

**Code of Ethics**  
**Labour Law Community- Comunità di giuslavoristi**

**Introduction**

Labour Law Community - Comunità di giuslavoristi has established this Code of Ethics in order to ensure that the ethical principles based on which it operates are clearly identified as the indispensable foundation of the culture and conduct of the association.

The Code contains the sum of the ethical and conduct principles that every member and those who hold offices within the Association are required to observe and to be inspired by in the exercising of their role and activity.

The non-compliance of the principles and rules of this Code of Ethics is sanctioned within the statutory limits.

**Article 1**

**The Association's purposes**

1. LLC is a scientific association that pursues, non-profit, civic and social utility purposes by carrying out activities of general interest consisting in education, professional development and cultural activities of social interest with educational purposes, in order to achieve the purposes provided in art. 2 of the Association's Statute.

**Article 2**

**Freedom of research**

1. The research activity is free and independent and must take place without external interference and influences aimed at manipulating and directing the results. The Association protects the full autonomy and independence of the scholars, ensuring respect for the right to freedom of expression and the right to criticize, as well as ensuring a pluralism of ideas.

2. The debate of ideas must take place in ways and with contents appropriate to the scientific purpose of the Association and with regard to everyone's dignity. The use of expressions of intolerance, denigration and offense referred to individual members or groups or categories of people is contrary to the Association's ethics. The Association protects the victims of discrimination and harassment in the scientific field in all the possible ways.

3. The Association promotes the development of conscious, critical and open thinking to the international dimension, promoting opportunities of meeting and exchange also with experts of other disciplines and with scholars from other countries.

**Article 3**

**Research ethics**

1. LLC is aware that research in the social and human sciences is developed within a process that is carried out thanks to the contribution of multiple players in the research system (Universities, research institutes, financiers, publishers, scientific journals, institutional representatives, etc.) which contribute to the ethical quality of the studies. In this perspective, LLC observes and applies the *Charter of ethical principles for research in the social and human sciences* drawn up by the CNR Research Ethics Commission and recognizes itself in the following objectives:

- a) promotion and condition of values and rules for ethical conduct in carrying out research, including all phases of research (from the ideation to the disclosure of results), by all the players in the system;
- b) guarantee the rights, interests and freedoms of every individual involved in the research;
- c) self-regulation in order to improve the quality, legitimacy and credibility of research and consensus procedures in order to define common standards and good practices;

- d) promotion and protection of the autonomy of research and the independence of researchers;
  - e) fostering the responsibility of all people involved in the interpretation and dissemination of research results in the social field and in public communication in order to contribute to the cultural growth of citizens on issues of general interest.
2. LLC recognizes that the reference principles for ethics of research are integrity, prudence, respect, dignity, inclusion, knowledge, transparency, independence as provided by the *Charter of ethical principles for research in the social and human sciences*.

#### **Article 4**

##### **Transnational cooperation, inclusive and innovative approach to learning and teaching**

1. As a part of the aims related to the LLC's participation to the public discussion on University policies, the Community firmly participates in the efforts to achieve an integrated cooperation in the fields of higher education, research and innovation and the guarantee of a sustainable future through higher education.
2. In this perspective, LLC commits, as part of its initiatives, to respect and practice the following principles and criteria:
  - a) academic freedom, institutional autonomy and participation of teachers and students in the administration of higher education;
  - b) academic quality, economic development and social cohesion;
  - c) encouragement of the free movement of students and teachers;
  - d) development of the social dimension of the higher education; maximum employability and lifelong learning of graduates;
  - e) regard of students and teachers as members of the same academic community;
  - f) openness to the outside world and cooperation with higher education systems from other parts of the world.

#### **Article 5**

##### **The role of research on the fundamental social rights**

1. LLC recognizes the importance of the role of research and scientific discussion not only for knowledge but also for the promotion of fundamental social rights, the improvement of living and working conditions, the increase of job opportunities according to the international standards defined by the ILO, and it is committed to developing and encouraging training, education and research activities to achieve these purposes.
2. In this perspective, within all its institutional activities, both at national and international level, LLC promotes the ILO's strategic priorities, under conditions of gender equality: promote and guarantee the application of rules as well as labour law's fundamental principles and rights; create more dignified employment and income opportunities for women and men; extend the benefits and effectiveness of social protection for all; strengthen tripartism and social dialogue.

#### **Article 6**

##### **Principle of non-discrimination and gender equality**

1. LLC rejects any form of discrimination, and therefore:
  - a) undertakes, at an organizational level, to adopt specific measures to promote equal opportunities between members, removing any disadvantageous situations pursuing the purposes of the Statute;
  - b) in relations with entities and external bodies, ensures equal treatment, refraining from arbitrary and discriminatory conducts;
  - c) rejects any form of social prejudice, stigmatizing or humiliating praxis;
  - d) promotes and supports initiatives aimed at enhancing individual and cultural diversity;
  - e) protects everyone's dignity and guarantees all forms of interaction between the members, ensuring equal consideration and respect;

f) requires that all members of the community and external interlocutors are treated with respect, integrity and fairness.

2. In order to ensure full freedom of expression and research and a complete realization of equal opportunities between men and women in academic and professional life, LLC adopts the principle of fair gender representation in the governing bodies of the Association; it favors the co-presence of men and women in all the groups of work and in all the initiatives promoted; promotes an equitable representation of men and women in academic and scientific institutions, in scientific debate and training initiatives, as well as a use of the language, also legal and judicial, respectful of gender difference.

3. LLC promotes gender studies and the spread of a methodology attentive to the gender impact of public and corporate policies, as well as legislative instruments of labour market's regulation, of the employment and social security relationship, as well as industrial relations.

### **Article 7**

#### **Duties of the associates**

1. The associates commit to cooperate actively, compatibly to their personal situation, in the life of LLC carrying out in the common interest activities required by the Board of Directors necessary to achieve the fulfillment of the statutory purposes. The activity in favor of the community is conducted freely and free of charge, except for any refund of the out-of-pocket expenses incurred by any member for the accomplishment of the required and duly documented activity.

2. Anyone who conducts activities that require the purchase of goods and services has the obligation to promptly report the costs so that the expenditure is approved by Board of Directors.

3. LLC supports the members' full participation to the life of the Association through their active involvement in the activities approved by the Assembly.

### **Article 8**

#### **Accuracy and transparency in carrying out scientific activity and in promoting of labour law culture**

1. Labour Law Community's members are accountable for the accuracy, quality and transparency of their scientific activity, research and cultural promotion, according to the purposes of the art. 2 of the Statute. Scientific activities follow the highest ethical standards when it comes to selection and update of methods in the academic debate, dissemination and use of results. Members reject methods of evaluation and promotion of research, of cultural production, of participation to every activity related to the Association's purposes based on criteria of affinity with a scientific school, on ideological tendencies of the thesis expressed, on academic or professional logic of exchange.

2. LLC commits in order to ensure the maximum diffusion and sharing of the results of the scientific activity carried out by the members and promotes open access to knowledge through publications, communications, conferences, educational and training activities and any other initiative deemed appropriate.

### **Article 9**

#### **Intellectual Property**

1. LLC considers excellence in scientific activity and research as factors of cultural and social progress.

2. The associates are required to comply with protection of intellectual property rules. Under no circumstance, are forms of plagiarism or deceit, intentional or due to negligent conduct allowed. Among the others, the partial or total attribution of words, ideas, researches of others to themselves or to an author different from the real one, regardless of the target language, as well as the omission of the citation of the sources used in scientific production constitutes plagiarism.

## **Article 10**

### **Responsibility and conflict of interests**

1. LLC is responsible for carrying out its institutional activities towards national and international bodies, associations and citizens; it considers the execution of these activities as the primary objective, according to parameters of accuracy, loyalty, transparency, intellectual integrity. The members of LLC shape their conduct to the same principles and values of the association.
2. LLC and the members commits to avoid situations of conflict of interest that could jeopardize the achievement and promotion of the purposes provided the Statute of the Association.

## **Article 11**

### **Protection of name and image of LLC**

1. Members of the Labour Law Community contribute to affirm and increase the renown and the reputation of the Association.
2. The use of name and logo of LLC are permitted only for institutional purposes or expressly authorized by the President; under no circumstance can they be used connected to professional purposes or assignments unrelated to the statutory activities.
3. Without prejudice to the right to freely exercise constitutional rights, each member of the community refrains, if not authorized by the President, from public statements in the name and on behalf of the community, as well as from comments and public statements prejudicial to the image of the same, specifying when they are carried out in a personal capacity.

## **Article 12**

### **Transparency and publicity**

1. LLC promotes dialogue within the community and promotes dialogue with entities, associations and external subjects, also through its institutional website or other telematic communication tools.
2. LLC guarantees the transparency and accessibility of information; ensures publicity and transparency to the criteria used in the allocation of resources; guarantees the publicity of the acts and resolutions of the association bodies, in compliance with the provisions of the law, the regulations and the Association' Statute, safeguarding the confidentiality and protection of personal data.
3. In the distribution of resources and in the appointment of scientific prizes and awards, LLC adopts transparent procedures and fair gender representation in the bodies set up for the evaluation; it ensures prior information on the requirements and criteria used; it guarantees an impartial selection between a plurality of candidates and the motivation of the decisions taken.

## **Article 13**

### **Privacy and personal data protection**

1. The Association bodies and members of the Labour Law Community are required to:
  - a) respect the confidentiality of individuals and entities whose information and data they hold due to the carrying out of institutional activities;
  - b) guarantee maximum confidentiality, integrity and security of the personal data contained in the information systems;
  - c) guarantee strict confidence of data and information concerning the participation in the Association Bodies, using them in the performance of their role only exclusively.
2. LLC reserves the right to publish information and personal data in the cases provided for by the law only and when it is strictly necessary for the pursuit of the association's purposes, as well as in the event that such information is useful to facilitate access to services and promote the institutional activities.

## **Article 14**

### **Relations with external bodies and entities. International relations**

1. LLC encourages agreements, programs and understandings with public and private subjects, both Italian and foreign, which can contribute to the achievement of its institutional goals.
2. LLC members are available to cooperate in relations with external bodies and entities, ensuring the comparison, exchange and transmission of information.
3. LLC commits to strengthen and enhance the internationalization of scientific and research activity in the field of labor law; promotes mobility and collaboration with qualified international scientific and cultural institutions; supports the international characterization of research and training programs through agreements with qualified European and non-European academic institutions, the establishment and participation in international networks and consortia, the exchange of scientific knowledge and training experiences.