

## Factsheet flex contracts

Currently there is a freeze of recruitment at the FGw. This means that in principle no new staff is hired, except if this turns out to be necessary for the program. At the same time flex contracts are not being extended for two reasons:

1. There is a decline in the number of students, forcing certain courses to be scratched. With that the teachers do not get an extension on their contracts.
2. Starting July 1<sup>st</sup>, 2015 there is a change in law, by which staff may only be offered a flex contract twice. Because of this many temporary employees will lose their contract.

At FGw (Humanities faculty) there is also staff that has had temporary contracts for years by being hired in turn by the Jobservice and through the faculty itself. For instance, some members of staff have had a flex contract for over twelve years. The exact numbers are unclear, but 'a suitable solution' will be found, according to the faculty board. What they consider to be a suitable solution is also unclear. It appears that this could also mean that people will get a tenure of for example 0,1 FTE. This is not enough to live of, and above all often is a reduction of what they have had up until now.

**On the 4<sup>th</sup> of June it will become known how many people will not get an extension of their contract.**

UvA wide, we are, according to rector Dymph van den Boom, under the maximum of 22% flex contracts. This may however vary per faculty. It is not yet clear what the number of flex contracts are per faculty, that is yet to be worked out.

In 'productie 23' there is talk of improvement of the legal status of employees and the reduction of temporary contracts. However, it is unclear what this will look like.

In theory:

- Right now, it says in the CAO (Collective Labour Agreement) that people that perform structural work should also get a structural employment, which means a permanent contract.

In reality:

- In most cases, the reduction of the number of flex contracts is realized by the people that at the end of their term do not get an extension of their contract.
- It is impossible to offer everyone a permanent contract, because financing depends on the fluctuating number of students. Because of this there is no

guarantee that there will be money for these permanent contracts in the years to come.

- In addition, it is not desirable per se; as many teachers do not have an PhD en therefore cannot teach masters courses. If you offer everyone a permanent contract after two years, you end up with too many teachers that are not all-round deployable.

#### *Concrete implications FGw*

- Because the offered courses initially have to be complemented with people that already have a permanent contract, a situation is created in which teachers can no longer teach their own subjects because they have to help out in other subjects.
- De workload of teachers becomes higher, because they have to teach more courses together with fewer people. This is partially caused by the fact that the hour system currently does not function properly. One scheduled hour is not representative of the amount of time that a teacher *in reality* spends on that task.
  - The workload also becomes higher because of the growing amount of administrative tasks. There are more and more 'education supporting' tasks that are only made public at the very last moment under the heading 'other tasks'.
  - The hour norm has been reduced: Teachers get less time for the same tasks.
- Because of the freeze in recruitment a shortage in the amount of teachers will arise within certain studies. The number of students is not declining within all studies. In certain studies the amount is even rising, so that they end up teaching the same amount, or even more, subjects but without getting more teachers to do so.