

Announcements

- For the next meeting, the employer is preparing a document on the VU diversity policy
- At a future meeting, Franc van Nunen, Director of FCO, will join to discuss the possibilities and feasibility of additional building closures. This follows requests from the Staff Council to establish fewer mandatory days off.
- The Workload Working Group is expected to become active again following the appointment of the new Works Council in September 2026. It is important that the lowest level of employee representation, the departmental committees, be involved in agreeing upon and maintaining the standards for time allocation for recurring tasks (particularly teaching).

Organizational Changes & Adjustment Measures

- The abolition of the repro is not based on the 60 million euros in budget cuts. Consequently, the Social Plan does not apply; however, in the spirit of good employment practices and in accordance with the spirit of the Social Plan, the employer has made customized agreements with the three affected employees.
- The Social Plan Advisory Committee has asked the Local Consultation Committee about its role in the DMC interest registration. The Local Consultation Committee sees no contradictions. The Employer and the Local Consultation Committee will send a joint response after the meeting.
- On March 24, the employer will select a scenario for CIS, following prior consultation with the Works Council. On March 31, the employer will explain the proposal at a meeting for all employees.

Pilot 9.3.a

The employer will incorporate the application of this article into the reorganization plans so that it can be reported retrospectively where, for which positions/groups, and how often the option of granting additional temporary employment contracts in reorganizations has been applied.

Wage Transparency Act / Study on Pay Gaps Between Men and Women

Ellen van den Boogert, HRM policy officer, will give a presentation on the study conducted among VU's academic staff, which aligns with the Collective Labor Agreement (CLA) and the EU directive to be transposed into Dutch law as of January 1, 2027.

The study is also a repeat or follow-up of research conducted in 2017. On average, women receive a lower gross monthly salary than men. This difference is smaller when the comparison takes into account job function and job level. Adjusted for these factors, the average difference is 2.2% (a pay increase is approximately 2.6%). This gap has, however, narrowed compared to 2017. Appointment and pay scale policies were also examined. The results may offer starting points for adjusting appointment and promotion policies.

Social security

Jessica Schalk – De Boer is the social safety domain manager, Marieke Veldema is the coordinator of the professionalized confidential advisors, and Michiel Geursen is the staff ombudsman. They will give a presentation on how things are currently handled and how they will be handled in the future. Overall, the challenge lies not so much in the rules and procedures but in the organizational culture. (In addition to structural factors such as those commonly found in academia).

The social safety domain manager emphasized that there are also positive developments to report. For example, a manager can actually contribute to social safety, even though they are often cited as a risk to safety.

[More information on the LO website](#)