



Group	Date 18.04.2023	Purpose of meeting	Decisions
Steering Committee		Analysis of the GA formulated by the TWG Working Conditions and Social Security on C&C principles 22-35	GA approval, principles 22-28

Position	Name	Attendance
Rector	Francesco Mola	<input checked="" type="checkbox"/>
Deputy Rector	Gianni Fenu	<input type="checkbox"/>
Vice-Rector for Research	Luciano Colombo	<input checked="" type="checkbox"/>
Vice-Rector for International Affairs	Alessandra Carucci	<input checked="" type="checkbox"/>
Rector's Delegate for International Research Projects	Luigi Raffo	<input checked="" type="checkbox"/>
Rector's Delegate for Social Integration and Rights of People with Disabilities	Donatella Rita Petretto	<input checked="" type="checkbox"/>
Rector's Delegate for process and service quality	Elio Usai	<input checked="" type="checkbox"/>
General Director	Aldo Urru	<input type="checkbox"/>
President of the Guarantee Committee	Ester Cois	<input checked="" type="checkbox"/>
Coordinator of the University Quality and Assurance Presidium	Guido Ennas	<input checked="" type="checkbox"/>
Coordinator of the Doctoral Advisory Council	Giuseppe Sergioli	<input checked="" type="checkbox"/>
Coordinator of the University Assessment Unit (OIV)	Stefano Usai	<input checked="" type="checkbox"/>
Head of the Personnel, Organization and Performance Division	Fabrizio Cherchi	<input checked="" type="checkbox"/>
Head of the Research and Territory Division	Gaetano Melis	<input checked="" type="checkbox"/>
Responsible for the management of the HRS4R procedure in UniCa	Elisabetta Cagetti	<input checked="" type="checkbox"/>

Table Legend ☒ Present; ☐ Absent

The Steering Committee (SC) of UniCa internal structure gathers in the Council Room on April 18<sup>th</sup>, 2023, at 5:00 p.m.

Elisabetta Cagetti presents the document of the gap analysis formulated by the TWG Working Conditions and Social Security" to the SC members. This GAP analysis includes the highest number of principles to be analyzed, from n 22 to n 35.

Ester Cois, member of both SC and the TWG, has contributed to the draft of the document.

TWG has identified several gaps related to principles 22, 23, 26, 28, 30, 32, 34.

The SC analyses and comments on the gaps identified for principles 22,23,26,28 and suggests the following revisions:

Principle 22, recognition of the profession: add that PhD candidates do not consider themselves first stage researchers but students. Not all Departments have posted on their webpages the profile of doctoral candidates and postdocs researchers.

Principles 23 and 26: the gaps identified and the actions to be undertaken should be revised; SC invites the TWG to express better the identified gaps.



The SC approves the GAP analysis drafted by the TWG “Working Conditions and Social Security” on principles 24, 25, 27, 28. The SC will complete the analysis on the remaining principles in the next meeting on May 17<sup>th</sup>. Meeting ends at 8:00 pm.