

COR NWO Annual Report 2020

1. Welcome at the COR

We are the Central Works Council of the NWO (COR NWO). Whereas a local works council represents employees at the local level, we represent the interests of all employees within NWO. We discuss – also with the NWO Executive Board representative – subjects that concern several or all NWO units.



2. Governance NWO-I

The governance of the institutes organisation radically changed in 2020. We had already issued a positive assessment for the request for consent for this in 2019. In 2020, we focused on the change to the statutes and internal rules and regulations of NWO-I. We received the draft text from the Executive Board representative, and we made several proposals for improvements, most of which were implemented.

Miriam Luizink

Another change in 2020 was the arrival of Miriam Luizink, who, as director NWO-I, is responsible for the institutes. The NWO Executive Board has given the director NWO-I a strong mandate. In response to this change, we also examined the co-determination structure within NWO. In the section Looking ahead (nr.9), you can read which conclusions we drew and which consequences these will have.



3. Appointments

The COR also had the opportunity to issue advice about the appointment of a director. The COR contribution differed per director. Our chair was a member of the appointment advisory committee for the director NWO-I (Miriam Luizink). However, for the appointment of the president of the NWO Executive Board (Marcel Levi) and the appointment of the chair for NWO Domain Science (Jan de Boer), who is also a member of the Executive Board, the COR was only involved when there was just one candidate remaining.



4. Corona

Implementing Regulation commuting expenses

For the COR, corona also overshadowed 2020. We met digitally from the start of the lockdown (see the group photo too), and we worked on the consequences of the corona measures for NWO and all employees. Before the crisis, in February 2020, we agreed with the Executive Board representative that there would be a new regulation for commuting expenses with effect from 1 July 2021 in which sustainable travel would be encouraged. However, with the arrival of corona, travel by public transport was discouraged. Therefore, in consultation with the Executive Board representative, the introduction of this Implementing Regulation was postponed until travel with public transport is once again allowed without limitations.

Task force Sustainable Deployability

At the start of the corona crisis, several task forces were set up. The COR was represented in the task force 'Sustainable Deployability'. This task force focussed on the deployability of NWO employees during the crisis and, for example, discussed a scheme for special leave for (child) care tasks. At the end of 2020, we agreed with the Executive Board representative that with effect from 1 January 2021, a working from home remuneration would be made available for the days that employees work from home. Logically, on those days, you do not receive a commuting allowance. In December 2020, a working from home remuneration was paid in retrospect from 1 July 2020.



5. New Financial System

Upon receiving the request for advice about the new financial system in December 2019, we subsequently issued an advice to the Executive Board representative in January 2020. This subject nevertheless continued to be on the agenda throughout the entire year. For example, in response to our advice, a Deep Impact Analysis (DPIA) was carried out to clearly establish whether there exist privacy risks, and if so where. The individual COR members kept an eye on things at their own institutes in order to detect potential bottlenecks. Several problems were found to occur at more than one institute, and we discussed these with the Executive Board representative. At the end of 2020, it was clear that the go-live date of 1 January 2021 would not be achieved. The launch was therefore delayed until May 2021. Until the implementation has been realised, we will continue to actively ask the Executive Board representative about the subject.



6. Requests for advice and consent

Requests for advice

- Change to statutes and internal rules and procedures
- NWO-I Nomination appointment domain chair NWO
- Science Appointment director NWO-I
- Nomination appointment president of NWO

Requests for consent

- Central health and safety coordinator NWO-I
- Change to introduction new Implementing Regulation
- Commuting expenses
- Complaints Procedure Scientific Integrity at NWO-I
- Institutes Collective closure days NWO-D and NWO-I



7. Permanent and ad hoc committees

The COR works with several permanent and ad hoc committees. The ad hoc committees discuss subjects that are temporarily on the agenda. There are also several subjects in which we would like to be structurally involved, represented in these permanent committees:

- Health and safety | this committee maintains contact with the central health and safety coordinator of NWO-I.

- Communication | This committee is responsible for the provision of information to all NWO employees.

- Finances | The committee studies the budgets and annual accounts and discusses these with the responsible heads of finance. The committee issues a written report about this to the COR and makes the COR aware of any points of attention.

- P&O | This committee meets each month with the NWO-I and NWO-D heads of P&O.

- KNAW | The consultation with the KNAW works council is realised by this committee.

- Executive Board documents | A permanent COR committee reads the documents that the COR standardly receives from the Executive Board.

- GDPR/Privacy | Privacy and GDPR is a very current subject. The committee concerns itself with this matter and is the fixed point of contact for the GDPR coordinators of NWO-I and NWO-D, for example.





8. Committee GDPR/privacy

Contacts between the committee GDPR/privacy and the data protection officer (FG) of NWO and the privacy coordinator of NWO-I are now up and running. We regularly met with them to discuss developments concerning privacy and GDPR in the organisation and how, from the perspective of co-determination, we can properly represent employees in this area. The committee has been expanded and is now complete with three members. Via the regular consultation, the committee has acquired knowledge about the new privacy policy of NWO and the rollout of the privacy policy at NWO-I. Local works councils have also been informed about the importance of this subject by the COR. The privacy coordinator and the FG have offered to visit the local works councils if they have any questions about GDPR/privacy. The agreed-upon training of the committee to gain more insight into privacy/GDPR issues and the role of the co-determination in this has been moved to next year due to the corona measures.

9. Looking ahead

Co-determination structure

The COR discussed many subjects in 2020, but that does not mean that 2021 will be a quieter year. During the next year, we will evaluate the co-determination structure within NWO and adapt this to the new governance structure. As the director NWO-I has a lot of authority over NWO-I, then it is also good to talk with each other at the level of the institutes organisation. We plan to set up a Group Works Council (GOR) for NWO-I. With the start of the new term of office of the COR in May 2021*, the GOR will also become active. We will realise all of this in consultation with the local works councils and the Executive Board representative.

Hybrid working

Finally, we will be actively involved in the development of policy in the area of hybrid working. Hopefully, we will transition to the “new normal” in 2021, and we expect that a large proportion of NWO employees will continue to work from home for part of the time. As there is not yet any policy in this area, two workgroups (one for NWO-I and one for NWO-D) have been established, both of which contain a representative from the COR. This means that we can contribute our ideas and share our vision about this from the start of the process onwards. To be continued!



**In the meantime, it has become clear that the COR's new term of office will start at the beginning of July 2021.*