

## PhD Types: Funding, Conditions & Access to Services

Category PhD trajectory (UNL categories)	Employed PhD candidate (PIL) <i>Employee who has an employment contract and an agreement aimed at a PhD trajectory with the Amsterdam UMC or Amsterdam UMC Research BV. They fall respectively under the <u>Amsterdam UMC Collective labor agreement (CAO)</u> or the <u>General terms of employment Research BV.</u></i>		NOT-employed PhD candidate (PNIL) <i>Person who does not have an employment contract with the Amsterdam UMC or Amsterdam UMC Research BV., but whose main objective is to obtain a PhD at the faculty of Medicine of the UvA or VU. They are not covered by the collective labor agreement (cao)</i>		
Type PhD trajectory (UNL types)	Employed PhD candidate (1a)	Employee pursuing a PhD (1b)	PhD candidate with external scholarship (2)	Externally funded PhD candidate (3)	External (self-funded) PhD candidate (4)
Percentage of all Amsterdam UMC PhD candidates N = 3325 (2025)	~71%	~6%	~6%	~10%	~7%
LABOR CONDITIONS					
Status	Employee Amsterdam UMC or Amsterdam UMC Research BV.		External	Employee external company or organization	External
Employment relationship with Amsterdam UMC	Temporary or permanent employment contract		Guest appointment (NO employment relationship)	Guest appointment (NO employment relationship)	Guest appointment (NO employment relationship)

Duration employment	The norm is 4 year full-time (1 fte = 36 h/week). For part-time employment agreements, the duration will then be extended proportionally. (See <a href="#">here</a> )	Depending on scholarship  Amsterdam UMC expects project leaders to take responsibility for ensuring adequate (financial) support and time to complete the research project.	Variable  Amsterdam UMC expects project leaders to take responsibility for ensuring adequate (financial) support and time to complete the research project.	Variable  Amsterdam UMC expects project leaders to take responsibility for ensuring adequate (financial) support and time to complete the research project.
Source of income	Salary in agreement with the Amsterdam UMC CAO or the General terms of employment Research BV. for functions OiO (Onderzoeker in Opleiding) or AO (arts onderzoeker), including pension, end-of-the-year bonus, holiday allowance, annual salary increment, and secondary employment benefits.	Scholarship from provider. The amount needs to comply with the <a href="#">policy on hiring foreign PhD scholarship students</a> , with a minimum wage requirement (€ 1.722,00 as of 1 January 2025). If not, scholarship PhD candidates need to be hired as type 1a PIL or not admitted to the PhD program.	Salary of external employer in agreement with corresponding CAO and function.	None
Rights and agreements are stated in	Amsterdam UMC CAO or the General terms of employment Research BV., labor contract (legally binding), <a href="#">PhD Plan</a> (not legally binding), PhD regulations <a href="#">UvA</a> and <a href="#">VU</a> .	<a href="#">PhD Plan</a> (not legally binding), PhD regulations <a href="#">UvA</a> and <a href="#">VU</a> .	CAO-external employer, labor contract (legally binding), <a href="#">PhD Plan</a> (not legally binding), PhD regulations <a href="#">UvA</a> and <a href="#">VU</a> .	<a href="#">PhD Plan</a> (not legally binding), PhD regulations <a href="#">UvA</a> and <a href="#">VU</a> .

<b>Funding research-related costs (bench fee)</b>	Department or supervisory team	Scholarship	No general/centralized funding. Might be covered by external employer.	No general/centralized funding
<b>Number of holidays</b>	Fixed number of paid leave (Amsterdam UMC CAO or the General terms of employment Research BV., labor contract)	Determined by PhD candidate	Fixed number of paid leave (CAO-external employer, labor contract)	Determined by PhD candidate
<b>Sick leave</b>	Report to employer. Continued pay and legal protection during illness (Amsterdam UMC CAO or the General terms of employment Research BV., labor contract). Legal responsibility for guidance to reintegrate for employer and employee.	Sick leave to be taken at the PhD candidate's own discretion. No obligation to report. No formal right to paid sick leave nor coverage	Report to employer. Continued pay and legal protection during illness (CAO-external employer, labor contract)	Sick leave to be taken at the PhD candidate's own discretion. No obligation to report. No formal right to paid sick leave nor coverage
<b>Parental leave</b>	Covered under national labor law and Amsterdam UMC CAO or the General terms of employment Research BV.	No guaranteed leave or compensation.	Covered under national labor law and CAO-external employer	No guaranteed leave or compensation.
<b>Working Hours &amp; Overtime Regulation</b>	Clear agreements on full-time/part-time hours (Amsterdam UMC CAO or the General terms of employment Research BV., labor contract)	Undefined and unregulated workload	Clear agreements on full-time/part-time hours (CAO-external employer)	Undefined and unregulated workload
<b>Social Security &amp; Pension Contributions</b>	Contributions to pension, unemployment benefits, etc.	Not covered unless funded externally	Contributions to pension, unemployment benefits, etc.	Not covered unless funded externally

Legal protection	Protection under labor law and Amsterdam UMC or Research BV. grievance procedures.	Limited legal protection	Protection under labor law and external employer grievance procedures.	Limited legal protection
Termination conditions	Regulated by labor law and contract terms.	Sometimes regulated by scholarship provider. Often informal or absent; vulnerable to sudden disruptions.	Regulated by labor law and contract terms.	Often informal or absent; vulnerable to sudden disruptions
Reimbursement of PhD costs	€500 net for <a href="#">VU</a> and <a href="#">UvA</a> PhD candidates.	€500 net for <a href="#">VU</a> and <a href="#">UvA</a> PhD candidates.	€500 net for <a href="#">VU</a> and <a href="#">UvA</a> PhD candidates.	€500 net for <a href="#">VU</a> and <a href="#">UvA</a> PhD candidates.
Graduation bonus	€750 gross bonus when meeting certain requirements (see <a href="#">here</a> )	No graduation bonus available	No graduation bonus available	No graduation bonus available
TRAINING AND COURSES				
Central funding training and courses	Free access to <a href="#">Doctoral School course offer</a> . (If registered with the Doctoral School)	Free access to <a href="#">Doctoral School course offer</a> . (If registered with the Doctoral School)	Free access to <a href="#">Doctoral School course offer</a> . (If registered with the Doctoral School)	Free access <a href="#">to Doctoral School course offer</a> . (If registered with the Doctoral School)
Department funding training and courses	No general/centralized funding arrangements but department or supervisor decide if funding is allocated for trainings and courses outside the Doctoral School	No general/centralized funding. Scholarship might allocate funding for trainings and courses outside the Doctoral School	No general/centralized funding. External company or organization might allocate funding for trainings and courses outside of the Doctoral School.	No general/centralized funding.

ACCESS TO (SUPPORT) FACILITIES					
Amsterdam UMC employee card, e-mail address and access to remote desktop	Yes, as employee	Yes, as employee	Yes, as guest	Yes, as guest	Yes, as guest
Travel costs to work	Covered in agreement with Amsterdam UMC CAO or the General terms of employment Research BV., labor contract		Not covered	Maybe covered in agreement with CAO-external employer, labor contract	Not covered
Career Development Support	<ul style="list-style-type: none"> <li>- Free Launch Your Career course at Doctoral School.</li> <li>- Free mentor-mentee program at Amsterdam UMC.</li> <li>- Yearly ASAP career event (entrance fee).</li> <li>- Access to in-house career coaches (intake for free), funding for the further trajectory is subject to approval by the department or supervisory team</li> </ul>		<ul style="list-style-type: none"> <li>- Free Launch Your Career course at Doctoral School.</li> <li>- Free mentor-mentee program at Amsterdam UMC.</li> <li>- Yearly ASAP career event (entrance fee).</li> </ul>	<ul style="list-style-type: none"> <li>- Free Launch Your Career course at Doctoral School.</li> <li>- Free mentor-mentee program at Amsterdam UMC.</li> <li>- Yearly ASAP career event (entrance fee).</li> </ul>	<ul style="list-style-type: none"> <li>- Free Launch Your Career course at Doctoral School.</li> <li>- Free mentor-mentee program at Amsterdam UMC.</li> <li>- Yearly ASAP career event (entrance fee).</li> </ul>
Access to Medical Library	Yes, as employee		Yes, as guest	Yes, as guest	Yes, as guest

(MENTAL) HEALTH SUPPORT (SEE <a href="#">PHD SAFETY &amp; SUPPORT GUIDE</a> )				
Access to Company Doctor	Yes, as employee	No access	Not, unless there's a company doctor at the employer's external organization	No access
Access to Psychological support	Yes, via the student psychologists (UvA) or the occupational social workers (VU)	Yes, via the student psychologists (UvA) or the occupational social workers (VU)	Yes, via the student psychologists (UvA) or the occupational social workers (VU)	Yes, via the student psychologists (UvA) or the occupational social workers (VU)
Access to free advise and coaching	Yes, via the Doctoral School PhD advisor	Yes, via the Doctoral School PhD advisor	Yes, via the Doctoral School PhD advisor	Yes, via the Doctoral School PhD advisor
Access to coaching by Amsterdam UMC coach pool	Access to the coaches from the coach pool (intake is free), funding for the further trajectory is subject to approval by the department or supervisory team.	Access to the coaches from the coach pool (intake is free); funding for the further trajectory must be arranged by the PhD candidate.	Access to the coaches from the coach pool (intake is free); funding for the further trajectory must be arranged by the PhD candidate.	Access to the coaches from the coach pool (intake is free); funding for the further trajectory must be arranged by the PhD candidate.