

Informative workshop

The working context in the European Charter for Researchers: organizational well-being and conflict management

June 27th, 2018

REPORT

On June 27th, 2018, the Personnel Management Office organized an informative seminar entitled "The working context in the European Charter for Researchers: organizational well-being and conflict management" (Program attached). The event took place at the CREA headquarter, while the research centers located throughout the country participated in videoconference.

The purpose of the meeting was to introduce behavioral and organizational aspects related to the broad field of working well-being, with reference to research activity.

In fact, as is well known, to stimulate the adoption of the principles stated by the European Charter for Researchers and by the Code of Conduct for the Recruitment of Researchers, in 2010 the European Commission activated a path aimed at the public recognition of the initiatives adopted by the various institutions: the Human Resources Strategy for Researchers (HRS4R).

CREA has obtained from the European Commission the recognition of the "Human Resources Excellence in Research" after it undertaken a process aimed at a progressive improvement and management of human resources, starting from a careful analysis of the differences that still exist between the principles of the Charter and the practice (Gap Analysis) to the definition of an action plan for overcoming them (Action Plan).

The event has been one of the initiatives envisaged by the Action Plan by favoring the "Improvement of effectiveness in resolving conflicts in the research environment".

The seminar also allowed the staff of the Organization and researchers and technologists a deeper understanding of the competences and of the operating methods of the "Single Guarantee Committee for equal opportunities, for the enhancement of the well-being of workers and against the discrimination (CUG)" of CREA.

The speakers of the seminar were:

- A researcher of CREA - member of the working group on the European charter of researchers established at CREA - who reported on: "The European charter of researchers: references to the working context";
- An employee of the CREA - PhD student in social research at the University of Rome "La Sapienza" who reported on: "The dimensions of organizational well-being in the workplace";
- The President of the CUG – CREA, who informed on the Single Guarantee Committee;
- An ASPP psychologist, member of CUG MIT, expert in the area of health and safety and organizational well-being and member of the "Presidential Staff of the National Council of Psychologists" who reported on: "Management of work conflicts".

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June 27th, 2018
9:30 am - 12:30 pm

Via Po 14, Rome - Room n. 65 Building A

Workshop

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June 27th, 2018
9:30 am - 12:30 pm

Via Po 14, Rome - Room n. 65 Building A

9:30 am – **Registration**

9:45 - 10:00 - **Opening of the works**

Ida MARANDOLA, General Manager CREA

Mara PERONTI, Executive Director of Personnel Management CREA

10:00 - 10:30 - **The European charter of researchers: references to the working context**

Marcello BIOCCA, Researcher - member of the working group on the European charter of CREA researchers

10:30 - 11:00 - **The dimensions of organizational well-being in the workplace**

Sveva BATANI, CREA - PhD student in social research at the University of Rome La Sapienza

11:00 - 11:30 - **CUG-CREA: presentation and activities**

Paolo MENESATTI, President of CUG-CREA

11:30 - 12:00 - **Working conflict management**

Laura BARNABA, Psychologist, ASPP, CUG MIT member, Health and safety and organizational well-being referent, member of Presidential Staff of the National Psychological Order Council

12:00 - 12:15 **questions**

12:15 - 12:30 **conclusions and closure**