

## Excerpt from the Minutes of the Board meeting of January 22, 2024

Agenda item 5: Current status of ongoing avuba projects a) Working conditions, b) Participation, c) Long-term financial planning and independence of avuba, d) Surveys

a) Working conditions

- **Mid-level staff reform and measures to improve working conditions and terms of employment:**

There are two reasons why the President's Office of the University of Basel cannot support the planned reform of the mid-level faculty within the Faculty of Humanities. On the one hand, the University of Basel currently has a structural deficit of CHF 54 millions and is therefore not currently equipped with sufficient financial resources. On the other hand, the University would like to treat doctoral researchers and postdoctoral researchers of all faculties equally. It was therefore decided to launch a university-wide project led by the Vice President's Office for People & Culture. A decision on the project organization and the timing of implementation can only be made after discussions with the supporting cantons. Only then can it be known whether or not there will be money available for a reform of the mid-level staff. avuba will be involved at an early stage of the process. As it is not to be expected that the University will implement a reform of the mid-level staff in the next few years, avuba would like to put together cost-neutral measures and discuss them with the President's Office so that certain employment and working conditions can be improved, even without a reform. Initial ideas will be discussed in the upcoming avuba board meeting on April 25, 2024.