



**Il Buco Nero**

sito dei lavoratori precari dell'Istituto Nazionale di Fisica Nucleare (INFN)

## **SuperB: An inspiring challenge at the intensity frontier** **Is INFN doing enough to ensure adequate staffing for its success?**

INFN's critical contributions to projects like the LHC were made possible by the efforts of its non-permanent workforce. These young (and not so young) researchers, technologists, technicians, and administrative assistants have worked tirelessly to fulfill INFN's scientific mission, without benefits and without any prospects for more stable employment. They will be no less critical to the successful construction and operation of SuperB. Is INFN doing anything to plan for their future?

Years of Government-imposed hiring freezes have led to a disproportionate reliance across the Italian public sector on temporary labor. At INFN, of a total staff of 2300 people, 500 have "atypical" contracts. Recent doctorates and post-doctoral fellows are watching any hope of a stable career in research evaporate, unless they leave the country to find work elsewhere.

In 2006, a so-called "stabilization" program was introduced as a stopgap. Under its premises, the contracts of fixed-term employees with three years of service were to be made permanent. This would not only have offered stability to a talented generation of young people, many of whom had been repeatedly offered contracts by the INFN on the basis of merit. It would also have freed up funds for the retention and recruitment of a new generation of staff members, since by law, fixed-term contracts are separately budgeted, with tight limits.

So, after a series of delays on the part of the Government in implementing the stabilization program, why has INFN leadership been so slow in "stabilizing" eligible staff members?

As interpreted by other Italian research institutes, the law would allow stabilization-eligible employees to be maintained on fixed-term contracts (in an exception to the normal limits) until permanent positions can be created. So, why have the 60 or so INFN fixed-term employees being stabilized recently received letters (*see over*) notifying them that their contracts will be terminated in January?

And finally, if the INFN is unable to take advantage of an exceptional chance to permanently hire a generation of young professionals, freeing up funds for temporary personnel, what does that say about INFN's commitment to maintaining adequate staffing levels to ensure the success of SuperB?

For more information, visit our web site: <http://www.buconero.eu>

Coordinamento Precari INFN  
Coordinating Committee for INFN Temporary Personnel

IL PRESIDENTE

Gent.ri  
INFN -  
[Redacted]

e p. c. Ch.mo I. [Redacted]  
Direttore d. [Redacted]  
Sede

Oggetto: stabilizzazioni ex art. 1, comma 519, legge 296/2006 - conclusione delle procedure -  
risoluzione del rapporto.

Si fa riferimento a quanto richiamato nelle premesse e a quanto stabilito nell'art. 6 del  
Suo contratto individuale relativo alla costituzione di un rapporto di lavoro subordinato a  
tempo determinato - stipulato in data 3 dicembre 2007 - per quanto concerne il termine di  
durata del rapporto stesso, fissato alla conclusione delle procedure di stabilizzazione previste  
dalle disposizioni legislative richiamate in oggetto.

Tali procedure, secondo quanto stabilito dalle norme vigenti in materia, si  
concluderanno il prossimo 31 dicembre 2009.

Per quanto precede, Le comunico che dal 1° gennaio 2010 il predetto rapporto di  
lavoro subordinato a tempo determinato è risolto.

La Direzione Affari del Personale dell'INFN è a Sua disposizione per ogni  
chiarimento eventualmente necessario.

IL PRESIDENTE  
(Prof. Roberto Petronzio)



Subject: Stabilization (Law 296/2006, Article 1.519) - conclusion of procedures - termination  
of relationship

In the Preamble and Article 6 of your individual contract to establish a relationship as a fixed-  
term employee, stipulated on 3 December 2007, the duration of said relationship is  
determined to coincide with the duration of the stabilization procedures established by law as  
cited in the subject line.

Said procedures will conclude under current regulations on 31 December 2009.

Therefore, you are hereby informed that your relationship as a fixed-term employee will be  
concluded as of 1 January 2010.

The INFN Personnel Department is available for any necessary clarifications.

The President  
Prof. Roberto Petronzio