

University of Padova Strategies for the Implementation of the C&C codes

Senate debate: 2011 December 5th, to be carried out in 2012

Section 1: European Chart for Researchers

GENERAL PRINCIPLE		UNIPD PLANNED ACTIONS
Implementation of the European chart for researcher	To periodically verify the implementation of the Chart principles, to periodically disseminate and to awaken the researchers' opinion on the recommended principles therein quoted.	<p>Planned action: to awaken the researchers' opinion to on the C&C principles by way of:</p> <p>1) Promotion and dissemination of the principles recommended in the European Chart for researchers since the early stage of researchers' career;</p> <p>2) Ex post evaluation on how researchers perceive the C&C implementation (by means of questionnaires and surveys).</p> <p>Bodies responsible for the action: University Scientific Commission (i.e. CSA - Commissione Scientifica di Ateneo).</p> <p>Scheduled time: short term.</p>
EUROPEAN CHART PRINCIPLE	IDENTIFIED Gaps	UNIPD PLANNED ACTIONS
General principle: Stability and permanence of employment	Significant gaps are identified when comparing the C&C principle and the	Planned action: 1) revision of the active regulations (PhD, post-docs) in order to favour a better flexibility in the working

<p><i>Employers and/or funders should ensure that the performance of researchers is not undermined by instability of employment contracts, and should therefore commit themselves as far as possible to improving the stability of employment conditions for researchers, thus implementing and abiding by the principles and terms laid down in the EU Directive on Fixed-Term Work ⁽¹⁰⁾.</i></p> <p>10) Which aims to prevent fixed-term employees from being treated less favourably than similar permanent employees, to prevent abuse arising from the use of successive fixed-term contracts, to improve access to training for fixed-term employees and to ensure that fixed-term employees are informed about available permanent jobs. Council Directive 1999/70/EC concerning the “Framework Agreement on fixed-term work” concluded by ETUC, UNICE and CEEP, adopted on 28 June 1999.</p>	<p>national law.</p>	<p><i>conditions (start and end of contracts, etc) in order to improve as much as possible the stability of employment conditions for researchers.</i></p> <p>2) <i>Promotion and dissemination of what needed to researchers on issues regarding opportunities, permanence and stability of employment.</i></p> <p>Bodies responsible for the action: Rector and Proper bodies (CSA and Senate).</p> <p>Scheduled time: within 12 months</p>
<p>General principle: Funding and salaries</p> <p><i>Employers and/or funders of researchers should ensure that researchers enjoy fair and attractive conditions of funding and/or salaries with adequate and equitable social security provisions (including sickness and parental benefits, pension rights and unemployment benefits) in accordance with existing national legislation and with national or sectorial collective bargaining agreements. This must include researchers at all career stages including early-stage researchers, commensurate with their legal status, performance and level of qualifications and/or responsibilities.</i></p>	<p>A significant gap is evidenced in ensuring fair and attractive conditions of funding and/or salaries with adequate and equitable social security provisions since they are well below the European standards. Moreover, no information on pension rights are publically disseminated.</p>	<p>Planned action: 1) <i>promotion in the UNIPD website of a section dedicated to pension rights, social security provisions with particular care on issues related to mobility between different foreign countries and, between different sectors (public/private), and on issues related to researchers since their early career stages;</i></p> <p>2) <i>monitoring of contract conditions and salaries on which the University autonomy can be exerted;</i></p> <p>3) <i>promotion and dissemination of what needed to researchers on the questions regarding funding and salary.</i></p> <p>Bodies responsible for the action: <i>International Research Office, National research office, VAT and Fiscal Office, Pension Office, Delegate of the Rector</i></p>

		<p><i>for the promotion of the Young researcher opportunities, CSA.</i></p> <p>Scheduled time: within 9 months.</p>
<p>General principle: Gender balance¹¹ <i>Employers and/or funders should aim for a representative gender balance at all levels of staff, including at supervisory and managerial level. This should be achieved on the basis of an equal opportunity policy at recruitment and at the subsequent career stages without, however, taking precedence over quality and competence criteria. To ensure equal treatment, selection and evaluation committees should have an adequate gender balance.</i></p> <p>¹¹ See SEC (2005) 260, Women and Science: Excellence and Innovation – Gender Equality in Science.</p>	<p>No gaps detected although it is evident that a low number of female staff is present at the higher order of the main decisional bodies. However, the University of Padova is provided with the Equal Opportunities Observatory with the main task of promoting strategies to overcome and compensate this unbalance.</p>	
<p>General principle: Career development <i>Employers and/or funders of researchers should draw up, preferably within the framework of their human resources management, a specific career development strategy for researchers at all stages of their career, regardless of their contractual situation, including for researchers on fixed-term contracts. It should include the availability of mentors involved in providing support and guidance for the personal and professional development of researchers, thus motivating them and contributing to reducing any insecurity in their professional future. All researchers should be made</i></p>	<p>A gap consists in the identification of a mentor figure in each stage of the careers since the University of Padova is in fact provided with transversal services and offices aiming at supporting researchers' personal and professional development instead of defining a given mentor (for PhD students and post-docs a sort of mentor however is still present, respectively, the supervisor figure and the person in charge for scientific aspects of the project). Moreover, a deeper</p>	<p>Planned action: 1) support actions in favour of young researchers such as the Young Researcher Call in order to guarantee the funding of innovative and excellence projects and ideas. 2) Promotion and dissemination of what needed to researchers on issues regarding their career development.</p> <p>Bodies responsible for the action: CSA and Research Office.</p> <p>Scheduled time: within 12 months.</p>

familiar with such provisions and arrangements.	dissemination of the role of these transversal service should be performed and has been granted in the new Statute that will become in force in 2012.	
<p>General principle: Value of mobility</p> <p><i>Employers and/or funders must recognise the value of geographical, intersectoral, inter- and trans-disciplinary and virtual 12 mobility as well as mobility between the public and private sector as an important means of enhancing scientific knowledge and professional development at any stage of a researcher's career. Consequently, they should build such options into the specific career development strategy and fully value and acknowledge any mobility experience within their career progression/appraisal system. This also requires that the necessary administrative instruments be put in place to allow the portability of both grants and social security provisions, in accordance with national legislation.</i></p>	<p>The only gap that has been identified regards the portability of rights concerning social provision and salary. In this field, however, the University of Padova does not have any autonomy. However, the internationalisation process can be improved thanks to actions dedicated to post doc fellowships.</p>	<p>Planned action: 1) Plan promotion policies in order to improve the short- and long-term mobility programs with EU member States. For the young researchers (PhD students), support and valorise the period spent abroad for research (at least 6 months) , during their attending period (mobility among European State member).</p> <p>2) Promote initiatives for post-docs mobility.</p> <p>3) For the other categories of researchers, support further bilateral agreements and make specific agreements with local, regional and interregional enterprises to allow mobility between public and private sectors.</p> <p>4) Promote and disseminate the value of mobility among the researchers.</p> <p>Bodies responsible for the action: International Research Office, International Relations Office, Service for Project development of integration with public institution and privates.</p> <p>Scheduled time: within 9 months.</p>
<p>General principle: Access to research training and continuous development</p> <p><i>Employers and/or funders should ensure that all researchers at any stage of their career, regardless of their contractual situation, are</i></p>	<p>A gap has been detected in the long term assessment process of the results and in the periodical check of the action</p>	<p>Planned action: 1) promote seminars to develop new skills and competences in researches (such as project managements, intellectual properties spin-off, etc) and improve both the research capabilities and the</p>

<p><i>given the opportunity for professional development and for improving their employability through access to measures for the continuing development of skills and competencies.</i></p> <p><i>Such measures should be regularly assessed for their accessibility, take- up and effectiveness in improving competencies, skills and employability.</i></p>	<p>efficiency. This problem has been considered in the new Statute (in force from 2012) where a regular process has been set up that exploits methods and standards already used in other EU countries</p>	<p><i>valorisation of the results obtained.</i></p> <p><i>2) highlight in the University website a section dedicated to seminars action in the cited field and of the PhD courses offered by the University.</i></p> <p><i>3) monitor the assessment processes of the gained objectives. Promote and disseminate what needed to researchers on issues regarding the Access to research training and continuous development.</i></p> <p>Bodies responsible for the action: Departments, Research training Office , International Research Office, Research Office, Public Relations Office, Office for Project development of integration with public institution and privates.</p> <p>Scheduled time: within 12 months.</p>
<p>General principle: Access to career advice</p> <p><i>Employers and/or funders should ensure that career advice and job placement assistance, either in the institutions concerned, or through collaboration with other structures, is offered to researchers at all stages of their careers, regardless of their contractual situation.</i></p>	<p>No gaps are identified although a better information dissemination of the role of the University services and their initiatives/actions should be addressed.</p>	<p>Planned action: Promotion and dissemination of what needed to researchers on issues related to the career advise and job placement assistance</p> <p>Bodies responsible for the action: All relevant Offices of UNIPD.</p> <p>Scheduled time: within 6 months.</p>
<p>General principle: Supervision.</p> <p><i>Employers and/or funders should ensure that a person is clearly identified to whom early-stage researchers can refer for the performance of their professional duties, and should inform the researchers accordingly. Such arrangements should clearly define that the proposed supervisors are sufficiently expert in supervising research, have the time, knowledge, experience, expertise and</i></p>	<p>A gap is identified in the ex-post evaluation of the supervisor activity.</p>	<p>Planned action: 1) monitor the supervisor activity and the researcher working experience by and ex-post evaluation program that starts from questionnaire given periodically at the end of each working cycle.</p> <p>2) introduce appropriate regulations of the roles and duty of the supervisor and of the way and procedures of supervisor identification.</p> <p>3) Promote and disseminate what (information?) needed to researchers on issues related to</p>

<p>commitment to be able to offer the research trainee appropriate support and provide for the necessary progress and review procedures, as well as the necessary feedback mechanisms.</p>		<p>supervision.</p> <p>Bodies responsible for the action: ProRector to the training in research and related service, PhD schools directors, CSA, Research service, Delegate of the Rectors for the promotion of the young research opportunities.</p> <p>Scheduled time: within 12 months.</p>
<p>General principle: Teaching. Teaching is an essential means for the structuring and dissemination of knowledge and should therefore be considered a valuable option within the researchers' career paths. However, teaching responsibilities should not be excessive and should not prevent researchers, particularly at the beginning of their careers, from carrying out their research activities. Employers and/or funders should ensure that teaching duties are adequately remunerated and taken into account in the evaluation/appraisal systems, and that time devoted by senior members of staff to the training of early stage researchers should be counted as part of their teaching commitment. Suitable training should be provided for teaching and coaching activities as part of the professional development of researchers.</p>	<p>The identified gap regards the lack in training courses for teaching and coaching activities since the early stage of the career.</p>	<p>Planned action: 1) Organize training (e.g. seminars) for teaching activities during the PhD period (and post-doc period) to develop the teaching skills of postgraduate students/researchers, through the issuing of rules that provide the mandatory of this activity. 2) Promotion and dissemination of what needed to researchers on the questions regarding the teaching.</p> <p>Bodies responsible for the action: PhD schools directors, Research training Service.</p> <p>Scheduled time: within 12 months.</p>
<p>General principle Evaluation/appraisal systems Employers and/or funders should introduce</p>	<p>The identified gap regards the feedback systems of evaluation.</p>	<p>The evaluation systems are defined by the national law L.240 (dated on 2010, December 30th and in force from 2011 January 29th).</p>

<p>for all researchers, including senior researchers, evaluation/appraisal systems for assessing their professional performance on a regular basis and in a transparent manner by an independent (and, in the case of senior researchers, preferably international) committee. Such evaluation and appraisal procedures should take due account of their overall research creativity and research results, e.g. publications, patents, management of research, teaching/lecturing, supervision, mentoring, national or international collaboration, administrative duties, public awareness activities and mobility, and should be taken into consideration in the context of career progression.</p>		
<p>General principle: Complaints/appeals. Employers and/or funders of researchers should establish, in compliance with national rules and regulations, appropriate procedures, possibly in the form of an impartial (ombudsman-type) person to deal with complaints/appeals of researchers, including those concerning conflicts between supervisor(s) and early-stage researchers. Such procedures should provide all research staff with confidential and informal assistance in resolving work-related conflicts, disputes and grievances, with the aim of promoting fair and equitable treatment within the institution and improving the overall quality of the working environment.</p>	<p>Although the Ombudsman can support PhD students in complaints and appeals, a gap is identified in the lack of advertising of a public service dedicated to assist researchers in resolving the work-related conflicts, disputes and grievances. Moreover, PhD students and post-docs do not seem to be aware of the procedures to adopt in order to lodge complaints and appeals especially for what concerns the conflicts between supervisor(s) and early-stage researchers.</p>	<p>Planned action: 1) in the UNIPD website, put into evidence the UNIPD services, offices and procedures to be followed in order to lodge complaints and appeals in order to provide all research staff with confidential and informal assistance in resolving work-related conflicts, disputes and grievances, with the aim of promoting fair and equitable treatment within the institution and improving the overall quality of the working environment (with special care dedicated to the possible conflicts with supervisors). 2) Promotion and dissemination of what needed to researchers on issues regarding complaints/appeals.</p> <p>Bodies responsible for the action: Decision-making bodies (Rector and Senate).</p>

		Scheduled time: within 12 months.
<p>General principle: Participation in decision-making bodies</p> <p><i>Employers and/or funders of researchers should recognise it as wholly legitimate, and indeed desirable, that researchers be represented in the relevant information, consultation and decision-making bodies of the institutions for which they work, so as to protect and promote their individual and collective interests as professionals and to actively contribute to the workings of the institution</i> ¹³ In this context see also EU Directive 2002/14/EC..</p>	<p>A gap is identified in the lack of participation of post-docs in the University main decision making bodies, although it depends on the application of the national law L.240. However, it is remarkable that post-docs are represented in the Departments where they perform their research.</p>	<p>Planned action: <i>Promote discussions with the researchers at all stages of career in each collegial decisional body on the matter of their interest; favour discussions with the PhD students and Post-docs representatives in each department (as provided for in the new Statute) to allow active contribution to the workings of the institution.</i></p> <p>Bodies responsible for the action: <i>Departments and Statute and Regulation Office.</i></p> <p>Scheduled time: within 6 months.</p>
<p>General principle: Recruitment.</p> <p><i>Employers and/or funders should ensure that the entry and admission standards for researchers, particularly at the beginning at their careers, are clearly specified and should also facilitate access for disadvantaged groups or for researchers returning to a research career, including teachers (of any level) returning to a research career. Employers and/or funders of researchers should adhere to the principles set out in the Code of Conduct for the Recruitment of Researchers when appointing or recruiting researchers.</i></p>	<p>A gap is present in the national law: in particular it does not consider any kind of facilitation for some disadvantaged groups or for researchers returning to research.</p>	<p><i>No actions can be performed by UNIPD in autonomy since the national law L.240 defines the guidelines for selections and does not take into account of this general recommendation to facilitate disadvantaged groups or researchers returning to a research career .</i></p>

SECTION 2: The Code of Conduct for the Recruitment of Researchers

PRINCIPLE	IDENTIFIED GAP	PLANNED ACTION
<p>General principle: Recruitment. Employers and/or funders should establish recruitment procedures which are open, efficient, transparent, supportive and internationally comparable, as well as tailored to the type of positions advertised.</p> <p>Advertisements should give a broad description of knowledge and competencies required, and should not be so specialised as to discourage suitable applicants. Employers should include a description of the working conditions and entitlements, including career development prospects. Moreover, the time allowed between the advertisement of the vacancy or the call for applications and the deadline for reply should be realistic.</p>	<p>A gap consists in the fact that the present regulations do not permit the inclusion of experts in the selection commissions that are not directly involved in academy roles or research institutions.</p>	<p>Planned action <i>modification of the post-doc fellowship regulations in order to allow the inclusion of experts in the selection commissions that are not directly involved in academy roles or research institutions.</i></p> <p>Bodies responsible for the action: CSA, Research Office.</p> <p>Scheduled time: within 6 months.</p>
<p>General principle: Transparency. Candidates should be informed, prior to the selection, about the recruitment process and the selection criteria, the number of available positions and the career development prospects. They should also be informed after the selection process about the strengths and weaknesses of their applications.</p>	<p>A gap consists in the lack of transparency on the procedure a candidate should use to be informed on the strengths and weakness of his application.</p>	<p>Planned action <i>modification of the post-doc fellowship regulations in order to clarify the candidate how to access the information regarding the weakness and strengths of his application.</i></p> <p>Bodies responsible for the action: CSA, Research Service.</p> <p>Scheduled time: within 6 months.</p>

Notes: Since the new Statute will be in force from 2012 and the new decisional bodies will be defined in the first quarter, the responsible of the action (when not expressly declared) will be the highest in level and will directly identify the involved university services in order to guarantee the action realisation and respect the scheduled time.