

## First negotiation meeting!

In the context of a second hearing at the CRCT, the Direction of the Geneva Graduate Institute and the representatives of TAs (from the SIT union and the ADA association) agreed on a timeline of negotiation meeting convenient to both parties. Three negotiation meetings were planned, on 1st February, 15th March and 27th March. Each delegation will participate with five people. The Direction's delegation is composed of the Director of Studies, the Administrative Director, the Co-Head of Human Resources, the Institute's legal officer and an external lawyer. The TA delegation is composed of:

- The union secretary of the Syndicat interprofessionnel des travailleuses et travailleurs (SIT). The SIT was mandated by its members as well as by the TAs at the General Assemblies of 29th April, 3rd June and 4th November 2022 to negotiate alongside the Association des Assistant-e-s (ADA);
- The three elected members of the ADA Board (Andrea Biswas Tortajada, Edouard Zeller and Massimiliano Masini);
- Other TAs elected at the General Assemblies to participate in the negotiations (the delegates).

During the first negotiation meeting on 1st February 2023, the TA delegation was able to detail our four main demands, whose final goal is a contract that will allow us to live in dignity in Geneva. We consider that these are reasonable demands. Furthermore, and more importantly, meeting them will safeguard the attractiveness of the Institute's doctoral programmes and the diversity of TAs' profiles and will prevent any inequality amongst TAs on the basis of nationality and permit, socio-economic background, age, discipline, etc. These demands concern:

### 1. Structure of the contract and remuneration:

- Replacement of the distinction within the remuneration (scholarship + wage) by a single salary in order to obtain adequate access to housing and full social protection (including unemployment, AVS and LPP pension contributions, accidents, childcare, sickness and maternity leave);
- Increase in net pay to improve the precarious living conditions of TAs. TAs' remuneration must allow us to live with dignity in Geneva.

### 2. Activity rate :

- Increase of the activity rate in order to ensure full social protection (including unemployment, AVS and LPP pension contributions, accidents, childcare, sickness and maternity leave), to reflect the reality of assistants' work at the Institute and in comparable institutions, and in order not to create inequalities between teaching and research assistants at the Institute.

### 3. Equality between teaching assistants:

- Implementation of the contract under negotiation to all persons performing labour as teaching assistants at the Institute, including those employed for the ARPs of the Master in International and Development Studies (ex-Capstone) programme. This is to ensure equality amongst TAs and the high quality of teaching promised to Master students.

Other elements still need to be discussed in the next negotiation meetings: the implementation of the Terms of Employment (specifically the rule sanctioning a limit of 24 ETCS worth of courses per year to be assigned to each TA) and of other decisions taken in

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previous meetings between the Direction and ADA, such as the reduction of tuition fees and short-term solutions to resolve urgent issues due to the current contracts (e.g., exclusion from accessing childcare and the Geneva housing market, and the coverage of maternity and sick leaves), and the need to clarify with the OCPM the relevant regulations concerning the authorisation to work more than 15 hours per week for foreigners.

The TA delegation asked for documents, in particular related to the allocation of public funds by the DIP.

The Direction's delegation committed to respond to TAs' demands within three weeks of the first meeting. The ADA association and the SIT union invite the TAs to a GA on March 6th to present and discuss the Direction's response.