



**POLITECNICO**  
MILANO 1863

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## POLITECNICO DI MILANO

### THE RECTOR

HAVING REGARD to Italian Presidential Decree No 3 of 10.01.1957 " Consolidated text of the provisions concerning the status of the civil employees of the State - Statute of the civil employees of the State", and subsequent amendments;

HAVING REGARD to Italian Presidential Decree No 686 of 3.05.1957 "Rules for the implementation of the Consolidated Text of the provisions on the Statute of the civil employees of the State", approved by Italian Presidential Decree No 3 of 10.01.1957;

HAVING REGARD to Italian Presidential Decree No 382 of 11.07.1980, "Reorganization of university teaching, related training band and organizational and educational experimentation", and subsequent amendments;

HAVING REGARD to Italian Law No 168 of 09.05.1989, "Establishment of the Ministry of Universities and Scientific and Technological Research" and subsequent amendments;

HAVING REGARD to Italian Law No 398 of 11.30.1989, "Rules on university scholarships", and in particular Article 4, and subsequent amendments;

HAVING REGARD to Italian Law No 341 of 19.11.1990, "Reform of university education systems", and subsequent amendments;

HAVING REGARD to Italian Law No 449 of 27.12.1997, "Measures for the stabilization of public finance", in particular Article 51 - paragraph 6, and subsequent amendments;

HAVING REGARD TO Italian Leg. Decree No 165 of 30.03.2001, "General labour regulations for employees of public administrations", and subsequent amendments;

HAVING REGARD to the Recommendation of the European Commission of 11 March 2005 on the European Charter for Researchers and on a Code of Conduct for the Recruitment of Researchers;

HAVING REGARD to Italian Law No 240 of 31.12.2010, "Regulations on the organization of universities, academic staff and recruitment, as well as delegation to the Government to encourage the quality and efficiency of the university system", and in particular Article 18 "Convening of professors", 22 "Temporary research fellowships" and 24 "Researchers on fixed-term contracts", and subsequent amendments;

HAVING REGARD to Italian Ministerial Decree Of 02.05.2011 concerning "Definition of the correspondence tables between Italian and foreign academic posts as per Article 18 - paragraph 1 - letter b) of Law 240/2010"; HAVING REGARD to Italian Law No 190 of 06.11.2012, "Provisions for the prevention and control of corruption and unlawful acts in the public administration", and subsequent amendments;

HAVING REGARD to Italian Decree-Law No 210 of 30.12.2015, "Extension of terms provided for by legislative provisions" converted with amendments into Italian Law No 21 of 25.02.2016;

HAVING REGARD to Italian Law No 76 of 20.05.2016 "Regulation of same-sex civil partnerships and regulation of cohabitation";

HAVING REGARD to Italian Decree-Law No 34 of 30.04.2019, "Urgent measures for economic growth and for the resolution of specific crisis situations", converted with amendments into Italian Law No 58 of 28.06.2019, and in particular Article 5 "*Rientro dei cervelli*" (Return of brains) - paragraph 5bis;

HAVING REGARD to the Order of the Italian Minister for Health of 30.1.2020 et seq. on "Prophylactic measures against the new Coronavirus (2019 - nCoV)";

HAVING REGARD to Italian Decree-Law No 6 of 23.02. 2020, "Urgent measures regarding the containment and management of the epidemiological emergency caused by COVID-19";

HAVING REGARD to Italian Decree-Law No 9 of 02.03. 2020, "Urgent support measures for families, workers and businesses connected to the epidemiological emergency caused by COVID-19";

HAVING REGARD to the Decrees of the President of the Italian Council of Ministers of 8, 9 and 11 March 2020 on urgent measures for the containment and management of the epidemiological emergency caused by COVID-19, applicable throughout the national territory;

HAVING REGARD to Italian Decree-Law No 18 of 17.03.2020, "Measures to strengthen the National Health Service and to provide economic support for families, workers and businesses connected to the epidemiological emergency caused by COVID-19", and in particular Article 87 (Extraordinary measures regarding remote work and exemption from service and competition procedures) - paragraph 5 dedicated to public competition procedures;

HAVING REGARD to Italian Decree-Law No 76 of 16.07.2020, "Urgent measures for simplification and digital innovation", in particular Article 19 "Simplification measures concerning the organization of the university system", converted with amendments by Italian Law No 120 of 11.9.2020;

HAVING REGARD to the Statute of the Politecnico di Milano in force;

HAVING REGARD to the current General University Regulations;

HAVING REGARD TO Rector's Decree No 117 of 11.1.2012 issuing the "Regulations governing the recruitment of researchers on fixed-term contracts pursuant to Article 24 of Italian Law No 240 of 30.12.2010", and subsequent amendments and additions;

HAVING ACKNOWLEDGED the resolutions adopted by the Academic Senate and the Board of Governors, at their respective meetings of 21 and 22 December 2020, concerning the approval of partial amendments to the Regulation governing the recruitment of researchers on fixed-term contracts pursuant to Article 24 of Italian Law No 240 of 30.12.2010;

#### **HEREBY DECREES**

- 1) For the reasons mentioned in the introduction, the Regulations governing the recruitment of researchers on fixed-term contracts pursuant to Article 24 of Italian Law No 240 of 30.12.2010, issued by Rector's Decree No 117 of 11.01.2012 and subsequently amended by Rector's Decrees Nos 2472 of 02.10.2012, 728 of 05.03.2014, 3451 of 13.10.2014, 1465 of 04.04.2016, 3396 of 29.07.2016, 3325 of 15.06.2017, 9325 of 20.12.2018, 3981 of 29.05.2019, 6974 of 30.09.2019 and 2665 of 01.04.2020, is further amended as indicated in the text forming part of this decree.
- 2) Changes made to the regulatory text are marked in ***bold italics***.

**REGULATION GOVERNING THE RECRUITMENT OF RESEARCHERS ON FIXED-TERM CONTRACTS  
PURSUANT TO ART. 24 OF ITALIAN LAW NO 240 OF 30.12.2010**

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## **Title I**

### **General principles**

#### **ART. 1**

##### **Purpose and scope of application**

- 1) The Politecnico di Milano, within the limits of the available resources, may establish fixed-term employment relationships by stipulating private law contracts with persons with suitable scientific qualifications, who meet the requirements set out in Article 9 of these Regulations.
- 2) The purpose of the contracts is to carry out research activities, also within the framework of a specific project or programme that may derive from agreements with third parties, as well as to carry out teaching, supplementary teaching and student service activities.
- 3) In compliance with EU Directive No 70/1999 (Framework Agreement on fixed-term work) and with the principles set out in the European Charter for Researchers, as recommended by the Commission of the European Communities No 251 of 11 March 2005, these Regulations govern the selection procedures, the legal status and remuneration of researchers on fixed-term contracts as per Article 24 of Italian Law No 240 of 30.12.2010, and the Code of Ethics and Conduct for Politecnico di Milano employees, as well as the procedures for carrying out and evaluating the related activities.

#### **ART. 2**

##### **Type of contracts**

- 1) The Politecnico di Milano, pursuant to Article 24 - paragraph 3 of Italian Law No 240 of 30.12.2010, may activate the following types of contract:
  - contracts referred to in letter a), hereinafter referred to as "junior" contracts;
  - contracts referred to in letter b), hereinafter referred to as "senior" contracts.

#### **ART. 3**

##### **Junior contracts**

- 1) Junior contracts have a three-year duration and may be extended for two years and only once, subject to positive evaluation of the research and teaching activities carried out, carried out on the basis of procedures, criteria and parameters defined by Italian Ministerial Decree No 242 of 24.05.2011.
- 2) Junior contracts may be concluded on a full-time or part-time basis.
- 3) The total annual commitment for the performance of teaching, supplementary teaching and student service activities is 350 hours for full-time employment and 200 hours for part-time employment.
- 4) Junior contract staff are required to carry out their teaching duties in accordance with the procedures defined in the teaching programme of the Department proposing the activation of the contract, pursuant to the University Regulations on teaching duties.

#### **ART. 4**

##### **Senior contracts**

- 1) Senior contracts have a duration of three years and are reserved for those who:
  - have been awarded the national scientific qualification for the posts of full or associate professor, or who hold a medical specialization qualification;  
or who
  - have held, for at least three years, including non-consecutive years, junior contracts referred to in Article 3 above;
  - have held, for at least three years, including non-consecutive years, temporary research fellowships awarded pursuant to Article 51 - paragraph 6, of Italian Law No 449 of 27.12.1997, and subsequent amendments, or granted pursuant to Article 22 of Italian Law No 240 of 30.12.2010, and subsequent amendments, or post-doctoral scholarships pursuant to Article 4 of Italian Law No 398 of 11.30.1989, or similar contracts, fellowships or scholarships in foreign universities;

- have held, for at least three years, including non-consecutive years, contracts referred to in Article 1 - paragraph 14 of Italian Law No 230 of 04.11.2005.

The eligibility requirement is deemed to be met if a period of three years, including non-consecutive years, combining different experiences, but falling within those explicitly provided for in the three previous paragraphs, is completed.

- 2) Senior contracts may be concluded on a full-time or part-time basis.
- 3) The total annual commitment for the performance of teaching, supplementary teaching and student service activities is 350 hours **for full-time employment and 200 hours for part-time employment.**
- 4) Senior contract staff are required to carry out their teaching duties in accordance with the procedures defined in the teaching programme of the Department proposing the activation of the contract, pursuant to the University Regulations on teaching duties.

#### **ART. 5**

##### **Selection procedures**

- 1) Junior and senior contract staff are recruited following a selection procedure ensuring comparative evaluation of applicants and disclosure of the proceedings.
- 2) Junior and senior contracts may be stipulated not only following procedures carried out by the University in accordance with the provisions of these regulations, but also following evaluations carried out by ministries, the European Union or other national or international research bodies, as part of competitive funding procedures, which provide for the recruitment of the winner with a fixed-term contract. In the latter case, the stipulation of the contract is decided by the Board of Governors after consulting the Academic Senate.
- 3) The stipulation of the contract for junior and senior researchers may also take place by direct appointment pursuant to Article 1, paragraph 9, of Italian Law No 230 of 4 November 2005 and subsequent amendments.

#### **Title II**

##### ***Selection procedures pursuant to Article 24 - paragraph 3 - Italian Law No 240/2010***

#### **ART. 6**

##### **Contract activation procedures**

- 1) Activation of junior and senior contracts is proposed by the Department Board, in plenary session, subject to budget availability and on the basis of Department and University planning, taking into account legal constraints.
- 2) The Departments activate the contracts referred to in these Regulations by a resolution of the Board, which must indicate:
  - a) the research programme to which the contract is linked;
  - b) the specification of the competition sector referred to in Italian Ministerial Decree No 855 of 30.10.2015;
  - c) specification of one or more scientific disciplinary fields, where appropriate;
  - d) the location of the activities;
  - e) the type of employment (full-time or part-time);
  - f) the manner in which the position is to be financed, which, in the case of self-funding, shall be subject to the approval of the Board of Governors and shall include the gross deductions to be paid by the Employee and the charges to be paid by the Body;
  - g) the financial arrangements for senior contracts only, as provided for in Article 18 of these Regulations;
  - h) the maximum number of publications that applicants may submit for selection, which must not be less than 12;
  - i) the foreign language to be tested in the oral test.

- 3) The Board of Governors, on the basis of the three-year programme referred to in Article 18 - paragraph 2 of Italian Law No 240 of 30.12.2010, approves the proposals for the activation of contracts and, with exclusive reference to junior contracts, their extension.

#### **ART. 7**

##### **Call for applications**

- 1) The call for applications, issued by decree of the Director General, must contain:
- a) the type of contract (junior or senior);
  - b) the type of employment - full-time or part-time;
  - c) the object of the contract;
  - d) an indication of the specific research project/programme and its duration;
  - e) the teaching commitment assigned to the contractor;
  - f) the specification of the competition sector referred to in Italian Ministerial Decree No 855 of 30.10.2015;
  - g) specification of one or more scientific disciplinary fields, where appropriate;
  - h) the maximum number of publications, in any case not less than 12;
  - i) the foreign language that will be tested in the oral test to be held at the same time as the discussion of qualifications and publications;
  - j) the legal, financial and social security arrangements;
  - k) the relevant Department and the activity location;
  - l) the deadline for submitting applications to participate in the selection procedure;
  - m) the selection procedure with an indication of the requirements for participation and any preferential qualifications.
- 2) The call for applications is advertised in the Official Gazette of the Italian Republic, on the website of the competent Ministry and on the European Union Portal and published on the Politecnico di Milano website.
- 3) The deadline for submitting applications to participate in the selection procedure is at least 30 days from the day after the date of publication of the call for applications in the Official Journal.
- 4) The application for participation must be received by the competent Area of the Administration within the time limits set out in the call for applications and in the manner indicated therein.

#### **ART. 8**

##### **Selection Committee**

- 1) The Selection Committee consists of three full and associate professors, or equivalent if foreign, in accordance with the provisions of Italian Ministerial Decree No 662 of 01.09.2016, in the relevant sector, appointed by the Board of the Department concerned. As a rule, adequate gender representation is ensured. The Committee is composed of a majority of full and associate professors, or equivalent, from other universities, including foreign ones.
- 2) The following cannot be members of the Committee:
- a) those who have been convicted, even with a sentence that has not been finalised, of the offences referred to in Chapter I of Title II of Book II of the Italian Penal Code;
  - b) those who have a relationship of marriage or kinship or affinity up to and including the 4th degree, or a same-sex civil union relationship as regulated by Article 1 of Italian Law No 76 of 20.05.2016, or are in a state of de facto cohabitation as regulated by Article 1 - paragraphs 37 et seq. of Italian Law No 76 of 20.05.2016;
  - c) those who have obtained a negative assessment pursuant to Article 6 - paragraph 7 of Italian Law 240/2010.
  - d) Professors who have already been appointed, in the same calendar year, to 2 local committees of the Politecnico di Milano, relating to selection procedures for researchers on fixed-term contracts pursuant to Article 24, paragraph 3 of Italian Law No 240 of 2010.
- 3) The Selection Committee is appointed by Rector's Decree, published on the Albo Ufficiale di Ateneo (University Official Register) and on the University website.
- 4) Applicants have 30 days from the date of publication to submit any objections to the Committee members to the Rector.

- 5) ***The Committee may use telematic tools for formal meetings and carry out all its sessions remotely. The manner in which the session is held must be adequately recorded in the minutes. The public discussion of the qualifications and scientific production and the language test may be conducted electronically, in accordance with the procedures laid down in the call for applications.***
- 6) Members of the Selection Committee are automatically required to take part in the work, except in cases of force majeure. If members of the Committee do not participate in the work, ascertained by Rector's decree, the Committee itself shall be dissolved. Renunciation of the appointment or resignation of a Committee member due to unforeseen impediments must be adequately justified and documented, and shall take effect only after the Rector has issued a decree of acceptance.

## **ART. 9**

### **Applicants eligible for the selection procedure**

- 1) The selection procedure is open to Italian or foreign candidates with a PhD or equivalent qualification obtained in Italy or abroad.
- 2) With sole reference to senior contracts, applicants meeting the requirements set out in Article 4 above are eligible for selection.
- 3) The requirements referred to in the preceding paragraphs must be met on the closing date for the submission of applications for admission to the selection procedure.
- 4) Full and associate university professors and researchers already employed on a permanent basis, even if they have left the service, are not eligible for selection.
- 5) Also ineligible for admission are those who have had contracts as research fellows and researchers on fixed-term contracts in accordance with, respectively, articles 22 and 24 of Italian Law No 240/2010 at the Politecnico di Milano or at other Italian universities, whether state or non-state or online, as well as at the bodies referred to in paragraph 1 of article 22 of Italian Law No 240/2010 for a period which, added to the duration of the contract advertised, exceeds a total of 12 years, even if not consecutive. Periods of maternity or health leave in accordance with current legislation do not count towards the duration of these relationships.
- 6) Those who have a relationship of kinship or affinity, up to the 4th degree inclusive, with a professor belonging to the Department that has proposed the activation of the contract, or with the Rector, the Director General or a member of the Board of Governors may not participate in the selection procedures.
- 7) Exclusion from the selection procedure is ordered by reasoned decree of the Director General and notified to the person concerned.

## **Article 10**

### **Selection procedure**

- 1) The selection is carried out by means of an assessment of the applicants with a reasoned analytical judgement of the qualifications, the curriculum vitae and the scientific production, including the doctoral thesis, according to criteria and parameters, also recognised at international level, identified with Italian Ministerial Decree No 243 of 25.05.2011.
- 2) Applicants must submit, under penalty of exclusion from the selection procedure, all the documents required for evaluation in accordance with the procedures indicated in the call for applications.
- 3) At the first meeting, the Selection Committee will establish the criteria and parameters for the preliminary assessment and subsequent evaluation of the academic qualifications and scientific production, also in accordance with the research programme referred to in Article 6 - paragraph 2 - letter a) above. At the same meeting, the Committee also establishes the maximum score and the minimum score, below which the applicant is not eligible.
- 4) The criteria and parameters referred to in the previous paragraph shall be made public at least ten days before the preliminary assessment and the evaluation of the qualifications and scientific production and shall be published on the University website.
- 5) Following the preliminary assessment, the comparatively most deserving applicants, representing between 10 and 20% of the number of applicants and in any case not less than six,

are admitted to a public discussion of their qualifications and scientific production with the Committee. All applicants are admitted to the discussion if there are six or fewer of them.

- 6) The Committee discusses the qualifications and scientific production with the applicants. This discussion is not part of the evaluation but is aimed at awarding scores for qualifications and scientific production.
- 7) At the same time as the discussion of qualifications and scientific production, the Committee will hold an oral test to ascertain the applicant's adequate knowledge of the foreign language indicated in the call for applications.
- 8) After the discussion, scores are awarded for the qualifications and each of the publications submitted by the applicants invited to the discussion.
- 9) On the basis of the criteria and parameters established at the first meeting, the Committee will draw up a merit list, taking into account the scores obtained in the evaluation of the applicants' qualifications and scientific production.  
In the event of equal scores and preferential qualifications, preference shall be given to the younger applicant.

#### **ART. 11**

##### **Termination of the procedure**

- 1) The Committee must complete its work within four months of the date of publication of the decree of appointment. On a reasoned proposal by the Chairman, an extension of three months may be granted by the Rector.
- 2) The proceedings of the selection procedure are approved by decree of the Director General within 60 days of the delivery of the minutes to the competent office of the Administration. The proceedings are published on the University website.
- 3) The Board of the Department concerned formulates the proposal to appoint the applicant who comes first in the ranking list with the favourable vote of the absolute majority of the full and associate professors, or decides not to proceed with the appointment, giving reasons for the decision.
- 4) The proposal is sent to the Board of Governors for approval.
- 5) In the event that the applicant withdraws, the Department will formulate a new proposal for a call, according to the procedures set out in paragraph 3 above, based on the merit list referred to in Article 10 - paragraph 9.
- 6) The merit list ceases to be valid at the end of the probationary period of the person chosen.
- 7) Within 30 days of the Board of Governors' decision approving the proposed appointment, the successful applicant is asked to sign the employment contract in writing.
- 8) The contract must be signed within 30 days of receipt of this request.

#### **ART. 12**

##### **Stipulation of the employment contract and its duration**

- 1) The contract must indicate:
  - a) the start and end date of the employment relationship;
  - b) the required services;
  - c) the remuneration.
- 2) The employment contract is signed by the contractor and the Director General.
- 3) The probationary period lasts for three months of actual service and is evaluated by the Director of the Department.
- 4) The probationary period is suspended in the event of sick leave. In this case, the employee is entitled to retain his/her post for a maximum period of six months, after which the employment relationship is terminated.
- 5) Once the probationary period has ended without the employment relationship being terminated by either party, the contractor shall be deemed to be retained in service and seniority shall be recognised for all purposes from the day of recruitment.
- 6) In the event of termination, remuneration is paid up to the last day of actual service.



**Title III**  
**Direct appointment or appointment by high repute**  
**pursuant to Article 1 - paragraph 9 of Italian Law 230/2005, and subsequent amendments**

**Article 13**  
**Direct appointment pursuant to Article 1 - paragraph 9 of Italian Law 230/2005, and**  
**subsequent amendments**

- 1) The filling of fixed-term researcher posts by direct appointment may concern:
  - a) scholars who have been permanently engaged abroad in research or teaching activities at university level for at least three years, who hold an equivalent academic position at a foreign university or research institution, or who have already carried out a period of at least three years of research and teaching activities at Italian universities by direct appointment, authorized by the competent Ministry within the framework of the "*Rientro dei cervelli*" programme, and have achieved scientific results consistent with the post for which the appointment is proposed;
  - b) scholars who have been successful in specific highly qualified research programmes, identified by decree of the Italian Minister for Education, Universities and Research, after consulting the National Agency for the Evaluation of the University System and Research and the National University Council, and funded by the European Union or the relevant Ministry;
  - c) scholars of high and recognized scientific merit, selected in advance through national procedures, and in accordance with criteria designed to ascertain the excellence of individual scientific research paths.
- 2) The proposal must be approved by the Board of Governors, after assessing the economic and financial compatibility and the three-year planning.  
The Board of Governors' resolutions, together with the documentation deemed necessary, will be forwarded to the relevant Ministry, which may authorize the appointments. The Rector will then arrange for the contract to be signed.

**Title IV**  
**Conditions of employment**

**ART. 14**  
**Arrangements for the employment relationship**

- 1) Junior and senior contract staff work in agreement with the Head of the Department in which they work and the Research Coordinator.
- 2) Self-certification of teaching, supplementary teaching, student service and research activities is defined by the specific University Regulations pursuant to Article 6 - paragraph 14 of Italian Law No 240 of 30.12.2010.
- 3) Junior and senior contract staff are subject to the health checks provided for by Italian Legislative Decree No 81/2008 at the University's expense.
- 4) Disciplinary competence is governed by Article 10 of Italian Law No 240 of 30.12.2010.
- 5) In addition, the statutory provisions governing university researchers' eligibility to vote and stand for election to academic bodies, depending on the type of engagement, apply to junior and senior contract staff.
- 6) Contract staff may change, once only during the entire duration of the contract, the employment arrangements (full or part time) made when the contract was signed, subject to authorization by the Department to which they belong, which must guarantee financial sustainability in the event of a change from part time to full time.
- 7) Junior and senior contract staff are entitled to the provisions of Italian Legislative Decree No 151 of 06.03.2001 on the protection and support of maternity and paternity rights, of Italian Law No 104 of 05.02.1992 on welfare, social integration and the rights of disabled persons, and of Articles 37, 40 and 68 of Italian Presidential Decree No 3 of 10.01.1957, and subsequent amendments, on extraordinary leave

and leave of absence due to illness. Leave due to illness may not last for more than 12 months in the case of a three-year contract; in the case of a contract lasting less than three years, it must be proportionate to the period.

- 8) Junior and senior contract staff are also entitled to the provisions of Article 8 of Italian Law No 349 of 18 March 1958 concerning study leave, up to a maximum of 12 months per contract of employment.

#### **ART. 15**

##### **Extension of Junior contracts**

- 1) Activation of the extension procedure is proposed by the Department Board, in plenary session, subject to budget availability and on the basis of Department and University planning, taking into account legal constraints.
- 2) The Department Board's resolution must be sent at least four months before the expiry of the contract of the person concerned to the relevant service of the Central Administration and must indicate the financial arrangements and the members appointed to sit on the Selection Committee.
- 3) The Selection Committee is composed of three full and associate professors, ***also from outside the University***, who are not incompatible as per the terms of Article 8 - paragraph 2 of these Regulations, guaranteeing, as a rule, adequate gender representation.
- 4) The Administration will ask the person concerned to provide a report on the teaching and research activities carried out during the three-year period of validity of the contract.
- 5) The Rector appoints the Committee by means of a decree published on the Albo Ufficiale di Ateneo (University Official Register).
- 6) The Administration provides the Selection Committee with any documentation relevant to the evaluation.
- 7) The teaching, supplementary teaching and student service activities and scientific research carried out by the person concerned as part of their current contract will be assessed.
- 8) The Committee must conclude its assessment and provide the Administration, within 30 days from the date of publication of the Rector's decree of appointment on the University Official Register, with the report on the scientific and teaching suitability of the person concerned.
- 9) The Committee may use telematic tools for formal meetings and carry out all its sessions remotely, in a manner to be adequately recorded in the minutes.
- 10) The Administration prepares the Director General's approval decree, which will be sent to the Department together with the Committee's minutes.
- 11) In the event of a positive evaluation, the Department Board decides on the extension in a meeting restricted to full and associate professors, indicating and attaching the COAN (Analytical Accounting) documentation (in the event of self-funding). This resolution is submitted for the opinion of the Board of Governors.
- 12) The Board of Governors authorizes the extension at a meeting to be held no later than one month before the expiry of the contract.

#### **ART. 16**

##### **Termination of the employment relationship**

- 1) Termination of the employment relationship is determined by the expiry of the term or by the withdrawal of one of the parties and by any other cause of termination provided for by the legislation in force.
- 2) During the first three months, either party may terminate the contract at any time without notice or compensation in lieu of notice. Termination is effective from the time of communication to the other party.
- 3) After the period referred to in paragraph 2 of this article has elapsed and until the expiry of the term, the contract may still be terminated if there is a cause which, pursuant to Article 2119 of the Italian Civil Code, makes it impossible to continue the relationship, even temporarily. In the event of resignation, the contractor must give at least 30 days' notice, the period of notice beginning on the first or 16th day of each month. In the event of failure to give notice, the Administration has the right to withhold an amount corresponding to the employee's salary for the period of notice not given. Funds not used for the contract are returned to the Structures concerned.

## **ART. 17**

### **Incompatibility and further assignments**

- 1) Contracts are incompatible with:
  - any other employment relationship, including part-time or fixed-term, with public or private entities;
  - having been granted a temporary research fellowship, even at other universities;
  - doctoral and post-doctoral scholarships and, in general, with scholarships or fellowships also awarded by third parties, with the sole exception of scholarships aimed at supporting periods of travel to other national or international institutions to carry out collaborative research activities.
- 2) Full-time junior and senior contract staff are allowed to carry out additional teaching assignments, in addition to those indicated in Articles 3 and 4 above, in accordance with the procedures set out in the specific University Regulations.
- 3) For junior and senior contract staff, depending on the employment arrangements (full or part time), the provisions contained in the Regulations governing appointments outside the University for professors and researchers apply.
- 4) The contracts referred to in these Regulations do not give rise to any right of access to university posts.
- 5) Successful completion of the contracts referred to in these Regulations is an advantage in competitions for access to public administrations.

## **ART. 18**

### **Financial, tax, social security and insurance arrangements**

- 1) Junior contract staff are entitled, for the duration of the relationship, to an annual remuneration equal to the initial remuneration of a confirmed researcher, depending on the employment arrangements (full or part time).
- 2) For the entire duration of the relationship, senior contract staff are entitled to gross annual all-inclusive remuneration equal to the initial amount payable to a full-time confirmed researcher, increased by a maximum of 30%.
- 3) The gross annual remuneration is not subject to indexation or revaluation.
- 4) The employment relationship established between the Politecnico di Milano and the junior and senior contract staff is governed by the provisions in force on the subject, also as regards the tax, social security and insurance arrangements provided for income from employment.
- 5) The University also provides insurance cover for accident and civil liability risks.

## **ART. 19**

### **Procedures for the appointment of senior contract staff as associate professors**

- 1) In the third year of the senior contract, the Politecnico di Milano assesses the holder of this contract, who has obtained the scientific qualification as per Article 16 of Italian Law No 240/2010, for the purpose of being appointed to the role of associate professor. If the outcome of the evaluation, carried out on the basis of the criteria defined by Italian Ministerial Decree No 344 of 04.08.2011, is positive, the holder of the contract, on expiry of the same, is appointed to the role of associate professor, in accordance with the provisions of the Regulation governing the appointment of full and associate professors pursuant to Article 18 of Italian Law No 240 of 30.12.2010, and subsequent amendments.

**Title V**  
**Final provisions**

**Article 20**  
**Transitional and final provisions - Entry into force**

- 1) For all matters not expressly governed by these Regulations, reference is made to Italian Law 240/2010 and to the legislation in force on the subjects concerned.
- 2) These Regulations enter into force on **1 January 2021** and are published on the University website <http://www.normativa.polimi.it/>.

THE RECTOR  
Prof. Ferruccio Resta

Digitally signed in accordance with the Digital Administration Code