

Construction	PhD contract	Staff PhD	combination profile	Scholarship PhD candidate with WU as cashier	Scholarship PhD candidate, scholarship transferred directly to candidate	PhD candidate with a fictional employment (subject to wage tax withholding) for the period in the Netherlands (18 months).	PhD candidate with employment at another employer.	External PhD candidate	Guest researcher	
UNL type	Employed PhD candidate	Employee in PhD track		Scholarship (scholarship PhD candidate)		Externally financed PhD (externally financed PhD candidate)		External PhD candidate	-	
Description	PhD candidates who have a temporary PhD employment contract (usually four years full time or five years part-time) for a trajectory directed to a PhD graduation within Wageningen University & Research.	Research employees of the university who do not yet have a PhD degree and for whom arrangements have been made to allow them to complete a doctoral research project.		Scholarship PhD candidates receive a fellowship without employment contract. This category includes PhD candidates in a sandwich construction who are not employed by an institute in their home country.		Externally funded PhD candidates are employed by an institute/organization other than WUR with the possibility to follow a PhD trajectory in addition to the regular tasks connected to the employment contract. This category includes PhD candidates in a sandwich construction who are employed by an institute in their home country and also those who receive WU funding for the time they spend in the Netherlands.		Externally funded PhD candidates are employed by an institute/organization other than WUR. The main relation with WUR is through the supervisors. There are two different types: 1. PhD candidates appointed at an external research institute (for example Wageningen Research, NIOO, KNMI, TNO, EGN, etc) with a temporary PhD employment contract (usually equivalent to four years full time) for a PhD trajectory directed to a PhD graduation at WUR. 2. Employees appointed at an external research institute, with the possibility to follow a PhD trajectory in addition to the regular tasks connected to the employment contract.	External PhD candidates do not receive funds for conducting the research.	PhD candidate who obtains his/her PhD elsewhere than at WU, but carries out research at WU.
Type of employment	Employment contract with the university with the function type "PhD candidate".	Employment contract with WUR with a function type other than "PhD candidate".	Employment contract with WUR with a function type "lecturer/PhD candidate"	No employment contract with WUR		Fictional employment for non-EU nationals. (Sandwich PhD (scholarship from WUR in the Netherlands and employer abroad)). The collective labor agreement NU does not apply to the fictitious employment, so candidates with this contract are insured for social insurance, but are not entitled to statutory leave arrangements, etc.		Employment contract with an another employer than WUR.	No employment contract for the PhD research.	not defined
Can the PhD teach?	Up to 10% of tasks			Only as part of own training and at the candidate's own request up to 10% of the tasks		Only as part of own training and at the candidate's own request up to 10% of the tasks.		Only as part of own training and at the candidate's own request up to 10% of the tasks.	Only at the doctoral candidate's own request.	
Extension of employment possible?	Yes, multiple non-permanent contracts are allowed	Extension is possible within the regular rules and guidelines for employees at WUR.	No extension possible. Only a one-time employment contract for a maximum of 6 months allowed	na		In principle, a maximum of 18 months is used for fictional contracts, but longer durations and multiple non-permanent contracts are allowed		Depending on employment with an external party	na	na
Project extension possible?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	na
Who is the financier of the living allowance?	WU (chair group often seeks external funding from EC/NWO, subsidy providers, Marie Curie, bilateral projects in which companies finance a PhD.)			the scholarship provider	the scholarship provider	The employer in home country. For the stay in the Netherlands, a top-up is provided by WU.	The employer	The PhD candidate, not external funding sources	Scholarship provider or employer. Runs outside of WU.	
What are the limitations of financing living allowance	Fixed salary scales			No additional funding possible from WU; expenses based on declarations	No top-up possible; expenses based on declarations	Statutory minimum wage based on a 38-hour working week (indexed annually, in 2022 the amount is set at € 1,725.00)	there must be sufficient funding to visit WU (travel costs). And there must be funding for possible research costs, printing costs thesis and the graduation.	The candidate must provide funding for possible research costs, printing costs thesis and the graduation.	There must be sufficient financing with regard to the living allowance (with or without family), IND requirements and possibly tuition fees.	
Where is the IP right?	At WU			Depending on the conditions of the financier and or agreements with PhD. No agreements, then ownership with the one who generates results.		Depends on agreements with employer of PhD	Depends on agreements with employer of PhD	In principle, with the PhD candidate	With PhD candidate unless other arrangements have been made	
Who finances research costs	WU (Chair group often looks for external funding)			WU (Chair group often looks for external financing) or grant provider		WU and/or employer	Employer	PhD candidate	WU (Chair group often looks for external funding)	

Where are rights deposited?	In the civil code, employment contract and collective labor agreement (cao NU or WR).			Framework agreement	Framework agreement	Fictional employment relationship means that there is no authority relationship, but that salary is paid on which wage tax and national insurance contributions must be paid.	Framework agreement	In an agreement	Hospitality Agreement
Payment method living allowance	Salary (wage tax, national and employee insurance contributions, pension at Abp) via HR			the grant is passed on from the lender one-on-one and without adding any own resources via WU to the grant holder. No deduction of wage tax and premiums; tax-free payment via Finance (cashier instruction)	via an external party directly to the PhD candidate	Salary. Wage tax and national and employee insurance contributions are withheld (WW, ZW WIA, Zvw). WW law if available for the Dutch labor market	na	na	na
Health insurance	base			AON complete+	AON complete+	WUR pays premiums for Zvw, so there is a (basic) health insurance obligation. They must then purchase as health insurance themselves with one of the following:	Health insurance of country employer. If abroad, extra insurance for a stay in the Netherlands might be needed	depending on personal situation	AON complete+
Provisions in case of illness	Continued payment of wages in the event of illness as described in the collective labor agreement.			Depending on the grant provider, usually no continued payment in case of illness	Depending on the grant provider, usually no continued payment in case of illness	PhD candidates receive a sickness benefit during fictional employment. For other period it depends on the employer.	Depends on employer's regulations.	No facilities via WU	na
Who is the point of contact in the event of illness, pregnancy, leave, progress of the PhD trajectory?	Manager and or HR			chairholder	chairholder	HR	chairholder	chairholder	Chair holder or hosting group
What support possible?	In case of illness; occupational physician. In addition, see guidance			See guidance	See guidance	See guidance	See guidance	See guidance	See guidance
Training budget	3500			3500	3500	3500	3500	3500	no
Employee participation as described by law	Can apply 6 months after the start of employment and vote 3 months after the start of the PhD project.			Unable to stand for election. Can vote for PhD candidates from 3 months after starting PhD.	Unable to stand for election. Can vote for PhD candidates from 3 months after starting PhD.	Unable to stand for election. Can vote for PhD candidates from 3 months after starting PhD.	Unable to stand for election. Can vote for PhD candidates from 3 months after starting PhD.	Unable to stand for election. Can vote for PhD candidates from 3 months after starting PhD if enrolled at a research	no
Living space	Idealis	Private housing market	Idealis	Idealis, urgency possible	Idealis, urgency possible	Idealis, urgency possible	Idealis	Private housing market	Private housing market
One-off payment for working from home at the end of 2020	Yes			Yes	Yes	Yes	no	no	no
Covid compensation NPO and NPO plus	Yes			Yes	Yes	Yes	no	no	no
Minimum income	according to collective agreement			IND norm budget	IND norm budget	Statutory minimum wage	IND norm budget	Only IND standard for residence in the Netherlands of non-EU resident	IND standard upon arrival NL
Is a tuition fee charged?	no	no	no	Yes	Yes	no	Yes	no	Yes
Who pays the bench/tuition fee	na	na	na	scholarship provider or other external financier	scholarship provider or other external financier	na	Employer or other external financier	na	na
Availability computer/laptop	Yes	Yes	Yes	Yes	Yes	Yes	Yes	no	no
Training budget	3500	3500	3500	3500	3500	3500	3500	3500 for PhD candidate with TSP	no
Sport facilities	sports rights for employees, 270 per year	sports rights for employees, 270 per year	sports rights for employees, 270 per year	Student sport rights, 109 per year	Student sport rights, 109 per year	Student sport rights, 109 per year	Student sport rights, 109 per year	Student sport rights, 109 per year	No sports rights
End-of-year gift	yes	yes	yes	yes	yes	yes	yes	yes	no
Massage credits, home work allowance, etc.	Yes	Yes	Yes	no	no	no	no	no	no
Access to intranet	Yes	Yes	Yes	yes	yes	Yes	yes	yes	no
Childcare Allowance	Yes	Yes	Yes	no	no	Yes	Yes, with a Dutch employer. Not for a non-Dutch employer	no	no
Rent allowance	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Healthcare allowance	Yes	Yes	Yes	no	no	Yes	Yes, with a Dutch employer. Not for a non-Dutch employer	Yes, with a Dutch employer. Not for a non-Dutch employer	Yes, with a Dutch employer. Not for a non-Dutch employer
Pension accrual	Yes	Yes	Yes	no	no	no	Depending on another employer, no accrual via WU	no	na
Access to WUR software	Yes	Yes	Yes	yes	yes	Yes	yes	no	no