

**PHD PROGRAMME TABLE**  
**Announcements of competition for admission to PhD Courses**  
**41<sup>st</sup> cycle, Academic Year 2025/2026**

**PhD Course: LABOUR, DEVELOPMENT AND INNOVATION**

**Available positions: 12**

**Evaluation Methods: based on academic and research records and interview**

**Available positions:**

<b>Place n.</b>	<b>Description</b>	<b>Financial support</b>	<b>Specific research topic</b>
1	Scholarship	University scholarship	-
2	Scholarship	University scholarship	-
3	Scholarship	University scholarship	-
4	Scholarship	University scholarship	-
5	Scholarship	University scholarship – funded by Fondazione di Modena	-
6	Scholarship	Scholarship funded by Fondazione Marco Biagi	-
7	Scholarship	Scholarship funded by Emilia Romagna Region in implementation of the programme ‘Territory: technological, cultural, economic and social transition towards sustainability’ - PR ESF+ 2021/2027 - CUP E83C24000320002	The ageing of the working population: the governance and organisation of labour relations as a condition for promoting the well-being and skills development of workers of all ages
8	Scholarship	Scholarship funded by Emilia Romagna Region in implementation of the programme ‘Territory: technological, cultural, economic and social transition towards sustainability’ - PR ESF+ 2021/2027 - CUP E83C24000320002	Critical factors for sustainable circular value chains in Agrifood industry
9	Scholarship	Scholarship funded by Emilia Romagna Region in implementation of the programme ‘Territory: technological, cultural, economic and social transition towards sustainability’ - PR ESF+ 2021/2027 - CUP E83C24000320002	The evaluation of territorial care reform initiatives within the PNRR Health Mission
10	Scholarship	Scholarship funded by Emilia Romagna Region in implementation of the program “High-Level Skills to Address the Challenges of the Technological, Cultural, Economic, and Social Transition Towards Sustainability”- PR ESF+ 2021/2027 CUP E83C25002380002	Climate Risk and Green Investments
11	Reserved position*	Three-year high apprenticeship contract funded by Fondazione Ago Modena Fabbriche Culturali ETS	Development, innovation, sustainability

12	Reserved position**	Three-year high apprenticeship contract funded by Società Coopservice Soc. Coop p.a.	Labor Cast
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\* reserved position funded by **Fondazione Ago Modena Fabbriche Culturali ETS** for a three-year High Apprenticeship Contract aimed to carry out work, training and research activities on the subject of “Development, innovation and sustainability”, with the following characteristics: third sector entities; economic/financial reporting and social budget, control, management of labour relations, taxation in the specific field of third sector participation foundations.

The apprentice will be hired at the Company's location in Modena, via Emilia Centro 283, with a functional qualification equal to Administrative Apprentice in 5 level 1 band, full time 37 hours per week with application of the regulatory and economic treatment required by the current Italian National Contract (CCNL) for the Federculture sector, the Company is part of;

\*\* reserved position funded by **Società Coopservice Soc. Coop p.a.** for a three-year High Apprenticeship Contract aimed to carry out work, training and research activities on the subject of “Labor Cast” with the following characteristics: development of work and training activities in the field of the analysis and modelling of the Labor Cast, with particular attention to the study of the variations between “Actual” and ‘Forecast’ labour costs. The activity involves an in-depth study of the main behavioral and organizational factors that influence personnel costs in complex and multi-level realities. The training objective is twofold: on the one hand, to build solid theoretical-practical skills in the field of economic-managerial analysis of labour costs; on the other, to foster the development of advanced skills in the field of Data Science applied to HR contexts, with particular attention to the use of mathematical modelling techniques, artificial intelligence and machine learning. These tools will be used to automate data analysis, processing and visualisation processes in a data-driven and scalable way. The complexity of the analysis, involving a data pool of more than 14,000 employees, will require a multi-disciplinary approach, integrating data engineering, computational statistics and labour law skills, in order to consider the various applicable national collective agreements (CCNLs) and related regulatory impacts.

The apprentice will be hired at the Company's location in Reggio Emilia, loc. Pratofontana Via Rochdale 5, with a functional qualification equal to HR Information System, Performance Analysis and Reporting Employee, on a full-time basis and with the application of the regulatory and economic treatment required by the current Italian National Contract (CCNL) for the Cleaning and Integrated Services/Multiservice Companies sector, the Company is part of;

**Areas of the PhD Programme:** The Course responds to the need to train highly qualified professionals equipped with analytical, intervention and design tools to interpret and govern the processes of transformation and development in the world of labour, in companies (industrial, service, public), institutions and territories in the perspective of sustainable and inclusive innovation. Particular attention is devoted to understanding the dynamics of the ‘great transitions’, technological and ecological, of which the transformative repercussions on the regulatory, economic-financial and organisational-managerial side are analysed, also in the intertwining with the issues of inclusion and sustainability in the world of work and business, environmental, economic-financial and social.

The Course adopts a multidisciplinary approach to research and training that balances the use of quantitative and qualitative research methodologies, combined with the development of solid theoretical foundations drawn from multiple disciplinary fields, such as legal sciences, economic and statistical sciences, psychological sciences, and the adoption of a comparative and international analysis perspective.

The Course is divided into 2 thematic strands: Labour, Institutions, Society and Development, Innovation and Sustainability.

Both thematic strands the research areas found at the dedicated web address:

<https://www.phdlavorosviluppoinnovazione.unimore.it/en/research-areas/>

Official languages: Italian and English. Please refer to the educational programme of the course for details on the languages used in each course: <https://www.phdlavorosviluppoinnovazione.unimore.it/en/homepage-english/>  
Both curricula and research areas can be found in the web site: <https://www.phdlavorosviluppoinnovazione.unimore.it/en/homepage-english/>

**Admission requirements:** Italian second cycle master's degree (“Laurea Magistrale”, under D.M. 270/04 or “Laurea Specialistica”, under D.M. 509/99) or Italian degree obtained prior to D.M. 509/99 (the previous Italian regulations) or Second cycle Master's degree obtained abroad, equivalent to the above-mentioned Italian degrees, in accordance with Article 2 of this notice.

### **Documents to be attached to the application:**

- 1) In order to express interest in also competing for the scholarships linked to a specific research topic, candidates must complete and attach the file “[Declaration of priority interest to compete for scholarships linked to a specific research topic](#)”;
- 2) Degree certificate (or self-certification for Italian degrees); and Transcript of Records with list of examinations taken and marks. Applicants with a degree obtained abroad must attach the degree certificate with the list of examinations taken translated and legalized or Diploma Supplement and, if available, the Declaration of Value (“Dichiarazione di Valore in loco”) issued by the competent Italian diplomatic-consular Representation or the certificates issued by the CIMEA - ENIC-NARIC centre. If the degree certificate is not yet available or if the degree has not yet been obtained, the candidate must attach a description of the degree with a list of the examinations taken using [Annex A](#);
- 3) Curriculum vitae written in Italian or English using the template provided in [Annex B](#), indicating the university-level qualifications obtained;
- 4) Research project, written in Italian or English. The project, with a maximum length of 15,000 characters including spaces, must be drafted according to [Annex F](#), available on the website dedicated to the PhD program in Work, Development and Innovation: <https://www.phdlavorosviluppoinnovazione.unimore.it/en/homepage-english/>.  
The research project may be freely chosen by the candidate within the research areas of the PhD Course, as specified on the website dedicated: <https://www.phdlavorosviluppoinnovazione.unimore.it/en/homepage-english/>.
- 5) possible letter of recommendation/reference; in the online application, applicants must enter all the personal data of the professor/researcher/expert who will send the letter of recommendation. After the submission of the application, the computer system will send an automatic e-mail to the contact person requesting the letter of recommendation. The deadline for uploading letters is 30 June 2025, 11.59 pm (CET); applicants can check on the application summary page whether the contact person has sent the cover letter/recommendation. Within this deadline, applicants may send a reminder to the contact person who has not yet sent a letter by selecting the ‘reminder’ item on the application summary page;
- 6) Scientific publications, with a corresponding list;
- 7) copy of a valid identity document.

Candidates who intend to apply primarily for the positions reserved for the three-year higher education apprenticeship contracts must express their interest by attaching [Annex E](#) of this call to the online admission application.

## Evaluation Criteria:

The Commission has up to 60 points available for each candidate for each of the scheduled tests.

**Academic and research records** - The evaluation criteria of the academic and research records are:

- Degree final mark, if already achieved, and grades reported in exams: from 0 to 15 points;
- Publications: from 0 to 5 points,
- Research project: from 0 to 30 points,
- Postgraduate and/or professional teaching and training in the research field, as included in the CV: from 0 to 5 points,
- Foreign language skills in the CV: from 0 to 5 points.

**Interview** - Candidates awarded at least 35/60 in the assessment of academic and research record will be admitted to the interview.

The interview will focus on the research methodology and research objectives, as indicated in the project, as well as the candidate's motivation.

A pass is achieved where candidates are awarded a score of 40/60 or above in the interview.

The list of candidates admitted to the interview and any variations in the methods and terms of the selection procedure will be announced publicly on July, 15<sup>th</sup>, 2025 only on the University website at <https://www.unimore.it/en/bando-phd-41>.

Candidates may opt to have their interview in English.

For the reserved position for the three-year high apprenticeship contract funded by **Fondazione Ago Modena Fabbriche Culturali ETS**, the Commission will assign a judgement of suitability or otherwise, limited to those who have expressed their interest, based on the following assessable aspects:

- Master's degree (Laurea Magistrale) in one of the following degree classes: LM-56 Economics or LM-77 Business and Management (or an equivalent degree);
- Master's thesis relevant to the research topics;
- Basic knowledge of economic/financial reporting and social accounting, specifically in the context of participatory foundations within the third sector;
- Experience in the use of administrative and accounting management tools;
- Work experience relevant to the research topics;
- CV highlighting previous work experience, including internships or apprenticeships.

The judgement of suitability or otherwise for the reserved position does not affect the marks awarded to the candidates but is useful only for the purposes of the assignment of the reserved position. The above-mentioned position will be allocated, among the candidates who have expressed priority interest and have been deemed suitable, to the one with the highest score in the ranking list.

For the reserved position for the three-year high apprenticeship contract funded by **Società Coopervice Soc. Coop p.a.**, the Commission will assign a judgement of suitability or otherwise, limited to those who have expressed their interest, based on the following assessable aspects:

- Master's degree program in "Data Analysis for Economics and Management" within the LM-56 Economics degree class;
- Knowledge of business and economic contexts for implementing data-driven strategies;
- Knowledge of multivariate statistical methods for analyzing relationships between variables using both supervised and unsupervised techniques;

- Experience with Excel, Tableau, Gretl, and programming in R; basic knowledge of Python programming;
- Work experience relevant to the research topics.

The judgement of suitability or otherwise for the reserved position does not affect the marks awarded to the candidates but is useful only for the purposes of the assignment of the reserved position. The above-mentioned position will be allocated, among the candidates who have expressed priority interest and have been deemed suitable, to the one with the highest score in the ranking list.

## **INTERVIEW SCHEDULE**

**In-person interview:** July 22<sup>nd</sup> 2025, 9:30 am. Interviews could continue on July 23<sup>rd</sup>, 2025, 9:00 a.m., should there be a high number of candidates.

The examination will take place in Lecture Room of the Marco Biagi Foundation, Largo Marco Biagi 10, Modena.

**Interview via Microsoft Teams (allowed only for candidates residing abroad):** July 22<sup>nd</sup> 2025, 12:30 pm until 1:30 pm. The examination will take place in Lecture Room of the Marco Biagi Foundation, Largo Marco Biagi 10, Modena.