

# Annual report of avuba 2024

for the attention of the rectorate as well as of the avuba general meeting

**Date:** 3 April 2025  
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**Co-Presidency 2024:** Antonia Vogler, Lars Fluri  
**Co-Presidency 2025:** Antonia Vogler, Tomás Sousa  
**Information:** This document will be submitted to the avuba General Meeting for approval in November 2025.

1. Annual financial statements 2024
2. Financing
3. Year-end result 2024 and assets
4. Costs
5. Activity report
6. Outlook

## 1. Annual financial statements 2024

<i>in CHF</i>	<b>2024</b>	<b>2023</b>
Wages (co-general managers and co-presidium)	155'797	141'133
Honoraria	1'541	533
<b>Costs for personnel expenses</b>	<b>157'338</b>	<b>141'666</b>
Communication costs	492	65
Office supplies	358	45
avuba laptop (IT consumables)	1'472	0
Travelling expenses	132	146
Refreshments for lunchtime meetings and other meetings	6'568	3'126
Writing retreats, happy hours, BBQ and other events	25'481	4'112
Gifts to the avuba Board	1'200	1'101
Personnel continuing education (course)	1'976	1'800
avuba membership fees for actionuni	300	300
Co-financing of free legal advice (skuba-Clinic)	2'000	2'000
Co-financing of academic and non-academic projects	9'699	2'895
<b>Costs for operating expenses</b>	<b>49'678</b>	<b>15'589</b>
<b>TOTAL EXPENSES</b>	<b>207'016</b>	<b>157'255</b>
Income from membership fees	114'554	114'077
<b>Result before the University's financial contribution</b>	<b>-92'462</b>	<b>-43'178</b>
Income from the University's financial contribution	79'000	77'000
<b>Effective year-end result</b>	<b>-13'462</b>	<b>33'822</b>

## 2. Financing

The basic funding of the Assistants' Association of the University of Basel is provided on the one hand by collecting membership fees and on the other hand by financial support from the University of Basel:

- avuba membership fees: CHF 20 per member per semester. The number of avuba members remains unchanged at around 3,200, with first-semester doctoral students still exempt from the avuba fee.
- Structural financial contribution from the university: CHF 79,000 per year (CHF 75,000 in accordance with the performance agreement, with an adjustment for inflation in 2023 and 2024)

	2024	2023
<b>FINANCING</b>	<i>in CHF</i>	<i>in CHF</i>
Income from membership fees	114'554	114'077
Income from the University's financial contribution	79'000	77'000
<b>TOTAL REVENUE</b>	<b>193'554</b>	<b>191'077</b>

## 3. Year-end result 2024 and assets

The deficit of CHF 13,462 was due to one-off effects of expenses for avuba writing retreats at the Hotel Odelya for assistants. This deficit was covered by avuba reserves, which were depleted by this amount.

The avuba assets are made up of the annual results for 2022, 2023 and 2024 and amount to CHF 35,913 as at 31 December 2024.

	<i>in CHF</i>
Year-end result 2022	15'554.00
Year-end result 2023	33'821.00
Year-end result 2024	-13'462.00
<b>Total reserves as at 31.12.2024</b>	<b>35'913.00</b>

Assets in CHF			Liabilities in CHF		
	2024	2023		2024	2023
Cash	35'913.00	49'375.77	Reserves	35'913.00	49'375.77
<b>Total assets</b>	<b>35'913.00</b>	<b>49'375.77</b>	<b>Total liabilities</b>	<b>35'913.00</b>	<b>49'375.77</b>

The current performance agreement with the Rectorate dated 1 February 2022 states: "The Rectorate reserves the right to reduce the annual fixed amount if avuba's reserves resulting from the transfer of unused university funds exceed the amount of CHF 50,000."

## 4. Costs

The costs of avuba amounted to CHF 207,016 in 2024.

Personnel costs – CHF 157,338

At CHF 157,338, personnel expenses accounted for 76% of total expenditure. The avuba Co-Presidium was compensated with a 20% workload at the DOC2 rate. The avuba Co-General Managers worked at the following workload: Amancaya Formica worked at a 50% and Patricia Eiche at a 40%. In addition, the personnel costs include fees for two assistants hired by the avuba board, who were paid an hourly wage totalling CHF 1,541.

Operating costs – CHF 49,678*Communication costs – CHF 492*

The communication costs include both the costs of CHF 192 for sending the avuba quarterly newsletter five times a year via [www.swissnewsletter.ch](http://www.swissnewsletter.ch) as well as the [www.deepl.pro](http://www.deepl.pro) subscription, which is used to translate texts from German to English and costs around CHF 300 for 12 months.

*Office supplies – CHF 358*

The costs for office consumables totalled CHF 358.

*avuba laptop (IT consumables) – CHF 1,472*

In the past, IT Service Petersgraben provided the avuba Co-General Managers with a second-hand laptop free of charge. The units now have to pay for these themselves. The one laptop avuba received in 2018 had to be replaced and the old device was returned to IT Services.

*Travelling expenses – CHF 132*

In November, avuba organised a workshop in Bern to which representatives of Swiss mid-level staff organisations were invited. avuba paid for train tickets totalling CHF 132 for people without a GA travelcard.

*Refreshments for lunchtime meetings and other meetings – CHF 6,568*

Expenses for catering amounted to CHF 6,568. This includes catering for 20 lunches organised by avuba, board meetings and the general meeting.

*Writing retreats, happy hours, BBQ and other events – CHF 25,481*

avuba used this money to organise 3 writing retreats in summer 2024, which cost a total of CHF 7,456, and prepaid a further 3 writing retreats for February 2025. These cost CHF 7,000. In addition, 6 happy hours, a BBQ, a city tour, the Welcome Day with the Graduate Centre and a workshop on non-violent communication for assistants took place. These events cost a total of CHF 11,025.

*Gifts to the avuba Board – CHF 1,200*

The faculty representatives of the assistants and their deputies are ex-officio members of the avuba Board and do all their work unpaid. At the end of the year, avuba therefore gave them each voucher for CHF 100.

*Personnel continuing education – CHF 1,976*

In 2024, a one-day management course on the "Scrum framework" was organised for avuba Board members. This cost CHF 1,946 (CHF 1,800 plus VAT). In addition, Antonia Vogler's registration costs for the 'Careers with a PhD' workshop organised by GRACE were paid, amounting to CHF 30.

*avuba membership fee actionuni – CHF 300*

avuba paid the annual membership fee to actionuni of CHF 300 – the umbrella organisation of Swiss mid-level staff associations.

*Co-financing of free legal advice (skuba-Clinic) – CHF 2,000*

avuba's participation in the skuba-clinic costs CHF 2,000 for one year (September 2024 to September 2025). This entitles avuba members to use this service free of charge.

*Co-financing of academic and non-academic projects – CHF 9,699*

avuba provides financial support to projects organized by assistants for assistants, which serve to promote community building and the development of the assistants' network. A maximum of CHF 500 can be requested for faculty projects and a maximum of CHF 1,000 for cross-faculty projects. The applications and their financial contribution are approved by the avuba Board at the beginning of June and the beginning of December. Payment is generally made following the realisation of the project. In 2024, [academic and non-academic projects](#) were financed for a total of CHF 9,699.

## 5. Activity report

- Association administration: 3 Executive Board meetings, 1 extraordinary General Meeting, the ordinary General Meeting, various circular resolutions of the Executive Board, preparation of the financial report and conducting the audit;
- Participation: Search for successors for vacant cross-faculty assistant representative seats, meetings and events with assistant representatives from the University of Basel, regular meetings with actionuni board members and exchange with skuba;
- Lobbying: 2 meetings with the President's Office, drafting of two statements (May "Protests of recent weeks", November "Harassment by the professor"), participation in family-friendliness workshops at the university, various meetings and events for the "Compilation of possible measures" for the upcoming "Reform of employment and working conditions for (post)doctoral researchers" (with avuba members, Patricia Zweifel and other Swiss mid-level associations), compilation of an overview of doctoral researchers' salaries in Switzerland, drafting of a flyer together with skuba: "If you get too close, you go too far";
- Switzerland-wide survey on mental health (Swiss-wide Mental Health Survey): The survey has been completed (2'500 participants, 560 of them from Unibas). The project team, which also includes Patricia Eiche, will analyse the data and write and publish the reports in 2025;
- Events for avuba members: 20 avuba lunchtime meetings, including on subjects related to mental health, 2 financial seminars, 6 happy hours, 3 writing retreats, 1 BBQ, 1 city tour, 1 Welcome Day with Grace, 1 "Nonviolent Communication" workshop;
- Financing of 13 academic/non-academic projects;
- Communication: Regular posts on Twitter and LinkedIn, monthly onboarding emails to new assistants, monthly emails about upcoming avuba events, 4 avuba newsletters, creation of a two-page information paper per faculty for new assistants.
- avuba now receives a list of the email addresses of newly employed assistants every month and sends them an onboarding email with important information;
- Doctoral researcher surveys per department: Under the head of GRACE, all doctoral researchers at the University of Basel have now been surveyed per department. As the departments can decide for themselves which data they publish and how, avuba has not yet been given access to the data. The new avuba co-presidium will try to get an insight into the survey results in 2025;

- avuba has drawn up a list of potential and predominantly cost-neutral measures to optimise employment and working conditions. These follow the avuba guidelines. The corresponding compilation is available in printed form and will be distributed to the members present.

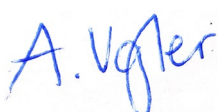
The avuba Co-Presidium 2025 was elected at the avuba General Assembly on 2 December 2024: Antonia Vogler, doctoral researcher at the Faculty of Humanities, and Tomás Sousa, doctoral researcher at the Faculty of Science.

## 6. Outlook

On 2 December 2024, the avuba General Assembly set the following priorities for 2025:

- Observation and collaboration in the project "Reform of employment and working conditions for (post)doctoral researchers" at the University of Basel;
- Exchange with other Swiss mid-level associations to discuss how to respond to possible future budget cuts at universities;
- Maintaining contact and regular exchange with members, in particular with the assistants' representatives in the faculty committees, the faculty assemblies and in the cross-faculty committees, the skuba (student association of the University of Basel) and other stakeholders (avuba members who are also VPOD members, for example);
- Work out how to support assistants who suffer from abuse of power due to the intertwined nature of "recruitment, supervision and assessment";
- Continued collaboration in the project team for actionuni's Swiss-wide Mental Health Survey (publication of the reports is expected in summer 2025);
- Continuation of the existing services for assistants: Lunchtime meetings, funding of academic and non-academic projects, free legal advice, communication with members;
- We are awaiting the President's Office's decision on the measures proposed by avuba to improve participation and university self-administration by assistants. Following this, avuba will determine the further steps to be taken.

Basel, 3 April 2025



Antonia Vogler  
avuba Co-President 2025



Tomás Sousa  
avuba Co-President 2025