

Maastricht University as a place of research and work

Employment conditions

Maastricht University's Terms of Employment are laid down in the Collective Labour Agreement of Dutch Universities (CAO). Furthermore, local university provisions apply as well. For more information please see the website:

<https://www.maastrichtuniversity.nl/support/um-employees>.

Maastricht University endorses the principles outlined in the European Charter for Researchers and a Code of Conduct for their recruitment (Charter & Code), which was established by the European Commission (EC) to promote the openness and transparency of the labour market for researchers and to support the stimulation of the economy and employment in the EU.

Maastricht University actively participates in the "HR Strategy for Researchers" (HRS4R) project. As part of this project, UM extensively analysed its HR policy for researchers and established HRS4R action plan in order to comply with the 40 principles of the Charter & Code.

In August 2015, the European Commission acknowledged Maastricht University as an institution with an excellent HR policy for researchers and therefore rewarded UM with the 'HR Excellence in Research logo'.

UM Knowledge Centre for International Staff (KCIS)

Maastricht University is keen to provide its international employees and their family members with a warm welcome and a good start to their stay in Maastricht or its surrounds.

Part of the university's HR department, the Knowledge Centre for International Staff (KCIS) is happy to offer you its services. Your HR adviser will inform KCIS of all new foreign employees joining us at Maastricht University or of UM employees being posted abroad. KCIS will then contact you to guide you through the various steps necessary to start working for the university.

>> <https://www.maastrichtuniversity.nl/about-um/other-offices/knowledge-centre-international-staff>

Human Resources policy

Diversity and Inclusivity Policy at UM

Maastricht University is committed to nurturing an inclusive culture. As one of the most international universities in Europe, we are aware and proud that our strength lies in diversity. We strive to go well beyond quotas and compliance: we are determined to foster an environment in which everyone feels welcome and valued.

When looking at aspects that constitute objective differences between individuals and groups, factors like gender, ethnicity, nationality, age, religion, occupational disability or chronic illness and social status are elements that can connect individuals to a certain group as well.

Themes and roles which play a major role at Maastricht University can be found in Diversity at the Core - Diversity and Inclusivity policy at Maastricht University.

>> <https://www.maastrichtuniversity.nl/about-um/diversity-inclusivity>

>> <https://www.maastrichtuniversity.nl/about-um/working-um/hr-policy>

Equal opportunity policy

Maastricht University is an equal opportunities employer and strives for a balanced staff composition with respect to gender and origin. Maastricht University also seeks to appoint more staff with (physical) disabilities. This policy is incorporated in the recruitment and selection procedures.

In case of equally qualified applicants for the same position, we favour candidates from underrepresented groups in case of comparable qualification. There will be a check of the final selection results for gender and diversity balance and a possible redress.

>> <https://www.maastrichtuniversity.nl/support/um-employees/you-and-your-work/personal-development/recruitment-and-selection>

Environment, health and safety arrangements

Attention is paid to good working conditions and environmental protection at various levels within Maastricht University (UM). For instance, prevention officers have been installed at the faculties and service centres, the university is supported by a company doctor, and a confidential adviser has been appointed for staff and students. The Health & Fitness programme has been set up in the area of health management, and the KANS Knowledge and Treatment Centre has been launched to help prevent and treat RSI.