



UNIVERSITÀ DEGLI STUDI DI MILANO

CONCORSO PUBBLICO, PER TITOLI ED ESAMI, A N. 5 POSTI DI CATEGORIA D - AREA AMMINISTRATIVA-GESTIONALE, CON RAPPORTO DI LAVORO SUBORDINATO A TEMPO INDETERMINATO PRESSO L'UNIVERSITÀ DEGLI STUDI DI MILANO, DI CUI N. 1 POSTO DA RISERVARE, PRIORITARIAMENTE, ALLE CATEGORIE DI CUI AL DECRETO LEGISLATIVO N. 66/2010 - CODICE 22242

La Commissione giudicatrice del concorso, nominata con Determina Direttoriale n. 6927 del 04/05/2023 e composta da:

Prof.ssa Olivia Bonardi	Presidente
Dott. Stefano Ollari	Componente
Dott.ssa Paola Lupi	Componente
Dott.ssa Alessandra Lucatello	Componente
Dott.ssa Deborah Savastano	Componente
Dott.ssa Annalisa Corno	Segretaria

comunica i quesiti relativi alla prova orale:

Busta n. 1

Quesito n. 1

Il/la candidato/a illustri le procedure di chiamata dei professori universitari nella legge 240/2010 e successive modificazioni e integrazioni

Quesito n. 2

Il/la candidato/a illustri i controlli sugli atti amministrativi

Quesito n. 3

Il/la candidato/a legga e traduca il seguente brano:

Shared parental leave made some maternity leave transferable in the UK. The aim was to improve the position of working parents, particularly mothers, by encouraging fathers to take on more of a caring role. It has been widely acknowledged that the legislation has failed to achieve this. This article considers whether the reasons for this failure are due to the specifics of the UK's legislative scheme itself or the model of transferable maternity leave. Comparing the experience of other countries with transferable maternity leave shows that solving many of the issues with the UK legislation would not be enough to encourage fathers to care. Instead, such comparison shows that the model of transferable maternity leave can never be the most effective tool to encourage fathers to care because it will always prioritise mothers' caring role.

Busta n. 2

Quesito n. 1

Il/la candidato/a illustri la disciplina dei contratti di ricerca alla luce delle recenti modifiche apportate all'art. 22 della l.n. 240/2010

Quesito n. 2

Il/la candidato/a illustri le fasi del procedimento amministrativo

Quesito n. 3

Il/la candidato/a legga e traduca il seguente brano:

Legislation that helps employees balance their childcare and paid work commitments has been widely regarded as a keyway to challenge gender inequality across the globe. The traditional



approach to these leave patterns remains the most prominent: a long period of maternity leave, often complemented by a shorter period of leave reserved for fathers or the mother's partner when a child is born or adopted. Increasingly, paternity leave is being supplemented with different types of leave available to fathers, as legislators aim to improve the position of working mothers and include fathers more in unpaid care work. The most well established of these are individual, non-transferable rights to leave reserved for each parent

Busta n. 3

Quesito n. 1

Il/la candidato/a illustri la disciplina del ricercatore a tempo determinato di cui all'art. 24, L. n. 240/2010

Quesito n. 2

Il/la candidato/a illustri la nomina, il ruolo e le funzioni del Rettore

Quesito n. 3

Il/la candidato/a legga e traduca il seguente brano:

Comparing the length of maternity leave available in the countries which make transferable maternity leave available, the UK looks very generous; only Bulgaria offers more, at 410 days.¹⁶ However, the UK's statutory maternity pay is one of the least generous. All the other countries with transferable maternity leave make the whole period of maternity pay income related. The only exception is Israel, where the last eleven weeks are unpaid, following fifteen weeks of full-pay (subject to a cap). There are considerable differences in the length of paternity leave and the level of payment in all the countries with transferable maternity leave. Serbia is the least generous, as there is no entitlement to paternity leave

Busta n. 4

Quesito n. 1

Il/la candidato/a illustri il trattamento economico dei professori universitari

Quesito n. 2

Il/la candidato/a illustri il sistema delle relazioni sindacali nell'Università

Quesito n. 3

Il/la candidato/a legga e traduca il seguente brano:

As noted in the introduction, heteronormativity is based on a number of assumptions. First, it assumes that there are two genders and second, that these two genders are different. As Butler notes, heterosexuality requires and produces the two genders; men are associated with 'maleness' and women with 'femaleness'. A number of assumptions follow from this: 'a man's partner will be a woman, that a woman will be the main carer of the child, that a woman would prefer to remain within the home than to enter the economic sphere, and that she is only able to opt for one of those endeavours as her predominant life role

Busta n. 5

Quesito n. 1

Il/la candidato/a illustri la disciplina del lavoro a tempo parziale nella p.a.

Quesito n. 2

Il/la candidato/a illustri la nomina, il ruolo e le funzioni del Consiglio di amministrazione dell'Università

Quesito n. 3

Il/la candidato/a legga e traduca il seguente brano:



Employers have long been interested in data-driven people management. Frederick Taylor was already arguing for a 'scientific management' approach to labour by the late 1800s, and Henry Ford was known to patrol his factory floor with a stopwatch, timing workers' motions. Technological changes have opened the floodgates to these practices on a much wider scale. Workers across the socio-economic spectrum can be evaluated along multiple axes in real-time – through GPS monitors, wearable sensors, keystroke trackers, screenshots, communication sentiment analysis and more

Busta n. 6

Quesito n. 1

Il/la candidato/a illustri la disciplina dell'assenza per malattia e i controlli

Quesito n. 2

Il/la candidato/a illustri la composizione e le funzioni del Comitato Unico di Garanzia dell'Università di Milano

Quesito n. 3

Il/la candidato/a legga e traduca il seguente brano:

Since its first iteration in 2005, the Employment Practices Code has been structured around four topic areas: recruitment, selection and verification; employment records; monitoring at work; and information about workers' health. The intention was that each part could 'stand alone', with employers advised to 'choose' parts of the code depending on 'the relevance to [their] organisation of each area covered'. From an historical perspective, division into the four topic areas made sense. The technology which employers used to monitor workers once differed from that used in recruitment, for example; and different data protection considerations applied to the different activities

Busta n. 7

Quesito n. 1

Il/la candidato/a illustri l'accesso dei cittadini stranieri e dell'Unione europea al lavoro alle dipendenze della P.A.

Quesito n. 2

Il/la candidato/a illustri la figura del responsabile del procedimento amministrativo

Quesito n. 3

Il/la candidato/a legga e traduca il seguente brano:

Management is now mediated through all-in-one software packages which fully or partially automate numerous HR functions – including recruitment, pay, scheduling, employee monitoring and performance management. Any attempt to define employers' data protection obligations by activity will thus be both over- and under-determinative: over-determinative because the same obligations will apply to all activities, resulting in repetition throughout the guidance; and under-determinative because confining the discussion to certain activities may give a false impression that data protection considerations only arise in those instances.

Busta n. 8

Quesito n. 1

Il/la candidato/a illustri la disciplina delle incompatibilità e del cumulo di impieghi e di incarichi del personale tecnico amministrativo delle Università

Quesito n. 2

Il/la candidato/a illustri le cause di nullità e annullabilità dell'atto amministrativo

Quesito n. 3



Il/la candidato/a legga e traduca il seguente brano:

This Annual Report highlights the most significant contributions from 2022 to our priority areas. Science Europe engaged in meaningful dialogue with key stakeholders at the EU and international level, consolidating our position as a trusted partner in shaping research policies and ensuring that our members' input is integrated into Horizon Europe. We put a spotlight on brain circulation, developing comprehensive recommendations to reduce disparity in R&I and promote wider participation and excellence. Last but certainly not least, we have initiated an important dialogue on ethics and integrity in the context of public engagement of research in society

Busta n. 9

Quesito n. 1

Il/la candidato/a illustri la disciplina dell'incompatibilità e del cumulo di impieghi e di incarichi dei professori universitari

Quesito n. 2

Il/la candidato/a illustri la motivazione del provvedimento amministrativo

Quesito n. 3

Il/la candidato/a legga e traduca il seguente brano:

Leveraging the potential of Europe's existing talent, developing new capacities, and optimising and spreading the benefits of research and innovation throughout the EU, are more important than ever before. Capitalising on the expertise of the association, a dedicated task force was set up under the Working Group on Horizon Europe with the aim to promote wider participation and excellence across the Member Organisations. This facilitated the exchange of information and enhanced the knowledge of national and EU funding instruments and resources among them. As part of its efforts to promote 'brain circulation' and counter the 'brain drain' phenomenon Science Europe organised three interactive workshops, two internal to gather Members' knowledge and experience and a public one

Busta n. 10

Quesito n. 1

Il/la candidato/a illustri il Codice di Comportamento dei dipendenti delle P.A.

Quesito n. 2

Il/la candidato/a illustri il principio generale di trasparenza

Quesito n. 3

Il/la candidato/a legga e traduca il seguente brano:

Science Europe continued to contribute to EU legislation developments, particularly in the area of research data. The Digital Services Act (DSA), which was under negotiation between the Council of the EU and the European Parliament, aimed to create a safer digital space where the fundamental rights of users are protected and to establish a level playing field for businesses. Nevertheless, the DSA was likely to generate legal uncertainty and fragmentation for the research sector and thus threatened some of the needs and specificities of the research and education sectors in policy and legislative developments in the digital field

Busta n. 11

Quesito n. 1

Il/la candidato/a illustri le norme a tutela del dipendente pubblico che segnala illeciti

Quesito n. 2

Il/la candidato/a illustri gli obblighi delle P.A. e in particolare delle Università in materia di trasparenza

Quesito n. 3



Il/la candidato/a legga e traduca il seguente brano:

Europe needs to take a more systemic approach to R&I emphasising experimentation, working across sectors and disciplines, and involving local communities. The involvement of local communities concerns four main areas: First, awareness raising and education about research and innovation to EU citizens of all ages. Second, the design and prioritisation of the research and innovation agenda. Third, the processes of undertaking research and of making innovations by giving local communities the opportunity and the means to join research projects as collaborators, to take part in public-private-civic partnerships as partners, to perform research as investigators, and to engage in technological, nontechnological, and social innovation. Finally, fourth, the application of the outcome of research and of innovation in their daily live

Busta n. 12

Quesito n. 1

Il/la candidato/a illustri il procedimento disciplinare nei confronti dei dipendenti della P.A.

Quesito n. 2

Il/la candidato/a illustri i principi generali della Performance

Quesito n. 3

Il/la candidato/a legga e traduca il seguente brano:

European research and innovation is a key driver and enabler for combating climate change, implementing green industrial policy and achieving sustainable development. Becoming the world's first climate-neutral continent by 2050 will not be possible without an ambitious agenda linking research, innovation and investments with reforms and regulations in order to mobilise a collective actions for climate. Science and its processes are the foundation of evidence-based policies and can help to enhance citizens' trust in the policy and the European Union. Research and innovation will drive, navigate and accelerate the European Green Deal agenda and green recovery by setting the direction, testing and delivering solutions, addressing trade-offs and ensuring policy coherence

Busta n. 13

Quesito n. 1

Il/la candidato/a illustri il principio delle pari opportunità e le funzioni del Comitato Unico di Garanzia

Quesito n. 2

Il/la candidato/a illustri la disciplina dei permessi e congedi

Quesito n. 3

Il/la candidato/a legga e traduca il seguente brano:

In line with the article 4(3) of the Treaty on the Functioning of the EU (TFEU), in the area of research and innovation 'the Union and the Member States shall, in full mutual respect, assist each other in carrying out tasks'. The Union invests in research and innovation to address emerging challenges, to reach economies of scale, scope and speed, to strengthen the Union's scientific excellence, to create cross-border, multidisciplinary networks, to reinforce human capital and the structure of national research and innovation systems. This contributes to the increased global competitiveness of the Union and creates new opportunities for businesses and citizens

Busta n. 14

Quesito n. 1

Il/la candidato/a illustri la disciplina delle mansioni del lavoratore alle dipendenze della P.A. con particolare riferimento all'adibizione a mansioni superiori

Quesito n. 2



UNIVERSITÀ DEGLI STUDI DI MILANO

Il/la candidato/a illustri il regime giuridico del personale tecnico-amministrativo

Quesito n. 3

Il/la candidato/a legga e traduca il seguente brano:

Our mission is to design and implement research and innovation policies and programmes in collaboration with Member States, international partners, citizens, industry and other stakeholders. These policies and programmes, supported by investment and relevant regulation, will deliver new knowledge and breakthrough innovation for the green and digital transformations that leave nobody behind and help to accelerate the transition towards a sustainable, safe, fair and prosperous future for people and planet. We aim to have a high scientific, technological and societal impact, built on scientific evidence and strong input from citizens and industry. We operate in an ethically robust, effective and efficient manner and keep a strong focus on the European added value

Milano, 12 luglio 2023

La Commissione

Prof.ssa Olivia Bonardi - Presidente

Dott. Stefano Ollari - Componente

Dott.ssa Paola Lupi - Componente

Dott.ssa Alessandra Lucatello - Componente

Dott.ssa Deborah Savastano - Componente

Dott.ssa Annalisa Corno - Segretaria