internal collaborative projects amongst several Research Areas that are financed by centrally-allocated funds. It is welcomed that this tool will be continued. The Center for Global Constitutionalism (see above), the newly-established Center for Civil Society Research (see Chapter 4) and the Doctoral Programme “Good Work” (see Chapter 5) are also organised across the Research Areas and contribute productively to WZB’s interdisciplinary cooperation. Moreover, additional staff, such as short-term fellows and senior researchers who are employed in the context of dual-career arrangements with other institutions, belong to the President’s Project Group.

### *Publications*

WZB’s publication record is excellent. The Research Units, in particular, publish their results regularly in the top journals in their fields. WZB also produces a publication series of its own for which there is considerable demand. This includes the quarterly journal *WZB-Mitteilungen*, which addresses scientists, journalists and parliamentarians at the federal and *Länder* levels, as well as the two series *WZBrief Arbeit* (labour) and the *WZBrief Bildung* (education), which target the expert public in the respective field. WZB is also involved in publishing the journal *Leviathan - Berliner Zeitschrift für Sozialwissenschaft*, which addresses students, researchers, publicists and political practitioners.

It is welcomed that WZB supports the open access movement. In 2015, for example, a project was completed in which 1,500 publications written by current and former WZB researchers were digitised. The texts are freely available via EconStor, the Open Access server of the Leibniz Information Centre for Economics (ZBW). All WZB discussion papers are also published here and subsequently transferred to the LeibnizOpen platform.

### *Scientific consultancy and knowledge transfer*

With research results that are highly relevant to society as well as the consultancy services that derive from them, WZB is of great importance to practitioners in all policy areas. Between 2014 and 2016, eight WZB employees were members of the scientific advisory bodies of six federal ministries. They were involved in central Federal Government reports, such as the *Poverty and Wealth Report* and the *Demography Strategy*. WZB’s consultancy services are also in demand at international level. Institute staff have

participated, for instance, in EU, OECD and UN committees. WZB has the potential to expand further its international consultancy activities.

Knowledge transfer to other areas of society is excellent. Using tailor-made formats, WZB communicates content and scientific results externally. Moreover, many WZB employees are approached by the media, asking for their assessments of relevant societal topics. WZB thus not only contributes to public discourse with its research but frequently initiates important political debates. Its other outreach activities, including its public relations, are similarly excellent.

#### *Scientific services and infrastructure tasks*

The various data sets and data bases that have been compiled either at WZB or with seminal WZB involvement provide a foundation both for the institute's work and for external users. These include, for example, the data collected with WZB involvement for the *German National Educational Panel Study* (NEPS, see Chapter 3, Research Area 1) and the *German Longitudinal Election Study* (see Research Area 5).

It is welcomed that WZB also pursues an open access strategy with regard to its research data. As part of a project financed under the Leibniz Competition, for instance, it was involved in developing the data repository for the economic and social science platform SowiDataNet that went online in 2018.

### **Development of the institution since the last evaluation**

With the support of highly-motivated staff and an engaged and constructively critical Advisory Board, the WZB President has continued successfully to develop the institute since the last evaluation.

First, the recommendations made at that evaluation have been implemented almost in their entirety (see Chapter 6) and interdisciplinary cooperation amongst the Research Areas has been further intensified.

Secondly, certain strategic decisions have been made. In accordance with a recommendation issued at the last evaluation, the Research Unit "Inequality and Social Policy", which was conducting very successful research on the welfare state, was continued when the leader left in 2011. An internationally-recognised researcher was recruited as new leader. However, when he then left the institute in 2015, WZB convincingly refocused the Research Unit and extended its international orientation. With the appointment of a head of the new Research Unit "Institutions and Political Inequality" (as the core of a new Research Area 7) in 2017, developing countries are now also being integrated in WZB's activities alongside Europe (with a special focus on Germany) and North America. This opens up opportunities for continuing to increase international networking and intensify interdisciplinary efforts cutting across political science, social science and political economy approaches. By utilizing these opportunities in the future, WZB should strive to keep Germany integrated in the focus on the relation between issues of inequality, labour markets and democracy.

Another important development concerns Research Area 3 (see Chapter 3). **The new focus for Research Area 3 on internet and digitalisation is convincing. In this context**

**and in agreement with the Advisory Board, one Research Group working on different topics will be wound up at the end of 2019. In its place, work in the new direction, which is already a particular focus of the two other groups in the Research Area, will be expanded.** In this field WZB is involved in two major third-party collaborative projects (see also chapter 4): i) The Alexander von Humboldt Institute for Internet and Society, founded in 2011, investigates issues relating to the internet and society. ii) The Weizenbaum Institute for the Networked Society (Weizenbaum Institute), which was acquired under WZB's leadership (especially the two other groups in Research Area 3) in 2017, investigates the ethical, legal, economic and societal aspects of the internet and digitisation. It will receive funding of € 50 m from the BMBF for the first five years. **WZB should now determine to what extent the new focus of Research Area 3 will necessitate structural changes.**

### **Strategic work planning for the next few years**

**In parallel with the refocusing of Research Area 3, WZB plans to establish a new cross-cutting area to study how digital applications that are increasingly used by nearly the entire population every day can be employed for collecting scientifically-usable data. The results anticipated would be of great benefit, not only to WZB.**

**To finance this measure, WZB plans to register a small strategic “extraordinary item of expenditure” (*Sondertatbestand*). The costs total approx. € 1.3 m per year, comprising € 0.25 m for IT infrastructure and materials, and € 1 m for the following human resources:**

- seven postdoctoral researchers on pay group EG 14
- one research coordinator at EG 14
- two doctoral employees at 65 percent of EG 13
- one data scientist at EG 13
- one data ethics specialist at EG 13
- two IT system administrators at EG 11
- two specialised employees for market and social research at EG 9a
- one 50 percent administrative specialist at EG 12

**WZB will contribute € 550,000 from its own budget, leaving € 750,000 per year that will be needed in addition, starting in 2020.** For this purpose, WZB's core budget should be raised by € 450,000 in 2020, by an additional € 150,000 in 2021 and by a further € 150,000 in 2022. **WZB's coherent planning is endorsed.**

**In 2020, the Director of the excellent Research Unit “Democracy and Democratization” will be retiring. It is welcomed that WZB and its committees have already embarked on planning for a successor as well as for the future focus of the Research Unit. They should aim to recruit a highly-qualified researcher who will further reinforce interdisciplinarity at WZB as already occurred with the establishment of the Research Unit “Institutions and Political Inequality” in 2017.**

## **Appropriateness of funding, facilities and equipment**

Institutional funding is adequate to fulfil WZB's current portfolio of activities (€ 16.8 m in 2016).

WZB's third-party income is high. In particular, it regularly manages to acquire large revenues from the DFG. In addition, it also raises third-party funding from the Federal and *Länder* governments which will continue to increase in future with its involvement in the Weizenbaum Institute. **At EU level, WZB's third-party income is still relatively low. However, two groups receiving funding from an ERC Grant have now started work at the institute. WZB should make efforts to keep increasing its third-party income from the EU.**

It is welcomed that WZB places great importance on ensuring that third-party projects fit well with WZB's overall strategy and that senior researchers are not overburdened with coordination work. Nevertheless, against this backdrop, the stipulation that third-party funds should not account for more than 25 percent of the overall annual budget is not convincing and should be revisited.

It is pleasing that WZB's facilities will be augmented by bilaterally-financed construction work which is due to begin before the end of 2018. Provisions of IT infrastructure and other equipment are appropriate.

## **3. Subdivisions of WZB**

### **Research Area 1: Dynamics of Social Inequality**

This Research Area investigates the causes of social inequality and the potential within society to reduce it, exploring particularly the interplay amongst societal developments, institutional arrangements and the scope for individual action. The extremely successful Research Unit "Skill Formation and Labor Markets" constitutes the core of the Research Area. Its activities are complemented by three smaller groups. Two additional groups will begin working in the Research Area in 2018: one group financed by an ERC Grant will investigate the relationship between effort and inequality, the other will work on health.

#### *Research Unit "Skill Formation and Labor Markets" (2008-2029)*

*(8.18 FTE Research staff, 4 FTE Doctoral candidates, 5.28 FTE Service staff)*

The Research Unit analyses training and occupational biographies from a sociological and economic perspective using historical and international comparisons. In a clearly-structured, coherent work programme, the unit focuses on the transition from skill formation to the labour market. The excellent research results it produces are published in the leading international journals. Third-party revenues are very high.

The Research Unit cooperates closely with the other three groups in the Research Area (see below); special mention should be made of the productive cooperation with the Project Group National Educational Panel Study (NEPS). Traditionally, the Research Unit's thematic focus is of key importance to WZB as a whole, and the linkages with the other groups outside of the Research Area are very good, an example being cooperation on

migration with the Research Unit “Migration, Integration, Transnationalization”. The Research Unit is rated as “excellent”.

*Project Group “National Educational Panel Study (NEPS): Vocational Training and Lifelong Learning” (2012-2022)*

*(1 FTE Research staff, 3.66 FTE Doctoral candidates, 2.85 FTE Service staff)*

This Project Group is an externally-funded infrastructural unit. Its main activity is collecting and providing quantitative survey data for the scientific community within the framework of the German National Educational Panel Study (NEPS). NEPS has been collecting longitudinal data on individual educational processes and skills development amongst children, young people and adults since 2009. The WZB Project Group is responsible for the fields of vocational training and adult education.

Overall, the work of this Project Group is impressive. With its empirical data collection, the group is an important component of WZB’s inequality research and particularly closely linked with the Research Unit “Skill Formation and Labor Markets” (see above). The data also constitute a valuable source for external users. The head of the group holds a fixed-term professorship at FU Berlin with the possibility of tenure. It is welcomed that the group’s topic will continue to play an important role at WZB in future, irrespective of the tenured professorship. The Project Group is rated as “very good”.

*BMBF Junior Research Group “Work and Care” (2012–2018)*

*(2 FTE Research staff, 1 Post-Doctoral scholarship, 1.3 FTE Doctoral candidates, 2.96 FTE Service)*

This Junior Research Group studies the topic of work and care. Using innovative methods, both professional and private care is investigated. The group’s convincing work includes examination of strategies for combining paid and unpaid work, the question as to the impact of private caring activities on income and career advancement, and the influence of economic factors on professional care services. The Junior Research Group is rated as “very good”.

*Research Group “Demography and Inequality” (2011-2020)*

*(1.1 FTE Research staff)*

This Research Group successfully addresses relevant issues at the interface of inequality and demography. Its convincing work focuses on the causes and consequences of changing life course patterns during three phases of life: family formation, employment careers and the transition to retirement. The Research Group is rated as “very good”.

**Research Area 2: Markets and Choice**

This Research Area focuses on economic decision making and its societal consequences including psychological aspects. Two very successful Research Units constitute the core of the research area, usefully complemented by two Junior Groups.

Research Unit "Market Behavior" (2009-2031)

(6.14 FTE Research staff, 0.65 FTE Doctoral candidates, 3 Doctoral scholarships, 4.42 FTE Service staff)

This Research Unit explores the relationship between markets and the behaviour of market participants. It examines diverse models for human decisions that go beyond *Homo Oeconomicus* and also include psychological factors. The group has a clear and coherent strategy. It convincingly combines work in the fields of experimental behavioural economics and market design to gain insights into behavioural market design. Particular mention should be made, amongst others, of its excellent work on matching markets. These markets are studied using examples such as awarding university places, which differ from price-determined markets for consumer goods. The Research Unit cooperates closely with the Research Unit "Economics of Change" (see below). Since there are many points of contact with other topics at WZB going beyond the Research Area, the interdisciplinary activities should be further strengthened in future.

The group's publication record is very good and it is successful in raising third-party funding. The Research Unit has contributed projects to two DFG-funded collaborative research centres (CRC) in which it was involved and currently has a project in CRC 190 "Rationality and Competition" that was launched in 2017. The Research Unit is rated as "very good to excellent".

Research Unit "Economics of Change" (2012-2034)

(4 FTE Research staff, 2.6 FTE Doctoral candidates, 1 Doctoral scholarship, 3.8 FTE Service staff)

This Research Unit conducts research on the question as to how decision-makers adjust to new circumstances and how new circumstances can be created. The innovative and creative projects range from investigations into the effectiveness of radio propaganda before and during the Second World War to the use of game theoretic approaches to analyse opera. The Research Unit should further increase the coherence of its activities, which, individually, are excellent, and intensify its interdisciplinary cooperation outside of the Research Area.

The Research Unit has an excellent publication record. It is also involved in CRC 190 (see above) and should continue this positive trend in its third-party revenues. The Research Unit is rated as "very good to excellent".

WZB-FU Junior Research Group "Neuroeconomics" (2014-2020)

(1 FTE Research staff, 0.5 FTE Doctoral candidates)

This is one of two Junior Research Groups that are financed jointly with *Freie Universität Berlin* under the German Excellence Initiative. Applying an innovative, interdisciplinary research approach, the group successfully investigates economic decision-making behaviour on the neural level. To this end, the researchers combine behavioural experiments and modelling with imaging techniques like magnetic resonance imaging.

The Junior Research Group thus complements the empirical activities undertaken in the Research Area and is rated as “very good”.

WZB Junior Research Group “Ethics and Behavioral Economics” (2017-2022)

*(As of 31 December 2016, there was no staff.)*

This Junior Research Group was established in August 2017. Embedded in an impressive work programme, the group conducts economic lab experiments to study unethical behaviour, such as lying, deception and corruption. Very interesting initial results have been produced on issues like the intrinsic costs of lying. The Junior Research Group has high potential and is rated as “very good”.

**Research Area 3: Digitalization and Societal Transformation**

This Research Area is in the process of change. Up to now, the Research Group “Science Policy Studies” constituted the core of the Research Area but, in agreement with the Advisory Board, will be terminated in 2019. The other two groups in the area were crucially involved in the successful joint application for the Weizenbaum Institute for the Networked Society in 2017. WZB rightly plans to extend the activities related to work in this field (see recommendation in Chapter 2).

Research Group “Science Policy Studies” (2008-2019)

*(8.3 FTE Research staff, 4.93 FTE Doctoral candidates, 3.46 FTE Service staff)*

This Research Group examines change in the science system in Germany and evaluates the resulting consequences for researchers. These activities address four areas: i) academic careers and identities, ii) the evaluation of academic achievements, iii) the production of knowledge and iv) energy and mobility. Research results are published appropriately and third-party income, particularly from the DFG, is high. The various projects, however, are only tenuously linked to one another; moreover, the Research Group is not well integrated in the rest of WZB’s activities. It is, therefore, logical that WZB, in agreement with its Advisory Board, has decided to terminate the Research Group in 2019. The Research Group is rated as “good”.

Project Group “The Internet Policy Field” (2013-2021)

*(3.75 FTE Research staff, 1.3 FTE Doctoral candidates, 1.26 FTE Service staff)*

This Project Group conducts timely studies on interpreting, negotiating and regulating the digital transformation. It examines, in particular, how the digital transformation is generating its own policy field with its own capacities and competences at governmental and non-governmental level, as has already occurred in the fields of social and environmental policy. The group plays a central role in the Alexander von Humboldt Institute for Internet and Society, established in 2011, which investigates issues related to the internet and society.

A major success story for both the Project Group and WZB as a whole was the acquisition of the Weizenbaum Institute for the Networked Society under a call issued by the BMBF. The successful Berlin-Brandenburg Consortium was coordinated by the Project Group.



Since then, the Project Group has been substantially expanded by the integration of the the two Weizenbaum Institute research groups “Democracy and Digitalization” and “Quantification and Regulation”, broadening the Project Group’s theoretical and empirical focus. Furthermore, in 2017, the head of the group also became a Professor for Internet Policy at FU Berlin. The group has great potential and is of special importance to the overall development of WZB. The Project Group is rated as “very good”.

*Project Group “Globalization, Work and Production” (2011- 2019)*

*(2 FTE Research staff, 1.5 FTE Doctoral candidates, 0.51 FTE Service staff)*

This Project Group conducted convincing studies on the changes in the division of labour between high-wage and low-wage locations in multinational companies and industrial value chains. Following on from this, it explored the impact of these changes on working conditions, employee relations, and the design of personnel and production systems. Against the backdrop of new technological developments, the Project Group has expanded its activities to address questions relating to the development and use of new digital technologies in companies and industry as well as their implications for employment relations and job quality. Thus, thematically, the Project Group fits very well into WZB as a whole. In particular, it cooperates closely with the Project Group “The Internet Policy Field”. The Project Group was also involved in acquiring the Weizenbaum Institute and is rated as “very good”.

**Research Area 4: International Politics and Law**

This Research Area focuses on the relationship between the rule of law, democracy, and human rights in the global context. The Research Unit “Global Governance” constitutes the core of the Research Area. Its activities are complemented by two smaller groups working on global health governance.

*Research Unit “Global Governance” (2004-2024)*

*(5.13 FTE Research staff, 1.3 FTE Doctoral candidates, 4.28 FTE Service staff)*

This Research Unit studies the changes in the world order since the end of the Cold War. It focuses, in particular, on the emergence of legitimation problems associated with new, global institutions that intervene more deeply in national societies but prove too weak, for example, to regulate international financial markets or to effectively combat climate change. In this context, issues of global governance are linked in a methodologically excellent way with aspects of local politics. A coherent general strategy investigates three inter-related research strands: i) Political Authority in Global Governance, ii) Normative Tensions and Coordination Conflicts in Global Governance and iii) Politicization and Challengers of Global Governance.

The Research Unit’s results are excellent in every respect and appear in appropriately high-ranking publications. It has also been successful in acquiring various third-party funded projects, particularly through the Leibniz Competition. Since 2017, the Research Unit has been crucially involved in the DFG-funded research group “Overlapping Spheres of Authority and Interface Conflicts in the Global Order” (FOR 2409), the head of the

Research Unit being the group's spokesperson. The Research Unit's activities are intertwined with other WZB projects, with the linkages to the two Research Units "Democracy and Democratization" and "Migration, Integration, Transnationalization" (see below) being especially close and productive. The Research Unit is one of the leading international groups in its field and is rated as "excellent".

*WZB-FU Junior Research Group "Governance for Global Health" (2015-2021)*

*(1 FTE Research staff, 0.5 FTE Doctoral candidates)*

This is one of two Junior Research Groups that were set up and financed jointly with FU Berlin under the Excellence Initiative. The group addresses important issues relating to the relations between different international organisations in the health sector. Some of the group's activities are conducted as a part-project of FOR 2409 (see above). The group fits well into the Research Area and its results are highly relevant. The Junior Research Group is rated as "very good".

*VW Freigeist Project Group "Global Humanitarian Medicine" (2017- 2021)*

*(As of 31 December 2016, there was no staff.)*

This Project Group, which is funded by the Volkswagen Foundation through a Freigeist Fellowship, was set up in 2017. By investigating the internationalisation of the medical profession in France, Cuba and the United States, the group explores the question of how health work in the global South becomes valuable for medical careers in the global North. This group thus convincingly connects with other activities in the Research Area and has already produced its first, very good results. The Project Group has great potential and is rated as "very good".

**Research Area 5: Dynamics of Political Systems**

This Research Area focuses on investigating how stable, adaptable, and reformable established democracies, new democracies, and important political and societal actors are. At present, the Research Area only comprises the Research Unit "Democracy and Democratization".

*Research Unit "Democracy and Democratization" (2004-2020)*

*(6.88 FTE Research staff, 6.23 FTE Doctoral candidates, 3 Doctoral scholarships, 8.59 FTE Service staff)*

This Research Unit successfully investigates how institutions and political actors interact in a democracy, addressing, for example, the important question as to how economic and social problems are solved in young democracies. Special mention should be made of two important, longitudinal DFG data projects as they form the basis for much of the excellent research conducted in the Research Unit as well as for external users. In the first project ("Manifesto"), primary data on the political positions of parties are collated by collecting and analysing the content of the manifestos of all significant political parties in the parliaments. The data are linked with secondary data on electors' political views. The second project is the German Longitudinal Election Study (GLES), which is conducted in

cooperation with Goethe University Frankfurt, the University of Mannheim and the Leibniz Institute for the Social Sciences (GESIS). It is a comprehensive election study of the most recent federal elections in Germany.

This Research Unit's results are generally excellent, which is attested by numerous publications. Third-party income is very high and derives almost exclusively from the DFG. The Research Unit is rated as "excellent".

### **Research Area 6: Migration and Diversity**

This Research Area combines sociological, political science and social-psychological perspectives to study how societies cope with immigration and the concomitant increase in cultural and religious diversity. The Research Unit "Migration, Integration, Transnationalization" constitutes the core of activities. Since 2017, it has been supported by a Project Group financed by an ERC Starting Grant.

#### **Research Unit "Migration, Integration, Transnationalization" (2007-2026)**

*(4 FTE Research staff, 2.46 FTE Doctoral candidates, 5.71 FTE Service staff)*

Embedded in a convincing overall strategy, this Research Unit focuses on five thematic clusters: i) the regulation of citizenship, immigration and diversity, ii) socio-cultural integration and interethnic contacts, iii) the socio-economic integration of immigrants, iv) ethnic and religious conflicts, and v) solidarity, trust, and cooperation in diverse communities. Studies are based on international comparisons. The group's topics are of great, and growing, societal relevance.

The Research Unit produces results that are published in high-ranking journals. Linking fundamental research with application-related, politically-relevant issues is one of the group's strengths. The group not only participates in, but also often triggers important political debates. It should also be noted that the Research Unit is one of the few WZB groups that has third-party revenues deriving from the EU. The Research Unit is rated as "excellent".

#### **Project Group "International Citizenship Law" (2017-2022)**

*(As of 31 December 2016, there was no staff)*

This Project Group was established in 2017 and is financed by an ERC Starting Grant. Against the backdrop of growing numbers of immigrants, the group investigates the controversial question of how citizenship should be distributed. These speculative and, in the best sense, risky studies aim to formulate international standards by which states can admit migrants without fundamentally changing their cultural heritage and slipping into extreme nationalism. Very good initial results have already been achieved. The Project Group has considerable potential and is rated as "very good".

## **Trans-sectoral Research Area**

### **WZB Center for Global Constitutionalism (2010-2021)**

*(4.67 FTE Research staff, 1 Post-doctoral scholarship, 0.9 FTE Doctoral candidates, 1.03 FTE Service staff)*

The WZB Center for Global Constitutionalism is an interdisciplinary research platform linking the Research Units “Democracy and Democratization” and “Global Governance” (see above). The Center’s research performance on the history, theory and practice of constitutionalism in Germany, Europe and worldwide is impressive. It focuses on three relevant topics which are very different, but which connect well with the activities in the two Research Units involved, linking them with one another in a particular way. The Center’s results are published appropriately. It has also managed to acquire third-party funded projects, especially from the DFG. The WZB Center for Global Constitutionalism is rated as “very good”.

## **4. Collaboration and networking**

### **Collaboration in Berlin**

WZB is well connected at various levels in Berlin and plays a seminal role in ensuring Berlin’s international visibility in the disciplines pursued at the institute. Of the 17 professorships (excluding Research Professors) held by senior WZB researchers, twelve are based at the three Berlin universities *Humboldt-Universität zu Berlin* (HU Berlin), *Freie Universität Berlin* (FU Berlin) and *Technische Universität Berlin* (TU Berlin). Diverse, very productive collaborative projects exist with the three universities (see below).

WZB also collaborates with the Hertie School of Governance, whose founding director is the head of the Research Unit “Global Governance”. Amongst other things, the journal *Leviathan – Berliner Zeitschrift für Sozialwissenschaft* is published jointly with FU Berlin and HU Berlin (see Chapter 2). Close cooperation also exists with the Berlin University of the Arts (UdK). In the Visual Society Program (ViSoP), designers work with WZB social scientists on the analytically grounded visual realisation of social science findings. Of particular importance to WZB is the Socio-Economic Panel at the German Institute for Economic Research (DIW) that is used by nearly all Research Units.

One of WZB’s particular strengths is its ability to initiate major collaborative projects. This is illustrated by its successful acquisition of the Weizenbaum Institute from the BMBF in a competitive application procedure. In addition to WZB, the Berlin-Brandenburg Consortium, which is coordinated by the Project Group “The Internet Policy Field”, comprises FU Berlin, HU Berlin, TU Berlin, the Berlin University of the Arts and the University of Potsdam (with which there is also a joint professorship) as well as the Fraunhofer Institute for Open Communication Systems. The consortium has been granted € 50 m in funding for the first five years. In addition, WZB is also involved in the Alexander von Humboldt Institute for Internet and Society, funded by private, non-earmarked contributions and third-party funds. The institute was established through an initial donation from Google (€ 4.5 m) in 2012

together with HU Berlin, UdK, and the Hans-Bredow-Institut for Media Research in Hamburg.

Another major new project that was set up in 2017 together with FU Berlin is the Center for Civil Society Research; it is funded by the Mercator Foundation and the Volkswagen Foundation. A distinguished researcher currently working at the European University Institute (Italy) has been recruited as the director.

The German Center for Integration and Migration Research that was established by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth together with various institutions in 2017, is another important collaborative project. For the period 2017 to 2020, the Federal Government will provide funding of € 6.8 m for the centre. Other important collaborative projects involving WZB are funded as DFG projects (Excellence Initiative, Collaborative Research Centres etc.).

In Berlin, moreover, close ties exist to nearly all bodies and institutions involving political decision-makers, especially the Federal Ministries. Thus, numerous contacts are also maintained with representatives of all the media.

### **Collaboration with other national institutions**

WZB fosters collaborations beyond the borders of Berlin. At Leibniz Association level, special mention should be made of the Leibniz Research Alliance “Energy Transition”, which is coordinated by a WZB researcher and unites 22 Leibniz institutions and other partners. WZB also operates the international postdoctoral College for Interdisciplinary Education Research (CIDER), together with six other Leibniz Institutes: the DIW, the German Institute for International Educational Research (DIPF), the Leibniz Institute for the Social Sciences (GESIS), the Leibniz Institute for Science and Mathematics Education (IPN), the Leibniz Institute for Educational Trajectories (LifBi) and the Center for European Economic Research (ZEW).

At bilateral level, in addition to DIW, WZB cooperates in various projects with the German Institute of Global and Area Studies (GIGA) in Hamburg. Since 2017, successful collaboration has been underway with the Institute for Economic Research (ifo) in Munich in the context of the CRC 190 (see chapter 3, research Area 2). Other partners include DIW, HU Berlin and LMU Munich.

### **Collaboration with international institutions**

Via the professorships held by its senior researchers, WZB is associated with universities at international level. These include University College London and the University of Reading (UK), Columbia University (USA), the Radzyner School of Law (Israel) and the European University Institute (Italy).

WZB’s international research collaborations are primarily conducted in the context of EU projects. Between 2014 and 2016, WZB was involved in four such projects. It has the potential to increase this figure (see recommendation in Chapter 2). That WZB is an internationally attractive research location and research partner is illustrated, for example, by the fact that two groups are now working at the centre that joined WZB on

the strength of an ERC grant. Furthermore, in 2017, two projects were launched at WZB that are financed by a Marie Skłodowska-Curie Scholarship.

## 5. Staff development and promotion of junior researchers

### Staff development and personnel structure

WZB's personnel structure is appropriate. As of 31 December 2016, the WZB employed 284 people in total (excluding 84 student assistants, 9 trainees, 3 interns and 10 scholarship recipients), equivalent to 225 full-time equivalents (FTE). 111 FTE were employed in research and scientific services, 79 FTE held research support service positions, and 36 FTE were in administration. It is welcomed that the *Land* Berlin has discontinued the binding staffing plan, as recommended at the last evaluation.

In the research and scientific services sector, 38 percent of personnel are third-party financed, and 85 percent have fixed-term contracts. This helps generate a welcomed degree of scientific dynamism. Moreover, the scientific staff includes a high percentage of foreign nationals or individuals who have spent a long time working abroad. Some of the senior researchers also hold professorships at universities abroad (see Chapter 4).

### Promotion of gender equality

WZB's efforts in promoting gender equality are impressive. As of 31 December 2016, 72 out of 144 employees in research and scientific services were women (50 %). The President and the Managing Director of WZB, together with two of the leaders of the seven Research Units, are women. WZB should aim at increasing the proportion of women at leadership level yet further.

Appropriate tools and measures are in place to reconcile family life and work. In the 2017 "*audit berufundfamilie*" (work and family life audit) WZB was certified as family friendly for the third time.

### Promotion of junior researchers

WZB does excellent work in its efforts to promote junior researchers. The number of doctoral candidates and concomitant degrees is high. As of 31 December 2016, 66 doctoral students were working at WZB; between 2014 and 2016, 83 doctoral students obtained their degrees. Very good support and training measures are on offer. Together with its university partners in Berlin, WZB runs various structured doctoral programmes. In 2017, moreover, the interdisciplinary doctoral programme "Good Work. Approaches to Shaping Tomorrow's World of Work" was introduced, financed jointly by WZB and the Hans Böckler Foundation, which comprises five researchers and eight doctoral candidates.

With regard to postdoctoral researchers WZB is also very successful. It is involved in joint structured programmes in Berlin and also runs the international postdoctoral college CIDER (see Chapter 4) with six other Leibniz Institutes. It is welcomed that WZB introduced Guidelines and Procedural Rules for switching researchers' contracts from fixed-term to permanent contracts in 2014. Since 2015, three postdoctoral researchers' contracts have been amended accordingly. The president's plans to develop further

guidelines and procedures for the promotion of postdoctoral researchers together with partner universities are welcomed.

This excellent work with junior researchers is further documented by six habilitations that were completed between 2014 and 2016 and 44 professorial appointments amongst WZB staff. It is welcomed that WZB has continually updated its career tracking study which shows that the centre is an excellent springboard not only for careers in science but also in other employment sectors.

### **Vocational training for non-academic staff**

Within the framework of dual education, WZB is engaged in inhouse training and provides training positions for administrative assistants, for specialist employees for market and social research as well as for system integration. Non-scientific staff are offered appropriate continuing education opportunities. In addition to the courses at vocational schools, the trainees attend courses at WZB (i.e. language courses, PC courses, internships). Between 2014 and 2016, ten trainees successfully completed their vocational training at WZB.

## **6. Quality assurance**

### **Internal quality management**

WZB is well managed by the President and Managing Director. Financial controlling on the basis of the programme budget with cost-performance (KLR) accounting is convincing. It is welcomed that WZB employs performance-based remuneration (LOM).

WZB has a well-functioning system of quality assurance. The institute implements the Leibniz Association's recommendations on ensuring good scientific practice and has an ombudsperson. Furthermore, in 2017, guidelines on handling research data (Data Policy) were introduced and there is a Data Protection Commissioner.

### **Quality management by the Advisory Board**

WZB's Advisory Board fulfils its role conscientiously. It supports the institute constructively and critically and is closely involved in strategic decision-making, such as establishing, terminating or refocusing groups. In 2017, it presented its audit, which Leibniz institutions are expected to carry out between two evaluations, in which it evaluated both the individual groups and WZB in its entirety.

### **Implementation of recommendations from the last external evaluation**

WZB has almost completely implemented the seven recommendations issued at the last evaluation (see Status Report, p. A-29f). Regarding the recommendation to intensify its activities at European level, the institute has made improvements. There is, however, still further potential for consultancy activities for international bodies.





## 2. Guests

*Representative of the relevant Federal government department*

Klaus **Schindel** Federal Ministry of Education and Research, Bonn

*Representative of the relevant Land government department*

Jutta **Koch-Unterseher** The Governing Mayor of Berlin, Senate Chancellery – Higher Education and Research

*Representative of the Advisory Board*

Christine **Landfried** Hamburg University, Professor emerita of Political Science

*Representative of the Leibniz Association*

Sebastian **Lentz** Leibniz Institute for Regional Geography, Leipzig

## 3. Representatives of collaborative partners (one-hour interview)

Peter-André <b>Alt</b>	Freie Universität Berlin
Amrita <b>Narlikar</b>	GIGA German Institute of Global and Area Studies, Hamburg
Peter <b>Jonas</b>	General and Artistic Director at Bayerische Staatsoper (ret.)
Helmut K. <b>Anheier</b>	Hertie School of Governance, Berlin
Jan-Martin <b>Wiarda</b>	Science and Education Journalist

3 September 2018

## **Annex C: Statement of the Institution on the Evaluation Report**

**WZB Berlin Social Science Center**

Die Vorbereitung auf die Begehung sowie die Begehung selbst erforderten viel Zeit von allen Kommissionsmitgliedern – dieses „Geschenk“ wissen wir zu schätzen und danken sehr dafür. Ebenso danken wir dem Referat Evaluierung der Leibniz-Gemeinschaft für die gute Beratung, die lange Begleitung, für viel Expertise und unerschöpfliche Geduld.

Das WZB sieht seine Leistungen gewürdigt. Unsere Stellungnahme kann daher kurz ausfallen. Sie beinhaltet zwei Punkte, die weit über das WZB hinausgehen und als Anstoß für einen wissenschaftspolitischen Diskurs zu verstehen sind und zwei weitere Anmerkungen, die WZB-spezifisch sind und von uns anders als von der Kommission wahrgenommen werden.

## **1. Wissenschaftspolitische Anmerkungen**

### *Beurteilung der Projekt-, Nachwuchs- und Forschungsgruppen*

Im Bewertungsbericht wird die Leistung der auf Dauer gestellten großen Abteilungen differenziert beurteilt, bewertet werden sie mehrheitlich mit „exzellent“ und in zwei Fällen mit „sehr gut bis exzellent“. Die temporär eingerichteten kleineren Gruppen wurden durchweg mit „sehr gut“ bewertet, allein die bald auslaufende Projektgruppe zur Wissenschaftspolitik mit „gut“.

Diese Abstufung zwischen Abteilungen und Nachwuchsgruppen, sowie die fehlende Differenzierung zwischen den Nachwuchsgruppen, mag fachlich gerechtfertigt sein, begründet wird sie nicht. Anregungen, Tipps oder Empfehlungen zur Verbesserung fehlen. Dies hat zu Fragen geführt. Das WZB regt an, auch diese Bewertungen zu begründen. Alternativ - und unseres Erachtens angemessen - wäre es allerdings, auf die Bewertung von Gruppen ganz zu verzichten, die hochselektive externe Begutachtungsverfahren der jeweiligen Drittmittelgeber durchlaufen haben und noch in der ersten Projektphase stehen. Hier müsste dann geprüft werden, inwieweit sich die jeweilige Gruppe in das Forschungsprogramm und die Ziele des WZB einfügt.

### *Zusammensetzung und Anteil der Drittmittel*

Die Kommission empfiehlt, mehr Drittmittel von der EU einzuwerben. Angesichts unserer Erfahrungen mit Drittmittelanträgen sind für viele Mitarbeiterinnen und Mitarbeiter des WZB ähnlich kompetitive Verfahren attraktiver, da sie transparenter und weniger bürokratisch aufgesetzt werden. Vor diesem Hintergrund möchten wir anregen, die Vergabe von EU-Geldern zu evaluieren und dabei insbesondere auf die Güte und Transparenz der Entscheidungsverfahren sowie das Kosten-Nutzen-Verhältnis zu achten.

Im Bewertungsbericht wird weiterhin die Empfehlung gegeben, unsere Drittmittelquote nicht bei 25 Prozent des Budgets zu deckeln. Damit wird implizit auch empfohlen, die Drittmittelquote darüber hinaus zu erhöhen. Das WZB sieht diese Empfehlung skeptisch. Das WZB ist eine außeruniversitäre Einrichtung und erhält als solche eine höhere Grundfinanzierung für Forschung als Hochschulen, die auf Drittmittel zwingend

angewiesen sind. Viele Forscherinnen und Forscher des Hauses zeigen regelmäßig, dass sie mit den vorhandenen Ressourcen exzellente Forschungsergebnisse erzielen können.

Andere Einheiten des Hauses stoßen Großprojekte an, die ohne Drittmittel nicht möglich wären. Hinzu kommt die Beantragung vieler extern finanzierter Nachwuchsgruppen. Dieser Mix, und damit die Freiheit einzelner Gruppen, in bestimmten Phasen des Forschungsprogramms nicht auf Drittmittel zielen zu müssen, steht für die außeruniversitäre Forschung, ist ein großes Plus des Hauses und erhöht seine Attraktivität im globalen Markt. Wir wollen darauf nicht verzichten.

Darüber hinaus würde eine noch höhere Drittmittelquote auch im Haus als Ganzes Folgewirkungen haben. Jeder Antrag braucht Arbeitszeit und Arbeitskraft, auch in der Administration. Jeder bewilligte Antrag führt zu (noch) mehr befristet eingestellten Mitarbeiterinnen und Mitarbeitern, die – von den notwendigen Räumlichkeiten abgesehen – bestens betreut werden müssen. Jeder genehmigte Antrag führt auch zu (noch) mehr Projekten, die alle auf höchstem Niveau zu bearbeiten, zu publizieren und zu distribuieren sind. Es gibt Grenzen des Wachstums. Eine weitere Steigerung der Drittmittelquote ginge notwendig auch zu Lasten unseres Engagements für Gemeinschaftsgüter. Das Weizenbaum-Institut für die vernetzte Gesellschaft hat viel Kraft in der Beantragung und Einrichtung erfordert, auch wenn die an das WZB fließenden Drittmittel relativ bescheiden sind. Ähnliches lässt sich vom Clusterantrag im Rahmen der Exzellenzstrategie und anderen Gemeinschaftsinitiativen sagen. Kurz: Höhere Drittmittelleinnahmen würden unser Engagement für Gemeinschaftsgüter senken. Das entspricht nicht unserem strategischen Ziel.

## **2. WZB-spezifische Anmerkungen**

Jenseits wissenschaftspolitischer Überlegungen, die weit über das WZB hinaus gehen, möchten wir abschließend wenige Richtigstellungen vermerkt wissen.

Die Leitung des Zentrums für Zivilgesellschaft (Seite B-15) liegt bei Edgar Grande. Professor Grande ist beurlaubter Hochschullehrer der Ludwig-Maximilians-Universität München. Im Text wird das Europäische Hochschulinstitut genannt, wohl in der Annahme, dass der dort institutionell verankerte Sven Hutter das Zentrum für Zivilgesellschaft leitet. Dieser hat jedoch eine „Lichtenberg-Professur in Political Sociology: Social Movement and Conflict“ an der Freien Universität Berlin und kooperiert in dieser Funktion eng mit dem Zentrum.

Den beiden ökonomischen Abteilungen wird empfohlen, die Kooperation mit den anderen Disziplinen zu stärken. Beide Abteilungen arbeiten jedoch besonders intensiv mit anderen Disziplinen zusammen. Die Direktorin der Abteilung „Verhalten auf Märkten“ führte die Brückenprojekte „Rekrutierungsverhalten von Unternehmen auf Ausbildungs- und Arbeitsmärkten“ mit Heike Solga und „Kulturell bedingte Framing-Effekte in der experimentellen Spieltheorie“ mit Michael Hutter durch. Der Direktor der Abteilung „Ökonomik des Wandels“ arbeitet gemeinsam mit den Abteilungen „Global Governance“ und „Institutionen und politische Ungleichheit“ intensiv an dem Brückenprojekt

„Experimenting with Causality: Inference with Single Sequences of Social Interaction“, und ist unser Motor, wenn es um die Öffnung der Sozialwissenschaften mit den Geisteswissenschaften geht. Die acht Auszeichnungen bzw. Nominierungen für Preise, u. a. die Verleihung des German Design Awards 2018 im Rahmen des Visual Society Programs, zeigen, wie interdisziplinär der Direktor und die Abteilung aufgestellt sind. Die sozialwissenschaftliche Betrachtung von Musik, Filmen und Serien wäre ohne ihn nicht denkbar.