



**Decree of the Rector n. 361 of 17/04/2024**

Competition for awarding 1 research grant at the University of Udine

**DISCLAIMER:**

The official and legally binding call for applications is in Italian only.

This document cannot be used for legal purposes and is only meant to provide information in English on the call for applications (Decree of the Rector n. 361 of 17/04/2024). Please refer to the official call published on: <https://www.uniud.it/it/albo-ufficiale>

Any change and integration will be made available on the above-mentioned web page. Therefore, no personal written communication regarding the examination date and/or competition results shall be provided to applicants.

**Annex 1**

**Call for applications for the award of 1 grant for the performance of research activities at the University of Udine on the topic "Accessibility and work participation of persons with disabilities" SSD: IUS/07 (principal investigator, Anna Zilli)**

**Art. 1**

A selection proceeding is hereby announced for the award of 1 research grant at the University of Udine for the performance of the research activity identified in Annex A, which forms an integral and substantial part of this call. The research grant is linked to the research project on which it is based and is subject to the corresponding financial coverage.

The grant may be renewed with the winner in accordance with the provisions of Article 22 of Law no. 240 of 30 December 2010 (in the text prior to Leg. Decree no. 36 of 30 April 2022, converted with amendments by Law no. 79 of 29 June 2022) and the Regulations of the University of Udine for the awarding of research grants issued by Rector's Decree no. 182 of 31 March 2021, in the presence of a positive assessment by the scientific supervisor of the activity carried out by the research fellow, adequate scientific justification and related financial coverage, within the limits set out in Article 3, letters b) and c) below.

The research grant does not entitle the successful candidate to any rights as regards access to University roles.

Any personal communication to candidates relating to this selection will be sent exclusively to the email address indicated in the application form.

**Art. 2**

The activities covered by the research grant referred to in this call for competition and the admission requirements are indicated and described in Annex A. Failure to meet the admission requirements at the time of applying shall result in the **exclusion** of the candidate from the selection process.

Possession of a PhD qualification or equivalent qualification obtained abroad or, for the sectors concerned only, of a medical specialisation qualification accompanied by an adequate scientific production, constitutes a preferential



requirement for the awarding of the grant envisaged for this selection, if it has not been mentioned as an admission requirement.

The Selection Board shall assess, for the sole purpose of admission to the competition, the suitability of any qualification obtained abroad, without prejudice to the assessment of the medical specialisation qualification to which Article 38, paragraph 3.1 of Legislative Decree 165/2001, as amended, and the relevant Community regulations apply.

The Board assesses the qualification obtained abroad based on the relevant documentation enclosed with the application to take part in the selection and may exclude the candidate if the submitted documentation does not provide sufficient elements for the assessment.

Candidates are therefore invited to enclose all documentation in their possession relating to their qualifications in order to provide the Board with sufficient elements to assess their position.

Candidates are admitted to the selection process subject to a reservation and their exclusion, for failure to meet the requirements, may be ordered at any time by reasoned decision.

#### Art. 3

The research grant referred to in this call cannot be awarded to the following subjects:

- a) Employees of Universities and the entities referred to in Article 22(1) of Law no. 240 of 30 December 2010 (in the text prior to Leg. Decree no. 36 of 30 April 2022, converted with amendments by Law no. 79 of 29 June 2022).
- b) Recipients of previous research grants pursuant to Law no. 240 of 30 December 2010, for the maximum period allowed by the regulations, excluding the period in which the grant was received in conjunction with a PhD, up to the legal duration of the relevant course.
- c) Those who have already been awarded research grants and fixed-term researcher contracts pursuant to Law no. 240 of 30 December 2010 for a total of 12 years, even if not consecutive.
- d) Those who have a degree of kinship or relationship, up to and including the fourth degree, with:
  - The Rector, the Director General or a member of the Board of Directors of the University of Udine.
  - The principal investigator or a professor/researcher belonging to the department or structure of interest where the research grant activity takes place.

The research grant referred to in this call cannot be cumulated with the following:

- a) Awarded scholarships of any kind, except those granted by national or foreign institutions useful for supplementing, by means of stays abroad, the fellow's training or research activities.
- b) Other research grants.
- c) Employment relationships, even if part-time, without prejudice to the provisions of the regulations for employees of public administrations.

The grant referred to in this call is also incompatible with simultaneous attendance of degree courses, master's degrees, and PhDs with scholarships and medical specialisation, in Italy and abroad.

Persons who have been convicted of a criminal offence resulting in disqualification from holding public office or inability to contract with the public administration as a secondary penalty are not eligible for selection.



Art. 4

Applicants must submit, in the manner described in Article 5 below, the application to take part in the selection, duly signed in handwritten or digital form. An application without a signature will result in the **exclusion** of the candidate, except in the case of access through the use of the Public Digital Identity System (SPID) in which case the signature will not be necessary.

The application must be uploaded in its entirety (i.e., every page), **otherwise** the applicant will be **excluded** from the selection.

Applicants must enclose the following with their application for participation in the selection, **under penalty of exclusion**:

1. The professional scientific *curriculum vitae* in Italian or English or one of the additional languages, if any, indicated in Annex A, highlighting the candidate's aptitude for carrying out and implementing the research programme.
2. Copy of valid identity document or other identification document. Citizens of non-EU countries must enclose a copy of their passport.
3. Limited to citizens of non-EU states residing or authorised to reside in Italy, a copy of their residence permit or authorisation to reside in Italy.
4. For candidates who cannot provide a self-certification under the conditions set out below, documentation proving possession of the academic qualification required for admission to the selection. Possession of a higher academic qualification does not exempt the candidate from producing such documentation, which, if missing, will result in exclusion:
  - **Candidates who are Italian citizens or citizens of a European Union Member State** must submit a declaration in lieu of certification and, if necessary, a notarial deed regarding the academic qualification needed for admission (indicating the academic qualification, the academic institution awarding the qualification, the year it was awarded and the mark obtained) and the publications and other qualifications held, indicating for each one all the identification details necessary for the Board's assessment. **The application for participation counts as a declaration in lieu of certification of the declared academic qualification.** If the subject matter of the declaration is not clearly identified in terms of its nature, duration, time setting and institution concerned, the selection board will disregard it. The Administration reserves the right to carry out appropriate checks on the truthfulness of the content of the declarations made; in the event of a false declaration, the provisions of Article 76 of Presidential Decree no. 445/2000 and Articles 483, 485, and 486 of the Italian Criminal Code shall apply. The University will not take into account any certificates attached by candidates who are Italian citizens or citizens of a state belonging to the European Union.
  - **Citizens of a non-European Union State** must submit documents and qualifications in Italian or English or one of the additional languages, if any, indicated in Annex A, under penalty of exclusion from the selection or, as the case may be, non-assessment.  
Documents and titles, originally in a different language, must be accompanied by a translation, made by the candidate under his or her responsibility, into Italian or English or any other language indicated in Appendix A. With reference to the dissertation only, the translation may be limited to an extended abstract.
  - **Citizens of a non-EU State regularly residing in Italy** may use declarations in lieu of certification only in respect of states, personal qualities or facts that can be certified or attested to by Italian public bodies, without prejudice to the special provisions contained in the laws and regulations governing immigration and the status of foreigners.
  - **Citizens of non-EU states authorised to reside in Italy** may use the aforementioned declarations in cases where they are produced pursuant to international conventions between Italy and the declarant's country of origin.



Applicants may also enclose with their application for assessment purposes their publications and any other qualification deemed useful to prove their qualification in relation to the research programme described in Annex A and to certify any research activity carried out in public and/or private entities (with the indication of the starting date and duration). The submission modalities are similar to those indicated in point 4 of the previous paragraph.

Only the qualifications possessed by the candidate on the date of submission of the application for selection and presented in accordance with Article 5 will be assessed.

Any exclusion from the selection procedure due to lack of eligibility requirements, absence of mandatory documents, failure to sign the application to take part in the selection or submission of the application in a manner other than that provided for in this call will be communicated to the parties concerned exclusively by email to the email address indicated in the application to take part in the selection.

#### Art. 5

Registration for this selection will begin on April 26, 2024 at 2:00 pm (Italian time) and will end on May 2, 2024 at 2:00 pm (Italian time).

The application to take part in the selection must be completed, under penalty of exclusion, using the appropriate online procedure, available at <https://pica.cineca.it/>.

For those who do not already have a user account, the procedure involves a registration phase for the applicant, and a subsequent phase for completing the application online.

Once completed, the application must be signed in the manner (handwritten signature, with attached identity document, or digital signature) described in the online procedure, under penalty of exclusion from the selection. The application does not have to be signed if the above-mentioned online procedure is accessed using the Sistema Pubblico di Identità Digitale (SPID - Digital ID Public System). In the case of a handwritten signature, the applicant must upload the application to the system in its entirety. The information entered in the application form shall constitute a declaration in lieu of certification and affidavit, pursuant to Articles 46 and 47 of Presidential Decree no. 445/2000.

The qualifications referred to in Article 4 must be attached to the application in .pdf format. Individual files, in .pdf format, may not exceed 30MB in size.

It is not permitted to submit attachments to the application in the form of links to files residing on "online storage/file sharing" services or web pages. Reference may not be made to documents or publications submitted to this or other administrations or documents attached to the application for participation in another selection procedure.

The application for participation in the selection is automatically sent to the University of Udine with the final closure of the online procedure.

The University Administration:

- accepts no liability if it is impossible to read the submitted documentation in electronic format due to damaged files;
- does not accept or take into consideration qualifications or documents received in paper form or by any other means than those specified in this article.



The Administration accepts no liability in the event of incorrect indication by the candidate of his/her email address or in the event of failure or delay in communicating a change in the email address indicated in the application, nor for any digital transmission errors attributable to third parties, unforeseeable circumstances or force majeure.

Applicants are advised not to wait until the last few days before the deadline to submit their application. The University accepts no liability for any malfunctions due to technical problems and/or overloading of the communication line and/or application systems.

#### Art. 6

The selection test takes place according to the modalities set out in Annex A.

The test will aim to ascertain the candidates' preparation, experience and research aptitude. It will consist of an assessment of the professional scientific curriculum, publications and titles submitted, and an interview, where applicable.

Failure of the candidate to attend the interview will be considered as withdrawal from the selection, whatever the cause.

Candidates who intend to avail themselves of the benefits provided for by Article 20 of Law no. 104 of 1992 (need for assistance, possible use of additional time for the performance of examination tests) in relation to their disability situation, must declare this and accompany the application with appropriate medical certification in order to allow the Administration to prepare in time the means and tools to guarantee the statutory benefits; failure to submit the medical certification exempts the Administration from any obligation in this regard.

#### Art. 7

The Competition Selection Board is identified in Annex A to this call, of which it forms an integral part. At its first meeting, the Board appoints the Chairperson and the Secretary taking the minutes, and establishes the criteria and procedures for assessing the qualifications and the interview, where applicable.

The results of the assessment must be made known to the parties concerned at the interview, where provided for.

The Board can attribute to the selection a total number of 100 points (one hundred hundredths). At the end of its work, the Board formulates the overall merit list based on the total marks obtained by each candidate and draws up the minutes of the competition operations.

The grant may be awarded, subject to the ranking list, to candidates who have obtained a minimum overall mark of 70/100 (seventy hundredths).

The Board's judgement is final on the merits.

The ranking list will be made public exclusively by publication on the University's official notice board; the outcome of the assessment will not be the subject of personal communication to candidates.

Those who do not declare their acceptance of the research grant and do not present themselves at the structure where the research activities are to be carried out to sign the contract by the deadline communicated by the same to the email address indicated by the candidate in the application shall forfeit their right to the research grant, except for health reasons or reasons of force majeure duly documented and promptly notified.



Candidates holding qualifications obtained abroad, if successful, must submit the following, if not already attached to the application:

- **For degrees issued by a country that is a party to the Lisbon Convention (<https://www.enic-naric.net/>), the following documentation:**
  - *Supplement* Diploma or similar certificate in English issued by the competent University.
  - "Certificate of Verification of Foreign Qualification - CIMEA" issued by CIMEA (Centre for Information on Academic Mobility and Equivalences) via the "*diplome*" service at <https://cimea.diplome.eu/udine/#/auth/login>
- **For degrees issued by a country not party to the Lisbon Convention (<https://www.enic-naric.net/>), one of the following options:**
  - Declaration of the on-site value of the qualification held and the certificate relating to the qualification with examinations and grades. The certificate in a language other than Italian or English must be accompanied by an official translation into one of those languages (certified by the competent diplomatic-consular authority or sworn at a court in Italy).
  - "Certificate of Comparability and Verification of Foreign Qualifications - CIMEA" issued by CIMEA (Centre for Information on Academic Mobility and Equivalences) via the "*diplome*" service at <https://cimea.diplome.eu/udine/#/auth/login>

If the aforementioned documentation is not available at the time of the conclusion of the contract, the candidate must prove that he or she has requested it and submit it as soon as possible; if it is not submitted within six months of the start of the contract, the candidate will forfeit the contract and will be required to repay any related sums received to date.

#### Art. 8

The research activity cannot be started before the contract defining the terms of the collaboration is signed.

The activity covered by the research grant must have the following characteristics:

- a) Be carried out in the context of the research programme covered by the grant and not be a purely technical support to the same.
- b) Close connection with the implementation of the research programme that is the subject of the relationship with the winner.
- c) Having a continuous and in any case temporally defined character, not merely occasional, and in coordination with the overall activity of the University.
- d) Performance in a condition of autonomy, within the sole limits of the programme prepared by the Head of the same, without predetermined working hours.

The research fellow is obliged to submit a detailed written report on the work carried out and the results achieved, together with the opinion of the scientific supervisor, to the reference structure within the deadlines laid down in the contract. The research fellow will also have to submit interim reports and time sheets if requested by the reference structure and/or the scientific supervisor.

The research fellow is bound to strict confidentiality regarding the data and information to which he/she becomes privy in the course of his/her research activity. At the request of the scientific coordinator, he/she will be required to sign an appropriate confidentiality agreement.

The industrial property rights to the results obtained by the research fellow in the performance of the research activity belong exclusively to the University, without prejudice to the moral right of the research fellow to be recognised as an author or inventor.



The University reserves the right to revoke this call for competition for reasons of public interest, should the research project and/or the financial backing on which the research grant is based cease to exist. Should these causes arise after the contract has been signed, the University may terminate the contract without notice.

**Art. 9**

The following apply to the grant under this call:

- On tax matters, the provisions of Article 4 of Law no. 476 of 13 August 1984, as amended.
- On social security matters, the provisions of Article 2(26) et seq. of Law no. 335 of 8 August 1995, as amended.
- On compulsory maternity leave, the provisions of the Ministerial Decree of 12 July 2007.
- On sick leave, the provisions of Article 1(788) of Law No 296 of 27 December 2006, as amended.

During the period of compulsory maternity leave, the allowance paid by INPS pursuant to Article 5 of the Ministerial Decree of 12 July 2007 is supplemented by the University up to the full amount of the research grant.

The grant will be paid in monthly instalments in arrears.

**Art. 10**

The data collected as part of the procedure referred to in Article 5 is necessary for the proper management of the selection procedure, for the possible subsequent management of the research grant and purposes related to the management of the services provided by the University. The University of Udine is the Data Controller. At any time, the data subject may request access, rectification and, compatibly with the institutional purposes of the University, cancellation and restriction of processing or may object to the processing of his/her data. He/she can always lodge a complaint with the Italian Data Protection Authority. The full information is available on the University of Udine website in the "Privacy" section accessible from the home page [www.uniud.it](http://www.uniud.it) Direct Link: <https://www.uniud.it/it/it/pagine-speciali/guida/privacy>

**Art. 11**

For any matters not expressly mentioned in this call, reference is made to the relevant regulations in force cited in the introduction and to the "Internal regulations for the award of research grants pursuant to Law no. 240 of 30 December 2010" of the University of Udine issued by Rector's Decree no. 182 of 31 March 2021.

**Art. 12**

The official in charge of the proceeding is Dr. Sandra Salvador, Head of the Research Services Area of the University of Udine.

The reference office at the University of Udine is the "Area Servizi per la Ricerca - Ufficio Formazione per la Ricerca", Via Mantica 31 - 33100 Udine.

To request information on the call, please complete the following form available on the University of Udine website: [https://helpdesk.uniud.it/SubmitSR.jsp?type=req&accountId=universityofudine&populateSR\\_id=42105](https://helpdesk.uniud.it/SubmitSR.jsp?type=req&accountId=universityofudine&populateSR_id=42105)



## Annex A

### Responsabile scientifico della ricerca / Principal investigator:

Nome e cognome / Name and surname: Anna Zilli  
Qualifica / Position: Professoressa Associata / Associate Professor  
Dipartimento / Department: Scienze Giuridiche (DISG) / Legal Sciences  
Area MUR / Research field: 12 - Scienze giuridiche  
Macrosettore concorsuale e Settore scientifico disciplinare / Scientific sector: 12/B2 - IUS/07 (Diritto del lavoro)

### Titolo dell'assegnio di ricerca / Topic of the research fellowship "assegnio di ricerca":

*I bandi sono consultabili dal sito dell'Ateneo, del MUR e di Euraxess / The calls are available on the University, MUR and Euraxess websites*

#### Testo in italiano:

Accessibilità e partecipazione al lavoro delle persone con disabilità.

#### Text in English:

Accessibility and work participation of persons with disabilities.

### Obiettivi previsti e risultati attesi del programma di ricerca in cui si colloca l'attività dell'assegnista di ricerca / Foreseen objectives and results of the research programme performed by the research fellow "assegnista di ricerca":

*I bandi sono consultabili dal sito dell'Ateneo, del MUR e di Euraxess / The calls are available on the University, MUR and Euraxess websites*

#### Testo in italiano:

Nella prospettiva ESG «oggi si parla molto di energie e di risorse rinnovabili e di economia circolare. Tuttavia, quasi sempre ci si dimentica che la risorsa più rinnovabile in assoluto è rappresentata dalle caratteristiche e dalle energie delle persone. Si tratta di potenzialità che si sviluppano con l'età, la formazione, l'esperienza, ma soprattutto se sono esercitate» (Borgonovi, 2019). In questo senso, le persone con disabilità rappresentano una potenzialità inespressa nel mercato del lavoro. Dal punto di vista definitorio, è ormai pienamente accolta la lettura cd. "bio-psico-sociale" della disabilità, che identifica quest'ultima nell'esito dell'interazione fra le menomazioni della persona e le barriere di diversa natura, che ne ostacolano la piena ed effettiva partecipazione nella società (Organizzazione Mondiale della Sanità, 2001). In questo contesto, già la Convenzione delle Nazioni Unite sui «Diritti delle persone con disabilità» del 13 dicembre 2006 si poneva l'obiettivo di «promuovere, proteggere e assicurare il pieno ed uguale godimento di tutti i diritti umani e di tutte le libertà fondamentali da parte delle persone con disabilità, e promuovere il rispetto per la loro intrinseca dignità» (art. 1, c. 1, Conv.).

Infatti, secondo i più recenti dati Istat, in Italia vi sono oltre 13 milioni di persone con disabilità; più di un italiano su 5. Ma soltanto l'11,9% delle persone con disabilità è occupato. La scarsa partecipazione al mondo del lavoro, quindi la ridotta capacità di produrre reddito, fa sì che le famiglie in cui vivono persone con disabilità abbiano seri problemi economici. Inoltre, per effetto delle ingenti spese che le famiglie devono sostenere per le cure e l'assistenza, il reddito è largamente insufficiente rispetto ai bisogni: il 32,1% delle persone con disabilità è a rischio di povertà o di esclusione sociale e circa un quinto è in condizione di grave deprivazione materiale. Supportare l'inclusione e la partecipazione delle persone disabili contribuisce pertanto a migliorare la condizione economica degli stessi e delle loro famiglie, nonché del Paese nel complesso.

I temi dell'accesso e della permanenza nel mondo del lavoro delle persone con disabilità rappresentano questioni cruciali del nostro tempo, sia come diritti fondamentale del diritto antidiscriminatorio e della giustizia sociale, sia come garanzia di accresciuto benessere per le persone e per la società.

Nel contesto nazionale, la partecipazione delle persone con disabilità nel mercato e rapporto di lavoro è stata da principio affrontata con riferimento al (solo) accesso al lavoro (L. n. 428/1968, oggi L. n. 68/1999), poi attraverso un intervento di portata organica (L. n. 104/1992), in cui è stata presa in esame anche la *quaestio* dell'accessibilità. Essa è stata quindi declinata prevalentemente con riferimento ai profili edilizi (rimozione delle





barriere architettoniche e degli ostacoli alla piena fruizione degli spazi urbani) e, in un secondo momento, estesa alle infrastrutture *informatiche* (ex L. n. 4/2004, contenente disposizioni per l'accesso, in condizioni di pari opportunità, agli strumenti informatici e ai servizi pubblici da parte delle persone con disabilità) e, infine, *digitale* (D.lgs. n. 106/2018). Accanto a questi profili, con riferimento al rapporto, si è onerato l'Inail del «reinserimento e di integrazione lavorativa delle persone con disabilità da lavoro, da realizzare con progetti personalizzati mirati alla conservazione del posto di lavoro o alla ricerca di nuova occupazione, con interventi formativi di riqualificazione professionale, con progetti per il superamento e per l'abbattimento delle barriere architettoniche sui luoghi di lavoro, con interventi di adeguamento e di adattamento delle postazioni di lavoro» (art. 1, comma 166, L. n. 190/2014). Accanto al riconoscimento del carattere «relazionale» della disabilità, la Convenzione UN fonda il processo di realizzazione delle pari opportunità sul «principio generale» della «accessibilità» [art. 3, lett. f), Conv.], ritenuto idoneo a «consentire alle persone con disabilità di vivere in maniera indipendente e di partecipare pienamente a tutti gli ambiti della vita» (art. 9, Conv.), ivi compreso quello lavorativo (art. 27, Conv.). La accessibilità si configura, quindi, quale «precondizione» per riequilibrare gli svantaggi sofferti dalle persone con disabilità, che ne pregiudicano la effettiva partecipazione alla società e al mercato del lavoro e le opportunità di determinarsi autonomamente.

L'esperienza pandemica ha inciso profondamente sul mercato e rapporto di lavoro e sulla fruizione dei servizi pubblici. Quanto ai primi, la pandemia «dei fragili», che ha coinvolto in particolar modo le persone con disabilità, ha dato in lascito la prospettiva del lavoro da remoto come misura di cd. accomodamento ragionevole (come definito nell'art. 2, comma 4, Convenzione ONU cit.); si tratta però di una prospettiva che, per potersi concretizzare, richiede una compiuta accessibilità digitale delle organizzazioni. Relativamente ai servizi pubblici, l'esperienza emergenziale, oramai consolidata, ha mostrato profonde innovazioni sia nella produzione (di servizi da remoto o per il tramite dell'AI), sia nella fruizione da parte dei cittadini. La «piena accessibilità, fisica e digitale» della p.a., del mercato e nel rapporto di lavoro per le persone con disabilità (L. n. 227/2021) diviene così sia la garanzia per la loro piena inclusione sociale in condizioni di parità con gli altri.

In relazione al progetto PRIN INSPIRE, il progetto di ricerca si propone di: a) verificare le attuali condizioni occupazionali delle persone con disabilità in Italia, anche nella prospettiva intersezionale; b) ricostruire lo stato dell'arte in materia di accessibilità degli ambienti, fisici e digitali, con riferimento all'ambito giuslavoristico, specialmente in relazione alla recente L. delega del 2021 e correlati decreti attuativi; c) realizzare una *literature review* sul tema della accessibilità come strumento di inclusione e partecipazione.

#### Text in English:

In the ESG perspective "Today there is a lot of talk about renewable energy and resources and the circular economy. However, we almost always forget that the most renewable resource of all is represented by the characteristics and energies of people. These are potentials that develop with age, training, experience, but above all if they are exercised" (Borgonovi, 2019). In this sense, people with disabilities represent an untapped potential in the labour market. From a definitional point of view, the fully accepted definition of disability refers to "bio-psycho-social" issues, and identifies the latter in the outcome of the interaction between the person's impairments and the barriers of different nature, which hinder their full and effective participation in society (World Health Organization, 2001). In this context, the United Nations Convention on the Rights of Persons with Disabilities of 13 December 2006 already set itself the objective of "promoting, protecting and ensuring the full and equal enjoyment of all human rights and fundamental freedoms by persons with disabilities, and promoting respect for their inherent dignity" (art. 1, c. 1, Conv.).

According to the most recent ISTAT data, there are over 13 million people with disabilities in Italy; more than one in 5 Italians. But only 11.9% of people with disabilities are employed. Low participation in the labour market, and therefore a reduced ability to produce income, means that households with people with disabilities have serious economic problems. In addition, because of the high costs that families must bear for care and assistance, income is largely insufficient compared to needs: 32.1% of people with disabilities are at risk of poverty or social exclusion and about a fifth are in conditions of severe material deprivation. Supporting the inclusion and participation of people with disabilities therefore contributes to improving the economic condition of people with disabilities and their families, as well as the country.

The issues of access to and permanence in the world of work for people with disabilities are crucial issues of our time, both as fundamental rights of Non-discrimination law and social justice and as a guarantee of increased well-being for individuals and society. In the national context, the participation of people with disabilities in the labour



market and relationship was initially addressed concerning (only) access to work (Law no. 428/1968, now Law no. 68/1999), then through an organic intervention (Law no. 104/1992), in which the question of accessibility was also examined. It was therefore mainly declined regarding building profiles (removal of architectural barriers and obstacles to the full use of urban spaces) and, subsequently, extended to IT infrastructures (under Law no. 4/2004, containing provisions for access, in conditions of equal opportunities, to IT tools and public services by people with disabilities) and, finally, digital (Legislative Decree no. 106/2018).

Alongside these profiles, concerning the report, Inail has been responsible for the "reintegration and work integration of people with disabilities from work, to be carried out with personalized projects aimed at keeping their jobs or looking for new employment, with training interventions for professional retraining, with projects for overcoming and removing architectural barriers in the workplace, with interventions to adapt and adapt workstations" (art. 1, paragraph 166, Law no. 190/2014). In addition to the recognition of the "relational" character of disability, the Convention bases the process of achieving equal opportunities on the "general principle" of "accessibility" (Article 3(f) of the Convention), which is considered suitable for "enabling persons with disabilities to live independently and to participate fully in all areas of life" (Article 9, Conv.), including the workplace (Article 27, Conv.).

The pandemic experience has had a profound impact on the labour market and relationship and on the use of public services. As for the former, the "fragile" pandemic, which has involved people with disabilities, has given a legacy to the prospect of remote work as a so-called "smart work" measure. reasonable accommodation (as defined in Article 2(4) of the UN Convention); However, this is a prospect that, to materialize, requires complete digital accessibility of organizations. Regarding public services, the emergency experience, now consolidated, has shown profound innovations both in the production (of services remotely or through AI) and in the use by citizens. The "full accessibility, physical and digital" of the public administration, the market and in the employment relationship for people with disabilities (Law no. 227/2021) thus becomes both the guarantee for their full social inclusion on equal terms with others.

Within the PRIN INSPIRE project, the research project aims to: a) verify the current employment conditions of people with disabilities in Italy, also in the intersectional perspective; b) reconstruct the state of the art in terms of accessibility of environments, both physical and digital, concerning the field of labour law, especially with the recent Delegated Law of 2021 and related implementing decrees; c) carry out a literature review on the theme of accessibility as a tool for inclusion and participation.

**Struttura dell'Università di Udine presso la quale verrà sviluppata l'attività di ricerca / Department or other structure of the University of Udine where research activities will be carried out:**

Dipartimento di Scienze Giuridiche (DISG) / Department of Legal Sciences.

**Importo dell'assegno di ricerca (al lordo oneri carico assegnista) / Total grant gross for the research fellowship:**

€ 25.941,74

**Durata dell'assegno di ricerca / Duration of the research fellowship "assegno di ricerca":**

12 mesi / months

**Finanziamento / Financed by:**

La copertura finanziaria graverà sul Progetto di Ricerca di rilevante Interesse Nazionale (PRIN\_2020CJL288) dal titolo "INSPIRE – Inclusion strategies through participation in workplaces for organizational well-being" ("Strategie di inclusione attraverso la partecipazione nel lavoro per il benessere organizzativo"). P.I. Prof.ssa Marina Brollo. CUP: G23C22000550001.



**Requisiti di ammissione / Minimum qualifications necessary:**

Possesso di un diploma di laurea vecchio ordinamento (ante decreto 3 novembre 1999 n. 509) o di laurea specialistica/magistrale (ex decreto 3 novembre 1999 n. 509 e decreto 22 ottobre 2004 n. 270) o titolo equivalente conseguito all'estero. / University degree obtained before Decree n. 509 of 3 November 1999 or specialistic/Master's degree (post decree n. 509 of 3 November 1999 and decree n. 270 of 22 October 2004) or equivalent degree obtained abroad.

**Modalità di presentazione della documentazione oggetto di valutazione / Arrangements for the submission of documents:**

La modalità di presentazione della documentazione oggetto di valutazione è specificata all'art. 4 del bando. / The way of presenting the documentation under evaluation is specified in art. 4 of the present notice.

Ai fini valutativi, i candidati potranno presentare le pubblicazioni e ogni altro titolo ritenuto utile a comprovare la propria qualificazione in relazione al programma di ricerca descritto nell'Allegato A, nelle seguenti lingue: / For evaluation purposes, candidates may present publications and any other qualifications deemed useful to demonstrate their qualification in relation to the research program described in Attachment A, in the following languages:

- Italiano / Italian
- Inglese / English

**Procedura selettiva / Competition procedure:**

Valutazione per titoli e colloquio. / Evaluation of titles and oral exam.

I risultati della valutazione dei titoli saranno resi noti agli interessati nel corso del colloquio. / The evaluation of the qualifications will be disclosed to candidates during the interview.

Calendario del colloquio / Calendar of the oral exam	Modalità / Modality	In presenza / On site
	Data / Date	6 maggio / May 2024
	Ora / Time	16:00 / 4:00 pm (Italian time)
	Luogo / Place	Dipartimento di Scienze Giuridiche (DISG) Livio Paladin / Department of Legal Sciences Livio Paladin via Tomadini, n. 3 - 33100 Udine

Per sostenere il colloquio i candidati devono esibire un valido documento di riconoscimento. / Candidates must come to the interview with a valid identity document.

Eventuali variazioni saranno rese note esclusivamente mediante pubblicazione all'albo ufficiale on line dell'Ateneo / Any change will be made public solely through publication on the University web site [http://web.uniud.it/ateneo/normativa/albo\\_ufficiale](http://web.uniud.it/ateneo/normativa/albo_ufficiale)



**Commissione giudicatrice / Examining Board:**

Nome e Cognome	Qualifica	SSD	Università
<b>Membri Effettivi / Permanent members</b>			
Marina Brollo	PO	IUS/07	Università degli Studi di Udine
Valeria Fili	PO	IUS/07	Università degli Studi di Udine
Anna Zilli	PA	IUS/07	Università degli Studi di Udine
<b>Membro Supplente / Temporary member</b>			
Rocco Lobianco	PA	IUS/04	Università degli Studi di Udine