

# HIGH COUNCIL DECISION N. 11/2023

of 1 December 2023

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

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### 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 Conditions of Employment of Teaching Staff of the European University Institute (CETS) laid down by High Council Decision No. 7/2014 of 5 December 2014;

Having regard to the Staff Regulations (SR) 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 Charter of Fundamental Rights of the European Union and in particular to the principle of gender equality and non-discrimination on gender grounds;

Having informed the Executive Committee on 8 November 2023;

Having regard to the favourable opinion of the Budget Committee IUE 564/23 (STAT1).

Whereas:

- (1) Following the development of externally funded research activities, there has been a significant growth of academic staff.
- (2) The EUI strives in offering a more attractive and gender-equal teaching and research environment for part-time (assistant) professors in which professional challenges do not compete with private and family interests including the fundamental right to maternity leave.
- (3) There is a need to amend the CETS to better align them to the Staff Rules with regard to the specificities of the teaching staff category and the developments in universities worldwide.
- (4) It is in the interest of the EUI to offer attractive working conditions for its academic staff (research fellows and academic assistants).

- (5) It is important to continue striving for organisational efficiencies and simplification of procedures including the procedure for the voluntary resignation of full-time professors.
- (6) Fixed-term staff (full-time or part-time) shall not suffer a disadvantage compared with tenured staff unless different treatment is justified on objective grounds. Therefore, research fellows and academic assistants should receive the Termination of Service Allowance and entitlements as of the start of their contract.
- (7) The EUI is committed to promote an inclusive environment for the whole EUI community.

HAS DECIDED AS FOLLOWS:

*Article 1 – Amendments to the CETS*

The CETS of the European University Institute are amended as follows:

- (1) In paragraph 2 of Article 18 the words “Academic Council” are replaced by the words “Head of Department or Director of Centre or School”.
- (2) The wording of Article 57 is replaced by the following:

*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 6: Article 23 on the right of maternity leave;
- Chapter 9: All Articles on general and transitional provisions;
- Chapter 9b: Sole Article on disciplinary measures.

- (3) Article 64 shall be amended as follows:
  - a) In paragraph 1 the words “holding an initial contract stipulating at least twelve months of full-time service (thirty thirtieths)” shall be deleted.
  - b) The last paragraph shall be deleted.
- (4) Article 65 (1) shall be amended as follows:
  - a) The words “holding an initial contract for at least twelve months full-time (thirty thirtieths)” shall be deleted.

- b) The second subparagraph shall be deleted.
- (5) In Article 68 the words “who has completed at least twelve months of full-time service” shall be deleted.
- (6) The last sentence of Article 68a shall be deleted.
- (7) The wording of Article 74a (2) shall be amended as follows:
  - a) The words “holding an initial contract stipulating at least twelve months of service” shall be deleted.
  - b) The last paragraph shall be deleted.

#### Article 2 – Gender inclusive language in the CETS

The President of the EUI shall be authorised to update the language used in the CETS in order to reflect the principle of gender equality and non-discrimination on gender grounds.

#### Article 3 – General and Final Provisions

None of the changes introduced in this decision may result in additional expenditures for Title 1 of the EUI Budget.

This Decision shall enter into force on 1 January 2024.

Done in Florence, 1 December 2023

For the High Council

*The President*

*(original signed)*

Stefan Griller