



Call for proposals aimed to the assignment of the scholarships "Visitinps Fellowship" involving research projects on the analysis and impact evaluation of public policies finalised at reducing inequalities and gender discrimination – topics included and consistent with the Research Areas of the Inps.

PRELIMINARY REMARKS

INPS, with the presidential Decisions 2 April 2015 no. 13 and 28 May 2015 no. 53, established the research program called "Visitinps Scholars" subject to the Regulation adopted with Resolution of the Board of Directors 30 September 2020 no.60. This program awards, through public selection preceded by the publication of a call, "Visitinps Fellowship" scholarships and "Visitinps Scholars Program type A and B" research programs whose topics must be included and consistent with the Institute's "Research areas of scientific interest".

With resolution of the Board of Directors 12 March 2025 no.43 an agreement scheme was approved between the Mef and the INPS for the implementation of activities concerning the analysis and assessment of the impact of public policies aimed at reducing gender inequalities and discrimination; agreement extended for a further two years.

To this end this selection procedure is called for to define a ranking of suitable candidates aimed at the subsequent assignment of "Visitinps Fellowship".

The person in charge of the current procedure is Dr. Gianfranco Santoro, Head of Research Directorate dcstudiericerche@inps.it;

The Scientific Director of "Visitinps Scholars" research program is Professor Agar Brugiavini.

Art. 1 – Aim of the Selection

Participation requirements and incompatibilities



This public notice calls for a selection procedure in order to define a ranking of eligible candidates for the assignment of scholarships " *Visitinps Fellowship* ".

The number of " *Visitinps Fellowships* " will be determined on the basis of the allocation of financial resources at the time of assignment, as established by the current " *Visitinps Scholars* " Regulations.

The participation in this procedure is open to young researchers, Italian or foreign citizens, with a maximum age of 35 at the date of the application referred to in article 4 below from Italian or foreign Universities or research Institutes recognized as:

- researchers with a PhD or equivalent qualification obtained abroad;
- in the process of obtaining a PhD, or equivalent qualification obtained abroad, who have completed all exams (and/or other educational and training activities) included in the PhD program or equivalent qualification, lacking only the final defense.

The participation requirements must be met on the date of presentation of the application form.

The participation in the procedure for assigning " *Visitinps Fellowship* ", both as a principal investigator and as collaborator, is not allowed to:

- INPS employees;
- whoever has up to a second order kinship, husband or wife, according to the Italian civil law, with a member of the " *Visitinps Scholars* " research program Scientific Committee, or with the INPS President or with any other member of the Board of Directors or with the Director General.

Art. 2 - Research project topic

The candidate must submit a research project concerning the analysis and evaluation of the impact of public policies aimed at reducing gender inequalities and discrimination, topics that are included and consistent with the Research areas of the INPS.

Art. 3 – Duration and amount of scholarships allowance for "Visitinps Fellowship"



The "*Visitinps Fellowship* " shall last one year from the first day of the research activity.

The starting date of the research activity, as referred to in Article 5 below, must be set within eight months of the date of publication of the ranking of assignees.

The amount of the scholarship covered by this call is equal to Euro 4,000.00. This amount, to be considered all-inclusive, will be paid in three equal tranches, after the certification by the Scientific Director of the interim reports and the final document presented by the researcher, as indicated in Article 6 below.

In addition to the aforementioned indemnity, researchers residing outside the province of Rome are entitled to a reimbursement of documented expenses not exceeding a total of Euro 2,000.00. The sum is paid in three tranches: the first in the initial phase of the research activity and the others following the certification, by the Scientific Director of the interim reports' presentation.

Art. 4 - Content, modality and terms for submitting applications

The application form, which must be submitted following the structure of attached model A, must be received no later than **December 9, 2026** at the e-mail address domandevisitins@inps.it; and write in the object "Application for "Visitinps Fellowship"; applications submitted in any other form will not be accepted.

The application form, including the research project, must be submitted by the principal investigator, with adequate economic and/or statistical skills; the PI may indicate a collaborator or a multidisciplinary research team to be associated for the implementation of the aforementioned project.

The multidisciplinary research team is considered as such if, in addition to the presence of researchers with economic and/or statistical skills, it is also composed of one or more researchers whose skills are included in the legal, sociological or demographic ones.

In the event that the researchers indicate a research team, they will have the burden of indicating a main collaborator and to specify his/her contribution in terms of results, in relation to economic and/or statistical competences in addition to any supplementary competences in legal, sociological or demographic matters.



The investigator cannot submit multiple applications for participation, nor can he be indicated as a collaborator in another application for participation, even within different research projects, in this same call; in this case he/she will be invited, before the start of the evaluation procedure, by the Head of Research Directorate (DCSR) to specify which project he intends to participate in; this clarification must be received within three days of the request, under penalty of exclusion.

In the event that the investigator or a collaborator are already assignees or collaborators of other research projects, they can apply for participation in this call but they will not be able, in case of assignment, to work on more than two research projects at the same time. The research projects are to be considered concluded with the presentation of the Workinps Paper. All this, however, in compliance with the deadline for starting the new project set out in the following article 5 of this call for the start of the research activity.

These provisions are applied not only to the collaborator but also to the members of the research team.

The application form, under penalty of exclusion, must include the domicile and the email address to send notices as well as contain the following attachments:

- a. the application form attached letter A signed and completed and containing the attachments indicated and precisely:
 - i. the research project that the candidate intends to carry out (maximum five pages, maximum two thousand words including the abstract and excluding the bibliography); (in case of importing external data) explicit authorization from the data controller to use and import into the "Visiting Scholars" platform, for research purposes, any datasets from external sources and necessary for the implementation of the research project;
 - ii. the *curriculum vitae*, with an attached report representative of their scientific output;
 - iii. copy of a valid identification document;
 - iv. any indication of the name, with the *curriculum vitae* attached, of the collaborator he/she intends to associate for carrying out the research activity;
 - v. any indication of the personal details of the members of the multidisciplinary research team, with the *curriculum vitae* attached for each of the members; the principal investigator and collaborator must be indicated within the team. (In the case of projects assigned to a research team, only the principal investigator and collaborator will be able to access the data placed on the "Visitinps Scholars" computer platform).



The documentation attached to the application must be sent exclusively in PDF format. Any requests for information can be sent to the e-mail address domandevisitinps@inps.it

Candidates, previously awarded with scholarships or research projects within the framework of the "Visitinps Scholars" program, are allowed to submit a new application in this public call, as long as the new research project contains elements of absolute novelty compared to previous project (A or B type).

The researcher can replace the collaborator only and exclusively in the case of the latter's renunciation of the continuation of his activity.

In this case, the Scientific Committee may submit for the approval of the Head of Research Directorate the request of the assigned investigator to make use of the support of another collaborator indicated by the same investigator and after evaluating the adequacy of the scientific and professional skills of the same resulting from the curriculum vitae, in accordance with the provisions of article 5 below.

The new collaborator must sign the contract or, if already completed, an integration of the same.

Art. 5 - Selection modality, processing of the ranking of the eligible candidates and assignment of the Scholarships

A selection committee shall proceed to the comparative assessment of the research projects and the scientific profile of the candidates taking into account the qualifications (resulting from the *curriculum vitae*) and the scientific publications (indicated in the representative report of its scientific production referred to in the previous article 4 letter b) deemed relevant for the purposes of assessing the candidate's suitability to carry out the research project presented.

For the purposes of the comparative assessment, the Committee takes into account the following elements which, in order to be assessed, must be consistent with the project presented, which can be deduced from the *curriculum vitae* and the above report:

- experience gained in research activities in public or private Universities, Italian or foreign, or within structures designated for research activities, research institutions, international public or private entities, Italian or foreign;
- publications, papers and research of original and innovative nature, or of scientific relevance for the editorial position of the relative publication.



Before starting the evaluation, the Committee verifies that the topic of the research project is scientifically valid and that it is included and consistent with the "*Research areas of scientific interest*" and has as its object the analysis and evaluation of the impact of policies public aimed at reducing inequalities and gender discrimination; otherwise, the candidate is excluded.

The admitted projects will be evaluated mainly for their feasibility, relevance and methodological rigor and also for their novelty compared to research already carried out or in progress in the "Visitinps Scholars" program, the list of which is available on the institutional website with the documentation relating to this announcement.

The collaborator and any members of the *research team* indicated are subject to an assessment of suitability by the Committee for the implementation of the research project presented, taking into account the adequacy of the scientific and professional skills resulting from the *curriculum vitae*.

In particular, the collaborator who, together with the principal investigator, will be able to access the data placed on the Visitinps Scholars platform is subject, by the Committee, to an assessment of suitability for carrying out the research project, taking into account the adequacy of the scientific and professional skills resulting from the *curriculum vitae*.

The score that the Commission can assign to the candidate is unique up to a maximum of 100 points expressed taking into account what is indicated in the previous paragraph 2.

Candidates who have obtained an overall score of at least 60 points are considered eligible.

The ranking of eligible candidates, and the subsequent ranking of assignees drawn up on the basis of the distribution of available resources, are published on the institutional website and are valid for 12 months starting from the respective publication date and, in any case, no later than the publication of the subsequent call announcement.

The assignment is notified to the assignees through a written notice. Within 15 days from receiving the notice, the assignees must send an acceptance or renunciation statement indicating the date on which they intend to start the research activity (the starting date of the research activity must be within 8 months from the date of publication of the list of assignees). If the assignees do not send the acceptance or renunciation statement within the deadline, the assignation shall be considered forfeited and the following eligible candidate on the list shall receive the assignment.



Before or at the same time as the start of the research activity, the assignee researcher and any collaborator must sign the relevant contract.

The investigator assigned the "*Visitinps Fellowship*" and any collaborator, by signing the contract, declare that they are not in the incompatibility situations referred to in article 1 above and commit to communicate any changes, under penalty of termination of the contract

The researcher, and, the collaborator, by signing the contract, undertake to observe the "Provisions for conducting the Visitinps Scholars research activity and for the rationalization of the space available for the storage of data functional to the implementation of research projects" or other provisions containing the discipline of the research activity as well as the contents of the Institute's Code of conduct published on the institutional website www.inps.it; to comply with the obligations laid down by the art.20 "*workers' obligations*" of Legislative Decree 81/2008 (Provisions on the protection of health and safety in the workplace), the implementing regulations and the provisions of the Institute on the subject, as, for the sole purpose and for the effects of the aforementioned Legislative Decree, the researchers, in carrying out the activities aimed at the development of research, are treated as a "worker" and therefore subject to compliance with these obligations.

Art. 6 - Method for carrying out research activity

During the duration of the "*Visitinps Fellowship*" as mentioned in the previous Article 3, the researcher and, if present, the collaborator - shall have access to the Institute through an identification badge.

The researcher must submit at least two intermediate reports to the Scientific Director illustrating the research activity carried out, namely:

- the first report no earlier than one month and no later than three calendar months from the start of the research activity;
- the second report at the end of the duration of the scholarship;

as well as the final document concerning the research covered by the scholarship, the latter within 3 months of the end of the duration of the scholarship itself. The Scientific Director may ask the assigned researcher to integrate these reports and the final document.



The researchers assignee of the "*Visitinps Fellowship*" or their collaborators must duly present their work in special seminars aimed at an audience of experts as well as in special seminars for employees of the Institute. These seminars will be periodically organized by the Central Directorate for Studies and Research. The researcher must submit the Workinps Paper relating to the research assigned within six months of the presentation of the final document.

Researchers, for the purpose of carrying out their research activities, make use of the equipment and instruments made available by INPS for this purpose. The information necessary for the realization of the research project will be extracted from the INPS databases and anonymized with mechanisms that guarantee correlation with other data sources. The data thus extracted will be saved in a folder located on a Virtual Desktop made accessible through the Citrix VDI infrastructure to which the researcher and collaborator will be able to access and process the data exclusively through personal credentials (user ID and password); within this Virtual Desktop the researcher and the collaborator will find all the analysis tools made available by the Institute.

The Virtual Desktop will not allow internet browsing, access to external storage devices, data extraction, except in the cases and in the manner indicated in this article, nor the "Copy and paste" of parts of documents. Requests to import datasets into the Visitinps processing environment, containing a statement describing in detail the content of the files to be extracted, must be sent to the Studies and Research Directorate providing:

- delete all columns not strictly necessary for the purposes of processing;
- provide the semantics of each column;
- provide the source of the information contained;
- provide arguments why the file, and the data it contains, are necessary for research.

Requests for data extraction from the processing environment, in relation to the drafting needs of the project, may only relate to aggregate summary data and in no case microdata.

The data provided must not allow the indirect identification of any interested parties through secondary keys or unique tuples.

It is forbidden to export data via electronic devices or other methods such as, but not limited to, photographs or screenshots; the violation of this prohibition will result in the termination of the research project award contract.



Art. 7 – Provisions on tax and social security matters

For tax purposes, the allowance of the "Visitinps Fellowship" scholarship constitutes income assimilated to employment income pursuant to art. 50, paragraph 1 letter. c) of the Consolidated Income Tax Act approved with Presidential Decree 22 December 1986 no. 917 and subsequent amendments and additions and, therefore, constitutes taxable income for Irpef purposes. The Institute, upon disbursement of the amount of the indemnity, will operate at the expense of the researcher, a withholding tax as an advance income tax according to the progressive income brackets on the remuneration itself, as provided for by Article 24 of the Presidential Decree 600 of 29 September 1973.

This indemnity constitutes taxable income for Irpef purposes even if the researcher is not resident in Italy (according to the concept of tax residence defined by article 2, paragraph 2, of Presidential Decree 22 December 1986 no. 917), except as provided for by International conventions on double taxation.

The assignment of the "Visitinps Fellowship" scholarship does not involve the establishment of any employment relationship, nor any evaluation useful for the purposes of legal and economic careers within the Institute, nor to any severance pay or other sum for various reasons.

The allowance relating to the "Visitinps Fellowship" scholarship is not subject to social security contributions.

The reimbursement of documented expenses (for food, accommodation, travel and transport), does not contribute to form the taxable income as provided for by Article 51, paragraph 5, of Presidential Decree of December 22, 1986 no. 917.

Article 8 - Insurance cover

The assignees of "Visitinps Fellowship" scholarships and their collaborators, who access the INPS premises, are guaranteed suitable insurance coverage for accidents and insurance coverage as part of the third party liability insurance activated by the Institute.

Article 9 - Renunciation and Forfeiture

Forfeiture from the assignment of the "Visitinps Fellowship" shall involve whoever does not declare to accept the assignment within the term indicated in the previous Article 5; whoever does not indicate the date on which they intend to begin the research activity, or whoever does not begin the research activity within 8 months



from the date of publication of the list of assignees, except for justified reasons arising from serious health conditions or force majeure, duly proven.

The assignee of the " *Visitinps Fellowship*" who intends to renounce to the assignment must give written notice to the Head of Research Directorate at the following address dcstudiericerche@inps.it. In such a case, the payment of the indemnity will be commensurate with the activities carried out and resulting from the reports submitted.

Failure to submit the periodic reports on the research activity carried out and the final document provided for in Article 6 above, as well as the non-inclusion of such documents requested by the Scientific Director, provides for the forfeiture of the award of the scholarship "Visitinps Fellowship", unless justified reasons.

Article 10 - Intellectual Property

INPS has the right to make use of the methodologies developed and of the results achieved through the research activity.

The researchers assignee of the "Visitinps Fellowship" are entitled to the copyright on the results of the activities they carried out using INPS's data, resources and information.

The assignee researchers must submit their researches work for publication on the series of studies and research called "Workinps Papers". They can present this work for publication outside the Institute, exclusively for academic and scientific purposes making make clear reference to the circumstance that were carried out within the "Visitinps Scholars" research program and report the clarification that these publications exclusively reflect the views of the author and do not engage the responsibility of the Institute.

The publication of the aforementioned research work outside the Institute cannot take place before the presentation for publication on the "Workinps Papers" series referred to in the previous paragraph.

Article 11 – Personal data protection

For the realization of the "Visitinps Scholars" program, the Institute, before processing the researcher's data, carries out a procedure to make personal data anonymous – at the end of which the information will not result in any way or over time referable to an identified or identifiable individual in accordance with Article 4 of EU Regulation 2016/679, and Legislative Decree no. 196 of 30 June 2003 as



amended and integrated by the Legislative Decree 10 August 2018 no.101, including security measures for access to databases, and Law Decree 8 October 2021 n. 139 - Law 3 December 2021, no. 205.

Therefore, in order to realize the assigned activity, to each researcher shall be assigned a personal user name, provided by the Institute in order to access the processing systems. They shall be allowed to consult the anonymous data, according to the modalities indicated in the single research program assignment of Scholarships and however in compliance with the provisions of EU Regulation 2016/679, Legislative Decree No. 196 of 30 June 2003 as amended and integrated by the Legislative Decree 10 August 2018 no.101, including security measures for access to databases, and Law Decree 8 October 2021 no. 139 - Law 3 December 2021, no. 205.

The assignee researcher and their collaborators are prohibited to transfer, communicate or disclose to third parties, for any reason, the data object of the activity assigned.

The data collected for the purposes mentioned in this announcement will be processed and stored in compliance with Legislative Decree no.196 / 2003 as amended and integrated by the Legislative Decree 10 August 2018 no.101 and Law Decree 8 October 2021 no. 139 - Law 3 December 2021, n. 205.