Ca' Foscari University of Venice
VENICE SCHOOL OF MANAGEMENT

Venice School of Management
Ca' Foscari University of Venice
San Giobbe Campus – Cannaregio 873, 30121 Venice - Italy
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Decree - VSM - Rep. no. 878/2026 - Prot. no. 261196 dated 04/11/2026

Call for Applications for no. 1 Short-term Research Fellowship
Ca' Foscari University of Venice – Venice School of Management

The present document in English is to be considered as a mere translation of the provisions of the call which is available in Italian at the following link - Albo online https://www.unive.it/data/30402/ The text in Italian is the official text of the notice of competition for all legal intents and purposes and, in the event of non-conformity with the present document, it shall prevail.

HAVING REGARD TO	the Article 18, paragraph 5, letter f) of Law No. 240 of December 30, 2010, and subsequent amendments and integrations;
HAVING REGARD TO	the Article 21 *quinquies* of Law No. 241 of August 7, 1990, and subsequent amendments and integrations;
HAVING REGARD TO	Article 1 bis, paragraph 2, of Decree-Law No. 45 of April 7, 2025, as amended during conversion by Law No. 79 of June 5, 2025, which came into force on June 7, 2025, and which, in Article 4, paragraph 3, of Law No. 210 of July 3, 1998, abolished the favorable tax regime for short-term research fellowships post-graduation, establishing the application of IRPEF and IRAP taxes on such Short-term Research Fellowships;
RECALLED	the Regulation for the establishment of Short-term Research Fellowships for post-graduate activities pursuant to Article 18 of Law No. 240 of December 30, 2010, issued with Rectoral Decree No. 300/2014 of April 14, 2014, and subsequent amendments and integrations;
WHEREAS	the tax treatment of Short-term Research Fellowships is subject to the legislation in force at the time of granting. Even if not expressly referred to in this notice, the applicable tax regime will be that provided for by current legislation *pro tempore*;
HAVING REGARD TO	the agreement signed between Ca' Foscari University of Venice - Venice School of Management and Fondazione delle Professioni Provincia di Venezia (ref. Rep. no. 129/2024 - Prot. no. 0173580 dated 11/07/2024), Coordinator: Prof. M. Fasan, which provides adequate financial coverage for the Short-term Research Fellowship;
HAVING REGARD TO	professor Gaetano Zilio Grandi's request (prot. no. 253916 dated 26/10/2026) concerning the awarding of no. 1 Short-term Research Fellowship entitled "Business Organization and Labor Transformations", lasting 3 months for a total amount of € 5.115,21 gross percipient;
HAVING REGARD TO	the authorization of the above-mentioned request given by the School Board held on 04 November 2026;
VERIFIED	the funding, related to the research fellowhip, whose costs are allocated under the project MAN.FONDAZIONE.PROFESSIONI.FASAN;

Description

The Venice School of Management - Ca' Foscari University of Venice, as specified in the introduction, hereby calls for applications for no. 1 Short-term Research Fellowship entitled **"Business Organization and Labor Transformations",** lasting **3 months – CUP H73C26001200007 – Tutor prof. Gaetano Zilio Grandi.**

The research fellow must perform the following research:

ABSTRACT

From a labor law and industrial relations perspective, this research addresses the transformations of corporate organizational models and the evolution of labor protection systems in contemporary productive environments. The inquiry will focus in particular on the employment and organizational aspects associated with innovative organizational forms, whether represented by corporate scale-up/consolidation processes, business networks (including those in the social enterprise and non-profit sectors), social activities, or sustainable and/or circular economy-oriented organizations. The research aims to provide a systematic framework of current transformations in the world of work driven by multiple factors (digital transition, green transition, demographic shifts, economic drivers) that can be tailored to specific application contexts. In doing so, it will examine labor law tools that enable enterprises to enhance competitiveness or maintain compliance with social and environmental sustainability standards. The outputs of this research intend to offer a qualified analytical contribution with practical value and relevant impact for stakeholders, as well as economic and professional entities within the Venetian territory.

OBJECTIVES

The research activity aims, first, to outline a systematic framework concerning the evolution of protections in contemporary productive settings. To achieve this initial goal, the research fellow will draw upon both organizational/economic and labor law literature to build a broad and interdisciplinary reference framework.
Subsequently, the investigation will focus on analyzing employment issues tied to specific innovative organizational forms, which may be examined either alternatively or in combination: from corporate scale-up and consolidation processes, to business networks and social enterprises, through to organizations oriented toward sustainability and the circular economy. The subject of study will thus encompass both statutory and bargained mechanisms for worker protection and flexibility (such as managing job duty modifications, working time, and occupational health and safety in flexible environments). In this second phase, the fellow will examine primary legislation alongside national, company-level, and/or territorial collective bargaining, with potential deep-dives into second-level practices, bilateral institutions, and contractual clauses dedicated to welfare and sustainability.
Finally, the research seeks to calibrate this general theoretical and regulatory framework for application in specific operational contexts, extracting analytical insights, reflections, and key interpretations directly usable by the economic and professional organizations of the Venetian territory.

EXPECTED RESULTS

The primary outcome of the research project will be an analytical research report systematically mapping the interactions between evolving labor regulations, collective bargaining dynamics, and new corporate organizational structures. This study will examine one or more of the selected organizational models, highlighting their respective protection and flexibility profiles.
The report must include an annotated bibliography and an initial mapping of relevant bargaining practices.
Lastly, the research may enable the preparation of summary materials and briefing documents (such as concise factsheets or executive summaries), if deemed useful to support future dissemination initiatives and/or engagement with professional associations and local stakeholders.

The research fellow must provide the School with the following research output:

- **two-monthly reports** on the activities (Tot. **2 reports**);
- **a final report** on the activities undertaken, highlighting the results achieved, approved by the tutor, which will be presented to the Board/ Council of the School.

This documentation is by way of example and not exhaustive and may change or be implemented according to the needs of the research activity concerning the project and/or the structure that calls for the research grant. For anything not specified in this Call, please refer to the Regulations and applicable legislation.

Duration of the Short-term Research Fellowship: 3 (three) months, indicatively **starting in February 2027.**

Amount: The amount of the Short-term Research Fellowship is equal to € 5.115,21 (five thousand one hundred and fifteen/21 euros) gross percipient and will be subject to taxation according to the regulations in force. It will be paid **in bimonthly instalments,** after certification of the regular performance of the activity. The amount awarded is understood to include any costs relating to the undertaking of the research envisaged by the project.
The monthly amount shall only be approved and awarded for whole months completed; amounts for months not completed shall not be awarded.

Deadline for submission of applications: not later than noon time (12:00 Rome CET) of Wednesday 25 November 2026.
In case the deadline is on Saturdays, Sundays or on holidays, it is extended to the first working day thereafter.

Who can apply? (University Regulation for short-term research fellowships, Art. 3)

Applications are open to all EU citizens and non-EU citizens who hold:

- **Bachelor's Degree or Master's Degree (or equivalent qualification) in the fields of Law, Business/Management, Economics, or Sociology (including, by way of example and without limitation, Bachelor's degrees in classe** (Italian Regulation): **L-14, L-18, L-33, L-16, L-40; or Master's degrees in classe** (Italian Regulation): **LMG/01, LM-77, LM-56, LM-63, LM-88), or equivalent foreign qualification.** Qualifications obtained abroad will be examined by the Committee, which may consider them as being equivalent for the purposes of admission, without prejudice to the current legislation.

In addition, the following **skills, competencies and qualifications** will be assessed as rewarding:

Skills required:

- **Knowledge of the Italian language, at least C1 level or higher;**
- Good knowledge of the English language;
- Knowledge of the core principles of Labor Law;
- Analytical skills and bibliographic research skills.

Any other evaluable qualifications:

- Degree thesis in Labor Law or related subjects within legal, business, economic, or sociological/industrial relations disciplines;
- PhD/Doctorate or Master's degree/postgraduate courses within legal, business, economic, or sociological/industrial relations disciplines;
- Scientific publications within legal, business, economic, or sociological/industrial relations disciplines;
- English language certificates.

Those who have a degree of kinship or affinity, up to and including the fourth degree, with any professor belonging to the Department or facility issuing the call, or with the Rector, the General Manager or a member of the University Board of Directors, cannot participate in the selection.

Applicants must hold all the requisites within the call deadline.
Candidates are admitted to the selection conditionally; they may be excluded from the call at any time

should they fail to meet the predefined requirements, even after the selection process is complete, with just cause and notification sent to the person concerned.

Incompatibility (University Regulation for short-term research fellowships, Art. 12)

The Short-term Research Fellowship may not overlap with:

- other short-term research fellowships granted in any capacity, apart from those granted by national or foreign research institutes in order to integrate with periods abroad the specific activity foreseen by the work plan of the appointed fellow;
- attendance of PhD courses with scholarship and medical specialization, in Italy and abroad;
- research grants *"assegni di ricerca"* o *"incarichi di ricerca"*.

Short-term Research Fellowship holders may carry out self-employed work or occasional or permanent collaborations, as long as this is coherent with the ongoing research, upon approval and on the condition that:

- does not involve a conflict of interest with the specific research activity carried out;
- does not prejudice the university, in relation to the activities carried out.

Subordinate employment contracts holders, in addition to obtaining permission by the University, must provide the authorization of their employer.

- In the specific case that the subordinate employment contract started prior to the awarding of the fellowship, compatibility with the existing employment will have to be assessed; if the assessment yields a negative result, the Short-term Research Fellowship will not be awarded; in the case of a positive result, the successful candidate will have to provide the authorization of his/her employer **within 15 days**.
- In the event that the subordinate employment contract will start once the fellowship is ongoing, the successful applicant is required to notify this change at least 30 days before the start of the employment contract for an assessment of compatibility; if the assessment is negative, the fellowship will cease by the start of the employment contract; in the event of a positive outcome, the successful applicant must provide the authorization of his/her employer **within 15 days.**

The awarding of the Short-term Research Fellowship does not imply the establishment of any employment contract, nor does it give rise to any rights of access to positions of employment at the university.

How to apply (University Regulations for short-term research fellowships, Art. 5)

Candidates must submit:

a) **The application form.**

Applicants must declare in the application, under their own responsibility:

- **the possession of a Bachelor's degree or Master's degree or equivalent qualification obtained abroad.**
  IMPORTANT: Candidates in possession of a qualification obtained abroad must also submit a copy of the foreign title with a translation in Italian or English language including marks obtained, accompanied by a self-declaration relating to the conformity to the original of the translation itself. The candidate who has been awarded a **Diploma Supplement**, may not submit any other documentation, provided that the DS provides a complete description of the nature, level, academic system and status of the studies carried out. In any case, it is advised to submit any other document useful to the evaluation of the academic title obtained;
- nationality (the possession of a residence permit valid at the deadline of the call for applications, in case he/she is a non-European citizen residing in Italy);
- to be medically fit to discharge his/her duties for the fellowship;
- that they understand that the Short-term Research Fellowship is not compatible with the positions referred to in Art. 12 of the Regulations for Short-term Research Fellowships and current legislation;

- not to have received measures restricting personal freedom at the time of submitting the application;
- not to have a degree of kinship or affinity, up to and including the fourth degree, with any professor belonging to the department or facility issuing the call or with the Rector, the General Manager or a member of the University Board of Directors and that they are aware of the provisions of the Law no 240/2010, Art. 18, para. 1, letter b);
- any benefit under L. 104/92.

b) A **CV in European format** (Europass) **duly dated and signed.** The CV must specify the educational qualification held by the candidate and a detailed description of his/her scientific-professional qualifications. In addition**, the CV must contain the following declarations**:
   1) the declaration made pursuant to the Italian D.P.R 445/2000 and subsequent amendments and additions, that the information provided corresponds to the truth;
   2) the authorization for the processing of personal data for the purposes related to this selection procedure, made pursuant to Legislative Decree no. 196/2003 and Article 13 of the GDPR (EU Regulation 2016/679).

c) A copy of a valid **identity document** (e.g. Identity Card or Passport);

d) All documents, qualifications and publications relevant for the selection procedure.

The declarations contained in the application form and in the relevant attachments are to be considered for all legal purposes as self-certification pursuant to articles 46 and 47 of Presidential Decree 445/2000 and subsequent amendments and additions of the data contained therein and the attached documents.

The University carries out sample checks on the truthfulness of what is declared, reserving the right to request the originals of the publications.

The untruthfulness of what is declared entails the forfeiture of any benefits resulting from the measure issued, without prejudice to the provisions of the penal code and special laws on the matter.

How to submit your application

The **application for participation** and the **relevant documentation** must be submitted exclusively through the procedure available at the address:
https://apps.unive.it/domandeconcorso-en/accesso/vsm-2026-bric-ziliograndi

by **entering your Tax Code**. Foreign citizens who do not have one can generate a temporary code through: https://apps.unive.it/utils/cf

The mandatory deadline for submitting applications is set for Wednesday 25 November 2026 at 12:00 (Italian time).

The candidate, after the uploading, will receive a submission number and an e-mail acknowledging receipt of their application. The candidate if necessary could access the procedures for updating any data and materials through the link and submission number provided in the e-mail **until the call deadline expires**.
Please note that the University can be contacted for any support needs by the candidate until 24 hours prior to the deadline. For further information please contact Research Area of Venice School of Management – e-mail: ricerca.management@unive.it
Please note that in case of a high number of applications and / or weight of the materials loaded by the candidates the system might become slower. Therefore, it is suggested not to start the process close to the deadline.
Incomplete applications, those without the required data and the compulsory attachments will not be taken into consideration. Furthermore, the applications which, for any reason, reach this University beyond the deadline indicated above cannot be accepted.
The declarations made in the application shall be considered issued in accordance with the DPR no.

445/2000 and subsequent amendments, by candidates entitled to use the simplified administrative certifications permitted by the above decree.

Selection and Evaluation Procedure

A Selection Committee is appointed by order of the Director of the School taking into account, whereas possible, gender balance.
The selection is made by **assessment of the scientific-professional qualifications of the candidates, followed by an interview, to be held via teleconference.**
The **interviews phase** is scheduled for **Wednesday 9 December and/or Thursday 10 December 2026, via GMEET platform**.

The short list of candidates admitted to the interview and eventual postponements will be published online on Thursday 3 December 2026, on the VSM website unive.it/management-ricerca>"Research>Short-term research fellowships>Research fellowships expired calls" and on the University website "Research>Working in research>Short Term Research Fellowships>Research fellowships expired calls". The publication of the aforementioned calendar, list and announcements have the value of notification; therefore, candidates are required to present themselves, with the valid identification document presented during the application phase, on the day, the time and according to the electronic media indicated in the public notice. The absence of a candidate from the interview will be considered to all intents and purposes as a waiver.

Please note that proficiency in Italian and English languages will be assessed by the selection committee during the interview of admitted candidates.

The Commission compiles a ranking and specifies the winning applicant, having regard to the score appointed to experience and qualifications, interview and any other test, as specified by the call. In the event of two or more candidates obtaining the same score at the end of the selection, the younger candidate will be preferred.

Awarding of the Short Research Fellowship

Having received the selection documents and at the outcome of the checks, the Director approves, by decree, the ranking list and the selection procedure reports and makes them public.
Notification, including the start date of the Short-term Research Fellowship, shall be sent to the winning candidate.
The winner must accept the Short-term Research Fellowship within seven days of receipt of the written notification referred to above, under penalty of revocation. In the event of withdrawal, the Short-term Research Fellowship shall be awarded to the next available candidate, following the order of the final ranking of merit.
Publication of the results of all the selection phases shall be published in the online University's notice Board - Albo online, on the VSM website unive.it/management-ricerca>"Research>Short-term research fellowships" and on the University website "Research>Working in research>Short Term Research Fellowships".
All information on the convocation of candidates will be published there, too, without further direct communication to the candidates.
Access to the selection documents is guaranteed pursuant to the law of 07/08/1990, no. 241 and subsequent amendments and additions and relative internal implementation regulation.
The Department reserves the right to cancel the procedure and/or not to proceed with the stipulation of the "Declaration of Acceptance" of the Short-term Research Fellowship with the winning person, if for any reason the interest in the research ceases.

Information and contacts

Candidates may find further details about the application process and the research project in the official Call published on Albo online and on the VSM website unive.it/management-ricerca> "Bandi Borse di Ricerca".

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Processing of personal data

Personal data provided by the candidates in their applications for participation in the selection procedures, are processed pursuant to the legislative decree of 30/06/2003, no. 196 and subsequent amendments and additions and to EU Regulations 2016/679. Comprehensive information on personal data processing can be found here.

Person in charge of the procedure

Pursuant to the provisions of Art. 5 of Italian Law of 07/08/1990, no. 241 and subsequent amendments and additions, the person in charge of the administrative procedure for this selection procedure is Lisa Botter, Venice School of Management Executive Officer.

Final provisions

For anything not specified in this call, see the University of Venice's current regulations regarding the awarding for research fellowships and the current legislation.

Digitally signed
The Head of VSM
Prof. Marco Tolotti

Digitally signed
Seen
The person in charge of the procedure,
Executive Officer of VSM,
Lisa Botter.

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INFORMATION ON PERSONAL DATA PROCESSING
pursuant to Article 13 of Regulation (EU) 2016/679

The Ca' Foscari University of Venice, as part of its institutional aims and in fulfillment of the obligations set forth in art. 13 of the 2016/679 EU Regulation ("Regulation"), provides you with information regarding the processing of personal data that you have provided to the University for the purpose of carrying out the selection procedure you wish to participate in.

1) THE DATA PROCESSOR

The data processor is the Ca' Foscari University of Venice, with headquarters in Dorsoduro n. 3246, 30123 Venice (VE), in the person of the Rector Magnificent.

2) DATA PROTECTION OFFICER

The University has appointed the "Data Protection Officer", who can be contacted by writing to the e-mail address dpo@unive.it or to the following address: Ca 'Foscari University, Venice, Data Protection Manager, Dorsoduro n. 3246, 30123 Venice (VE).

3) PERSONAL DATA CATEGORIES, PURPOSES AND LEGAL BASIS OF DATA PROCESSING

The data processing in question involves the provision of personal data and data relating to previous study and professional experience.
Unless the selection procedure is for protected categories, it is not necessary to provide data of a sensitive nature (for example, data concerning health status, sexual orientation or political or trade union opinions); candidates are therefore requested not to provide such data, unless deemed necessary for optimal evaluation of the position selection procedure.
The processing of personal data is aimed solely at the completion of the selection procedure and will take place in a way and within the limits necessary to pursue the aforementioned purpose.
The legal basis for this treatment is represented by art. 6.1.e) of the Regulations ("execution of a task of public interest or connected to the exercise of public powers").
The processing of personal data is based on the principles of correctness, lawfulness and transparency and the protection of the privacy and rights of the data subject, as well as the additional principles established by art. 5 of the Regulations.

4) DATA PROCESSING MODALITIES

The processing of personal data will be carried out by authorized parties (in compliance with the provisions of Article 29 of the Regulation), with the use of computerized procedures, adopting appropriate technical and organizational measures to protect them from unauthorized or illegal access, destruction, loss of integrity and confidentiality, even if accidental in nature.

5) STORAGE TIME

The data will be stored in accordance with the Regulations on the storage of administrative documentation.

6) RECIPIENTS AND CATEGORIES OF RECIPIENTS OF PERSONAL DATA

For the purposes set out above, in addition to specifically authorized employees and collaborators of the University, personal data may also be processed by individuals who execute outsourced activities on behalf of the Data Controller, in their capacity as External Data Processors.
The same data might be communicated to the public administrations directly interested in the legal-economic situation of the candidate hired.

There are no further communications to third parties except to persons to whom the data must be transmitted in fulfillment of legal obligations or, on request, to judicial and supervisory authorities.

The data of the hired candidate might be shared for the fulfillment of the obligations regarding transparency as per Legislative Decree n. 33/2013 and future modifications.
The results of any intermediate tests and final rankings will be published according to current legislation.

7) DATA PROVISION

The provision of such data is necessary to evaluate the requirements for participation and to verify academic qualifications. The failure to indicate these data might preclude this assessment, with a consequent exclusion from the procedure.

8) USER RIGHTS AND HOW TO EXERCISE THEM

As an interested party, you have the right to obtain from the University, in the cases provided for by the Regulations, access to personal data, rectification, integration, their cancellation or processing limitation or to object to the data processing itself (articles 15 and following of the Regulations). The request can be submitted, without any particular formal procedures, by contacting the Data Protection Officer directly at dpo@unive.it or by sending a communication to the following address: Ca 'Foscari University Venice - Data Protection Officer, Dorsoduro 3246, 30123 Venice. Alternatively, you can contact the Data Controller, by writing a PEC (certified email) to protocollo@pec.unive.it.
Interested parties, who believe that the processing of their personal data is in violation of the provisions of the Regulations, also have the right to file a complaint to the Data Protection Guarantor, as provided for by art. 77 of the Regulations itself, or to take appropriate legal action (Article 79 of the Regulations).