

HIGH COUNCIL DECISION N. 2/2021

of 23 June 2021

amending the Conditions of Employment of Teaching Staff of the European University Institute (EUI)

THE HIGH COUNCIL,

Having regard to the Convention setting up a European University Institute (EUI), in particular Article 6(5)(c),

Having regard to the Protocol on the Privileges and Immunities of the European University Institute, and in particular Article 12 thereof,

Having regard to the Conditions of Employment of Teaching Staff of the EUI (CETS) laid down by High Council Decision No 7/2014 of 5 December 2014,

Having regard to the Staff Regulations applicable to Permanent Staff Members and Conditions of Employment of Other Servants of the European University Institute laid down by High Council Decision No 6/2014 of 5 December 2014,

Having regard to the need to amend the Conditions of Employment of the Teaching Staff (CETS) to better adapt with regards to the specificities and evolution of the teaching staff category and the developments in universities worldwide,

Having regard to the need to better define the rules of part-time professors and part-time assistant professors,

Having regard to the favourable opinion of the Budget Committee IUE 327/21 (FIN 17).

Taking into consideration the recommendations of the Working Group on the Working on Part-Time Professors and Professors of Practice delivered to the EUI's President in October 2019,

Whereas:

(1) It is the duty of the Institute to offer an attractive teaching and research environment for current and future part-time professors and part-time assistant professors while being agile regarding working modalities due the part-time work nature.

(2) It is in the interest of the Institute to adapt and make more flexible the place of work condition of part-time professors and part-time assistant professors in view of the rapid change of the job market worldwide and in particular, since the Covid-19 virus took hold.

(3) It is a strategic objective of the Institute to continue offering an attractive teaching, research and executive training environment for current and future appointment of part-time faculty during and after the Covid-19 pandemic.

(4) In the interest of legal clarity, these conditions of employment need to be revised.

(5) These measures should not result in any additional expenditures for Title I of the EUI Budget.

Therefore, the CETS need to be amended,

HAS DECIDED AS FOLLOWS:

Article 1

The Conditions of Employment of the Teaching Staff of the European University Institute, and in particular Part III, Chapter 10, Articles 52 to 58 are amended as follows:

PART III

PART-TIME PROFESSORS AND PART-TIME ASSISTANT PROFESSORS

CHAPTER 10

Part-time professors and part-time assistant professors

Article 52

The holder of a part-time professors and part-time assistant professors contract, referred to as “part-time contract holder” in this part, shall be appointed by the Executive Committee in accordance with Article 9 of the

Convention and the rules governing the activities of the Institute provided for in Article 6(5) (a) of the Convention.

Article 52a

The minimum duration of a single-period part-time contract shall be one month.

Article 53

The part-time contract of employment shall be signed by the President and the part-time contract holder concerned. The contract shall indicate the following:

- that the person concerned is a part-time contract holder;*
- the type of post and tasks entrusted to the part-time contract holder;*
- the start and end dates of the employment contract;*
- the grade of the part-time contract holder and the percentage time worked in the month, expressed in thirtieths;*
- the place of work of the part-time contract holder;*
- that the part-time contract holder enjoys the rights guaranteed by these Conditions of Employment, and by the Convention and by any provisions adopted pursuant to it, and that he shall comply with the obligations deriving from all these provisions;*
- specific obligations and any other special conditions.*

Article 54

- 1. The part-time contract of employment shall specify one of the grades given in the Table set out in Article 28 (2) (a) and (b) as the basis for calculating the remuneration of the part-time contract holder. Such remuneration, calculated per diem, shall be equal to one-thirtieth of this amount.*

The remuneration shall be paid from the first to the last day of the contract of the part-time contract holder. It shall be expressed in Euros.

- 2. The part-time contract holder may not waive his entitlement to remuneration.*
- 3. Article 26 shall apply to the remuneration of a part-time contract holder.*
- 4. The provisions of Article 28a shall apply mutatis mutandis.*

Article 55

A part-time contract holder with a contract of at least fifteen thirtieths and with place of work in Florence shall be entitled to reimbursement of travelling expenses between the place whence he was recruited and Florence.

Reimbursement of travelling expenses for journeys is to be authorised by a mission order, in accordance with Articles 11, 12 and 13 of Annex VII.

Article 56

- 1. The part-time contract holder shall be insured by the Institute against accidents which may arise while travelling and during his stay in Florence.*
- 2. Where the death or accidental injury of a part-time contract holder is caused by a third party, the Institute shall, in respect of the obligations under these Conditions consequent upon the events causing such death or injury, stand subrogated to the rights, including rights of action, of the victim or of those entitled under him against the third party.*

However, the Institute shall not be subrogated to the rights of compensation in respect of purely personal damage such as non-material injury, damages for pain and suffering or compensation for disfigurement and loss of amenity over and above the allowance granted for those headings under the foregoing paragraph.

- 3. The provisions of paragraph 2 may not be a bar to direct action by the Institute.*
- 4. Exceptional coverage by the EUI's contracted health insurance will be granted to part-time contract holders on an individual basis, if no health insurance is fully or partially provided by a national or other equivalent health insurance system. In such cases, the medical certificate required under Article 8 is to be supplied either by the Institute's medical officer or by a medical practitioner chosen by the part-time contract holder.*

Article 57

The following provisions of these Conditions of Employment shall also apply to part-time contract holders:

- Chapter 2: Article 2, 2a on the rights and obligations;*
- Chapter 3: All Articles on privileges, immunities and protection;*
- Chapter 4: Articles 14 and 15 on conditions of employment;*
- Chapter 5: All Articles on cancellation of the contract;*
- Chapter 9: All Articles on general and transitional provisions;*
- Chapter 9b: Sole Article on Disciplinary measures.*

Article 58

In addition to the provisions of Article 57, the following provisions shall also apply to part-time contract holders recruited for a continuous period of at least two months during which they are doing full-time work and are no longer in receipt of remuneration and allowances from their institution(s) of origin:

- *Chapter 7: Articles 30 on family allowances and 32 on expatriation allowance;*
- *Chapter 8: Article 47(3) first and second hyphens, at the request of the contract holder's institution of origin.*

Article 2 – Date of Effect

This Decision shall enter into force on the date of its adoption.

Done in Florence, 23 June 2021

For the High Council

The President

(original signed)

Tanya SAMMUT-BONNICI