



CAREER  
PATH  
AHEAD

# Know Your Rights about Career Prospects &

*A survival booklet for empowered PhD candidates  
Version 1 – November 2020*

## A. Purpose of the Booklet

We have noticed that PhD candidates would like to know more about their rights. Inspired by the work of Promovendi Netwerk Nederland (PNN) at the national level, we decided to make, in collaboration with the Graduate School, an easily accessible booklet for PhD candidates at TU Delft. This booklet includes information on your rights and opportunities for support at the national, university and faculty level, all in one. We hope you find it useful! If you have comments, remarks or suggestions, please write us at [upc-org@tudelft.nl](mailto:upc-org@tudelft.nl)!

## B. What kind of PhD are you? How does it affect your rights?

You can navigate the following image in order to discover where do you stand in the spectrum of formal classification of PhD candidates. Labour agreements are only for employees, thus the information in this guide is meant to inform PhD candidates who are formally employed by TUD. We are working in order to gather information about the rights of the other types of PhD candidates. If you already have some information, please share it with us.

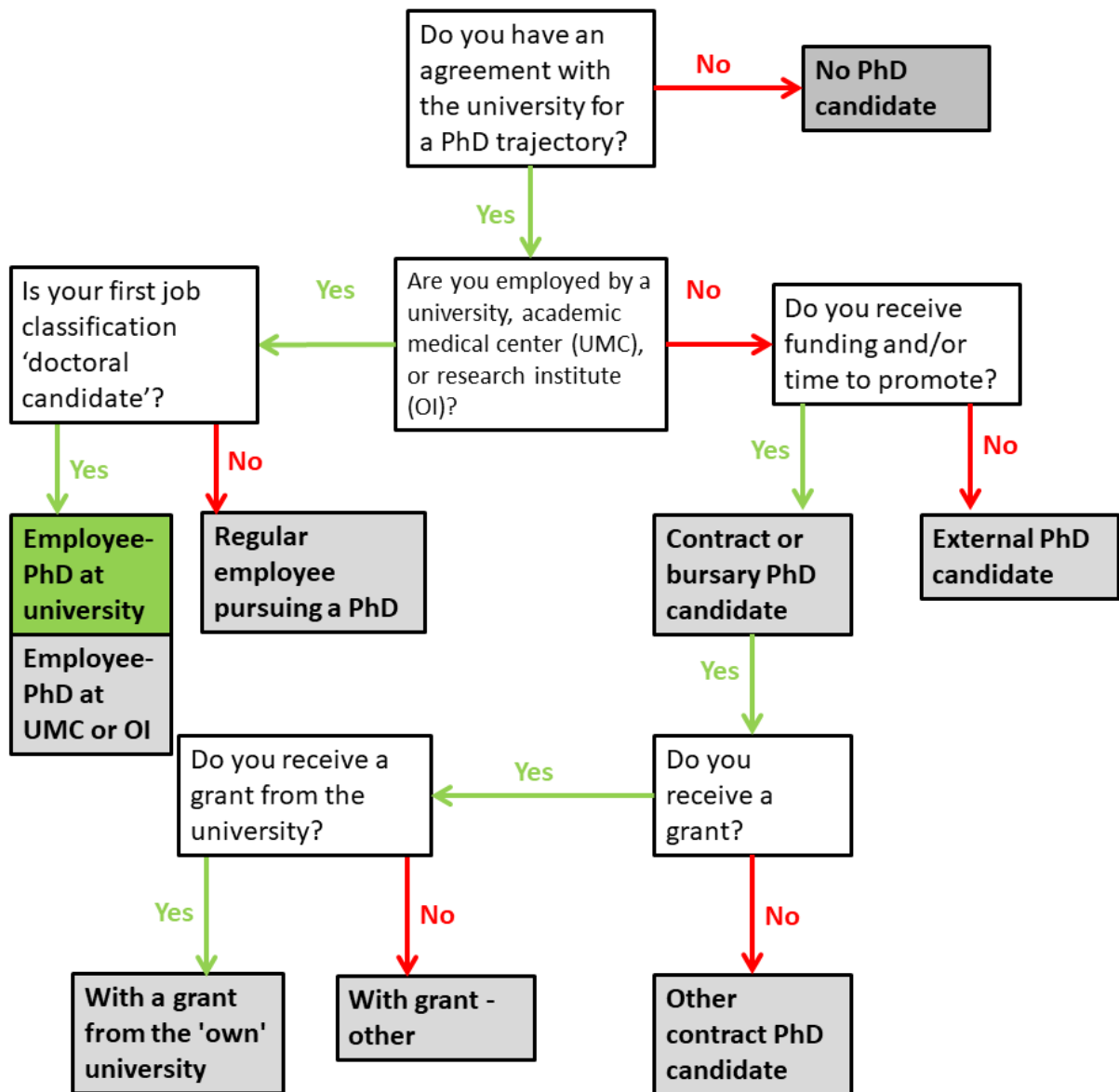


Figure 1. Types of PhD trajectories (Source: PNN)

For more information about rights of PhD at national level, go to the website of PNN: [hetpnn.nl/kyr/](http://hetpnn.nl/kyr/).

## 1. What are your rights around career prospects and development opportunities?

There exists consensus that within your employment, *you should be given the time to obtain the required qualifications* for a continued **academic career**, or for **career counselling** and obtaining qualifications leading to **broader labour market prospects**. In addition, you should receive training in writing research applications. The labour agreement stipulates that universities should work actively to provide from job-to-job guidance for PhD candidates.

### 1.1 Participating in Works Councils and Extensions

Your employment contract may be extended with the term of performing a management position which is acknowledged by the Executive Board of your university. Your extension is guaranteed if you *join an employee participation body within the university*. This is also true if you deploy managerial activities at one of the *organisations involved in the labour agreement negotiations*, including the labour unions, or 'one of its affiliated associations'. For instance, this is an opportunity for PhD candidates to learn management, leadership and debating skills, TU Delft administration, and be visible on a university level.

**Tip:** It is advisable to always ask your HRM department if the extension would be valid for the organisation you are interested in.

**In TU Delft** these bodies are:

- University Works Council (OR)
- Faculty Works Council (OdR)

The elections occur for all employees every three years (next will be on October 2023). Due to the temporary nature of PhD contracts PhDs have a mandate of 1.5 years instead of 3 years. Every 1.5 years the Graduate School and Works Council, provides a half a day training (worth 0.5 GS transferable skills credits) to PhDs to learn more about these councils and ask questions. Since 2020, the PhDs can therefore more easily participate in these councils and have a lot more rights in representing PhDs.

### 1.2 Internships

Next to this, you may be afforded the opportunity to 'take part in a work placement' (e.g. in the form of an internship) during your employment. The internship should last no longer than six months. *Your PhD employment contract can be temporarily put on hold during your internship and* resumed afterwards. The internship can also be part time, provided that it does not exceed six times the monthly working hours. In the case of a part-time internship, the employment contract of the PhD candidate will temporarily be reduced accordingly in terms of working hours. After the end of the full-time or part-time internship, the employment contract will be resumed or extended, respectively, in proportion to the duration and workload of the internship.

PhD candidates can look for internships themselves, but there is also an initiative from the PNN (PhD Network Netherlands) called Professional PhD Programme for internship within industry (info [here](#)). In principle, internships can also be carried out in another research institute or university.

### 1.3 Part Time Work Placement

In addition, you may opt for a part-time work placement, provided that the *total* workload does not exceed six times your working hours per month. In the case of a part-time work placement, your employment contract will temporarily be modified proportionately in terms of working hours. After the end of the full-time or part-time work placement, the employment contract will be resumed, and extended proportionately to the duration and work pressure of your workplace.

#### More information

- Collective Labour Agreement for Dutch Universities [cao-NU](#):
  - Article 2.3 Term of the employment contract and the number of extensions: sub 6b
  - Appendix E Studies and other agreements: E12 Improving the labour market prospects of researchers, doctoral candidates and lecturers
- PhD Career Services at [TU Delft](#)