

WG = Employer

VO = Unions

Social annual report for 2024.

Figures are now available to substantiate the report from the previous consultation. This information will be shared with LO annually.

In addition, the VU is currently at 113 jobs in its effort to create 163 jobs for people with disabilities.

Long-term sick leave has increased and will be analyzed in more detail.

The status of the diversity policy will be sent later.

There is no explanation regarding the additional information about Social Safety 2024. This will be investigated, as will the meaning of the 'structural' nature of social safety as identified by the Ombudsman.

Q1 2026 we will be informed about developments in the area of social safety. Part of this involves setting up a central reporting point. The Ombudsman, the Social Safety Domain Manager, and the newly appointed coordinator of confidential advisors for undesirable behavior will be invited to participate in this. By then, it will also be known how Berenschot assesses the interim developments and efforts by VU Amsterdam to promote social safety (in relation to their advice from 2022).

Workload & Social safety

The employer will assess how faculties are implementing the collective labor agreement to make agreements with the ODC at a decentralized level about realistic workloads. The employer will examine how decentralized employee participation can be used as a tool for setting standards for a realistic workload.

The Labor Inspectorate will visit VU Amsterdam in January and February 2026. The VO will be involved; the Works Council is already involved.

Organizational changes

The Works Council will consult with the director of the support team. The specific plans regarding reorganizations that are sent to the Works Council for decision-making will also be sent to the VO.

Adjustment measures

Redundancies are anticipated at:

- Center for International Cooperation
- Communication & Marketing.

We will receive a document explaining how registration of interest precedes the application of the social plan and how it complies with the rules of the UWV.

WG has noted that the agreed social plan has tax consequences, because some tax regulations only apply to people who are actually working and not to employees who are exempt from work in the context of redeployment. This concerns, for example, redeployment candidates who make use of the 30% ruling. WG wants to inform employees about this properly. In addition, allowances for commuting, working from home, and internet use must be discontinued or taxed. WG will send a proposal to VO to compensate for this with an

(internet) expense allowance to facilitate job hunting from home. WG envisages an effective date of December 1, 2025.

WG's proposal for information on the numerical progress of the adjustment operation was discussed. To date, six redeployment candidates have been designated.

Outline agreement on new NU collective labor agreement

There are a number of topics that need to be discussed with the LO. The following was agreed during these discussions:

- WG will present a proposal for the multi-year plan for the Employability Fund, including a financial section and the decision-making procedure.
- In the event of reorganizations, the collective labor agreement offers a new option to extend contracts that would otherwise expire. Article 9.3a. The exact wording of what has been agreed is still subject to consultation.
- In March 2026, the LO will receive an explanation of the study into the pay gap between men and women at VU Amsterdam.

The agreements from previous agreements that are still ongoing will also be added to the memorandum (central person for social safety, limited flexible shell up to 13.5%, postdoc policy), after which this memorandum can be used to monitor progress.

Employment conditions funds and collective insurance against partial incapacity for work

There are no plans yet for the allocation of unspent funds relating to IPAP 2025.

[More information on the LO website](#)