

To the acting chairperson of the UvA Executive Board, Professor D.C. van den Boom
Spui 21
1012 WX Amsterdam

cc. B.Burger and Professor C.E. du Perron

Amsterdam, 11 March 2016

Re: Recommendations of the Temporary Personnel Committee

Dear Executive Board,

The Temporary Personnel Committee hereby offers you its guiding principles and recommendations aimed at reducing the proportion of flexible employment relationships (in the sense of temporary employment) among staff working at the University of Amsterdam.

The reason for the establishment of the Temporary Personnel Committee in February 2015 was the CAO NU 2015/2016, in which a maximum percentage was agreed for four academic teaching positions (Appendix, Article E1d CAO NU). Without being asked to do so the Central Works Council had already given you a detailed and substantiated opinion about the flexible workforce in October 2013, because dissatisfaction had been growing among a large proportion of the staff about this for years.

The occupations and protest movement of spring 2015, at which an action group of temporary lecturers (UvA-Flex) was formed, increased the pressure to acknowledge the problem of the substantial proportion of temporary positions, especially among the academic staff, and to find solutions.

In the context of the reform agenda that resulted from the protests and discussions, of which the ten-point plan forms the core, these recommendations are a step toward achieving point 8 (*Restricting the number of temporary employment contracts, by agreeing a new percentage with the unions in consultation with the University Local Consultative Committee (UCLO) and the Central Works Council (COR)*).

The Temporary Personnel Committee was made up of members of the HRM committee of the COR, members of the UCLO and members of the action groups (the union action committee, members of UvA-Flex and of Rethink-UvA). The committee had acting P&O Director B. Burger as consultation partner.

The Committee's task was to come up with recommendations based on research to reduce the proportion of temporary employment contracts. It was assisted in its work by being able to get the AIAS to investigate temporary employment at the University of Amsterdam and by having the opportunity to submit its draft recommendations to Professor E. Verhulp.

The recommendations of the Temporary Personnel Committee supplement the VIR (R. Koopman), with which they are in agreement for a large part.

The Committee trusts that you will use our recommendations to actually reduce the proportion of staff working for the University without a permanent employment contract in favour of a relatively larger proportion of staff with a permanent contract.

Yours sincerely,

I.S.Breetvelt

(Chairperson of the Temporary Personnel Committee and member of the COR)