



*Regulations for the assignment of research contracts  
pursuant to Article 22-ter of Law No. 240 of 30 December 2010*

**REGULATIONS FOR THE ASSIGNMENT OF RESEARCH CONTRACTS, PURSUANT TO ART. 22-  
TER OF LAW NO. 240 OF 30 DECEMBER 2010<sup>1</sup>**

*Summary*

Art. 1 - Subject matter of the regulation.....	3
Art. 2 - Characteristics of research assignments and eligibility of candidates .....	3
Art. 3 - Selection procedures .....	4
Art. 4 - Establishment of research positions through selection procedures (Art. 3, para. 1, letter a) .....	5
Art. 5 - Selection notice (Art. 3, para. 1, letter a) .....	6
Art. 6 - Selection committee (Art. 3, para. 1, letter a).....	7
Art. 7 - Selection procedures (Art. 3, para. 1, letter a).....	8
Art. 8 - Deadline for the procedure (Art. 3, para. 1, letter a).....	9
Art. 9 - Signing of the research contract.....	10
Art. 10 - Direct award of research contracts (Art. 3, para. 1, letter b).....	11
Art. 11 - Awarding of research assignments following prior selection of the researcher (Art. 3, para. 1, letter c) .....	12
Art. 12 - Rights and duties of the research assignment holder .....	13
Art. 13 - Industrial and intellectual property rights .....	13
Art. 14 - Incompatibility and additional research assignments .....	14
Art. 15 – Details of salary, taxation, social security and national insurance policies.....	15
Art. 16 - Extension of research assignments.....	15
Art. 17 - Renewal of research assignments .....	16
Art. 18 - Grounds for termination of employment.....	16
Art. 19 - Transitional and final provisions and their entry into force .....	17

<sup>1</sup> The University of Cagliari is fully aware of the importance of using appropriate gender language, as explicitly recognised in its documents (Gender Equality Plan, Gender Balance Report, Positive Action Plan). For the sake of simplification, in this document, all references to positions, professions, titles and functions reported and indicated in the inclusive masculine plural are also intended to refer to the corresponding feminine term.



## Art. 1 - Subject matter of the regulation

1. This regulation governs the procedures for awarding “research positions” pursuant to Article 22-ter of Law No. 240 of 30 December 2010. It is in line with the policies of the University’s Human Resources Strategy for Researchers for the implementation of the principles of the European Charter for Researchers<sup>2</sup>, with the aim of promoting an attractive research environment, particularly for younger researchers (junior researchers or R1-first stage researchers), through a comparative assessment of candidates, in line with the standards of open, transparent and merit-based recruitment (OTM-R-Open Transparent and Merit-based Recruitment).

## Art. 2 - Characteristics of research assignments and eligibility of candidates

1. The University of Cagliari may establish ‘research positions’ aimed at introducing students to research and innovation, under the supervision of a tutor.  
2. Research assignments may be awarded to young scholars who have obtained a master’s degree or single-cycle degree or equivalent, no more than six years previously and have a curriculum suitable for assisting in research activities.

For qualifications obtained abroad, equivalence with the corresponding Italian qualifications will be verified by the Selection Committee or by Scientific Coordinator for competitive research projects in the cases referred to in Articles 5 and 10 of these regulations, for the sole purpose of participation in the specific selection process or in direct appointments. Candidates must meet the eligibility requirements by the date of expiry of the notice referred to in Article 5 of these regulations, under penalty of exclusion. They must meet the requirements by:

- a) the deadline for the notice referred to in Article 5 of these regulations;
- b) the deadline for the submission of expressions of interest, in the case of direct appointment referred to in Article 10 of these regulations;
- c) the expiry date of the deadlines for the submission of the project referred to in Article 3 letter c) of these regulations.

3. The tutor is a university lecturer (Article 54, letter c of the Statute<sup>3</sup>), in the case of fixed-term researchers, provided that a number of years of service at least equal to the duration of the research assignment can be guaranteed; the research activities entrusted to the holder of the research assignment must be carried out under the said tutor’s guidance.

4. The minimum duration of each research assignment conferred on the same person by different institutions shall be one year, and the maximum duration, including any

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<sup>2</sup> Adopted by the European Council on 18 December 2023: [https://eur-lex.europa.eu/legal-content/IT/TXT/PDF/?uri=OJ:C\\_202301640](https://eur-lex.europa.eu/legal-content/IT/TXT/PDF/?uri=OJ:C_202301640)

<sup>3</sup> c) lecturers are defined as full and associate professors, and permanent or fixed-term researchers.



extensions or renewals, shall be three years, even if the assignment is not continuous.

5. The maximum term referred to in paragraph 4 may be waived solely for the purpose of implementing specific European Union research funding programmes within the framework of measures related to the Marie Skłodowska-Curie Actions (MSCA) programme.

6. When calculating the time limits referred to in previous paragraphs, periods of maternity or paternity leave, or leave taken for health reasons in accordance with current legislation, shall not be taken into account.

7. The total duration of contractual relations established pursuant to Articles 22, 22-bis, 22-ter and 24 of Law 240/2010 with the same person, even by different institutions, may not in any case exceed eleven years, even if not continuous.

8. Research assignments do not constitute an employment contract, nor do they entitle the researcher to access the institutions providing them. They cannot be counted for the purposes of Article 20 of Legislative Decree No. 75 of 25 May 2017.

9. Funding for the research assignment may come from: a) internal funds, including those not subject to reporting requirements; b) external funds, deriving from research projects financed by public or private entities, or from agreements and contracts entered by the University with public or private entities. Private bodies shall pay the amount corresponding to the cost of the research assignment in advance, either in one instalment or by providing a suitable guarantee, in accordance with the terms and conditions established in the agreement or contract.

10. Notwithstanding the provisions of Article 5 of Legislative Decree No. 49 of 29 March 2012 for universities and Article 9, paragraph 2, of Legislative Decree No. 25 of 25 November 2016, No. 218, for public research bodies, total expenditure on the tasks assigned under Article 22-bis of Law No. 240/2010 and under this regulation must not exceed the average expenditure incurred over the preceding three years on the awarding of research grants under Article 22 and on the stipulation of fixed-term research contracts under Article 24, paragraph 3, letter a) of the text in force prior to the entry into force of Law 79/2022, as shown in the approved budgets. This spending limit shall not apply where financial resources come from national, European or international research projects that are eligible for funding on the basis of competitive calls for proposals.

### Art. 3 - Selection procedures

1. Research positions are awarded through:

a) the completion of selection procedures, which follow the publication of selection notices. These procedures ensure the comparative evaluation of candidates through the examination of qualifications and publications and, where applicable, interviews conducted by a Selection Committee.



b) direct appointment through notices published on the University website, employing external resources obtained at national, international or European level through competitive calls for applications, for the purpose of collecting expressions of interest from candidates.

c) prior selection of the researcher by Ministries, the European Union (i.e. Marie Skłodowska-Curie MSCA programme, Seal of Excellence) or other public or private bodies recognised by the scientific/academic community, within the framework of competitive funding procedures, which provide for the appointment of the winner to the research position. In this case, the contract is approved by the Department Council.

#### Art. 4 - Establishment of research positions through selection procedures (Art. 3, para. 1, letter a)

1. Based on the financial resources available in the university budget and subject to the Academic Senate's opinion, the Board of Directors may decide to allocate funds to departments for financing research projects, provided that internal funds are used and the spending limit set out in Article 22-ter, paragraph 10, of Law 240/2010 is complied with.

2. The Department Council shall decide on the establishment of research positions within the limits of available financial resources and taking into account legal constraints. Establishment shall be ordered by the Head of Department. Where centralised administrative management of recruitment procedures for institutional research projects is necessary, the Board of Directors shall decide on the opening of the selection process, subject to the Academic Senate's opinion, and the Rector shall issue a decree to this effect. At other stages of the procedure, the Departmental Council's tasks are carried out by the Board of Directors, and the Head of Department's tasks are carried out by the Manager of the Directorate/Centre.

3. The resolutions referred to in the previous paragraph must indicate:

- a) the number of positions for which the procedure has been approved;
- b) the research programme to which the assignment is linked, containing detailed information on the specific duties assigned to the person in question;
- c) the tutor or the Scientific Coordinator for competitive research projects within which the research assignment is to be carried out;
- d) the group of academic research fields;
- e) one or more scientific/academic areas falling within the same group of academic research fields;
- f) the Department and the main location where the activities will be carried out;
- g) the details of the funding sources to be used to cover the cost of the assignment and, where applicable, the CUP (Unique Payment Code);
- h) the requirements for participation;



- i) the evaluation criteria, indicating the maximum scores to be awarded, which will total 100 points (in the case of an interview, with a maximum of 60 points awarded for qualifications and 40 for the interview);
- j) the amount of remuneration determined by the entity awarding the contract, in accordance with the provisions of Article 15 below;
- k) that the commitment to fulfill activities is consistent with the indications of the research programme to be carried out, for the sole purpose of accounting for the research projects on which the cost of the assignment is incurred.

### Article 5 - Selection notice (Article 3, paragraph 1, letter a)

1. In addition to the information required by the resolution referred to in Article 4, the selection notice must also contain:

- a) the selection procedures;
- b) the requirements for participation;
- c) the evaluation criteria and the relative maximum scores;
- d) the salary remuneration and social security provisions for the research assignment;
- e) the expected start date and duration of the assignment (minimum 12 and maximum 36 months);
- f) useful information for candidates submitting their application and project proposal;
- g) the procedures for summoning candidates to any interview;
- h) the deadline for submitting applications to participate in the selection process is 30 days from the day following the date of publication of the call for applications on the University's official website. In urgent cases, related to the University's participation in national, European or international calls for applications, a shorter deadline may be set, but will in any case be not less than 20 days;
- i) the sources of funding to cover the cost of the assignment (gross administration expenses) and, where applicable, the CUP (Unique Payment Code);
- j) the cost of the assignment (gross employee costs).

2. The call for applications is published on the website of the Ministry of University and Research, on the Euraxess portal of the European Union and on the University's website.

3. Under no circumstances may a PhD degree or previous postgraduate research assignments and/or scholarships be demanded as an entry requirement or as a preferential qualification.

### Art. 6 - Selection Committee (Art. 3, para. 1, letter a)

1. The Selection Committee is appointed by order of the Head of Department and designated by the Department Council after the deadline for the submission of applications.

2. The Committee shall consist of at least three members, ensuring adequate gender representation as a rule. Members shall be chosen from permanent and fixed-term



professors and researchers with research experience in the topics covered by the call for applications. At least one member shall belong to the group of academic research fields covered by the call for applications. Professors and researchers employed by foreign universities who hold an equivalent academic position, as defined by the relevant ministerial decree, may also be appointed.

3. The following persons may not be members of the Committee:

a) those who are married to, related to, or related by affinity up to and including the fourth degree, or in a civil partnership between persons of the same sex as regulated by Article 1 of Law No. 76 of 20 May 2016, or who are in a de facto cohabitation as regulated by Article 1 - paragraphs 37 et seq. of Law No. 76 of 20 May 2016 with the candidates or other members of the Committee;

b) those who are in a situation of conflict of interest or in a situation for which there are grounds for abstention as referred to in Article 51 of the Italian Code of Civil Procedure with the candidates or other members of the Committee.

4. In any case, the following persons may not be members of Selection Committees:

a) Specially appointed professors on fixed-term contracts pursuant to Article 1(12) of Law 230/2005;

b) Professors and Researchers who did not obtain a positive evaluation in the academic year preceding the date of the Committee's appointment decision, pursuant to Article 6, paragraph 7, second sentence, of Law No. 30 December 2010, No. 240;

c) those who have been convicted, even with a non-final judgment, for the offences provided for in Chapter I, Title II of Book Two of the Criminal Code;

d) those who are members of the Board of Directors and/or the Academic Senate of this University.

5. Each member of the Committee must verify and declare that they are not in any of the situations of incompatibility provided for in paragraphs 3 and 4 above;

6. A Committee member who is co-author of more than 50% of the scientific output of one of the candidates enrolled in the selection process shall be considered incompatible and must resign from the position, giving timely notice to the University.

7. Participation in the work procedure is an official duty for the members of the Selection Committee, except in cases of *force majeure*.

## Art. 7 - Selection procedures (Art. 3, para. 1, letter a)

1. The Committees may hold meetings electronically, including those relating to candidate interviews. In this case, the Committee must adopt the appropriate tools and measures to ensure transparency of operations and equal treatment of candidates, as well as the smooth and proper conduct of interviews and the utmost confidentiality of communications.



2. The selection is carried out through the comparative evaluation of candidates and is aimed at ascertaining, in line with the standards relating to open, transparent and merit-based recruitment, that they have a suitable curriculum vitae for assisting in the performance of the research and innovation activities indicated in the assignment.
3. Candidates must attach all documentation relevant to the evaluation in accordance with the methods indicated in the call for applications.
4. Candidates' qualifications are evaluated comparatively on the basis of the following criteria:
  - a) relevance and consistency of the candidate's studies with the research programme detailed in the assignment;
  - b) relevance and importance of previous research activities, as well as any work experience, in relation to the research activities covered by the assignment and any mobility experience;
  - c) relevance and significance of publications, such as theses and other scientific/academic output attached, with the research programme described in the assignment;
  - d) if the call for applications includes an interview, it must be an oral test to assess the candidate's aptitude and suitability for carrying out the research activity required for the assignment, as well as to assess their knowledge of English and/or other languages relevant to the research activities to be carried out.
5. At its first meeting, the Committee shall appoint its Chairperson and Secretary, who shall take the minutes, and shall predetermine the criteria and methods for evaluating qualifications and performance at interview.
6. The Committee shall forward the minutes, together with the criteria and scores adopted, to the person responsible for the procedure, who shall publish the minutes on the University website.
7. After appropriate evaluation and on the basis of the criteria established in the selection notice, the Committee shall collectively assign the relevant score for each individual evaluation criterion.
8. The scores for the evaluation of the criteria referred to in paragraph 4, letters a), b) and c) must be disclosed to candidates before any interview is conducted.
9. Candidates who have obtained a minimum score of 36 will be admitted to the interview. The interview will be announced at least 15 days in advance and will be communicated by email and/or published on the website, indicating the date, time and location of the interview. The interview may also be conducted remotely, using methods that allow for the verification of personal identity.
10. The Committee will draw up a merit-based ranking taking into account the scores achieved by the candidates.



11. Candidates who have obtained a score of at least 60/100 are considered eligible.
12. In the event of a tie, preference will be given to the younger candidate. If the candidates are of the same age, preference will be given to the gender that is less represented in the University among those holding research positions.

#### Art. 8 - End of the procedure (Art. 3, para. 1, letter a)

1. The Committee shall complete its work within two months of the date of publication of the appointment provision. The Head of Department may extend the deadline once, for a maximum of one month, if there are proven reasons reported by the Chairperson of the Committee.
2. If the deadline for completing the work expires without the delivery of the documents, the Head of Department shall declare the Committee dissolved and appoint a new one to replace it.
3. The documents shall consist of the minutes of each individual meeting, including the collective scores assigned by the Committee to each candidate. In the event of a committee member disagreeing with the evaluation of candidates, this may be expressed through a minority report.
4. If the Head of Department identifies any irregularities in the selection process, they shall return the documents to the Committee alongside a reasoned decision and a deadline for any necessary amendments.
5. The documents shall be approved by the Head of Department within fifteen days of their delivery to the department's offices. The order approving the documents shall be published on the university's website.
6. If the successful candidate declines to sign the research contract, or resigns within six months of signing it, the contract may be offered to another candidate, according to the order of priority established based on the Committee's ranking list.
7. For the purposes of the same research project and within six months of the start of activities, additional contracts for research assignments may be awarded to candidates who are successfully placed on the ranking list, provided that the availability of the relevant budgetary funds has been verified. The ranking list must be authorised by the Department Council.



## Art. 9 - Signing of the research contract

1. When signing the individual research contract, the university shall invite the interested party to submit the documentation required by current legislation.

The university will then invite the successful candidate, the recipient of the direct assignment or the winner of the advanced qualification programme referred to in Article 3 of these regulations to sign the research assignment contract in accordance with the university's standard contract template.

2. The interested party may request a postponement of the start date, provided that this is compatible with the project activities. Failure by the interested party to sign the contract within the specified time frame shall be considered a waiver of the position and involve removal from the ranking list.

3. The contract must specify:

- a) the start and end dates of the assignment;
- b) the main location where the assignment will be carried out;
- c) research assistance activities and any other additional specifications;
- d) the tutor or head of academic/scientific research;
- e) the identification of any competitive funding that will cover the cost of the research assignment and the relevant CUP (Unique Payment Code);
- f) the scientific-academic discipline and the group of scientific/academic research fields to which the research and innovation activities are related;
- g) indication of the gross salary;
- h) an indication of the procedures by which the holder of the assignment is required, at the end of the assignment, to submit a specific report on the results of the research to the relevant Department;
- i) indication of the causes for termination and the necessary notice periods;
- j) indication of the causes for withdrawal, pursuant to Article 2119 of the Italian Civil Code;
- k) aspects relating to intellectual property and data processing regulations and related confidentiality obligations;
- l) the commitment to comply with the obligations contained in the University's code of ethics and conduct.

4. The assignment must be signed by the researcher and the Head of Department.

5. The research appointee carries out research collaboration activities relating to the scientific-academic discipline and group of scientific/academic research fields indicated in the contract under the coordination and supervision of the tutor or the Scientific Coordinator for competitive research projects. In the event of withdrawal, remuneration is paid until the last day of actual service.

6. The contract does not constitute tenured employment, does not give rise to the right of access to the role of universities, public research bodies and institutions whose



scientific/academic specialisation diploma has been recognised as equivalent to a PhD degree pursuant to Article 74, fourth paragraph, of Presidential Decree No. 382 of 11 July 1980, nor can it be counted for the purposes of Article 20 of Legislative Decree No. 75 of 25 May 2017.

7. The performance of research activities outside the physical premises of the Department or Structure responsible for the assignment must be authorised in advance by the Head of Department, after consulting the tutor or Scientific Coordinator for competitive research projects.

8. Research assignment holders are entitled to mission allowances, as governed by the relevant regulations, for periods spent away from the premises, subject to prior authorisation by the tutor or Head of academic research and the Head of Department.

### Art. 10 - Direct assignment of research contracts (Art. 3, para. 1, letter b)

1. Pursuant to Art. 3, paragraph 1, letter b) of these Regulations, if funding comes from external sources at a national, international or European level, obtained through competitive calls for proposals, procedures can be initiated for the direct allocation of research assignments. These procedures involve publishing notices on the university website to attract expressions of interest from candidates.

2. The Scientific Coordinator for competitive research projects may request that the Head of Department initiate the direct award procedure. The relevant Department Council decides whether or not to activate the direct award procedure.

3. The decision of the Department Council referred to in paragraph 2 must contain:

- a) the number and duration of research assignments;
- b) the research programme covered by the assignment and the planned activities;
- c) the identification of the source of funding that will cover the cost of the research assignment
- d) and the relevant CUP (Unique Project Code);
- e) the requirements for the award of the research assignment;
- f) the deadline and procedures for submitting expressions of interest;
- g) the head of the scientific/academic research project supervising the holder
- h) of the research assignment;
- i) the Department where the research activity will be carried out;
- j) the group of academic research fields involved;
- k) one or more academic discipline sectors falling within the same group of academic research fields;
- l) the expected start date and duration of the assignment (minimum 12 and maximum 36 months);
- m) details of salary, taxation, social security and national insurance policies, in



accordance with the provisions in Article 14 of these regulations.

4. The direct appointment notice, published on the university website, must contain the information required by the appointment resolution and be published on the university website for at least 30 days. In urgent cases related to the university's participation in national, European or international calls for proposals, a shorter period may be permitted, but must be no fewer than 20 days.

5. The Scientific Coordinator for competitive research projects must issue a declaration confirming that there is no incompatibility or conflict of interest with the candidates, as set out at paragraphs 3, 4 and 6 of Article 6 of these regulations.

6. After the deadline for the submission of expressions of interest, the Scientific Coordinator for competitive research projects shall send the Head of Department a report indicating the candidates who have submitted expressions of interest, expressing a reasoned opinion on the suitability/unsuitability of each candidate to carry out the research programme, in relation to their scientific/academic and professional profile, and indicating the candidate to whom the assignment should be awarded.

7. The decision to award the position directly shall be announced by publishing the Head of Department's decision on the University website.

### Art. 11 - Awarding of research assignments following prior selection of the researcher (Art. 3, para. 1, letter c)

1. In the cases referred to in Art. 3, paragraph 1, letter c), the university may enter research contracts with the winners of research programmes funded by ministries, the European Union, and national and international public or private bodies. These programmes will be conducted in accordance with the principles of publicity and transparency and will involve a comparative evaluation to identify the beneficiary and draw up a contract with the host university.

2. In the cases referred to in paragraph 1, the contract may be entered without carrying out the selection process, incorporating the results of the selection made by the funding body or within the framework of an MSCA action, provided that it is carried out through a competitive procedure that is adequately documented and ensures the quality and correct nature of the selection.

3. For the purposes of contracting the winner, the host department must have approved the feasibility of the project and the activation of the research assignment for the selected scholar.

4. The assignment must be signed by the researcher and the Head of Department.

### Art. 12 - Rights and duties of the research assignment holder

1. The research assignment holder is required to carry out the research activity covered by



the assignment in its entirety, on a continuous basis and under the supervision of the tutor or head of scientific/academic research. This must be done within the limits of the research programme in which the assignment is included.

2. The holder has the right to use the equipment of the Department or Structure where they carry out their research activities and to use the services available to the University's permanent staff in accordance with the internal rules in force.

3. The holder is required to conduct their research activities in compliance with the Code of Ethics and Conduct, and with the University's regulations and policies on research, open access and, as provided for in Article 13 below, intellectual property.

4. The research fellow is required to submit, within the deadlines set out in the contract, a written report on the research activity carried out, previously approved by the tutor or the Scientific Coordinator for competitive research projects and the Head of Department. This shall be without prejudice to the provisions of national, international and European competitive projects, which have different requirements and timelines.

5. Upon request by the relevant Head of Department, the holder of the research assignment may be authorised by the university hospital or other public or private research bodies to access the premises to perform functional activities, including care work, relating to the research activities set out in their assignment.

### Art. 13 - Industrial and intellectual property rights

1. Intellectual and industrial property rights relating to the results of the research project are regulated in accordance with current legislation and the university's patent regulations for managing intellectual and industrial property rights relating to research activities. Where applicable, these rights are also regulated by the provisions of individual agreements with the universities and bodies involved.

2. The holder of a research position funded by an entity outside the University must read and accept the provisions relating to intellectual and industrial property contained in the agreement between the University and the funding body. The holder's inalienable moral right to be recognised as the author or inventor remains unaffected.

3. The research fellow is required to sign a specific confidentiality agreement in relation to confidential information, data and documents that may come to their knowledge in the course of their work at and/or on behalf of the University.

4. In any case, the research fellow is guaranteed the opportunity to publish results of their work, which must be planned in a way that protects any research results.

5. The intellectual and industrial property rights relating to any invention or creation achieved by the research project leader in the performance of their research activities belong to the University, without prejudice to the inventor's right to be recognised as the author, in accordance with the terms established by law and by the University Regulations.



## Art. 14 - Incompatibility and additional research assignments

1. Research assignments are incompatible with:

a) research contracts referred to in Article 22, post-doctoral positions referred to in Article 22 bis and contracts referred to in Article 24 of Law 240/2010 and cannot be enjoyed simultaneously by the same holder.

b) scholarships of any kind awarded by national or foreign institutions, except those aimed exclusively at international research mobility, including doctoral scholarships and payments related to medical specialisation contracts;

c) any other employment agreement, including part-time or fixed-term employment, with public or private entities;

d) attendance of bachelor's, master's or doctoral degree courses, or medical specialisation courses in Italy or abroad, without prejudice to the possibility of implementing specific European Union research funding programmes within the framework of actions related to the Marie Skłodowska-Curie (MSCA) programme;

e) holding research grants or other research positions not included among those indicated in letter a) of this paragraph, including at other universities or public research institutions.

Notwithstanding the above, the appointee may not, in any case, carry out activities that could give rise to a conflict of interest with the regular activities of the University.

2. The holder of the research position may carry out professional activities and enter into contracts that fall within the category of self-employment contracts, including teaching and research support activities, subject to written notification to the Head of Department and provided that such activity is declared by the Department Council to be compatible with the exercise of research activities, on the basis of a reasoned opinion from the Scientific Coordinator for competitive research projects, verifying that such activity does not interfere with the successful performance of the research assignment covered by the contract, does not involve a conflict of interest with the same, and are compatible with the contractual constraints and reporting rules established by the funding body.

3. Those ineligible to participate include anyone who has a degree of kinship or affinity, up to and including the fourth degree, with the tutor or the Scientific Coordinator for competitive research projects, or with a professor or researcher belonging to the Department or Structure responsible for the research assignment, or with the Rector, the Director General or a member of the University's Board of Directors.

4. Exclusion from the selection procedure may be ordered at any time by reasoned decision of the Head of Department and notified to the person concerned.

## Art. 15 - Details of salary, taxation, social security and national insurance policies



1. Researchers in positions as defined in Article 22-ter of Law No. 240 of 30 December 2010 shall receive remuneration determined by the Department Council for the entire duration of the contract, in relation to the required commitment and complexity of the activities to be performed.
2. The remuneration referred to in paragraph 1 must not be less than the amount set out in the Ministerial Decree of the Ministry of Universities and Research, No. 592 of 6 August 2025, including any subsequent amendments, additions or adjustments. This amount must be proportionate to the duration of the assignment and paid to the researcher in equal monthly instalments, net of charges payable by the administering body.
3. The minimum amount payable to the holder of the research assignment may be increased up to a maximum not exceeding the minimum remuneration provided for post-doctoral assignments, depending on the commitment required and the complexity of the activities to be carried out.
4. Without prejudice to the minimum remuneration, research assignments awarded to winners of high-level qualification programmes may, where the amount is determined by the funding body, provide for remuneration in excess of the limits set out in paragraph 3.
5. With regard to research assignments, pursuant to Article 22-ter of Law 240/2010, the following provisions apply in relation to taxation: the provisions of Article 4 of Law No. 476 of 13 August 1984, in matters of social security, the provisions of Article 2, paragraphs 26 et seq. of Law No. 335 of 8 August 1995, in matters of compulsory maternity leave, the provisions of the Decree of the Minister of Labour and Social Security of 12 July 2007, published in the Official Gazette No. 247 of 23 October 2007, and, with regard to sick leave, Article 1, paragraph 788, of Law No. 296 of 27 December 2006.
6. During the period of compulsory maternity leave, the allowance paid by the National Social Security Institute (INPS) pursuant to Article 5 of the aforementioned decree of 12 July 2007 shall be supplemented by the university up to the full amount of the remuneration for the research position.

#### Art. 16 - Extension of research positions

1. Upon the proposal of the tutor or the Scientific Coordinator for competitive research projects and for justified reasons relating to the completion or continuation of the research activities covered by the assignment, research positions may be extended for a maximum total duration of three years. Any extension to a research assignment must comply with the maximum total duration of three years, as set out in Article 22-ter, paragraph 7, of Law 240/2010. This applies even if the extension is not continuous. The maximum total duration of 11 years, as set out in Article 22-ter, paragraph 9, of Law 240/2010, must also be complied with.
2. The terms referred to in the previous paragraph may be waived solely for the purpose of implementing specific European Union research funding programmes within the



framework of actions related to the Marie Skłodowska-Curie Actions (MSCA) programme.

3. The extension of the research assignment must be decided by the Department Council, subject to budget availability and taking into account any legal constraints.

### Art. 17 - Renewal of research assignments

1. Research assignments may be renewed before their expiry date for reasons of research necessity that are adequately justified, upon the proposal of the tutor or the Scientific Coordinator for competitive research projects.

2. Any renewal of the research assignment must comply with the maximum total duration of 3 years referred to in Art. 2, paragraph 3, and the maximum total duration of 11 years referred to in Art. 2, paragraph 5, of these Regulations.

3. The renewal of the research assignment must be decided by the Department Council, within the limits of the available budget and taking into account any legal constraints.

### Art. 18 - Grounds for termination of employment

1. The termination of the employment contract may be due to forfeiture, expiry of the term, withdrawal by one of the parties, or any other cause of termination provided for by current legislation.

2. Each of the contracting parties may withdraw from the contract before the expiry of the term if a cause arises which, pursuant to Art. 2119 of the Italian Civil Code, means the work agreement cannot continue, even temporarily, or if unexpected circumstances arise.

3. The cancellation of the recruitment procedure shall constitute a valid condition for the termination of the contract, without the obligation to give notice.

4. If the research fellow does not continue the activity required by the research programme without justified reason or is responsible for serious or repeated misconduct, the contract may be terminated upon the reasoned request of the tutor or the Scientific Coordinator for competitive research projects project and by resolution of the Department Council.

5. The research fellow may withdraw from the contract at any time, with written notice of not less than thirty days, addressed to the Head of Department and the tutor or the Scientific Coordinator for competitive research projects. Failure to give notice shall result in the withholding of the remuneration corresponding to the period of notice not given.

### Art. 19 - Transitional and final provisions and their entry into force

1. For anything not expressly provided for in these Regulations, the current provisions of law and the Statutes and Regulations of the University of Cagliari shall apply.

2. These Regulations, adopted pursuant to Law 168/1989, are issued by decree of the Rector and published on the University's website. They shall enter into force on the day following their publication.



**Disclaimer: This English translation of the original text in Italian is provided for information purposes only. In case of a discrepancy, the original Italian document will prevail.**