

## TEMPLATE 2 – GAP ANALYSIS - OVERVIEW

Case number: **2021IT617948**

Name Organisation under review: Università della Calabria (UNICAL)

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SUBMISSION DATE:

DATE ENDORSEMENT CHARTER AND CODE: **25/03/2021**

### **GAP ANALYSIS**

The Charter and Code provide the basis for the Gap analysis. To aid cohesion, the 40 articles have been renumbered under the following headings. Please provide the outcome of your organisation's GAP analysis below. If your organisation currently does not fully meet the criteria, please list whether national or organisational legislation may be limiting the Charter's implementation, initiatives that have already been taken to improve the situation or new proposals that could remedy the current situation.

European Charter for Researchers and Code of Conduct for the Recruitment of Researchers: GAP analysis overview			
Status	Implementation	GAP/Implementation impediments	Initiatives undertaken/new proposals
<b>Status:</b> to what extent does this organisation meet the following principles?	<b>Implementation:</b> ++ = <b>fully</b> implemented +/- = <b>almost but not fully</b> implemented -/+ = <b>partially</b> implemented -- = <b>insufficiently</b> implemented	<b>GAP/ Implementation impediments</b> In case of --, -/+, or +/-, please <b>indicate the actual “gap”</b> between the principle and the current practice in your organisation. If relevant, list any national/regional legislation or organisational regulation currently impeding implementation	<b>Initiatives undertaken/new proposals</b> If relevant, please list any initiatives that have already been taken to improve the situation and/or new proposals that could remedy the current situation. Initiatives undertaken and/or suggestions for improvement
Principles analyzed through the Internal Survey			
Ethical and Professional Aspects			
1. Research freedom	++		Research freedom is stated by Article 33 of the <b>Constitution of the Italian Republic</b> , namely " <i>Art and science are free, as well as teaching them is free</i> ". Accordingly, all the national and institutional laws and rules comply with this statement; in particular, this is confirmed in <b>National Law n. 240/2010</b> , which includes it among the inspiring principles (Article 1): " <i>Universities are the primary seat of free research</i> ". Moreover, Article 7 of Legislative Decree n. 165/2001 states that public administrations are bound to guarantee freedom of teaching and professional autonomy in teaching and research.

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			<p>In compliance with the above-mentioned laws, UNICAL adopted its <b>Statute</b> and an <b>Ethical Code</b> which set out UNICAL's overarching policies about research integrity, research misconduct, financial management and Intellectual Property.</p> <p>The only limitations to such a principle could eventually depend on limited national funds for research activities in some scientific and cultural fields. To solve this potential problem, UNICAL has introduced a research fund designed specifically to support research areas that - in our university - have more difficulties in accessing public funding: "<i>Fund to support research in the social and humanities areas</i>".</p> <p><b>UNICAL Regulations</b></p> <ul style="list-style-type: none"> <li>• <b>UNICAL Statute</b> (R.D. n. 562, 23/3/2012, updated with R.D. n. 1464, 9/10/2020);</li> <li>• <b>UNICAL Regulation</b> (R.D. n. 233, 6/2/2013, updated with R.D. n. 628, 19/4/2021);</li> <li>• <b>Ethical Code</b> (R.D. n. 2529, 18/11/2011);</li> <li>• <b>UNICAL Regulations for the Fund to support research in the social and humanistic areas</b> (R.D. n. 1247, 5/9/2020);</li> <li>• <b>Regulation of University Ethics Committee (CEA)</b> (R.D. n. 833, 3/7/2017, updated with R.D. n. 457, 19/3/2020).</li> </ul>
2. Ethical principles	-/+	<p><b>GAP:</b> UNICAL complies with this principle and undertakes to apply all the general principles stated in the University Ethical Code, where academic integrity and scientific ethics are defined as pillars of our institution. Nevertheless, the <b>internal survey</b> reveals the interviewees have a low level of knowledge of the University Ethical Code (10% don't know anything about it; 21% I've heard about it; 46% I've limited knowledge of it and only 21% I've in-depth knowledge) and so a low priority perception of the importance of these principles. Therefore, as the comprehension of adequate ethical rigour in scientific research and integrity helps to promote and consolidate public consensus</p>	<p><b>National Law 240/2010</b> (Article 2) requires all Universities to adopt an ethical code for the respective academic communities.</p> <p>UNICAL adopted an <b>Ethical Code</b> for its entire community, as also required by the <b>UNICAL Statute</b> (Article 1.4), and promotes an <i>Ethics Commission</i> that verifies compliance with the norms (Articles 14, 16, and 17 of Ethical Code) and a <i>University Ethics Committee</i> (CEA) that expresses opinions on research projects and promotes the development of ethical awareness (<b>Regulation of University Ethics Committee</b>); ethical principles are also mentioned in the <b>University Code of Conduct</b> for employees (R.D. n. 2653, 23/12/2014).</p> <p><b>NEW PROPOSALS</b></p>

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		towards research and academic institutions, it is particularly important to increase the diffusion of these principles and their implementation by adopting a more efficient communication strategy. In this regard, it is important to point out the lack of an English version of the UNICAL Ethical Code and Conduct.	<p>UNICAL will adopt a <b>more efficient communication strategy</b> (through specific <b>video pills</b>) to disseminate the contents of the Ethical Code, throughout the entire university community, especially among young researchers, sharing all the information in the English version of the website as well. UNICAL will publish a <b>Welcome-Kit</b> on the website for new and young researchers; the Welcome Kit will include a copy of the Ethical Code, regulations on industrial property, etc.</p> <p><b>UNICAL Regulations</b></p> <ul style="list-style-type: none"> <li>• <b>UNICAL Statute</b> (R.D. n. 562, 23/3/2012, updated with R.D. n. 1464, 9/10/2020;</li> <li>• <b>Ethical Code</b> (R.D. n. 2529, 18/11/2011);</li> <li>• <b>University Code of Conduct</b> (R.D. n. 2653, 23/12/2014);</li> <li>• <b>Regulation of University Ethics Committee (CEA)</b> (R.D. n. 833, 3/7/2017, updated with R.D. n. 457, 19/3/2020).</li> </ul>
3. Professional responsibility	+/+	<p><b>GAP:</b> UNICAL complies with this principle and undertakes to apply the provisions of national and internal regulations.</p> <p>Nevertheless, in line with what was stated for Principle 2, it is particularly important to increase the knowledge of this principle among the members of the academic community and to promote its implementation.</p>	<p>All aspects related to professional responsibility are fully covered by national laws and regulations as well as by internal rules such as the University <b>Ethical Code</b>, University <b>Code of Conduct</b> for employees and the <b>Regulation on Industrial Property</b>.</p> <p>UNICAL promotes and respects professional responsibility, as required by the <b>Ethical Code</b> which restates the principle of responsible research and binds all researchers to a respectful behaviour towards other researchers and relevant results already developed. It also complies with the legal provisions on intellectual property and plagiarism through a regulation that all employees are expected to comply with (<b>Regulation on Industrial Property</b>).</p> <p><b>NEW PROPOSALS</b></p> <p>In line with what has been previously said for Principle 2, UNICAL will implement <b>specific video pills</b> - differentiated according to the role and responsibility of the researchers - aimed at promoting knowledge of ethical rules and ensuring full and correct understanding of the Ethical Code.</p>

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			<p>UNICAL will publish a <b>Welcome-Kit</b> on the website for new and young researchers; the Welcome Kit will include a copy of the Ethical Code, regulations on industrial property, etc.</p> <p><b>UNICAL Regulations</b></p> <ul style="list-style-type: none"> <li>• <b>Ethical Code</b> (R.D. n. 2529, 18/11/2011);</li> <li>• <b>UNICAL Regulation on Industrial Property</b> (R.D. n. 77, 19/1/2021);</li> <li>• <b>University Code of Conduct</b> (R.D. n. 2653, 23/12/2014).</li> </ul>
4. Professional attitude	+/-	<p><b>GAP:</b> UNICAL complies with this principle and undertakes to apply the provisions of internal regulations: researchers, at all career stages, are required to conduct their activities professionally and responsibly. Researchers funded by research projects are required to periodically submit reports on their activity as indicated by the regulations of the specific academic position.</p> <p>Although for some academic profiles the submission of periodic reports on the research activity is foreseen, these are not delivered to the CEA for the specific research areas of competence. Concerning the knowledge of the strategic objectives and funding mechanisms, in addition to the departments, there is an internal structure dedicated to the planning and management of research projects (<b>ARIIS: Research, Innovation and Social Impact Area</b>), that supports researchers during the different phases of the project implementation.</p> <p>However, the regulations and guidelines for the management of funded research projects can certainly be improved and disseminated more widely to researchers, avoiding a bureaucratic vocabulary and focusing on their responsibilities to institutions, staff involved in the project, and external funders, to increase their knowledge of funding mechanisms and relative awareness of institutional commitment. The guidelines are also</p>	<p>General regulations, accountant and authorisation procedures or common practices exist within the institution and are applied by administrative staff and central or departmental governance.</p> <p>Orientation and support on funding mechanisms and internal procedures are provided to researchers by <b>ARIIS</b>, which supports researchers during the different phases of the research projects implementation: from projects' planning to submission of the proposals, from grant preparation to governance's approval, from projects management to intermediate to final financial reporting (<a href="https://www.unical.it/ricerca/">https://www.unical.it/ricerca/</a>). UNICAL has permanent administrative staff who keep researchers directly informed about the research opportunities (procedures and funding mechanisms) available at the National, European and International levels, through dedicated newsletters (LioInforma).</p> <p>All Researchers are required to periodically submit reports on their activity; the timing of these reports varies according to the researcher's career stage in accordance with national and internal Regulations.</p> <p>PhD students must report regularly on the progress of their research to their supervisor and every year to the PhD Academic Board, to gain admission to the following year or the final dissertation;</p> <p>Post-doc and Post-graduate fellows, working on specific research programs, are required to submit annually (or with the regularity indicated in the call) a detailed written report on their research (activity carried out, results and the</p>

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		essential to normalize and standardize all practices and procedures within our University and to allow the dissemination of a common filing system of all information related to research projects that we are experimenting within recent years, but which presents some difficulties in implementation due to the lack of codification of roles, vocabulary and responsibilities.	<p>progress of the research) to the Scientific Responsible and the Department Board for evaluation.</p> <p><b>Internal Survey results</b></p> <ol style="list-style-type: none"> <li>1) 59% of the participants in the survey has declared to agree (partially + totally) with the statement: "UNICAL commits to inform Researchers of Strategic goals of research centers";</li> <li>2) 57% of the participants in the survey have declared to agree (partially + totally) with the statement: "UNICAL commits to inform Researchers of Funding procedures and mechanisms".</li> </ol> <p><b>NEW PROPOSALS</b></p> <p>UNICAL will improve the research project reporting and management by exploiting all capabilities of a specific digital database at the moment under development, which will help researchers in the management of the research projects.</p> <p>UNICAL will <b>produce and disseminate specific guidelines</b> defining roles and tasks within the different phases of the research implementation (fundraising, budgeting, resources management) and will review its regulation on the management of the funded projects.</p> <p><b>National legislation</b></p> <ul style="list-style-type: none"> <li>• <b>Law n. 240/2010</b> (Article 6 "Legal status of Professors and Researchers", point 14).</li> </ul> <p><b>UNICAL Regulations</b></p> <ul style="list-style-type: none"> <li>• <b>Regulation for PhD Research</b> (R.D. n. 1330, 3/7/2013 updated with R.D. n. 1260, 30/6/2014 and R.D. n. 1524, 31/7/2014);</li> <li>• <b>Regulation for Post-graduate fellowship</b> (R.D. n. 90, 4/2/2016);</li> <li>• <b>Regulation for Research Fellowships</b> (R.D. n. 1655, 8/9/2014);</li> <li>• <b>Regulations for participation in research projects and modalities for the allocation of overheads</b> (R.D. n.</li> </ul>

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			<p>2382/2011, updated with R.D. n. 1526/2012 and R.D. n. 669, 29/3/2013);</p> <ul style="list-style-type: none"> <li>• <b>Guidelines for projects presentation, management and reporting</b> (March 2021);</li> <li>• <b>UNICAL Strategic Plan 2020-2022</b> (adopted on 26/5/2020):  <a href="https://www.unical.it/media/medias/2021/ps_unical_2020-2022_v3.4_.pdf">https://www.unical.it/media/medias/2021/ps_unical_2020-2022_v3.4_.pdf</a>;</li> <li>• <b>Regulation of University Ethics Committee (CEA)</b> (R.D. n. 833, 3/7/2017, updated with R.D. n. 457, 19/3/2020);</li> <li>• <b>UNICAL Regulation</b> (R.D. n. 233, 6/2/2013, updated with R.D. n. 628, 19/4/2021).</li> </ul>
5. Contractual and legal obligations	++	<p><b>GAP:</b> UNICAL complies with this principle, but some issues exist concerning the proper dissemination of information. This depends mainly on the fact that all regulations at the national and local levels are written in Italian.</p>	<p><b>National legislation</b></p> <p>Researchers' obligations are detailed in the dedicated national laws approved in this field (Royal Decree n. 1592/1933, DPR m. 3/1957, DPR n. 382/1980, Law n. 230/2005, Law n. 240/2010).</p> <p>Researchers' rights and duties are specified in detail in the University regulations and, together with the working conditions, in the employment contracts they sign at the time of appointment decrees.</p> <p>At the beginning of each grant/contract, the researcher is informed about all national and local regulations applicable to his/her role: legal obligations are included in the contracts for researchers, which expressly provide references to the type of contract, intellectual property, and the relevant legislation both at the national and university levels.</p> <p><b>NEW PROPOSAL</b></p> <p>UNICAL will increase the dissemination of all information in English in the new version of the UNICAL portal - at the moment under development - through:</p> <ul style="list-style-type: none"> <li>• publication of a web page in English dedicated to the recruitment of researchers in which documents, forms, regulations, calls for applications divided by the profile of the researcher R1-R2-R3-R4 will be collected and</li> </ul>

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			<p>translated and integrated with explicit references to the principles of the Charter and the Code;</p> <ul style="list-style-type: none"> <li>translation of the main university regulations, as well as of the University Statute.</li> </ul> <p><b>UNICAL Regulations</b></p> <ul style="list-style-type: none"> <li><b>UNICAL Regulation</b> (R.D. n. 233, 6/2/2013, updated with R.D. n. 628, 19/4/2021);</li> <li><b>Regulation for recruiting full professors and associate professors</b> in compliance with Articles n. 18 and n. 24 of Law n. 240/2010 (R.D. n. 1426, 1/10/2020);</li> <li><b>Regulation for recruiting of the fixed-term researchers (RTD/A – RTD/B)</b> (R.D. n. 1765, 22/7/2011 updated with R.D. n. 1485, 3/10/2018);</li> <li><b>Regulation for Research Fellowships</b> (R.D. n. 1655, 8/9/2014);</li> <li><b>Regulation for Post-graduate fellowship</b> (R.D. n. 90, 4/2/2016);</li> <li><b>Regulation for PhD Research</b> (R.D. n. 1330, 3/7/2013 updated with R.D. n. 1260, 30/6/2014 and R.D. n. 1524, 31/7/2014).</li> </ul>
6. Accountability	++		<p>The principle is a common practice related to transparency and effectiveness of the financial management of the University. The concept of responsibility, not only normative and legal but also towards stakeholders is present in various university regulations and provisions, such as in the Statute (Article 4) and the Regulation on Administration and Accounting, while the Research Grant Regulations are under a review.</p> <p>Beyond the necessary regulatory framework, researchers come into contact with the concept of accountability also through the services (central and departmental) supporting the management of research funding, which they employ for the implementation of their projects. In addition to specific vademecum on roles, procedures, internal practices, much information and documentation has been collected and distributed through the institutional web pages. Finally, the report on research, training, third mission</p>



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			<p>and public and private funding activities is drawn up and published annually on the web, attached to the Unified University Financial Statements.</p> <p><b>UNICAL Regulations</b></p> <ul style="list-style-type: none"> <li>• <b>UNICAL Statute</b> (R.D. n. 562, 23/3/2012; update with R.D. n. 1464, 9/10/2020; published on Official Gazette n. 262, 22/10/2020);</li> <li>• <b>UNICAL Regulation</b> (R.D. n. 233, 6/2/2013, updated with R.D. n. 628, 19/4/2021);</li> <li>• <b>Transparency Regulation</b> (R.D. n. 2652, 23/12/2014);</li> <li>• <b>Regulation for expenses in economic</b> (R.D. n. 1294, 26/4/2004);</li> <li>• <b>Regulation on Administration and Accounting.</b> (R.D. n. 413, 5/3/2021);</li> <li>• <b>Regulations for participation in research projects and modalities for the allocation of overheads</b> (R.D. n. 2382/2011 updated with R.D. n. 1526/2012 and R.D. n. 669, 29/3/2013).</li> </ul> <p><b>National and international legislation</b></p> <ul style="list-style-type: none"> <li>• Legislative Decree n. 150, 27/10/2009;</li> <li>• Law n. 190, 6/11/2012 "Measures for the Prevention and Repression of Corruption and Illegal Activities in the Public Administration;</li> <li>• European Regulation n. 679/2016 – GDPR.</li> </ul>
7. Good practice in research	++		<p>All aspects related to good practice in research are fully covered by national laws and regulations as well as by internal rules such as the <b>University Ethical Code, University Privacy Regulation, and Regulation on Health and Safety.</b></p> <p><b>National legislation</b></p> <p>Personal data are collected and treated in compliance with the Italian <b>Legislative Decree n. 196/2003</b> (<i>Code of personal data protection</i>) and subsequent amendments and integrations, and the <b>Legislative Decree n. 81/2008</b> regulating health and safety principles in the workplaces. <b>Legislative Decree n. 101/2018</b> integrates national</p>

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			<p>regulations in compliance with the <i>General Data Protection Regulation (GDPR, Regulation EU 2016/679)</i>.</p> <p><b>UNICAL Regulations</b></p> <p>In line with the national legislation, UNICAL adopted specific Regulations and policies for privacy and data protection and safety and health, focusing actively also on prevention.</p> <p>To promote good research practices, UNICAL makes use of the following measures and structures:</p> <ol style="list-style-type: none"> <li>1) <b>University Privacy Regulation</b> in implementation of the national legislation which identifies the types of sensitive and judicial data, as well as the operations that can be carried out for the performance of the universities' institutional purposes. It also complies with EU Regulation 2016/679 "concerning the protection of individuals about the processing of personal data, as well as the free circulation of such data" (GDPR).</li> <li>2) on the UNICAL web portal there is a section dedicated to privacy and data protection that collects all information and documents on this field (<a href="https://www.unical.it/privacy/">https://www.unical.it/privacy/</a>);</li> <li>3) <b>Internal regulations on health and safety of workers in performing their activities</b>, in implementation of the provisions dictated by national legislation: Legislative Decree n. 81/2008 regulating health and safety principles on the workplaces. All employees are required to fill in and submit to the competent department the "<b>Work Risk Sheet</b>";</li> <li>4) UNICAL has a <b>Prevention and Protection Service</b> that carries out activities related to the implementation of prevention and protection systems for workers and risk assessment within the teaching, research, and service facilities of the University (in compliance with Article 16 of D.Lgs 81/2008);</li> <li>5) Regarding prevention issues, training courses on safety rules for all staff are regularly held by experts. Finally, with the introduction of the GDPR and in compliance with its principles, the University delivered to all the staff, administrative officers, teachers and researchers,</li> </ol>

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			<p>online training courses about the Regulation itself and its application at various levels. Among such courses, a particular focus on privacy and data protection in the HEI and research field has been stressed through a course module dedicated to such issues;</p> <p>6) during the current pandemic period, the university had various specific protocols (<b>Covid19 Security Protocol</b>) in place to ensure the safety of all of its students and workers</p> <p>(<a href="https://www.unical.it/media/publications_attachments/1611/protocollo_emergenza_Covid19.pdf">https://www.unical.it/media/publications_attachments/1611/protocollo_emergenza_Covid19.pdf</a>,  <a href="https://www.unical.it/media/publications_attachments/1611/PROTOCOLLO_Sicurezza_Covid19_UNICAL_2.0.pdf">https://www.unical.it/media/publications_attachments/1611/PROTOCOLLO_Sicurezza_Covid19_UNICAL_2.0.pdf</a>,  <a href="https://www.unical.it/media/publications_attachments/1611/PROTOCOLLO_Sicurezza_Covid19_UNICAL_VERSIONE-FINALE_3.0.pdf">https://www.unical.it/media/publications_attachments/1611/PROTOCOLLO_Sicurezza_Covid19_UNICAL_VERSIONE-FINALE_3.0.pdf</a>).</p> <ul style="list-style-type: none"> <li>• <b>University Privacy Regulation</b> (D.R. n. 1824, 26/11/2020);</li> <li>• <b>Internal regulations on health and safety of workers in performing their activities</b> (D.R. n. 1737, 17/9/ 2014);</li> <li>• <b>Ethical Code</b> (D.R. n.2529, 18-11-2011).</li> </ul>
8. Dissemination, exploitation of results	+/-	<p><b>GAP:</b> there is a need to make the dissemination of the numerous activities and initiatives developed by the University more efficient, aimed at disseminating research results and cooperation between the Research Groups, especially among young researchers/Researchers “under training”.</p>	<p>UNICAL affirms the principles of full and open access (OA) to scientific literature and the free dissemination of research results (<b>Ethical Code</b>) and promotes innovation and the protection of the rights to obtain patents for industrial inventions through the technology transfer office and the collaboration with the economic and industrial system, public and financial institutions (Article 4, <b>UNICAL Regulation</b>).</p> <p>UNICAL designs and implements communication activities related to projects to disseminate results and reach an audience that is wider than the academic one. UNICAL is one of the promoters of <b>APEnet</b>, the association of Italian universities and research institutions on public engagement, in which it has a representative on the board of directors.</p>

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			<p>The <b>ARIIS</b> promotes and coordinates project initiatives in the University of a national and international character. Often these initiatives are open to third parties such as business associations. This is meant to increase the opportunities for matching research supply and demand. Finally, the ARIIS promotes interactions between the university and companies, in relation to the processes of technology transfer and research enhancement. It also conducts economic analyses and provides support services to SMEs.</p> <p><b>NEW PROPOSALS</b>  UNICAL will make a <b>Welcome-Kit</b> available on the website for new and young researchers; the Welcome Kit will include a copy of the Ethical Code, Regulation on Industrial Property and general information and guidelines on patent filing and regulations for all researchers wishing to create or accredit a start-up;  The <b>Gender Equality Plan (GEP)</b> includes periodic meetings (weekly/fortnightly) between PhDs to discuss their research projects (<b>PhD Days</b>).</p> <p><b>UNICAL Regulations</b></p> <ul style="list-style-type: none"> <li>• <b>UNICAL Regulation</b> (R.D. n. 233, 6/2/2013, updated with R.D. n. 628, 19/4/2021), Article 4;</li> <li>• <b>Ethical Code</b> (R.D. n. 2529, 18/11/2011), Articles 3 and 4;</li> <li>• <b>Regulations for the enhancement of research results and technology transfer</b> (R.D. n. 1974, 28/6/2006);</li> <li>• <b>Regulation on Industrial Property</b> (R.D. n. 77, 19/1/2021);</li> <li>• <b>GEP</b>, under consideration by the University bodies;</li> <li>• <b>University regulations for the recognition of the status of a spin-off company of the University of Calabria</b> (R.D. n. 1106, 12/6/2014, updated with R.D. n. 547, 6/4/2020 and R.D. n. 1137, 29/7/2020);</li> <li>• <b>IRIS</b> (Institutional Research Information System) <b>Catalogue</b> – online repository of all research products,</li> </ul>

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			including publications, conferences proceedings and patents ( <a href="https://iris.unical.it/">https://iris.unical.it/</a> ).
9. Public engagement	+/-	<b>GAP:</b> social impact of existing initiatives is still not outstanding and public engagement experiences need to be valorised and improved in their communication and dissemination.	<p>UNICAL has an internal administrative structure (<b>ARIIS</b>), which deals with Public Engagement (PE) and organizes initiatives to enhance and disseminate research results, raises awareness and involves various institutional actors in their actions, promotes best practices at national and international level and disseminates and enhances technology transfer activities. In addition, individual departments have a specific delegate of the Director dedicated to the third mission (<a href="https://www.unical.it/innovazione-societa/cultura-e-territorio/public-engagement/">https://www.unical.it/innovazione-societa/cultura-e-territorio/public-engagement/</a>).</p> <p>Public engagement activities are undertaken every year to increase awareness in society about research activities. UNICAL has coordinated for several years (since 2014) the project "SuperSinceMe" in the framework of the "European Researchers' night", funded by the European Commission through the Marie Skłodowska Curie Actions program in the last 4 editions and the next two (2022 and 2023). The initiative aims to raise awareness among citizens, including school pupils and children, on the importance of research and researchers' role in society.</p> <p>Moreover, UNICAL has designed a participatory process for the development of public and social engagement, which is currently being implemented.</p> <p>UNICAL is one of the founding members of the "<b>APEnet - Universities and Research Centers for Public Engagement</b>" association whose objectives are to share good practices at the national and international levels, developing a common platform for the promotion, monitoring and evaluation of PE initiatives and promoting research on public engagement issues.</p> <p><b>Internal Survey Results</b> 62% of the researchers consulted agree (partially+totally) (but only 25% totally) with the statement that "UNICAL encourages Researchers to disseminate their research</p>

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			<p>activities among the public (Third Mission) and supports them in this action"</p> <p><b>NEW PROPOSALS</b></p> <p>UNICAL will develop a specific Regulation for PE initiatives; UNICAL will Coordinate the collection of PE initiatives to be archived at the central level and improvement of their visibility;</p> <p>UNICAL will increment the PE training activities;</p> <p>UNICAL will design and implement a specific project (as part of the 2021/2023 triannual programme - PRO3) for the promotion of Public Engagement initiatives.</p>
10. Non discrimination	++		<p>The principle of non-discrimination is among the most important principles within the <b>Italian Constitution</b>, which provides in Article 3 "all citizens have equal social dignity and are equal before the law, without distinction of sex, race, language, religion, political opinion, personal and social conditions".</p> <p>Non-discrimination and the principle of equal opportunity are guaranteed by national legislation in recruitment procedures in the public bodies (Article 35 of <b>Legislative Decree 165/2001</b>). Furthermore, Article 57 of this decree provides, about "equal opportunities", that public bodies take the necessary measures to apply the provisions of the European Directives on this issue.</p> <p><b>National legislation</b></p> <p>The <b>Italian Constitution, Article 3</b>: "all citizens have equal social dignity and are equal before the law, without distinction of sex, race, language, religion, political opinion, personal and social conditions".</p> <p><b>Legislative Decree n. 198/2006</b> "Equal Opportunities between Men and Women" as per Article 6 of <b>Law n. 246/2005</b>.</p> <p>In compliance with national laws, UNICAL aims at creating the conditions whereby researchers, students, staff and all others associated with the University are treated equitably regardless of "gender, ethnic or social origin, physical appearance, age, genetic features, religious, personal or</p>

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			<p>political beliefs, citizenship, economic conditions, disability, sexual orientation, personal health conditions, including pregnancy, role/position outside the University" (<b>Ethical Code</b>, Article 1).</p> <p>Non-discrimination principles are reaffirmed in the <b>UNICAL Statute</b> and <b>Regulation</b>; as foreseen by <b>Law 183/2010</b> (Article 21), the <b>UNICAL Statute</b> in Article 2.12 guarantees the establishment of a <b>Guarantee Committee (CUG)</b> for equal opportunities, promotion of the well-being of those who work and against any form of discrimination. This committee ensures gender equality and equal opportunities and strengthens the protection of workers, implementing preventive measures against any form of physical or moral violence, direct or indirect, relating to gender, age, sexual orientation, ethnic origin, disability, religion, politics, and language.</p> <p>In addition to the CUG, other specific units monitor the application of such policies, namely:</p> <ol style="list-style-type: none"> <li>1. the <b>CEA</b> working for the dissemination and the respect of the Ethical Code;</li> <li>2. a <b>Confidential Counsellor</b>, an independent unit with the function of collecting any report related to discrimination, sexual and moral harassment or mobbing cases (e-mail address: <a href="mailto:consiglieradifiducia@unical.it">consiglieradifiducia@unical.it</a>).</li> </ol> <p>In addition, UNICAL is in the process of adopting a GEP, which is currently being examined by the governance bodies.</p> <p>Finally, to overcome any gender identity problem, UNICAL has activated the <b>ALIAS Career Management</b> which allows the release of provisional documents - valid only within UNICAL - recognizing the transitory and non-consolidable identity.</p> <p><b>NEW PROPOSALS:</b>  UNICAL will extend the ALIAS Career to all researchers at any level of academic career;  UNICAL will improve the communication strategy through a new friendly version of the portal.</p>

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			<p><b>Internal Survey Results</b> 78% of the researchers consulted agree (partially+totally) with the statement that "UNICAL commits not to discriminate against Researchers on the basis of ....".</p> <p><b>UNICAL Regulations</b></p> <ul style="list-style-type: none"> <li>• <b>Ethical Code</b> (R.D. n. 2529, 18/11/2011);</li> <li>• <b>UNICAL Statute</b> (R.D. n. 562, 23/3/2012; updated with R.D. n. 1464, 9/10/2020);</li> <li>• <b>UNICAL Regulation</b> (R.D. n. 233, 6/2/2013, updated with R.D. n. 628, 19/4/2021);</li> <li>• <b>ALIAS Career management</b> (Report of Academic Senate of 18/5/21 and Board of Directors of 25/5/21);</li> <li>• <b>Operative Regulation of the Guarantee Committee - CUG</b> (R.D. n. 1021, 30/5/2014);</li> <li>• <b>Regulation of University Ethics Committee (CEA)</b> (R.D. n. 833, 3/7/2017, updated with R.D. n. 457, 19/3/2020);</li> <li>• <b>GEP</b>, under consideration by the University bodies;</li> <li>• <b>Code of conduct for the prevention of moral and sexual harassment and related disputes</b> (R.D. n. 639, 22/4/2021).</li> </ul>
11. Evaluation/appraisal systems	++		<p>At a national level, the evaluation of the quality of the activities of universities and public research bodies is conducted by the Italian National Agency for the Evaluation of Universities and Research Institutes (<b>ANVUR</b>) (<b>Law n. 240/2010</b>, Article 6, Paragraph 7). As regards research, the Agency evaluates the quality of results and products, the ability to attract external funding and to stimulate collaboration between researchers. It also defines the criteria and methodologies to evaluate the structures of research institutions and directs the evaluation activities conducted by the internal evaluation units of the universities and research centers. Scientific products, selected by authors, are submitted by the universities to the national evaluation procedure with a methodology based on a combination of peer review and bibliometric methods.</p>



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			<p>Periodically, usually every five years, ANVUR requires all universities to provide relevant data to evaluate their research activity and products obtained for a national evaluation (<b>VQR - Evaluation of Quality and Research</b>): results as projects, international collaboration and other scientific outcomes are also taken into consideration (note: in the last VQR – 2015/2019 - structures such as departments were evaluated and not individual researchers).</p> <p>The results of the procedure for the evaluation of the quality of the data provided by the universities are taken into account by the Italian Ministry for University and Research (MUR) in the distribution phase of the <b>National Ordinary Funds</b> (FFO), which is divided into two parts: a fixed fee attributed to each university based on its size and needs and a variable fee (reward share) which is attributed, among other things, based on the results obtained in the research activity (taking into consideration VQR results). Other internal funds are allocated to the Departments based on VQR results in each scientific area according to internal regulations.</p> <p>Furthermore, <b>Law 240/2010</b> establishes that the verification functions of the research activities carried out by Universities must be entrusted to a specific body (<b>Evaluation Unit</b>). The Evaluation Unit of the University of Calabria is provided for by the <b>Statute</b> (Article 2.8) which lists its functions.</p> <p>Finally, the <b>National Scientific Qualification (ASN, <a href="https://abilitazione.miur.it/">https://abilitazione.miur.it/</a>)</b> is a non-comparative assessment procedure managed directly by the MUR that allows participation in the selection processes for the R3 and R4 profiles.</p> <p>Regarding R1 and R2 profiles, according to the internal Regulations for each profile:</p> <ul style="list-style-type: none"> <li>• PhD candidates regularly report on the progress of the research to supervisor, and every year must report to the PhD Academic Board to gain admission to the following year or the final dissertation;</li> </ul>

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			<ul style="list-style-type: none"> <li>the research fellows are required to submit annually (or with the regularity indicated in the call) a detailed written report on their research (activity carried out, the progress of the research, and results achieved) to the Scientific Responsible and the Department Board for evaluation.</li> </ul> <p>At UNICAL, a Quality and Assurance Presidium (PQA), using the Quality Assurance System (SAQ) called "<b>METIS</b>" (<a href="https://www.unical.it/media/medias/2021/Metis_2021_-_SAQ_di_Ateneo_-_CdA_260320214.pdf">https://www.unical.it/media/medias/2021/Metis_2021_-_SAQ_di_Ateneo_-_CdA_260320214.pdf</a>), is in charge of the execution of the quality assurance procedures and of the internal monitoring on Research Quality Assurance.</p> <p>As regards the evaluation of research quality UNICAL relies on a specific platform called <b>IRIS</b>, which in addition to serving as a catalogue of research products, offers features used in the process of evaluating research.</p> <p><b>National legislation</b></p> <p><b>Law n. 240/2010</b>, Article 6 (Legal status of Professors and Researchers): Paragraph 14 – Professors and researchers are required to draft a three-yearly report on didactic, research and management activities, together with their request for a salary increase.</p> <p><b>UNICAL Regulations</b></p> <ul style="list-style-type: none"> <li><b>UNICAL Statute</b> (R.D. n. 562, 23/3/2012, updated with R.D. n. 1464, 9/10/2020);</li> <li><b>Quality Plan</b> (<a href="https://www.unical.it/media/medias/2021/Piano_dell_a_Qualit%C3%A0_2021_-_CdA_260320211.pdf">https://www.unical.it/media/medias/2021/Piano_dell_a_Qualit%C3%A0_2021_-_CdA_260320211.pdf</a>);</li> <li><b>METIS 2022 (UNICAL Quality Assurance System)</b>;</li> <li><b>Regulation for PhD Research</b> (R.D. n. 1330, 3/7/2013, updated with R.D. n. 1260, 30/6/2014 and R.D. n. 1524, 31/7/2014;)</li> <li><b>Regulation for Post-graduate fellowship</b> (R.D. n. 90, 4/2/2016);</li> <li><b>Regulation for Research Fellowships</b> (R.D. n. 1655, 8/9/2014).</li> </ul>

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<b>Recruitment and Selection</b> - please be aware that the items listed here correspond with the Charter and Code. In addition, your organisation also needs to complete the checklist on Open, Transparent and Merit-based Recruitment included in a separate section, which focuses on the operationalization of these principles.			
12. Recruitment	++		<p><b>UNICAL Regulations</b></p> <p>UNICAL, as required by <b>Law N. 240/2010</b>, has adopted open recruiting and selection procedures based on the principles of transparency, merit, fairness and the respect of equal opportunities. Law 240/2010 details for each academic position (PhD, Research fellows, temporary researcher and professors) the specific entry and admission standards, i.e. the typical duration and features of these appointments, the foreseen entry requirements, the standard remuneration, etc.</p> <p>Facilitations for especially disadvantaged groups or researchers returning to a research career are not possible considering the legal framework the university has to comply with and less than what is provided therein. National legislation is very careful to ensure equal opportunities avoiding any kind of discrimination (Article 57 <b>Law 165/2001</b>), though not specifically referring to disadvantaged groups.</p> <p>Admission standards at various levels of academic career comply with current laws and regulations and specific access requirements and selection standards are clearly stated in recruitment calls for each position:</p> <ul style="list-style-type: none"> <li>• <b>Regulation for PhD Research</b> (R.D. n. 1330, 3/7/2013 updated with R.D. n. 1260, 30/6/2014 and R.D. n. 1524, 31/7/2014);</li> <li>• <b>Regulation for Post-graduate Fellowship</b> (R.D. n. 90, 4/2/2016);</li> <li>• <b>Regulation for Research Fellowships</b> (R.D. n. 1655, 8/9/2014);</li> <li>• <b>Regulation for Recruiting of Fixed-term researcher (RTD/A – RTD/B)</b> (R.D. n. 1765, 22/7/2011 updated with R.D. n. 1485, 3/10/2018);</li> </ul>

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			<ul style="list-style-type: none"> <li><b>Regulation for Recruiting Full Professors and Associate Professors</b> in compliance with Articles 18 and 24 of Law n. 240/2010 (R.D. n. 1426, 1/10/2020).</li> </ul>
13. Recruitment (Code)	+/-	<p><b>GAP:</b> UNICAL complies with this principle since procedures for professors and researchers are defined by current national legislation. However, the Recruitment procedures and calls are still mainly available only in Italian (calls for PhD positions are published also in English). Consequently, it is necessary to rationalize and coordinate the initiatives for the publication in English of all calls for applications and selection notices, stimulating and favoring the access to information by international candidates.</p>	<p><b>Law 240/2010</b> details the requirements that Italian universities must respect in the recruitment procedures, to guarantee these are open, efficient and transparent. Concerning the access to different academic positions, UNICAL complies with national laws: notices of selections always include a clear explanation of the entry requirements, a description of knowledge and competencies required as well as the details of the procedures for participation.</p> <p>A realistic timelapse from the publication of the call to the deadline for submission is guaranteed (generally 30 days after the date of publication of the notice in the "Gazzetta Ufficiale"; 20 days for R2) and the staff of the human resources office provide further information and support to potential candidates.</p> <p>The wide diffusion of selection calls is provided by the publication in the official bulletin (Gazzetta Ufficiale), on the MUR website, on the Euraxess portal and the University website. All selection announcements always indicate the type of contract offered and its duration, as well as the description of the working conditions (legal, economic and social security provisions are included).</p> <p>Recruiting procedures for PhD students are already published also in English.</p> <p><b>NEW PROPOSALS</b></p> <p>To attract a greater number of foreign applicants and not to discourage suitable applicants from abroad, UNICAL will implement a web page in English dedicated to the recruitment of researchers in which documents, forms, regulations, calls for applications, divided by the profile of the researcher, will be provided together with an English Fact Sheet summarizing the recruitment procedures, to give a proper description of knowledge and competencies which</p>

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			<p>are required, and publication of Rector Decrees with the name of the winner in presence of international applicants.</p> <p><b>UNICAL Regulations</b></p> <ul style="list-style-type: none"> <li>• <b>Regulation for PhD Research</b> (R.D. n. 1330, 3/7/2013 updated with R.D. n. 1260, 30/6/2014, and R.D. n. 1524, 31/7/2014);</li> <li>• <b>Regulation for Post-graduate fellowship</b> (R.D. n. 90, 4/2/2016);</li> <li>• <b>Regulation for Research Fellowships</b> (R.D. n. 1655, 8/9/2014);</li> <li>• <b>Regulation for Recruiting Fixed-term researcher (RTD/A – RTD/B)</b> (R.D. n. 1765, 22/7/2011, updated with R.D. n. 1485, 3/10/2018);</li> <li>• <b>Regulation for Recruiting Full Professors and Associate Professors</b> in compliance with Articles 18 and 24 of Law n. 240/2010 (R.D. n. 1426, 1/10/2020).</li> </ul>
14. Selection (Code)	+/-	<p><b>GAP:</b> Gender equality in the composition of the selection panels is not expressly required by the National Regulations for all academic positions: currently it is regulated only for calls for Professors and Fixed-Term researchers (not for PhD and Research fellows).</p> <p>UNICAL is aware of the need to ensure a balanced gender composition of committees, even though in many cases it is difficult to guarantee it, due to the gender imbalance in some research areas.</p>	<p>UNICAL complies with national and international rules on personnel selection at all levels. The calls for applications detail the evaluation criteria the selection committees must implement in the different procedures.</p> <p>Selection committees are generally composed of Professors and Researchers from Italian Universities and Public Research Organisations, where applicable:</p> <ul style="list-style-type: none"> <li>• selection committees of R3/R4 include three/five national or international academic experts in the same research area as that of the position to be covered (no intersectoral experts allowed);</li> <li>• selection committees of R1 (and part of R2) include academic members having adequate curricula and competencies and may include external/international experts (for R1).</li> </ul> <p>Relevant legislation (<b>National Law 240/2010</b>) does not oblige to include experts from other countries or the private sector.</p> <p>As for gender balance, the UNICAL statute and ethical code indicate gender balance and non-discrimination as fundamental principles (see also Principle 27). Explicit</p>

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			<p>recommendations to guarantee gender balance are provided on the occasion of the appointment and composition of selection panels for the recruitment of Full and Associate professors (<b>R.D. n. 1426, 1/10/2020, Article 6</b>), and Fixed-term researchers “type A” and “type B” (<b>R.D. n. 1765, 22/7/2011 updated with R.D. n. 1485, 3/10/2018, Article 8</b>).</p> <p>Gender equality is not mentioned for all the remaining academic positions (PhD students and Research Fellows).</p> <p><b>NEW PROPOSALS</b></p> <p>UNICAL will ensure a balanced gender composition of committees in the recruitment procedures for all academic positions, except when this is not possible due to intrinsic gender imbalance in some research areas (Scientific-Disciplinary Sectors - SSD).</p> <p><b>UNICAL Regulations</b></p> <ul style="list-style-type: none"> <li>• <b>UNICAL Statute</b> (R.D. n. 562, 23/3/2012; updated with R.D. n. 1464, 9/10/2020);</li> <li>• <b>Ethical Code</b> (R.D. n.2529, 18/11/2011);</li> <li>• <b>Regulation for PhD Research</b> (R.D. n. 1330, 3/7/2013, updated with R.D. n. 1260, 30/6/2014 and R.D. n. 1524, 31/7/2014, Article 25);</li> <li>• <b>Regulation for Post-graduate fellowship</b> (R.D. n. 90, 4/2/2016), Article 10;</li> <li>• <b>Regulation for Research Fellowships</b> (R.D. n. 1655, 8/9/2014, Article 9);</li> <li>• <b>Regulation for Recruiting Fixed-term researcher (RTD/A – RTD/B)</b> (R.D. n. 1765, 22/7/2011, updated with R.D. n. 1485, 3/10/2018, Article 8);</li> <li>• <b>Regulation for Recruiting Full Professors and Associate Professors</b> in compliance with Articles 18 and 24 of Law n. 240/2010 (R.D. n. 1426, 1/10/2020);</li> <li>• <b>GEP</b>, under consideration by the University bodies.</li> </ul>
15. Transparency (Code)	-/+	<b>GAP:</b> UNICAL complies with this principle and undertakes to apply the provisions of national and internal regulations. Nevertheless, UNICAL researchers have been consulted about a specific	At UNICAL, transparency is a key principle in the procedures for hiring and recruiting staff at all levels and teaching staff in particular.

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		<p>part of this principle, through the following statement: "Upon completion of the selection procedures, UNICAL informs candidates on the strengths and weaknesses of their application". Results of the internal survey pointed out a certain degree of uncertainty: approximately 39% of the participants in the internal survey declared to disagree (partially + totally disagree) with the statement, and almost 40% to agree with it (partially + totally agree).</p> <p>Results reveal the need for researchers to be informed after the selection process about the strengths and weaknesses of their applications (not only with a numerical evaluation grid but through a complete judgment on merits).</p>	<p>All candidates are properly informed on the selection procedures and criteria, as well as on the number of positions available, through a specific notice and the concerning regulations.</p> <p>About career prospects, Article 22 of <b>National Law 240/2010</b> establishes that the research grant does not give rise to any right of access to permanent faculty positions at universities. This provision is echoed by Article 3 of the Regulation for Research Fellowships and by Article 6 of the Regulation for Post-graduate fellowship, while for other academic positions the specific regulations govern the procedures for accessing the university roles and indicate this in Article 1.</p> <p>In the <b>UNICAL Transparency Portal</b>, all information about the entire recruitment process are available, as required by current regulations on Transparency (<b>Legislative Decree n.33/2013</b> as modified by <b>Legislative Decree n.97/2016</b>): requirements, the composition of the committees, evaluation criteria (where applicable), research activities to be developed (i.e. post-doc positions etc.), evaluation grid, references in case of complaints and appeals, ranking shortlist and publication of the Rector's decree with the name of the winner.</p> <p>In addition to the publication of results, candidates have the opportunity to access further information about their evaluation by sending a written request, according to the procedures stated by the legislation on the right of access to administrative documents (Article 22 of <b>Law n. 241/90</b>).</p> <p>The possibility for candidates of being informed, after the selection process, about the strengths and weaknesses of their applications, through their publication, is instead limited by Article 23 of the University Privacy Regulation, in line with current national and EU policy (see Legislative Decree n. 101/2018 that aligns Legislative Decree n. 196/2003 to the European General Data Protection Regulation).</p> <p><b>NEW PROPOSAL</b></p>

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			<p>UNICAL will design a specific strategy to improve the transparency in the communication of the results of any selection procedures (especially for R1 and R2).</p> <p><b>National legislation</b></p> <ul style="list-style-type: none"> <li>• National Law 240/2010;</li> <li>• Legislative Decree n.33/2013 (as modified by Legislative Decree n.97/2016);</li> <li>• Law n. 241/90 - Legislation on the right of access to administrative documents, Article 22;</li> <li>• Legislative Decree N. 101/2018;</li> <li>• Legislative Decree n. 196/2003.</li> </ul> <p><b>UNICAL Regulations</b></p> <ul style="list-style-type: none"> <li>• <b>UNICAL Statute</b> (R.D. n. 562, 23/3/2012, updated with R.D. n. 1464, 9/10/2020);</li> <li>• <b>University Privacy Regulation</b> (R.D. n. 1824, 26/11/2020), Article 23;</li> <li>• <b>Regulation for PhD Research</b> (R.D. n. 1330, 3/7/2013 updated with R.D. n. 1260, 30/6/2014 and R.D. n. 1524, 31/7/2014);</li> <li>• <b>Regulation for Post-graduate fellowship</b> (R.D. n. 90, 4/2/2016);</li> <li>• <b>Regulation for Research Fellowships</b> (R.D. n. 1655, 8/9/2014);</li> <li>• <b>Regulation for Recruiting Fixed-term researcher (RTD/A – RTD/B)</b> (R.D. n. 1765, 22/7/2011 updated with R.D. n. 1485, 3/10/2018);</li> <li>• <b>Regulation for Recruiting Full Professors and Associate Professors</b> in compliance with Articles 18 and 24 of Law n. 240/2010 (R.D. n. 1426, 1/10/2020).</li> </ul>
16. Judging merit (Code)	++		<p><b>National legislation</b></p> <p>According to National <b>Law 240/2010</b>, candidates are selected through an open and competitive selection procedure, designed specifically to take into account all relevant elements (i.e., work experience and patent ownership) Other important legislative references are:</p> <ul style="list-style-type: none"> <li>• <b>Ministerial Decrees 243/2011 and 242/2011;</b></li> <li>• <b>Ministerial Decree 344/2011.</b></li> </ul>



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			<p>UNICAL fully complies with this principle. As specified in all internal regulations, the selection committees give a full description of the criteria in compliance with National law; all selection procedures include the evaluation of the curriculum and all scientific-professional qualifications. Candidates are evaluated based on their curricula and the whole range of experience, also taking into account teaching, supervision of students and young researchers, teamwork, management of research and innovation and public awareness activities, bibliometric indices and possible patents or inventions.</p> <p>On a national basis, the national scientific qualification (ASN) must be achieved by each candidate, to apply for R3 and R4 positions.</p> <p><b>UNICAL Regulations</b></p> <ul style="list-style-type: none"> <li>• <b>UNICAL Statute</b> (R.D. n. 562, 23/3/2012, updated with R.D. n. 1464, 9/10/2020);</li> <li>• <b>Regulation for Post-graduate fellowship</b> (R.D. n. 90, 4/2/2016);</li> <li>• <b>Regulation for Research Fellowships</b> (R.D. n. 1655, 8/9/2014);</li> <li>• <b>Regulation for Recruiting Fixed-term researcher (RTD/A – RTD/B)</b> (R.D. n. 1765, 22/7/2011 updated with R.D. n. 1485, 3/10/2018);</li> <li>• <b>Regulation for Recruiting Full Professors and Associate Professors</b> in compliance with Articles 18 and 24 of Law n. 240/2010 (R.D. n. 1426, 1/10/2020).</li> </ul>
17. Variations in the chronological order of CVs (Code)	++		<p>UNICAL provides suitable comparative procedures for evaluating the curriculum of candidates in compliance with national regulations. The commissions "[...] must assess the overall consistency of the candidate's scientific production, the intensity and the temporal continuity of the same production, without prejudice to the periods, properly documented, of involuntary removal from the research activity, with particular reference to parental functions" (<b>D.M. 243/2011, D.M. 344/2011</b>).</p>

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			For Research Fellows, Article 22 Paragraph 9 of <b>Law n. 240/2010</b> states that sick leave and maternity periods are not calculated for the overall work period.
18. Recognition of mobility experience (Code)	+/-	<b>GAP:</b> UNICAL promotes and favours the geographic and international mobility of all researchers. Nevertheless, the results of the internal survey reveal a gap concerning the recognition of cross-sectoral (among SSD) and professional (from public to private sector and vice versa or within the public sector) mobility in the evaluation of researchers. The main obstacle to the full implementation of this principle is due to the <b>National Law 240/2010</b> , which defines Competition Sectors and SSD in Article 15.	<p>UNICAL complies with this principle and undertakes to apply the provisions of national (e.g. <b>Ministerial Decree 243/2011</b> and <b>242/2011</b>) and internal regulations.</p> <p>In each selection procedure, the committee considers the geographic/international mobility experience of each candidate during his/her training phase: experiences in Italy and abroad, cooperation with foreign and international organizations and research centers, lectures given at international conferences, teaching activity in international Universities and/or research centers, and achievement of international awards.</p> <p>UNICAL firmly considers internationalization as one of the key principles in its strategy, stimulating and supporting participation in European projects, international networks and entering into scientific didactic collaboration agreements with several foreign universities, aimed, above all, at favoring mobility of students, researchers and professors (see also Principle 29).</p> <p><b>NEW PROPOSAL</b> UNICAL will promote the value of mobility experiences (cross-sectoral and professional) in the selection committees.</p>
19. Recognition of qualifications (Code)	+/+		<p>All announcements of available academic positions must contain a clear indication of the entry requirements, i.e. of the qualifications requested from candidates.</p> <p>UNICAL fully complies with this principle and undertakes to apply the provisions of national (e.g. <b>Ministerial Decree 243/2011</b>, <b>D.M. 242/2011</b> and <b>D.M. 344/2011</b>) and internal regulations (clearly stated in recruitment calls for each position). (See also details in the comments to Principle 18).</p>
20. Seniority (Code)	+/+		All announcements of available academic positions must contain clear indications of entry requirements for

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			<p>participation and, eventually, additional skills requested to the candidates: i.e. a specific master's degree or PhD, national scientific qualification, expertise in specific fields or mobility experiences.</p> <p>UNICAL, as per national and international regulations, provides for suitable comparative procedures to evaluate the curricula of candidates and qualifications obtained in compliance with national and internal regulations.</p> <p>At UNICAL, selection committees always evaluate candidates impartially for the full range of knowledge acquired in their training phase and scientific experiences carried out; selection committees are not allowed to judge the candidates based on the prestige of the institution they come from - both as university issuing the requested degree or as an employer - since the same weight in terms of evaluation must always be attributed to the same type of qualification.</p> <p><b>UNICAL Regulations</b></p> <ul style="list-style-type: none"> <li>• <b>UNICAL Statute</b> (R.D. n. 562, 23/3/2012, updated with R.D. n. 1464, 9/10/2020);</li> <li>• <b>Regulation for Research Fellowships</b> (R.D. n. 1655, 8/9/2014);</li> <li>• <b>Regulation for Recruiting Fixed-term researcher (RTD/A – RTD/B)</b> (R.D. n. 1765, 22/7/2011, updated with R.D. n. 1485, 3/10/2018);</li> <li>• <b>Regulation for Recruiting Full Professors and Associate Professors</b> in compliance with Articles 18 and 24 of Law n. 240/2010 (R.D. n. 1426, 1/10/2020).</li> </ul>
21. Postdoctoral appointments (Code)	++		<p>In Italy, post-doctoral positions correspond to research fellow positions. Access to this position is regulated by Article 22 of <b>Law 240/2010</b> and is further detailed in the dedicated regulation of each University.</p> <p>The Law n. 240/2010 and the dedicated <b>UNICAL Regulation for Research Fellowships</b> govern the procedure to activate, select and award a research fellowship and strictly establish the duration, extension, renewal of the contract. The contract duration of Research Fellows (R2), a minimum of 12</p>

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			<p>months, is closely related to the duration of the scientific project in which the researcher is involved; the contract of the R2 researchers can be extended for a limited time, based on a specific evaluation of the Departement (no need of an additional selection procedure). The maximum duration of such contracts - including renewals/extensions and/or additional grants (also given by other Italian research institutions/Universities) is 6 years, as the position is intended as a training period towards the status of an independent researcher.</p> <p>The total duration of all fixed-term contracts (as research fellows and/or fixed-term researchers) cannot, in any case, exceed 12 years, even non-continuous. Maternity leave or health reasons are not relevant to the calculation of the duration.</p> <p>For participation in the selection procedure, the possession of a research doctorate is not mandatory, but both national law and University regulations state that the research doctorate degree (or equivalent title obtained abroad) constitutes a preferential qualification.</p> <p><b>UNICAL Regulations</b></p> <ul style="list-style-type: none"> <li>• <b>UNICAL Statute</b> (R.D. n. 562, 23/3/2012, updated with R.D. n. 1464, 9/10/2020);</li> <li>• <b>Regulation for Research Fellowships</b> (R.D. n. 1655, 8/9/2014);</li> <li>• <b>Regulation for Recruiting Fixed-term researcher (RTD/A – RTD/B)</b> (R.D. n. 1765, 22/7/2011, updated with R.D. n. 1485, 3/10/2018).</li> </ul>
<b>Working Conditions and Social Security</b>			
22. Recognition of the profession	++		<p>National <b>Law 240/2010</b> states professional requirements and contractual obligations of all academic positions.</p> <p>At a national level, full recognition of the profession of Researchers is assured for permanent/fixed-term positions (R3-R4), falling under the provisions of the National Labour Contract for Public Research Organisations; PhD students and Research fellows (R1-R2) are not fully recognized as</p>

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			<p>researchers, because this stage is mainly considered part of the training phase.</p> <p>At the internal level, all researchers, from R1 to R4, have professional recognition within the University and can access UNICAL facilities, research support services and career development activities.</p> <p>As already indicated for Principle 2, UNICAL adopts an <b>Ethical Code</b>, which appeals to the sense of responsibility of the academic community to ensure the fulfilment of all duties and the exercise of their rights.</p> <p>Internal regulations and/or practices define participation or representation in Academic Boards/Bodies and the opportunity to afford international mobility or a specific research budget.</p> <p><b>UNICAL Regulations</b></p> <ul style="list-style-type: none"> <li>• <b>UNICAL Statute</b> (R.D. n. 562, 23/3/2012, updated with R.D. n. 1464, 9/10/2020);</li> <li>• <b>Ethical Code</b> (R.D. n.2529, 18/11/2011).</li> </ul>
23. Research environment	-/+	<p><b>GAP:</b> the results of the internal survey showed the need for a general strengthening of the research environments (equipment and size of the spaces), as a prerequisite to allow researchers to carry out their research at the highest scientific standard.</p>	<p>The national law that guarantees researchers freedom of research also guarantees them adequate working conditions.</p> <p>A stimulating, competitive, safe, and accessible environment for all researchers is the prerequisite for the optimal promotion of their career and for the development of research that can reach the highest scientific standards. The MUR annually distributes funds to each University to provide resources to meet these needs.</p> <p><b>General facilities:</b> all researchers are guaranteed safe access to their Department and to the Labs (thanks to specific and binding national legislation and internal regulations, specific assessment plans are drawn up in case of exposure to biological and chemical risks, etc.), to the Campus Libraries and all the E-resources (conference calls service, online services, wi-fi and access via the “eduroam” network, institutional archive of research products in OA, a dedicated</p>

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			<p>repository for the doctoral theses, periodicals, ebooks and online databases also accessible through authentication).</p> <p><b>Health and Safety:</b> Researchers can benefit from research equipment and facilities in compliance with national health and safety laws (<b>Legislative Decree 626/1994; Inter ministerial Decree n. 363/1998; Legislative Decree n. 81/08</b>).</p> <p>UNICAL adopts specific Regulations and policies for safety and health, focusing actively its attention also on prevention (R.D. n. 1737, 17/9/ 2014). A specific Risk Assessment Plan is provided to guarantee personal safety to all researchers accessing laboratories and medical infrastructures (or any sort of biological, chemical risk): all employees are required to complete and submit to the competent department the "<i>Work Risk Sheet</i>" (in compliance with Article 16 of Legislative Decree n. 81/2008). Moreover, during the current pandemic period, the university had various specific protocols in place.</p> <p>UNICAL guarantees training opportunities and a research environment that provides appropriate equipment and devices; nevertheless, the large availability of laboratories and research infrastructures, combined with lack of dedicated technical-scientific personnel, make the management and maintenance of spaces and instrumental equipment difficult, with the risk of weakening the capacity carrying out research, revealing the need to review management and coordination mechanisms.</p> <p>For this purpose, the <b>UNICAL Strategic Plan</b> provides, among the strategic actions, the modernization and strengthening of the equipment of laboratories and research infrastructures through the more rational use of instrumental resources.</p> <p><b>NEW PROPOSALS</b></p> <p>To enhance research laboratories and infrastructures, UNICAL will:</p> <ol style="list-style-type: none"> <li>1) improve the management and coordination mechanisms of spaces and instrumental equipment;</li> </ol>

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			<p>2) create a network organization system of departmental and interdepartmental laboratories, to increase the efficiency in the use of equipment, favoring access to all instruments, and to attract new resources for infrastructural improvement;</p> <p>3) reorganize the "Research" section on the University portal:</p> <p>a) by strengthening and giving greater visibility to the web pages, devoted to external research funding opportunities on national and international competitive calls for applications;</p> <p>b) by mapping available scientific laboratories/equipment and research lines, to guarantee rapid access to the tools and to highlight the initiatives and services in support of researchers.</p> <p><b>UNICAL Regulations</b></p> <ul style="list-style-type: none"> <li>• <b>Internal regulations on health and safety of workers in performing their activities</b> (R.D. n. 1737, 17/9/2014);</li> <li>• <b>Covid19 Security Protocols</b>;</li> <li>• <b>UNICAL Strategic Plan 2020-2022</b> (adopted on 26/5/2020).</li> </ul>
24. Working conditions	++		<p>National laws promote adequate working conditions for all researchers and guarantee reasonable compromises with family needs: flexibility, specific regulations for disabled workers and students, security, family life balance (maternity and parental leaves - <b>Law 151/2001</b>), sick leave and other reasons which may motivate work interruption.</p> <p>In particular:</p> <ul style="list-style-type: none"> <li>• full-time/fixed term option (R3/R4) and benefit of sabbatical leave (Article 6 of <b>Law 240/2010</b>);</li> <li>• researchers have no working time constraints and recording obligations, therefore flexible hours and teleworking are allowed;</li> <li>• sick and/or parental leave is guaranteed for R2/R3/R4 categories (Article 22 of <b>Law 240/2010</b>);</li> <li>• mandatory maternity leave (even for PhD students and researchers on research fellows or with scholarships);</li> </ul>

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			<ul style="list-style-type: none"> <li>• a paid sabbatical year is allowed (Article 17 <b>DPR. 382/80</b>);</li> <li>• exceptional and motivated leave for scientific studies and research abroad is allowed (Article 10 <b>Law n. 311/58</b>);</li> <li>• paid leave as per Article 33 Paragraph 3 of <b>Law n.104, 05/02/1992</b> - "Framework law for the Assistance, Social Integration and the Rights of Handicapped Individuals" is allowed;</li> <li>• life-work balance in public administrations is promoted (Article 14 of <b>law N.124</b> - 07/08/2015).</li> </ul> <p>UNICAL <b>CUG</b> ensures equal opportunities, promotion of the well-being of those who work and undertakes to prevent any form of discrimination (for more details see Principle 10).</p> <p>UNICAL researchers are included in health safety and surveillance programs. UNICAL adopts specific policies for safety and health to guarantee safety to all researchers accessing laboratories and infrastructures (more details at Principle 23).</p> <p><b>UNICAL Kindergarten:</b> reserved (not exclusively) to the children of university professors, full-time researchers and fixed-term researchers.</p> <p><b>University Sports Center (CUS):</b> a football field, a gym where it is possible to practice futsal, volleyball, basketball and archery, and a gym for bodybuilding and martial arts are available to researchers (and the public) on the university campus. There are also tennis courts (indoor in the winter months) and futsal fields outdoors. Summer activities also include a summer camp for children.</p> <p><b>Internal Survey results</b></p> <p>72% of the survey participants declared to agree (partially + totally agree) that UNICAL ensures measures facilitating reconciliation of work with both family and private life (e.g. flexible working hours, part-time working, time off from work, sabbatical leaves, Kindergarten and University Sports Center, etc.).</p>



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			<b>UNICAL Regulations</b> <ul style="list-style-type: none"> <li>• <b>UNICAL Statute</b> (R.D. n. 562, 23/3/2012, updated with R.D. n. 1464, 9/10/2020);</li> <li>• <b>UNICAL Regulation</b> (R.D. n. 233, 6/2/2013, updated with R.D. n. 628, 19/4/2021);</li> <li>• <b>Operative Regulation of the Guarantee Committee - CUG</b> (R.D. n. 1021, 30/5/2014);</li> <li>• <b>Internal regulations on health and safety of workers in performing their activities</b> (R.D. n. 1737, 17/9/ 2014).</li> </ul>
25. Stability and permanence of employment	++		<p><b>National Law 240/2010</b> sets out the rules concerning the duration of University staff contracts for conducting research.</p> <p>As UNICAL is a public university, access to permanent positions takes place through public selection procedures.</p> <p>In compliance with the autonomy recognized to universities, the recruitment procedures for access to a university career are managed directly by the universities through competitions managed locally but open to candidates also from abroad. University careers related to research activities include the following:</p> <ol style="list-style-type: none"> <li>1) fixed-term researcher (type A) referred to in Article 24, paragraph 3, letter a) of Law 240/2010. These are 3-year contracts, renewable for additional two years;</li> <li>2) fixed-term researcher (type B) referred to in Article 24, paragraph 3, letter b) of Law 240/2010. These are three-year non-renewable contracts, at the end of which researchers in possession of the National Scientific Qualification can have direct access (subject to the positive judgment of the relevant department) to the role of Associate Professor;</li> <li>3) Research fellow referred to in Article 22 of Law 240/2010. Each contract may last for a minimum duration of one year and a maximum of three years. The overall duration of the position of research fellow may not, in any case, exceed six years.</li> </ol> <p>With concern to EU Directive on fixed-term work and intending to prevent abuse of undue use of fixed-term</p>

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			<p>contracts, the law provides for all temporary positions (PhD, Research fellow and Fixed-term Researchers) the minimum and maximum possible duration: the overall duration of all fixed-term contracts (as research fellows and/or fixed-term researchers), held by the same individual even with different institutions, cannot, in any case, exceed 12 years, even if not continuous. Maternity leaves or leaves for health reasons are not relevant for the calculation of the duration. At the local level, all selection calls always indicate the duration of the contract and the description of the working conditions (legal, economic and social security provisions are included).</p> <p><b>UNICAL Regulations</b></p> <ul style="list-style-type: none"> <li>• <b>Regulation for PhD Research</b> (R.D. n. 1330, 3/7/2013, updated with R.D. n. 1260, 30/6/2014 and R.D. n. 1524, 31/7/2014);</li> <li>• <b>Regulation for Post-graduate fellowship</b> (R.D. n. 90, 4/2/2016);</li> <li>• <b>Regulation for Research Fellowships</b> (R.D. n. 1655, 8/9/2014);</li> <li>• <b>Regulation for Recruiting Fixed-term researcher (RTD/A – RTD/B)</b> (R.D. n. 1765, 22/7/2011, updated with R.D. n. 1485, 3/10/2018);</li> <li>• <b>Regulation for Recruiting Full Professors and Associate Professors</b> in compliance with Articles 18 and 24 of Law n. 240/2010 (R.D. n. 1426, 1/10/2020).</li> </ul>
26. Funding and salaries	++		<p>UNICAL applies the provisions of national legislation, guaranteeing all researchers' salaries and salaries in line with existing rules.</p> <p>For each category of researchers, the national law establishes the salary level to be applied, as well as the corresponding social security system.</p> <p>For Research Fellows, following the indications provided by the Law 240/10, Article 22, each year a dedicated ministerial decree establishes a minimum level of remuneration to be applied.</p>

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			<p>For permanent professors and researchers, according to national legislation, the complete assistance of the social security system is contemplated (including sickness, unemployment, maternity, parental leave, pension, etc.) (for more detail see comments to Principle 24).</p> <p>Research Fellows and PhD students may take advantage of the "Separate management of INPS", a form of social security assistance that intends to guarantee basic coverage for temporary workers or workers in particular situations, including benefits related to illness and motherhood.</p> <p>The Legislative Decree <b>n.22/2015</b>, Article 15, established the monthly unemployment benefit "DIS-COLL" also in support of R1 and R2 who have involuntarily lost their jobs (end of contract or dismissal).</p> <p><b>UNICAL Regulations</b></p> <ul style="list-style-type: none"> <li>• <b>Regulations for participation in research projects and modalities for the allocation of overheads</b> (R.D. n. 2382/2011, updated with R.D. n. 1526/2012 and R.D. n. 669, 29/3/2013);</li> <li>• <b>Regulation for the co-financing of research and advanced training projects</b> (R.D. n. 2033, 27/06/2005).</li> </ul>
27. Gender balance	+/-	<p><b>GAP:</b> in general, UNICAL complies with this principle; indeed, UNICAL has placed gender equity among its strategic priorities.</p> <p>Nevertheless, the initiatives already undertaken or ongoing should be better rationalized within the University web portal, also adopting a more efficient communication and awareness raising strategy.</p>	<p>UNICAL is one of the first ten Italian universities to have experimented with gender balance. The first <b>Gender Report</b> was drawn up in 2016, based on 2013-2015 data, and an update was carried out in 2017 (2016 data). The promoter of the experiment was the UNICAL CUG, in strict collaboration with the UNICAL Center for Women's Studies.</p> <p>Article 2.12 of the <b>UNICAL Statute</b> provides for the establishment of the CUG intending to ensure equal opportunities, the enhancement of the wellbeing of those who work, the promotion of actions and initiatives to ensure equality and equal gender opportunities and preventing discrimination (see also Principle 10).</p> <p>After the acquisition of the <b>Guidelines for Gender Balance in Italian Universities</b> (<a href="https://www.crui.it/bilancio-di-genere.htm">https://www.crui.it/bilancio-di-genere.htm</a>) proposed by the <b>Conference of Italian University Rectors (CRUI) Group for Gender Balance</b> on 19</p>

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			<p>September 2019 at the Rectors' Conference, the players involved in these issues at UNICAL (CUG, Center for Women's Studies and the Trust Counselor) published the second <b>University Gender Report</b> for the year <b>2020</b> (based on 2017-2019 data).</p> <p>Over the last few years, UNICAL has placed the issue of gender equity among its strategic priorities; in the <b>2020-22 Strategic Plan</b>, Equal Opportunities take on a transversal character and are part of the strategic action FA.3-A.2 <i>Development of initiatives for a fair, open and supportive university model</i>.</p> <p>There are many policies and actions adopted to overcome the present imbalances and to promote gender balance: starting from initiatives aimed at encouraging the presence of women in STEM paths, to those proposed to prevent and punish discrimination, harassment and violence, to policies in work-life balance and the numerous awareness-raising activities inside and outside the University.</p> <p>Closely related to the <b>Strategic Plan</b>, the <b>GEP</b> is expressly requested by the European Commission to all public bodies wishing to participate in competitive calls for funding research and researchers within the Horizon Europe framework program (2021-2022); moreover, starting from 2022, a real binding requirement must be complied with at the time of signing the grant.</p> <p>UNICAL GEP is on its way for definition and final approval, enhancing the many experiences and resources already in the field and promoting virtuous mechanisms of protection and support for the balanced participation of researchers within research groups and projects.</p> <p>Gender equality within the selection committees is regulated at the national level and guaranteed for R3 and R4 levels; for R1 and R2, the regulations do not refer to gender equality.</p> <p><b>Internal Survey results</b></p> <p>1) 62% of the participants in the survey has declared to agree (partially + totally) with the statement: "UNICAL actively promotes gender balance – in terms of equal</p>

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			<p>opportunities – at all levels of career, including supervisory and managerial staff";</p> <p>2) 80% of the participants in the survey expressed a positive opinion (partially + totally agree) concerning the following statement: "UNICAL commits not to discriminate against Researchers based on Gender".</p> <p>This recognizes the commitment, ambition, and efforts of UNICAL in terms of policies in support of gender balance in a national and academic context.</p> <p><b>NEW PROPOSAL</b></p> <p>UNICAL will take action to ensure gender equality in the selection committees even for the selection procedures of R1 and R2.</p> <p>UNICAL will provide a training course on gender language for all researchers.</p> <p>UNICAL will promote the dissemination of the GEP among the researchers.</p> <p><b>National legislation</b></p> <ul style="list-style-type: none"> <li>• <b>Legislative Decree 165/01</b>, Article 35 establishes that all recruitment procedures in public administrations must respect the principle of equal opportunity amongst workers;</li> <li>• <b>Legislative Decree N.198/2006</b>, "Code of Equal Opportunities amongst Men and Women";</li> <li>• <b>Law N. 240/2010</b> requires conformity to the constitutional principle of equal opportunities amongst men and women to public offices for the appointment of university governance members.</li> </ul> <p><b>UNICAL Regulations</b></p> <ul style="list-style-type: none"> <li>• <b>UNICAL Statute</b> (R.D. n. 562, 23/3/2012, updated with R.D. n. 1464, 9/10/2020);</li> <li>• <b>UNICAL Regulation</b> (R.D. n. 233, 6/2/2013, updated with R.D. n. 628, 19/4/2021);</li> <li>• <b>Operative Regulation of the Guarantee Committee - CUG</b> (R.D. n. 1021, 30/5/2014);</li> <li>• <b>Strategic Plan 2020-2022</b> (adopted on 26/5/2020);</li> </ul>

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			<ul style="list-style-type: none"> <li>• <b>Gender Balance Report 2021</b> (attached n.1 at R.D. n. 856, 15/6/2021);</li> <li>• <b>GEP</b>, under consideration by the University bodies.</li> </ul>
28. Career development	++		<p>UNICAL is very attentive to the recruitment of young researchers (even from abroad), to whom it undertakes to ensure the right of rapid scientific career development. Thanks to the program for hiring fixed-term researchers proposed by MUR, UNICAL has recruited respectively: 21 researchers "type B" (RTD/B), with the financial resources referred to in <b>Ministerial Decree 83/2020</b>, and 45 researchers "type A" (RTD/A) with the financial resources referred to in <b>Ministerial Decree 1062/2021</b>.</p> <p>Additional researchers are expected to be hired with the financial resources referred to in <b>Ministerial Decree 84/2020</b> and <b>Ministerial Decree 561/2021</b>.</p> <p>As discussed also for the following Principle 38, there are many opportunities for career development at UNICAL (and others are planned): formal or informal training is provided to our researchers both through inhouse training initiatives and financial support to the participation to external conferences and dissemination activities, e-learning or webinars, etc.</p> <p>Concernings the support and guidance for the personal and professional scientific growth of the researchers, as described in the comments to the following Principles 37 and 40, the figure of a mentor is mandatory and institutionalized for Researcher "under training" (PhD Students, Research fellows and Post-graduate fellows); this figure - identified at the beginning of the training phase - supports young researchers in their career development.</p> <p><b>UNICAL Regulations</b></p> <ul style="list-style-type: none"> <li>• <b>Regulation for PhD Research</b> (R.D. n. 1330, 3/7/2013, updated with R.D. n. 1260, 30/6/2014 and R.D. n. 1524, 31/7/2014, Article 16 paragraph 7 points c) and g));</li> <li>• <b>Regulation for Post-graduate fellowship</b> (R.D. n. 90, 4/2/2016, Article 3 and Article 13 points 1 and 2);</li> </ul>

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			<ul style="list-style-type: none"> <li>• <b>Regulation for Research Fellowships</b> (R.D. n. 1655, 8/9/2014, Article 7 point 2 and 3 and Article 16).</li> </ul> <p><b>National Legislation</b></p> <ul style="list-style-type: none"> <li>• <b>Law n. 240 - 2010</b> establishes a tenure track based on <b>Article 24</b>, Paragraph 5: "As part of available resources, in the third year of a contract, as per <b>Paragraph 3 - Section b (RTDB)</b>, the university evaluates contract holders who have obtained their National Academic Qualification (Article 16) to be hired as Associate Professors, as per <b>Article 18</b>, Paragraph 1, Section e. Successful candidates become associate professors at the end of their contracts. Evaluation procedures follow internationally recognised qualitative standards with criteria established by a ministerial decree. Article 18, Paragraph 2 ensures the availability of resources in case of a successful evaluation.</li> <li>• <b>D.M. n. 83, 14/5/2020:</b> "Extraordinary Plan 2020 for the recruitment of researchers referred to in Article 24, Paragraph 3, Letter b) of Law 240/2010".</li> <li>• <b>D.M. n. 84, 14/5/2020:</b> "Extraordinary Plan for the career progression of permanent researchers with national scientific qualification".</li> <li>• <b>D.M. n. 561, 28/4/2021:</b> "Extraordinary Plan for the career progression of permanent researchers with national scientific qualification".</li> <li>• <b>D.M. n. 1062, 10/8/2021:</b> "New resources for research contracts on green and innovation themes from PON 14-20 for Research and Innovation".</li> </ul>
29. Value of mobility	+/-	<p><b>GAP:</b> UNICAL complies with this principle and researchers are encouraged and supported to apply for international mobility programs. Even though there is a widespread culture on the value of mobility, we must continue <b>working to increase this percentage</b>.</p>	<p><b>UNICAL Statute and Regulations</b>, as well as the <b>Strategic Plan</b>, promote the value of Mobility. In particular, UNICAL includes internationalization among its institutional goals and recognizes the importance of intensifying collaborations with international partners aimed at increasing the quality and efficiency of education and training systems, as well as the scientific quality of the research activities.</p>

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			<p>UNICAL supports and promotes teachers' and researchers' international mobility, both thanks to the active participation of the University in the <b>Erasmus+</b> and <b>Fulbright Programmes</b> - which support respectively teaching periods in higher education institutions abroad and cultural exchanges between Italy and the USA - and through the stipulation of didactic-scientific collaboration agreements with several university institutions all over the world; UNICAL has also joined the European Commission project called <b>EURAXESS portal</b>.</p> <p>UNICAL supports and promotes the international dimension of research and training programs also by signing agreements with European and non-European institutions, to promote participation in international networks; UNICAL offers international research doctorates, constantly strives to attract foreign teachers and experts as <b>visiting professors</b> and visiting researchers. It is worth pointing out that attracting international researchers has been included among the UNICAL strategic objectives.</p> <p>PhD students may profit from numerous opportunities to spend periods abroad that are financially supported through a 50% increase in the doctoral scholarship and which, in some programs, are mandatory (for more detail see comments to the following Principle 38). For PhD students without scholarships, UNICAL publishes every year a call for the disbursement of an economic contribution to sustain international mobility.</p> <p>A recent resolution of the Board of Directors (BoD) obliges PhD students (from Doctoral Cycles XXXVI and XXXVII) to spend at least 3 months abroad (<b>Board of Directors Resolution 31/3/2020</b>).</p> <p>Concerning inter and trans-disciplinarity, PhD programs include several disciplinary areas, already recognizing the value of multidisciplinary mobility as an important means of enhancing scientific knowledge and professional development.</p> <p><b>NEW PROPOSALS</b></p>



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			<p>UNICAL will promote the value of mobility in the selection committees.</p> <p><b>UNICAL Regulations</b></p> <ul style="list-style-type: none"> <li>• <b>UNICAL Statute</b> (R.D. n. 562, 23/3/2012, updated with R.D. n. 1464, 9/10/2020);</li> <li>• <b>UNICAL Regulation</b> (R.D. n. 233, 6/2/2013, updated with R.D. n. 628, 19/4/2021);</li> <li>• <b>Strategic Plan 2020-2022</b> (adopted on 26/5/2020);</li> <li>• <b>Internal Regulation on International Mobility</b> (R.D. n. 2661, 1/10/2007) web page: <a href="https://www.unical.it/internazionale/studiare-all-estero/erasmus-e-mobilita-internazionale/">https://www.unical.it/internazionale/studiare-all-estero/erasmus-e-mobilita-internazionale/</a>;</li> <li>• <b>Regulation for “Visiting Professor”</b> (R.D. n. 1625, 11/7/2011);</li> <li>• <b>Board of Directors Resolution</b> 31/3/2020;</li> <li>• <b>Regulations for participation in research projects and modalities for the allocation of overheads</b> (R.D. n. 2382/2011, updated with R.D. n. 1526/2012 and R.D. n. 669, 29/3/2013);</li> <li>• <b>Regulation for PhD Research</b> (R.D. n. 1330, 3/7/2013, updated with R.D. n. 1260, 30/6/2014 and R.D. n. 1524, 31/7/2014, Article 16 paragraph 7 points c) and g)).</li> </ul>

Status	Implementation	GAP/Implementation impediments	Initiatives undertaken/new proposals
30. Access to career advice	+/-	<p><b>GAP:</b> a specific need to implement actions aiming to extend Placement services (Career Services) came out from the internal analysis. In particular, it is necessary to extend the services to PhD students and Research fellows for job search as an alternative to pursuing a university career.</p> <p>At the moment, Placement initiatives are not completely framed in a well defined strategic vision, thus reducing their potential fallout.</p>	<p>UNICAL offers job placement support intended to give to interested parties (usually postgraduate students) appropriate support for the scouting of career opportunities.</p> <p>Currently, placement activities are coordinated by a specific office (Career Service) which develops three types of activities: career days, recruiting days, and information seminars. The Career Service Office contributes to promoting the recruitment of UNICAL graduates on the job market.</p> <p>Over the years, numerous recruitment and career days have made it possible to promote contact between graduates and entrepreneurial realities, not only in Calabria. However, the training profiles to be offered to institutions and companies must be broader (involving all areas, in particular, those with greater difficulties on the employment front), also defining a more effective process of mentoring and follow-up of contacts and collaborations.</p> <p>These initiatives are often deployed without a specific strategic direction and efficient coordination with other areas of action, thus reducing their potential fallout.</p> <p><b>NEW PROPOSALS</b></p> <p>UNICAL will extend the Placement service - currently reserved for undergraduates only - to PhD students and Research Fellows as support to job placement.</p> <p>UNICAL will Organize a <b>Career Week</b> every year, dedicated to orientation and meetings with companies aimed not only at students but also at young researchers.</p> <p><b>UNICAL Regulation</b></p> <ul style="list-style-type: none"> <li>• <b>Strategic Plan 2020-2022</b> (adopted on 26/5/2020).</li> </ul>
31. Intellectual Property Rights	++		<p>UNICAL stimulates collaboration with third parties (private sector, other research institutions or government organizations), supports the negotiation on industrial property rights (IPRs), and aims to create exploitation pathways of research results (agreement, patent or spin-off). Industrial property (IP) is regulated by a specific policy</p>

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			<p>(Regulation on Industrial Property, <a href="https://unical.portaleamministrazionetrasparente.it/moduli/downloadFile.php?file=oggetto_allegati/217512511200_ORegolamento_di_ateneo_Propriet%26%23224%3B+Industriale.pdf">https://unical.portaleamministrazionetrasparente.it/moduli/downloadFile.php?file=oggetto_allegati/217512511200_ORegolamento_di_ateneo_Propriet%26%23224%3B+Industriale.pdf</a>), as well as by national and international legislation and by specific constraints required by external funding bodies in case of exploitation of the results of research financed by competitive calls. UNICAL through ARIIS: monitors ongoing research projects; identifies opportunities for commercialization; scouts companies to match with researchers' lines of research; helps in legal documentation (license, agreement, contract, confidential/material transfer agreements). To disseminate researcher's results, UNICAL attends fairs and b2b matchmaking events; makes information on IPRs available in the form of on-line resources (business-oriented brochures; contact information; technology offers; etc.); favors the creation of new companies (start-up/spin-off) by providing incubation/acceleration services. Periodically UNICAL offers training courses on entrepreneurship issues and funding opportunities to students, graduates, PhD students e post-doc. UNICAL promotes the researcher's academic publications. Since the signing of the Messina Declaration UNICAL has encouraged researchers to publish in OA journals or books. However, any disclosure and/or publication that the researchers wish to conduct about their inventive results are subject to the completion of the procedure designed to protect them as established in the IP internal policy. Transformative agreements signed by the Library System of the University of Calabria through CRUI-CARE (Coordination for Access to Electronic Resources), allow corresponding authors of the University of Calabria to publish Articles in OA at no additional cost. Thanks to the CRUI agreement, each publisher has set a certain number of Articles that can be published in OA for each contract year. Based on the CRUI agreement, the staff in charge of the Library System (and/or the CRUI itself through its CARE secretariat) verifies and validates the request for publication in OA on the publisher's platform. DSpace is the digital</p>

Status	Implementation	GAP/Implementation impediments	Initiatives undertaken/new proposals
			<p>repository of UNICAL that collects, preserves, and distributes UNICAL's PhD dissertations, special collections of research funded by OpenAIRE, and other collections.</p> <p><b>National Legislation</b></p> <ul style="list-style-type: none"> <li>• National Legislation on Copyright and Intellectual Property (<b>Law n. 633/1941</b>) and subsequent amendments;</li> <li>• <b>Legislative Decree N. 101/2018</b> aligns national legislation to the General Data Protection Regulation (GDPR);</li> <li>• <b>Italian Industrial Property Code - CPI</b> (Legislative Decree n. 30, 10/2/2005) and subsequent amendments.</li> </ul> <p><b>UNICAL Regulations</b></p> <ul style="list-style-type: none"> <li>• <b>Regulation on Industrial Property</b> (R.D. n. 77, 19/1/2021);</li> <li>• <b>Regulation on Technest incubator</b> (R.D. n. 688, 06/05/2015, updated with R.D. n. 1616, 22/10/2018);</li> <li>• <b>Regulation for the recognition of the status of spin-off UNICAL</b> (R.D. n. 1106, 12/06/2014, updated with R.D. n. 547, 06/04/2020);</li> <li>• <b>Regulation on commissioned research</b> (R.D. n. 2032, 27/06/2005, updated with R.D. n. 891, 04/06/2015).</li> </ul> <p><b>Other documents</b></p> <p>UNICAL in 2004 signed the <b>Messina Declaration</b> in support of the <b>Berlin Declaration</b> on OA to Knowledge in the Sciences and Humanities.</p>
32. Co-authorship	+/-	<p><b>GAP:</b> UNICAL positively considers Co-authorship both in the evaluation and recruitment processes of researchers, as evidence of a constructive approach in conducting research activities; nevertheless, the number of publications in which a junior researcher appears as single or first author is limited.</p>	<p><b>ANVUR</b> defined some indicators but legislation on this matter does not exist.</p> <p><b>Internal Survey results</b></p> <p>51% of the participants in the survey has declared to agree (partially + totally) with the statement: "UNICAL allows Researchers to publish their own research results independently from their supervisors", while 20% has declared to disagree (partially + totally) and almost 30% did</p>

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			<p>not express a precise opinion (don't know + neither agree nor disagree).</p> <p><b>NEW PROPOSAL</b>  The recognition of co-authorship is already a consolidated practice in many recruitment contexts, especially for the young researchers; however, UNICAL will stimulate the participation in ERC Starting Grants, which requires a percentage of publications demonstrating the scientific independence of the candidate.  UNICAL will design and implement an anonymous survey to monitor the degree of satisfaction concerning scientific autonomy for all Researchers in the training phase; the results of this survey will be disseminated to PhD Academic Board and research fellows supervisors.</p> <p><b>UNICAL Regulations</b></p> <ul style="list-style-type: none"> <li>• <b>IRIS Catalog</b> - online repository of all research products, including publications, conferences proceedings and patents - recognises coauthorships.</li> </ul>
33. Teaching	-/+	<p><b>GAP:</b> UNICAL complies with this principle and undertakes to apply the provisions of national and internal regulations.  However, suitable training for teaching and mentoring activities as part of the professional development of researchers should be provided.  In addition, as revealed by the internal survey, teaching workload often is excessive and not compatible with the development of the research activity, particularly for researchers at the early stage of their careers.</p>	<p><b>Law 240/2010, Article 6</b>, determines that among teachers' and researchers' institutional tasks there is teaching and tutoring. Law states researchers, at all stages of their career, perform teaching activities, up to the limit at which this commitment becomes an obstacle to carrying out research activities.  For each academic position, UNICAL Internal Regulations govern the teaching duties of full and associate professors, teaching activities for researchers and holders of research grants; also teaching activities of doctoral students are allowed.  In particular, PhD students and research fellows may be entrusted teaching and teaching support activities (within a maximum limit of 60 hours for Research Fellows and 40 hours for PhD students, per academic year); these activities must not interfere with the research activities and their conferment is subject to the authorization of the tutor or Supervisor.</p>

Status	Implementation	GAP/Implementation impediments	Initiatives undertaken/new proposals
			<p>The teaching activity conducted by the researcher is evaluated according to the provisions of national legislation (<b>Ministerial Decrees n. 243 and n. 344 of 2011</b>).</p> <p><b>Internal Survey results</b>  UNICAL researchers were consulted on the following statement: <i>“At UNICAL the teaching workload of Researchers – above all at the beginning of their careers – is compatible with the development of their research activity”</i>; approximately 27% of the researchers pointed out issues concerning this statement (partially + totally disagree), compared to almost 53% of them who were more than satisfied (partially + totally agree) and to almost 20% who has not expressed a precise opinion (don't know + neither agree nor disagree).</p> <p><b>NEW PROPOSALS</b>  UNICAL will offer specific video pills to new teachers and researchers, to illustrate both quality-related issues and procedures related to conducting teaching and research activities (applications, digital signature, etc.).  UNICAL will provide a vademecum to illustrate the processes related to the teaching activity: use of applications for inserting syllabus, lesson register, recording of exams, good practices, etc.  UNICAL will design and implement an anonymous survey to monitor the degree of satisfaction concerning teaching workload for all Researchers; the results of this survey will be disseminated to PhD Academic Board and research fellows supervisors.</p> <p><b>UNICAL Regulations</b></p> <ul style="list-style-type: none"> <li>• <b>UNICAL Regulation</b> (R.D. n. 233, 6/2/2013, updated with R.D. n. 628, 19/4/2021);</li> <li>• <b>Regulation for Recruiting Fixed-term researcher (RTD/A – RTD/B)</b> (R.D. n. 1765, 22/7/2011, updated with R.D. n. 1485, 3/10/2018, Articles 2, 4, 12, and 13);</li> <li>• <b>Regulation for Research Fellowships</b> (R.D. n. 1655, 8/9/2014, Article 14);</li> </ul>

Status	Implementation	GAP/Implementation impediments	Initiatives undertaken/new proposals
			<ul style="list-style-type: none"> <li>• <b>Regulation for PhD Research</b> (R.D. n. 1330, 3/7/2013, updated with R.D. n. 1260, 30/6/2014 and R.D. n. 1524, 31/7/2014, Article 35).</li> </ul>
34. Complains/appeals	-/+	<p><b>GAP:</b> UNICAL complies with this principle and undertakes to apply the provisions of national and internal regulations; nevertheless, the internal survey reveals a low level of knowledge on this issue and the policies currently adopted by UNICAL. Approximately 45% of the participants in the internal survey declared not to be aware of the fact that "UNICAL ensures ad-hoc procedures to deal with complaints and appeals submitted by Researchers about potential conflicts between researchers and supervisors", and almost 60% of them did not express a precise opinion (don't know + neither agree nor disagree).</p> <p>A gap is indeed identified in the lack of advertising services and procedures ("to whom and how to submit a complaint") dedicated to assisting researchers in resolving work-related conflicts, disputes and grievances.</p> <p>Therefore, a strong institutional commitment is needed to promote all opportunities already offered and to raise awareness of their adhesion, by implementing a more efficient communication strategy.</p>	<p>The National <b>Law 240/2010</b> (Article 10) provides for the establishment of a University Disciplinary Committee.</p> <p>The <b>UNICAL Statute</b> and <b>Regulation</b> provide for the establishment of a <b>Discipline Board</b> which operates in compliance with the adversarial procedure, according to the principle of peer judgment, and decides on the section composed of teachers belonging to the same group as the teacher undergoing the procedure.</p> <p>The Discipline Board, which takes care of the preliminary phase of the disciplinary procedure initiated by the Rector, operates according to the principle of peer judgment, in compliance with the adversarial and composition referred to in Article 2.11 of the Statute. In compliance with the procedure provided for by the law and the UNICAL Regulation, within thirty days from the start of the procedure, the Discipline Board expresses a final opinion on the proposal made by the Rector, both about the relevance of the contested facts at the disciplinary level and about the type of sanction to be imposed; then, the documents are transmitted to the Rector and the Board of Directors for the adoption of the consequent resolutions.</p> <p>An important figure in the field of mediation and dispute resolution is the <b>Confidential Counsellor</b>: an independent and impartial figure with the function of collecting any report of the academic community (teachers, technical-administrative staff, and students) related to discrimination, sexual and moral harassment or mobbing cases, as well as non-compliance with values and rules, set out in the University Code of Ethics and Conduct.</p> <p>In addition to that, the UNICAL Statute provides the establishment of a <b>CUG</b>, having among its aims the promotion of actions and initiatives to ensure well being and equal gender opportunities, and the <b>CEA</b> working for the dissemination and respect of the Ethical Code (as already described in the discussion of Principle 10); in addition, each</p>

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			<p>Department at UNICAL has a Director's <b>Delegate for Equal Opportunities</b>.</p> <p><b>NEW PROPOSALS</b></p> <p>UNICAL will implement a specific communication campaign to strengthen the dissemination of the initiatives already in place and to raise awareness of the figure of the <b>Confidential Counselor</b> among researchers.</p> <p>UNICAL will design and implement an anonymous survey to monitor the degree of satisfaction concerning the conflicts among researchers and between supervisors and researchers in the training phase; the results of this survey will be disseminated to PhD Academic Board and research fellows supervisors.</p> <p><b>UNICAL Regulations</b></p> <ul style="list-style-type: none"> <li>• <b>UNICAL Statute</b> (R.D. n. 562, 23/3/2012, updated with R.D. n. 1464, 9/10/2020);</li> <li>• <b>UNICAL Regulation</b> (R.D. n. 233, 6/2/2013, updated with R.D. n. 628, 19/4/2021);</li> <li>• <b>Operative Regulation of the Guarantee Committee - CUG</b> (R.D. n. 1021, 30/5/2014);</li> <li>• <b>Ethical Code</b> (R.D. n.2529, 18/11/2011);</li> <li>• <b>Regulation of University Ethics Committee (CEA)</b> (R.D. n. 833, 3/7/2017, updated with R.D. n. 457, 19/3/2020);</li> <li>• <b>Code of conduct for the prevention of moral and sexual harassment and related disputes</b> (R.D. n. 639, 22/4/2021).</li> </ul>
35. Participation in decision-making bodies	++		<p>The national legislation gives autonomy to the Universities to define the terms, drawn up in specific regulations, related to the participation of researchers in academic bodies, according to the limits set by National <b>Law 240/2010</b> (Article 2 - Governance Bodies and Internal Structure of Universities).</p> <p>By this law, at a central level, the <b>UNICAL Statute</b> and <b>Regulation</b> (under title II) establishes the governance structure of the University and provides the composition of its governing bodies.</p>



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			<p>Permanent professors and researchers have full representativeness in all bodies as Academic Senate, Administration Board and Department Board.</p> <p>UNICAL is organized into Departments, where researchers carry out their activities and whose structure is defined in Article 3.2 of the Statute. The Director is elected by the Department Council among the full and associate professors.</p> <p>The <i>Department Council</i> is made up of the professors, researchers, elective representatives of students enrolled in Bachelor's and Master's Degree Courses and to Research Doctorates, holders of research grants, as well as technical and administrative staff, within the limits established by the UNICAL Regulations and according to election procedures established by the Electoral Regulations.</p> <p>The UNICAL Regulation also provides that PhD students can elect their representatives in the governing and evaluation bodies, teaching structures and other external bodies.</p> <p><b>UNICAL Regulations</b></p> <ul style="list-style-type: none"> <li>• <b>UNICAL Statute</b> (R.D. n. 562, 23/3/2012, updated with R.D. n. 1464, 9/10/2020);</li> <li>• <b>UNICAL Regulation</b> (R.D. n. 233, 6/2/2013, updated with R.D. n. 628, 19/4/2021).</li> </ul>
<b>Training and Development</b>			
36. Relation with supervisors	++		<p>This principle concerns researchers “under training” for whom a supervisor/tutor is appointed (PhD Students, Research fellows and Post-graduate fellows).</p> <p>The presence of a supervisor in the initial career phase is preparatory and aims to guide the scientific growth of researchers and include them in the research team; the supervisor may also have the role of authorizing the use of funds allocated to support research activities. According to the internal <b>Regulation for PhD Research</b>, the PhD Academic Board of each PhD course appoints a supervisor/tutor for each young researcher. PhD candidates regularly report on the progress of their research to their</p>

Status	Implementation	GAP/Implementation impediments	Initiatives undertaken/new proposals
			<p>supervisor. In addition, each candidate must report every year to the PhD Academic Board, to gain admission to the following year or the final thesis dissertation.</p> <p>The internal <b>Regulations for Post-doc and Post-graduate fellows</b> specify that these researchers work on specific research programs and their activities are agreed upon with their scientific supervisor.</p> <p>Post-doc and Post-graduate fellows work according to the advice and under the supervision of a "Scientific Supervisor" or "Tutor", selected among the professors/researchers of the Department and indicated in the agreement signed at the beginning of the fellowship. The research fellows are required to submit annually (or with the regularity indicated in the call for the position) a detailed written report on their research (activity carried out, the progress of the research and the results achieved) to the Scientific Supervisor and the Department Board for evaluation.</p> <p><b>Internal Survey Results</b>  From the Internal Survey Results at UNICAL interactions between early-stage researchers and their supervisors are Frequent [50% of respondents declare totally agree/75% agree (partially + totally)] and Productive [46% declare totally agree/ 78% agree (partially + totally)].</p> <p><b>UNICAL Regulations</b></p> <ul style="list-style-type: none"> <li>• <b>Regulation for PhD Research</b> (R.D. n. 1330, 3/7/2013, updated with R.D. n. 1260, 30/6/2014 and R.D. n. 1524, 31/7/2014, Article 16 paragraph 7 points c) and g));</li> <li>• <b>Regulation for Post-graduate fellowship</b> (R.D. n. 90, 4/2/2016, Article 3 and Article 13 points 1 and 2);</li> <li>• <b>Regulation for Research Fellowships</b> (R.D. n. 1655, 8/9/2014, Article 7 point 2 and 3 and Article 16).</li> </ul>
37. Supervision and managerial duties	+/+		<p>This aspect is addressed both by national legislation and UNICAL Regulation.</p> <p>Tutorial activity - certified and carried out by university professors and researchers in the context of doctoral courses - contributes to the fulfilment of the institutional obligations referred to in Article 6 of <b>Law n. 240/2010</b> (<i>Legal</i></p>

Status	Implementation	GAP/Implementation impediments	Initiatives undertaken/new proposals
			<p><i>Status of Professors and Researchers</i>) and <b>D.M. 45/2013</b> (<i>Regulations on Accreditation Procedures for PhD Programmes and Criteria for the Development of PhD Programmes by Accredited Institutions</i>). As part of the overall commitment for professors and researchers, these carry out research and scientific updating activities and, based on the criteria established in Article 38 of <b>University Regulation</b>, "are required to annually reserve teaching and service tasks for students, including guidance and tutoring". According to the <b>Regulation for PhD Research</b> (Article 16), each PhD Academic Board identifies among its members several supervisors based on specific scientific knowledge and previous experiences: "<i>the supervisor is an expert teacher in the disciplinary field to which the prevalent theory of the doctoral thesis refers</i>"; in addition "<i>it is possible to appoint more than one supervisor, especially in the case of highly interdisciplinary research for which the contribution of additional scientific or technological knowledge is required</i>."</p> <p>Both the Ministerial Regulation providing the criteria for the <b>ASN</b> to access the academic positions of Full and Associate Professors and the <b>University Regulation</b> indicate, among the evaluation criteria, the ability to manage a research team and the experience as a supervisor of PhD candidates and early-stage researchers.</p> <p>Moreover, supervision and mentorship skills are considered significant points of strength in national and international competitive calls (i.e. H2020 and Horizon Europe calls).</p> <p><b>UNICAL Regulations</b></p> <ul style="list-style-type: none"> <li>• <b>Regulation for PhD Research</b> (R.D. n. 1330, 3/7/2013, updated with R.D. n. 1260, 30/6/2014 and R.D. n. 1524, 31/7/2014, Article 16).</li> </ul>
38. Continuing Professional Development	+/-	<p><b>GAP:</b> a gap is identified in accessing opportunities for continuing professional development.</p> <p>In particular, a wrong interpretation of Article 13 in <b>Regulation for Research Fellowships</b> prevents the participation of Research Fellows in single courses.</p>	<p>Many opportunities for continuing professional development are in place at UNICAL: formal or informal training, individual or collective, is provided to researchers both through inhouse training initiatives and financial</p>

Status	Implementation	GAP/Implementation impediments	Initiatives undertaken/new proposals
		<p>Although many activities are in place aimed at training researchers, at the moment they are not adequately promoted and favoured; for example, for senior researchers, there is a lack of structured training and, at the same time, there is the need to develop open training methods, focusing on improving teaching skills, for all university researchers and professors.</p>	<p>support for participation in external conferences and dissemination activities, e-learning and/or webinars.</p> <ol style="list-style-type: none"> <li>1. <b>Training:</b> researchers have the opportunity to participate in workshops, events, training courses. Moreover, UNICAL intends to strongly support the continuous acquisition of transversal skills which will help the development of the scientific career. In particular, the periodic soft skills initiative for about 100 PhD students per year (<b>PhD 3.0</b>, <a href="https://www.unical.it/innovazione-societa/trasferimento-tecnologico/formazione-cultura-impresa/phd-30/">https://www.unical.it/innovazione-societa/trasferimento-tecnologico/formazione-cultura-impresa/phd-30/</a>) provide an occasion to offer training on the enhancement of the results of their research and project management and writing for participation in competitive calls. In addition, English language courses are made freely available for PhD students by the university language centre (CLA). For years, UNICAL participates actively in the regional initiative entitled <b>Start Cup Calabria</b> (<a href="http://www.startcupcalabria.it/">http://www.startcupcalabria.it/</a>), thanks to which young researchers and recent graduates are allowed to go deeper into the issues related to access to research funding, management of intellectual property and chances to translate research into employment opportunities even outside the academic context.</li> <li>2. <b>Access to international mobility:</b> researchers are encouraged and supported to apply for international mobility programs; PhD students can count on a real "dedicated" budget for the period abroad not exceeding eighteen months (the amount of the PhD scholarship is increased for the period spent abroad up to a maximum of 50% of the amount) as provided by Article 32 point 7 of the <b>Regulation for PhD Research</b> and recent <b>D.M. 226/2021</b> (Article 9 point 3).</li> <li>3. <b>Budget for Research activities:</b> for PhD students, in addition to the scholarship, a dedicated budget (not less than 10% of the amount of the yearly scholarship) is allocated for carrying out research activities in Italy and abroad (<b>D.M 226/2021</b>, Article 9 point 4); senior</li> </ol>

Status	Implementation	GAP/Implementation impediments	Initiatives undertaken/new proposals
			<p>researchers access to departmental budget for travel costs to participate in external initiatives.</p> <p><b>Internal Survey Results</b> 61% of the survey participants declared to agree (partially + totally agree).with the statement that UNICAL activates initiatives to update knowledge and competencies of researchers at all stages of the academic career and to expand their skills.</p> <p><b>NEW PROPOSALS</b> UNICAL will ensure participation of Research fellows in single courses in order to support their continuing training. UNICAL will provide a systematic reorganization of the training offer for PhD students has been recently approved at UNICAL, which, among other things, provides for the implementation of soft skills. UNICAL will guarantee that each PhD student is aware of the fact that for each year of the doctoral course an amount equal to 10% of the scholarship is available for research activities. This amount of money can be spent with the advice of the supervisor. If in one year the student has not spent the total amount available, it will be possible to decide whether to set it aside for the following year, within the limit of the duration of the doctoral course. UNICAL will improve communication/promotion of the training offer through the new university website, to stimulate the widest possible participation.</p> <p><b>UNICAL Regulations</b></p> <ul style="list-style-type: none"> <li>• <b>Regulations on International Mobility</b> (R.D. n. 2661, 1/10/2007);</li> <li>• <b>Regulation for PhD Research</b> (R.D. n. 1330, 3/7/2013, updated with R.D. n. 1260, 30/6/2014 and R.D. n. 1524, 31/7/2014, Article 38 and Article 32 point 8).</li> </ul>
39. Access to research training and continuous development	+/-	<b>GAP:</b> as discussed previously for principle 38 and in various other points of the Gap analysis, development and training opportunities are broad and specific to all phases of a researcher's career.	UNICAL organizes several training initiatives aimed at favouring the development of the researchers' careers at all academic levels. As an example, the latest activities conducted are listed below:

Status	Implementation	GAP/Implementation impediments	Initiatives undertaken/new proposals
		<p>On the other hand, many aspects related to access to these opportunities can be significantly improved.</p>	<ul style="list-style-type: none"> <li>• <b>PhD 3.0:</b> training program aimed at doctoral students on the enhancement of the results of their research and project management and writing for participation in competitive calls;</li> <li>• training days by the Agency for the Promotion of European Research (APRE), to which UNICAL is associated;</li> <li>• training initiatives focused on ERC and MCSA fellowships;</li> <li>• webinars and information sessions at the Department level, with updates on financial opportunities for research;</li> <li>• catalogue of PhD courses that will be made available to doctoral students, within the reorganization of doctoral teaching;</li> <li>• training courses for trainers focused on innovative and inclusive pedagogical and teaching techniques;</li> <li>• specific calls for international mobility, aimed at training. In particular, the international relations office is preparing two VIS and TEMA calls which will contribute to inward and outward mobility with the possibility of receiving foreign scholars at UNICAL for seminars and research.</li> </ul> <p><b>NEW PROPOSALS</b></p> <p>UNICAL will extend the Career Service (Placement), which currently carries out support activities for graduates and undergraduates for their first contact with the world of work and start a professional career, to: (i) support Post-docs and PhD candidates in the transition from Academia to the market, (ii) offer a series of placement opportunities for PhD candidates, and (iii) promote active liaisons with companies. UNICAL will develop training initiatives aimed at acquiring and developing soft skills, as already planned for young researchers (PhD 3.0).</p> <p>UNICAL will Improve communication/promotion of the training offered by the PhD Program, to encourage the widest possible participation (i.e. a PhD Day will be periodically organized).</p>

Status	Implementation	GAP/Implementation impediments	Initiatives undertaken/new proposals
			For more details see also the comments to principle 28.
40. Supervision	++		<p>The role of the supervisor/tutor is mandatory and institutionalized for Researchers “under training” (PhD Students, Research fellows and Post-graduate fellows); this figure - identified at the beginning of their training phase - supports them in their professional development.</p> <p>In the case of PhD students, even the national legislation guarantees the professionalism and exclusivity of the supervisor/tutor: the PhD Academic Board must be composed of at least 16 members with a proven international reputation in the disciplinary areas of the doctoral course.</p> <p>Supervisors/Tutors are selected amongst professors and researchers in scientific areas that are relevant for the educational objectives of the PhD programme. They are usually members of the Faculty Board and have adequate experience in the supervision of research; this allows them to provide PhD students with the necessary support for educational activities, as well as publications and dissertation writing and dissemination of results. For research projects in which companies are involved, an additional tutor from the company usually follows the activities of the PhD student.</p> <p>More details are available in the comments to principles 36 and 37.</p> <p><b>UNICAL Regulations</b></p> <ul style="list-style-type: none"> <li>• <b>Regulation for PhD Research</b> (R.D. n. 1330, 3/7/2013, updated with R.D. n. 1260, 30/6/2014 and R.D. n. 1524, 31/7/2014, Article 16 paragraph 7 points c) and g));</li> <li>• <b>Regulation for Post-graduate fellowship</b> (R.D. n. 90, 4/2/2016, Article 3 and Article 13 points 1 and 2);</li> <li>• <b>Regulation for Research Fellowships</b> (R.D. n. 1655, 8/9/2014, Article 7 point 2 and 3 and Article 16).</li> </ul>